



# OUR JOURNEY ABOLITION 2000

NBPA AGM and Conference 2007  
24th-26th October, Bristol.



**1837**

PC John Kent becomes Britain's first Black police officer.

**1854**

Mary Seacole arrives in England.

**1860**

First registered mosque in Cardiff, Britain.

**1892**

Dadabhai Naoroji first Indian MP in Britain.



**One voice, strength in unity**



## **NBPA AGM and Conference 2007**

**One voice, strength in unity**

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# WELCOME

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**Keith Jarrett**  
President  
National Black Police Association

Welcome to Bristol and the 2007 National Black Police Association Conference. We have chosen Bristol because this year marks the 200 year anniversary of the abolition of the slave trade, and the city of Bristol was a significant player in this trade. If previous conferences are anything to go by, this conference promises to be informative, mutually-beneficial and a highly enjoyable experience for all concerned.

I would like to thank the Chief Constables and BPAs of the South West region for hosting this event. This year, we extend a warm welcome to members of the community, to our speakers and guests – who have come from a wide range of agencies involved in the judicial system across the UK – and also to our colleagues and friends from the NBPA in the USA. I truly hope that our shared experience will help us to explore the different challenges that each of us face.

In my welcome to last year's conference, I wrote that 2005/2006 had been a particularly challenging time for the UK's NBPA. To borrow the words from a famous Christmas message, 2006/2007 "is not a year on which I shall look back with undiluted pleasure. It has turned out to be an Annus Horribilis." Despite the great progress that the NBPA has made, it was heartbreaking for me to see the unfounded headline news about alleged corruption and embezzlement of funds. These headlines have resulted in the NBPA movement becoming internally focused and has created distrust among ourselves, rather than emboldening us to challenge the continuing culture of institutional racism in our forces and the mainstream unwillingness to robustly tackle this problem.

As just one example, this reluctance continues to manifest itself in BME communities being overrepresented in the DNA database. It is widely accepted that, if the current trend continues, by 2016 the DNA profile of 75% of all Black men in the UK will be on the database. Added to this, the age-old issue of recruitment, retention and progression of police employees from the BME Communities still has not been addressed. We are working with the Association of Chief Police Officers (ACPO), the British Association of Women in Police (BAWP), the Police Federation, the Police Superintendents' Association and the Gay Police Association (GPA), as well as the Home Office, in order to come up with a solution. The BME communities still do not view the Police Service as a career of choice and for BME employees already in the Service the suggestion is that the "glass ceiling" that they find on the way up the ladder has yet to be broken. For BME female colleagues, the prospects seems even more grim - a situation that Vice-President Jane Lam is battling



to change. (See Jane's article on the Gender Agenda, NBPA 2006.) There is still resistance in some quarters to a serious debate about Affirmative Action – which is a viable solution put forward by the NBPA – let alone the implementation of Affirmative Action.

Nevertheless, it will remain difficult to gain mainstream acceptance for the BPA cause if our membership continues to display apathy, inhibitions, and an unwillingness to press Senior Officers to tackle these issues in a bold but reasonable way. And, although this is a huge obstacle that does, at times, seem overwhelming, all signs indicate that it is by no means an impassable one.

Working with the likes Mothers Against Gun Crime and other such organisations, Vice-President Glen Williams leads the work of the NBPA on this issue. At our conference last year we featured The Moss Side Youth Project, which showed how collected effort can bring forth excellent results. This project, and others like this, run by community members and supported by BPAs up and down the country, has helped reduce the disproportionate incidence of Black youth involvement in gun-related offences. However, much more needs to be done to address the instances of serious violence and lawlessness in our communities.

With valued contributions from Mebs Ahmed (Lancashire), Mohammed Perwaze (Durham) and Ranvir Singh Dosanjh (Leicestershire), the NBPA, through the leadership National Secretary Ahmed Sasso, have sought to address the concerns of under representation of Faith-based issues faced by our membership. Our Muslim Communities continue to feel under siege in the fight against terrorism. I urge the BPAs to provide support for the community and employees of the service who feel that they are treated as suspects rather than allies. That the NBPA should not exist has been voiced in many quarters, but resonating much louder are the calls for assistance from our embattled members. A call which has been tirelessly and skillfully answered by our Coordinator Mr David McFarlane. BPAs are leaders. Leadership comes with responsibilities. It is important for us as leaders to harness our responsibilities and ensure that we become agents for change.

So what can we expect from this year's conference? Keynote speakers, panelists, facilitators and workshops have been carefully chosen. Our shared purpose is to support each other in our mutual advancement – whatever stage our BPAs are at – through talks and workshops, which are designed to inform, to encourage debate and to brainstorm solutions. And if we pool our collective thoughts to

explore solutions, we really will progress in this struggle. This can only be achieved by a commitment to change. By coming here and participating in this conference, you have demonstrated this commitment, and by the end of it, I sincerely hope that we will have strengthened our links and exchanged strategies for inspiring an even greater change in others.

Finally, the successes of the NBPA UK would have been harder won had it not been for the support and encouragement given so freely by partner organisations. I would like to publicly thank the Home Office – which continues to provide valuable resources to the NBPA – and the various Chief Constables and Police Authorities who make resources available to their BPAs. In addition, it would be a rather lonely struggle if partners outside of the Police Service had not attended to our call for help in our time of need. Thank you all very much.

One voice, strength in unity.

Yours faithfully

**Keith Jarrett**  
President, National Black Police Association

## SOUTH WEST REGIONAL BPAs

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**Joy Mathis**  
Chair, Wiltshire BPA



**Terry Bissessar**  
Devon and Cornwall BPA



**Andy Karadia**  
Chair, Gloucestershire BPA



**Norman Pascal**  
Avon and Somerset BPA

The South West Regional Police Services offer some of the most diverse and unique experiences of policing to be had within England and Wales. It is perhaps poignant that we are at the home of the “Breaking the Chains” exhibition, which is dedicated to the memory of those Africans who were enslaved more than 200 years ago. All the South West regional Black Police Associations are proud to be part of the National Black Police Association Conference. The challenges faced by our service are not so unique but are an intrinsic part of today’s experiences within BME communities. The rural nature of parts of the region contributes to the isolation some BME people face from the Police and their own communities. In more heavily populated areas, people can and do still face insidious and direct racism. As a service, we are working hard with our ACPD and local command teams to eliminate these inhibitors, enabling all communities to work with, and for, the Police Services, for a society where people are valued for their differences.

The definition of “Black” does not refer to skin colour. The emphasis is on the shared common cultural experience and determination of the people of African, African-Caribbean and Asian origin, to oppose the effects of racism. These are all part of our unique competencies, along with a database of specific skills, knowledge and experiences that support our Forces.

“Before the Pilgrims landed at Plymouth, we were here. Before the pen of Jefferson etched across the pages of history the majestic words of the Declaration of Independence, we were here. If the inexpressible cruelties of slavery could not stop us, the opposition we now face will surely fail.”

**Martin Luther King Jr**



## SOUTH WEST ACPO REGION



**Colin Port**  
Chief Constable South West region

On behalf of the South West ACPO Region, I extend to you a really warm welcome for attending the 2007 National Black Police Association Conference in Bristol.

2007 has seen a year of events to commemorate the 200th anniversary of the abolition of the Atlantic Slave Trade Act. The South West Region has a rich heritage of diversity, and for centuries the traders, visitors and residents have come from a wide variety of BME backgrounds and have contributed to the continued growth of the region. In Bristol, there has been much debate and reflection on the impact of the trade. The event you are attending is another opportunity to engage with the wider community to reflect on the past but most importantly to generate and foster a better understanding of equality and diversity for the future.

The varied and interesting agenda that has been arranged will allow all those who attend or participate to demonstrate their commitment to continue the work that has been driven forward by your members. The whole service, together with external partners, will benefit from informed discussion, and the experiences you bring to this conference will no doubt shape and influence the continuing work being carried out across the country.

Building on the events of this year is a unique opportunity to facilitate discussion and understanding of the great efforts being made to better reflect the diverse communities we serve.

In the South West, all forces are justifiably proud of the work undertaken by our staff associations. The members of the National Black Police Association work hard at representing their members and also helping drive forward the agenda of change that is required. I would also like to commend the hard work of the organising team who I know have put in many hours to make this event a reality.

My colleagues across the region hope that the discussions you participate in reflect not only the history of the South West, but the future chapters in the journey we are currently on to make the police service truly representative and reflective of our communities.

I hope that you not only benefit from your visit to this area but also have a wonderful time in the vibrant and diverse City of Bristol. I look forward to speaking with you during the conference.

**Colin Port**  
Chief Constable

On behalf of the Chief Constables of the South West region

## VICE PRESIDENT



**Jane Lam**  
**Vice President**  
**National Black Police Association**

"It is always easier to fight for one's principles, than to live up to them." - **Alfred Adler**

**I came to Office wanting to contribute and influence the whole spectrum of issues faced by those who are disadvantaged. I also wanted to use the NBPA website to share information.**

**The grant-bid for the Women in Policing Project in 2006 was successful and three activities were delivered: a weekend career workshop in 25/26 February 2006; a forum on 7 February 2007; and an initiative with the Open University (OU) commencing 1 June 2007, delivering the "Understanding Management" course.**

**Twenty-four delegates attended the weekend workshop in February 2006. In September 2006, of those who responded to the survey, fifty percent of delegates reported that they had achieved the milestone on their Career Action Plan, created during that weekend in February 2006.**

**Sixty-nine delegates from twenty six Forces attended the one- day forum on 7 February 2007. Keynote speakers included Tony McNulty, the Minister for Policing; Angela O'Connor, Chief People Officer NPfA; and Hilarie Owen, Home Office Consultant on Progression and Development.**

**All learning and material from the day was published on the NBPA website the next day; and articles covering the event appeared in the Home Office and other media publications. Thirty-three feedback forms were received, all positive. Twenty- five percent rated the event "excellent". I received twelve personal emails. Some of the comments : "good link between speakers and sessions"; "very good and inspirational"; "fantastic"; "relevant to what is happening now"**

**During the forum day, Angela O'Connor introduced the Open University Initiative to the audience. The budget was able to sponsor up to sixteen students to study the "Understanding Management" course. Successful completion earns ten credits. In addition to the standard support offered by the OU, NBPA negotiated two face-to-face tutorial for the students.**





The grant-bid to continue the Women in Policing Project was submitted in February 2007. However, as a result of the Home Office Audit Enquiry, all project funding was frozen in April 2007; and, with the IPCC investigation commencing July 2007, project funding remains suspended.

The website was redesigned, restructured and re-launched on 12 January 2006. Ahmed Sasso, NBPA General Secretary, manages the information repository. Traffic to the NBPA website increased from 23,454 hits in 2005 to 1,092,634 hits in 2006.

A grant-bid was submitted in February 2007 to build a multi-level security online membership system and a flexible discussion forum. Unfortunately, project funding remains frozen.

The post of Treasurer remained vacant after the election in October 2005. Ahmed Sasso and I became the caretaker for the NBPA finances from March 2006. The high profile result of previous financial neglect has already been extensively discussed and reported. Prudent financial management by this administration, and meticulous adhesion to Policies and Protocol allowed the NBPA to meet some unexpected and substantial debts and still remained in good financial health.

My trade as an internet programmer did not equip me with the skills for the role. It seems the qualification and eligibility for membership, on any of the diversity committees or roles, is that the candidate happens to have the attributes of that minority group.

For example, a Black person will be elected or appointed to a role dealing with racial equality on the supposition that the Black person will automatically have compassion and integrity to mediate and advise on fairness, automatically has the courage and skills to negotiate with strategic decision-makers, and will automatically have adequate knowledge of equality legislations.

The NBPA is no exception to this unusual selection process. Since its inception in 1999, it seems almost incredible that the issue of relevant skills and personal qualities of persons being elected to posts has never been resolved. It is unethical to seduce ill-equipped persons to almost certain failure. Some cynics might suspect it suits certain agendas to perpetuate an impotent NBPA.

I am proud to have delivered the activities under the Women in Policing project; I am satisfied to have had the opportunity to conduct business on a national level with Ministers and decision-makers; most of all, I feel blessed to have worked closely with so many colleagues in and out of the Police service and got to know them as individuals. In particular, I am glad to have the friendship of Ahmed Sasso and Glen Williams. At times, Ahmed's wisdom and patience kept me sane and balanced during some turbulent periods.

So, I end my term of Office with ambivalence. Secondment to the NBPA has been a huge personal development. And part of that personal development is the discovery that a national support organisation can harbour the very malevolence it struggles to eliminate. The NBPA came to consider that it could spend its grant aid without challenge or accountability. Governance and the Charity Commission are not even worthy of being mentioned. Governance and the Charity Commission are treated with such disdain that references to them are deemed "scaremongering." However, the NBPA is not above the law that all its members are committed to uphold. And with courage and tenacity, it will emerge with strong governance and comprehensive procedures; sturdy and well placed to lobby for a fair and honourable police service, fit for the modern community it serves.

So, I return to the words of Alfred Adler: perhaps, at times, for the NBPA, "It is always easier to fight for one's principles, than to live up to them."

NBPA, I wish you well.

**Jane Lam**  
Vice President  
National Black Police Association

## SPEAKERS

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**Rt Hon Tony McNulty MP**  
Minister of State for Security,  
Counter Terrorism, Crime and Policing

Tony McNulty has been MP for Harrow East since May 1997. Tony was born in 1958 and was educated at Salvatorian College, Harrow, and Stanmore Sixth Form College, before going on to gain a BA (Hons) in Political Theory and Institutions from the University of Liverpool and an MA in Political Science from Virginia Polytechnic Institute & State University. His previous occupation was as Principal Lecturer in Organisational Behaviour at the University of North London.

Tony McNulty's first ministerial post was Parliamentary Under Secretary in the Office of the Deputy Prime Minister (2002-3) with responsibility for neighbourhood renewal, housing and planning. He had previously served as a Whip (1999-2002) following a period as Parliamentary Private Secretary to David Blunkett.

Tony was promoted to Minister of State with responsibility for rail and London at the Department of Transport in September 2004, having joined the Department as Parliamentary Under Secretary with responsibility for aviation, local transport, and London in June 2003.

In May 2005, he became a Home Office Minister with responsibility for Immigration, Nationality and Citizenship. In May 2006, he was appointed Minister for Policing, Security and Community Safety.

He was appointed a Privy Councillor in July 2007.

**Rt Hon Tony McNulty MP**  
Minister of State for Security, Counter Terrorism, Crime and Policing



**Sir Ian Blair QPM MA**  
Commissioner of Police of the Metropolis

Ian Blair is 53 and joined the Metropolitan Police Service in 1974, after graduating from Christ Church, Oxford. He served in both uniform and CID in Central London, receiving commendations for leadership, detective ability, and bravery, before leaving the Met in 1991 to be Staff Officer to Her Majesty's Chief Inspector of Constabulary. In 1994, he became Assistant Chief Constable in Thames Valley Police, becoming Deputy Chief Constable there in 1997. In 1998, he was appointed Chief Constable of Surrey and returned to the Met in 2000 as the Deputy Commissioner. In February 2005, he was appointed Commissioner.

Perhaps three of the most significant achievements from the different stages of his career have been his significant contribution to changing the way in which police investigate rape, the policing of the environmental protest at the Newbury bypass, and being instrumental in the re-invigoration of the fight against police corruption.

Since his return to the MPS, he has been one of the foremost in-service advocates of police reform and was instrumental in the development of Police Community Support Officers, who are now to be seen supporting regular police patrol in London and elsewhere.

He has recently been given the rare honour of being made an Honorary Student of Christ Church and is an Honorary Professor of Thames Valley University. He holds the Queen's Police Medal for distinguished service and was awarded a knighthood in the Queen's Birthday Honours 2003.

He is married with two teenage children.

**Sir Ian Blair QPM MA**  
Commissioner of Police of the Metropolis

# GUN CRIME AND SERIOUS VIOLENCE

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**Glen Williams**  
Vice President  
National Black Police Association  
7th November 2005 – 7th November 2007

The issue for the NBPA has always been where it stood strategically in relation to issues around gun crime and serious violence. I can say that, after two years in the NBPA cabinet, I realise that there is a belief that the purpose of the NBPA is to attend any major gun crime incident that involved the black community in the belief that this showed support for that community. This is not a strategy. The NBPA's purpose should be to act as a conduit to the work done by local BPAs in their community, to tackle issues around gun crime and serious violence, and make such that it is fed through to the Home Office, ACPO, Government and other organisations that are responsible for policy and decision-making in that area.

The deconstruct of the perception of the police service and government that gun crime was a “Black Thing” that only affects urban areas has well and truly been bolstered over the last twelve months and, recently, in light of investigations and convictions in areas such as Nottingham and Derby and more tragic events in Merseyside. Even though gun crime is down by 13%, homicides using guns are up by 18%. Trust and confidence in the Police is still an issue from all areas when dealing with serious violence and gun crime. Do the figures, however, reflect the true level of gun crime in certain communities?

The use of the mediation process, as supported by the NBPA, is now been recognised nationally as a useful tool for conflict resolution and transformation in this arena. The Gun Crime National IAG chaired by Dr Derrick Campbell is establishing itself nationally as a strategic voice for the community as part of the ACPO strategic group; again, a process vigorously supported and pushed for by the NBPA. I hope whoever takes over the role of gun crime, lead within the NBPA understands the importance of maintaining these links and partnerships at a strategic level within the police service. Further information can be found on the NBPA website.

## NBPA Review

Since the cabinet came into office, it was presented with the lack of governance and procedure in relation to its position as a Registered Charity and as an organisation funded with public money by the Home Office. The issues and problems this has caused are well documented and I do not intend to repeat them here, only to say they have been available for all BPA representatives to see on the NBPA website. I would, however, like to thank Jane Lam and Ahmed Sasso for the outstanding work they have done in relation to dealing with the realities, for the NBPA, around these issues. With their help, the NBPA cabinet has been able to deal with the backroom work of meetings and organisation, constantly required of it to work at a



strategic level. This includes partnership meetings and day-to-day business with APA, ACPO, Home Office, and other Staff Associations that have helped the NBPA maintain a certain level of credibility during an extremely difficult period. All the reports from such meetings and the performance database, for which I was responsible, can be found on the NBPA website. If not for the other issues, I have no doubt we would have been able to do more. Ahmed and Jane's strength of character and principles have sustained me through difficult times.

For all that, I have found this experience an invaluable one in terms of my own development and understanding of the issues around Race and Diversity and the various understandings of what is meant by support. There are others, and they know who they are, whom I will be contacting individually to thank them for the support given to me during very difficult times.

Finally, at an NEC meeting, I was asked the question "What about us?" in relation to my statement of support for a colleague. I would like to take this opportunity to thank that colleague for bringing that point to my attention and state that I will be giving that question serious consideration up to the end of my term in Office on 7th November 2007.

#### The T-Junction

I believe the NBPA is at a T-junction and the decisions to be made are:

- Does it want to be a Charitable Support Network working within the judicial system for its members and funded by the Home Office with all the governance procedure and practices required of it to do so?

Or

- Does it want to be an independent organisation working outside the Police Service funded privately without the governance procedure required of it from the Charities Commission or the Home Office?

**Glen Williams**

**Vice President**

**National Black Police Association**

**7th November 2005 – 7th November 2007**

## QUESTION AND ANSWER PANELISTS



**Sir Ronnie Flanagan  
GBE, MA**

Sir Ronnie (born 1949) joined the Royal Ulster Constabulary in 1970 and served as a Constable and Sergeant in Belfast, spending time in uniformed and CID disciplines. On the promotion to the rank of Inspector in 1976, he was transferred to Londonderry and later Strabane where he experienced Border Policing. He also served in the Personnel Department. In 1982, he was appointed Detective Inspector in Special Branch and the following year, on promotion to Chief Inspector, was responsible for the selection, training and operational control of specialist uniformed anti-terrorist units. He was transferred to Armagh in 1987, on promotion to Detective Superintendent.

Following his promotion to Chief Superintendent in 1990, he was appointed to the Police Staff College at Bramshill as Director of the Intermediate Command Course and subsequently of the Senior Command Course, which prepares selected officers for Chief Officer rank.

Returning to Northern Ireland in 1992 on appointment as Assistant Chief Constable, he headed the Operations Department; in April 1993, he was appointed as Operational Commander for the Belfast region; and in August 1994 was appointed Head of Special Branch. In March 1995, he was appointed Acting Deputy Chief Constable, Support Services, and formally appointed Deputy Chief Constable in February 1996, taking over operations in April of that year. During 1996 he conducted a fundamental review of the structure and organisation of the Royal Ulster Constabulary.

Sir Ronnie was awarded the OBE in Her Majesty's 1996 New Year Honours List. On 4 November of the same year, he took up office as Chief Constable. Sir Ronnie received a Knighthood in the New Year Honours List, December 1998.

On 31 March 2002, Sir Ronnie retired from the PSNI and on 1 April 2002 was appointed Her Majesty's Inspector of Constabulary for London and the East Region. Sir Ronnie was awarded a Knight Grand Cross of the Order of the British Empire in the Queen's Birthday Honours List, 2002. On 1 February 2005, Sir Ronnie was appointed Her Majesty's Chief Inspector of Constabulary. Sir Ronnie was awarded the QPM in the 2007 New Year Honours List.

A married man, he has three sons. His interests are reading, with a particular love of Yeats's poetry, music of all sorts, and sport – particularly rugby, which he played and coached at senior level.



**Jane Furniss**  
Chief Executive, IPCC

Jane Furniss began her career by reading History and Philosophy at Bradford University, and completed a postgraduate master's degree at York University whilst she trained to be a probation officer.

Jane spent her early career in the probation service, until reaching her service career high when she was appointed HM Deputy Chief Inspector of Probation. Seeking a change from the service in 2001, she became a senior civil servant and, for five years, was responsible for the policy, legislation and delivery of Criminal Justice Reform.

Jane became the IPCC's CEO on 1 December 2006. She is an Independent Member of the Law Society's Consumer Complaints Board and a Trustee of Crisis and NICRO.



**David Ruffley**  
MP

David Ruffley MP graduated from Cambridge University in Law, having also read Economic History. He worked at Clifford Chance, the City of London solicitors, from 1985 to 1991. In 1991, he became Special Adviser to Rt. Hon Kenneth Clarke MP when he was Secretary of State for Education and Science 1991-92, then Home Secretary 1992-93, and finally Chancellor of the Exchequer from 1993 to 1996. Mr Ruffley then became strategic economic consultant to the Conservative Party in 1996-97, and in 1997 was elected as a Member of Parliament for Bury St Edmunds.

Since being elected, David has sat on the Public Administration Committee and the influential Treasury Select Committee, where he gained a national reputation for his forensic cross-examinations of the then Chancellor of the Exchequer Gordon Brown. Following a move to the Opposition Whip's Office where he was a Treasury Whip, David was then appointed Shadow Minister for Welfare Reform by David Cameron.

In July 2007, David was promoted to be the new Shadow Minister for Police Reform. In this role, David Cameron has tasked him with holding the government to account on crime figures, police performance, police red tape, counter terrorism, antisocial behaviour, and knife and gun crime.



**Peter Fahy**  
**Chief Constable Cheshire Constabulary**

**Peter Fahy grew up in East London and joined the police in 1981. Prior to taking up his post with Cheshire in December 2002, he worked in Surrey, Hertfordshire and West Midlands. He has had wide experience of policing inner city and rural areas and has held command positions at Coventry, Smethwick, and Solihull. Throughout his career, he has worked with other agencies, particularly in the fields of drugs, young people, and community safety. He has experience of leading murder investigations and major complaint enquiries.**

**As Chief Constable of Cheshire, he has implemented a major change programme to establish neighbourhood policing units across the county and to strengthen the intelligence-led effort. He has overseen the opening of the new force headquarters and PFI custody.**

**Peter Fahy is 48 and married with four children. He holds an Honours degree in French and Spanish from Hull University and a masters degree in Human Resource Strategy from the University of East Anglia, and was awarded the Queen's Police Medal in January 2004. He has been a governor at various schools for 12 years. He is Chairman of the Cheshire Youth Federation and a member of the County Scout Council and Chairman of the Local Criminal Justice Board.**

**Nationally, he chairs the ACPO Race and Diversity Business Area leading work on meeting the recommendation of the CRE Investigation into the Police Service and taking forward work on a number of policy areas including community cohesion, hate crime and fairness in the criminal justice system. He also leads work on the Special Constabulary, which has seen a significant increase in the number of volunteers, and is working with other agencies on reform of the coroners' system. In 2006, he was appointed Director of the Strategic Command Course at Bramshill and took up the ACPO Leadership Portfolio.**

**Peter Fahy**  
**Chief Constable Cheshire Constabulary**





## CONFERENCE COMPERE



**Barnie Choudhury**  
BBC Journalist

Barnie Choudhury is an award-winning journalist. He joined the BBC as a trainee in 1986 and has been there ever since. Barnie's currently a news correspondent for weekend news programmes. His real love is going into the communities and meeting, hearing and reporting on the remarkable lives of so-called "ordinary people," especially those from visible minority communities.

In 2001, after moving to BBC News in London, Barnie broke several stories including "no-go zones" in Oldham, links between the BNP and Sikh and Hindu groups, and several immigration and asylum stories.

He reported from the front line of the Northern Riots in 2001, and more recently examined the effects of the terror raids and the consequences of the July 2005 bombings in London on Muslim communities.

Barnie's also been a diversity trainer for the BBC and currently lectures in television journalism at the Broadcast Centre for Journalism at Nottingham Trent University.

# RACE RELATIONS



Manny Barot  
BA (Hons) PGCE

A Short Précis of Race Relations in Britain by a Black Police Officer

On the surface, all appears innocent in contemporary Britain. Effortlessly, Tony Blair will be forgiven the misdemeanours that have taken place on his watch and - notwithstanding the little 'Big Brother' altercation, where a Bollywood Star was treated, dare I say, 'unfortunately' - everyday life in the British Isles seems to carry on without a blip. In fact, we ought to be aware that people of colour have risen to the upper echelons of British society and it just wouldn't be right if we didn't have caricatures like Lord Ali, an openly gay Muslim man, in our House of Lords! Well, how is it then that so many British citizens of colour, who also reside in this green and pleasant land, are so thoroughly pissed off and so really unappreciative? It wouldn't be anything to do with that wretched 'R' word, would it?

Guillaumin articulates that 'whatever the theoretical foundations underlying the various interpretations of 'race' relations, the very use of such a distinction leads to imply the acceptance of some essential difference between types of social relations.' (Guillaumin, 1980:39.) Yet, 'Race' has been conceptualised historically in Britain by groups of privileged people and this idea has structured both their actions and reactions to those they refer to as 'unfortunates'. Bauman's understanding of the Holocaust can be a useful yardstick to illustrate that the mass social disorders that have plagued Britain up to the present day, and will continue to do so for the foreseeable future, are not merely blips in the country's civilizing process but may be indicative of how things will always remain (see, Bauman, 1989).

I am not suggesting that racial discrimination alone was and remains the reason for conflict in Britain. Nevertheless, the sociology of 'race relations', certainly in post-WWII Britain, has remained preoccupied

with just two central areas: Firstly, gauging the extent of racism upon those who were seen as its object, mainly people of colour, and, secondly, with the political struggle against racism by this very same group of people. Very little, if anything at all, has been done so as to improve their lot.

Various 'race relation' policies have ensued to deal with us 'unfortunates'. Initially in the 1960s it was felt that immigration needed to be restricted and at the same time legislation would be required to address the discrimination that was meted out to people of colour. This led to Roy Hattersley, a Member of Parliament, to state that 'without integration limitation is inexcusable, without limitation integration is impossible'.

Rex rightly points out that people of colour in Britain 'were systematically at a disadvantage compared with their white peers and that instead of identifying with working class culture, community and politics, they formulated their own organisations and became effectively a separate under-privileged class' (Rex and Thomlinson. 1979:275). Paradoxically, in the land of the free, for those 'unfortunates' flooded-out in New Orleans, emergency aid and assistance were delayed and they were basically denied justice by the State.

The direct problems of the British 'Race Relation' laws that were enacted inevitably came to the forefront. An example of this was the new Commonwealth Immigration Act 1971. It ensured that only those British passport holders with 'substantial connections' with the U.K. had guaranteed right of entry. However, 'substantial connections' meant having at least a grandfather born in Britain. As such, for people of colour, fighting and in many cases dying for King and Country in European trenches counted for nothing then!

Consequently, this policy allowed entry of many white British passport holders, such as those from Australia, New Zealand, Canada, Rhodesia (Zimbabwe), but blocked entry of groups like African Asians, such as my own family, who held equivalent passport rights. It was clear then, as it is now, that the writing on the cards reverberated the message "we may have to endure you Manny but we don't want any more of your lot!"

The 1960's and 70's policies did not reduce the incidents of racial discrimination at all but merely shifted the overt practices to more subtle and hence less detectable acts. Yet the 'race relations' approach moved on with the setting up of the Commission of Racial Equality (CRE); an organisation set up to deal with both direct and indirect racial discrimination.

Kapo is extremely critical of the CRE suggesting that 'the CRE is the off-shoot of a permanent tranquilliser mentality, a pre-dated



programmed relief, erected in order to satisfy the programmed paranoia of the whites in their immemorial one-side arguments' (Kapo, cited in Troyna and Cashmore 1990:66). Nevertheless, central government prioritised 'race' only in terms of immigration control and after Enoch Powell's (a rightwing Member of Parliament) famous sermon, including 'the Rivers of Blood speech', 'race relations' would be dealt with at local government level. Not only had 'race relations' and racism been reduced to an institutional level, but it is argued that equal opportunity policies, bits of monitoring and anti-racist training, similar to the type advocated after the 1980's race riots, would provide a panacea to all of Britain's racial ills (see Benyon, 1982). Clearly this was both ludicrous and disingenuous in equal measure but so are critiques such as that made by D'Souza, in the American context, who claims that 'all groups wouldn't necessarily perform equally without discrimination' (D'Souza, 1995:539).

Such arguments are often made which suggest that 'natural' ability will overcome all adversities, yet these are the self-same 'fortunate' people that send their offspring to the most prestigious of educational institutions for personal betterment - how fortunate!

There is, however, a need to move away from the 'race relation' policy of colour-blindness, i.e. the idea that equality can be achieved by simply outlawing colour discrimination. There has to be recognition of 'racial disadvantage as a multi-dimensional condition that sometimes requires positive targeted policies if a level playing field is to be created' (Modood, 1997:358).

Still, with a 'stiff upper lip', the political establishment rejected any notion of Affirmative Action; they couldn't possibly support such double standards. Instead they were unanimously supportive of equality as long as it was based upon excluded groups being allowed to assimilate and live by the norms of the dominant white group, which in any event they were part of. I say old chap, sounds akin to D'Souza, wouldn't you say? Hey-ho!

Interestingly, around the same time, Margaret Thatcher was appointed Prime Minister. This brought forward a new dimension to 'race relations' to Britain, which Martin Barker calls 'the new racism'. This notion was based on a theory that 'a way of life is threatened by outsiders' (Barker 1981:21). This new racism had its roots in Powell's arguments but this time around there was no obvious reference to the 'R' word or even prejudice.

The fear, it was argued, was of being 'swamped' by others of different beliefs, customs, and languages. The British Nationality Act 1981 that followed Maggie's speech legislated that if neither parent were born in the U.K. then the child would not be able to obtain citizenship. This was until he or she could prove that they had not

been absent from the country for more than ninety days in any one year of the first ten years of their life here. Therefore cultural differences were both hierarchically recognised and written in statute.

The 90's also saw an incredible rise in popular media. With the popularisation of both television and the web, what was once particular became global. Indeed, Tu Pac's lyrics "I don't see changes, I just see racist faces. That's just the way it is, some things will never change!" summed up neatly the 'real' lived experiences of the people of colour in Britain and no doubt elsewhere in Western society (The late Tu Pac Shakur, Chart song "Changes" 1999).

In more recent times, despite every effort made by the British Police Service, an institution that arguably more than any other symbolises British-ness, along with the support of two consecutive governments, was hard pushed to explain to Stephen Lawrence's mother that the five thugs responsible for Stephen's racially motivated murder were in fact mere young and easily influenced 'white lads'. They urged Mrs Lawrence that the 'R' word must not be resurrected, from what they saw as a nostalgic past, for, in their mind's eye, it had nothing to do with it. It was, they suggested, just 'unfortunate' that one of those 'unfortunate' events was experienced by an 'unfortunate'. Once again, people of colour in Britain stepped up to the mark and challenged the social norms!

In short, in the face of changing events in the context of Britain's historical and social conditions, the plight of people of colour was and remains an unfair and unjust one. It goes without saying that old habits diehard. But one thing is for certain - people of colour continue to be the finest exemplars of the 'Dunkirk Spirit' - how ironic and indeed how fortunate!

**Manny Barot**  
BA (Hons) PGCE

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# AHMED A. SASSO

Two years ago, I was overwhelmingly elected by the NEC as their National Secretary. At the time, I made two promises: one, to work towards improving the communication between the National Office and the NEC, and, the second, to make available resources and information on a variety of policing subjects. This, I believed, would assist towards empowering local BPAs when dealing with local issues, be it internally whilst supporting their membership, or externally towards their communities.

Little did I know at the time that, in addition to becoming National Secretary, I would also be sharing with Jane Lam the substantial and important responsibilities of looking after the Association's day-to-day financial matters. A role I had no prior training for, nor did I have sufficient knowledge of. Nevertheless I was willing to play my part to ensure that the poor financial controls, lack of governance, and the Charity Commission default notice this cabinet had inherited, did not get any worse for our Association.

Two years on and despite the fact that the added financial responsibilities I took on meant that half my time was taken up with NBPA financial matters, I believe I have delivered on my promises.

I have introduced appropriate, clear, and consistent arrangements and notifications of NEC and Cabinet meetings, in addition to the recording and distribution of the minutes of such meetings - something this Association has not achieved in the past. With the support of Jane Lam's IT knowledge, I established a secure area within the NBPA website and all approved NEC and Cabinet minutes are placed there. This ensures BPA members have access to them and promotes transparency in the way we do business. In addition, a number of other folders, containing documents and reports on a wide list of policing subjects, are also placed in the secure area, including approved minutes of meetings of a number of national policing working groups, with whom I and other members of the cabinet have worked in partnership with. Again, giving BPA members access to national information to utilise locally - this is something that has not been available to them before.

An independent firm of accountants was appointed to assist the Association with the preparation of financial statements. Through the consistent and proper use of recognised accountancy software 'SAGE', we have a more accurate recording of the Association's expenditures and transactions. A number of important policies have also been formulated and adapted to assist and enhance the smooth

running of the Association's day-to-day business, as well as to improve its governance.

One area I hoped I would have the opportunity to work in and develop with the Association during the past two years is the current and highly important issue of 'Counter Terrorism Service Delivery', and its effect on our members and, in particular, our Muslim members and the communities we serve. Sadly, and regrettably, this was not to be. I believe that this is a vital area which the next Cabinet and every local BPA must begin to take seriously. As a proud Muslim police officer, my faith is intertwined with my race, as I believe it is for many of our members. Failure by the Association to recognise this will, I believe, result in many members looking for alternative supports.

In the past two years I have had the privilege to get to know many BPA colleagues around the country who have supported me throughout this difficult and challenging period, and I graciously thank them. Despite our differences, disagreements, and often the painful decisions we had to make, I am proud to have been part of the Cabinet. I believe we are leaving our Associations in a stronger position to build for the future. We must not lose sight of the fact that we are all members of the police service and thus an integral part of it. The strength of the NBPA UK is its diverse membership and every one of us MUST matter.

**Ahmed A Sasso**

**NBPA National Secretary – 2005-2007**



## FAITH AND POLICING

### Debunking the issue of Faith and Policing

The Issue of a person's faith and whether he or she can survive in the Police Service has always been a source of much debate; from the early days when it was felt that Jewish officers would not work on Saturdays to Muslim officers stopping patrol to pray five times on Fridays. Today, a better working relationship has been forged by the hard work of many individuals. These reports highlight some best practice.

### Guidance Regarding the Religious Needs of Police Staff: Introduction

This document is intended to assist forces to support staff who wish to worship, pray or otherwise follow the doctrines of their religion. It was produced with the assistance of representatives from the following bodies:

- The Association of Muslim Police
- The Christian Police Association
- The Hindu Police Association
- The Jewish Police Association
- The Metropolitan Police Sikh Association
- The National Black Police Association
- The National Community Tension Team

It is recognised that the needs of different forces will vary, as will the degree of support they are able to offer - particularly in respect of available space. It is hoped that the contents of this document will enable forces to provide adequate facilities for their staff.

### Strategic Issues

The way in which forces accommodate officers and staff who practice religious faith cannot be divorced from the policing issues which directly affect the wider faith community. By acknowledging the religious needs of staff the police service demonstrates that it acknowledges the needs of the wider faith community. In improving contact with faith communities, police forces will be better placed to identify the needs of those communities. The information thus obtained should directly impact upon strategy.

Faith communities may present particular challenges for police forces. This is particularly so in the case of those faith groups comprising mainly of BME communities who are found in the most deprived area of the country. These communities are often, disproportionately, victims of crime.

The needs of faith communities should feature in the BCU and force strategic assessments, where they have specific needs. The control strategy should also address the needs of faith communities.

Decisions about prioritisation for neighbourhood policing teams should also take account of a range of issues, including the needs of any faith communities found in a faith area.

### Prayer Facilities

Whilst the law does not currently require employers to provide "prayer rooms", the majority of police forces have recognised the need for such a facility where the demand justifies it. Limited available space in most police buildings means that most prayer rooms will be of the multi-faith variety. Muslim prayer times are generally more rigid than those of other faiths and the experience of most forces has been that the main users of prayer rooms in police buildings are Muslim staff. Nonetheless, every effort should be made to accommodate all who wish to use this facility. In order to address the needs of all faiths, the following steps should be considered:

- The room should have a formal opening ceremony with an opening plaque.
- The room should be clearly marked as to its purpose.
- There should be a sign on the door to indicate whether the room is in use.
- The room should be away from the canteen or other potentially noisy areas.
- The room should be locked between periods of use.
- No religious symbols should be displayed.
- There should be a cupboard in the room to store any items that assist with prayer e.g. holy books (for all major faiths), prayer mat, compass, head coverings.
- It would be useful if the room were situated near washing facilities.
- It would be useful to have a calendar indicating different holy days,

prayer times etc.

- The wearing of shoes in the room should be avoided (if space permits) and a storage rack provided.
- Two small easy chairs and a folding table, plus two meditation cushions available in the room.
- Two or three coat hooks in the room.

Forces may consider what they would like to call these rooms. The term “Multi-Faith Prayer Room” is commonly used along with the term “Room for People of Faith.” Forces may feel that these titles discriminate against secular staff and use a name such as “Quiet Zone.” The terminology used should be decided upon following consultation with local staff associations. However, it is important to recognise that there is a vast difference between quiet contemplation and ritualised prayer, and experience has shown that there are inherent dangers when a space is used for both activities. It is therefore advised that every effort is made to avoid such dual usage.

For some people of faith it is unacceptable to use a multi-faith prayer room for religious observance. In such cases, and where space allows, a room may be set aside for the adherents of a particular faith. It must be recognised, however, that provision of separate facilities for one faith may lead to similar demands from followers of other faiths. An alternative option may be to encourage those who require exclusive use of prayer facilities to attend a local place of worship, this option will be subject to the requirements of duty. It also has the added benefit of enabling staff to build strong relationships with co-religionists.

#### Holy Days/Leave

Three of the existing bank holidays are based on significant dates in the Christian diary; officers who are required to work on these dates receive suitable recompense. Some forces have adopted a policy which enables non-Christian staff to move these religious bank holidays to dates which are more appropriate for their religious worship. This more flexible approach to religious bank holidays has benefits for both staff and the service as a whole. Staff should be invited to indicate to line managers whether they wish to reallocate their religious bank holidays and systems should be updated to reflect this. All new staff should be invited to make their election upon joining.

Police Regulations 2003 do allow for the movement of bank holidays (Para 3j, Annex H). Police staff regulations also allow such movement.

Particular care should be taken when assigning police staff to duties when they have elected to reassign bank holidays. This is necessary to ensure that staff receive adequate levels of support and supervision.

Experience has shown that reassignment of bank holidays does not create administrative problems, nor does it place additional demands upon other members of staff. It is suggested that forces adopting this scheme liaise closely with their Human Resources Units, Staff Associations and Equality/Diversity Units.

Many forces have examples of good practice in this area. The National Community Tension Team can provide advice for forces considering this option.

#### Dietary Requirements

A number of religions impose dietary restrictions upon their followers. Forces should consult with their staff and then their caterers in order to ensure that they are able to cater, as far as possible, for the dietary requirements of their staff members.

Particular consideration should be given to the provision of meals when the officers/staff are required to perform mutual aid duties where officers are provided with meals by the force. Often, the need to feed officers in operational circumstances can lead to lack of flexibility in provision. It is not acceptable to use the operational setting as a reason for failing to provide food for all staff.

As well as the meal content, it may also be necessary to consider the timing of meals in respect of those whose faith requires them to fast during particular times of the day. Supervisors should make every effort to identify those who are fasting in order to ensure that it does not affect their ability to carry out the roles they are performing.

#### Use of Language

The vast majority of our staff are aware of the affect that careless use of language can have in respect of sex and race. This is not always the case in respect of the use of language that offends people of faith. The most obvious example is the use of “Jesus Christ” as an expletive. A great many Christians find this very offensive, as do many Muslims who revere Jesus as a prophet. The other mainstream religions share this offence in respect of inappropriate references to any faith.

#### Training for Officers and Staff

There has been a considerable amount of training of officers and police staff in respect of race, gender and sexuality, but there has



been little about religious issues. It is suggested that all forces consider delivering a training package that provides a basic understanding of the main tenets of the major faiths.

Forces with substantial faith populations, particularly when the faith may not be familiar to local officers and staff, should consider specific training to equip them to deal sensitively with local people. Most followers of faith are prepared to assist in training police. These interactions help to develop deeper understanding and build trust and confidence. In addition, officers and staff who complete this very localised training will be able to cite it as part of their personal development programme.

Police officers and staff who practice faith can play an important part in the training of their colleagues, as can members of local faith communities. By involving both colleagues and community members, those undergoing the training are likely to gain a greater understanding of, and respect for, different faiths, as this will encourage more relaxed and informal discussion with individuals they are, perhaps, familiar with.

This type of localised training does not require formal programmes, but should be guided by those with expertise in training. The programme should aim to fulfil the requirements of the relevant national occupational standards. The training can be an informal programme, but should require those who undertake it to record and report what they have learned.

#### Health and Safety

The use of candles and incense may present safety issues. In addition, the prohibition on smoking in most police buildings has led to the proliferation of smoke detectors. Where members of staff express a wish to use candles or incense, a full risk assessment will be required.

#### Clothing and Appearance

The rule of thumb for those wishing to wear non-standard uniform should be that latitude is shown where possible, providing that:

- The changes to the uniform do not inhibit the identification of the person as a police officer or member of police staff, and

- The non-standard items do not impinge on matters of safety.

When making these assessments, it is worth bearing in mind the latitude already shown to Sikhs and Muslims in some forces – Sikhs are permitted to wear turbans and Muslim women, in some forces, are permitted to wear a police issue hijab.

Health and Safety is often cited as a reason for preventing the wearing of non-standard uniform. A proper risk assessment is required based on the type of duty anticipated and the nature of any additional danger to which the non-standard item will expose the officer or member of staff. For example, it is difficult to justify preventing the wearing of a Sikh's turban by arguing that a police helmet affords better protection as officers in cars wear flat caps, as do senior officers. Similar consideration will need to be given to the wearing of untrimmed beards.

Research and consultation will ensure that a corporate and smart appearance is not compromised by the requirements of some faiths for their adherents to present themselves in a particular way.

#### Hate Crime

Sometimes our colleagues are subjected to abuse and assault. Where this is hate crime it is important that allegations are properly investigated, as would be the case for any other hate crime. This includes internal hate crimes.

Forces are advised to use the same processes for recording, flagging, and investigating internal hate crime allegations as they would for external hate crimes.

In adopting the aforementioned processes, forces demonstrate their commitment to officers and staff. Additionally, it also sends out a very clear message to all employees that hate crime is a serious matter, both internally and externally, that will be rigorously investigated.

#### Conclusion

Understanding issues of faith can greatly assist in issues surrounding day-to-day policing. By supporting staff who wish to worship, we also demonstrate to the wider community that we will respect them. Accommodation and duty requirements will sometimes limit how far forces can support the religious requirements of all staff. However, in the majority of cases, the guidelines set out above will be achievable.

#### Profile

'A place for prayer and contemplation' - Leicestershire Constabulary's

## Multi-Faith Prayer Room.

The vision for a functional faith room at Leicestershire Constabulary was devised some ten years previously by members of the Leicestershire Black Police Association (BPA). In 2003, BPA members approached Leicestershire Constabulary Chief Constable Matt Baggott and requested that a provision be created to facilitate a place where staff and visitors to the Force Headquarters could utilise a place for prayer and contemplation, for all faiths and no faith. From the offset, Chief Constable Baggott was fully supportive and commissioned the BPA to lead the project and advise the force on the requirements and needs for the room.

An area within the Amenities building had already been identified by the BPA as being an ideal location for a purpose built room as it had accessible plumbing and drainage for Ablution (a requirement for Muslims to wash before prayer) and would facilitate the directional prayer towards Makkah (Mecca, South East from UK). Finally, it was also an area that was of a size that would provide a comfortable area for multi use of different faiths at the same time.

Initially the project team, consisting of BPA coordinator PC Ranvir Dosanjh and Research Officer Yassin Desai, recognised that it was important to undertake a consultation process and enlisted the expertise of the Leicester Council of Faiths (LCoF), Loughborough Council of Faiths, Christian Police Association, and other religious representatives from within the service. It was also recognised that Leicester, being a multi-cultural city, had already created facilities in the city's hospitals; therefore, visits were made to these faith rooms to ascertain their format and what provisions were being provided for the different faiths and the practicalities that had been considered. After making several site visits, including Birmingham International Airport, the project team pulled together all of the information gained and, in consultation with LCoF, made decisions regarding the room's functionality, design, decoration and protocols.

Local businesses were also approached by the force's Sponsorship Officer to make donations towards the room, including suitable fixtures and fittings.

Considerations were made to details such as flooring and the need for a thick pile carpet for those wishing to sit on the floor and worship; the protocol that shoes should be removed once entering the room (to ensure the cleanliness and purity of the room was maintained); the requirement for a permanent electric candle-effect light to fulfil the religious requirement, as well as health and safety and naked flames; the need for privacy and using curtains to be able to section off areas; and, importantly, the ability for the room to be multifunctional in its use by deciding to use storage cupboards for each faith, to store books and articles pertaining to their faith so that

the room remained neutral, and a place for prayer and contemplation for all faiths and no faith. All these items and more were considered, for example, there was no natural light feeding into the area, so a window with frosted glass was incorporated.

Once all building work was complete and the room furnished, it was officially opened by Chief Constable Matt Baggott in June 2005 and has since had daily usage by staff and visitors.

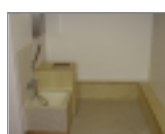
The Leicestershire BPA has had many approaches from different institutions and forces enquiring about its prayer room and welcomes enquiries from those who share in its vision to provide much needed facilities for staff wishing to observe their religious needs whilst at work.



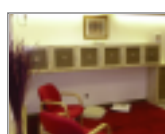
A room with a view, the area chosen for the prayer room was an infrequently used cloakroom.



The same view after work was completed.



Purpose built ablution facilities.



The interior of the room.

Written by  
**PC Yassin Desai & PC Ranvir Dosanjh**  
Leicestershire Constabulary

For further details please contact Leicestershire Black Police Association on 0116 222 2222 ext 2521.





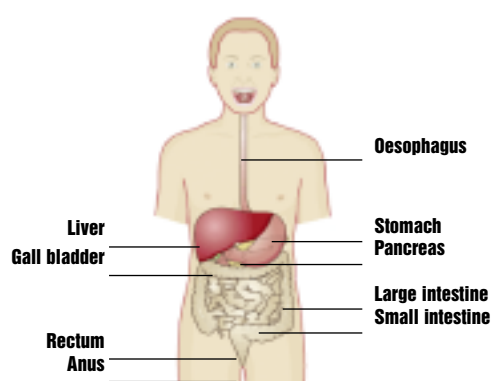
## NBPA's MEDICAL FILE

### Diabetes

People from black and minority ethnic (BME) communities are up to five times more likely to develop diabetes than the general population.

- Asians 5-6 fold higher, with ageing
- Chinese 3-4 fold higher
- Mauritians 6-10 fold higher
- Afro-Caribbean 4-5 fold higher

Diabetes mellitus is a chronic condition caused by too much glucose (sugar) in your blood. Your blood sugar level can be too high if your body does not make enough of the hormone insulin. Insulin is produced by the pancreas (a gland behind the stomach) and moves glucose out of the blood and into cells, where it is broken down to produce energy.



If diabetes is not treated it can cause long-term health problems because the high glucose levels in the blood damage the blood vessels.

There are two types of diabetes:

### Type 1 or insulin-dependent diabetes

In type 1 diabetes, the body produces little or no insulin. Someone

with this type of diabetes needs treatment for the rest of their life. They must check the levels of glucose in their blood regularly and watch out for complications. Type 1 diabetes is also known as juvenile diabetes, or early onset diabetes, because it usually develops before the age of 40, often in the teenage years.

### Type 2 or non-insulin dependent diabetes

In type 2 diabetes, the body does not make enough insulin, or cannot use insulin properly. This is called insulin resistance. This type of diabetes is usually linked with obesity. It is sometimes referred to as maturity onset diabetes because it occurs mostly in people over the age of 40.

### Diabetes in pregnancy (gestational diabetes)

Some pregnant women have such high levels of glucose in their blood that their body cannot produce enough insulin to absorb it all. This is known as gestational diabetes. It is quite rare, affecting less than 1 in 20 pregnant women. Gestational diabetes usually disappears after the baby is born. However, women who develop gestational diabetes are more likely to develop type 2 diabetes later in life.

The risk of developing type 2 diabetes is increased if it runs in your family. Nine out of ten people with diabetes have type 2 diabetes and over 80% of these people are overweight. However, symptoms can develop slowly over time, or not at all.

### The main symptoms:

- feeling very thirsty,
- producing excessive amounts of urine (going to the toilet a lot), and
- tiredness, weight loss and muscle wasting (loss of muscle bulk).

### Other symptoms can include:

- itchiness around the vagina or penis,
  - getting thrush regularly, due to the excess sugar in your urine encouraging infections, and
  - blurred vision, caused by the lens of your eye becoming very dry.
- Symptoms of type 1 diabetes can develop quickly, usually over days or weeks.

If your blood glucose levels become too high, you can suffer a hyperglycaemic attack (excess of sugar and dehydration leading to weakness and possible convulsion). This can happen if you have not taken your insulin. The symptoms of a hyperglycaemic attack include dehydration, drowsiness, and a frequent need to urinate.

Symptoms of type 2 diabetes usually develop over weeks or months. Some people with type 2 diabetes have few symptoms or even no symptoms at all. However, they still need to have treatment so that other health problems, such as kidney disease, do not develop later on.

#### Causes

Diabetes is usually caused by the pancreas (a gland behind the stomach) not producing enough (or any) of the hormone insulin. Diabetes can also be caused by your body being unable to use insulin properly. This is called insulin resistance. In rare cases, diabetes can be caused by a disease of the pancreas called pancreatitis.

#### Type 1 diabetes

If you have type 1 diabetes, your body is unable to produce insulin, or is not able to produce enough. Type 1 is often referred to as an auto-immune disease. This is because your immune system attacks the cells in your pancreas, destroying or damaging them enough to reduce insulin production. In some cases, a virus infection can trigger type 1 diabetes. You are more at risk of developing type 1 if diabetes runs in your family.

#### Type 2 diabetes

If you have type 2 diabetes, your body does not produce enough insulin, or the cells in your body do not react properly to the insulin. Type 2 diabetes is closely linked to obesity. If you are overweight, then losing weight, eating a healthy balanced diet, and taking regular exercise will greatly reduce your risk of developing diabetes.

You are also more at risk of developing type 2 diabetes if:

- you have high blood pressure or high cholesterol,
- type 2 diabetes runs in your family,
- you are of Asian, Afro-Caribbean or Middle-Eastern background, or
- you are a woman who has given birth to a large baby (over 9 lbs/4 kg).

The risk of developing type 2 diabetes also increases as you get older.

In order to diagnose diabetes, your GP will ask for a urine sample. This will be tested to see if it contains glucose. A blood test will then confirm the diagnosis, and whether or not your diabetes has an underlying cause, such as high cholesterol.

#### Treatment

Diabetes cannot be cured, but you can control the symptoms in order to help prevent health problems developing later on in life. It is important to diagnose diabetes as early as possible so that you can start treatment. If you experience symptoms, you should see your GP as soon as possible. To help reduce the level of glucose in your blood, you should also make sure you have a healthy balanced diet and take regular exercise.

More information and projects in BME communities, and a dedicated forum, is available at the NDST website at [www.diabetes.nhs.uk](http://www.diabetes.nhs.uk)

Source: National Diabetes Support Team



“ Devon & Cornwall Constabulary is proud to support this conference and all the vital work of the NBPA. At the heart of successful policing are confident communities with a police service that reflects the community it serves. ”

**Deputy Chief Constable Tony Melville, Lead on Diversity**



“ The Devon & Cornwall BPA gives our staff a voice that can be heard at all times, not just when things go wrong. We help to build up a rapport within all levels of the service so that we can develop trust and confidence within the organisation. This translates into forging stronger links with our communities and partners, enabling us to deliver a service that is wanted and respected. ”

**Terry Bissessar, Chair of the Devon & Cornwall BPA**

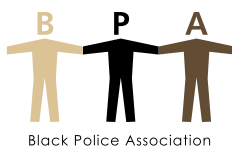


“ Diversity is at the heart of everything we do – our central aim is to translate words into real action, to make sure that the promises, plans and aims of the constabulary make a real and measurable difference. By continuing to show that we are breaking down any perceived, or real, barriers we can develop a Force that accurately reflects, and effectively serves, the diverse communities within our two counties. ”

**Juliet Simmons, Director of Equality and Diversity**

Devon & Cornwall Constabulary believes in the value of the individual, we aim to continue to improve our service to the public by drawing on the unique talents, skills and experiences of each person we employ.

We aim to continue to build upon our relationships with our minority ethnic communities and ensure that we work in a way that encourages recruitment from under-represented groups.



# INTERNATIONAL CONFERENCE MANCHESTER 2006

## Introduction

Delegates from around the world attended the 34th Annual NBPA (USA) National Educational and Training Conference, jointly held with the NBPA (UK). The conference was the first international event to be organised in the United Kingdom and was held at the Manchester International Conference Centre in August 2006. Full and particular details of the schedule and workshops will soon be available at [www.nationalbpa.com](http://www.nationalbpa.com)

## Monday 7th August

The Conference began with a Unity breakfast. The respect by means of including other religions, as well as Christianity, proved a real positive point for many of the delegates who had previously attended International Education and Training Conferences. Juliette Foster (Compere) opened the conference and articulated a clear picture of the state of race relations within the police service. Having set the scene, Juliette was followed by Keith Jarrett (President, NBPA UK). Keith highlighted how Black and Minority Ethnic communities in Britain felt both 'over policed' and at the same time 'under protected'. He concluded his speech with a suggestion that the NBPA would consider the position of no longer taking part in continuous consultation processes, particularly as little by way of progress has resulted from such interactions. Keith's speech was very well received, as was both Marcus Jones's (President, NBPA USA) and Mike Todd's (Chief Constable, GMP).

The keynote address was given by Tarique Ghaffur (Assistant Commissioner, Met Police). Tarique spoke about 'relative symbolism' i.e. the importance of role models and how such individuals gave optimism to communities. Thereafter, he remarked about the changing landscape of diversity and questioned whether confidence and trust, particularly in BME communities, had significantly improved. Issues surrounding counter-terrorism and the associated risks of criminalising communities were also explored, and Tarique concluded that he could very well see the need for an independent judicial review in relation to the experiences in the Muslim Community. This was well received by delegates, as was his remarks in relation to Affirmative Action and how he was now won over by the concept.

Tarique concluded his address by examining the concept of Miasma i.e. the toxic environment that prevails in the police service where by Black staff are treated less favourably and not afforded similar opportunities that exist for their white counterparts. Some delegates felt that Tarique should have been somewhat more outspoken about such issues rather than leaving it to his twilight years in his chosen profession. Nevertheless, his closing argument that both professionalism and integrity was the best way of dealing with racism was well received by delegates.





## Monday 7th August (continued)

The afternoon proceedings commenced with an International Criminal Justice Practitioners discussing issues of Culture, Customs and Race. The panel consisted of the following learned individuals:

- Leslie J Seymore who succinctly articulated the dilemmas surrounding Affirmative action.
- Mike Franklin spoke about the hard and fast realities of racism within institutions concluding with the dictum “those who feel it-know it”
- Karen Chauhan examined the discourse around a ‘culture of denial’ that prevails within the police service.
- Preston Gilstrap highlighted the importance of ‘leadership from the front’ and, moreover, speaking the truth to those in positions of power.
- Dr Jimmy Bell expressed an academic retort as to the long history of corruption as opposed to morality in the development of the police service and in doing so problematised the common understanding of policing.
- Dr Ali Dizaei reinforced the important message to Black staff about getting the full support of communities.

The practitioners took numerous questions from delegates and the whole session was delegate-centred. The evening concluded with a Host City Reception at Manchester Town Hall and, despite the difficulties of clearly hearing all the addresses, the compere Salim Sameja did an admirable job.



## Tuesday 8th August

The day started with a keynote address from Denise Milani (Deputy Director, Met. Police Diversity Unit). Denise talked about the importance of Black staff having a sense of purpose in all that they do within an organisation. By utilising different training mediums, she creatively explored the need for self- determination, collective responsibility, and so on, setting the tone for the morning workshops

Immediately after lunch, Paul Obina Wilson Eme gave the afternoon's events a real positive start with his charismatic and up-beat examination of Racial Discourse and other contemporary debates. Indeed, despite the fact that Paul went over his time, the delegates overwhelmingly appreciated his presentation prior to the afternoon's workshops. The day concluded with football and basketball activities arranged at the John Amaechi Centre. All the participants appeared to thoroughly enjoy themselves and the event proved a very useful opportunity for delegates to both ‘network and let-off steam’.



#### **Wednesday 9th August**

The day opened with Anil Patani (Assistant Chief Constable, West Midlands Police). He offered a very personal and reflective account in relation to issues surrounding career development. Most importantly, he emphasised the need for the Black Police Association to be unified and not fractured.

The focus on commonality and the humorous manner he conducted his speech was well received. Prior to the afternoon's session, Her Excellency Gail Mathurin (High Commissioner for Jamaica) gave an address in relation to an overview of her career and experiences. Her non-controversial speech left some delegates wanting more.

The evening concluded with a memorial march through selected the streets of Moss Side. It was unanimously felt by delegates that this was a significant part of the conference. Indeed, for many this was the most significant element of the five days. Reverend Nims gave a fitting address to conclude the day by focusing on the issue of unity.

#### **Thursday 10th August**

The day started with a keynote address from Nick Hardwick of the IPCC (Independent Police Complaints Commission). Nick gave an overview of the IPCC and later kindly agreed to take questions from delegates. This stimulating interaction proved a useful tool for the workshops that subsequently followed. The afternoon commenced with a keynote address from Judy Clements (IPCC).

By reflecting on her past career as a serving officer, Judy was able to engage the audience with her in-depth understanding around issues of stop and search, as well as racial profiling. Again, her ability to address questions from the audience proved very useful in setting the tone for the afternoon workshops.

Old Trafford proved a fitting venue to both hold the Awards Dinner and Dance and to conclude the day's event.

#### **Friday 11th August**

The final day of the conference started with a a keynote address from Beverly Thompson (Prison Service Diversity Unit). She shared a concern of the failure of the British Penal System. Beverly also spoke about her career background, highlighting some of the major hurdles she had encountered. Due to time constraints it appeared that she was unable to offer pragmatic solutions to the dilemmas raised.

The conference officially concluded after a closing ceremony that was beautifully encapsulated and captured by Ron Lawrence via a short photo presentation of the week's programme. It was a fitting end to an excellent week's conference; speaking to many individuals, from community members to children in the creche, the week was a resounding success from which to build upon!





## CONFERENCE WORKSHOPS

1. **Islamophobia: Its Manifestation and Effect on Community and Police Employees**  
(Facilitator: S015)

The public's safety and how law enforcement agencies achieve this is a matter of much debate today. Is the BME Community unduly targeted, and what are some of the consequences of the strategies employed to keep the UK public safe?

2. **Mediation: Its Benefits to the BPA and the Police Service** (Facilitator: David Liddle)

Mediation is a process used to resolve disputes. It is a voluntary non-binding process which addresses the root cause of conflict or tension. In this workshop, we will explore the benefits that the mediation process can bring to the relationship between the BPAs and the Police Service.

3. **Black Minority Ethnic Communities (BME), Young People and the Judicial System**  
(Facilitator: Anesta Weekes QC and Peter Herbert QC)

Gang activities and violence are manifesting in many communities, placing BME communities and young people in adversity with the judicial system. What are some of the consequences and are there any early interventions that can be used to prevent young people sliding into criminality?

4. **Progression of BME Police Employees and the Gender Agenda**  
(Facilitator: Ciaran McGuigan, Police Leadership Services NPIA, and Jane Lam NBPA Vice President)

Black Minority Ethnic Police Officers account for 3.7% of the Service and 7% of Police Staff. However, the percentage of those in position of power or decision making stands at 2.2%. In this workshop, we will explore what is being done to ensure a better future for the underrepresented. We will look at the work of the National Senior Careers Advisory Service (NSCAS), the High Potential Development Scheme (HPDS), and the NBPA's Gender Agenda.

5. **History of the UK Slave Trade**  
(Facilitator: Mr Jonathan Morley, Macmillan Press)

2007 marks the bicentenary of the abolition of the slave trade. In this workshop we will look at some facts about the use of slave labour to build the economy of the UK.

6. **Guns and Gangs in Our Community**  
(Facilitator: Mr Steve Tyler SCD8 Trident, and Mr Glen Williams NBPA)

The public perception of violent crime, in particular that of gun and knife crime within certain communities, is on the increase. There have been a series of highly publicised killings recently that have brought into question the police service's ability to engage with communities in order to combat this area of crime and raised social questions around the safety and opportunities of young people within communities in Britain. What strategies are being used by the Police Service to combat these incidents and is this a problem for the Police Service alone?

7. **'Honour'-based Violence in Our Community**  
(Facilitator: Mussurut Zia Lancashire Constabulary)

A 15-year-old Asian female was forced into marriage. When she fled this marriage to be with someone of her own choice, she was murdered by her mother and brothers. This workshop will look at the largely unreported crime in our community.

8. **The Effective BPA**  
(Facilitator: Mr Ravi Chand and Mr Everett Henry)

This workshop will assist you in evaluating the effectiveness of your BPA. It will explore ways of making the BPA movement self-sufficient, including members' contribution to the overall aim and objectives of the organisation.



## CONFERENCE AGENDA

### Tuesday, 23rd October 2007

09:00 - 17:00 Conference Control Centre  
09:00 - 17:00 Delegates registration

### Wednesday 24th October 2007

09:00 - 17:00 Conference Control Centre  
09:00 - 17:00 Exhibitions  
09:00 - 11:00 Delegates registration  
10:00 - 12:30 Conference open (Compere: Barnie Choudhury, BBC news presenter)

Welcome address by Norman Pascal (Chair, Avon & Somerset BPA)  
Welcome address by Dr Moria Hamlin (Chair, Police Authority)  
Welcome address by Colin Port (Chief Constable, Avon & Somerset)  
on behalf of the South West region  
Address by Keith Jarrett (President, NBPA UK)  
Address by Sir Ian Blair (Commissioner, Met Police)  
Keynote address by Rt. Hon Tony McNulty (Minister of State for Policing, Security and  
Community Safety)

12:30 - 13:30 LUNCH BREAK

13:45 - 14:45 Criminal Justice Practitioners and local community discussing issues of Culture, Customs and  
Race:

Panel discussion which aims to identify the influences and impact of Culture, Customs  
and Race in Police Services of the UK.

Panel: Rt. Hon Tony McNulty (Home Office Minister), Sir Ian Blair (Met Police Commissioner),  
Sir Ronnie Flannigan (HMIC), Mrs Jane Furniss (IPCC), Mr Keith Jarrett (President, NBPA), Chief  
Constable Peter Fahey (ACPO Diversity Lead), David Ruffley (MP Shadow Minister for Police  
Reform).

15:30 Depart for the march staging area (Compere TBA)  
17:00 Memorial Service Keynote Address: (TBA)  
19:00 - 21:00 Film show: An occasion to network with other delegates whilst viewing a film,  
'500 Years Later'. This film looks at the BME Community, post-Slave Trade.

### Thursday 25th October 2007

09:00 - 17:00 Conference Control Centre  
09:00 - 17:00 Exhibitions  
09:30 - 12:30 Workshops  
12:30 - 15:30 LUNCH BREAK  
13:30 - 16:00 Workshops  
16:15 - 17:00 Conference close  
19:00 - 01:00 Conference Awards Dinner and Dance

### Friday 26th October 2007

09:30 - 13:00 NBPA Annual General Meeting



## 2007 NBPA SPONSORS



**OUR JOURNEY  
ABOLITION 200**



Established in Bristol during the 1960s, Bart Spices continues to be a growing independent food company, whose heart and soul is in supplying only the very finest quality food ingredients from around the globe. Our passion for offering the most wonderful range of herbs, spices and coconut products allows you to recreate and enjoy wonderful dishes from every corner of the world in your own home. Each member of our team has a love for food and is dedicated to developing our comprehensive range of products.

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We are delighted to be able to help the organisers of the National Black Police Association AGM Conference, which is being hosted in Bristol. First will be providing transport for the solidarity March for between 300 and 500 delegates, so that they can easily be transferred from Temple Meads to Stapleton Road. Not only do we fully support the idea of gaining public support for the Association but we also realise the importance of building trust and confidence in policing.

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Bristol City Council is delighted to be associated with National Black Police Association and wishes it every success with this year's Conference and AGM

## WITH GRATITUDE

The NBPA would like to thank the following for providing resources and support,  
which have enabled this conference to be a success.

They are as follows:

The Planning Team lead by Norman Pascal, with Bev Douglas, Andy Karadia, Kermal Singh,  
Paul Dennis, Juliet Armstrong, Keith Hawkins, Randi Curvan and Basit Javid.

Also:



# Who's there for you to talk to?

## First Contact Officers (FCOs)

### **Providing Confidential Help & Support to Combat Discrimination, Harassment & Bullying**

The treatment of individuals is a matter that concerns us all.  
First Contact Officers do not provide counselling or give advice  
but will always provide objective information.



**Marcla Gittens**

Scheme Co-ordinator  
South Wales

**07738 682 761**

## NATIONWIDE CONTACTS

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Advertising & Design by Greenhouse Creative Ltd

**1948**

Windrush arrives at  
Tilbury dock, England.

**1955**

Montgomery Bus Boycott, to protest  
against racially segregated seating  
in Alabama, USA.

**1964**

American Civil Rights Act,  
making racial discrimination  
in public illegal.

**2007**

200 Year Anniversary of the  
Abolition of the Slave Trade Act  
in the UK.