



Fairness in the Criminal Justice System - Leading the way

National Black Police Association Conference and AGM 2008

28th - 29th October, York



One voice, strength in unity

NATIONAL BLACK POLICE ASSOCIATION

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NBPA Conference and AGM 2008

Fairness in the Criminal Justice System - Leading the way

Introductions

- 04 Conference Agenda
- 05 Welcome Message

Reports

- 06 NBPA President Dr Ali Dizaei
- 08 NBPA Vice President Tony C. Smikle
- 13 NBPA Vice President Linda Johnson
- 22 NBPA General Secretary Stafford Brooks
- 26 NBPA Treasurer Zafar Qazi

Conference Compere

- 31 Karen Chouhan

Conference Speakers

- 32 Mohammed Khaliel
- 34 Ronald E. Hampton
- 36 Karen Dabar
- 39 Brendon Batson
- 41 Claudia Webbe
- 42 Derrick Campbell

Conference Supporters

- 49 Acknowledgements & Sponsors
- 50 Exhibitors



Conference Agenda

Tuesday, 28th October 2008

- 08.00 - 09.30 Delegates' registration, Conference Control Centre & Exhibitions
- 09.30 - 09.40 Welcome by Compere - Karen Chouhan
- 09.40 - 09.50 North Yorkshire Police Chair - Manzoor Mohammed
- 09.50 - 10.00 North Yorkshire Police Chief Constable - Graham Maxwell
- 10.00 - 10.10 North Yorkshire Police Authority Chair - Jane Kenyon
- 10.10 - 10.30 NBPA President - Dr Ali Dizaei
- 10.35 - 11.00 Operation Trident Independent Advisory Group Chair - Claudia Webbe
- Gun crime
- 11.00 - 11.30 BREAK
- 11.30 - 12.00 Muslim Safety Forum - Mohammed Khaliel - Violent Extremism
- 11.50 - 12.10 Race Equality & Cohesion Council Chief Executive - Dr Derrick Campbell
- NB: Allowances for compere comments and over running
- 12.30 - 13.45 LUNCH BREAK
- 13.45 - 14.30 Natural Born Leaders - Presentation
- 14.30 - 14.45 Professional Football Association Secretary – Brendon Batson
- 14.45 - 15.00 Supt. Karen Dabar - Criminal Justice System - A Policing Prospective
- 15.00 - 15.30 BREAK
- 15.30 - 15.50 NBPA USA - Ron Hampton
- 15.50 - 16.50 Panel Discussion
- 16.50 - 17.00 Conclusion by Compere - Karen Chouhan

Evening Function - Awards/ Gala Dinner

- 19.30 - 19.45 Welcome – NBPA Cabinet
- 19.45 - 20.00 Entertainment - Fe Dance UK Awards Ceremony
- 20.00 - 21.30 Evening Meal Entertainment & Dance
- 21.30 - 21.50 New World Steel Band
- 21.50 - 22.10 Bol Panjab De – Dohl Drummers
- 22.10 - 22.30 NBPA Awards Presentation
- 22.30 - 02.30 DJ & Dance

Wednesday, 29 October 2008

- 10.00 - 12.00 March through York
- 12.00 - 13.30 LUNCH BREAK
- 13.30 - 16.00 AGM

NB: The above programme may be subject to change





Welcome

On behalf of the Cabinet I am delighted to extend a warm welcome to all of you at our Conference and Annual General Meeting here in York.

The theme of our conference signifies the challenges black and ethnic minority communities face in today's Britain. Our speakers will help us develop our thought processes around how we address race and equality. I hope their views will assist you in acting as a catalyst in championing this important cause.

Enjoy your time in York.

Dr. Ali Dizaei
President
NBPA

The NBPA Cabinet



Dr Ali Dizaei,
President



Linda Johnson,
Vice President



Tony C Smikle,
Vice President



Stafford Brooks,
General Secretary



Zafar Qazi,
Treasurer



Beverley Jamerson,
Deputy General
Secretary

Marcia Hardy,
Events Co-ordinator

Steve Kappel,
Deputy Events
Co-ordinator





NBPA President's Report

Dr Ali Dizaei

Dear friends,

It is with pleasure that I present to you this year's annual report. Since we met last year in Bristol, our Association has recovered from what can be best described as the organisational trauma of financial irregularity, crisis of confidence and lack of strategic direction.

This has been a challenging year for my Cabinet.

The constraints were relentless:

- No accommodation
- Threat of sanction from the Charities Commission
- No funding from the Home Office
- and more, haunted us all as a team

The stakes were high, our adversaries wanted us to sink and were willing us to fail.

On becoming your President, I was determined to create a strong team ethos so that we were focused in steering our way through the turbulent times.

That required effective structures and systems as well as a clear vision of what success looked like.

In York I presented to you the NBPA our vision. I set out our challenges externally and internally.

That formed our road map for the future. To start the journey we had to go back to the basics. My team and I had to put in place structured scheduled meetings to carry out effective business.

My General Secretary worked hard to act as the mainstay between the Cabinet and the NEC so that you were kept fully aware of our work and progress.



Our media strategy was robust and effective, our contribution to a whole array of subjects was constructive and more importantly on time.

We held meeting after meeting with those who were questioning our ability to operate as an organisation. We listed their concerns and gauged the extent of the challenge.

Then collectively and through team work we dismantled the obstacles.

A complete bill of health from the Charities Commission is not to be underestimated. My Treasurer worked hard to deliver that outcome. We appointed a top firm of auditors to audit our accounts so that they can now stand up to any scrutiny.

We have paid off a considerable amount of our inherited debt. We secured accommodation with the assistance of West Yorkshire Police and fully complied with the Home Office recommendations. The NBPA is now a functioning machine which is ready to deliver its strategic objectives.

Events over the last few months can only lead to one simple but powerful conclusion:

The cancer of racism in the police service is alive and well. Indeed and prognosis is that it is of the evasive nature and spreading.

The police leaders who thought that Race Equality is a thing of the past and that race was yesterday's story will have to face their demons.

Research after research, survey after survey, case after case shows that Black and Ethnic minority police officers and police staff face institutional headwind which deskills them so as to stifle their career aspirations.

The cancer of racism subjects them to disproportionate investigations and targets their associates and support mechanism so as to isolate them.

These are indeed extraordinary times.

Our Association remains resolute in its stance on racism and inequality.

We will be unforgiving. Be assured that people of colour, communities and good citizen of this country are behind us. We are also supported by many senior colleagues and their commitment to host the conference and provide us accommodation is indicative that we are not alone.

That is why the theme of our conference is so important. Stand together with one voice, unite and celebrate our achievement to date and mobilise to deliver race and equality for our communities.



NBPA Vice President's Report

Tony C Smikle

It is with great pleasure that I write this report in my first year as the Vice President and media spokesperson on behalf of the NBPA.

In January this year (2008) I was entrusted by the NEC to serve as the Vice President and I assured the National Executive Committee that I would work hard and deliver.

Here we are nine months later and I leave you to judge whether I have kept my promise to the NBPA and to our membership.

I would like to start by thanking all those individuals and organisations that have supported me in my role as Vice President. Specifically I would like to thank the NPIA Police for supporting my involvement with the NBPA and in particular Supt Bob Scurr (NPIA Leadership Development) who has supported my work from a corporate perspective.

In partnership with the Cabinet and the NEC one of the first tasks that we had focussed on was the NBPA strategic and extremely poor financial situation that we had inherited.

It was clear that we needed all BPAs to pull together if we were to come through a difficult situation. The maxim "One Voice Strength in Unity" has never been more fitting.

Through genuine Cabinet unity we have positioned ourselves and tailored our activities, this being based on a minimum income and maximum good will from the Cabinet and local BPAs.

I will leave further details relating to finance, funding and the charities commission to my colleagues on the Cabinet.

Training and Development

The portfolio for training has by default been left with myself and Vice



President Linda Johnson. This is not ideal and we hope that this post will be occupied by January 2009.

In order to assist local BPA development and to bolster the BPA support infrastructure we designed a highly impactful and challenging First Contact Scheme (FCS) training package which was delivered over a one day session.

We were able to pilot the training in March 2008. The training allows delegates to “develop a greater understanding regarding the role and responsibility of first contact officer”.

This certificated training programme has been extremely well received. Armed with the excellent delegate feedback, the NBPA has been able to market this product nationally and deliver further courses and an additional bespoke package for West Yorkshire BPA. My personal thanks must go to Richard Williams (Notts) and Jeff Sidhu for their invaluable participation which made each of these sessions so successful.

We are currently in the process of developing a Race and Diversity training package which will be linked to an Equality Impact Assessment course. These will be added to the NBPA training portfolio. All training will be progressed by the NBPA Training and Development Officer.

Support

I have personally supported a number of individuals in Dorset, Kent, London, Northumbria, Nottinghamshire and West Yorkshire, during their personally difficult times within policing. This has included intervention with forces to bring about an early resolution and attending meetings which has aided the individuals through a range of processes.

It is vitally important that this role (which is the work of all Cabinet members) is recognised internally and externally as a valuable asset to each policing organisation, as we are often a lifeline for those affected by discrimination. We also prevent costly tribunals and assist staff to remain and function within the unique environment of police work.

Media

In managing the flow of information I have had to assume responsibility for managing media issues which require written responses plus a range of interviews for TV and radio. It is again, extremely important that the NBPA adhere to a strict and coherent corporate media message.

In support of this I have documented NBPA positions in relation to:-

- Stop and Search
- Gun and knife crime
- The positive benefits of an effective/supported BPA
- High profile B&ME policing cases
- Local BPA issues



I have personally spoken to a host of local, national and international media organisations on the above issues.

On each occasion I have (where necessary) contacted the local BPAs in order to ensure that there is 'joined up' approach to the issues and that there is clarity from all sides.

Local BPA support

I believe it is absolutely vital that we as a Cabinet support local BPAs and assist where possible to secure resources and strategic support:

Attendance at BPA events by the Cabinet members reinforces the message that BPAs are not alone in their endeavours and can depend on the NBPA for support.

I have supported the development of Devon & Cornwall BPA and Cheshire BPA by providing advice and support.

On behalf of the NBPA I have spoken at the launch of Devon & Cornwall BPA and Lancashire BPA AGM and attended the AGMs for both Merseyside and SEMPER.

I also attended the GMP BAPA spring ball (which was a lot of fun) and have visited the following force areas since being elected Vice President:-

Dorset, Cleveland, West Midlands, Cheshire, Hampshire, Devon & Cornwall, London Metropolitan, City of London, Merseyside, West Yorkshire, North Yorkshire, Edinburgh, Kent, Belfast

Stafford Brooks and I have recently met with the Chief Constable of Kent to discuss local and strategic issues which have had significant internal and external impact. My request to meet with the Chief Constable of Leicestershire to discuss internal matters and for an introduction to the new NBPA cabinet was politely refused with a view to possible future contact.

Working groups and consultation

The Cabinet are members of a range of strategic policing bodies; I am the NBPA member or consultee with the following groups:-

- ACPO DNA Ops group (This group makes strategic decisions relating to the taking and storage of DNA)
- ACPO Progression sub-committee (This group has a range of actions to develop leadership and the under representation of BME & female officers and staff)
- Police Diversity Trainers Network (This is a national support network for diversity practitioners within policing)
- ACPO Race & Diversity (This group has strategic responsibility for all diversity issues within policing)
- NPJA Equality standards in policing (These are standards being developed to support and measure diversity performance)
- NPJA HPDS working group (This group has responsibility for the outcomes



- of the High Potential Development Scheme)
- NPIA Single equality scheme (A scheme to ensure compliance with the NPIA Equality duties)

In conclusion, our members are still suffering and not all at the hands of our known enemies.

Our financial position needs to be fully resolved in order that we can better support our members and continue with the projects agreed with the Home Office.

I would like to end by sharing some of my personal thoughts.

I am concerned about the erosion of support to local BPAs which are being justified by forces as an operational issue, with an assumption that the "Race stuff is done". I assure you that the "Race stuff" is not done.

I am concerned about the levels and disproportionate use of 'Stop & Search', the many guises that discretionary powers are utilised and the many excuses that are rolled out to justify unethical and unlawful behaviour.

I am concerned about the perceptions that are derived from seeing young B&ME people in the media which all too often are associated with negativity.

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 to see the changes that we are striving to achieve.

The police service cannot do this without us, however, sometimes they need a reminder.

Let us all pull together to achieve real sustainable change.

I would particularly like to thank the NBPA Cabinet of Ali Dizaei, Linda Johnson, Stafford Brooks, Zaf Qazi, Beverley Jamerson, Steve Kappel, Lyn Daniel and latterly Marcia Hardy for the excellent work that they have done to progress the NBPA.

I feel honoured to have been elected to this significant role within policing, and will continue to do my best as Vice President in the interests of the NBPA, our members and the communities of the United Kingdom.

In closing, it is my pleasure to inform you that, at the Police Diversity Trainers Network conference in Spring 2008 I was the recipient of the PDTN diversity excellence award. The award inscription reads "For your contributions to promoting diversity in the police service".

For me it was a wonderful surprise and clearly demonstrates that our individual efforts to improve policing are being recognised.

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



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We strive to achieve diversity in our workplace to reflect the community we serve.





NBPA Vice President's Report

Linda Johnson

As your Vice President since January 2008 it has been a huge learning curve for me and had tested my skills, ability, strength of character and resilience more than any role in my 16 years of service as a police officer.

It has been a great honour and privilege to have the opportunity to help mould, shape and watch our ideas develop into reality. I am very proud to serve you in my capacity as Vice President.

2008 promised to be a challenging year not least in view of some of the difficulties we were facing in light of IPCC investigations and endless articles in the press which were in the main intended to be deliberately damaging to our organisation. However despite this the NBPA and local BPA's continue to exist much to the annoyance of many.

However some of the twist and turns this last 9 months have surprised me, even though I was under no illusion that we were in for an "easy ride".

I would like to thank my colleagues and friends on the cabinet for their support during the most difficult year since the inception of our movement. We have been under attack from all direction not least our president but we remain united and stand firm.

I would also like to thank my colleagues the NEC for your support, ideas and resolve to restore our organisation to its former glory.

Strategic Planning

Following the election of the cabinet and securing new members on to the cabinet we rolled up our sleeves and prepared for the challenge of setting objectives of the NBPA agreeing actions for the newly elected cabinet.



The agreed objectives were as follows:

External:

- Terrorism and Communities
- Reduce Gun and Knife related criminality
- Addressing Racism within the Criminal Justice System

Internal:

- Support
- Finance
- Manage the IPCC investigation
- NBPA positions
- Recruitment, retention and progression
- Revise the constitution

As outlined, support was the main internal focus for us in the initial year. To underpin this strand of work we needed all the above objectives to be working in synergy.

I am extremely pleased to report that with no funding or permanent accommodation we have met or are on the way to achieving all of our objectives. These objectives are no 'quick fix' measure and are intended to be continuing feature drivers for the future of the NBPA.

I will summarise my portfolios and responsibilities, concluding with what you can look forward to in 2009.

Support

Following our strategic planning meeting in January 2008 I took up to my duties uplifted with a strong sense of direction and purpose, that purpose was SUPPORT.

Although we had made progress in previous years we still did not have a support structure and referral process for local BPA's to call upon the services of the NBPA.

I have the overall responsibility for managing support cases. I would love to tell you that all has been quiet this year. However considering that our most senior Black officer AC Tarique Ghaffur coming to the NBPA for support and the increase in reported cases to the NBPA, you will know that this is not the case.

A working group was formed to look at developing a support structure with clear referral processes, training, legal advice and specialist input for complex support cases or support cases with strategic significance from a national prospective.



The aims of the support structure in line with our strategic objectives were to provide a structure that was:

- Focused Support to Members (Local BPA's)
- Robust and Tangible
- Available at the point of NEED
- Professional, reliable and consistent

This would in turn allow local BPA's with the support of professional services of the National support structure to achieve their local objectives:

- Reduce and/or resolve workplace grievances at an early stage
- Resolve and/or ensure appropriate action in complaints around discrimination, bullying, harassment and victimisation of BME members
- Reduce cases going to Employment Tribunal (ET) or resolve matters before they go to ET
- Provide support for colleagues in dealing with issues with a race dimension
- Ensure there is a structured and professional approach in providing support

In order to achieve the stated aims, the association intends to use BPA Executive Members drawn from all areas of the service to act as support workers.

Whilst enthusiasm and personal commitment will be important elements, any volunteer will need to have certain skills which may require training. Some support workers have been trained through the NBPA's Lay Support Scheme. However, new customised training via the NBPA has been devised.

Bespoke training in the form of the NBPA first contact course which has been piloted, evaluated and been delivered to a number of BPA support workers.

We also recognise that the staff giving the support will need support themselves.

There will be a facility for support and feedback from the support workers in regular 'download sessions' with regional support coordinators.

It is important that 'built up pressure' from dealing with incidents is given a means of release on a regular basis. The NBPA will have a list of specialist advisors within each region in order that each BPA has access to all services required.

Each BPA now has the ability to populate the National Support Database directly allowing each case to have a unique reference number thereby ensuring accurate and confidential records of all support cases around the country.

Once the structure was agreed, the first task was to look at the role of the National co-ordinator pivotal for the successful running of the support structure/system.

Having reviewed the role of the National co-ordinator it was clear that it was no longer fit for purpose and needed to be revised in line with the new objectives.

One of the key outputs for the revised National co-ordinator role would be to act as the manager for the NBPA support structure, implementing and co coordinating NBPA support training courses and ensuring that local BPA's have access to the NBPA support services.

I can report that the revised co-ordinator role profile was completed and has been approved by the NEC, the advert for the post is ready to go as soon as this next stage of the process is feasible for us.

Service Level Agreements

In order to achieve the objective listed above it has been necessary for the NBPA to ensure that local BPA's have the capacity to function and carryout their core business of support.

We have canvassed BPA's across the county in relation to their current SLA with their force and we have found a consistent pattern of erosion of facilities afforded to them by forces to provided support to their members.

Some BPA have seen their budget cut, offices withdrawn and vital full time roles removed.

BPA's across the country report that there appears to have been a shift away from the Race agenda towards a more cohesive diversity model where all support association are placed under one umbrella in an attempt to standardise these complex issues into a single model where 'one size fits all'.

Chief Officers maybe unaware of the wide range of community activities that BPA members do (often in personal time), yet communities across the UK are being positively influenced by youth projects, anti-gun crime initiatives and positive action programmes which are supported and influenced by local BPA's.

The reputation of forces has been significantly enhanced by engagement in national and international BPA events. Through our attendance, we have opened access to people and resources that could not have been secured without the participation of BME officers and staff.

We therefore encourage all forces/services to recognise the value of local BPA's and to ensure that appropriate medium/long term resource arrangements are in place to continue the excellent work that has been done so far.



It is the intention of the NBPA to work with ACPO to ensure that the excellent work carried out by local BPAs is properly resourced to a minimum national standard.

There has been a sharp increase in support cases reported by local BPA's since I came into office. More worrying is the seriousness of the cases and offers of mediation falling on unresponsive ears. This has resulted in members being forced into taking out tribunal cases for Racism.

In relation to the Police Federation it has been an uphill battle for some of our members to get the basic standard of service from elected representatives when faced with problems at work. At times it has even been a difficulty to get the federation to recognise or acknowledge the type of discrimination that our members report to us consistently.

We have found that our members have been refused the right to have legal representation from a solicitor of their choice with proven track records of excellence in dealing with race cases and fobbed off with a standardised service.

Please take a look at the federation elected officers in your area, Do you see a distinct lack of BME officer's and that most are white males quite senior in length of service?

Would women want men to represent their needs? Answer "No" so we have pointed out that in the same way there is a need for women's reserve seat to ensure representation we also need a BME reserve seat (with voting rights).

We were told "put yourselves forward then", so many of our members did and still there remains little representation from BME officers. As a result we have a federation who have too often failed to represent the needs of our members and apparently, are unwilling to do anything to change it.

Unfortunately the federation system is that your representatives vote on this the issue of BME reserve seats and they continually vote against it, I suppose it's like asking turkeys to vote for CHRISTMAS! We are told we need to ask for a change in the law before this can happen. The federation is male over 40 in representation why would they want a change? It represents them very well thank you! But do they represent you?

Our members have found themselves having to claim on household insurance to pay legal costs or even worse from their own personal funds when they have been paid up members of the federation for years.

You may think "well how can this be I pay my money so should get the service when I need it", but some of our members have found their subscriptions have only supplied an annual pocket diary. Members it's time to hold your federation accountable after all are they are supposed to represent YOU!



In the meantime we continue to make representations hold out the olive branch to the federation, but ultimately you pay them to represent you so make sure that they do just that.

As a result of matters discussed the NBPA have been keen to forge links with leading legal advocates to ensure that our members have a choice of quality legal representative sensitive to the issues that our members face. This is an ongoing piece of work.

Community initiatives

If our primary objective is the provision of support to our members, can we justify spending time on developing links with the community? I believe the answer is "Yes".

We have re-evaluated how we as BPA's seek to gain influence in our organisations.

Too much of our time has been spent trying to gain access to those in corridors of power and failing. We failed to grasp the basic fact of hierarchy that we operate in.

In a highly rank orientated culture, the community outranks us all. Going to the top of our organisation actually means going outside it.

Having digested this revelation we set about looking at best practise of BPA across the country. Earlier in the year we asked BPA's to give us examples of community initiatives we know many of you are involved in.

Programmes like the Met BPA's voyager programme, South Yorkshire Inspiring Youth Initiative, North Wales birth of a leader and the Natural Born Leaders (NBL) Programme delivered by West Yorkshire, GMP and Warwickshire BPA's.

These are just a few examples highlighted to us but we are fully aware that many of you are quietly engaged with your communities and often in your own time.

The role of the NBPA was to look at the programmes and identify a community initiative that we able to drive and rollout across the country as best practise.

Developed in 2004 by West Yorkshire BPA, the Natural Born Leaders (NBL) is an innovative project which has been successful year on year in West Yorkshire, Greater Manchester and Warwickshire.

This unique programme is designed and delivered with young people from BME communities in mind. Its bespoke nature, allows them to explore their issues and discuss their barriers with people who share their experiences. This is not something that any other leadership training can offer them.



This programme allowed professionals from within the BPA's to involve themselves within the community in a way that allowed them to positively contribute towards the vibrancy of communities, in order to help nurture constructive relations between communities often labelled as 'hard to reach' and the police.

The aim of the NBPA is to promulgate this good practice across other force areas. This community involvement initiative seeks to utilise the unique potential of many ethnic minority staff within the organisation, cultivating leadership in young people.

Why should the NBPA run this programme?

- Critical in re-branding our activity
- Ability to generate revenue for NBPA and local BPA's to fund programmes
- Raise profile of BPA's in community
- Opportunity to make positive partnerships with public/private organisations

Why is this programme unique?

- Designed to meet the needs of Ethnic Minority Communities
- Designed to create balanced and positive community leaders who can represent their community in a confident manner
- Designed to promote positive Ethnic Minority Role models, inside and outside of the Police
- Provides an opportunity to showcase our potential to impact upon the leadership capacity within our communities

What are the benefits?

- Heightens the NBPA profile in the community making it better able to meet our objectives
- Youth initiatives create a positive image of the range of NBPA activities and the positive impact all BPA's can make
- Being involved in delivering external training develops the skills of those delivering the programme.
- BPA's benefit from creating relationships with all stakeholders
- It targets BME young people and gives them a positive image of the Police.
- Creates positive opportunities for recruitment to the police service
- It exhibits the achievement of BME staff within the organisation
- Young people receive leadership training without any personal financial outlay
- The community benefits from an increased pool of young leaders who can then confidently negotiate with institutions better represent views of their communities

How can this particular programme help achieve strategic objectives?

Terrorism and Communities – 7/7 took place during the 2005 NBL

programme in West Yorkshire. This programme gave the young leaders a platform to speak on the issues. Consultation opportunities were utilised with many public bodies including the Police authority

Reduce Gun and Knife related criminality – BPA's through NBL will have established links with schools, youth groups and community leaders. This will allow BPA's via their young leaders to have an effective profile in the community to have a direct influence on those most influenced and affected

Addressing Racism within the Criminal Justice System – NBL has work shadow and mentoring modules attached to the programme many of which are with our partners in the criminal justice system. Statistics from graduates of previous have shown that 66% placements have chosen Law at degree level and 25% have applied to work in the criminal justice field.

What next?

This program is a priority for the NBPA to assist BPA's to function in the coming year.

We will be looking to work on the following objectives:

Source funding for Programme Costs through external funding bodies

Develop Business Plan and proposal jointly with NBL

Participate through BPA Co-ordinators role

The NBPA will be looking to create NBL as a brand of excellence synonymous with empowerment of black people for black people. We propose a mid to long term commitment (3-9 years) in order that all BPA's wishing to take up this programme have the capacity to do so.

The NBPA will be proposing the following:

Delivery of One week NBL programme in BPA Region X 7 (per year.)

Delivery of Train the Trainers (1 per Regional BPA)

National Mentoring programme with high profile Mentors

National consultation Events X3

National Conference x 1

Women in policing

Firstly I would like to recognise the work of the previous female vice presidents for moving on the issues facing women of colour in the police



service. The 'double disadvantage' of discrimination we as black women face is a reality for many of us but does not have to be the accepted as the norm.

I would firstly like to thank the women's sub committee for the hard work and invaluable recommendations highlighted in the report produced by Marcia Gittens in 2005.

This document and the two further meetings carried out in 2005-7 has given me a solid well researched base in which to build on.

There were 43 recommendation that came out of the NBPA 2005 Women's Group report titled "What about us" which included:-

Hold all Chief Constables accountable, ensure they can evidence their work in the recruitment of Black women

Recording of employment data by all forces

Police Authorities need to play a more active role in the recruitment, retention and progression of black females

Gender Specific Training to all staff, including coping strategies and the history of women in policing

Encourage and support all black females enquiring into potential employment within the organisation

Review advertising strategies to ensure that all groups of the community are reached

Conduct women only recruitment or familiarisation days

Ensure that the recruitment teams are truly reflective of the communities that they serve

Awareness of religious or cultural dates, times and events which may hinder performance and / or attendance

Flexibility with requests to change, i.e. contracted hours, work patterns and locations as per the Employment Act 2002

Conduct periodical staff surveys / cultural audit to identify the levels of staff morale

Regular consultation with support groups (BPA, BAWP and GPA)

Chief Constable to have regular meeting with support groups

Use Annual Development Review to identify and approach black women, who are considered to have the potential to progress, encourage development and applications

It is my intention to reform the women's sub committee in the coming year to look at the list of recommendation to see how best we can deliver the recommendations vital for the progression of black women in the police service.

All that remains is for me to wish you a truly enlightening and enjoyable conference.





NBPA General Secretary's Report

Stafford Brooks

Colleagues, it gives me great pleasure to report on the activities of my role as General Secretary to the National Black Police Association.

The last 10 months have been a very, very steep learning curve for me.

Like all new experiences within the police service there have been many occasions where the opportunities for my personal development has been vast.

It would be fair to say that no amount of preparation could have readied me for the wide range of emotions that I have experienced since embarking on this journey into the strategic and political arena of the national policing agenda.

It is therefore with a great deal of pride that I present this year's report and update you on the progress made since taking up my role as NBPA General Secretary in January.

I would like to thank all the local BPA Representatives who have supported me by electing me to this post.

I must also thank the Chief Constable of Staffordshire, Chris Sims, who has demonstrated his 'Trust and Confidence' in me by supporting my appointment to this role.

My thanks are also extended to ACC Marcus Beale who has consistently offered me assistance and advice throughout my term in office.

Interim post

It is clear that despite all the good intentions and hard work completed by my colleagues, the NBPA's internal issues have taken primacy during my time as interim secretary.



My time was taken up chasing our tails in terms of administration, office protocols, establishing contacts, introducing the new team so we could simply continue to function.

The demands of the Home Office, IPCC and Charities Commission to attend frequent meetings with them significantly directed my NBPA work.

The most difficult and time consuming task I encountered during the interim period was replying to hundreds of website questions and queries and I would like to thank the Vice President Tony Smikle who immediately relieved me of this task on his appointment.

Additional difficulties during this period came from the lack of access to the funding streams which should have been available; this restricted the amount of time available for me to spend in the NBPA office.

There are many lessons that can be learned from this period of time and future handovers will have to be closely monitored so that this process is managed in a structured and professional manner.

Elections

Our elections hosted by City of London BPA on the 7th January ended the interim period. After NEC Reps had highlighted that communications could be a major downfall for the NBPA.

In order to re-establish a workable system of communication, time was spent collating and updating the new NEC Reps and Chair details so that NBPA views were formed from a consensus of opinions.

Our 2nd NEC meeting was held in York on 6th March and by this time we had publicised our Strategic Road Map, elected our Scrutiny Committee and informed our membership of the roles and responsibilities of being trustees.

This meeting was also significant in that we heard the farewell speech of our National Co-ordinator David McFarlane who was thanked for his contribution over the years to the NBPA.

The coordinating of attendance to meetings, force visits, responses to member's questions and requests for assistance was adversely impacted when the NBPA was required to leave the office base in London in March.

From that time the Home Office, stakeholders, BPA's and members of the public expected the NBPA to continue with the same level of service with the entire contents of the NBPA office in storage.

This was a testing time for me, thanks are therefore extended to the members of the Cabinet particularly the Deputy General Secretary Beverley Jamerson who assisted me during this time allowing the NBPA to provide an equitable level of service despite having to work remotely without the previous level of resources.



NEC Meetings and Proposed Diary

The decision to hold NEC meetings around the country has worked extremely well.

As a result we have been able to demonstrate that the NBPA has a National perspective and a democratic input from all BPA's regardless of size or location.

Our 3rd NEC meeting was held in Scotland in June 08, it was well established that all voices had a say in our way forward.

Healthy debate took place with regard to views on subscriptions, constitutional positions and composition of our National Executive Committee. This meeting was memorable due to the difficult decisions which had to be made to ensure that all elected members are accountable for their actions.

For the first time in the 9 year history of the NBPA we can state that our NEC meetings have been held and hosted in all parts of the UK, including London, Yorkshire, Scotland and recently Northern Ireland, buoyed with the knowledge that we are not just leading but being lead by the collective voice of BME police officers and staff from the whole of the UK.

Some memorable meetings have been arranged since the new Cabinet was elected.

I began by having the pleasure of coordinating an evening where representatives from 20 BPAs were able to attend the House of Commons to meet MP's, promoting and networking on behalf of our members.

Seeing so many BME police officers and staff at the House of Commons was a memorable occasion for the NBPA as well as being another first.

Teamwork

I have been privileged to work with some amazingly gifted individuals whose abilities have been matched by their dedication to supporting the core reasons this association exists. There should be no doubt about our achievements in this 10 month journey which I believe are numerous to list.

As General Secretary I have noted that we have produced and submitted papers outlining the NPBA future road map, listed submissions giving the NBPA perspective to HMIC's Criminal Justice Review, the Flanagan report, and the Single Equality Scheme to name but a few.

Cabinet members have produced and revised our support structure, have been approached for assistance and delivered support in a huge number of cases, some with an extremely high profile.



We have introduced first contact training and rolled out training to more than 30 members in 3 separate training courses.

The collation of the many BPA community initiatives ie Mentoring schemes, Natural Born Leaders Courses in South Yorkshire, West Yorkshire and Warwickshire with similar community programmes in the different areas up and down the country has only confirmed to me the contribution that our members and BPA's are making to communities.

The team continues its collation of service level agreements from BPA's up and down the country in an attempt to set a basic minimum standard.

This has highlighted the vast differences between the working conditions of BPA's throughout the country. My role has allowed me to gather a more holistic view of the amazing work BPA's are doing for our police services and communities from which our members hail.

Despite working under the most difficult of conditions for 5 months, much progress has been made.

The Cabinet have taken all the necessary steps to satisfy the Charities Commission's financial and management controls.

We have supportive police leaders and Champions of Diversity that have provided offices for the NBPA which allows us to continue our work.

I am saddened that so many of my fellow BME colleagues are still experiencing unfair treatment.

My role remains to record, minute, document and co-ordinate the activity of the NBPA and utilise these findings as a strategic management tool.

I am inspired by the fact that there are so many good men and women in the service that no longer sit back and allow draconian views to prosper.

I believe the British Police service remains the best in the world and would ask you good officers and staff to assist me in collating and recording the good practice, procedures and examples from your forces ensuring the bad pennies feel uncomfortable within a modern, progressive police service.

This is in line with the work of our sister organisations the BAWP, GPA, NAMP, NDPA and NTPA who all offer the British Police service the opportunity to improve the conditions and perceptions of inequality within the UK's police service.

Thank you





NBPA Treasurer's Report

Zafar Qazi

Brothers, sisters, friends and colleagues, I have the pleasure to present a summary of the work I have done over the past nine months in my role as Treasurer of the NBPA.

Before I begin I want to take this opportunity to thank you for giving me the honour of working on the NBPA Cabinet in this role.

I am privileged to work alongside Cabinet colleagues who are diligent, enthusiastic, knowledgeable and, above all, passionate about ensuring the NBPA is a successful and thriving organisation.

When I first took up my role at the beginning of January this year the problems within the NBPA were numerous and well known amongst our membership and the wider police community. I am not going into the details of those issues again here as I am sure others more eloquent than I have explained them to you. However, I feel it is important to emphasise to you all how committed I and my Cabinet colleagues were, and are, to overcome the problems.

My work when I first entered the post was to focus upon our financial health and look at where the issues lay.

I concentrated on four main areas of work:

- Ensuring that the NBPA met the conditions set for us by our main funder, the Home Office, with regard to supplying examined and audited accounts
- Ensuring the Charity Commission had these accounts and updated annual reports
- Ensuring that the Home Office Action Plan which detailed numerous recommendations that were required to improve NBPA governance was addressed and completed
- Confronting and addressing the huge debts of the NBPA

The first three areas of work mentioned above required many meetings with the Home Office, which were very challenging to all of us who attended. I was very ably helped by Bev Jamerson and Stafford Brooks in all these meetings and I am particularly grateful to them.

The problems we faced were that the Home Office had not received examined accounts for 2005-06 or audited accounts for 2006-07.

The latter year required audited accounts due to Charity Commission rules being changed.

However, I must at this point state that I am not levelling any personal criticism at any of my predecessors in the Cabinet for this state of affairs. The 2006-07 accounts were not late in being submitted but the Home Office were requiring them as soon as possible.

Through the meetings with the Home Office it became clear they were hesitant about funding us for 2008-09, however, they did imply that this would be looked upon favourably if the accounts they required were submitted. We successfully submitted the accounts they required in the form they wanted by April 2008.

However, as is well known, our funding was withdrawn for the financial year 2008/2009.

The Charity Commission also received these financial documents, all NEC and Cabinet minutes and an updated annual report for 2007. We are therefore now in a much better position as a registered charity than we were at the beginning of the year. I would like to thank Tony Smikle for all his help in the Charity Commission work.

With regard to the Home Office Action Plan, we worked tirelessly to ensure this was completed. It required audits to be performed and policies to be re-written. This was completed to the satisfaction of the Home Office.

Again, I received much help from Bev and Stafford and thank them for that. There is no doubt that the whole period was very stressful for us all and without the support of each other we would not have prevailed. I also worked hard to address the issues of our well-publicised and huge debt.

At the beginning of the year this debt stood at about £70,000, mainly due to a hangover from our 2006 International Conference, but now stands at about half of that figure. There is no doubt that the efforts of all the Cabinet have led to this situation but of particular note is the work of Linda Johnson and Tony Smikle and the training programmes they have provided which have raised revenue.

I have stood in front of the NEC three times now reporting on our financial state and on each occasion it has become easier. There was much concern when I raised the issue that each NEC member was a trustee of our charity and thus liable for any debts we have.

Disappointingly a few local BPA's saw this as a reason to disassociate themselves from the NBPA, however, the overwhelming majority of BPA's have worked with us to alleviate the burden of debt. We must never forget our motto and how pertinent that is with regard to finance.

So, that explains some of the work I carried out on the problems we faced at the beginning of the year. However, it is also important that I, as your Treasurer, map out the work we have planned for the future. To take us forward I have designed a strategic financial action plan that focuses on several key aims:

- Raise funds to allow NBPA core business to continue
- Raise funds to allow NBPA strategic projects to be delivered
- Realisation of financial independence for the NBPA
- Clearance of NBPA debts
- The context within which the action plan is set is that of the Home Office withdrawing our funding for this year. Although this has been a huge hurdle for us to overcome it has also been a massive opportunity for us to take the collective step of becoming self-sufficient as an organisation and thus stronger as an association.

I firmly believe that the road forward for the NBPA is one of financial independence and in June the NEC agreed that the principle of subscriptions for members was to be explored through a strategic piece of work led by myself. This work has commenced and options of how it will look have been detailed to the NEC and efforts will now continue to consult with the wider membership to establish what the NBPA does in the future.

The action plan details the various methods and how each of the aims can be achieved.

However, I must emphasise it is an organic plan that can change as our circumstances alter.

We will not achieve financial independence quickly but instead gradually through hard work.

It is a struggle that will prove worthwhile in the future. I see 2008 as a defining year for the NBPA when we have decided to leave the 'strings' of the Home Office behind as our one major funder and start looking to support ourselves.

The NBPA has always delivered excellent projects and initiatives that have helped our members and also members of all our BME communities. The action plan addresses our need to provide projects such as 'Natural Born Leaders', 'First Contact Training' and 'Women in Policing'. To deliver such projects we need funding.



This may be from charitable funders or through private sponsorship. The plan ensures we continue our efforts to explore these areas of funding. In addition, we must not disengage from the Home Office who have funded the NBPA so well in the past. I will continue a positive and constructive dialogue with the Home Office to secure funding for 2009-10 and beyond.

Sadly our debts, although massively reduced, are still huge. This is due to the money we owe to the Greater Manchester Police for the International Conference in 2006. I want to take this opportunity to thank GMP and in particular ACC Rob Taylor, for their understanding in allowing us to repay them gradually. I have agreed a method of clearing our debt to them and look forward to it being dealt with within the next twelve months. I believe once the debts are finally cleared we can draw a line under previous events and move on financially as a thriving organisation.

May I thank you for reading this report and for your continued support for the NBPA? I have thanked several people in this piece but I also want to thank Ali Dizaei for his leadership of the NBPA and his help to me personally, Steve Kappel for his constructive approaches to resolving matters positively, Stafford Brooks for his attention to detail, Bev Jamerson for her infectious enthusiasm and hard work, Linda Johnson for her diligence and understanding and Tony Smikle for his passion for the NBPA to get back to where it once was.

On a personal note I would also like to thank David McFarlane for all his help and Keith Jarrett, Ahmed Sasso, Jane Lam and Wendell Henry for their kind offers of assistance when I first came into my new role.

I am proud to call the people I work with on the NBPA Cabinet my friends. I am also proud to be your Treasurer and hope that we continue our progress in the next year towards achieving all our objectives.

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Merseyside Black Police Association is pleased to support the NBPA York Conference 2008

"I am tempted to say that the last twelve months have been turbulent both locally and nationally, but the very nature of our existence and what we stand for often makes for turbulent times. Someone once said that 'there is no change without agitation' and representing on so-called minority issues, means the majority will often misunderstand. This can lead to conflict and opposition to what we are trying to achieve.

It is often assumed that our achievements are only as a result of our ethnicity and we expect this to become even more acute should the 'affirmative action' aspect of the Single Equalities Bill be introduced. The BPA movement will have a key role to play to educate those who misunderstand and more importantly, support our members who will inevitably be viewed with even greater disdain as a result. MBPA wish the conference every success and we remain committed to ensuring racial equality for our members".

Vinny Tomlinson (pictured right receiving his Liverpool Black History Month 'Public Sector' Achievers Award 2007)
Chair, Merseyside Black Police Association



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Conference Compere

Karen Chouhan

Karen was selected from 1600 applicants by the Joseph Rowntree Charitable Trust [JRCT], in May 2005, to be one of seven 'visionaries' with ideas to change the world. Her 'vision' is to build a UK community led alliance capable of shaping race related policy and challenging and reframing the current problematising and stigmatising discourse for race relations through an economic analysis. Equanomics UK is the name of the project now developing.

She was born in Pakistan and grew up in London, before going to Leicester in 1975 where she studied philosophy. After completing her masters degree in "Race and Community Studies" in Bradford, Karen contributed to an era of heightened Black British political activity as a founding member of the Black members' organisation of the National And Local Government Officers [NALGO] know today as UNISON. She was also a founder member of the National Black Caucus and the 1990 Trust, where she was the Chief Executive 2000-06. The 1990 Trust is particularly concerned with supporting the activity of Black networks which work to ensure the delivery of Race Equality.

She started work as a volunteer at the then Leicester Community Relations Council and then as a youth worker in Belgrave, Leicester. Her work with Asian women and girls has developed into the Peepul Centre Leicester, a multi million pound social enterprise, of which she was chair until January 2008.

Karen was a senior Lecturer at Leicester's De Montfort University for 12 years where she became the programme leader for the MA in Community Education. She was particularly involved in developing partnerships for change between academia and grassroots activism in the UK's Black communities.

In 2006 she also received a recognition award from the Islamic Human Rights Foundation for battling Islamophobia. She received a special commendation in the finals of the Women of Achievement awards organised by Leicester Chamber of Commerce.

In 2008 she was honoured with a 'Woman Warrior – Traiblazer Award' from the Reverend Jesse Jackson Rainbow Push New York Summit.





Conference Speaker

Mohammed Khaliel

Mohammed Khaliel was a founding member of the Race Equality movement in Buckinghamshire prior to the 1974 Race Relations Act. He trained new police recruits in race relations and dealt with case work relating to racial hate crimes and equality of ethnic minorities in the work place. He has worked in particularly challenging racial areas.

Mohammed is a staunch advocate of the Lawrence report and dealt with case work on institutionalised racism.

Mohammed became one of the youngest Associate Directors on a NHS trust, particularly to focus on the needs of minority patients being sectioned under the Mental Health Act. He is still a judging panel member regularly listening to cases when a patient applies to be released from section.

In 2005 Mohammed stood for Parliament and campaigned for further funding into public services and the rights of public workers pensions. One instance during the campaign was a face to face disagreement with the then prime minister, Tony Blair over the Iraq War. Mohammed currently provides input via a strategic group for the Government on Muslim issues. He is actively involved on issues relating to the anti-terror legislation debate with parliamentarians.

The State department invited Mohammed in 2007 to visit the USA and meet with various agencies and personnel, including congress and senate members. He visited the Department of Justice and various law enforcement agencies, including the Department of Homeland Security and FBI. He also met with some of the presidential candidates for the US elections to be held this year.

One special trip was to visit the Martin Luther King memorial in Atlanta, followed by meetings with the Jesse Jackson Push Rainbow

Trust and the American Civil Rights Movement.

Mohammed has attended the European Parliament Anti-Terror conference and spoken at international events with the European security services, on themes of radicalisation and Islam. He has also lectured at Arizona University on "Islam issues post 9/11" and set up UK projects to deal with countering radicalisation.

Mohammed recently visited the site of Benazir Bhutto assassination in Pakistan and met with various officials. He narrowly avoided a violent Incident involving a suicide bomber, targeting European and foreign nationals.

Currently he is an active member of the Scotland Yard Muslim Forum, Vice Chair of the British Transport Police National Independent Advisory Group and conducts training at the Bramshill Police Training college.

Due to time constraint he has relinquished some roles on school governing bodies and as a director of a housing association.

His business experience is related to property and finance.

He is currently the Chair BTP NIAG, the first UK National IAG.





Conference Speaker

Ronald E. Hampton,
NBPA Executive Director

Ronald E. Hampton retired from the D. C. Metropolitan Police Department after over twenty-three years of service as a Community Police Officer. He is reputed for his outstanding work with the citizens of Washington, D. C. and the Third Police District in crime prevention, community participation, and relations. His extensive experience and knowledge in community relations and policing has resulted in education and training opportunities for him locally, nationally and internationally.

He is currently the Executive Director of the National Black Police Association, Inc. and a Law Enforcement Fellow at the University of the District of Columbia's Institute for Public Safety and Justice. He has been involved in designing and delivering community policing and problem solving training for residents in public housing as well as overseeing the NBPA's Community Monitor Project. He is also serving as instructor teaching criminal justice classes at the Institute for Public Safety and Justice. In addition, he continues to be engaged as a resource person and consultant for several governmental and non-governmental organizations both in the United States of America and abroad. He has worked as a consultant-educator for Department of Justice, Community Relations Service, and the Carter Centre of Emory University, Human Rights Program and has lectured at the American University's Washington Semester School Criminal Justice Program.

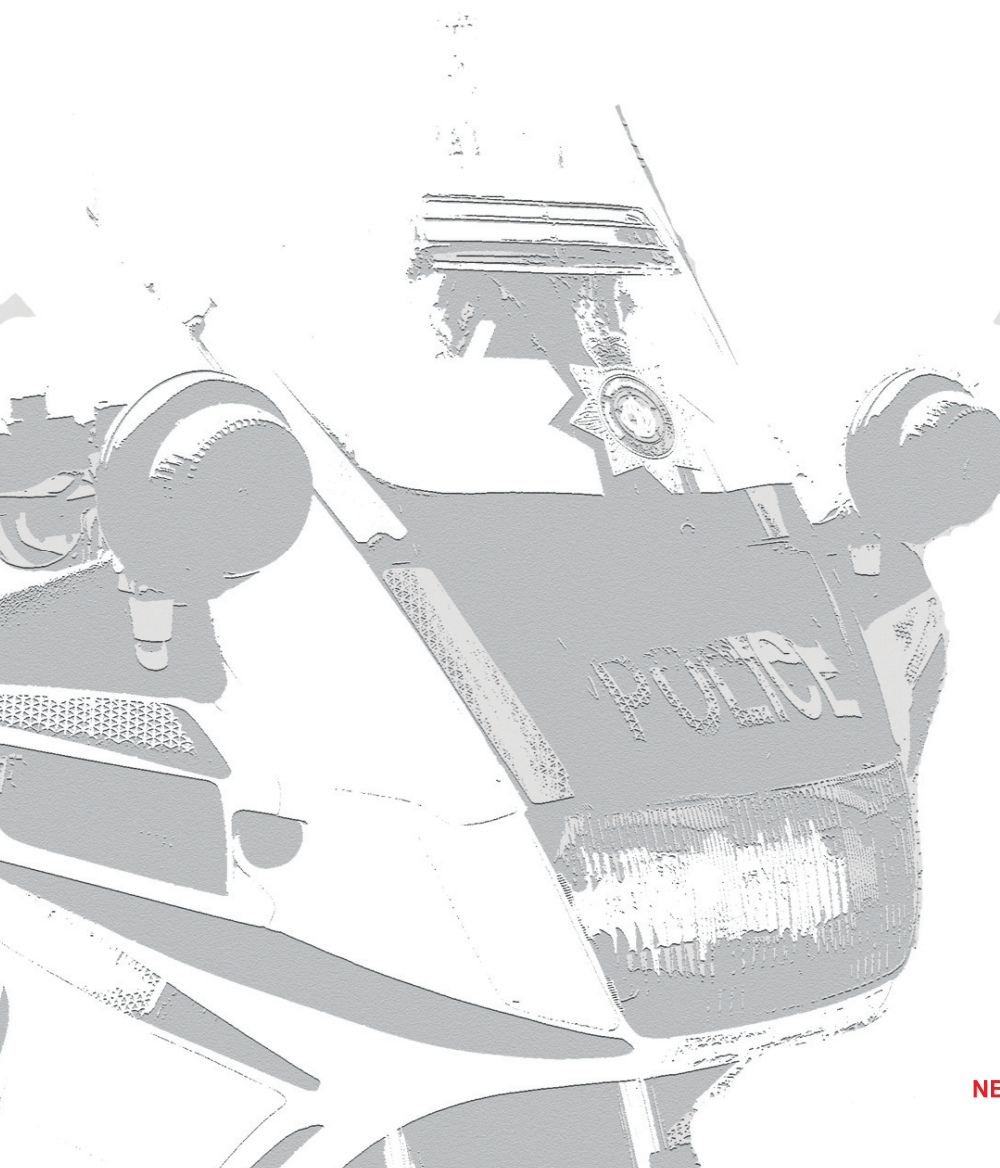
With his reputation and expertise in community policing and training, Ron led a People to People, Citizen Ambassador Program Law Enforcement Delegation to South Africa. During the three-week study exchange visit he met and visited with law enforcement and with the Commissioner of the South African



Police Service as well as administrators and commanders of various departments to exchange ideas. Ron is well known for working as a police officer with the utmost regard and consciousness of human rights. It is this unwavering and unflinching commitment to serving every individual and community with dignity as a police officer in the face of occupational, cultural and systemic resistance that has gained Ron respect in many sectors of the citizenry.

Lastly, in addition to his professional and family responsibilities, Ron serves as a volunteer to several organizations. He has served on the Federal Board of the Drug Policy Foundation's Law Enforcement Committee, the Board of the DC/NCA, American Civil Union Liberties, and former member of Board of Amnesty International, USA. Currently, he is a member of the Board of Directors of the Bureau of Rehabilitation and the Bren Carr Dance Company and a member of the National Association for the Advancement of Colored Peoples (NAACP), Citizens United for the Rehabilitation of Errands (CURE), and the National Coalition to Abolish the Death Penalty.

He is married to Quintina M. Hampton and has three children, Candace (31), Ronald Quinten (21), and Jasmine (13). His hobbies are reading, music, movies, and working with youth in the community.





Conference Speaker

**Karen Dabar, BA,
Superintendent Operations,
Cambridgeshire Constabulary**

Karen was born in Cambridge in 1961 the first girl in a family of seven siblings. From the age of six the family travelled with her father who was in the RAF. The family settled in St Ives Cambridgeshire where Karen attended St Ivo Comprehensive School. After completing her A levels she went on to complete a local art foundation course then went on to complete a degree course in graphic design.

In 1984 Karen joined Cambridgeshire Police. After a period of general operational uniform work she was head hunted and took up a posting in Special Branch. In 1994 Karen was promoted to sergeant and experienced an enjoyable period in her service. It gave her the freedom, responsibility and confidence to develop a team of staff, making a difference to the service the team delivered. Karen continued to enjoy the excitement of operational policing in a busy city. Karen returned to Special Branch (SB) and built upon the experiences she had learnt as a first line supervisor and developed them within a specialist environment.

These years within Special Branch at Cambridge were the most challenging of her career professionally. Karen recognised and learnt the importance of leadership and the impact poor leadership can have on individuals, performance and service delivery especially when Cambridgeshire became the focus for national animal rights activity.

Following this period Karen reinvested time in herself and what was important to her. She met her husband and had a little girl who is now 6. Karen took a brave step out of what had become her specialist area and took up an opportunity as Inspector.

Throughout all her postings she has lived by the values and integrity she relied upon in Special Branch and the trust and confidence the staff have in her. Maximising the potential of all staff, and particularly those in a minority, is an area of work that Karen continues to champion. She is currently the Chair of the local Black Police Association involved at a strategic level with the Forces' recruitment retention and progression agenda. Karen has always recognised when change is required and worked well with staff and partners to implement change successfully.

2005 was a dynamic year for Karen when she finally married Tim in Antigua returning to her promotion board for Chief Inspector in June. She was recommended by the panel to apply for Superintendent later that year in October with another positive outcome. Retaining a work life balance has been important for Karen as a mother whose primary responsibility will always be to her child.

Karen is currently in charge of the force operational departments such as firearms and traffic teams and working hard to bring about cultural change and minority representation within these specialist units. She attended the national PNAC assessment centre this year and despite being unsuccessful will be giving it another go in 2009.



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Conference Speaker

**Brendon Batson,
Secretary of the Professional Football Association**

Brendon Batson was born in St. George's, Grenada and became one of the pioneer black football players in England.

His professional career began at Arsenal and went on to Cambridge United. However, it was at West Bromwich Albion that he made his mark on football, at a time when black players were subjected to extreme racism from football fans.

After retiring from football following a terrible injury in October 1982, he established himself as one of the Professional Footballers Association (PFA) senior administrators, rising to the position of deputy chief executive, responsible for developing the organisation into one of the most important trade unions.

In 2000 he was awarded the MBE for services to football, and in 2002 he became Managing Director of West Bromwich Albion, his old team.

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All Safer Neighbourhood Inspectors, Sergeants, Police Officers, Police Community Support Officers and Special Constables in North Yorkshire will study the course, which leads to a nationally recognised certificate in neighbourhood management.

The training is part of North Yorkshire Police's commitment to developing Safer Neighbourhoods via its dedicated Safer Neighbourhood Teams – one of the Force's top priorities over the next three years.

Chief Constable Grahame Maxwell launched the programme at Thirsk Racecourse, when the first group of Chief Inspectors, Inspectors and Sergeants started their training.

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Together, making our communities safer and stronger





Conference Speaker

Claudia Webbe MSc, BA (Hons)

Claudia is the Joint-Chairperson of the Operation Trident Independent Advisory Group tackling gun crime across London.

Claudia has spent a lifetime campaigning against racism, poverty and injustice. She is the chairperson of Positive Action Training, which provides a pathway to employment for black and minority ethnic communities.

Claudia's professional background spans seven local authority areas and one regional authority, including serving as a full-time Advisor to the previous Mayor of London, Ken Livingstone and the Chief Executive Officer (CEO) of Westminster Race Equality Council. Claudia was appointed the first UK Chair of the Council of Europe, European Youth Campaign against racism, intolerance, anti-Semitism and xenophobia.

She is currently an advisory board member to the Football Association, a trustee of the Children's Society, a board member of London Crimestoppers and a member of the Home Secretary's Round Table on tackling 'guns, knives and gangs', a board member of 'Homes for Islington' and a trustee of the National Energy Action Trust campaigning against fuel poverty.

Claudia has a successful track record in the public sector as a training professional, diversity lead, youth service manager and policy director. The culmination of this experience resulted in her providing lead responsibility on behalf of the Mayor of London for Culture, Arts, Sports and the Creative Industries and liaising for the Mayor on issues of tourism. In 2000, she was the UK's first mayoral appointee to this position.



Conference Speaker

**Derrick Campbell CMS, DMS,
MBA, PhD, FCMI**

Derrick is the Chairman of the National Independent Advisory Group (NIAG) on the Criminal Use of Firearms (CUF) and is the first person in Britain to hold this role. As this taskforce is the first of its kind it has enabled Derrick to become influential in the UK especially in the field of Britain's violent crime and Youth Affairs. And in 2005 Derrick was voted as one of the 20 most influential black men in the West Midlands.

Derrick's origins are humble. He was taught by his mother to respect others and to work hard. This he has done, and as a result has been successful in many areas. He is a Graduate in Electrical / Electronic Engineering and a college lecturer, as well as being a qualified Computer Technician. He also holds a number of earned Degrees and post graduate diplomas including a DMS and MBA. Derrick is also Fellow of the Chartered Institute of Managers (FCMI) and has a PhD in Philosophy and History. He is public speaker and a former BBC radio presenter. Derrick is also an ordained Minister in the Apostolic Church of Jesus Christ.

As an author Derrick has a number of books including titles such as:

- 'Am I Apostolic?' (The Teachings of the British Apostolic)
- 'The 'Urban Initiative' (Keeping our Town Centres Alive Through Regeneration)
- 'The Inerrant Word' (How True is the Bible)
- 'Am I Still a Slave?' (The Effects of Colonialism on Black Leaders in Britain')



He has also contributed to International Journals dealing with subjects such as 'The Sex Slave Industry', 'The Changing Face of Britain due to Economic Migration' and 'Rainbow Britain', to name a few.

Through his various roles Derrick has developed a wealth of experience covering the public, private and voluntary sectors and is currently serving on a number of committees including:

Chairman of the National Independent Advisory Group (CUF)
Chairman of the Birmingham Reducing Gang Violence (BRGV3)
Advisor of the Royal Shakespeare Company (RSC)
Board member on the Local Strategic Partnership
Former Chairman of the Sandwell Disability Partnership
Chairman of the 'Wise-Up' project that he started in 1997, (this project works with school children who are vulnerable and disaffected in society, and encourages them to value themselves and to be the best they can be)

Derrick is married to Maureen and has two wonderful children, all of whom he adores. Due to his strong faith and beliefs Derrick lives by the ethic:

"By the sweat of your brow you shall eat bread" (Genesis 3 vs. 19)

Derrick is a man on a mission; he has dedicated his life in pursuit of justice and fairness. As Chief Executive of the Race Equality and Community Cohesion Council in Sandwell, he works with key partners and stakeholders to achieve his goal.

He already has a number of successes to be proud of, he was the country's first black Chief Executive Officer with the Chambers of Commerce movement in its 300 year history and was appointed in 2001 where he led the Sandwell division in the Black Country.





An Interview with Charles Crichlow

Charles Crichlow is a police officer on a mission. His mission is to use his influence as the Chair of the GMP Black and Asian Police Association to communicate the responsibilities that black officers have to their communities. Charles believes that black police officers “have a responsibility to play our part in the struggle for a just society, we must play our part in reversing the tide of destruction that is upon our future generations, we can turn negatives into positives if we work collectively and learn to appreciate the beauty of self-determination and stop waiting for others to do for us what we can do for self”.

43 years old Charles was born in England but raised in Barbados by his Grandparents from whom he claims to have learned the hard lessons of life. Charles traces his early consciousness regarding race back to the days as a little boy growing up in a small sugar plantation village called Vineyard which was surrounded by acres of cane fields. Even then his young mind was concerned firstly with the intensity and almost inhumane nature of the work that was required, particularly by the women in the village and secondly, with the fact that the plantations were owned and run by white Europeans. “Although no one told us about slavery I knew as a young boy that something was not right with that environment”, he said.

That experience went on to shape Charles’ vision for a better, equitable future. During his teenage years he read the teachings of eminent scholars like Marcus Garvey and Malcolm X and got involved in debating through a local youth organisation and honed his debating skills.

Following the death of his grandmother Charles came to Oldham, England in 1986, aged 21 and full of enthusiasm for a bright future in Britain. However he found it extremely disempowering not to see black people in any positions of authority and began to develop a

deep curiosity about why black people were so much marginalized in British society. "At this stage I concluded that self reliance would be a key aspect of black people's development from the margins of British society", said Charles.

Charles went on to join the Greater Manchester Police in November 1990 because he saw it as a way of earning an honest living while at the same time being able to contribute something positive to society. However he was to come face to face with racism in the police on the very first day of active duty, after the completion of his initial police training at Bruche. To his astonishment the sergeant conducting the briefing used the 'N' word to describe a suspect. This experience was to impact and shape his entire policing career. He said "although I knew that racism existed in the police service and came into the organisation with my eyes wide open, that experience put me on the back foot and it massively affected my confidence and forced me to consider whether I should stay in the job and fight or give up because doing nothing was not an option for me, it simply was not in my nature".

He stayed in the police but decided on a move into community policing, a move that he describes as a "counter racist strategic move" because he was able to work independently and was able to remove himself from the racist culture that existed on the shift. He was also able to develop a range of skills and abilities in "the politics of policing"; skills that would become useful later in his career.

"One of my major considerations for remaining in policing even after experiencing the raw nature of racism was the fact that I was in tune with the wider struggle for equality", he said. "I was aware of the concerns regarding deaths in police custody, stop and search and general concerns regarding police abusing their powers in their treatment of black people. I felt that I had a responsibility to stay and fight."

That decision to stay and fight led to Charles being one of the founding members of the GMP Black and Asian Police Association (BAPA). He believes that he even had to work extremely hard to have his views accepted by his colleagues in the association.

Nevertheless he went on to sit on the historic GMP Strategic Command level project board that was set up to oversee the implementation of the recommendations of the Stephen Lawrence Report and later was elected the chair of BAPA in 2003.

In November 2004 Charles took GMP to an Employment Tribunal on the grounds of racial discrimination and victimization. "Even though the Police Federation withdrew their support for my case, I continued with the action and presented my own case in and won the discrimination claim", he said.



It is for issues like these that the National Black Police Association is important. Charles believes that the role of the NBPA is more critical than ever. In reflecting on the theme of this year's conference, "Fairness In the Criminal Justice System, Leading the Way" Charles states that the everyday experience of black officers and the light of history should have taught that there is no agenda for change in the criminal justice system outside of the self determined struggle of black people for justice and equality. He believes that the NBPA vision should be clear and that the organization should lead by example and establish a system based on truth justice and equality.

Charles continues, "The experience of racism in the UK police service has lain to waste an enormous pool of talented individuals. Although the NBPA is not in a position to promote individuals, it can offer an outlet for individuals to bring perspective and develop intervention programs tackling the range of policing issues such as Violent Crime, Rape, Drugs, Human Trafficking, Child Abuse, terrorism, criminal gangs etc. The current NBPA Strategic Road Map is a step in the right direction in that it encourages BPA's to focus in on specific issues but this needs further work to ensure that we get the desired outcome. We must work to create an environment where new ways of doing things can be examined from the perspective of BME communities. We need self help programs designed to stimulate our intellectual growth as individuals and as an organization. In other words we need to produce a new type of leadership from among us."

"I have noticed over the years that those leaders who made it to the top have had to make some painful compromises, some have compromised willingly. What if we could build a moral, ethical and cultural framework within which we can grow our leaders of the future in order that they have the amour to withstand the inevitable pressure of a hostile environment [as described recently by the NBPA President]?"

"I believe that this can be done and that if we can achieve this we would hear less talk among us about race and more about what solutions we can apply to the problems facing our people in the 21st century. What stops us from being productive is not necessarily racism per se. We know that racism exists in all aspects of the society but the real danger is the tactics emanating out of racist ideology and one of the tactics nowadays is 'confusion'. If you keep in mind that the irrational nature of racism is such that in order for it to succeed we must be kept confused, then I argue that we must be very careful in terms of the environments in which we allow ourselves to be exposed."

"Let's not forget that Steve Biko taught us that the greatest weapon in the hand of the oppressor is the mind of the oppressed."

Charles Crichlow is a Serving Police Officer in Greater Manchester Police Force and is the Current Chair of The Black & Asian Police Association. He holds a Masters Degree in Criminology from the University Of Manchester. He has spoken, lectured and given workshops on a range of policing and social issues.





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One voice, strength in unity

NATIONAL BLACK POLICE ASSOCIATION

Ground Floor, 24 Laburnam Road, Wakefield, West Yorkshire, WF1 3QP. Tel: 07971 162 821, Fax: 01924 292 127



Greater Manchester Black & Asian Police Association's Mission is to...

...Improve the working environment of all staff members employed within Greater Manchester Police Authority

...Enhance the quality of service to the public



Picture, Back Row: Left to right, Janet Watson [Executive] Bruno Tshipamba [Executive] Ivan Hewitt [Vice Chair] Hilaria [Executive] Fulat Hussein [Executive]
Front Row: Left to right, Altaf Hussain [Treasurer] Charles Crichlow [Chairman] Karimah Bell [Coordinator]



For further information about a career in Greater Manchester Police, please call BAPA on 0161 856 2917 or Positive Action Team on 0161 856 1141 or email positiveactionteam@gmp.police.uk



STAFFORDSHIRE POLICE

As Chief Constable of Staffordshire, I took to build on my predecessors legacy of working closely with and supporting the force's Multi Cultural Association. Together we will deliver the force "Trust and Confidence strategy" to our BME communities by ensuring the retention, progression and proactive recruitment of BME Officers and Staff members.



Chris Simms
Chief Constable

www.staffordshire.police.uk



Acknowledgements

The NBPA would like to thank all contributors, sponsors, exhibitors and advertisers for their support in enabling this conference to be a success.



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Their Mission is to deliver the best possible policing service for communities of North Yorkshire and the City of York.

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NBPA 2008 Conference Exhibitors



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National Policing Improvement Agency (NPIA) is part of the police service.

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For more information about NPIA please visit www.npia.police.uk



Strathclyde Police

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Black Police Association

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