



ONE VOICE, STRENGTH IN UNITY



10th Anniversary

Ten Years Of Lawrence and NBPA



Annual General Meeting and Conference 2009

www.nationalbpa.com • Holiday Inn Hotel, Coventry South

Tuesday 20th - 21st October 2009



National Black Police Association Conference and AGM Programme

Tuesday 20th – 21st October 2009
Holiday Inn Hotel – Coventry South

Tuesday 20 October 2009:

08.00 - 09.30	Delegates' Registration, Conference Control Centre – Exhibitions
09.30 - 09.40	Compare and Welcome - Robyn Williams
09.40 - 09.55	NBPA President's Welcome - Linda Johnson
10.00 - 10.10	Warwickshire Police Chief Constable- Keith Bristow
10.15 - 10.30	Speaker: Steven Otter - Head of ACPO Race & Diversity
10.30 - 10.45	Speaker: Doreen Lawrence OBE – Stephen Lawrence Charitable Trust
10.45 - 11.00	Break
11.00 - 11.30	Speaker : Dr Richard Stone - Stephen Lawrence Enquiry Advisor
11.35 - 11.55	Speaker: Denise Milani - Director of Diversity & Citizen Focus
11.55 - 12.00	Notices & Close Session 1
12.00 - 13.30	Lunch Break
13.30 - 13.45	Speaker: Derek Webley – West Midlands Police Authority
13.45 - 14.45	The NBPA Journey – Symposium Video Presentation Speaker: Leroy Logan – Humble Beginnings Speaker: Bevan Powell/Andrea Reynolds - NBPA - Past and Present. Speaker: Ravi Chand - NBPA - Past and Present. Speaker: Ray Powell - NBPA - Past and Present. Sound-bites – Benefits of the BPA Movement
14.45 - 15.00	Break
15.00 - 15.45	Panel Discussion Q & A
15.45 - 16.05	Keynote Speaker – Vice President - Tony Smikle. The Future of the NBPA
16.05 - 16.15	Closing Comments and Notices
16.30hrs	Close

19:30 Evening function > 2009 NBPA Awards and Gala Dinner

19.30 - 19.45	Welcome Address – NBPA US President – John Hayes
19.45 - 20.00	Entertainment - Community Dance Troop
20.00 - 21.00	Evening Meal
21.10 - 21.50	Entertainment
21.50 - 22.10	NBPA Awards Presentation John Hayes - NBPA US President
22.10 - 22.30	DJ & Dance
01.00hrs	Close – Evening Event.

Wednesday 21 October 2009

10.00 - 12.30	Workshops Sessions
12.30 - 13.30	Lunch Break
13.30 - 15.30	AGM
15.30hrs	AGM Close



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ONE VOICE, STRENGTH IN UNITY

Guest Of Honor

Mrs Doreen Lawrence
OBE



Doreen was born in Jamaica and travelled to the UK when she was nine. After leaving secondary school she married and had three beautiful children, two boys, Stephen and Stuart and a daughter, Georgina.

Doreen returned to education as a mature student once all her children were at the stage in their lives when they were settled in school. Doreen completed an Access course in her first year back into education and then embarked on a BA Hon Humanities degree. During the first year of the degree her son Stephen was murdered and she was left with no choice, whilst continuing her studies, but to challenge the Justice System and the police because of their racism against her family. Doreen completed her degree in 1995.

After her degree Doreen worked as a Domestic Violence Advisor in the voluntary sector and later worked at the local University where she had studied as a Student Financial Advisor. Doreen has continued to study and in 1998 gained a Postgraduate Certificate in Counseling Skills and later gained a Diploma in Therapeutic Counseling. Doreen has been awarded with four Honorary Degrees, by the University of East Anglia, Bradford University, Staffordshire University and University of Greenwich.

Doreen is the Director of the Stephen Lawrence Charitable Trust. The Trust was set up in 1998 to give bursaries to young people who want to study architecture because that was what Stephen wanted to do. There is now a Stephen Lawrence Centre built in Stephen's memory to provide a broader range of the professional and vocational skills that help shape our environment. Doreen is also invited to visit and give speeches at schools and different organisations, this she tries to do, time permitting.

Doreen is the Chair of the Trust and Confidence Group at the National Police Improvement Agency (NPIA); she sits on the Racist Incident Group and the Stop and Search Group. These groups are working with the Police Service following the report that came from the Lawrence Inquiry in 1999 that looked into the murder of Stephen, her son and the lessons to be learnt.



A Legacy Of Positive Change

By Superintendent Leroy Logan

Founding Member
and First Chair of NBPA

In life, so many of us are defined by our material possessions, status or class. All too often, we are labelled, encapsulated and marginalized because of apathy, ignorance, prejudice or the uninformed opinions by others. I believe that we can each dictate our own destiny and worth, and it starts when we are young people, dependent on the quality of parenting and stewardship we are accustomed to; in addition to the role models we aspire to be and the friends that we keep.

This was the foundation on which I joined the Metropolitan Police Service (MPS) in 1983 and still stand upon until this present day, with clear principles that would not waver or be obscured by the prejudices and the personalities within the occupational culture. During my first ten years with the MPS, I maintained my stance and quest for excellence in my chosen profession, in relative isolation. It was not until I started to network with like minded colleagues, both professionally and socially, that I began to realise my true potential to become an agent of change, when I became a co-founder of the first Black Police Association (BPA) in London in 1994.

As the BPA movement spread across the country, our mission and effectiveness were greatly enhanced by our collective wisdom and solidarity, leading to the emergence of the National Communication Network that was the precursor for the National Black Police Association (NBPA); building our national and international prominence as a voice of credibility to be heard at the highest office in Governments and Police Forces.

As the Stephen Lawrence Inquiry in 1998-1999 grew in prominence it provided the Metropolitan BPA (Met BPA) a unique opportunity on a national level, to prepare an honest and concise written submission; followed up by oral submission by myself and two other Met BPA members [Bevan Powell and Paul Wilson].

Our organisation's involvement heavily influenced the final Inquiry Report, which provided recommendations that created an irreversible momentum of change within Police Services.

Through our solidarity and combined focus, we brought national recognition to the importance of transformational leadership in diversity, as cited in the Inquiry report, thus highlighting the inextricable link between *"serving the needs of diverse personnel equips the police to be more effective in serving the needs of a diverse society"*.

This contributed towards establishing a base in the Home Office and getting myself elected as the first Chair of the NBPA in November 1998, where I had the privilege of leading a dynamic Executive that built strategic partnerships with key stakeholders across a vast array of statutory and non-statutory agencies, the length and breadth of the country, especially the community we were a part of and always will be, which was clearly exhibited during our launch in November 1999. Throughout this time whenever we were on the target of one aggressor or another because of our stance on race and equality issues, it was these key partners who joined us to form a critical mass of unity that was a force to be reckoned with when used wisely.

Consequently, this enhanced our pro-activity against those parties who had an oppositional stance to our work in eradicating racism within society, because we were constantly developing our socio-political scanner for threats and risks to assist ourselves and others. There was a common understanding that 'it was a we and not a me', i.e. our personal agenda(s) would never override the needs of the majority. With that ethos and approach success after success came our way through breakthroughs in the fight for equality, fairness and justice; consequently, individuals and organisations were drawn to us thus expanding our sphere of influence and maintaining our prominence.

Over the past decade the baton has passed from Chair to President of the NBPA and the ethos and approach is just as valid today as it has been since we formed. However, this critical milestone of our history needs to be viewed by future generations as the time when the NBPA leadership took the organisation to the next level by reassuring our members, partners and other stakeholders that we are still a force to be recognised in eradicating racism in the Police Service internal culture and external service delivery; thus leaving a legacy of positive change in society.



Annual Report 2009

Linda Johnson President National
Black Police Association

It is with confidence that I write this report as your current president. Last year this time I was your elected Vice President having weathered some heavy storms in 2008 I paused for breath to re gather strength and prepare myself under the leadership of Ali Dizaei.

There was a relentless attack on the NBPA once again early this year despite compliance to all recommendations, a clean bill of health from the charities commission, clear governance procedures and accounting as well as clearing a large amount of debt we were again denied funding from the Home office.

I have to say that although I can see no reasonable justification for this course of action the tide had turned and the writing was on the wall. The Home Office and many other powers that wanted RACE off the agenda and cutting off funding for a second year was clearly a move to sink the NBPA and the RACE agenda with us.

Then came the escalating pursuit of our former president Dr. Ali Dizaei culminating in him being charged in May this year.

I would like to say the NBPA continue to support commander Dizaei who took the decision to stand down as President of the NBPA following charges being laid against him, a decision made solely for the benefit and protection of our organisation. An honourable selfless act which demonstrates the strength of character and motivation of our former president.

I would personally like to thank him for the leadership he has given me equipping me to fill his considerable shoes.

I can tell you my friends that no funding, no accommodation, intentionally damaging onslaughts from the press and wolves at the door is a clear attempt to force one or two things from our organisation:

1. **To dismantle it (flight)**
2. **To re vitalise it (Fight)**

Believe me there is nothing that focuses the mind and energies more than adversity for in our perceived weakness strength of character, motivation and innovation has been awakened. This cabinet has chosen option 2 because option 1 is not an option if we are really serious about tackling the pain and suffering caused by race discrimination.

Having taken the decision to fight we had to rethink our strategies and look at our overall vision and set out a road map to facilitate our aims recognising whom we represent and that is NOT the home office.

However now was not the time for demands, disputes and dysfunctional emotional engagement with those who present barriers but to be skilful in the method of dismantling those barriers one by one and changing perception by independence, professional conduct and competence.

In January 2009 the cabinet sat down together and fully examined why the NBPA was formed and to who's agenda we were really working, were we effective? and if not why not? It was a task that had not been seriously tackled since the inception of our movement and created much heated debate and passion resulting an essential shift towards greater independence and firmer foundations.

We realised that subscriptions in some form was no longer an optional extra but was vital for the survival of our organisation and in April 2009 the NEC voted in favour of a constitutional change to facilitate this essential need.

I would like to thank the cabinet particularly Zaf Qazi for the tremendous amount of work he has put into this area which I'm sure he will expand on in his report. I would also like to congratulate the NEC for the mature and constructive manner debate was handled on this matter.

It is testament to the professionalism and competence of our BPA's. Strategic vision

So, we had a vision and a new road map, we knew what were our priorities and more importantly we had a working action plan in order to achieve it.

Vision statement

The NBPA will work in the interests of the UK police services and be an integral partner to ensure equitable service for all and for the BME staff whom we represent.

We will also advocate the needs & expectations of BME communities by delivering and supporting strategies & initiatives which have a positive impact on all.'

- Unfairness in the criminal Justice system
- Recruitment, retention and Progression
- Internal Governance
- Black women In policing
- NBPA support structure
- Terrorism and communities
- Reducing knife crime
- Building strategic partnerships
- Service Level Agreements



With each of these priorities we set objectives and a clear methodology on how we as an organisation could achieve real progress in these areas. 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 the portfolios and responsibilities, concluding with what I feel are priorities for the NBPA as my term in office ends.

Unfairness in criminal justice system

The IPCC investigation focused our minds on proportionate and fair investigations of BME officers.

The IPCC has completed its investigation into the NBPA executive 03/05, it has concluded that no criminal or disciplinary conduct took place. I have been working with the IPCC and am satisfied that this investigation was an Unnecessary distraction from the support work that we are elected to do.

Some recommendations have been highlighted which in the main had already been identified and addressed by this cabinet.

We currently have work well underway to provide quantitative and qualitative data with regard to complaint investigations and have insisted on this area of work being examined by the ministerial race and religion group chaired by the policing minister as well as cross party lobbying to keep these issues high on the political agenda.

Recruitment, Retention and Progression

The NBPA set out to specifically examine the effectiveness of current policies and we have done just that. Making submissions to the ministerial group meetings in writing and by attendance and participation.

We have negotiated with NPIA to be observers and give feedback on promotion assessments from Sergeants assessments – senior Police National Assessment Centre and the High Potential Development Scheme.

We have participated as observers and encouraged our members to participate in all aspects of lateral and vertical progression in the police service. We are members of the ACPO Progression sub-committee and played an active role in the planning of the positive action conference last October and all actions linked to the progression of BME staff such as the extension of NSCAS to include Chief Inspectors and the creation of a senior PALP course.

Financial Governance

We have complied and implemented comprehensive internal governance procedures for the NBPA. This includes a financial communication strategy by way for monthly and quarterly reports to NEC and partnership. Working in partnership with the Charities commission and IPCC resulting a clean bill of health and clean financial reporting and accounting system approved by the charities commission and by recommendation of reputable accountants.

We have a functional and active scrutiny committee thereby ensuring the financial decisions made by the NBPA are done in an ethical and transparent manner.

Women in policing

It was clearly identifiable that the double discrimination suffered by women of colour was not being addressed. As the chair of the NBPA women in policing group (WIP) it was my intention to specifically highlight issues around progression of BME women.

In February 2009 a meeting was held at NPIA Ryton to allow women in the NBPA to look at the 43 specific recommendations of the NBPA "What about us" report by Marcia Gittens from 2005.

This meeting was supported by the NPIA where Chief Constable Peter Neyroud provided an opening address, we were also supported by DCC Christine Twigg (ACPO lead on progression) who also addressed the group.



DCC Twigg and President Linda Johnson

Following this the WIP group reformed establishing a revised vision statement, aims and objective and are working to a strategic action plan.

This has now placed the NBPA WIP group in a stronger position to provide consultation to the police service on race and gender. I have successfully negotiated a place as a key stakeholder on the WIP ministerial group from which the voice of BME women was absent and overlooked.

These successes have culminated in the successful NBPA "permafrost meltdown success- from women prospective" conference being held recently in Bramshill. (Please see the full report for further information available from the NBPA website).

NBPA Support Structure

It is imperative that local BPA's have access to NBPA guidance and strategic overview and the NBPA are able to capture data in an efficient manner. The work of collating support data has been slow but with a determined effort from the general secretary Stafford Brooks we now have a clearer picture of support needs nationally.

The NBPA cabinet are all actively involved in supporting BPA's to support some of the more complex and sensitive cases increasing around disproportionate discipline investigations and sanctions.



Delegates discuss issues with President Linda Johnson

To underpin the work of local BPA's the NBPA have provided 5 first contact training courses to equip local BPA's with much needed skills to support individuals thereby retaining them in the organisation and avoiding costly and damaging legal cases.

Terrorism and Communities & Reducing Gun/Knife crime

The NBPA have provided evidence to the Home Office select committee highlighting the stop and search data and it's ineffectiveness in tackling terror in our communities and simple victimises and stigmatises BME communities.

The NBPA have advocated the needs and expectations of BME communities by delivering and supporting strategies and initiatives which have a positive impact on all. I am acutely aware that without the input of the BME community, we would not achieve a healthy balance. With this at the forefront of my mind, The NBPA launched the Natural Born Leader Programme (NBL) at our last AGM conference. News of the NBL's success has spread nationally.

The package and consultancy have become so marketable that it has since been sold to BPA's and we are receiving many request and enquiries from not only BPA's but other partners in the community and public sector organisations. I believe that NBL is the vehicle to drive the Strategic road map and as such requires further development and commitment which we must have the ability, passion and motivation to drive.

I would like to congratulate Merseyside BPA who successfully piloted the NBL programme this summer and was impressed by the calibre of young leaders their passion and the personal sacrifice that the Merseyside BPA executive exhibited to make it a resounding success.

There are 5 BPA's running NBL and other Associations including the Met BPA making massive headway in this area by way of voyager programme and other empowerment programmes giving young leaders of tomorrow the opportunity to be part of the governance of their own community, through consultation opportunities provided by BPA the bridge for real opportunities for the police service to engage with informed young BME people and communities.

Building Strategic Partnerships

A key objective for building strategic partnerships is to ensure that a collaborative and strategic approach is maintained in order for us to work together to achieve strategic aims of the police service.

We have engaged in environmental scanning of relevant websites to ensure that we receive daily alerts of current media stories. A plan is also well underway to recruit a media studies student to work as the media link for the NBPA.

We have successfully maintained links with all of our key stake holders at a time when we were once shunned by all including at a critical time by some of our members. The NBPA have successfully managed to overturn the police services' thoughts and steer it from negative to positive, including our addressing all issues relating to our charitable status. We were not in a position to make any demands; we had to earn respect and a place at the negotiating table.

With the introduction of new terms of reference, revised strategic plans, substantial change for subscriptions, ACPO Support, ministerial meetings, high profile support cases the NBPA has become an attractive, viable commodity in the fight to keep Race on the agenda and is now embraced by our old partners and has even captivated new ones.

The NBPA international links have been maintained and developed further by participation in the NBPA US conference and the NBPA being engaged by Royal Canadian mounted police to intervene in delicate negotiations around The Federal Court of Human Rights (this is a similar organisation to the Employment Appeals tribunal) in relation to a BME officer.

Clearly, for the NBPA to be recognised as key stake holder on race internationally engagement like this is essential.

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Service Level Agreements

It was the objective of the NBPA to review the current successful BPA SLA's in order to agree a minimum standard of service for all.

It has not gone unnoticed that Some BPAs have seen their budgets 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'.

With these concerns at the forefront of our minds meeting with ACPO lead on diversity has resulted in guidance to be agreed and circulated to all chief officers to support their local BPA's. We have sent for inclusion to the guidance a recommendation of best practice examples.

Conclusion

This is by no means and exhaustive list and some of the area I have touched on will be covered in more detail by other cabinet members.

All that remains is for me to thanks some truly remarkable individuals who have worked tirelessly and supported me to ensure the survival of this organisation Tony Smikle, Beverley Jamerson, Stafford Brooks, Zafar Qazi and former president Ali Dizaei. It is amazing what can be overcome when the right people get together for common beliefs and goals.

I invite you to examine the progress made by this cabinet and recognise that what this organisation needed was strong foundation which is now in place and all can be accomplished as long as we are prepared to stand by our motto

"One voice, strength in unity"

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

Linda Johnson
President
NBPA



10th Anniversary

Ten Years Of Lawrence and NBPA



Our Vision...

"The NBPA will work in the interests of the UK police services and be an integral partner to ensure equitable service for all & for the Black and Minority Ethnic (BME) staff who we represent.

We will also advocate the needs & expectations of BME communities by delivering and supporting strategies & initiatives which have a positive impact on all"





Annual Report 2009 of the NBPA

Vice President
Tony C Smikle

It is with great pleasure that I write this report in my second 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 twenty one months later and I assure you that I have kept my promise to the NBPA and to our membership.

I will again 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 the President Linda Johnson for the leadership that she has demonstrated since accepting the role.

In partnership with the Cabinet the main task has been to manage the extremely poor financial situation that we had inherited.

Linda, Zaf, Bev, Ali, Stafford and I have all had to make sacrifices to ensure that the NBPA survived, the existence of the NBPA is a minor miracle and is a direct result of the hard work by the Cabinet.

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.

I have designed and arranged for officers and staff to participate in First Contact Scheme training, the training allows delegates to *“develop a greater understanding regarding the role and responsibility of first contact officer”*.

This training programme has continued to receive excellent reviews and has contributed to the NBPA funding stream.

The NBPA will continue to market this product nationally and deliver further courses as and when required.

My personal thanks must go to Richard Williams (Notts) Ewa Labeda (Cheshire BPA) Jeff Sidhu for their invaluable participation which have made each of these workshops a success.

We are in the process of developing additional training packages. These will be added to the NBPA training portfolio. All training will be progressed by the NBPA Training and Development Officer.



Support

I have continued to support a number of individuals in Dorset, Kent, London, Northumbria, Nottinghamshire and West Yorkshire.

It is vitally important that this role (which is the work of all Cabinet members) is recognised internally and externally as a vital asset to policing, we are often the last resort and strive to maintain open communication between individuals and their respective organisations.

We minimise the need for Employment Tribunals and assist staff to remain and function within policing.

Media

It is extremely important that the NBPA adhere to a strict and coherent media strategy.

In managing information I have been delegated responsibility for media issues which require written responses plus a range of interviews for TV and radio.

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*
- *The BNP*
- *IPCC investigation*

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

Local BPA Support

I believe it is crucial 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 visited the following force areas since October 2008:-

Dorset • Cleveland • West Midlands
Cheshire • Hampshire • Devon & Cornwall
London Metropolitan • Merseyside
West Yorkshire • North Yorkshire • Kent
GMP • Leicestershire • South Yorkshire
Warwickshire • Staffordshire • West Mercia

I believe that it is important for the NBPA to be visible and accessible to local BPAs.



PSNI Chief Constable Sir Hugh Orde with members of the NEC in Belfast September 2008

Working groups and consultation

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

- ACPO Progression sub-committee (This group has a range of actions to develop leadership and the under representation of BME and female officers and staff)
- Police Diversity Trainers Network (This is a national support network for diversity practitioners within policing)
- ACPO Equality & Diversity (This group has strategic responsibility for all diversity issues within policing)
- NPIA Equality standards in policing (These are standards being developed to support and measure diversity performance)
- NPIA HPDS working group (This group has responsibility for the outcomes of the High Potential Development Scheme)
- Policing minister's Vernon Coaker Assessment of Minority progression (primary consultant)



Independent Police Complaints Commission

The IPCC has completed its investigation into the NBPA executive 03/05, it has concluded that no criminal or disciplinary conduct took place. I have been working with the IPCC and am satisfied that this investigation was an unnecessary distraction from the support work that we are elected to do.

Nevertheless I wish to thank the IPCC for identifying specific internal management issues which have now been addressed. Our financial position is an ongoing issue with steady progress being made towards solvency.

Royal Canadian Mounted Police

The NBPA were been invited to Canada on 25-31 Jan 2009 in order to assist the RCMP following a finding against them at the Federal Court Human Rights Tribunal Decision for systemic discrimination. Ali and visited Toronto in January 2009 (it no cost to the NBPA).

The Federal Court of Human Rights is a similar organisation to the Employment Appeals tribunal.

Meeting at CRRF Headquarters, Toronto, Canada



Dr Ali Dizaei, Dr Ayman Al-Yassini (CRRF), Devoe Dyette (NCVM), Ali Tahmourpour and Tony C Smikle

On 15 December 2008 the Canadian Federal court certified and documented findings against the Royal Canadian Mounted Police in relation to Ali Tahmourpour (who was dismissed 10 years ago).

The rights tribunal concluded that Mr Tahmourpour, was thrown out of the RCMP training depot in Regina two months after his arrival based on false allegations of incompetence, mental instability and suicidal tendencies.

Tribunal member Karen Jensen found that, in "reckless disregard" for Mr Tahmourpour's rights and feelings, he was ridiculed and verbally abused for wearing a religious pendant and signing his name in Kurdish.

She found that Mr. Tahmourpour was also falsely accused of dodging a training session during which recruits have pepper spray aimed at their face, and that his training marks were unfairly downgraded for spurious reasons that smacked of racism.

The tribunal also ordered the RCMP to take measures to welcome members of visible minorities, to create a responsive complaints process, to initiate sensitivity training programs and to root out the reasons its attrition rate for non-white recruits soars above that for white recruits.

Tribunal decision: www.chrt-tcdp.gc.ca/search/files/t1151_3306ed16april08.pdf

Ali and I met with representatives of the Canadian Race Relations Foundation (CRRF) and the National Council of Visible Minorities (NCVM). (Both organisation deal with anti discrimination at a national level).

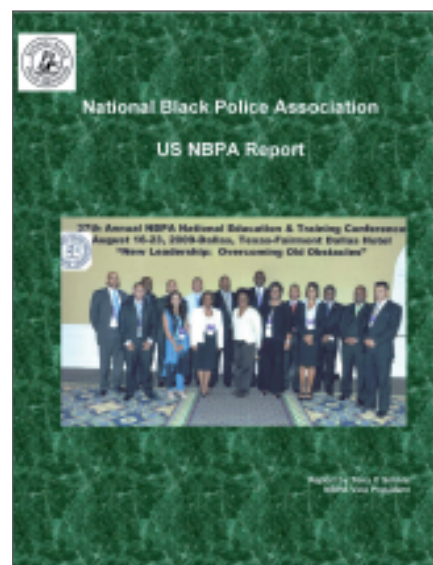
We discussed the Tahmourpour ruling in detail and agreed that the RCMP have significant institutional issues to address and that they should comply with the documented rulings which would be of benefit to the RCMP and wider communities in Canada. I have completed a comprehensive report regarding this case which is available from the NBPA.

International conference US NBPA

In August 2009 Beverley Jamerson, Linda Johnson and I attended the US NBPA conference in Dallas on behalf of the NBPA.

We had strategic meetings with ABLE and the NBPA US regarding:

- Women in policing
- Subscriptions – management of ring fenced finances
- Conference planning
- Meeting management and protocols
- Fund raising events
Tournaments
Recruitment fairs
Sponsorship
- How ABLE bought a building and leasing arrangements
- Agreement for Presidential attend dance at international conferences
- Scholarships and the establishment of the Karin Mulligan memorial trust



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A total of 18 UK delegates attended this conference representing 11 policing organisations.

The above conference report is available via your local NEC representative or the NBPA. I would like to end by sharing some of my personal thoughts.

I am extremely concerned about the dwindling support to local BPAs, there is an assumption that the "Race stuff is done" I assure you that the "Race stuff" is certainly 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 that overt negative stereotyping is still a factor in decision making.

I reiterate the police service cannot do this without us, however, sometimes they need a reminder. I would particularly like to thank the NBPA Cabinet of Linda Johnson, Ali Dizaei, Beverley Jamerson, Stafford Brooks and Zaf Qazi for the excellent work that they have done to ensure the survival of the NBPA.

In conclusion, our members are still suffering, and not all at the hands of our known enemies. I feel honoured to have been elected to serve the NBPA, our membership and the communities of the United Kingdom.

Thank you for taking your time to read my annual report.

Tony C Smikle - Vice President NBPA



NBPA Conference Compare 2009 Robyn Williams

Inspector Robyn Williams is one of Britain's leading Black female officers.

Robyn was a founder member of the NBPA and has been a champion of diversity the whole of her service.

A former police sprint champion Robyn worked for 4 years as a staff officer within HMIC before transferring from Nottingham to the Met Police.

Robyn currently works as an operational Inspector at Westminster and was awarded her QPM by Her Majesty the Queen in 2002 for policing excellence in Equality and Diversity.

Robyn is a world renowned speaker and has been invited to speak on a range of policing issues in Europe, Canada and the USA.



General Secretary Report 2009

Stafford Brooks

NBPA General Secretary 2007- 2009

Colleagues the time has come to reflect on this year's work and once again it is my pleasure to present my report for the second year of my General Secretary's role.

I am satisfied that given the resources available to myself and my fellow Cabinet members the roles entrusted upon us have been utilised to the fullest despite the many obstacles and barriers placed before us.

The role of General Secretary this last 10 months has encompassed many new activities e.g. Mediator, Counsellor, Sign poster, Coordinator, Salesman and Events Coordinator to name a few. This has been due to the unfortunate reduction in Cabinet member's, the further loss of office facilities and lack of ability to travel but despite all of this, the NBPA Cabinet have managed to facilitate the immediate needs of persons wishing support or information. To that end I have to thank my fellow Cabinet members Tony Smikle, Zaf Qazi, Linda Johnson, Beverley Jamerson, Lyn Daniels and recently Bevan Powell for the support offered me without which would have made my role untenable.

Establishing communication with all local BPA's has been a personal priority during my term of office and dealing with issues and challenges was made easier when all BPA's were aware and able to communicate and register their concerns directly to the NBPA leadership via my role.

I am pleased that we have been able to establish and continue more inclusive communication lines between the local BPA's and I feel the strength of opinion around issues that directly affect BME employees of the British police service, has been uppermost in this cabinets term of office thus allowing representation at relevant meetings to be inclusive of a national consensus.

In view of the fact that every force in the country now has a recognised BME support network group or association, it is disappointing that there are still forces that fail to accept that participation is, key to our success.

October - December

This 2nd year began after a successful conference in York that many considered would not come to fruition. Members left the York conference determined and

motivated despite witnessing challenges to our very existence by persons wishing to raise their political status on the back of our organisation. Whilst ensuring that Cabinet members attended all relevant meetings the Cabinet also met to revise the NBPA Vision statement and updated the NBPA Strategic Road Map. This first quarter concluded with 36 NEC Reps attending the NEC meeting which was hosted by West Yorkshires BPA.

January - March

During this time the Cabinet made changes to our constitution that added clarity around the need to consider self funding. We voted in favour of subscriptions at our emergency meeting held in West Yorkshire after their AGM. The DSSA input for review by Linda Bellos was completed and training programmes for more first contact representatives was organised. We held our first Coordinators meeting and the first Women in policing event for the year was successfully organised. Attendances to BTP and Kent's AGM concluded the quarter and the NEC meeting held in Kent had 38 NEC Reps in attendance.

April - June

The passing of our dear sister Karin Mulligan, one of the founder members of the National Black Police Association from the GMP force commenced this quarter with 250 BPA members from all over the country joining her family and over 1000 mourners who took time to pay tribute to our dear sister.

Moving out of the Wakefield office was a sad day but the NBPA have historically had to deal with challenges and the months between April and June saw the Cabinet utilising local BPA's facilities to conduct business. With the President stepping down Cabinet members were forced to take on extra work tasks and made personal sacrifices to ensure that the NBPA was present at conferences and meetings like the Federation Annual Conference, Staffordshire's and GMP's 10th year AGM celebrations where national attendance was necessary.

Selling NBL training packages and Contact courses helped to keep the daily NBPA business afloat and that extra work ethic eventually established sufficient income to meet the immediate financial needs of the organisation but these clearly affected cabinet members as no Cabinet meeting could be held in



April

Participation in strategic business proved difficult to facilitate but I am pleased that we were able to participate and contribute at the highest levels despite the constant challenges highlighted by the issues in the media. I would like to thank GMP's BAPA for hosting the NEC meeting to conclude what was clearly the NBPA's most internally challenging quarter of this Cabinet's year with only 28 NEC Reps in attendance.

July – September

Thanks should be extended to NPIA who facilitated most of the NBPA meetings during this quarter. With 'Women in policing' gathering momentum meetings were hosted at Ryton. We made preparation for the NBPA AGM and dealt with an unprecedented amount of support case requests. Dealing with the aftermath of the media likening the membership criteria of the NBPA to that of the BNP was not allowed to make us lose focus.

Cabinet member's attendance to Warwickshire's NBL Presentation ceremony, West Yorkshire's NBL course, the NPIA BSA AGM and our contribution to the NBPA US conference were just some of the NBPA extra business being monitored by our every effective Scrutiny Committee. Ministerial meeting attendances during this period was facilitated by Tony Smikle and Linda Johnson and the end of this quarter was concluded by the NEC meeting being hosted by the Staffordshire MCA in Lichfield where despite the early leavers and late arrivals 30 NEC Reps were in attendance.

As I write I have received yet another message of the sad passing of our dear sister Caroline Dugdale from Sussex BPA, a former Chair and supporter to so many of the NBPA's members. Our condolences are extended to members of Caroline's family at this sensitive grieving time.

Throughout this year NEC Reps have had difficulty attending our quarterly meetings with on average only 27 forces in attendance. Support records show a steady increase in requests for assistance and at our last NEC meeting Reps reported 141 cases where members have requested BPA support. There is no doubt that the NBPA has a role to play locally as well as at the highest levels of policing.

It has been a privilege to serve as the NBPA's General Secretary and the experience has been overwhelming. I would like to take this opportunity to pay tribute to all BPA champions, chairs and executive members who work tirelessly to ensure that our members are assisted and supported in spite their full time roles. As an organisation we have so much we can offer the service. It is my hope that those that have the power to influence the direction of perception will work closely with the new General Secretary to ensure that the voice of our membership is heard considered and acted upon.



Staffordshire's MCA Congratulates the NBPA as it celebrates the...

10TH ANNIVERSARY



'Putting the citizens at the heart of everything that we do, so we can be the force that inspires the greatest levels of trust and confidence amongst the communities it serves.'

- Mike Cunningham
Chief Constable





Treasurer's Annual Report 2009 to NBPA AGM

Zaf Qazi
Treasurer

Brothers, sisters, friends and colleagues,

This has been another hugely challenging, frustrating yet enjoyable year for me as the NBPA Treasurer. There have been several important financial issues that have taken up my time and I will go through them in more detail later in this report. I will also discuss what I believe are the main financial and governance issues we as the NBPA face in the future and how we can meet the challenges in the next decade for our members, colleagues, communities and society in general.

May I first thank all of you who have given me your support for the best part of the last two years in a role I have found a real challenge to my abilities? There is no doubt in my mind that without the support of my Cabinet colleagues and the NEC I would not have been able to carry out the work I have tried to do with bringing order to our financial processes. I will be standing down at the end of my tenure and would like to let you know that the NBPA will still have my own personal commitment and I am very willing to assist the new Cabinet in any way I can.

When I took up my post on the Cabinet we had overall debts in excess of £70,000. I make no claims to have been responsible for this debt being reduced to just over £20,000 and must thank my cabinet colleagues, in particular, for all the hard work they have done to achieve this. When I arrived my first feelings were of discomfort over understanding how the accounts could be kept and my own lack of understanding of accounting procedures. Although I have managed budgets in my professional career my knowledge of book-keeping was minimal and I was keen to simplify any process to make it easier to manage.

I was very fortunate to have the help of our accountants, Brett Adams, who I asked to advise me on how best to keep the accounts. They helped me through this and I feel we now have an accounting process that is simple and clear to all those working in the NBPA?

I also had the help of my Cabinet colleagues in this work and this must be acknowledged. There was also welcome assistance from previous Cabinet members, in particular, Wendell Henry, Ahmed Sasso, Jane Lam and Keith Jarrett. I would like to take this opportunity to thank them too.

My term as Treasurer has been taken up with the following key issues:

- Providing a finance system fit for purpose
- Ensuring relevant obligatory financial returns are completed
- Reducing the debt of the NBPA
- Securing financial self-sustainability for the NBPA
- Managing the financial expectations of stakeholders

I have already briefly mentioned the financial system we have employed. We have three bank accounts and we use a spread sheet system for each to manage incoming and outgoing expenses on an accrual basis. These spread sheets are sent to members of the Cabinet and Scrutiny Committee each month for openness and transparency. In addition, I provide a monthly financial update to the Cabinet and also a quarterly one to the NEC.

Any member is free to examine the accounts by contacting me and arranging an appointment. The financial management has been made more difficult by us not having an office for much of the Cabinet term but I believe we have managed this barrier effectively.

I meet regularly with the accounts to discuss the quarterly VAT returns and also the yearly account examination required by the Charity Commission. They are happy with our accounting method and can easily carry out there services as a result ensuring our compliance with our legal responsibilities. In addition, the Charity Commission have been very helpful offering us advice and help with any aspects of our governance. I would like to thank them for this help. The accountants receive copies of all invoices we issue and receive and thus our business is always known to them, preventing unnecessary delays in processes.

Our debt has reduced dramatically since this Cabinet has been in office. This is due to the profits made from our last Conference, our Natural Born Leaders Programme, our First Contact Scheme and the many training inputs our Cabinet members and others have carried out on our behalf.

I would particularly like to thank Tony Smikle and Linda Johnson for all their hard work on our two big income generators, NBL and First Contact. Their commitment and drive are something I value very much. In addition, the 2008 Conference (and hopefully this one too?), raised a great deal of money and my personal thanks go out to Bev Jamerson, Steve Kappell, Marcia Hardy, North Yorkshire BPA and our NEC for the hard work they all put in. Finally, may I also give Stafford Brooks my thanks for all the effort he has put in to ensure documents and statements have got to me despite the office difficulties we have. Without Stafford's hard work the NBPA would be severely handicapped in moving forward.

Our remaining debt is still due to our hangover from the 2006 Conference. We meet regularly with GMP who we owe and may I thank them for their understanding and patience on this subject. We are in the process of hopefully negotiating a settlement of the debt so the NBPA can move forward with a clean slate.

I have spent most of the year working on the issues of financial sustainability for the NBPA. In April we took the historic step of agreeing the NBPA should raise money from its members via subscriptions. This will be part of a further constitutional amendment proposal at this year's AGM.



However, it is clear that without contributing our own money the NBPA cannot survive in its current form. The exact form of these subscriptions has yet to be finalised but I estimate it costs over £10,000 per year to run our organisation, not counting salaries and office expenses. It is obvious we cannot raise this money through the programmes we are running at the moment and I urge the next Cabinet to press ahead with subscriptions as a priority?

One of my most frustrating duties has been liaising with the Home Office over trying to get funding from them. Tony Smikle has done an immense amount of work on this subject and we should all recognise this commitment. My own views are that we must never allow ourselves to be in a position where our only funds come from an organisation where, on a political whim, they can be withdrawn.

There are many good and well-intentioned people in the Home Office and I have had the good fortune to meet with several in my dialogues, however, the NBPA keeps being asked to account for the performance deficiencies of past Cabinets instead of them being asked directly. This is not only frustrating but, in my opinion, disrespectful of the current Cabinet members.

I have also found it very challenging dealing with NEC members and the wider NBPA membership over the issue of subscriptions. However, these challenges have been good natured and I would like to thank my correspondents for the constructive ways they have addressed the matters. It is difficult to convince those who disagree fundamentally with your own opinion sometimes but I really believe in subscriptions and hope I have convinced some of you to feel the same way?

I made mention earlier in this report of the issues I feel face the NBPA looking into the next decade. In my view the most important priority we have politically is to make the NBPA be seen as a key player in all the debates on race relations. Sadly, due to our recent circumstances, we have been perceived by some, and deliberately portrayed by others, as being an organisation that cannot run itself properly. I believe this is now sorted out and we can begin to get involved at the right level on affecting policing and social policy nationally with regard to race. We owe this to our members, colleagues and communities.

Our next priority must be to cement our new found credibility with robust governance procedures, a process already embarked upon by the current Cabinet, and financial management. We must use the help of our friends at the Charity Commission, ACPO, NPIA, IPCC and all the other agencies and individuals to ensure we never again fall into the trap of allowing our critics and enemies to belittle our relevance to debates on social cohesion.

We must work together with our friends and allies to win over our enemies and detractors. To ignore we have critics or treat them as inherently 'racist' is both self-defeating and disrespectful. We should be confronting any criticisms with the power of our arguments and recognise the good work of organisations, as well as challenging racism where it manifests itself.

Finally, I believe we must continue to value our own strength in unity and work together to meet our objectives. We must never allow our enemies, or ourselves, divide us so we spend energy arguing with each other when as a result our business suffers.

I know in my heart that the NBPA is a great organisation but it can be even greater with all our help and effort. It is made up of people with a multitude of skills and abilities which are a match for any other organisation we deal with. Please continue to give the new Cabinet your support as they will have much to do and I believe we will achieve our aim.

I would now like to conclude on a personal note by again thanking several people who have made a huge difference to me in my role and have become my friends. Firstly, may I thank Ali Dizaei for all his support for me and for his commitment to the NBPA? I have not always agreed with Ali but this is important in a healthy Cabinet. However, my disagreements do not in any way diminish my huge respect for a man who is at the vanguard of our movement.

Tony Smikle has worked tirelessly for the NBPA and his efforts have been a revelation to me. He is totally committed to the NBPA and has been, with Linda Johnson, a credit to the organisation. Linda is one of the most highly principled people I have met and I am grateful for all the help she has given me.

Linda is an example to all of us with regard to championing those without a voice and developing them. Bev Jamerson has committed her time and worked in a selfless way, in particular with regard to our conferences. To put it simply, without Bev there would be no conference this year.

Steve Kappell, although having to leave the Cabinet earlier this year for personal reasons, was and is a great friend to me and challenged me in a humorous and respectful way, ensuring I performed my role more efficiently. Thanks Steve! Stafford Brooks has been my rock as the Treasurer. He keeps me updated and is on top of all that is the NBPA. Without Stafford there would be no NBPA in my view so, thanks Staff!

Finally, I would like to wish the NBPA all the best for the future and know it is safe hands with the members we have. I will continue to be the Chair of my own BPA (hopefully?) and will be happy to help in any way I can in the future. I hope you will come and have a chat with me over the days of the conference, and not just about finance please?



Beverley Jamerson
NBPA Deputy General Secretary

The last two years for the NBPA Cabinet and NEC have been the most challenging yet in the history of the movement.

This time last year we were being investigated by the IPCC, we were in default to the Charities Commission, we were in debt owing over £70,0000, our reputation was being maligned by the press, the Home Office had cut our funding, evicted us from our offices and left us with nowhere to go. Or so the thought!

The current cabinet, have all work extremely hard in order to overcome all the challenges we were faced with, back in January 2007.

Over the last 24 months we have:-

- Redeemed our status with the Charities Commission.
- Reduced our outstanding Debt by more than half.
- Tightened up our Governance and Expenditure procedures.
- Raised finances to off set the outstanding debt.
- Moved towards formalising a minimum standard Service Level Agreement for all BPAs.
- Made a strides towards becoming financially independent.
- Revived the NBPA Women in Policing Agenda.
- Revived our Training and Mentoring agenda
- Marketed, trained and sold our Youth Empowerment programme Natural Born Leaders.

It has been due to these specific key strategic areas that we have kept the National Black Police Association afloat.

The backbone of our survival has been in the area of Training and Development and partnership working with NPIA BAWP.

The NBPA can no longer afford to do what we do for free and pray for the good will of the masses to come to our aid. The time has come for us to stand on our own two feet. Our survival depends entirely on US as members of this great organisation to put our money where our mouth is.

If we truly believe in the progress of the movement, "Prove It".

We can no longer expect the Home Office or any other policing organisation for that matter to "put bread on the table for us".

In other words the survival of all BPAs across the country depends solely on us working together with our communities.

The National Black Police Association as of March 2008 should have died. But We Are Still Here..

There is a saying which states **"In order to kill the body, you must first cut off the Head as without the head, the body cannot survive"**.

Local BPAs need to stop seeing themselves as the poor relation within the police service begging for crumbs.

The UKs global landscape is changing, we have seen and are seeing the migration of communities from the Asian African, Baltic and Eastern European countries and they need us to ensure that their needs are catered for and represented within the service and wider society. They need us to survive to represent their issues and challenge discrimination.

"As their Issues are our issues".



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We need to be working more closely with our communities.

- Engaging with our Youth
- Engaging with our Faith Communities
- Engaging with our Police Authorities
- Become more proactive and not just reactive

We are in the midst of a global recession which has impacted on everyone financially and their ability to be generous, but if we pool our resources we can achieve so much more.

We are now 10 years on, in our junior years so to speak, we now need to be making our presence count and ensure our longevity.

Our key objective must be to raise revenue for the association to ensure:-

- Support for our members at the point of need.
- Develop Training Initiative to encourage Retention
- Develop further our Mentoring Programmes to further Progression
- Establish a permanent Base for the National Black Police Association
- Ensure the Race Agenda is kept firmly on the Home Office Agenda
- Develop Strategic Partnerships

VOTE OF THANKS:-

We must give a special Vote of thanks to NPIA and the management team under the leadership of Peter Neyroud's, who have been extremely supportive to the work of the NBPA and for their support we would like to express our appreciation and sincere thanks.

AND FINALLY

We still have a long way go but if we all do our small part together we can accomplish much.

"One Voice, Strength in Unity."

Beverley Jamerson
Deputy General Secretary
National Black Police Association



10th Anniversary

Ten Years Of Lawrence and NBPA

NBPA

Salute past and present leaders

All have contributed significantly
to our aims and objectives.

NBPA Leaders Time line:



LEROY LOGAN

1998 - 1999



PAUL WILSON

1999 - 2000



RAVI CHAND

2000 - 2003



RAY POWELL

2003 - 2005



KEITH JARRETT

2005 - 2007



ALI DISZAEI

2007 - 2009



LINDA JOHNSON

2009 - Present



The Post Lawrence Decade NBPA Research Brief

This is a brief executive summary of an NBPA commissioned qualitative analysis of local BPA perspectives on post Stephen Lawrence progress within the Police Service. The research was conducted via a nationwide survey in 2009 by the NBPA Cabinet and made public in October 2009 via NBPA Website: www.nbpa.com

EXECUTIVE SUMMARY

BPA perspectives represent the most authoritative and qualitative source of data in terms of gaining reliable insight as to the true extent of progress on race issues within the Police Service.

This has proven to be the case in relation to the Bristol Seminars. The seminal BPA written and oral submission to the Stephen Lawrence Inquiry and subsequent submissions to The Commission for Racial Equality's [CRE] Formal Investigation into the Police the Morris Inquiry and more recently Metropolitan Police Authority's Race & Faith Inquiry

- Majority of respondents to the NBPA survey stated that trust and confidence on the part of BME Officers/Staff and BME Community in their force remained problematic. This would appear to buttress an assertion by the Chair of the Independent 10 year Lawrence review on behalf of the Runnymede Trust that 'there remain many ways in which relationships between black & minority ethnic groups has not changed significantly from ten years ago'

- There is evidence that BPA's made use of the Stephen Lawrence racist incident definition to effect significant changes in policy and practice.

- This analysis paints a picture of inconsistency across the country in relation to the implementation of the Stephen Lawrence Inquiry Recommendations. Forces have found the Diversity agenda [important as it is] a convenient cover to avoid tackling difficult race issues.

- Some BPA's reported a degree of uncertainty in local communities about the role of the 'Family Liaison Officer' in terms of whether their primary function was to support the victim family or to gather information for the Investigation.

- Many examples of old stereotypes such as being aggressive, lazy, incompetent, dishonest, deceptive, fraudulent, deviant, uncouth, unclean, unpatriotic, disloyal all appear in the narratives of black staff. This is not an exhaustive account however the prevalence of such powerfully preconceived notions within the organisation is clearly problematic.

- Other peculiar stereotypical notions have emerged over time through narratives, most notably the notion that Black, Asian and Minority Ethnic staff are treated more favourably than white members of staff, this appears to have contributed to the phenomenon of members of staff being subjected to unwarranted pressure which potentially leads to unlawful acts of discrimination.

- A high level of concern was raised by BPA's in relation to the 'national trend of disproportionality' around stop and search outcomes. It is apparent that black staff are highly sensitive to this issue.

- The anecdotal responses in the survey illustrate a widely held concern that Diversity Training is often used as a "get out" clause for chief officers in order to insulate the force from any potential liability in the event of Employment Tribunal proceedings. Conversely, there is some evidence of members of staff citing the lack of Diversity Training as a defence when inappropriate behaviour is challenged.

- Some forces have disclosed a disturbingly high level of disproportionality in terms of Professional Standards processes, particularly with regard to Asian Officers, thus the analysis concludes that in many Forces Professional Standards Departments [PSD] have now effectively become the showground in which race politics are being played out where Black and Asian members of staff are falling victim in a climate of high suspicion and mistrust.

Charles Crichlow
[NBPA National Executive]



Chief Constable

Keith Bristow was appointed Chief Constable of Warwickshire Police in 2006. He is Head of the Association of Chief Police Officer's (ACPO) Crime Business Area. He is also the ACPO lead on the Government's Tackling Knives and Serious Youth Violence Programme and is the chair of the G8 Law Enforcement Group.

Keith joined West Mercia Constabulary in 1983 as a Police Cadet, serving through to the rank of Chief Inspector in a range of uniform and specialist posts. In 1997, he was appointed as Staff Officer to the President of ACPO. In 1998, he was seconded to the West Midlands Police Murder Investigation Team as a Senior Investigating Officer. He subsequently transferred to West Midlands Police as a Superintendent performing the roles of Operations Manager and Director of Intelligence, and as a Chief Superintendent, he was the Commander of an Operational Command Unit in Birmingham.

In 2002, Keith was selected for promotion to Assistant Chief Constable and appointed as Director UK National Criminal Intelligence Service with responsibility for Regional Intelligence Units and national and international intelligence on serious organised crime threats such as drugs, firearms and kidnaps. In 2005, he was appointed as the Deputy Chief Constable of Warwickshire Police.

Keith's international experience includes working with the Rwandan Police and since 2003 he has been a delegate and chair of the G8 Law Enforcement Group. He is a graduate of the European Top Senior Police Officer Course.

He holds a Masters Degree in Organisational Development, a Post-Graduate Diploma in Management Studies and a Diploma in Applied Criminology. He was honoured in the Queen's Birthday Honours for 2008 with the Queen's Police Medal.



Sergeant Roni Koshi

Force and Partnership Prevent Officer – Roni has force responsibility for delivering the 'Preventing violent extremism' agenda and represents the force at a regional and national level. He is highly regarded for his in depth understanding of radicalisation and is valued by local communities.



DC Hema Chauhan

Based in the Major crime unit with extensive investigative experience, having worked on several major crime investigations. Hema has also worked with the Metropolitan Police in the investigation of high profile terrorist plots.



DCI Naveed Malik

Naveed was inspired to join the police service by his father, who retired as a Warwickshire Officer in 1989, just before Naveed joined. Naveed was awarded Probationer of the Year' award. He is now working as DCI – Head of Major Investigations and has successfully completed the superintendent process



Warwickshire police is proud of their commitment and record of developing talent and enabling individual people of all backgrounds to flourish and perform to the best of their ability. The force recognises the additional value that people from diverse backgrounds can add in protecting communities from harm. It is proud of its workforce, which includes BME men and women at levels and role within and across the organisation. Warwickshire BPA remains at the heart of strategy and performance and each member plays a full part in proudly serving the force in delivering its vision.



**Chief Superintendent
Mak Chishty QPM**



Inspector Faz Chishty

Deputy Director Local Policing. Mak has 22 years service and has enjoyed a wide variety of roles With extensive CID and uniform experience. He founded the force BPA and proudly continues as Chair. Has force lead responsibility for Prevent, regional lead for Honour Based Violence as well leading community protection, judicial services and the communications Centre. He received the Queens Police Medal for distinguished service in the 2009 New years honours list.

Operational commander for one of the highest priority policing areas in Warwickshire. Leading people both within the organisation and across partnerships, delivering high quality and responsive policing to diverse communities and protecting them ultimately from harm. Faz's personal leadership has made a huge impact in closing the gap and raising the bar



Junaid Gharda



Manjeet Pangli

Junaid is the Head of Performance and plays a key role in both the strategic management and leadership of the force, ensuring that resources are aligned to areas of highest priority that concern the public the most. Working across the force at all levels Junaid is active in ensuring everyone knows what their purpose is, how well they are doing and when they make a real difference. Junaid is also the Vice Chair of the Warwickshire BPA

Manjeet is a community cohesion officer with specialist knowledge around the issues of honour based violence and forced marriage. Manjeet recently changed roles from IT analyst and now enjoys serving communities face to face

Conference Speakers



Dr Richard Stone

Panel Member, Stephen Lawrence Inquiry. Advisor to Sir William Macpherson

Dr Stone was a panel member of the Stephen Lawrence Inquiry, and the 2003/04 David Bennett Inquiry into the death of a Black patient during restraint in the medium secure psychiatry unit in Norwich.

On the 10th anniversary of the Stephen Lawrence Inquiry report (24th February 2009) his report "An Independent Review 10 years on" was published by Uniting Britain Trust, at a London conference hosted by the Home Office and the Justice Department.

Dr Stone was previously senior partner in a five-doctor NHS group practice in Notting Hill & Bayswater, Central London.

Vice-chair of the Runnymede Trust, he is President of the Jewish Council for Racial Equality, and Founder/President of Alif-Aleph UK (British Muslims and British Jews). For ten years he has worked with British Muslims as chair of the Islamophobia Commission set up by Runnymede in 1996.



Denise Miliani

Denise joined the Metropolitan Police Service in 1999 as Strategic Adviser and Senior Manager to the Positive Action Team (PAT). A role that carried responsibility for the formulation and implementation of the Police Service's diversity recruitment strategy with regards to the recruitment, retention and progression of ethnic minority police officers.

In October 2001, Denise established The Development and Organisation Improvement Team "DO IT" whose focus was the retention and progression of under-represented groups within the organisation. It was during this time that Denise created the innovative "Dancing on The Glass Ceiling" events an innovative and ground breaking approach to gender engagement and management action which was the basis for the Gender Strategy being delivered by the MPS to date.

In October 2003 she accepted additional responsibilities as Deputy Director for the MPS Diversity Directorate. As Deputy to the Commander her remit widened to include strategic responsibility for key areas of service delivery.

In 2006, Denise became the first member of Police Staff within the Metropolitan Police Service to attend and successfully complete the Strategic Command Course in its entirety. As a member of the Association of Chief Police Officers (ACPO) Denise has the national lead for improvement in Service Delivery to women.

A graduate of London University with a Post Graduate Diploma in Business and Public Sector Strategy, Denise began her career as a Secondary School Teacher in Brent before moving into the realm of employee and organisation development. She is a qualified and experienced trainer and facilitator with a keen interest in the areas of Leadership and Strategic Change.



Bishop Derek Webley MBE

Chairman Of West Midlands
Police Authority

In June 2009 Bishop Webley made history, with the unanimous support of his Police Authority colleagues when he became the first independent member of West Midlands Police Authority to be elected Chair.

Bishop Webley has served as an independent member of West Midlands Police Authority for ten years. He has been Vice-Chairman for five years and has also served on several Police Authority committees, including Audit, Standards and Appointments committees. He works closely with senior Black and White faith leaders across Birmingham, and has provided an invaluable link between West Midlands Police Authority and local Black communities. Reverend Derek Webley has often acted as media spokesperson for the West Midlands Police Authority, and has also operated as a 'barometer' of feeling, when issues have been at the forefront of community relations, making interventions where necessary.

As one of the District Bishops of the New Testament Church of God, Bishop Webley has responsibility for covering a large part of Birmingham and Solihull. He has pastoral responsibility for one of the largest congregations, in the church situated in Lozells near Handsworth, Birmingham.

He is Chairman of the Council of the Birmingham Black Led Churches Bishop Webley has served the New Testament Church of God in a number of capacities:

- Senior Minister-Toxteth, Liverpool
- Senior Minister-Lowhill, Wolverhampton
- National Director-Evangelism UK
- National Director-Youth & Christian Education UK

As well as these key responsibilities, Bishop Derek Webley has played an active part as host of Birmingham based community groups including the Community Roots Enterprise Centre Limited, chair of The Drum Black and Asian Arts Centre, Birmingham Relate, and the Lord Chancellors Advisory Committee.

He has served on the following boards and committees:

- National Executive Council
- College Board of Governors
- Chaired Reviews & Inquiries
- Chair-Convention Executive Committee



Notes