

ONE VOICE, STRENGTH IN UNITY

Annual General Meeting and Conference 2010

www.nationalbpa.com, Hilton Hotel Victoria Quays,
Furnival Road, Sheffield, UK, S4 7YA
Tuesday 12th - 13th October 2010



National Black Police Association Conference and AGM Programme

Tuesday 12th – 13th October 2010
Hilton Hotel – Victoria Quays Sheffield

Tuesday 12th October 2010:

08.00 - 09.30 am	Delegates' Registration, Conference Control Centre – Exhibitions
09.30 - 09.40	Comper and Welcome - Avni Lakhani/Tyrone Ali
09.40 - 09.45	Lord Mayor of Sheffield - Cllr Alan Law JP & Lady Mayoress - Mrs Nicola Ashton
09.50 - 10.00	Bill Thomas - Local Chair, South Yorkshire BPA
10.00 - 10.10	Meredydd Hughes - Chief Constable South Yorkshire Police
10.10 - 10.20	Charles Perryman - Chair, South Yorkshire Police Authority
10.20 - 10.35	Charles Crichlow - President National Black Police Association
10.35 - 10.45	Simon Woolley - Equality Human Rights Commission Directorate
10.45 - 11.00	Speaker:- Nerindra Jhall - A Woman in Policing
11.00 - 11.30	Break
11.30 - 11.45	Keynote Speaker:- Sandra Kerr - Director Race for Opportunity Campaign
11.45 - 12.00	Speaker:- Saima Afzal MBE - Executive Member of Association of Police Authorities
12.00 - 12.05	Notices & Close Session 1
12.05 - 13.00	Lunch
13.05 - 14.15 pm	NBPA Special Presentation – BPA Showcase *SY BPA Inspiring Youth - * Reclaim Project * Met BPA Voyage Programme *
14.15 - 14.25	*Tony Smikle Vice President - NBPA Karin Mulligan Scholarship Programme
14.30 - 14.40	Speaker: - Mahroof Hussain MBE South Yorkshire councillor
14.40 - 14.45	Speaker :- Everett Henry - NPIA Chief Executives Directorate
14.45- 15.00	Break
15.00 - 15.15	Keynote Speaker - Olive Strachan -Vice Chair- Ethnic Minority Business Forum & Olive Strachan Resources
15.15 - 16.15	Panel Discussion Q & A
16.15 - 16.20	Summation of the Day
16.20 -16.30	Closing Comments Vote of Thanks and Notices
16.30.	Close

Tuesday 12th October 2010 Evening Function

19.30 - 19.45	Welcome Address – NBPA Vice President – Charles Crichlow - SYP Sponsor
19.45 - 20.00	Entertainment - Vikas and Devi – “Boogiewala”
20.00 - 21.30	Evening Dinner - Served
21.30 - 21.45	Entertainment: - Soulful T.
21.45 - 22.30	NBPA Awards Presentation - NBPA Vice President Tony C Smikle
22.30 - 01.00 am	DJ & Dance
01.00 am	Close – Evening Event.

Wednesday 13th October 2010

09.15 - 09.30	Delegates Convene for Conference
09.30 - 12.30	Workshops Sessions -
12.30 - 13.20	Lunch
13.20 - 13.30	Delegates to Convene for March
13.30 - 14.00	NBPA March of Unity – Sheffield City Centre –
14.05 - 14.30	Convene Sheffield Peace Gardens - 1 Minute Silence of Remembrance
14.30 - 15.00	Return to Hotel – Closing Conference Remarks
15.00 - 16.30	NBPA AGM
16.30	Close of Conference

NB: The above programme may be subject to change.



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Annual Report 2010

Charles Crichlow

NBPA President

It's a great honour and privilege to present my first annual report as President of the NBPA. Let me first of all express our sincere thanks and appreciation to our committed members who have worked tirelessly to ensure that NBPA re-establishes itself as a strong and authentic voice of those who are underrepresented within the Police Service. One of our great challenges this year has been to adhere to the principle of collective work and responsibility, in effect, a We-first organisation rather than Me-first organisation.

For the first time in our history we have implemented a policy of member subscription which will in time move the NBPA further towards financial independence. As you will see from our financial statement, all responsibilities have been discharged within stipulated time frame and our independently audited accounts are made public via the Charities Commission Website.

In Policing terms, history will probably remember the year 2010 for events in the political arena with the effects of public spending cuts beginning to unfold alongside a radical programme of reforms set out by the Coalition Government. Proposals around stop and search, scrapping the policing pledge, the public confidence measure, police authorities and other measures set out in the Home Office paper entitled 'Policing in the 21st Century' have triggered a pressing need to assess the potential impact on the equality agenda. The NBPA is actively engaged in this process, working with partners to evaluate and report on risks.

Earlier in the year we were pleased to join with our National Diversity Staff Support groups, Staff Associations, APA, NPIA ACPO and the Home Office to launch the Equality, diversity & human rights strategy and Equality Standard for the Police Service. This strategy is build on a framework around

Operational Delivery, People and Culture and Organisational Processes with the aim of meeting the needs of diverse communities, building an inclusive environment and integrating equality across all business. We recognise the key strategic role of our organisation in terms of maintaining a focus on the critical issues that need to be addressed if we are to achieve excellence in Equality Standards.

Official statistics still show a disturbing level of disproportionality with regard to outcomes within the criminal justice system, because there is no clear justification for these outcomes, the fairness of our system of justice continues to be questioned by those communities affected, henceforth, policing will continue to be problematic in terms of building and maintaining confidence. This is a priority issue for the NBPA and we have been determined to assist the service in understanding the fundamental causes of disproportionality in i.e. stop and search, professional standards investigations and other areas of activity.

Violent Crime Hate Crime and the threat of Terrorism all present major challenges for policing across the UK and in the context of BME communities, engagement is absolutely vital for proper intelligence-lead policing to be effective in tackling this level of crime. We have been encouraging our members across the UK to use their networks to help and support Neighbourhood Policing and we have seen many examples of BPA's making crucial interventions in support of operational policing in very difficult circumstances. This is the reason why our plan is based on the strengths of the NBPA model of 46 local affiliated associations operating within constabularies and agencies across the UK.

This year also saw the publication of the Employment Report commissioned by NPIA, despite the bleak forecast in relation to recruitment and retention of BME Staff, these issues remain on the top of our priority. We have worked particularly hard at engaging young people on the subject of policing and will continue to do so. Despite the freeze on recruitment in many forces across the UK, we feel that this engagement is absolutely necessary if policing is to be considered a career of choice by underrepresented groups. One of the recommended milestones for organisations committed to diversity within the police service is that disadvantaged groups should be empowered, we have written to every chief constable in England and Wales drawing attention to our concerns and the need to ensure that diversity does not slip further away from the agenda. The Home Office commissioned Assessment of Women in the Police Service was also published this year and this report acknowledged a wide acceptance that the culture of the service remained a barrier to women's recruitment and progression, what this report did not fully acknowledge was the scale and nature of BME women's under representation



NBPA Cabinet Members

within policing and moreover the contribution NBPA has been making to draw attention to and address these issues, much of this work done through NBPA women's group seminars workshops and mentoring. On this note my sincere thanks and well wishes go out to former Acting President and Vice President Linda Johnson who retired from her post earlier this year in order to pursue a career break, we acknowledge Linda for her hard work and commitment to the NBPA. This years conference calls direct attention to the issue of Black Women in Policing.

I would like also to pay special acknowledgement to former NBPA Chair Paul Wilson and NBPA National Coordinator David McFarlane for their sterling Police Service, no amount of acknowledgment can be enough for these great servants of the NBPA in our embryonic period of development.

The theme of Transformation through Education signals a shift in emphasis that will prepare us for the huge challenges ahead, if we believe in the saying that Knowledge is power we should go all out to strive always to learn as much as possible about the environment in which we operate. Over the past year, efforts to communicate our messages have improved but we are still a long way from perfection. I am confident that despite the current economic climate and the political environment in which we have to operate, that if we are true to our moto One Voice Strength In Unity we will be able to transform obstacles into opportunities.

NBPA President

Special Acknowledgment and thanks to Chief Constable Meredydd Hughes and South Yorkshire Police for their kind support and assistance as host force for NBPA Education and training conference 2010.



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Annual Report 2010

Tony C Smikle

NBPA Vice President

It is with great pleasure that I write this report in my third year as the NBPA Vice President.

In October year (2009) I was re-elected by the membership of the NEC to serve as the Vice President. This report gives a flavour of my work over the last 12 months but is by no means exhaustive.

In time honoured fashion I will 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 NPJA Police for supporting my involvement with the NBPA and the President Charles Crichlow for the leadership that he has demonstrated since accepting the role. Special thanks must be reserved for Vice President Linda Johnson who has taken a well earned career break, after steering the NBPA through the financial minefield Linda has successfully led on a range of issues including Natural Born Leaders (NBL) and Women in Policing.

We have all had to make sacrifices to ensure the survival of the NBPA, the continued existence of the NBPA is a minor miracle and is a direct result of the hard work by the Cabinet. Beverley Jamerson, Zaf Qazi, Stafford Brooks, Bevan Powell have continued the excellent work from the previous years with additional support appearing in the shape of Gerry Brown and Navin Velani.

Support

I continue to support a number of individuals in Dorset, Kent, London, Northumbria, Nottinghamshire, West Yorkshire and the NPJA. I have provided them with First contact support, a confidential ear, attended meetings and Employment Tribunals.

This is the primary function of the NBPA first and foremost as a support network.

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 adversarial positions to be adopted and assist our members to remain and function within policing.

NBPA Women's group

As the only man accepted as a member of the NBPA women's group it has been an honour for me to support the work streams led by Vice President Linda Johnson and Deputy General Secretary Beverley Jamerson.

The NBPA women's group is committed to the overall aims of the NBPA, but specifically to improve the working environment and conditions for women personnel of colour and improve the quality of service provided to BME communities.

I have participated in meetings and conference highlighting the need for specific work to be undertaken with regard to supporting BME women in policing. The latest report can be found on the NBPA website titled: Women's group conference report October 2009 http://www.nbpa.co.uk/images/Women_in_Policing/report_nbpa_women_oct_09_v4.pdf. I will continue to work in this field as a supporter and facilitator.

Mentoring

In June 2010 in partnership with Dr Ranjit Manghnani (NPJA) designed and delivered exclusive mentoring training for BME women. This was a one day introduction programme which developed the skills of attendees who were then added to the NBPA mentors database.

NBPA Karin Mulligan Scholarship scheme

As part of an initiative from the Women's' group I have now developed the infrastructure to support the Karin Mulligan scholarship scheme.

Karin Mulligan one of Britain's most senior black police women died in March 2009 after losing her battle with cancer. Karin was an exemplary police officer who challenged injustice and discrimination wherever she found it, she earned and deserved the respect and admiration of many, especially the NBPA. With the support of Karin's husband Kevin Mulligan the NBPA intend to launch the scheme at the 2010 conference. Access to the scheme will through application via the NBPA website.

The scheme will operate through the NBPA charity and will contribute to the development of members of the community,



NBPA Cabinet Members

police officers and police staff completing academic study or personal development linked to policing.

Training and Development

The portfolio for training has now been accepted by Navin Velani however this is a recent change which has left a number of training events to be facilitated which Linda Johnson and I have through necessity completed.

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 year due to financial constraints only Dyfed Powis have utilised the services of the NBPA however Nottinghamshire Disability Awareness Network have been allowed to access the material for internal staff development. These projects have generated a small amount of income for the NBPA which has assisted in complementing the finances generated through other initiatives.

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.

In May 2010 after a series of discussions, emails and telephone calls a delegation of 10 Swedish officer and staff visited London as part of an official visit managed by myself.

A series of meetings with strategic and operational police officers and staff from across England and Wales took place within premises of the Metropolitan Police, City of London Police and NPIA.

The aim of the visit was to:

Diversity project - Skane County Police (Sweden)



Identify new methods to increase the number of people with non Nordic background to apply for the police academy or to encourage people with non Nordic background to apply for work at the Police department in Sweden.

The agreed objectives were to:

- Determine how other countries police departments work with diversity and learn from them

- Develop ideas about promoting diversity and how to combat social exclusion
- Exchange knowledge about diversity work between different police departments/organisations
- To increase the diversity in the police department
- To increase trust and confidence in order to prevent crime and to increase security in the society

The meetings were held at New Scotland Yard (hosted by Supt Burden, Dr Sam Johnson, Insp Roby Williams and D/Sgt Wendell Henry), British Transport Police Tottenham Court Road station (hosted by Sgt Keith Jarrett) BTP Headquarter (hosted by Supt Jeff Boothe) guest speaker Trevor Hall CBE (Windsor fellowship) and NPIA Victoria Street (hosted by Everett Henry, Avni Lakhani, Sabera Ahsan and Chandni Patel).

These meetings allowed the delegation to see and hear about the developments, initiatives and projects from around the UK which have contributed to the diversification of policing within these shores including positive action, EDHR strategy, Equality standards in policing, Preventing Violent Extremism and local community based initiatives.

Suitably impressed the delegation lead by Chief Inspector Elizabeth Torrisi has written a letter of thanks to the NBPA for planning and delivering such an inspirational tour of policing.

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 police service areas (some more



The Swedish delegation with Supt Cheryl Burden, Insp Robyn Williams and Dr Sam Johnson

NBPA Cabinet Members



Helena Casu Hall, Supt Raj Kohli & C/I Elizabeth Torrisi

West Midlands, North Yorkshire, London, GMP, West Yorkshire, Hampshire, Cleveland, Warwickshire, Northamptonshire, Thames Valley, South Yorkshire, Cleveland, Leicestershire, Devon & Cornwall, Belfast and South Wales.

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

In October 2009 I was a speaker, commentator and facilitator at the launch of the All Wales Black Police Association where I spoke about the challenges of the Welsh BPAs and the support required for their success. I highlighted the fact that there is an extremely small number of BME officers and staff within the four Welsh police services 62 (BME) staff out of 5019 police staff and 88 BME officers out of 7362 police officers.

As an introduction to the conference I created a PowerPoint presentation on the history of policing from Scarman 1981 to present day (2009) highlighting the seminal policing moments from a Welsh context, this included images of senior Welsh BME officers and staff.

This was preceded by a leadership workshop focussing on what communities / organisations/ individuals want from ACPO & BPA CYMRU. The workshop findings were forwarded to the All Wales BPA President Mr Roger B Punnett.

In addition to managing a vast amount of written correspondence and email traffic I have had responsibility for the NBPA website. Due to technical issues I have had to access expert advice in the form of Paul Bygrave (NPJA), Paul has professionally updated the NBPA website with adverts and documents without additional cost. This has saved the NBPA a large amount of money so to Paul, a huge thank you on behalf of the NBPA.

Police Service of Northern Ireland (PSNI)

In October 2009 I travelled to Belfast in support of Anti-Racist Workplace Week to be one of the keynote speakers.

The aim of this conference was to raise awareness of the importance of addressing Racism in the workplace and in service delivery.



The conference was designed to reinforce just how easily discrimination and prejudice can escalate, and the importance of the role of addressing Racism by focussing on Dr Gordon Allport's 5 steps to tyranny 1) Anti-locution, 2) Avoidance, 3) Discrimination, 4) Physical attack 5) Extermination. Step 1 by Dr Bruce (an academic introduction), Step 2 by Derek Hanway (www.anmuniatober.org) An Munia Tober, Gypsy and Travellers, Step 3 by Duncan Morrow

(Community Relations Council - Chief Executive) The reality and the facts of discrimination within Northern Ireland, Step 4 by Tony C Smikle (NBPA & PDTN) Policing experiences of physical attacks, Step 5 Eugene Black (Holocaust survivor) The story of his experience as a holocaust survivor.

I spoke about the realities of policing and the context in which minority groups function within the police service. It was a true privilege to be invited to speak and share the stage with holocaust survivor of Munkacs ghetto, Auschwitz-Birkenau, Buchenwald, Dora Mittelbau and Bergen-Belson concentration camps; Eugene Black formerly Jeno Schwarcz.

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:-

- 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) (deputising for the President)
- NPJA Equality standards in policing (These are standards being developed to support and measure diversity performance)



NBPA Cabinet Members

- NPJA HPDS working group (This group has responsibility for the outcomes of the High Potential Development Scheme) and HPDS force contacts conference
- London 2012 Olympic and Paralympic Games: Safety and Security Concept of Operations (CONOPS) Equality Impact Assessment
- OSPRE Part II observer
- Home Office strategic meetings – DSSA review and Service Level Agreements
- Other ad hoc consultations

These activities and other strategic interactions have an impact on the profile and legitimacy of the NBPA in a national context, it allows us to demonstrate our worth and value to policing.

It is interesting to note that although the Home Office (and ACPO) regularly invite the NBPA to participate at the table of consultation yet expect us to attend without financial contribution to facilitate our attendance. This is the third year (in a row) that the Home Office has chosen not to financially support the NBPA! As a consequence we have had to be selective with regards to the type of consultation that we involve ourselves in and where we go.



Richard Williams, Maura Muldon Eugene black, Lorraine McCurdy, Tony C Smikle and Dr Bruce

Janes Police Review awards ceremony 2009

On behalf of the NBPA I was one of the judges for the Diversity in Action awards for the Police Review awards 2009. The Annual Jane's Police Review Gala Awards have established themselves as the most prestigious event for recognising and rewarding excellence in community policing in the United Kingdom.

The ceremony was attended by high profile dignitaries

including the police minister David Hanson MP and the Met police Deputy Commissioner Tim Godwin.

There are Nominees for the five categories are put forward by police forces across England, Wales, Scotland and Northern Ireland (including British Transport Police and MoD Police) Further information is available from the Police Review website: <http://www.janes.com/events/awards/policereview/>.



Chief Constable Mike Fuller with officers and staff from Kent

International Educational and Training Conference US NBPA 2010

In August 2010 the US NBPA held its' annual conference in Sacramento entitled "Police and Community working together for Justice". Due to a number of factors the Cabinet decided not to attend this year, however, we sent correspondence in support of the event and through the National Executive Committee have democratically committed ourselves to supporting future US NBPA conferences and initiatives. Further information is available from the US NBPA website: www.blackpolice.org. Additionally, Congratulations to my friend Malik Aziz on becoming the US NBPA national Chairman it is well deserved, and again thank you for the hospitality shown to the UK delegation in Dallas in August 2009 by you and your fantastic team.

Prague conference March 2010

In March 2010 I attended the conference 'The Alternative to the Right-Wing Extremism in the Time of Social and Ecological Crisis', in Prague on 27 and 28 March. This was at no cost to the NBPA and in my personal time.



The conference was organized by the European Social Forum together with the Czech Social Forum. Approximately 100 participants from 19 Eastern, Central and Western-European countries representing a variety of social movements, human rights, ecological organizations and trade unions were in attendance.

The aim of the conference was encourage social and environmental movements to be involved in seeking alternative solutions to the crises of rising extremism. Focussing on interdependent issues, improved co-operation and visibility of stakeholders. Additional conference photographs can be found at: http://www.flickr.com/photos/maja_red/sets/72157623726157620/?page=1.

A fascinating weekend with full discussions and presentations, many contacts and networks were developed across the EU for future events.

Positive Action Leadership Programme

This programme is an NPJA leadership programme aimed at members of minority groups currently under-represented in policing, regardless of their rank or grade, however it may be particularly relevant to constables, sergeants, inspectors and police staff of similar grades. This my full time day job as I am one of the course tutors.

In addition to the PALP there is a Senior PALP programme for Chief Inspectors, Superintendent, Chief Superintendents and equivalent police staff.



In March 2009 the PALP team held an alumni conference at NPJA Ryton in order to showcase the benefits of 'positive action', to develop new concepts for leadership, the senior PALP and to highlight personal development examples post PALP.

The PALP is the only national positive action initiative within policing and is designed to encourage officers and staff to remain and progress within policing. The conference was extremely successful day with a focus on personal development and choices.

National Trans Police Association launch

The Official Launch for the NTPA took place on the 17 March 2010. The NTPA was formed following a PALP course in January 2008 that was facilitated by Avni Lakhani and myself. It was a pleasure for Avni and myself to receive special recognition from the Chair Stephenie Robinson and the NTPA for supporting their development and official launch.

The launch was attended by about 100 people from all police and partner agencies across the UK and sponsored by ACPO and ACPOS.

Report summary

I am extremely concerned about the dwindling support to local and the inflexible imposition of Service Level Agreements on BPAs. There is an assumption that the "Race stuff is done" I assure you that the "Race stuff" is certainly not done.

I am very 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 do not sign up to the reduction in paperwork which helps to regulate and monitor this specific community/police interaction.

I am concerned with absence of BME officers in ACPO which has dwindled from a high of 10 BME ACPO in 2008 to just 4 BME ACPO in 2010 those remaining are Anil Patani (West Mids), Jawaid Akhtar (West Yorks), Pat Gallan (Merseyside) and Max Sahota (South Yorkshire). As opposed to making progress this is a retrograde step which will not fix itself.

I reiterate, the police service cannot address this matter or others specific to Race without the NBPA, however, sometimes they need a reminder.

In conclusion, some of our members are still suffering, and not all at the hands of our known enemies, some of our greatest challenges lie ahead. We need to educate and inform, so that people within policing understand why we are needed, BME and White people alike.



NBPA Cabinet Members



The PALP team (left to right): Avni Lakhani, Gamal Turawa, Dr Gillian Hicks (not PALP team): Laraine Burnett, Tony C Smikle and Ramzan Mohayuddin

I feel honoured to have been elected to serve the NBPA, our membership and the communities of the United Kingdom.



Everett Henry (NPIA), Stephanie Robinson (NTPA) and Mike Cunningham (Lancs)

I would like to thank the members of the NPIA that have supported me by giving me the time to perform my role as NBPA Vice President.

I would again like to thank the NBPA Cabinet of Linda Johnson, Charles Crichlow, Beverley Jamerson, Stafford Brooks, Zaf Qazi, Bevan Powell, Gerry Brown and Navin Velani for the excellent work that they have done to ensure the continued survival of the NBPA.

And finally I would like to thank the NBPA for the presentation of the trophy and certificate that I received last year, it was an absolute pleasure to receive this prestigious award in recognition of the work that I have done on behalf of the NBPA since 1999.

Tony C Smikle

Vice President
NBPA

Current BME ACPO Officers



ACC Anil Patani
West Midlands



ACC Jawaid Akhtar
West Yorkshire



ACC Pat Gallan
Merseyside



ACC Max Sahota
South Yorkshire



Annual Report 2010

Stafford Brooks

NBPA General Secretary

As General Secretary once again it is my privilege to present the Annual Report for 2009 -2010. I would like to extend my gratitude to Staffordshire Police and Staffordshire's MCA Executive whose support has enabled me to hold this most significant national role for yet another term.

I am pleased that I can report that the NBPA as a National Staff Association has continued to contribute to the Police service despite the difficulties our organisation has faced during this past year.

Facilitating the effective management of the NBPA office has had its difficulties particularly as we have had to continue to support our own members, deal with media, home office, government and members of the public's enquiries from a virtual office since having to move from our West Yorkshire base in the first quarter of the New Cabinet term.

Following the election of the New NBPA President I have coordinated Cabinet work streams by organising the reallocation of NBPA office, managing the negative press fallout, facilitating the collection of affiliation fee's, maintaining regular communication with local BPA's, organising and arranging the National meetings as well developing partnerships with organisations whose aims and objectives are compatible to ours.

I am pleased to say that under extremely robust scrutiny I have recorded that attendance to the required meetings and functions where the voice of BME staff in the police service needed to have representation has improved in spite of all the cries of austerity measures.

In view of the limitations of the NBPA Cabinet members in terms of time and finance, good planning and shrewd negotiation has enabled the new cabinet to promote the President's election promise and move the strategic action plan to begin to evolve. Cabinet members have attended

more Home Office meetings, given more training inputs and force visits etc. Due to the healthy continued relationships formed we are proud to have been able to accept invitations to the major policing conferences i.e. Federation and Police Authority where the presence of BME persons was limited.



The attendance to meetings by the Cabinet members is probably the most costly and time consuming of all the NBPA activities. Records show that the present climate in policing has affected even the attendance to our quarterly National Executive Committee meetings with attendance showing limited numbers of Reps been able to attend.

I would like therefore to thank Durham, Cleveland and Hertfordshire BPA's for their hospitality in hosting the respective NEC meetings and for the welcome they afforded our NEC Reps throughout this year.

Support is the bread and butter of the NBPA work and I am saddened that even in this modern police service I am still receiving and recording complaints from members in the service who believe they are being subjected to discrimination and unequal treatment in the workforce.

This year whilst collating and recording the activities of rank and file BME employees we must not forget the contribution of our silent bright stars that have contributed and therefore would take this opportunity to wish Mike Fuller, Dave Morris, and Brian Langston every success as they leave the service. I would also like to congratulate the many officers that were recognised in the Queen's Birthday honours list together with those who have successfully completed promotions this year

The NBPA remains the formal voice of BME officers in the British police service, your contributions achievements and failings will continue to shape the perceptions of those who are observing the input from you our members.

In conclusion as a result of the term this Cabinet has served we now have a clean bill of health and can be proud that the NBPA under this leadership has proved that the organisation not only measures up to the highest standards of the service but demonstrates the added value that a diverse workforce brings.

Stafford Brooks

General Secretary



NBPA Cabinet Members



Annual Report 2010

Beverley Jameson

NBPA Deputy General Secretary and Women's Group Acting Chair

Welcome once again to another annual report update. Following another successful Conference and AGM, October 2009 began with my successful re-election to a second term on the NBPA Cabinet. I would like to express my thanks and appreciation to the NEC for their faith in my ability to serve them for a second term. As always I will endeavour to do my best, with their support. This year has been a year of transformation for all of us including myself, as I have taken on the role as acting Chair of the NBPA Women's Group as well as the NBPA Deputy General Secretary.



Linda Johnson

Linda Johnson the NBPA Female President/Vice President had to step down in July of this year due to pressing family circumstances. Linda in her time as Female Vice President and the Chair of the NBPA Women's Group made significant strides in taking the issues of The NBPA and NBPA Women's Group forward. Her work as a member of the Home Office Women in Policing Steering Group ensured BME women working in policing had a voice

and that the issues of progression and development for BME Women, was kept firmly on the Home Office agenda. Her passion and drive to see BME women within the organisation develop and fulfil their aspirations and full potential was infectious and her no nonsense approach to the agenda, ensured the issues of BME women in the policing family were taken seriously. Linda will be sorely missed by the NBPA Cabinet, NBPA Women's Group the NBPA NEC and all her colleagues within West Yorkshire Police. And on behalf of

the NBPA Women's Group I wish to acknowledge and thank Linda for her dedication and service to the work of the NBPA and the Women's Group.

Changes

Since October 2009 The NBPA has gone through so many changes, a new NBPA President, namely Charles Crichlow.

- A new Government being appointed – the Conservative/ Liberal Democrat Coalition
- The grip of financial constraints taking hold due to the new government austerity cuts
- Support from many forces being withdrawn for local and national staff associations.

However, despite all these barriers the NBPA Cabinet and the Local BPAs are still are looking forward and remain resolute that they will move with the times and continue to strive to see the changes they and the BME community want to see and to ensure that its membership's voice within policing is not overlooked as we face the future and its many uncertainties.

NBPA Conference

Since January of 2010 I have been working hard to put the plans in place for this year's conference. We decided on the theme "Transformation through Education" exploring how the educational process and delivery of training and development would and should be the key cornerstone in the NBPA's new directional action plan. When I started the conference plans in January the landscape looked far different than it currently does today. Having made the initial enquiries secured premises and negotiated the costs for the various services, in May following the General Election and the formation of the Coalition Government the financial landscape changed. This caused the NBPA Cabinet to have to think long and hard about whether to continue with the conference plans as the newly imposed financial measures took effect. The planning year's conference has been challenging to say the least, as all Senior Commander team's across the country reign in their budgets across all sectors. As I write this report we are 6 weeks away for the conference. I have had to make some hard decisions in terms of what elements should stay or go from the conference. However, I am cautiously optimistic that all will be well, as the old saying goes many hands make light work and with this in mind if we all pull together we will succeed in concluding a successful educational event.

In October of last year the women's group had a very successful conference, the theme of the conference was:- "Permafrost Meltdown – Success from a Woman's Perspective" The theme looked to explore the barriers and disadvantages



real and perceived by BME Women officers and staff working within the policing sector. What were the issues BME Women faced in terms of progression within the service and career aspirations.



NBPA Women's Group



Women in Policing

Key findings;

- 100% of the officers and staff had experienced racism, discrimination, harassment or unfair treatment at work
- Exclusion to certain networks and training opportunities denied
- Racism and sexism were significant factors with regard to feelings of a lack of acceptance in force and inhibited applications for posts and promotion
- Mentoring, coaching and positive action initiatives were seen as ways to address the key issues, together with education and training development

Many of the women of the group want and welcomed role models who look like them. This underpins the message "I can have success too."

Recommendations

- All police services to make mentors available for all BME women in policing.
- Increase the representation of BME women at all levels of

the police service.

- Educate the police service to view flexible working as an asset and review the position of BME women in policing.
- Through 'positive action' increase access to the HPDS for BME women.
- All police services to appropriately resource and support networks and networking as this will encourage applications for progression and development.

Feedback from NBPA women in policing workshop (conference October 2009) - what they wish to see:

- Consistency in release by forces for BPA work
 - Signposting surgery
 - Capturing and sharing best practice from BPA's – communication strategy
 - Recognition of Black women's achievements- i.e Woman of the year NBPA award.
 - Raising the profile of black women – i.e theme for main conference
 - Skills database – Recognition of black women's skills and abilities.
 - More networking with black events: i.e Black woman's issues air, fashion and entertainment areas.
 - Development days which are holistic in approach to the whole experience of black women:
 - Exams/OSPRE
 - Interview practice
 - Career pathways- led by black professionals
 - Opportunities of secondments to other roles/departments
 - Black women and health
 - Black women and parental care responsibilities
 - Empowerment
 - Release days for stress management / Learning to love ourselves– pertaining to BME women
 - Building relationships/events that promote the black family and culture
 - Partnerships with federation/unions- bring our issues
 - Create a virtual forum to assist with communication and consultation
 - Produce a newsletter for BME woman.
- The women's group will continue to work with ACPO and the Home office to progress these areas further.

WIP Mentoring Workshop

Following the outcomes from the conference and the suggested areas to work on from the women, we decided to make available to the women of the group a Mentoring Workshop. this was held on the 2nd June at NPIA Ryton on Dunsmore. The



NBPA Cabinet Members

Course itself was a fantastic introduction to what Mentoring and being a Mentor would entail. The objectives of the workshop:

- To provide delegates with an introduction to the National Black Police Association (NBPA) Mentoring Scheme
- To improve knowledge and understanding of the mentoring process
- To increase knowledge and understanding of the skills and qualities required of a mentor
- To prepare delegates for the role of mentoring a mentee

Our facilitator Dr Ranjit Manghnani delivered a superb lesson plan to the group. The only negative on the day was the poor attendance by participants. The NBPA Women's Group has many issues to overcome but the most significant is the fear of authority. This Statement sums up the over-riding comments we are faced with time and time again from BME members. Many members do not attend such training meetings for fear of rejection from their superiors. This is a hurdle which must be overcome if we are to see many more BME members of the policing family progress to their full potential.

In Conclusion, we have made a good start, on the journey to moving the agenda of BME Women's issue forward but we must not allow austerity measures, changes in privilege and work agenda's to let the progress we have made be neglected. We are all fighting for survival in the current climate, but if we all pool our efforts and resources together we can accomplish a great deal more. Finally I must thank all the NBPA Cabinet for their support but special thanks and appreciation goes to Vice President Tony Smikle for his support and expertise with the work of the NBPA Women's Group, his assistance, input and encouragement has been invaluable.

Beverley Jameson

Deputy General Secretary and Women's Group Acting Chair





Annual Report 2010

Zaf Qazi

NBPA Treasurer

The last year has again raised challenges and opportunities for the National Black Police Association in terms of finance. Since this cabinet came into post in January 2008 we have embarked upon a financial journey that has taught us lessons but also has given us great satisfaction.

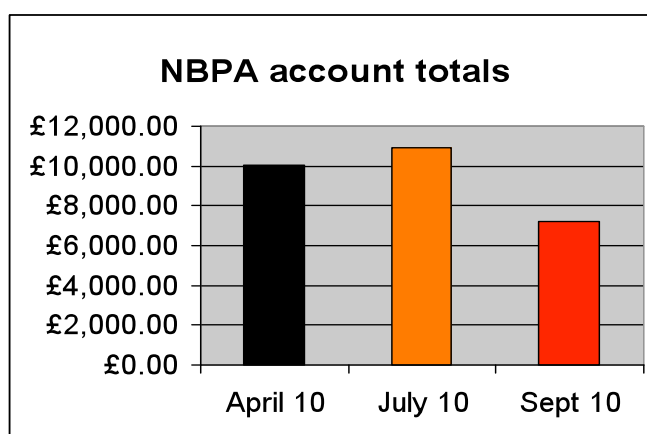
Since our last Conference in 2009 at Coventry, the main issues affecting the NBPA with regard to finance have been securing our financial future and sustainability through subscriptions, eliminating outstanding debts and obtaining the best deals for services we need to be efficient and effective. I would like to deal with each of these issues in turn, briefly?

Subscriptions to the NBPA were a controversial issue and have been debated by the NEC and many of our members in a lively and constructive way. I still feel there is work to be done in convincing all local BPA's of the need to contribute to the NBPA by way of a subscription and I, and the rest of the Cabinet will continue to do this. However, we have had numerous local BPA's subscribe and we are very grateful for that and the flexibility it has given us to meet our financial obligations.

Ever since coming into office this Cabinet has strived to rid ourselves of the huge debt the NBPA had to Greater Manchester Police in relation to the 2006 International Conference. I can announce officially that this debt has now been written off and, through the positive work of GMP and our Cabinet in negotiations, there is now an agreement between the NBPA and GMP over services we will provide for them in lieu of the debt. It is a fantastic achievement and relief to have this debt no longer hanging over us and I have to thank all the Cabinet, and in particular Tony Smikle for their efforts in this direction. I would also like to thank GMP for all the patience and understanding they have shown us over the past few years.

We inherited several contracts when this Cabinet came into office that since our office premises closed have become unnecessary for us to continue with. In particular, a contract for computer services that was very costly for us to maintain. Please can I thank Navin Vilani for all his assistance in negotiating a new service provider that has saved us great deal of money? We are constantly trying to obtain the best deals to provide efficient and effective services to our members which are even more important now with the advent of subscriptions.

Over the past year our income other than from subscriptions has not been great but we have managed to continue business through the hard work of Cabinet members and their sacrifice in terms of spending their own money and time. My thanks go to Tony Smikle and Linda Johnson for all the money they have raised through the Natural Born Leaders Programme and the First Contact Scheme. In reality, this money has kept us afloat! I have included below a small table of the monies in our bank accounts this year for your information and also to illustrate that we are hardly a rich organisation, in terms of money anyway.



That is why it is crucial to keep raising money through subscriptions and the training we carry out to ensure our financial sustainability.

I would finally like to mention my personal gratitude to our former Vice-President (Female) Linda Johnson. Linda will be a huge loss to our organisation and her commitment over the years has been second to none. I know I write on behalf of the whole Cabinet in wishing her well in all she does!

Please have a great time at the Conference and remember that all you see and do is because Bev Jamerson and her team have worked tirelessly to provide it?

Zafar Qazi

Treasurer



NBPA Business Plan 2010 - 2012

Introduction

The National Black Police Association [NBPA] comprises of 46 Affiliated Associations established within Police Constabularies and Agencies across England, Wales, Scotland and Northern Ireland. As a Charity, its objective is to promote good race relations and equality of opportunity within the Police Services of the United Kingdom and the wider community.

National Executive Committee [NEC] comprises of representation from across the UK and meets on a quarterly basis with annual conference in the autumn.

An elected cabinet of post-holders led by the NBPA President conducts the business of the organisation.

Purpose

The purpose of this Action Plan is to set out [briefly] some of the priority areas for the NBPA over the term of the current executive and how these will be addressed strategically.

It is also designed to give guidance to local affiliated associations in terms of how these priorities can be addressed at local level. It is understood that specific local action against these priorities may vary according to location. Local Affiliated associations may produce their own plans with specific milestones and deliverables, however they are required to report on a quarterly basis to NBPA NEC, this information will assist in providing a more accurate and comprehensive annual report on the activities of the NBPA.

Our Vision

To work in the interest of the UK Police Services and be an integral partner to ensure equitable service for all and for the Black and minority staff whom we represent.

We will also advocate the needs and expectations of Black and minority ethnic communities by delivering and supporting strategies and initiatives which have a positive impact on all.

There is an urgent need for the NBPA to re-establish its voice, in order to ensure that in the drive for productivity and cost savings we maintain our resilience as a service in the critical area of Equality Human Rights and Diversity.

NBPA recognises the challenges facing policing in terms of the economic climate and the agenda for workforce modernisation / development.

As the UK Police Service face up to these challenges NBPA will explore the value of education and the empowerment of women within the workforce as a transformational process in developing talent and bringing about equality of opportunity and fairness. In other words, during the coming period the notion of transformation through education will be seen as a 'golden thread' in all our endeavours. Specific areas of supportive work will be unveiled at Conference / Workshops in October 2010.

NBPA has prioritised four broad areas of activity

- 1) **Unfairness in the Criminal Justice System and processes.**
- 2) **Violent Crime, Hate Crime and Terrorism**
- 3) **Women in Policing**
- 4) **BME Recruitment, Retention and Progression**

Through a combination of national and localised strategies will seek to;

- Eliminate inequality from all aspects of the Criminal Justice System and Process.
- Prevent and reduce violence in society.
- Build and maintain confidence and legitimacy of policing within Black Asian and Minority Communities.

(1) Tackling Unfairness in the Criminal Justice System

Rationale: Official Statistics show a continuing disturbing level of disproportional outcomes across the spectrum of the criminal justice system that impact negatively on black communities. These outcomes cannot be justified and responses so far have been unsuccessful.

The Launch of the new Equality Diversity and Human Rights Strategy and Equality Standards is a welcome development

Equality & Diversity being critical themes within the Productivity Framework for HMIC Inspection NBPA welcome the opportunity to participate in this aspect of police accountability.

NBPA will:

- Continue to support ACPO, Home Office and APA in their awareness and understanding of the needs and issues facing BME staff and communities.
- Be available for consultation on areas of Policy and Procedural improvement.
- Build strategic partnerships with organisations that have a genuine interest in social justice and actively engage with communities.



- Disseminate relevant information to local Affiliated associations
- Develop Education and Training Programmes designed to raise awareness and understanding of the affects of unfairness in the criminal justice system and how we can work towards improvement.
- Support efforts to understand and address the fundamental issues relating to Disproportionality in the following areas:
Police Professional Standards processes
- All areas of stop and search including Schedule 7 Terrorism act 2000.
- Arrest, cautioning and sentencing.

Lead: NBPA President/Cabinet.

Local Affiliated Associations will:

- Keep members up to date with information disseminated by NBPA
- Raise relevant issues with Chief Constable and Chief Officers.
- Establish lines of communication and raise issues with local Police Authority.
- Build strategic partnerships with local community organisations that have a genuine interest in social justice.
- Support local neighbourhood policing initiatives

Report back Quarterly to NBPA NEC

Desired Outcome: Eliminate inequality from all aspects of the criminal justice system and process.

Prevent and reduce Violent Crime, Hate Crime and Terrorism

Rationale: In order to effectively tackle the most serious and violent crimes within our society, there is a need to build and maintain the confidence of all communities with regard to measures designed for the purpose of enforcing law and order, gathering intelligence and preventing criminality. In addition, there is a need to be aware of and guard against the labelling and criminalisation of groups of individuals and communities based on factors such as race, religion or nationality.

NBPA Will:

- Identify and interact with the key partner agencies and community groups.
- Develop strategies to assist with elimination of violent crime, hate crime and terrorism.
- Disseminate relevant information to local Affiliated associations

Lead: NBPA President/Cabinet.

Local Affiliated Associations will:

- Support the implementation of NBPA Strategies to address hate crime, violent crime and terrorism.
- Where possible work with local community organisations to understand the causes of violence within communities.
- Support measures in local neighbourhood policing to prevent or reduce violent criminality.
- Support local police with regard to victim support where appropriate.
- Support measures to increase the number and capability of Family Liaison Officers.
- Deliver programmes / workshops to engage and facilitate discussion with young people about issues relating to community safety.
- Signpost young people to appropriate support agency/ organisation.

Report back Quarterly to NBPA NEC

Desired outcome: Prevent and Reduce violence within society

(2) BME Women in Policing

Rationale: There has been a significant increase in the numbers of women recruited into the Police Service over the past decade however this has not been the case for black women who make just over 1% of the workforce with very little progression to senior ranks.

NBPA will:*[refer to WIP recommendations]

- Continue to identify and seek ways to address barriers to recruitment retention and progression of black women in policing.
- Facilitate community events aimed at engaging young black women. [National Strategy]
- Develop the Women's' group action and complete task as necessary.
- Establish partnerships with groups such as BAWP for joint initiatives aimed at women

Lead: Cabinet / NBPA Women's Group

Local Affiliated Associations will: *[refer to WIP recommendations]

- Highlight the issue at local level with the force and in local community.
- Establish contact with local Higher education institutions
- All police services to make mentors available for all BME women in policing
- Increase the representation of BME women at all levels of the police service



NBPA Business Plan/Tribute

Report back Quarterly to NBPA NEC

Desired Outcomes: * WIP Report

Recommendations

- Educate the police service to view flexible working as an asset and review the position of BME women in policing
- Through 'positive action' increase access to the HPDS for BME women
- All police services to appropriately resource and support networks and networking for BME women in policing

(3) Recruitment Retention & Progression

Rationale: These remain problematic issues for the police service. The current economic forecast in terms of recruitment opportunities, present a major challenge for the Police Service in terms of the aim of transforming the Police into an employer of choice.

NBPA Will:

- Promote the Police Service as an employer of choice among Black Asian and minority ethnic communities.
- Promote High Potential Development scheme.
- Create opportunities for Black staff to develop knowledge, leadership skills and strategic understanding of a range of policing priority issues.
- Develop and deliver programmes to engage young people with the police service.
- Develop Education and Training Programmes designed to raise awareness and understanding of the affects of unfairness in the criminal justice system and how we can work towards improvement.
- Link with TOG, Home Office group, NBPA mentoring, HPDS, Senior PALP, Junior PALP, NSCAS ad development advisors.
- NBPA to develop workshops to support HO/ACPO/APA for R/R/P of BME staff

Lead: NBPA President / Cabinet

Local Affiliated Associations will:

- Engage Local Higher Education Institutions
- Attend local Recruitment Events
- Establish links with local community organisations
- Provide Welfare Support
- Encourage and establish informal Study Groups for promotion examinations.
- Consider Commissioning Youth Leadership Programme
- Share locally developed good practices with NBPA

Report back Quarterly to NBPA NEC

Desired Outcomes: Build and maintain confidence and legitimacy of policing within Black Asian and Minority Communities.

Tribute to Paul Wilson.



Paul Wilson, pioneer, intellectual, visionary, founding father of the Metropolitan Black Police Association, and former President of the National Black Police Association October 2000. Paul has described his time as President of our National Association, as an honour.

Paul recalls that he had not focused on the leadership of the National Association as he believed at the time that there was still much to do in London. However, he recalls that a very persuasive lobby group from across the country, had approached him to consider running for the leadership position. After a long period of reflection he recognised the strategic importance and agreed to run. In October 2000 Paul Wilson became the first democratically elected leader of the Nation Black Police Association, taking the baton from the interim leader Leroy Logan.

On the issue of the National's impact on British policing, Paul said "One of the biggest impacts on policing was the raising of awareness that black people had a voice within the police service and very often that voice was not consistent with that of Chief Officers in terms of race equality". Paul explained that the day to day experience of black personnel painted a different picture. Paul continued, "The National Black Police Association gave credibility to the voice of black officers and staff". "For the first time Police magazine and the Federation magazine featured black people on the front cover and inside". Paul believes that the NBPA gave legitimacy to the voices of black personnel within the police service across the country.

On the subject of most memorable moment as President, Paul recalled a conversation with the then Police Minister Charles Clarke. "I remember having a very long conversation with Charles Clarke, trying to persuade him to include the Police Federation under the newly amended race relations act at that time, even if it was only in the spirit of the act".

Today, Paul's advice to the current National Executive is to recognise that policing is a political issue. "We have to operate in a political environment and therefore understand the political environment and how best to influence and achieve our objectives".

Paul retired from the police service in September 2010, he is still passionate about race equality and policing, and has created a legacy which spans the entire country and we thank and recognise him for his contribution.



Avni Lakhani BA Hons
NPJA

Avni has worked in the Police Service since January 1998, she worked at Hertfordshire Constabulary as a Researcher, Evaluator and Project Officer and Training Coordinator before joining NPJA.

Avni joined the National College of Police Leadership as a Tutor on the Positive Action Programme in July 2003. She was one of the designers, developers and implementers of the current, very successful Positive Action Leadership Programme.

She is a trained Evaluator, Police Trainer, Race and Diversity Trainer and an A1 Assessor, which means that she can assess other trainers.

Avni was a panel member of the Fulbright Commission Police Award, for several years. This entailed short listing potential candidates for interview, being a part of the selection panel and offering specialist advice to the panel on research methods. She used a strategic perspective to give decisions on whether a candidate would be successful or not.

Avni also gives motivational speeches at conferences and has also successfully compared several conferences internally and externally.

Avni also has an interest and qualifications in Neuro Linguistic Programming (NLP) and trains a two day introduction to NLP programme internally for the NPJA and does one-to-one coaching with NLP either face-to-face or on the phone.

Avni has also been a founder member of the Hertfordshire Black Police Association, the NPJA Black Staff Association and served on the National Executive of the National Black Police Association as a portfolio holder. She has helped people with difficulties arising in the workplace and on a strategic level has made representations for Black Womens' progress within the Police Service locally and nationally.



Tyrone Ali
South Yorkshire Police

Tyrone initially came to South Yorkshire Police from a sales background and was one of the youngest most successful Sales Managers for a well known Blue Chip Company.

He joined South Yorkshire Police In August 1991 as a patrol officer before moving onto the response car at a busy town centre district. Tyrone soon realised his potential to develop others in the practical application of Policing and became a Tutor Officer. He then reinforced this by moving to the Force Training Centre and was successful in qualifying as a 'Centrex' Trainer, now NPJA for Initial Police Training.

Tyrone is qualified to the rank of Sergeant and successfully completed the Advanced Diversity Awareness Programme, with these skills and his previous knowledge in the Training Centre he developed the 'Community Engagement Phase' for the Initial Police Learning and Development Programme for the Force. His work set a standard and blue print that other Forces now follow.

Tyrone has been requested by neighbouring Forces to develop and present visions for the future and development of their Black Police Associations.

Tyrone is currently the Press and Public Relations representative of the South Yorkshire Black Police Association, something that allowed him to apply for a Presenters position on the BBC 1's Crime Watch Programme.

Tyrone has also worked in Neighbourhoods Policing, Road Traffic and the Force Leaders in Action Project.

He is married with two children and enjoys spending as much time as he can with his family.



Alan Law JP

Councillor

4th Lord Mayor of the City of Sheffield

Alan Law was born in Barnsley and has two children, sadly his much loved wife Christine died in 1997. Alan has an Open University Degree in Physics and Technology. Alan had a number of jobs before working for the Royal Mail, from which he recently retired.

In 1979 Alan was elected to Sheffield City Council for the Stocksbridge Ward. In recent years he has also been a member of Stocksbridge Town Council, serving as Chairman and Town Mayor in 2008/09 along with other committee and boards. He is a Magistrate on the Sheffield Bench, and chairs Adult Courts. Alan is a School Governor for both Fir Vale School and Longley Park College.

Alan has a very active involvement in the Duke of Edinburgh's Award since the late 80's. He chairs the Sheffield Duke of Edinburgh Award Board of Trustees, and is particularly proud of the work in disadvantaged areas and amongst groups of young people. He is keen to retain the Duke of Edinburgh award as a permanent feature of the Lord Mayor's year.



Mrs Nicola Ashton

Lady Mayoress of Sheffield

Nicola was born in Sheffield and moved to Deepcar as a baby. She attended local schools in Deepcar and Stocksbridge, and lived locally before moving to Shirecliffe ten years ago.

Nicola works with Voluntary Services at Sheffield Teaching Hospitals as an Administrator assisting in the recruitment of new volunteers for Sheffield Hospitals. She also works on supporting existing volunteers.

Nicola is married to Steven, and has two daughters, a son, and a stepson. She enjoys spending time with her family and has a love of gardening, interior design and listening to music.



Meredydd Hughes
Chief Constable of South Yorkshire

Meredydd Hughes joined the South Wales Constabulary in 1979, on leaving university. Whilst predominately serving in uniform operational duties at all levels, he has also worked as the Force Crime Prevention Officer; as an authorised firearms officer; as an IT project manager and on secondment to the HMIC at the Home Office.

Transfer to West Yorkshire Police in 1995 as a Superintendent saw him take up the post of Divisional Commander in the Calder Valley. This was followed by two years as the Commander of the Operational Support Division, where he was responsible for units as diverse as the Air Support Unit, Search and Firearms Teams, and the Mounted Section. During this time he was also Silver Commander at Leeds United FC, and led cross-border operations and major firearms incidents.

Promoted in 1999 to Assistant Chief Constable in Greater Manchester Police, he initially took responsibility for IT, Criminal Justice, and Communications. In September 2000, he took charge of the Uniform Operations Portfolio, and in that role led the policing of numerous public order and major sporting events, including England football internationals, and commanded the successful delivery of the Commonwealth Games.

Promoted to Deputy Chief Constable in South Yorkshire in September 2002, and to Chief Constable in September 2004, he leads the ACPO Uniformed Operations Business Area and is ACPO Vice Chair of the Olympic Games Business Area, and is the Senior Responsible Officer for the Demand and Resources Project.

He was awarded the Queen's Police Medal in the 2006 New Year Honours.

Off duty, his hobbies include rock climbing and mountaineering, running, and mountain biking.



Simon Woolley
EHRC Commissioner

On 4 December 2009, Simon Woolley was announced as a commissioner for the Equality and Human Rights Commission. He is Founder and Director of Operation Black Vote and has helped guide the project from an idea into an influential national organisation. He writes and comments for the national and black press and media.

Simon was on the Big Issue grassroots power list 2002, awarded the Men of Merit in 2003, and was awarded the annual community achievement in 2007 by Unison.

Simon Woolley is Chair and one of the founders of the Black Londoners Forum and sits on the Boards of:

- National coalition for Black volunteering
- Charter 88 Council member
- Executive member String of Pearls Other involvement: One of the founders of the London Civic Forum.

Simons has expertise in the following areas: - Political empowerment, Black civil rights, policy research and development, campaign strategist, fundraising, public speaking and the implementation of citizenship programmes within the community.

Many government departments such as the Home Office, the Electoral Commission and the Lord Chancellors dept call in Simon Woolley to advise on areas of race and politics. The US Government, recently invited Mr Woolley to take part on their International Visitors Programme.

Mr Woolley has written for the National news publications such as Guardian, The Independent, and The Express and writes on a regular basis for the African, Caribbean and Asian press. He also reviews political journals and books. He appears regularly on national TV and radio programmes, discussion issues of the Black community. He also speaks fluent Spanish and has an understanding of Italian.



Police Constable Sarinder Dev MBE
South Yorkshire Police

Police Constable Sarinder Dev has clocked up 14 years service with South Yorkshire Police, predominantly leading the way in working with minority communities in her current role as a Diversity Recruitment Officer.

"Sarinder has been described as innovative in her commitment to improving the diversity of the policing family, she has designed materials which are successful in attracting women and minorities into the police service and these have been adopted by the Home Office.

"Her work has attracted national recognition and has improved community relations and cultural understanding.

"Sarinder is very modest and never seeks attention for herself. Sarinder is a very valuable member of the local community, and an excellent ambassador for SYP."

PC Dev along with her husband Bobby initiated an Inspiring Youth Award to encourage young people from black and minority ethnic (BME) communities to achieve their potential. She secured local sponsorship and the support of successful BME personalities, including former World Boxing Champion, Johnny Nelson, as inspirational role models.

Last year Sarinder organised a Bollywood event to raise money for a children's charity in India. Guests were from different backgrounds and the event enhanced cultural awareness across communities.

She developed a hajib for Muslim women police recruits to encourage them to join South Yorkshire Police. The design was adopted by other forces and led to Sarinder becoming an advisor to the Association of Chief Police Officers National Uniform Committee.

Sarinder received a special commendation from the National Graduate Recruitment Awards for her outstanding contribution to diversity in recruitment.

Sarinder organised the Black Minority Ethnic Women Recruitment Conference in Sheffield, which led to Sarinder doing a presentation in London at a national event to representatives from 43 forces.

Sarinder, grew up in Darlington, County Durham and joined South Yorkshire Police in 1995 as a constable, after working as a special constable in West Yorkshire. She is married, has two children and lives in Sheffield.



Police Constable Nerindra Jhall
Staffordshire Police

A Punjabi Sikh born in Birmingham spent the first 7 years mixing and growing up in a multi-cultural society until the late 1970's when she found herself moving to, living and being schooled in an all white community.

Growing up in an all white community resulted in Nerindra being subjected to many years of violence at the hands of her father in order to prevent the western culture from corrupting her and to instil and maintain the family IZZAT (honour).

In 1992 Nerindra joined Staffordshire Police, being one of the only two Asian female officers in the force at the time.

In 1995 Nerindra was tricked into going to India where she was imprisoned by her family in a remote village in the Punjab to be forced into a marriage.

Nerindra has appeared on the regional Central and BBC News, BBC 5 Live, BBC Nottingham and BBC World Service talking about her experiences. She has been a guest speaker at a number of Conferences, took part and was guest speaker at the 2009 'Million Women Rise Against Domestic Violence March (London), been involved with HOPE Training (Helping Other People Everyday) in making an educational DVD to raise awareness in Forced Marriages sponsored by the Princes Trust, worked with post graduate students from The London School of Film and was recently on a news report on the BBC Asian Network.

In 2009 Nerindra attended the House of Lords for the launch of the first ever Forced Marriage Website.

Today, Nerindra has completed 18 yrs in her police career, is an avid campaigner in raising awareness in Forced Marriages. She is the creator of the Facebook group 'Sister of Hope' which contains details of support agencies and Police services where victims of forced marriage, honour violence and domestic violence can get help and advice.



Sandra Kerr
National Director of Race for Opportunity

Sandra is the National Director for Race for Opportunity which is a business led network of organisations from the private and public sector working and committed to race equality as part of their business agenda. Sandra works together with the Race for Opportunity board to set the agenda for race diversity in the UK as a business imperative.

Sandra strongly believes there is a need for wider business engagement to promote best practice for recruiting and developing ethnic minority individuals, marketing to ethnic minority people as profitable consumers, including diverse communities within Corporate Responsibility activities and including ethnic minority businesses in supplier chains and networks. Sandra is particularly passionate about raising the profile of senior role models from diverse backgrounds to inspire the next generation and creating an inclusive environment.

Before joining Race for Opportunity Sandra worked in the Cabinet Office advising Cabinet Ministers on diversity and policies on race, disability, gender, and work life balance across Whitehall. Sandra has also managed very large teams in a frontline delivery role and also spent some years as a personal development and IT skills trainer.

Sandra currently sits on the Ethnic Minority Advisory Group and chairs an employment engagement group which advises the Government's Ministerial Task Force on closing the ethnic minority employment gap. She is also working closely with the Ministry of Justice and Department for Communities and Local Government to influence the policy makers to ensure improved race diversity and equality in the UK.



Saima Afzal MBE
Lancashire Police Authority

Born in 1971 in Pakistan Saima arrived in the UK at the age of four. She has lived in Blackburn for most of her life. Having been raised in a very conservative culture of Islam she fell foul to a forced marriage. Her experiences as a woman in a marriage that she would rather have been free from led her into an extraordinary journey of challenges and discovery.

Since the age of 21 years old she has campaigned against unfairness and inequality. As a single female with one child she studied to obtain a diploma in Public Administration and a BA Hons in Criminology. For 5 years she worked as a marketing manager for the private sector whilst also campaigning in a voluntary capacity against forced marriages.

Saima has worked in the field of research and community development particularly in relation to religion, gender and South Asian culture for the last 15 years. She has conducted research into a variety of subjects such as domestic violence, forced marriages, drugs and substance misuse in the South Asian communities, sexuality in Islam, childcare provision for South Asian women, use of stop and search powers by Police Officers against minority communities to name but a few. The work has been conducted for many different organisations, such as Police Forces, Fire Services, Primary Care Trusts, Councils and the University of Central Lancashire.

Over the last 7 years Saima has been a serving Independent Member of the Lancashire Police Authority. Her key contribution to the Police Authority has been around effective engagement with the minority communities of Lancashire and the issues that effect them such as hate crime, use of stop and search powers, recruitment and many others. In November 2007 she was appointed as an Executive Member for the Association of Police Authorities. Her particular focus is to lead on and promote awareness of Human Rights, Equality and Diversity related matters.

At 38 years old Saima was recognised for her work when she received the MBE for her Services to Policing and Community Relations in the Queen's Birthday Honours List June 2010. Saima continues to fight for equality and the eradication of unfairness and inequality and states she will continue to do so as long as inequality and discrimination exist in society.



Olive Strachan FCIPD
Ethnic Minority Business Forum

Olive founded Olive Strachan Resources in 1998 and has built a formidable reputation as an outstanding trainer developing both individuals and the businesses in which they work.

Olive has travelled throughout the UK and globally to deliver OSR's services to clients at their operations sites, including Switzerland, Portugal, France, Germany and the Middle East.

Her training approach is interactive and participative, ensuring the delegates play a full part in the learning process, making the training experience both stimulating and effective.



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Olive is a Chartered Fellow of the CIPD and has extensive experience of appraisal and performance management including: Development & introduction of appraisal schemes at John Lewis, Affinity Healthcare (Cheadle Royal), Gregory Pennington, Ackros Chemicals, English Institute of Sport and The British Council – the latter a global project covering Europe and the Middle East.

Olive is a much respected, sought after motivational speaker, and has delivered motivational speeches at events for Dominos Pizza, DHL, JobCentrePlus, and Littlewoods on Communication, Negotiation and Emotional Intelligence. After winning the 2009 Achievement in International Business from the Ethnic Minority Business Forum (North West), they requested Olive become the Vice Chairperson, which was a great honour and a role that Olive takes on with relish.



Bevan Powell MBE
Chair of MET BPA

Bevan Powell is the Chair of the Metropolitan Black Police Association and Director of the Association's ground breaking Youth and Community Engagement programme 'VOYAGE' (Voice of Youth And Genuine Empowerment). He believes strongly in building capacity of young people so that they are able to make sensible and informed choices. Before taking up this role with VOYAGE, Bevan was Head of Diversity for Specialist Operations (which at the time Counter Terrorism, Homicide Command, Special Branch, Child Protection, Diplomatic/ Royalty Protection, Senior Command and Forensic Services....a department of some 5000 people).

Bevan is also one of the founder members of the National Black Police Association. Bevan was also one of three members of the MetBPA who gave both written and verbal evidence to the Stephen Lawrence inquiry and it was this team that labelled the Metropolitan Police Service 'Institutionally Racist'.

Bevan believes strongly that the Metropolitan Black Police Association should be joint partners with Constabularies', the Home Office and Police Authorities across the country to ensure black personnel achieve their career aspirations and to assist the delivery of services to local communities in a way that meets the needs of local people.

Bevan was awarded an MBE in 2007 for service to the Police.



Everett Henry
Head of EDHR at MPJA

Everett joined the NPIA in April 2008 as Head of Equality, Diversity and Human Rights. His key strategic role is to promote effective equality, diversity and human rights practices and policies, within NPIA and throughout policing in England and Wales.

Everett is the lead Senior Responsible Officer who is working with the Home Office, ACPO, and the Police Authorities as well as other key stakeholders on the development of an Equality Standard for the Police Service.

In addition he is one of the authors for producing a three year policing Equality Strategy.

In 2004 Everett was appointed Assistant Inspector of Constabulary, for Race and Diversity at HMIC. He worked very closely with the Tripartite group, the police service and with the community on a number of strategic issues, including the CRE Investigation into the police service, recruitment, retention and progression, Hate Crime, diversity training, Neighbourhood Policing and Stop and Search. In 2006 Everett played an instrumental role in mainstreaming equality and diversity in HMIC inspection framework. In the same year he also undertook the first Race equality inspection in six police forces. In 2007 Everett had the lead responsibility of undertaking an Equality Impact Assessment for the Review of Policing and the Criminal Justice Inspectorate Business Plan.

Everett has a business background and has worked extensively within the public, and not for profit sector at senior level, where he undertook a wide range of local and national reviews and research projects.



Ruth Ibegbuna
RECLAIM Project Leader

Ruth Ibegbuna is the leader of RECLAIM; an award-winning preventative youth crime project, that targets young people across Greater Manchester from areas of social instability. Prior to this, Ruth was a senior teacher in a South Manchester state school and worked with young people from Moss Side to produce some of the best GCSE results in the country.

Ruth works directly with young people predominantly from Black and Minority Ethnic backgrounds and has run several successful youth engagement projects with young men and women of African Caribbean descent. Ruth was named Manchester Peace Activist of the Year 2008 and received the Manchester City Council award for Outstanding Contribution 2009.

She has also engaged in self-esteem and confidence-raising work with teenaged Muslims entitled Urban Islam. Ruth is a teacher trainer for Citizenship and delivers undergraduate modules on Tackling Controversial Issues and Enabling Active Pupil Voice. She recently published a Citizenship textbook for 11-14 year olds.

Ruth is a member of the Independent Commission on Youth Crime and Anti-Social Behaviour. Due to report in the summer of 2010, the Commission expects to bring forward strategic proposals for sustainable reform of relevant services for children and young people, including the youth justice system.



Mahroof Hussain MBE Councillor

Mahroof was educated at Spurley Hey Comprehensive in Rotherham and Sunderland University where he gained an Honours Degree in Business Computing.

He has been a Labour Councillor in Rotherham, South Yorkshire since 2002, representing Boston Castle Ward. He is currently Cabinet Member for Community Development, Equality and Young Peoples Issues.

Mahroof was appointed as a Magistrate to the Rotherham Bench in 2001. In 1995 he set up the Rotherham based Civil Rights Group and the South Yorkshire Patients Association in 1999.

Mahroof was a member of the Local Government Association Regeneration Board from 2004-2007. Currently he is a member of the Culture, Tourism and Sport Board.

In the 2005 General Election, Mahroof was a parliamentary candidate in Sheffield Hallam constituency.

Following the London bombings, Mahroof was appointed to the Task Force set up by the Home Office to tackle radicalism and extremism. Since then he has been assisting the Department for Communities and Local Government on how Local Government can help the government to deliver local solutions on the radicalisation and extremism agenda.

Mahroof is a graduate of the IDeA Leadership Academy, Common Purpose Programme and the next Generation of Leaders in Local Government programme run by the Westminster Leadership Academy. Mahroof was elected onto the UNITE (Amicus) Yorkshire & Humber Regional council and Regional Political Committee in 2006.

Mahroof sits on the Ethnic Minority Employment Task Force. The Task Force was formed in response to the recommendations of the Prime Minister's Strategy Unit's

report on ethnic minorities in the labour market. The Task Force is chaired by the Minister for Employment and Welfare Reform and consists of Ministers from five other government departments.

Mahroof was awarded a Member of British Empire (MBE) for service to Local Government in 2008 New Years Honours. Professionally, Mahroof has worked in the Public, Private and Voluntary Sectors and currently he is the Diversity Manager for the Doncaster ALMO St Leger Homes.

Since being approached by the Joint Central Committee in 2006, to advise on the Federation investment portfolio, we have been helping a growing number of individual officers to make the most of their money.

Other services we have introduced such as the Police Pension Scheme calculators, the Federation Holiday Club, the Federation Travel Money Exchange service and the Police Discount Shopping cards which can all be found in the Police Benefits website are receiving positive reviews from members.

Maximising income in retirement and minimising tax is one of our specialities for members approaching retirement whilst our free of charge wealth check service, which offers an independent opinion on any existing investments, pensions, mortgages and life assurances, is equally popular.

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South West Region

Members of the five Regional South West BPA's at Dorset The South West Regional Working Group effectively came together as a direct consequence of key members from the South West Regional forces namely Avon & Somerset, Devon & Cornwall, Dorset, Gloucester & Wiltshire joining together to organise the NBPA AGM that took place in Bristol in 2007. The event was well attended and was a key event for the area and the community, and highlighted what could be achieved from a successful regional working relationship. It just made sense for the group to continue to meet together every quarter and is proving to be successful as a working group. Each region has similar issues in respect of geography, "Retention, Recruitment and Attraction", and if nothing more was achieved, the support that each BPA was able to provide to each other could not be underestimated.



Members of the five Regional South West BPA's at Dorset

search myths. Yate International Academy and the ASBPA have spent the last five months developing a productive and close partnership, which has attempted to raise the cultural awareness of children within the school. BPA officers in class with students PC Ibrahim and PC Zahoor Black and Asian officers, who are members of the BPA, have visited the school several times to talk about their role as Police Officers, PCSOs, Police Staff and discuss key issues facing them in their roles such as racism and anti social behaviour. Pupils were invited to visit a local Mosque, Gudwara and a to meet pupils at Andalucia, an Islamic school. The visit also comprised of having an Indian meal at the Asian Day Care Centre (Easton Community Centre). The day out in Bristol gave pupils an insight into an entirely different culture and was a fun new experience for all.

The BPA would like to thank Mr Shah from the St Marks Road Mosque, Mrs Lewis Deputy head of Andalusia Academy Bristol, Mr Mannohan Singh Matharu from the Ramgharia Gudwara and Mr Amarijt Singh - Manager of the Asian Day Care Centre for their invaluable help with this project.



BPA General Secretary Kermal Singh and Miss Clio Corpe

Local BPA Update - Cultural awareness Training Avon and Somerset BPA

Citizenship teacher, Miss Corpe, from Yate International Academy contacted the Kermal Singh from the Black Police Association as she felt there was a lack of understanding around diversity and cultural awareness amongst pupils within this predominantly white school. Miss Corpe and the BPA agreed to raise awareness of the different diverse cultures within the Bristol area as part of the academy's Citizenship and R.E curriculum and to tackle anti-social problems such as racism, knife crime, underage drinking and stop and





West Midlands Update



Winston Christie, West Midlands BAPA National Representative

Since its inception the West Midlands Black and Asian Police Association (BAPA) has been heavily involved in a range of issues and support cases on behalf of our membership.

We have supported officers and staff involved in Employment Tribunals, steered them away from court and look to mediated agreements as a starting point although sadly some cases end in a judicial process.

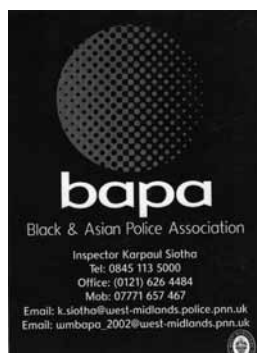
As an organisation we support policing by participating in induction days and open days for officers, staff and the community by placing stand at these events where we speak with officers, Staff and the public with regards to careers in the police service.

We have been consulted and have advised the service in relation to a number of topical issues including:

- Forced Marriages
- Ballistic and public order headwear for Sikh officers
- Funding for a radio station at a local school
- Community issues
- Mothers for Justice who work with families affected by Gun and knife Crime.

With regards to Mothers for Justice we were able to attend a Service of remembrance and say a few words which were included in an article in the The Voice newspaper.

The Chair of West Mids BAPA is Karpaul Siotha and the National representative is Winston Christie.



Staffordshire Update

The MCA continues to support its members, policing initiatives and the police service in Staffordshire. Although BME staff are small in number (less than 1% of the workforce and even less actively taking part in MCA work), we are proud of our achievements to date and welcome the progressive approach and support of the Chief Officers Executive team and our 3 BME Police Authority members, who have continued to demonstrate their commitment to equality.

Staffordshire's MCA has raised £2500 this year from its charity social event, which is slightly less than the sum raised last year. The Haiti and Pakistani appeal, together with other local community groups, have financially benefitted from the community engagement of the MCA.

Our committee members continue to support employees and youth and community organisations in the area by taking a lead in mentoring, training and social engagement. By early intervention and addressing enquiries and concerns from members of the public, the MCA have raised the trust and confidence of BME personnel in the Staffordshire force area. This is reflected in the strong working partnerships that continue to be formed between MCA members, local residents and community groups. There is no doubt that these activities promote the Police service and humanises the difficult role that the service has in policing a diverse community.

MCA Chairman





South Yorkshire Update



Bill Thomas
South Yorkshire
BPA Chair



South Yorkshire's BPA continues to assist the force and its members to fine tune its business, by challenging and asking questions on behalf of our members to ensure that we continue to fight racism through education.

We currently run projects like 'inspiring youths, race to train race to mentor, and have been assisting neighbouring forces in the Natural Born leaders projects.

We have formed association with Community groups like Rotherham Ethnic Minority Alliance and SADDACA. Our members work closely with groups like the Sheffield junior fellowship and Sheffield Basket Ball Team. We acknowledge that the police do not have all the answers but recognise that engaging with community organisations ensures that we are kept abreast of the issues that directly affect BME people in South Yorkshire's force area.

I would like to personally thank the changing team who have worked with me over the years to bring us to where we are today.

Our Vision



As head of South Yorkshire Police (SYP) and chair of its strategic diversity board, the chief constable champions diversity issues.

The SYP vision is of 'a balanced force, providing the full range of policing services to the people of South Yorkshire, worthy of their confidence and delivering their priorities'.

This, in relation to the diversity of the population, is about delivering a multi-faceted service of quality, which is accessible, inclusive and which achieves their satisfaction.

Simon Mellors (T/Chief Inspector)
Force Diversity Manager

Greater Manchester Police Update



Acting chair of GMP BAPA, Richard Alleyne, signing a memo of understanding alongside other staff associations including ACO Rogers

Despite the financial constraints GMP BAPA remains resilient in support of its members in terms of promoting the message of equality and is continuing to offer a range of support services.

In August this year Acting Chair of GMP BAPA Richard Alleyne pictured standing 3rd from left joined other staff associations along with ACO Rogers to sign a memo of understanding setting out how they will work with the service to give support.

Richard stated "it is crucial at a time like this that we maintain a strong and united voice within the police service and even though recruitment is frozen we must continue the work of engaging positively with BME communities to talk about policing as a career choice." With his firmly in view, Ms. Tracy Pennant has been selected to take the lead on behalf of BAPA with regards to the Women in Policing Initiative.

For the sixth year running BAPA delivered its Youth Leadership programme (Natural Born Leaders) in three Manchester Colleges, which is an integral part of our community interaction initiatives.



Merseyside Update



Vinny Tomlinson
Chair of Merseyside Black
Police Association -
2005 To 2010

"Only those who will risk going too far can possibly find out how far one can go."

To list the Good Work and positive results that MBPA, and Merseyside Police, have enjoyed under the leadership of Vinny Tomlinson is impossible.

Vinny is a passionate, courageous, committed and inspiring character who has succeeded in driving BPA issues to the forefront over the last few years. This has not been done effortlessly or without personal cost to him and his family. There have been numerous barriers, some suffering but plenty of opportunities to celebrate and to this end we say, loud and proud; Thank you for your Good Work.

Vinny, as Chair, has been influential in black and racial minority issues both internally and externally. Vinny's focus has been to ensure fairness, identify and tackle discrimination and to work relentlessly for equality of opportunity. These results are real, tangible and personal for the local community and many of his colleagues in Merseyside Police.

Vinny has contributed to local media communications, being vocal on issues of racism, discrimination and working to educate those who are less aware of the impact of prejudice.

Vinny has been involved with local partnerships and groups whose primary focus is challenging and breaking down barriers for black and racial minority communities. This has included work within schools and with youth groups as well as leadership forums and professional associations.

Vinny has contributed to internal strategy, consultation, policy and provided advice and guidance to our senior leaders ensuring transparency and accuracy.

Vinny has been visible. He has been and is, a role model. He has not been afraid to speak up. He has done so loudly and people have listened.

Vinny stood down this year, after speaking up loudly on issues he, and MBPA, wholly disagreed with. Using his words "My MBPA epitaph would read, 'Had enough, done enough!'"

MBPA will miss his knowledge, ability, experience and competence as Chair of MBPA. He has achieved much, with little, but as he says; "My time as a BPA activist has come to an end. My contribution towards 'The struggle' continues through life."

Vinny, from those who have worked with you to help to make a difference, we Thank You.

BTP Update

SAME has continued to work with a view to placing British Transport Police firmly at the centre of excellent policing practice and procedures in respect of the recruitment, treatment and retention of black and minority ethnic [BME] staff. Although there is still work to be done before we reach this objective BTP have consistently been in the top five forces in Home Office league table in relation to percentage of its officers that are from a BME background.

In addition with our assistance the force has successfully exported its STEP UP development programme which was highlighted in the recent NPIA Equality in Employment report, as well as the residential Support Group Professional Standards Department (PSD) seminars which is aim to improve both understanding and working relationship between PSD and BTP's Support groups. The force has also been supportive of National Associations by encouraging members of it's staff to stand for positions of Chairperson of NBPA and NAMP.

SAME has been instrumental in the setting up of other BPA's including SEMPERScotland and the MOD BPA and have shared best practice with other BPA's, with a number of other BPA's have sent their co-ordinators to shadow Gerald Brown as he conducts his role as General Secretary of SAME. We were the first BPA to hold a joint conference and a number of other forces have seen value of holding conference in a similar format to our 2009 conference. We were also instrumental in setting up the NBPA media training programme.

Due to both the wide geographic area and the environment BTP has to police there is not a readily identifiable community. But we have succeed in engaging our senior management team in a number of minority youth projects including "Young Visions".





City of London Update

BPA is currently operating two mentoring schemes. The first is with the City of London Academy; a City of London funded school. Since 2008, 16 mentors have been trained, comprising of Police Officers and Police Staff.



The second scheme is run in conjunction with the Hackney Schools' Mentoring Programme (HSMP). The scheme links Police Officers and Staff with 14 and 15-year-old Year 10 school pupils in Hackney. The mentors commit to the programme for one academic year and see their mentorees, ideally once per fortnight.

Both schemes have received great feedback from the schools, mentors and most importantly the kids. So much so that a few students have shown interest in joining the police as a career.

BPA has received recognition for its good work by our executive member Hannah Reid winning a City of London Corporation Employee Voluntary Award in June 2009.

In addition to the mentoring schemes, as part of our commitment to improving the welfare of our members and City of London Police staff in general, we have been running a 'Healthy Thinking' Programme for the last 3 years.

The Healthy Thinking programme helps BPA members and the City of London Police Staff towards reaching their goals and achieving their potential through an optimistic and engaging lifestyle. It also helps employees to change their way of thinking in a more positive manner.

The programme is run in association with Optimistica and is led by principle consultant David Carson, who has extensive experience in areas such as Positive Psychology, Clinical and Cognitive Behavioural Therapy and Acceptance and Commitment Therapy.

The programme was featured in the City of London In Force Magazine in June 2009 and is certainly unique in terms of what the programme aims to deliver.



Norfolk Update



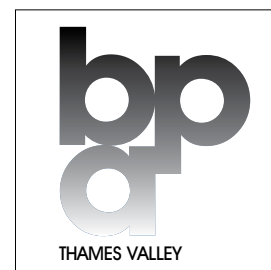
Abraham Eshetu
Chair of Norfolk Black
Police Association

The Norfolk Black Police Association is a network of police officers and staff which seeks to improve the working environment and ensure the equality of opportunity for black and minority ethnic staff employed within the Norfolk Police. It supports the Forces ambition to employ a workforce who reflects the diversity of the population it serves and to enhance racial harmony and the quality of service to the black community of Norfolk. The Norfolk BPA provides a vital link between their members,

colleagues and the Constabulary. It offers its members a way of sharing experiences, addressing concerns, obtaining information and support, and acts as a point of reference and 'critical friend' to the Constabulary.



Thames Valley BPA





SEMPERscotland At A Glance



Supporting Ethnic Minority Police staff for Equality in Race



Members of the team with Justice Secretary, Kenny MacAskill, on his recent visit to the SEMPERscotland Office.

SEMPERscotland, the Scottish-wide staff association for minority ethnic employees, only became functional in 2005. However, since then it has achieved a great deal in terms of recognition and influence and is now at the forefront of race equality in the Scottish Police Service.

The organisation, which represents all 8 forces, the British Transport Police and the Scottish Police Services Authority, works closely with the Association of Chief Police Officers in Scotland (ACPOS) and the Scottish Government to design initiatives and programmes aimed at not only improving the working conditions of BME employees but also ensuring that their expectations continue to have a fair and equitable chance of being fulfilled within the Service.

During its relatively short existence, SEMPERscotland has been cited by the Equality & Human Rights Commission as an example of good practice in the public sector and was lauded as an association that had been successfully set up in the climate created by the Public Sector Duties.

SEMPERscotland was also the first organisation to hold a tri-party conference with the Scottish Government and ACPOS to debate 'Affirmative Action'.

The organisation is especially proud of its community involvement in partnership programmes, particularly those involving young adults. They designed a youth leadership programme and established the popular annual sporting event, the SEMPERscotland Community Challenge Trophy – a cricket competition between the police and BME youths in Glasgow that is well supported by members of parliament and local businesses.

In addition to supporting members in cases of unfair treatment and advising ACPOS and individual forces on wide-ranging policy reviews; SEMPERscotland also:

- Organise Familiarisation Sessions to better acquaint BME employees with specialist areas within the Service.
- Co-ordinate 'Force Receptions' hosted by the Force Chief Constable to raise awareness of the organisation among community leaders and employees.
- Participate in recruitment initiatives and force-specific recruitment fairs.
- Delivered the national course on Understanding the Needs of Minority Ethnic Staff at the Scottish Police College.

The staff association also sits on a number of influential government groups including

- The Scottish Parliament Cross Party Group on Racial Equality
- The Ethnic Minority Civic Congress
- The Black Leadership Network
- The Coalition for Racial Equality and Rights

In the coming years, SEMPERscotland intends to forge ahead with their responsibilities to members and other stakeholders in the quest to advance indisputable equality of opportunity and fairness.

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Head of Professional Discipline

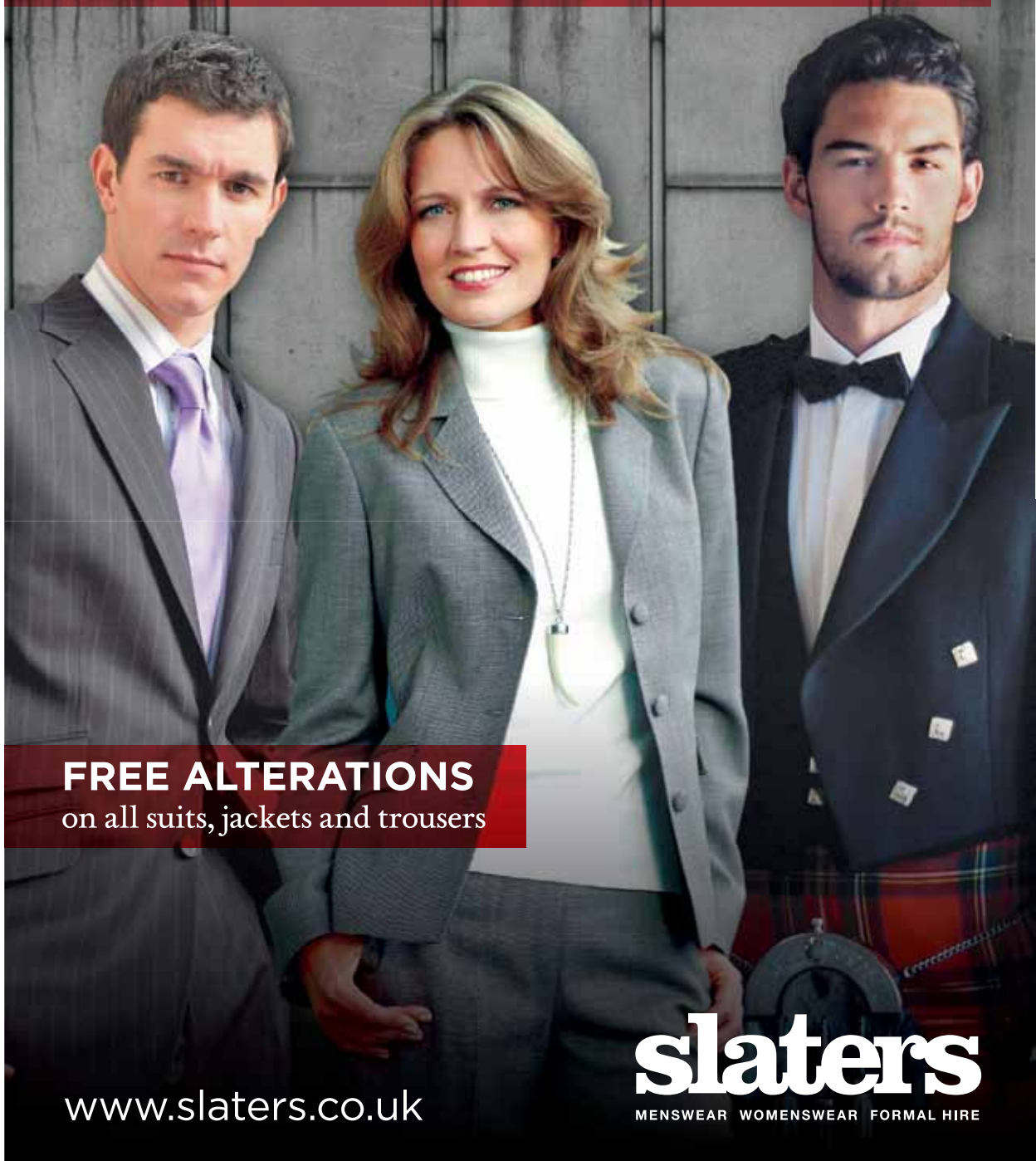
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