

NBPA

National Black Police Association
Education & Training Conference

5TH - 6TH OCTOBER 2011

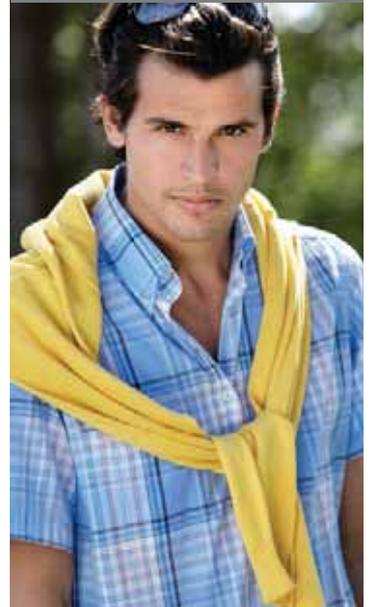
Roxburghe Hotel, Charlotte Square, Edinburgh, Scotland

Policing Diverse Britain in the 21st Century

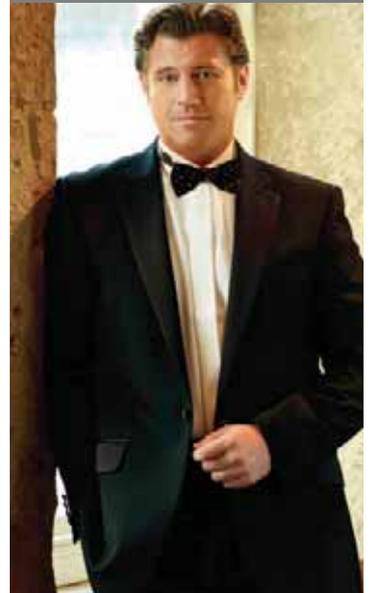




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NBPA

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Laura Njambi McCrum
Master of Ceremonies

Laura Njambi McCrum was born in Scotland into an African Scottish family. She is fiercely proud of her heritage and spent her formative years in both Kenya and in Scotland.

Growing up in Scotland in the 1980's was fraught with racism, injustice and intolerance, but raised by a family and community who fought and challenged inequality, helped form her passion for justice and change.

More publically Laura is known as an accomplished presenter and performer and her artistic flair helped her build her early career in broadcasting. Following working with the BBC Laura co founded Urbanscot. Scotland's first organisation dedicated to supporting and developing the black music scene in Scotland.

Her work with the BBC and Urbanscot led her into youth engagement and anti racist training, where she began working on projects exploring the link between racism and poor mental health.

Laura currently works as Development Officer at Saheliya. Scotland's only organisation that supports the mental health needs of black and minority ethnic women in Scotland. Since taking post she has consulted on the Scottish Governments new legislation against forced marriage and FGM.

Laura continues to write and present in broadcaster, as well as consult on Race, Gender and Equality in Scotland, UK and Internationally. She is also a selected member of TN2020, the British Councils transatlantic Future leaders and Innovators Network.



Bailie Alastair Paisley
Councillor, City of Edinburgh Council

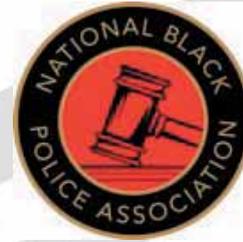
Alastair was born in Glasgow and first worked as a laboratory assistant with Babcock and Wilcox, until he was conscripted into the Royal Air Force, serving in Belgium, and in Germany in the Movements Section.

After 'demob', Alastair joined the marketing department with Imperial Tobacco. He served 30 years as a manufacturer's representative, rising to be the Multiple Accounts Executive for the East of Scotland. During his career he lived in Aberdeen and Inverness, finally settling in Edinburgh.

Early retirement gave Alastair the opportunity to start his own successful business, marketing recycled paper products. In 1996, he was elected as Conservative councillor for Baberton (now called Pentland Hills ward), so he sold his business to devote himself to his Council duties. He has since served on many and varied committees. Currently he sits on the Planning and Licensing Committees.



**NBPA President
Charles Crichlow**



It is my pleasure to welcome you to this the 12th annual NBPA Education and Training Conference and General Meeting in the Historic City of Edinburgh Scotland. As we gather to discuss and debate our vision of policing in a Modern Diverse Britain, we do so during a period of extraordinary change and concern within the service as to the future of British Policing, particularly on the questions of leadership and reform of governance.

Issues of equality and diversity have never been more critical in policing.

The NBPA itself has undergone a process of reform and is now ready to face the world of policing with a new vision that is not merely about 'adding value' but about 'creating value'. Whether you are a member, a colleague, a criminal justice practitioner or an ordinary member of the public, the NBPA is reaching out to you to come on board and help us to realise our vision for a police service fit for the purpose of policing Diverse Britain in the 21st Century.

We invite you to participate and engage fully in the Conference Workshops and that you take advantage of the fantastic opportunity to network with our members and colleagues from across the criminal justice spectrum.



**David Strang,
Chief Constable
Lothian and Borders Police.**



Lothian and Borders Police are delighted that the National Black Police Association have decided to host its annual conference in Scotland for the first time. It gives me great pleasure that this will be held in Edinburgh and I would like to take this opportunity to welcome you to the capital city for what I am sure will be an excellent conference.

The Force aims to deliver policing that provides the highest quality service to our diverse communities in line with their varying needs. I see the providing an exciting opportunity to consider ways in which to further develop this relationship, while at the same time raising the profile of our diverse workforce and also the communities we have in Scotland. It also provides the opportunity to recognise the contribution that the members of the National Black Police Association and also SEMPER bring to policing. I am pleased therefore that we have so many representatives from Scotland, the UK, Europe and America.

I hope that the backdrop of Edinburgh Castle sets the tone for an enjoyable and productive visit to the City.

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NBPA Conference Speaker Profiles



Steve Allen

Association of Chief Police
Officers in Scotland (ACPOS)
Diversity Business Area

Steve Allen joined Lothian and Borders Police from the Metropolitan Police Service (MPS).

His career began in 1985 with the Avon and Somerset Constabulary, where he held a variety of operational posts including Divisional Commander for the city of Bath and North East Somerset.

Steve joined the Metropolitan Police in 2003 where he took command of the MPS Diversity Directorate. As the MPS lead for Family Liaison he managed the response to families affected by the Tsunami in 2005 and again, in the immediate aftermath, to the families affected by the London bombings of July 2005.

In 2006 Steve was given the task of creating the MPS Violent Crime Directorate. This gave him responsibility for a range of public protection and volume violent crime performance across London.

Between April 2007 and January 2009 he was the Commander of the City of Westminster, responsible for policing the heart of the capital city, leading a team of over 2,000 police officers and staff.

He was then posted to the Human Resources Directorate where he was Director of Training and Development. From 2006 until he took up his new post, he held the national lead for Honour Based Violence and Forced Marriage.

He holds a Diploma in Applied Criminology, a BA (Hons) degree in Politics and a Masters in Defence Studies. Steve was appointed Deputy Chief Constable of Lothian and Borders Police in 2010. He has responsibility for Corporate Development, Corporate Communications, Complaints and Conduct as well as deputising for the Chief Constable.



Professor Kay Hampton

KKConsulting

Kay Hampton is a Professor of Communities and Race Relations and an Independent Diversity and Anti-discrimination Training Consultant. She is currently a Commissioner for the Scottish Human Rights Commission (2008-); a trustee of the Scottish Association for Mental Health (2010-); A member of the Children's Panel (2010-); a Lay Member of the Council of the Law Society Scotland and Member of It's Independent Regulatory Committee (2011-); Runnymede Trust, Academic Forum (2006-) and is an Ambassador for BTCV, a UK environmental organisation (2008-).

She was employed at Glasgow Caledonian University (1994-2011) and the University of Durban-Westville, South Africa (1978-1998). In South Africa, she was Research Fellow at the Institute for Social and Economic Research (1979-1989), the Durban Municipality Strategic Planning Unit (1990-1993), leading on research and policy for the post-apartheid era.

During the early part of her career at Glasgow Caledonian University (1994-2000) she was Research Director of the Ethnic Minority Research Centre where she commissioned, designed and executed policy orientated research and evaluations for a broad range of clients in the UK (government, public and voluntary sector).

She has also served on the Community Fund, (now Big Lottery) as Board Member and Scottish Chair, (1998-2003); Wellcome Trust, Society Awards, (2001-2003), and equality bodies (Trustee, Scottish Refugee Council, - (2003-2005); Chair, Deputy Chair and Scottish Commissioner, Commission for Racial Equality, (2003-2007), Commissioner, Equality and Human Rights Commission (2006-2009).



Kevin Smith
President, Association of Chief Police Officers of Scotland (ACPOS)

Kevin Smith was appointed Chief Constable of Central Scotland Police on September 16 2008 and took up the post on October 1 2008.

Mr Smith moved to Central Scotland Police from his role with Strathclyde Police as Assistant Chief Constable (Territorial Policing), where he had overall responsibility for all operational policing, including community policing, throughout the force area.

Mr Smith has a BA in Police Studies, a Post Graduate Diploma in Management Studies and is a graduate of the Police Strategic Command Course. Mr Smith is currently President of ACPOS (Association of Chief Police Officers in Scotland), a position he will hold until 1st April 2012.

He is also the ACPOS officer responsible for the Roads Policing Business Area. Mr Smith was awarded the Queen's Police Medal in the 2010 New Year Honours list.

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Sir Hugh Orde
President, Association of Chief Police Officers (ACPO)

Sir Hugh Orde joined the Metropolitan Police Service in 1977 and served in central, south and west London before taking command of the Territorial Support Group as a Superintendent.

He was appointed Commander (Crime) for southwest London in June 1998 and in April 1999 was the officer in command dealing with the racially-motivated Brixton bombing in which 50 people were injured. As Commander he also developed Operation Trident, an operation set up to deal with serious drugs-related crime in London.

In 2002 he was appointed Chief Constable of the Police Service of Northern Ireland (PSNI), a position he held for seven years. During his time in Northern Ireland he reformed the police force increasing Catholic recruitment, made significant inroads into peace with the end of the IRA threat and won the support of unprecedented numbers of nationalists and Catholics.

Sir Hugh was appointed President of the Association of Chief Police Officers in 2009.

He was awarded an OBE in 2001 for services to policing, and in 2005 was knighted for his work. In recognition of his work in Northern Ireland, he was awarded the annual Leadership Award from the Police Executive Research Forum in 2008 and in 2010 he was awarded a Queen's Police Medal for services to policing.

Sir Hugh is a graduate of the FBI National Executive Institute and holds a Degree in Public Administration, an honorary Doctorate in Civil Law from the University of Kent and an honorary doctorate in law from Ulster University, where he is a visiting professor.



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Charles Crichlow
President NBPA UK



President's Report

By any measure, the past year has been quite extraordinary with the Police service really beginning to see and experience the opening impact of austerity and police reform measures along with the major disorder on the streets of England during August.

Throughout the last year the National Executive Committee has convened in line with constitutional requirements, Cabinet members have provided the necessary reports to NEC including written Reports summarising ongoing work and updating on various developments ranging from, Home Office Policing in the 21st Century, Winsor Review of Pay and conditions, Neyroud Report on Leadership & Training and many other developments.

NBPA Values

Cabinet has moved to reset the direction of travel of the NBPA by consulting, debating and publishing a clear set of values by which we intend to operate. This comes at a time when the most senior leaders within British Policing were under severe scrutiny in terms of their conduct regarding the Phone Hacking scandal.

Support for our Members

NBPA exist partly to provide support to members through our affiliated association, our local BPA's continue to seek our support services for a range of issues affecting members in the workplace. This last year has been particularly difficult for Police Staff members, as many face losing their jobs in the process of forces having to make cuts. Through the workforce council and previously with the ACPO lead for equality and diversity,

we have insisted that where cuts are to be made, Chief Officers should ensure that impact on equality is considered and that process is done fairly. Some anecdotal evidence is beginning to emerge of Forces failing to properly investigate grievances and complaints. these matters will be subject to further scrutiny in the coming months. *Fairness and equality standards should never be compromised in the need for cuts.*

NBPA Representatives continue to visit forces often on request to speak particularly with heads of Human Resources departments on various individual and general

issues where we have been able to provide support to the force and to members of staff. Local BPA conferences, seminar and workshops continue to provide a valuable forum where issues can be brought to the fore for the purpose of organisational learning and development.

Transformation Through Education

The launch this year of NBPA Institute of Leadership and Empowerment is a reflection of a number of things (a) building upon the theme developed throughout the previous year of Transformation Through Education (b) a recognition that we need to have an appropriate framework through which we can develop our members and allow for their ideas and fresh thinking to penetrate into policing.

Furthermore NBPA recognises that the professionalisation of the service is almost inevitable, therefore through our national network we have embarked on 'Project Prepare' a process of serious engagement with Higher and further education institutions targeting BME students in particular making the case for the police service as employment of choice. We believe that not enough has been done to seriously engage with young people to give good insight into modern day policing. Project Prepare will involve associations affiliated to NBPA getting out and raising awareness about the ways in which policing is changing in the 21st Century. Further details about this will be announced during Conference.

Direct Entry

During the year NBPA declared it's support for Direct entry into the service with a briefing paper submitted to the Winsor Review Team. The basis of our argument is the simple fact that unless something radical is done to address the the deficit in diversity within the service the situation regarding black representation in the higher ranks and grades will become progressively worst particularly given the current freeze on recruitment.

We fully acknowledge that Direct Entry will not be the panacea to resolving the deficit in diversity but rather one small part of a comprehensive strategy to see that our service reflects a Modern Diverse Country, otherwise the argument that our Police Service is the very best in the world becomes severely weakened.

continued on next page

President's Report cont'd

Relationship with Police Federation

This year saw the NBPA and Police Federation come together to sign a memorandum of understanding committing to working together to improve equality for BME officers in England and Wales through effective communication, Promoting Diversity and provision of specialist support. We are pleased to welcome the Chairman of the Police Federation Paul McKeever to this years Education and Training Conference in Edinburgh.

ACPO EDHR

Despite the current ACPO lead on EDHR unwisely withdrawing from direct engagement with NBPA and other national Diversity Staff Associations we remain resolute that a National voice is needed to reflect the concerns of our membership across the country.

Working for Fairness in the Criminal Justice System

NBPA is currently supporting the study into Disproportionality in Professional Standards Processes conducted by The University of Manchester. Evidence has been provided to the team of researchers both orally and through documents. The result of this study is due within the next year and we look forward to using these findings both to improve equality standards and to improve trust and confidence in Professional Standards Processes.

NBPA has actively engaged with a number of anti-racist and human rights organisations to try to understand the fundamental concerns relating to Disproportionality in stop and search and the controversial issues regarding deaths in police custody. Both these issues have been cited by activist in the aftermath of the disturbances which began in Tottenham. Though we have been clear in our denunciation of the criminality that spread across London and the UK, we are equally clear about the need for the Police Service and Government to look seriously at the calls for Justice within black communities on these issues. We recognise that our ability to solve serious crimes in communities such as Tottenham and many other parts of our country rely on our ability to build trust and confidence in policing.

I want to take this opportunity to thank each and every member of Cabinet without exception for their support during my tenure and to thank our NEC representatives for their cooperation in ensuring the functioning of the NBPA is maintained. Finally I would like to thank individual BPA members across the country for your commitment and courage in standing up for equality and fairness in the service, this is not always easy to do as I know from years of experience but it is absolutely necessary if we are to continue the evolution of a Modern Diverse Police Service fit for the 21st Century.

Charles Crichlow

NBPA President

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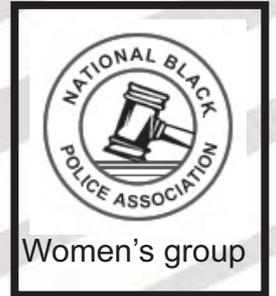
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Please ask for:
Mr Mandip Kumar

BME Women in Policing – How Far Have We Come?



Bev Jamerson
NBPA Deputy General Secretary



First of all I want to say that it has been a pleasure and an honour to have been elected for the past 4 years to serve as part of the Cabinet and National Executive Committee.

As you read this report I will have already left the police service officially and will be as they say looking for my next challenge.

This year as the effects of the far reaching austerity cuts take effect, many of us (myself included) will have become unfortunate casualties of the coalition government's fiscal policy.

However, despite my current situation, I remain positive that my future will remain bright as well as productive.

The NBPA Women's Group

The Women's Group restarted in earnest in 2007 to address the issues of BME Women specifically within the police service.

Although BME women share many similar issues to those of their white counterparts BME women have a double disadvantage:

- a) as women in the police service
- b) as women of colour in policing

The introduction of women brought about huge controversy in the policing world. The usual stereotypical arguments were raised in that:

- Women were not strong enough to cope with the demands of the role
- Their physical and biological makeup was perceived to makes them vulnerable and not able to carry out certain roles in the service.

However, as time has passed over many years the validity of these perceived arguments have been proved to be without foundation.

The introduction of **Black Women** has also had an additional curiosity factor for our white counterparts in that they are perceived to be exotic, aggressive and overtly sexual. It is well documented that black women are seen much in the same way as new exotic fruit, ie: being unusual or different and something to be explored.

Behaviours

The relationships and interactions black policewomen/staff have encounter in the main are perceived to be positive but the truth of the matter is that there still a 3 tier system 1. Male, 2. White Female and 3. Black.



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BME Women in Policing – How Far Have We Come? Cont'd

In 2004 The NBPA commissioned a report on the status of black women in the service the report entitled “What About Us” highlighted many black female staff still feel they treated as outsiders and subordinates who should “know their place” within the hierarchy/unit/department and they are seen as almost insignificant in some areas of the overall pecking order. Some women had stated that their exclusion arose not only from dominant white males but from other groups such as white female and surprisingly some black male officers [especially those who have attained rank.]

2009 saw the re-insurgence of the NBPA Women’s Group led by the then Female Vice President Linda Johnson. A review of the outcomes from the initial report took place.

Our 2009 Conference Permafrost Meltdown explored many of these issues. The Vice President outlined the need for the voices of BME women to be heard and our priorities to placed firmly on the gender agenda 2 action plans and ministerial steering group’s at that time.

There were a number of persistent themes which emerged time and time again such as sexual and racial discrimination.

Female staff often experience gender discrimination related to professional abilities, job performance, and supervisory responsibilities. They experience racism in the form of derogatory remarks, and in the areas of recognition and promotion.

Other Common Experiences of Black Staff

- Segregation
- Investigation/Discipline issues
- Low Rankings/Low Promotion Opportunities
- Perceived as lazy or stupid
- Closer Scrutiny
- Lack of support leading to failure
- Non-existent recognition for groundbreaking initiatives.

Over the last 10 years the NBPA and the Gender Agenda groups have fought to champion the issues however, there is still evidence to show that for BME Women within the service are still the poor relation in the promotion stakes.

Successes: The last 10 years since Lawrence has seen:-

- An Increase in BME/Women personnel numbers
- Nominal success of Women/BME staff in Senior/Middle management positions
- Certain concessions in terms of child care provision working conditions and leave agreements for all women
- Access/Consultation to senior leadership and development groups

Negatives

The service, still have less than 1% of BME Personnel of either gender in Senior Leadership Roles and in terms of closing the race agenda gap the progression BME women has been minimal to say the least, as most of the gains have been afforded to the majority culture once again. WHY, is this??

- BME targets set by the MacPherson/Lawrence Inquiry – Abandoned
- Higher levels of BME staff facing discipline, grievance and dismissal hearings
- Disproportionately higher dismissal and resignation rates for BME staff
- Current austerity measures mean BME staff are facing significant reduction in numbers due to their lower standing within the service.

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BME Women in Policing – How Far Have We Come? Cont'd

What Needs to Happen:

- Raising awareness of opportunities for development and progression for BME Women.
- Mentoring needs to be a fundamental key to the success and progression of police officers AND police staff.
- Coaching is also a vital tool for the success of this priority as BME women do not have the same informal networking opportunities in the organisation as non BME.
- Collate best practice from forces and other organisations that have better representation of BME women across the ranks and grades. But the truth of the matter is that the institutionalised thinking of the past still reigns in many areas.

Staff associations have had their focus turned away from its original agenda by the arguments of the institution. We have allowed ourselves to become embroiled in management speak and acquiesced to the majority agenda and to top it all off we have been provided with the tools to assist in the process.

Now that Austerity Measures are in play many see this as Goodbye to the Race and Diversity agenda and a resurgence of the old regime of the past, under the guise of “We can no-longer afford to do this”

So What Can We Do?

- Continue to make a collective push in this area as this would address the issues affecting BME issues in-terms of Recruitment Retention and Progression.
- Tabling this question to the Chief Constables and Police Authorities, across the country, regarding Positive Action Strategies.
- Streamlining of all forces policies and process procedures.
- EDHR to review and monitor Diversity standards more rigorously.

As I leave the policing environment I can see that the service is in a transitional period and this transition will affect everyone. The NBPA now is more relevant than ever.

- We need to return to the original foundations and terms of reference on which we started this journey.
- Return to the principals of working together in partnership locally, nationally and internationally.
- Be proactive instead of reactive.
- Quicker response to the issues - organisational and personal accountability.
- Take responsibility for ourselves and others.
- Share knowledge and expertise.
- Create our own Mentoring and Development programmes for Police and Police Staff.

Now is the time for those who are to remain within the service to have the courage of their convictions to take a stand and speak up for what they know is right.

As many of the old guard who have fought on these issues are due to retired or are made redundant under the current austerity measures, I have a personal fear that the police service of the pre: MacPherson and Lawrence era may be set to return.

Therefore until the service truly embraces the Race and Diversity agenda in its truest sense the battle for **real equality**, will continue for many years to come.

Bev Jamerson

NBPA Deputy General Secretary
Chair NBPA Women's Group
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through to delivery, we have working together with our clients to reform the ways in which they are better able to protect the public.

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Kenny MacAskill MSP
Cabinet Secretary for Justice

Mr MacAskill was an MSP for the Lothians Region from 1999 to 2007 and has been MSP for Edinburgh East and Musselburgh since the General Election on May 3, 2007.

He was born in Edinburgh on April 28, 1958, and has previously been Shadow Justice and Home Affairs Minister. He was a long standing member of the SNP's NEC and has been National Treasurer and Vice Convener of Policy.

He was educated at Linlithgow Academy and Edinburgh University and was a senior partner in a law firm.

In 2004 Kenny wrote a book entitled 'Building a Nation - Post Devolution Nationalism in Scotland'. He has since edited another book 'Agenda for a New Scotland - Visions of Scotland 2020' and has co-authored two books on the Scottish Diaspora, 'Global Scots - Voices From Afar' and 'Wherever the Saltire Flies, with the former First Minister Henry McLeish.



Tosin Olukoga
Vice President, YBPA

Tosin Olukoga is a 17 year old student who has a passion for the motivation and empowerment of young people.

Her commitment to inspiring young people lead to her being elected Vice-President of the Young Black Positive Advocates (YBPA), a youth organisation which aims to break the negative stereotypes and prejudices associated with young people.

From achieving 11 A* at GCSE, 5 A's at AS level, being awarded 2 leadership awards in 2009 and delivering a motivational speech to a crowd of 2500 at the Celebration of life Concert in 2010, Tosin aims to be a living example of the talent and potential which young people possess.

By performing informative speeches and presentations, Tosin continually acts as the voice of young people, helping to ensure that social constraints and problems which affect young people are continually addressed.

Tosin is a peer mentor and a leader amongst her peers; consequently in 2011 she was elected the President of St Martin in the field Sixth Form. Through all her actions Tosin aims to promote the message that young people have the potential to achieve greatness and make a substantial difference within their communities.

Dr Raj Jandoo

Advocate and Chairman
Chhokar Inquiry



Dr Raj Jandoo has worked as a Lecturer in Forensic Medicine at the University of Glasgow, and an Advocate at the Scottish Bar, specialising in discrimination law, employment law and human rights.

He has held a number of judicial appointments as part-time Sheriff and part-time employment judge, as well as working extensively in the High Court, both prosecuting cases as an ad-hoc Advocate Depute and representing accused persons.

He served as the Chairman in the inquiry into the police investigation of the 1998 murder of waiter Surjit Chhokar, where he found evidence of institutional racism in the police and procurator fiscal system.

Dr Jandoo has published a number of articles on human rights and medical negligence, and has contributed to articles in the International Journal of Law Science and Medicine, as well as various legal journals. He has also been engaged in the past as a speaker on the topics of human rights, the police and discrimination law throughout the UK and in India.



Dr. Rob Berkeley
Director, Runnymede Trust

Rob has been director of Runnymede, the UK's leading race equality think tank since January 2009. Before this he was deputy director of Runnymede between 2005 and 2009.

Rob's doctoral studies focused on exclusions from school. He has been a chair of governors at a south London primary school, chair of Naz Project London (which provides sexual health and HIV prevention and support services to various minority ethnic communities), a trustee of Stonewall and the Equality and Diversity Forum, and a member of the Commission on 2020 Public Services.

Rob's films and publications include 'Number Games; Race equality in the Big society' (2011), 'Right to Divide? Faith Schools and Community Cohesion' (2008) and 'Identity, Ethnic Diversity and Community Cohesion' (Sage: London 2007).



Baseem Akbar
Chair SEMPERscotland

Baseem joined British Transport Police (BTP) Scottish Area in 1999 where he worked in a variety of roles both in uniform and CID. In 2004, he was seconded to BTP Force Headquarters where he worked on a number of projects including developing the Force's Equality Scheme and Hate Crime Policy. He was promoted to the rank of Sergeant in 2005 and worked in departments with national remits including Community Engagement & Cohesion, Hate Crime, Counter Terrorism and Stop & Search. In 2007 he was tasked with setting up a National Independent Advisory Group for his Force.

As one of the founding members of SEMPERscotland he has served on the Executive Committee in a number of capacities and was elected Chair of the organisation 18 months ago.

In addition to his work with SEMPERscotland, Baseem has been an active member of BTP's Black Police Association, SAME (Support Association for Minority Ethnic staff), for over ten years and has held the position of Chair for the last five years.

Best wishes for a successfully conference



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Established in 1949, the family run firm of Gardiners of Scotland continues to produce a wide range of quality confectionery. Tom Gardiner, his wife Maureen and their son Tom are personally involved in the everyday running of the business, ensuring, that high standards are maintained in every aspect, from production to packing and despatch.

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Bevan Powell
Cabinet member, NBPA

National Institute of Leadership and Empowerment

“Education is the most powerful weapon which you can use to change the world.” Nelson Mandela.

The thought of changing the world may not have been part of the plan, but the agenda certainly included change within policing. Under the theme, ‘Transformation through Education’, NBPA President Charles Crichlow presented the idea that fundamental change in police culture and service delivery could be achieved through education.

Throughout 2010 the theme was adopted by local BPAs, who implemented a range of local projects and initiatives. The idea had at its centre a vision, the NBPA ‘Institute of Leadership and Empowerment’ (NILE). Just like the life giving river itself, it is hoped that the institute will form the ecosystem that will nourish and feed BME leadership development and talent, driving change across the Criminal Justice System. NILE will provide direct support to local BPA’s, helping sustainability and shaping future leaders. It will assist NBPA members with career planning, mentoring and personal development.

The institute will also seek to influence and shape police and criminal justice policy through the creation of the NILE think-tank, with research forming a vital component. NILE presents an opportunity for collaboration across the Criminal Justice System creating value and innovation. The process of collaboration is already underway with the Association of Black Probation Officers and the Prison Service RESPECT network all agreeing to work more closely with the NBPA to drive change in the arena of race and the CJS.

Collaboration with UK universities and academia will be essential in maximizing capacity within the Institute. Consultation is already underway, with support being received from individuals and institutions. These new partnerships present the opportunity for new business models.

The traditional business model of the NBPA has in the main been one of ‘adding value’, however, through NILE a new model can be adopted, that of ‘value’ creation. The NBPA has a unique talent pool of untapped intellectual capital, its members. NILE presents a mechanism through which the effective harnessing of talent can bring about value and change within the police service. NILE presents an exciting opportunity for the NBPA to take a leadership role in the ongoing integration of race and diversity within the police and CJS.

Bevan Powell





Ratna Lachman
Director of JUST

Ratna Lachman is the Director of JUST West Yorkshire – a racial justice, civil liberties and human rights organisation that has been setting a far-reaching agenda on racial justice in the region.

JUST has been at the forefront of looking into Community Cohesion, PREVENT, and the ‘War on Terror’ policies from a Northern perspective. She is also editing a publication on the Big Society that seeks to assess the relevance of the Coalition government for multi-cultural Britain.

Ratna recently produced a seminal documentary on the English Defence League entitled *When Hate Came to Town* that captures Bradford’s response to the far-right threat. She has also produced two short videos on the impact of the recession on the private sector and vulnerable communities across West Yorkshire.

She is an expert on rural racism and is currently Chair of the Racial Justice in North Yorkshire Project. She is the author of an EHRC-funded research report that captures the experience of North Yorkshire’s minority ethnic communities in the region.

Prior to working with JUST West Yorkshire, Ratna was the Manager of the Rural Racism Project in the South West of England. She came to England to do her Masters in Feminist literature following a high-profile career in current affairs broadcasting in Singapore.



Dr. Anders Bergman
Stockholm University

Anders Bergman studied history and international relations at Stockholm University in Sweden. His research focuses on why some people used violence as a method to gain political goals in the Italian society during the period 1969-1988.

Bergman has been doing research at the Ferruccio Parri institute in Bologna, Italy. The institute’s research focuses on the driving forces behind political violence in Italy and in Europe. In 2009 his book “The red and black trail. Political extremism in Italy” (*Det röda och svarta spåret. Den politiska extremismens Italien*, Sekel Bokförlag) was published. In the book Bergman focuses on the driving forces behind marxist-leninist and neo-fascist political violence in Italy during the period 1969-2009.

In 2010 his second book “Political Violence in Europe 1969-1989.” (*Politiskt våld i Europa 1969-1989. Den politiska extremismens verkningar*, Sekel Bokförlag) was published. In the book Bergman gives the reader a broad analysis of left- and right-wing, ethnic and religious political violence in Europe during the period 1969-1989. In the end of 2010 Bergman’s last book “Italy’s black heart – the return of fascism” (*Italiens svarta hjärta – fascismens återkomst*, Sekel Bokförlag) was published. In the book Bergman gives the reader a broad analysis of the contemporary italian neo-fascist movement and how they use music, the internet and soccer to recruit new young members.

Bergman has trained parts of the Swedish police-force on how to act if new riots had taken place during the Sweden’s EU presidency in 2009. Bergman has also trained police officers at the Swedish police academy about left-wing and right-wing extremism in Sweden and Europe. He frequently appears on Swedish radio, television and print media.



Tony Smikle
Vice President NBPA UK



Vice President's Report

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

This has been the least traumatic year of our tenure for me as we, as a Cabinet have created a structure that has allowed the NBPA to function and continue to exist in difficult times.

I will start by thanking the NBPA Cabinet for their hard work and dedication in delivering for the NBPA. I would also like to thank the NPIA Police for supporting my involvement with the NBPA and permitting me the time to undertake my role.

This report gives a flavour of my work over the last year representing the interests of the NBPA.

Annual General Meeting workshops 2010

Last years conference a range of highly successful interactive workshops facilitated by our members and volunteers from the policing family. My role was to persuade/cajole the facilitators who managed the 3 hour workshops on a range of subjects germane to the conference theme "Transformation through education".

The workshops:

- What is the impact of mentoring, coaching and networking on personal development for Black women?
- A view on workforce planning modernisation, the culture of policing and its' effect on officers and staff
- Interpreting the philosophy of PVE
- Education, policing and young people

The workshops were a huge success, my sincere thanx to Judi Heaton, Gurmit Kaur, Kul Verma, Bhupinder Singh Gakhal, Dr Sam Johnson, Dolores Barrett, Mebs Ahmed and his team from Lancashire Police who all did a fantastic job.

Consultation and review

Throughout the year I have participated as a consultant to many organisations on behalf of the NBPA, reviewing local BPA constitutions, the Winsor review, the Olympics, Integrated Competency Framework, BAWP, Diversity Staff Support Association guidance plus other areas. I have written formal correspondence in relation to these matters and attended meetings where I have articulated the views of the NBPA. Where appropriate, we have charged for this service, thereby generating some much needed income for the NBPA.



Delegates register for workshops

continued on next page

Vice President's Report cont'd

National Black Crown Prosecutors Association (NBCPA)

In October 2010 I attended the tenth annual conference of the NBCPA, the conference was both a celebration of successes, and a look back at past progress made within the last ten years within the criminal justice system, as well as a reflection upon the lessons learnt, the way forward in order to assist the CPS in particular and the criminal justice system, to deliver a truly world class service to the public we serve.

At extremely short notice I assisted the NBCPA by facilitating a workshop on mentoring. Richard Taylor and Doreen Lawrence participated in this event.



**Richard Taylor, Dolores Barrett,
Doreen Lawrence and TC Smikle**

I attended a further NBCPA event in London in February 2011 aimed at equipping staff to obtain the skills and knowledge to navigate the education system whether for own development or to redress the balance within the Black and Minority Ethnic (BME) and deprived communities, starting first in our own homes.

The NBPA is developing additional relationships with our sister organisations supporting BME members and the Criminal Justice System.

Mentoring

Following the success of the mentoring scheme, I have entered into formal mentoring contracts with a number of officers and staff from around the United Kingdom.

Police Review Diversity in Action awards

In 2010 I was one of the judges for the Police Review diversity in action awards.

This award recognises excellent practice in diversity by police forces, leading to successful policing of communities. It recognises work which encompasses diversity in its widest sense and includes all aspects of equality.

The awards are presented at a gala ceremony in November.



**Chief Constable Sue Sim and PC
David Rathband**

Among the dignitaries and guests were the Home Secretary, policing minister together with Chief Officers from around the UK and Northern Ireland. I was extremely pleased to see Chief Constable Sue Sim (Northumbria) and Special guest speaker real life unintentional hero PC David Rathband.

The event is an established feature for the NBPA with judging for this year's event being completed in July 2011 with the awards being presented in November.

First Contact Scheme (FCS)

The NBPA FCS is one of the few products outside of subscriptions that generate income for the NBPA. We have continued to offer this course at very competitive rates with delivery locally in force by a highly skilled facilitator Richard Williams from Nottinghamshire.

There have been 2 courses booked this year with Hertfordshire and Staffordshire Police.

We encourage local BPAs and other support networks to access this course which aims to "Develop a greater understanding regarding the role and responsibility of first contact officer"

Objectives - By the end of the course, students will be able to:-

1. State the aims of the First Contact scheme
2. Describe what options are available to users of the First Contact Scheme
3. Demonstrate an increased understanding of discrimination
4. Develop personal skills to assist in the roles as a First Contact Officer

This course is a must for those involved in support networks.

continued on next page

Vice President's Report cont'd

Police Federation annual conference – Bournemouth 2011

The Police Federation of England and Wales Annual Conference brings together policing representatives and bodies from across the UK, providing the opportunity for discussion and debate, the sharing of good practise to ensure policing in the twenty first century is able to meet the increasing challenges and expectation it faces.

Stafford and I attended the conference where along with using this as a key opportunity to network, we signed a historic memorandum of understanding (MOU) with the Police Federation of England and Wales. The text was agreed between both parties.

Memorandum Of Understanding Between The Police Federation of England and Wales and The National Black Police Association

The Police Federation of England and Wales (the Police Federation) is the representative body for all Constable, Sergeant and Inspector ranks in the Police Services of England and Wales.



General Secretary Stafford Brooks, Chairman Paul McKeever and Vice President Tony C Smikle sign the MOU

The objective of the National Black Police Association (NBPA) is to promote race relations and equality of opportunity within the police services of the United Kingdom and the wider community

The Police Federation is fully committed to the elimination of discrimination on the grounds of; age, disability, ethnic origin, family status, gender, religion, sexual orientation or any other unjustified grounds, and the promotion of equality and diversity for all, in its own practices and arrangements and throughout the Police Service in England and Wales.

Under this agreement, the Police Federation and the NBPA commit to work together to improve equality for BME Police Officers in England and Wales by:-

1. Communicating Effectively

The Police Federation and the NBPA will have regular liaison meetings at national level to discuss matters of mutual concern, and invite representatives to attend their respective national conferences. Both organisations seek to encourage and improve working relationships between NBPA members and local Police Federation Branch Boards in order to provide a representative and specialist service to BME Police Officers

2. Promoting Equality and Diversity

The Police Federation and the NBPA agree to work together to promote equality and diversity on all issues relating to BME Police Officers within the Police Service of England and Wales and to support Positive Action initiatives to encourage officers from BME communities to serve on Joint Branch Boards and Joint Central Committee.

3. Supporting Federated Officers

The Police Federation is required by statute to represent the needs and interests of all members and indemnifies its representatives in respect of advice given to its members. The NBPA will provide a specialist support service to the Police Federation when representing BME officers. The Police Federation will assist the NBPA in resolving issues for BME Police Officers.

My thanx to the Police Federation Chairman Paul McKeever, Wayne McManus, Secretary of the Equality Committee and Joint Central Committee member for facilitating this unique arrangement, we also appreciated the applause from the membership at the signing of the MOU.

EHRC BME event Parliamentary reception - London

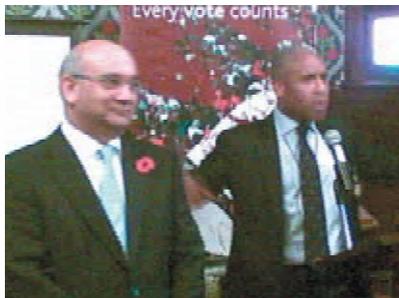
Following his impassioned speech at the 2010 conference, Simon Woolley (EHRC) invited the NBPA to celebrate the significant increase in BME MPs following the last election. Parliament has nearly doubled the number of Black and Minority Ethnic MPs.

Not only was it the largest intake of new BME MPs ever - 15 - but their numbers swelled from 15 to 27 literally overnight.

continued on next page

Vice President's Report cont'd

With the support of the Equality and Human Rights Commission (EHRC) we celebrate their success. I was able to engage with a number of MPs and MEPs at this parliamentary reception.



Rt Hon Keith Vaz MP with Simon Woolley



MPs listen intently to a presentation

<http://www.obv.org.uk/news-blogs/bme-mps>

This is a success that reflects the success of our communities who are willing and able to participate at the highest levels within society.

Local BPA support

I believe it is vital to support local BPAs.

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 than once) since October 2009 and met with local BPA members:-

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

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

I continue to support a number of individuals including high profile cases in Dorset, Kent, London, Northumbria, Nottinghamshire, West Yorkshire and the NPIA. I have provided them with First contact support, a confidential ear, attended meetings and given evidence at Employment Tribunals.

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

Institutional racism

The Lawrence Inquiry report 1999 identified key areas for evidence of institutional racism (para 6.45)

1. Negative stereotyping by the police
2. Disparity in stop and search
3. Under reporting of racist incidents
4. Inadequate response to racist incidents
5. Failure of police training in race relations and absence of same
6. An acceptance of Institutional Racism

Para 6.48 "...There is no doubt that recognition, acknowledgement and acceptance of the problem by Police Services and their officers is an important first step for minority ethnic communities in moving forward positively to solve the problem which exists.

Today in 2011 the author accepts that progress has been made with points 3 and 4, however, the reality is that points 1, 2, 5 and 6 have not significantly improved with the disparity in stop and search increasing and equality training almost disappearing from the policing landscape. The author's research for an academic paper "What does community cohesion mean to policing (2010) identifies that the police service is retreating from the term "Institutional Racism" which flies in the face of para 6.48.

The **evidence** suggests that Institutional Racism is still a factor and an issue for policing.

Report summary

I am extremely concerned about the dwindling support to local and national support networks. I have been impressed with creativity and tenacity which has seen us all continue despite at times the inflexible imposition of Service Level Agreements on BPAs.

There is an expectation that we will do more with less, we have done more with less, however, this cannot continue without an adverse impact.

In conclusion, some of our members continue to suffer, We need to continue to educate and inform, so that people within and without policing understand why we are needed, minority and majority people alike.

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

Thank you for taking your time to read this section of the NBPA annual report.

Tony C Smikle MA
Vice President
NBPA



Theresa Peltier
Head of Diversity & Inclusion,
Bedfordshire Police

PROJECT PREPARE

The road to success runs uphill...

We are living in troubling times, clearly evidenced by the riots that swept through England during the latter part of the summer. Losses of life, livelihoods and homes had little impact on many of the perpetrators of such behaviour. If there was ever a defining moment in our recent history for the UK to wake up, take note and take action in regard to our broken society, we have reached it.

For some years now there has been a slow economic decline, but the financial and resourcing cuts to police services have been swift, and whilst we all continue to pull together and maintain service delivery, there will inevitably be consequences, one of those being a lack of BME representation across ranks and grades.

Funding has been cut nationally for staff support groups and the cost of leadership programmes for those who have a particular characteristic have substantially increased.

Currently, black people and disabled people in their early 20s are twice as likely to not be in employment and only 1 in 4 Muslim women works. (Source: How fair is Britain? – The Equality and Human Rights Commission Triennial Review 2010).

Based on 2009 figures, it will take 22 years for BME officers to reach the rank of sergeant at a 7% representation nationally and 16 years to reach the rank of Chief Inspector based on five BME officers progressing each year. (Source: Equality in Employment Report – policing in England and Wales 2010 (NPIA)).

Over the financial year 2012/13, the NBPA will be introducing Project Prepare. The project aims to:

- PREPARE our members, potential future police officer recruits, police staff and our communities for the changing police landscape, including new developments in policing

- Engage more effectively with BME communities and external partners through the local network of affiliates
- Provide strategic leadership and direction to members, the Home Office, the Association of Chief Police Officers and the police service on race, equality, diversity and human rights issues
- Collaborate with members, communities and professional partners regarding police leadership development, recruitment and training

The NBPA's desired outcome is to have in place a pool of well informed, talented and motivated BME individuals who understand the opportunities and challenges involved in 21st century policing – but who still wish to be part of our police “family”. Project Prepare can only be achieved by taking collective environmental, economic and social responsibility in order to develop a sustainable outcome for BME under-representation the police service now faces.

Over the coming months, the NBPA will be producing a corporate action plan which will set out how the project will be achieved. We will implement a range of measures by working with individuals, communities, educational institutions, profit and non-profit organisations. We will seek support from Chief Officers and staff associations and request all affiliated networks and Chief Officer teams support this plan.

Shakespeare stated “ it is not in the stars to hold our destiny but ourselves” Now is the time to demonstrate authentic leadership by being proactive and if you would like to offer support to Project Prepare as an individual or organisation please contact the NBPA onneed to add contact number



Thames Valley Police



Support Association
for Minority Ethnic Staff



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**To initiate an employment or defamation claim contact your local Federation representative in the first instance. Russell Jones & Walker Solicitors is regulated by the Solicitors Regulation Authority (SRA number 54695) and the Ministry of Justice in respect of regulated claims management activities; its registration is recorded on the website www.claimsregulation.gov.uk.*



David Strang QPM
Chief Constable,
Lothian and Borders Police

David Strang was appointed Chief Constable of Lothian and Borders Police in 2007.

Born in Glasgow and educated at Glasgow Academy and Loretto School, Musselburgh, he graduated with a BSc degree in Engineering Science from the University of Durham and an MSc degree in Organisational Behaviour from Birkbeck College, University of London.

Mr Strang joined the Metropolitan Police in 1980 and rose through the ranks, from operational postings in CID, Career Development and Territorial Support Group, to Staff Officer to the Commissioner and Deputy Commissioner. His final post in the Metropolitan Police was as Divisional Commander of Wembley Division.

In September 1998 he was appointed Assistant Chief Constable in Lothian and Borders Police with operational responsibility for all Uniform, Traffic and CID functions within the City of Edinburgh area, and was responsible for the planning and delivery of policing at large events such as the Opening of the Scottish Parliament and Edinburgh's Hogmanay Street Party.

In August 2001 he was appointed Chief Constable of Dumfries and Galloway Constabulary where he demonstrated his strong commitment to community policing and to building relationships at all levels.

He is a past President of the Association of Chief Police Officers in Scotland (ACPOS), having served in that capacity for the year 2004-05, and is now the Executive Vice President of ACPOS. He also chairs the ACPOS Criminal Justice Business Area.

He was awarded the Queen's Police Medal in Her Majesty's Golden Jubilee Birthday Honours in 2002.



Neil Richardson QPM
Deputy Chief Constable,
Strathclyde Police'

Neil Richardson joined Lothian and Borders Police in 1985 and gained experience within several areas, including Training, Community Safety, Firearms, Divisional Operations, Staff Officer to Chief Constable and CID, including secondment to the Scottish Crime and Drug Enforcement Agency (SCDEA).

As a Divisional Deputy Commander, he played an important role with the introduction of performance targets and 'community focused' policing and has taken Operational Command for various operations within the city.

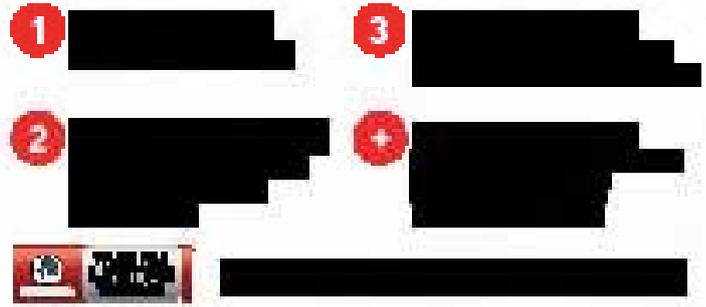
Following temporary promotion to Assistant Chief Constable (ACC), he was promoted to full time ACC (Territorial Policing) in November 2006.

In August 2008, Neil Richardson was successful in his application to become Deputy Chief Constable with Strathclyde Police. Within his role as Deputy Chief Constable he has responsibility for a wide range of police matters including; professional standards, complaints and discipline, organisational development, quality, health and safety, change management and overseeing Force programmes and projects.



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The Jewish Police Association (JPA) takes pride in offering the wider police service a unique quality of service since 2001. The JPA is always happy to offer advice and to actively assist, utilising its Executive's and memberships' experience, skills and connection to the community.

Today the JPA is based in multiple UK Police Services, and has a membership which includes police staff from around the world.

AIMS AND OBJECTIVES

"To provide a network for support and advice to Jewish personnel within the Police Service"

"To promote understanding of the Jewish faith within the Police Service"

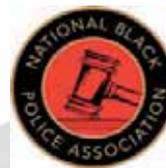
"To act as a resource reference for Police Services regarding religious, cultural and community issues, and in particular those that affect front-line policing."

"To actively promote the Police Service as an employer of choice for the Jewish community."

CONTACT THE JPA on 07770 492 782 or email:
info@jewishpoliceassociation.org.uk



Stafford Brooks
General Secretary



General Secretary's Report

Colleagues

It is pleasing to be able to present this my fourth annual report whilst having the privilege of holding the NBPA General Secretary's role. I extend my thanks to Staffordshire Police who have supported me throughout my 2 tenures providing support both financially and with welfare thus enabling me to address the sensitive issues within diversity in my local force and nationally.

I'm pleased to be able to say that despite the difficult times the Police service has experienced I can report that the NBPA has managed to successfully address its core duties of supporting and representing BME employees throughout the country. I am thankful to all those senior officers' coalition partners and statutory bodies that have recognised the added value members of our organisation bring to the service.

Government austerity measures though not directly impacting on the NBPA due to the lack of funding for the last 5 years has however affected our local BPA's and this has been evident by the reduction of attendance of National Representatives to our quarterly meetings. The value of these meetings is manifested by there being a clear record of shared current legislation and activity between NEC Reps and the NBPA Executive therefore encouraging the local BPA's to be more aware of National issues and not just local ones.

Reflections of each quarter

Our first quarter of the year was significant as the NBPA lead a coalition of like minded partners who wrote to the Home Secretary about their plans for stop search racial profiling and it was pleasing that our letter had the effect of encouraging the government to revise their thoughts.

The NEC Meeting was hosted by the City of London with a 70% attendance. NEC members were introduced to the MOJ and this triggered the NBPA into working more with our colleagues from external associations all of whom are experiencing similar issues.

The second quarter's NEC meeting was hosted by NPJA with a 68% attendance. Every effort was made during this period to ensure that the NBPA was seen to have a presence at all scheduled meetings and conferences like the APA, BAWP, Equality and diversity events ensuring that the organisation was involved and available for consultation despite the financial implications these events bring.

The NBPA presence amongst all other planned meeting attendances and the preparation of consultation documents ensured the BME voice and opinion was available for consideration.

Our 3rd quarters NEC meeting was hosted at short notice by GMP with a 66% attendance and again I have to extend my thanks to the GMP BAPA Chair for facilitating this event. The signing of the MOU between the NBPA and the Police Federation was a significant gesture bringing together the work being done behind the scenes between our two organisations. During this time the NBPA prepared responses to all Policing issues this last quarter has been most difficult as the NBPA Cabinet has been reduced by 37.5% with the loss of three Cabinet members due mainly to the cuts in staff posts. Whilst the expectations of our membership have not diminished we have had to manage the organisation with less resources and much is expected from a few volunteers which can prove rather challenging.

My thanks must be extended to the AGM planning team who have made every effort to plan and prepare for this year's conference and despite the distance have met on a regular basis at personal expense to ensure that this conference is a success Managing the NBPA activities has been a challenge and this last quarter has seen the NBPA website develop.

continued on next page

General Secretary's Report Cont'd

The President and Vice President have given many interviews in relation to the recent riots, the organisation has been willing and able to have an input to anything that will have a direct effect on BME officers and staff in the service.

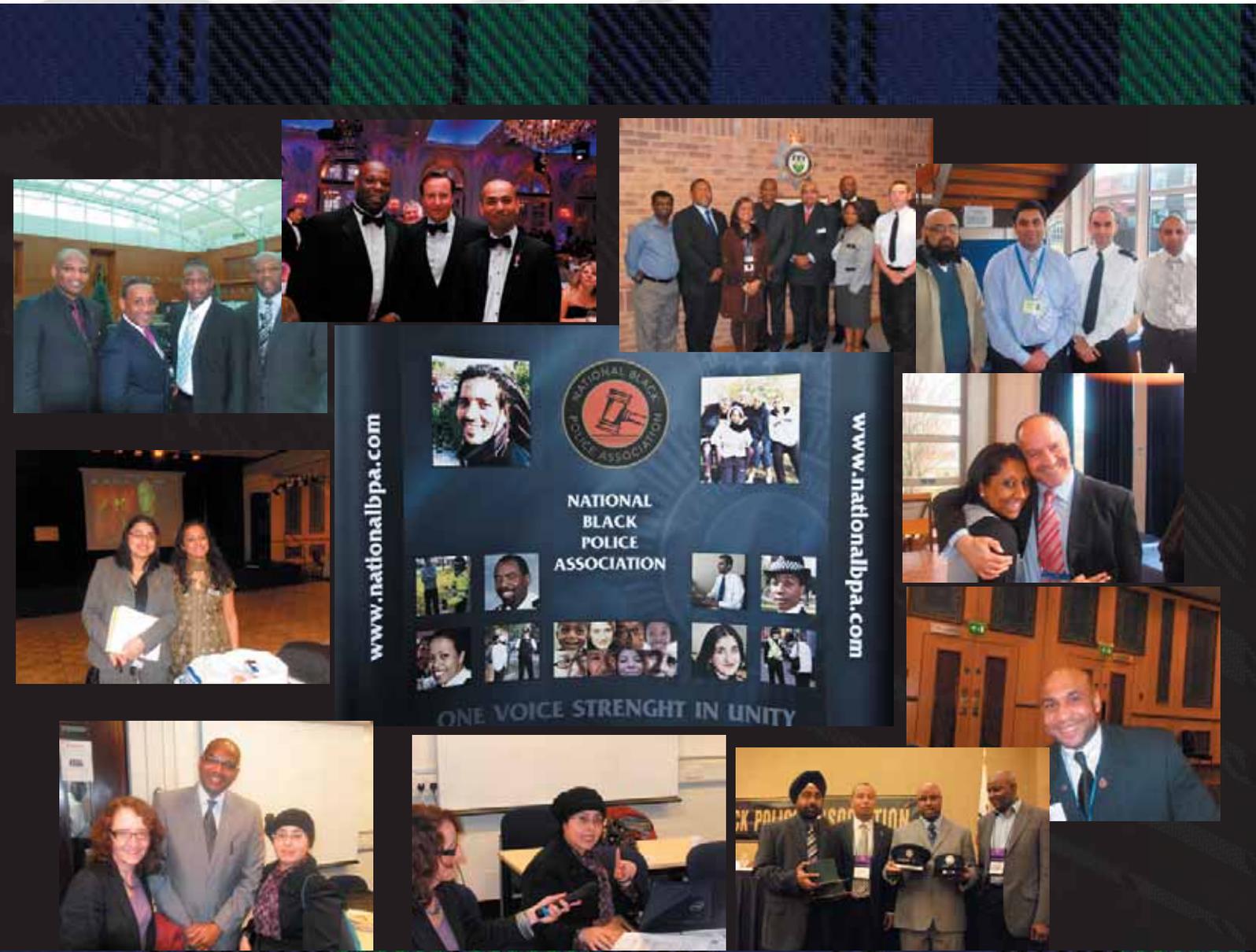
There is no doubt that BPA's are reluctant to lead out in the many activities that BPA's used to pride themselves in taking part in. This could be a direct result of the government's austerity measures. Despite the anxiety of the NBPA current leadership only a limited few BPA members are willing to lead out in activities in their own time.

As a result the effectiveness of BPA's has been severely compromised. There has been a 25% cut in youth development programmes such as Birth of a Leader, Natural Born Leaders and Empowering Youth Employment Service programmes throughout the UK. We are very pleased that BPA's like the Met are still able to

demonstrate their commitment to the youth in the Metropolitan areas through their VOYAGE programme and this remains a flagship of the BPA movement.

Throughout this year with the full backing of the NBPA Cabinet local BPA's have been given regular updates on legislation and current issues but unless our BPA's like each force finds innovative ways to engage and participate there is a chance that the membership and the service will suffer. We have an opportunity to contribute to our future lets all do what we can to make the British police service not just the best in the world but one that BME personnel have respect and confidence in.

Stafford Brooks
NBPA General Secretary





Merseyside Block Police Association
Protecting People & Places For All

Merseyside BPA

Recently relaunched their association with a stronger emphasis on internal staff issues although they still will be engaging positively with community organisations.



BRITISH
TRANSPORT
POLICE

BTP SAME

Despite some difficulties SAME continue to deliver for it's members, bringing the Positive Action Leadership Programme to BTP and providing welfare support.



CITY OF LONDON
POLICE

City of London BPA

Continue to bring value to the service across a range of staff development issues ie Mentoring and Coaching. Joint working with Association of Muslim Police Supporting Bengali Women's group.



Staffordshire MCA

Continues supporting the membership and force initiatives with particular emphasis on members development and aligning their skills for the ever changing police service of tomorrow.



South Wales Police

SWBPA have been highlighting concerns regarding BME staff raising grievances. despite these difficulties SWBPA continue to deliver 'Birth of a Leader' youth development course which is enormously successful. SWBPA are also engaging with schools.



Zaf Qazi
Treasurer



Treasurer's Report

Brothers, sisters, friends and colleagues, please can I report to you on the financial activity of the NBPA in the past twelve months.

This, as expected in the current financial climate, has been a very challenging year for us financially as you would expect. We have pressed ahead with local BPA's subscribing to the NBPA and the number of BPA's paying their fee has increased on the last year.

It is essential for the future of the NBPA that as many BPA's as possible pay their subscription so it can allow the associations business to be carried out.

You would expect me as Treasurer to be championing the raising of funds but I do want to emphasise that without such money being available to us then the other work detailed in this brochure by my Cabinet colleagues would be fundamentally compromised.

The main fundraising in the past year for the NBPA, other than subscriptions, has been through the annual conference and from First Contact Training by Tony Smikle.

Please can I take this opportunity to thank Tony for all the hard work he has put in for the NBPA that has helped raise money and our profile?

The financial impacts of cuts in policing are having an effect on all the local BPA's and it is no different for the NBPA. It is becoming increasingly hard for the NBPA to access funds from charitable donors and therefore increase Cabinet member activity. However, I do want to thank Bevan Powell and Charles Crichlow for their efforts in trying to obtain such funding and I know they will continue their hard work into the future.

I also have to thank all the members of the Cabinet who are still owed substantial amounts of expenses they have incurred carrying out NBPA work. The NBPA will pay these out but I think it is another example for all those at local BPA level of the commitment of your Cabinet to make things work. I am grateful to them all!

I would like to thank Bev Jamerson for all she has done for the NBPA during her time on the Cabinet. Bev has organised the conferences and has ably assisted all of us in one way or another. Her commitment is second to none and I wish her well in all she does.

Finally I would like to thank all of you for your efforts throughout the year and remind you that the NBPA needs to raise money all the time and any efforts you can give us to do this will be gratefully received.

Zaf Qazi



Programme

Day 1 – Main Conference Wednesday, October 5, 2011

Master of Ceremonies: **Laura McCrum**
Saheliya Edinburgh

08:30 Delegate arrival and registration
Atrium and Courtyard

09:30 Conference opened by
Bailie Alastair Paisley
City of Edinburgh Council
George Suite

09:35 *Opening Remarks and Welcome*
Charles Crichlow
President, NBPA

09:40 *Welcome Address*
David Strang
Chief Constable, Lothian & Borders Police

09:50 *Welcome Address*
Baseem Akbar
Chair, SEMPERscotland

09:55 *Leadership in Changing Times*
Steve Allen
Association of Chief Police Officers in Scotland,
Equality & Diversity Business Area

10:15 *Leading to Learn, Learning to Lead: The
Importance of Leadership and Personal
Development for Policing Diverse Britain*
Professor Kay Hampton
Director, KK Consulting

10:35 **Sir Hugh Orde**
President, Association of Chief Police Officers

10:55 Tea and Coffee
Atrium and Courtyard

11:15 **Kenny MacAskill MSP**
Cabinet Secretary for Justice
George Suite

11:35 Panel Discussion

12:10 **Charles Crichlow**
President, NBPA

12:30 Youth Leaders In Action
Tosin Olukoga
VOYAGE Youth Programme

12:40 “NBPAa voice crying out in the wilderness”
Dr Raj Jandoo
Chairman, Chhokar Inquiry

13:00 **LUNCH**
Opportunity to network and view exhibition
Atrium and Courtyard

14:00 *Policing for Racial Justice in a
Post-Racial Society*
Dr Rob Berkeley
Director, Runnymede Trust

14:20 *Launch of the Institute of Leadership &
Empowerment*
Bevan Powell
Executive, NBPA

14:35 **Ratna Lachman**
Director of JUST

14:55 **Dr Anders Bergman**
Stockholm University

15:15 Tea and Coffee
Atrium and Courtyard

15:30 *Karin Mulligan Scholarship Programme*
Tony Smikle
Vice-President, NBPA

15:40 *Project Prepare*
Theresa Peltier
Bedfordshire Police

16:00 Panel Discussion

Policing Diverse Britain in the 21st Century



Gala Dinner & Awards Ceremony Wednesday, October 5, 2011

16:25 Summation and Closing Comments
Laura McCrum

16:30 Close

Master of Ceremonies: **Robin Iffla**
Honorary President, SEMPERscotland

19:00 Drinks Reception
Lothian & Borders Police Choir
Atrium and Courtyard

19:30 Welcome Address
Tony Smikle
Vice-President, NBPA

19:35 Welcome Address
Kevin Smith
President, Association of Chief Police
Officers in Scotland
George Suite

19:45 Entertainment

20:05 Evening Dinner

21:30 Entertainment

21:45 Awards Presentation

22:30 Closing Comments

22:35 DJ and Dance
Urban Events

01:30 Close

Day 2 – Main Conference Thursday, October 6, 2011

Master of Ceremonies: **Tony Smikle**
Vice-President, NBPA

09:15 Opening Address
Neil Richardson
Deputy Chief Constable, Strathclyde Police
George Suite

09:30 Educational Workshop Session 1
Syndicate Rooms

11:00 Tea and Coffee
Atrium and Courtyard

11:30 Educational Workshop Session 2
Syndicate Rooms

1300 LUNCH
Atrium and Courtyard

14:00 March of Unity
Edinburgh Castle to Holyrood Palace – via the
Royal Mile

15:30 AGM – Closed meeting
George Suite

16:30 Close

16:00 Panel Discussion



Ruth Ibegbuna
Director of RECLAIM

One Angry Week

Leading a small charity working to support teenagers from pressurised urban communities in Manchester can be a tough call; at other times it is the best job in the world.

However events occur and make you re-examine what you do and its use to society. The riots that afflicted cities and towns in one angry week, laid bare to the world some of the failings of this country. Almost equally unseemly has been the clamour to denounce any culprit (no matter how unlikely) that could be held responsible. The rioters are 'feral kids'. The police were rudderless and in fear of a media witch-hunt. Working class parents are without ability to control their wayward and feckless teenagers. The black community has completely lost its way...

The rush to apportion blame has obscured some of the more troubling issues. If you blame a child for its actions, you must share the fault with the parent. That failing parent is part of a wider community that involves all of us; teachers, journalists, politicians and police.

In the aftermath, what became apparent was the disconnect between those in power and those on camera hurling bricks through the windows of JD Sports, forsaking their liberty for trainers. What stayed with me was the sheer anger in some of the set pieces I witnessed, this was more complex than opportunist theft. These images making their way around the world indicated a frightening nihilism and a bloodied severance from the mainstream.

Few facts are clear. A man was shot dead by the Metropolitan police. His name was Mark Duggan. After that, it all becomes a little more hazy. What is also fact is that these riots have shaken the political and media classes to the core and there is talk of a wholesale reordering of our society.

I find this profoundly depressing. Within hours of the last fire being extinguished, mud was already being thrown between the Cabinet Office and the Police Authorities about tactics and leadership and funding and outputs. Single mothers were held up as the embodiment of all that is wrong with a once-great nation, in deep malaise. What wasn't discussed was the pressing issue of why it took riots for us to question why so many of our children, especially young black boys are not even making it into adulthood.

For me, the real scandal is that for all the policing initiatives and government tough-talk on gangs, it has taken for the nation to be shamed for us to treat the issue of gang violence with the high-level attention it deserves. The slaying of a talented teenage boy is not even the top item on a newscast anymore. We sigh deeply and wonder about their possible gang involvement. I would say the real mark of a sick society is one in which we do not treasure life, especially that of youth.

The RECLAIM project works at fixing the broken relationship between young people and their local police force. We must be honest about the fact that many of the young people we work with see the police as 'the enemy', not to be trusted or consorted with. Real time and energy must be expended in making young people realise that the police are an asset in their communities. Initiatives to link the police with disaffected youths are often tokenistic and happen too late for either side to revise their opinions. A young man in Moss Side recently said: "when we were at primary school, I loved the police; they would come into the classroom and give us prizes for good stuff we'd done, just like the firemen. Now I just get stopped and searched. They're not nice anymore, they're racist and I hate them'.

Tough to hear but not impossible to remedy. Like all solutions it will take time, trust and continual communication to ensure that police and these young men can share common ground. The police need to stop talking of 'the community' as if they were not a part of it.

Community is not a dirty word; it should be an inclusive term that includes all that have something positive to contribute for the collective good. A royal wedding and a summer of urban discontent are not new ingredients for many of us. However this time rather than leaders playing the blame-game and political posturing; long-term strategic action should be taken that includes community groups, young people, police, politicians and the media all talking to each other. Actually, not talking to each other, listening. And then acting on what they hear. For all of us.

RECLAIM

NBPA PICTURES CONFERENCE PHOTOS





**Police Federation of England and Wales
is proud to support our colleagues in the
National Black Police Association.**

**We will all investigate
a racist incident.**



SEMPERscotland

Making a difference in policing



SEMPERscotland are proud to be active members of the National Black Police Association UK.

We want to join you in highlighting and celebrating the valuable contribution minority ethnic employees make to the overall success of policing in the United Kingdom.

Best wishes for a successful conference



SEMPERscotland is the Scottish-wide staff association serving all 8 forces; British Transport Police and Scottish Police Services Authority, which represents minority ethnic employees and actively promotes equality of opportunity and fairness throughout the Service. We also encourage social cohesion by assisting in the strengthening of relations between the police and the minority ethnic communities. SEMPERScotland, Bishopbriggs Police Office, 113 Kirkintilloch Road, Bishopbriggs, G64 2AA Tel: 0141 207 5809 www.semperscotland.org.uk

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FRIDAY 14 OCTOBER 7.30PM
ROYAL FESTIVAL HALL

WITH THE LIFEFORCE BAND
AND SPECIAL GUESTS
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AND SOLID HARMONY

HOSTED BY FELIX DEXTER

PLUS A PERFORMANCE BY BALLET BLACK



SERIOUS

Thank You!

The National Black Police Association would like to thank everyone involved in making this important event a reality.

We would especially like to thank the Association of Chief Police Officers in Scotland for their constant support and encouragement.

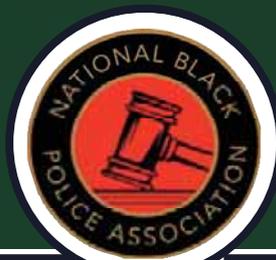
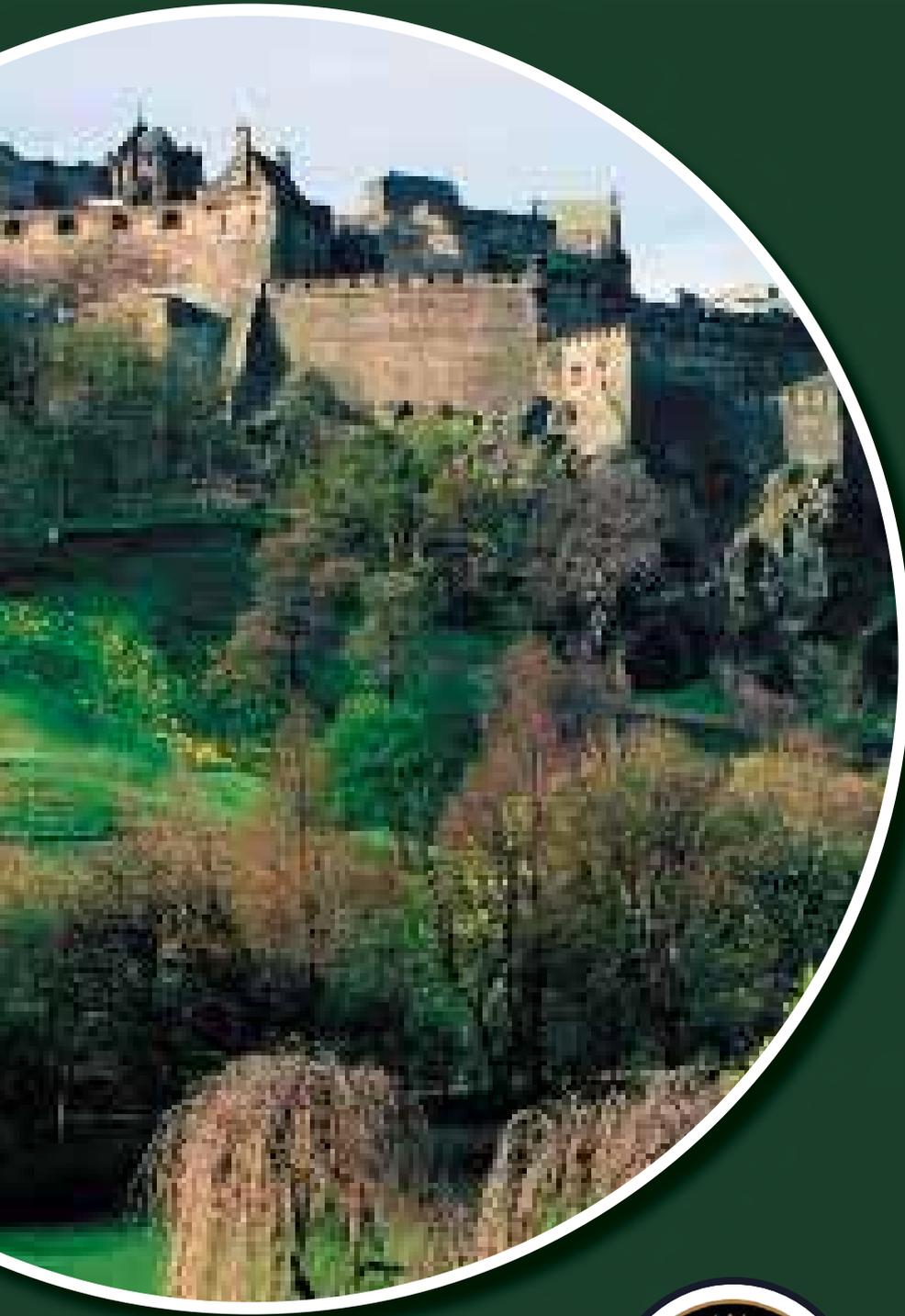
To the 2011 conference committee and SEMPERscotland: without your commitment, assistance and hard work, this great experience would never have been achieved.

Thanks again to all who contributed – including the following workshop facilitators, speakers, sponsors, exhibitors and volunteers:

Alpha Translating and Interpreting Services
Active Life Youth Club
Association of Chief Police Officers in Scotland
British Association of Women in Policing
British Transport Police
Cartwright King Solicitors
CEMVO Scotland
Chief Constable David Strang
Chief Constable Kevin Smith
Coalition for Racial Equality and Rights
CROP
Crystal Training Consultants
David Stewart MSP
Deputy Chief Constable Steve Allen
Deputy Chief Constable Neil Richardson
Dr Anders Bergman
Dr Raj Jandoo
Dr Rob Berkley
Everett Henry
Falkirk Wheel
Gardiners Confectionery
Hanson Financial Partnership
Jane's Police Review
Kenny MacAskill, MSP
Lothian & Borders Police
Metropolitan Black Police Association

No 1 CopperPot Credit Union
Paul McKeever
Pilton Youth & Children's Project
Police Mutual Assurance Society
Professor Kay Hampton
Pronto Print, Tamworth
Ratna Lachman
Rt Hon Alex Salmond MSP
Russell Jones & Walker Solicitors
SACRYD
Saheliya Edinburgh
Scottish Women's Development Forum
SEMPERscotland
Senior Careers Development Services
Sir Hugh Orde
Slaters Menswear
Tosin Olukoga
The Gay Police Association Scotland
The Healing Arts Centre
The Lothian & Borders Police Choir
The National Policing Improvement Agency
The Police Federation
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VOYAGE





NBPA