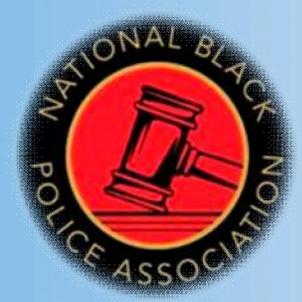


annual report



# National Black Police Association

## 14th AGM and conference



College of Policing – Ryton on Dunsmore  
17 October 2013

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## NBPA 14th Annual General Meeting and Conference at the

College of Policing, Leamington Road,  
Ryton-on-Dunsmore, Coventry, CV8  
3EN.

### Programme for the day

08:45 - NEC Arrival  
09:00 - Convene NEC members session  
09:10 - Annual Report presented  
09:30 - NEC Dissolved - Returning Officer in Chair

Election of NBPA Cabinet

10:00 - NBPA President and Cabinet Announced  
10:05 - President informal Acceptance Address  
.....

10:00 - Registration for Open session Conference Tea/Coffee  
10:30 - Welcome  
10:40 - Out Going President Address – Charles Crichlow  
10:55 - Formal Introduction of New President Address - Setting the agenda

11:10 – Lester Holloway – Operation Black Vote  
11:25 - The Karin Mulligan scholarship awards  
11:35 - Franstine Jones - Presentation Black Women in Policing What AboutUs?  
12:15 - Kevin Maxwell - A former Met counter-terrorism police officer who was subjected to 40 counts of discrimination, harassment and victimisation because he is Black and gay.  
12:35 - Nick Glynn - "Stop & Search – Who, What, When, Where, Why and How?"  
12:55 - Q&A panel  
13:15 - LUNCH

14:00 - Lee Jasper - Chair of the London Race & Criminal Justice Consortium  
14:15 - Josh Uppal - Disproportionality in PSD and Direct Entry  
14:30 – Cllr Jane Basham – Police and politics  
14:40 - Q&A Speakers Panel  
14:55 - Summary  
15:00 - Close

**\*This programme may be subject to change.**



I want to take this opportunity to express my sincere appreciation to Cabinet and NEC colleagues for the support and commitment demonstrated to me during my tenure as President. It has been a particularly difficult year for Cabinet members on a personal level, which makes the commitment to the work of NBPA shown by colleagues all the more remarkable. When I was elected NBPA President in October 2009, a friend warned that the pressure would be great, and that the cry of, 'I'm only human' would not apply. After four years in the job I found this to be true, however the honour and privilege of leading an organization founded on the very best principles of fairness and justice far outweighed the discomfort that inevitably comes with the territory.

After all, **the mission of the NBPA is no less than reforming the entire system of justice so that it addresses the historical inequalities** reflected in the Ministry of Justice Statistics on Race in the Criminal Justice System [CJS], which have shown that Black and Minority Ethnic people still have very different experiences across the entire spectrum of the CJS. Disproportionality in Stop and Search being one of the most potent examples. Earlier this year we

appointed NEC Executive Nick Glyn to lead on this issue.

Early into the new administration at the Home Office in 2010 it was made clear that things would be different and the direct engagement with the NBPA and other National Diversity Staff Networks would be severed. This **ideological shift** impacted in a number of ways, equality in employment initiatives came under immediate attack, i.e. Positive Action Leadership Program and a number of other NPIA programs which NBPA had worked closely to nurture and develop. ACPO succumbed to this new ideology and went the way of the Home Office ending dialogue with Diversity Staff Associations. Ironically in 2010 before NPIA was dismantled it produced an extensive report that set out the huge challenges facing the Police Service in terms of Equality in Employment in general but specifically highlighted significant issues regarding Police Recruitment and Progressing from Black and Minority Ethnic communities.

Whilst all this was happening, **NBPA faced its own internal struggles**. During the first and second term of office, a more disciplined approach to NEC helped us to come to terms with the reality that our future was in our own hands, particularly in financial matters. Implementing subscription fees was not straightforward for the entire NEC but we managed it, and the principle argument is settled. The following strategic priorities were debated and established by NEC.

- Recruitment and Progression of BME Staff
- Violent and Hate crimes.
- BME Women in Policing

- Fairness in the Criminal Justice System

I am proud of the initiative we took in establishing NILE, which has now evolved into a Criminal Justice wide Initiative for leadership and Empowerment. This is a clear acknowledgment that our mission to reform the system must involve collaboration with other willing networks. We have formally signed up to a Governance document for NILE Group along with Association of Black Probation Officers and RESPECT, the Network for Black prison staff. PROUD, the network for Ministry of Justice BME Staff and the National Association of Black Crown Prosecutors are also part of the network but yet to formally sign onto the Governance Document.

The NBPA has been at the forefront calling attention to the huge diversity deficit in policing, particularly at the top of policing. **We have supported and continue to support the implementation of direct entry**, even in the face of complete opposition by every staff association in the service.

We have maintained a sharp **focus on BME women in Policing** as you will see set out in my Cabinet Colleague Franstine's report, by both calling attention to serious under representation and providing practical support.

The past year has seen an **increased demand for support** from members across the country. We have managed to provide a level of service to affiliate associations within the constraint of limited resources.

We have used our Website and the media to set out clear positions on a range of issues and events that have

arisen over the past year. The scandal of Police surveillance of the family of Stephen Lawrence is a clear example where the NBPA's voice has been critical in speaking out on important and serious issues. Indeed the matter of intelligence gathering of potential witnesses to the Lawrence inquiry is one, which was raised fifteen years ago from within the BPA movement, the neglect and victimisation that followed is a matter of an ongoing inquiry.

**As a direct result of the work we undertook, the troubling issue of disproportionality in Professional Standards was brought very much into the public domain** via a report published by The University of Manchester Commissioned by GMP. This report highlighted examples of numerical and procedural disproportionality and became the catalyst for a number of constabularies paying closer attention to their practices. We have appointed NEC Executive Jaz Upal to lead on this work to ensure that the lessons from the report are learned and action taken.

The NBPA has participated in numerous conferences and events throughout the year, making a positive, often critical contribution towards debate on a wide range of policing issues. We continue to be a significant commentator in the national media on race and policing issues.

Myself and the Vice President met with the Police Minister and the CEO of the



## President's report contd

newly established College of Policing to discuss the issue of representation and specific reform measures such as

Direct Entry and more particularly how the NBPA engagement with College of Policing. Subsequent talks have been held with College of Policing Diversity lead.

One of the most important aspects of the work of the NBPA, is its work within communities across Britain. Participating in events help us to keep in touch with the reality of issues affecting people's lives and help to inform our perspective. This year we have been involved in a number of initiatives at local level with a particular focus on raising issues with Police and Crime Commissioners. NEC meetings have provided a solid platform for sharing of good practice and guidance among associations throughout the year.

In terms of our financial Governance, **we have discharged our responsibilities with the charities commission and continue to build on our financial independence.**

Throughout my entire tenure, the NBPA has operated entirely on independently raised funds, through subscription fees and income generated from services delivered.

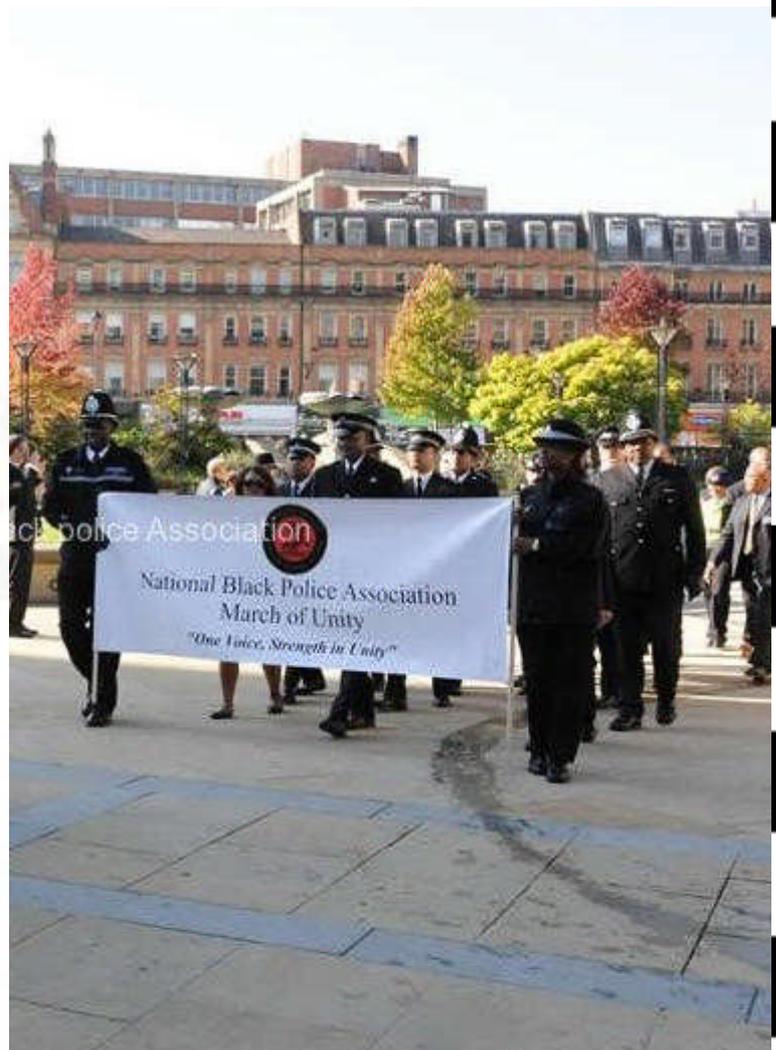
**We have done much to rebuild and maintain the reputation of NBPA** as a worthy organisation with a vision for policing in a modern

diverse Britain. Significant challenges lay ahead for NBPA and for policing in general. I look forward to offering my

support in service of the new leadership during the coming months and years ahead.

Once again thank you for your support.

**Charles Crichlow**





This is my report to members in my first year as NBPA Vice President.

I was co-opted on to the NBPA cabinet in November 2012, taking up the female seat as vice president. My reasons for putting my self forward for the role was to be actively involved in representing the NBPA and it's members with regards to addressing the inequality of race equality in the police service. In my previous role as a board member and interim director for the Ipswich and Suffolk Council for Race Equality, the relationship I had with the Suffolk BPA gave me a lot of insight into how BME officers and staff were treated. On the flip side of that complaints against the police from members of the black community showed that there was a lack of trust and confidence in the police service. I believe in order for change to happen you have to be part of that change and that is what

motivates and drives me in my role as Vice President. this report will give you an overview of the work I have done so far.

Under representation of BME women in the police service.

The All Party Parliamentary Group (APPG) on Race and Community's inquiry into ethnic minority female unemployment took place between July and November 2012.

The inquiry found that the unemployment rates of Black, Pakistani and Bangladeshi heritage women have remained consistently higher than those of white women since the early 1980s. Indeed, despite the more frequent attention given to the unemployment rates of ethnic minority men, the overall unemployment rate of ethnic minority women is actually higher, 14.3% compared to 13.2%. When looking at the groups were are the focus of this inquiry – Black, Pakistani and Bangladeshi women – these women are far more likely to be unemployed than both white men and white women. Pakistani and Bangladeshi women are particularly affected, with 20.5% being unemployed compared to 6.8% of white women, with 17.7% of Black women also being unemployed.

	Employment Rate		Unemployment Rate		Inactivity Rate	
	Men	Women	Men	Women	Men	Women
<b>White</b>	<b>76.6%</b>	<b>67.6%</b>	<b>8.3%</b>	<b>6.8%</b>	<b>16.4%</b>	<b>27.5%</b>
Mixed or Multiple	64.3%	55.3%	15.7%	15.8%	23.7%	34.3%
<b>Black</b>	<b>61.4%</b>	<b>55.6%</b>	<b>21.7%</b>	<b>17.7%</b>	<b>21.6%</b>	<b>32.4%</b>
Indian	77.0%	60.6%	8.2%	11.1%	16.2%	31.9%
<b>Pakistani/Bangladeshi</b>	<b>68.7%</b>	<b>28.9%</b>	<b>12.8%</b>	<b>20.5%</b>	<b>21.3%</b>	<b>63.6%</b>
Chinese & Other	67.0%	51.8%	10.3%	10.6%	25.3%	42.1%
<b>Ethnic Minority</b>	<b>68.2%</b>	<b>50.8%</b>	<b>13.2%</b>	<b>14.3%</b>	<b>21.5%</b>	<b>40.8%</b>
All	75.6%	65.6%	8.9%	7.5%	17.0%	29.1%

The issues and barrier identified in this report lead me to do some research to see if the governments' comprehensive spending review was having an impact on BME women in the police service.

My research found that the police service in England and Wales had 136, 529 police officers and of that number 6,706 were from the BME community.

Out of that number 1,648 were female officers. The majority of that total, 1,454 were constables. The numbers for police staff in supporting roles is 6,408 BME but it was not clear how many of those staff were female. The table below gives a breakdown of the profile of BME female officers in numbers and by rank in the police service.

Rank	Female officer Strength at 31 March 2012	Female BME officer Strength at 31 March 2012
ACPO rank	38	1
Chief Superintendent	50	2
Superintendent	153	2
Chief Inspector	305	8
Inspector	1,165	26
Sergeant	4,019	129
Constable	30,322	1,454

*Female police officer strength in England and Wales (including Central Service secondments) by ranks as at 31 March 2012.*

In January this year I sent a letter to the following to highlight the underrepresentation of BME female officers and staff in numbers and rank in the police service.

- The Home Office
- HMIC
- ACPO
- College of Policing
- The Association of PCC's
- Home Affairs Select Committee

Each were asked what impact is the governments comprehensive spending review having on the following.

- BME female officers and staff by rank/position.
- Numbers of BME officers and staff in the police service.
- The impact of the public sector reform on BME female police staff.
- Barriers to recruitment, development and progression for BME female officers and staff.

Since meeting with the Policing Minister, ACPO and the College of Policing, a development programme called Emerging Potential is being developed for female constables. The Home Office has also commissioned a project which involves the inclusion of every BME officer in the police service with regards their aspiration with regards to development and progression. We will keep members updated on the progress of this important work.

**Direct Entry**

On your behalf I have been lobbying the College of Policing and the Home Office on the involvement of the NBPA in the development of Direct Entry to ensure that there is representation of BME applicants. The NBPA has to be a central feature in the support mechanism available for BME applicants. The NBPA can provide peer support/buddying, mentoring/coaching needed for



applicants from BAME communities as this is part of what is already provided. Any BAME applicant would need to be strongly supported as there is already strong opposition to direct entry

I also submitted a response to the consultation on Direct Entry outlining how NBPA's involvement has to be an integral part of a targeted approach to ensure Ethnic Diversity in the police service.

### **NILE**

In my role I have also been progressing on the work of the NBPA in bringing together other black support groups in the criminal justice family to work on issues that we have in common on addressing race inequality and discrimination. This initiative was the brain child of the NBPA. As a result NILE has been formed. NILE stands for National Initiative of Empowerment and Learning. The partnership consists of the NBPA, the National Black Association of Probation Officers (NBPA), and the Prison Service, RESPECT. We are hoping that the Ministry of Justice, PROUD and the Black Criminal Justice Association of Crown Prosecution Officers (BCPA) will also be part of NILE. We will keep members updated on the progress of this important work.

Franstine Jones  
NBPA Vice President





Colleagues,  
I have been privileged to hold the post of General Secretary of the National Black Police Association for some time and as I reflect on the past year I have to consider the changes we as an organisation have had to make in order to survive and fulfil the role we were originally set up to achieve. I can therefore confidently say at the end of probably the most difficult 12 months to date we continue to successfully perform the role of being the SPOC for policing issues regarding and involving BME police officers and staff and of course we have been consistent in supporting our membership at times when they are most vulnerable to the effects of racist behaviour and disproportionate treatment in their work environment.

Our year began with 35% of the conference delegates making contact with me to share their thanks for a really inspirational and motivational conference from which they felt invigorated and ready to take on the challenges they had faced during the past year.

Several made contact stating they were moved to take steps to develop themselves in their work place and as a result I was inundated with enquiries about our very own Karin Mulligan

scholarship and mentoring schemes.

I would like to extend my gratitude to our host BPA in Merseyside under the leadership of Superintendent Rowley Moore whose team extended a very warm welcome to the membership at our last conference. Sadly our external conference organisers were unable to show profits from this conference for the first time since NBPA existence and this left our organisation dependant on BPA corporate subscription fees only to support the organisations running costs.

With the financial reductions the loss of Cabinet members and the change in BME staff attitudes with regards to taking on BPA support work in their own time, it has been difficult coordinating NBPA activity. To address the apathy the NBPA Cabinet resolved to making a big effort to chart the way forward and there was a noticeable increase in attendance to the January NEC meeting in GMP where we welcomed back BPA's and colleagues who had been disengaged from the NBPA for some time. At this meeting facilitators were appointed to tease out the future direction of our work. The implementation of smarter working practices has seen a reduction in the need for attendance to monthly Cabinet meetings and saved the NBPA Cabinet members much in terms of extraction from their now full time posts in their respective forces, not to mention the reduction in financial costs that prior to this was a financial burden on the individual, their force or the NBPA limited funds.

I would like to thank the City of London BPA for hosting our 3rd

NEC meeting at their Wood Street Police HQ.

A slight reduction in the Reps attendance reflected the National position of BPA's throughout the country.

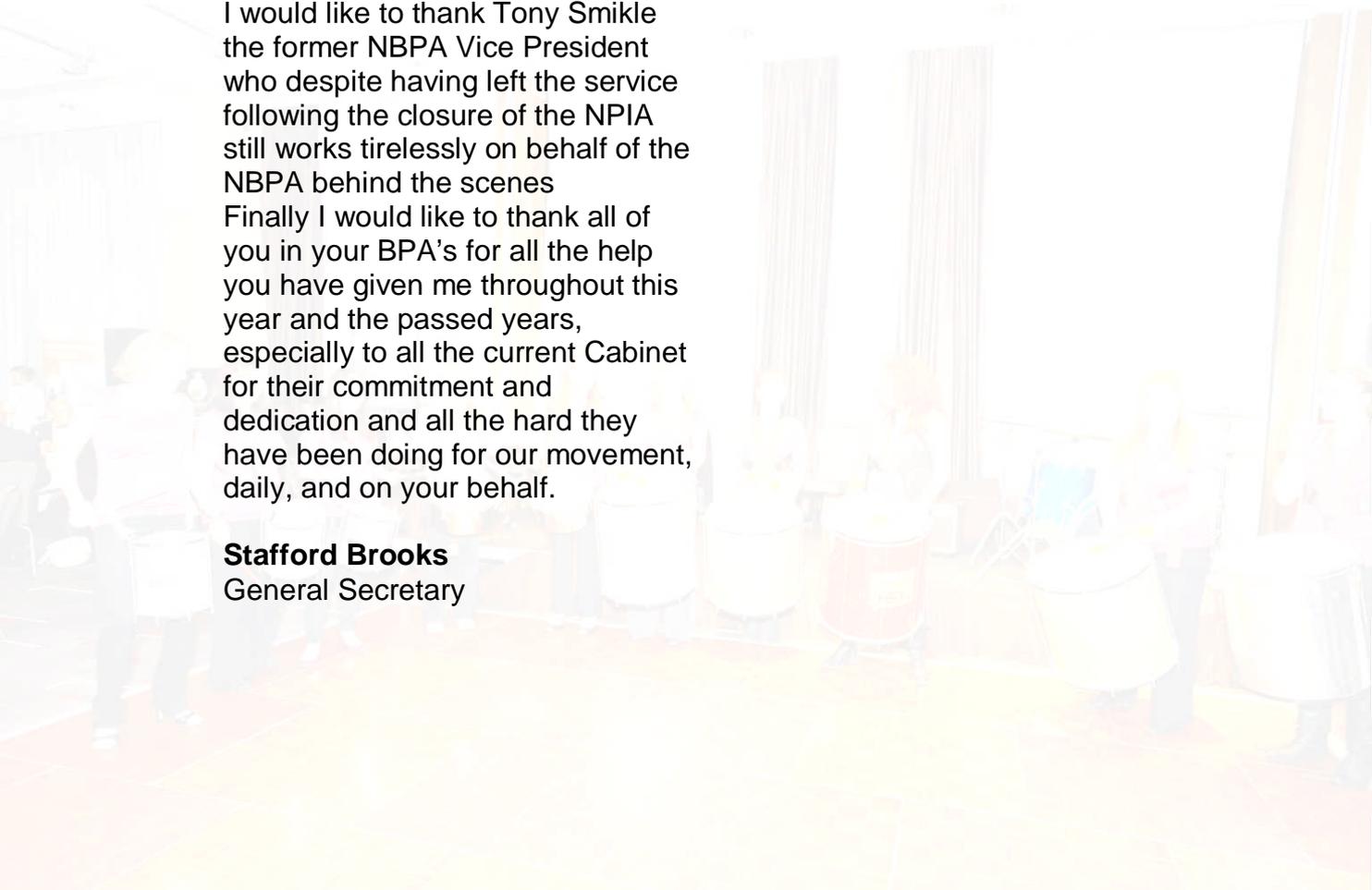
During this third quarter our newly appointed Stop Search Lead had to facilitate numerous media interviews. Together with our President who was supported by the newly appointed MET BPA Chair to address the national issues in the media during this time.

The Cabinet was subjected to the most challenging of times behind the scenes so on reflection I would like to take this opportunity to mention Mebs Ahmed the Lancashire BPA Chair and former Scrutiny Committee Lead for the NBPA , Manjeet Pangli the Warwickshire NEC Rep and Bevan Powell former Met BPA all of whom leave the police service.

I would like to thank Tony Smikle the former NBPA Vice President who despite having left the service following the closure of the NPJA still works tirelessly on behalf of the NBPA behind the scenes

Finally I would like to thank all of you in your BPA's for all the help you have given me throughout this year and the passed years, especially to all the current Cabinet for their commitment and dedication and all the hard they have been doing for our movement, daily, and on your behalf.

**Stafford Brooks**  
General Secretary





**EVERETT HENRY**

Everett Henry is the Head of Equality, Diversity and Human Rights (EDHR) for the College of Policing. His key strategic role is to promote and ensure delivery of EDHR policies and practices within the College of Policing and throughout police services in England and Wales. This strategic role requires working across a broad range of workforce and operational activities, with senior leads within the Home Office, National Policing Business Areas, Policing Crime Commissioners, police staff associations and with other key stakeholders.

In addition, Everett is the key lead within the College of Policing for delivering programmes of work on;

1. The College Equality Strategy 2013-2015
2. Recruitment, Progression and Retention of BME officers 2018
3. Next Step – Stop and Search
4. Disability and Mental
5. Hate crime
6. Annual National Equality in Policing Dashboard

Extensive work has and continues to undertaken by Everett to work with Chief Constables and other

representatives of the police service to ensure fairness and address areas of inequalities

In 2004 Everett was appointed Assistant Inspector of Constabulary, for Race and Diversity at HMIC. In 2006 he also undertook the first Race Equality Inspection in six police forces.

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.

**The College of Policing is the means by which everyone working in policing can have a stronger say in charting the future of the policing profession, driven by evidence-based practice.**

We are working to raise the professional status of police officers and police staff, allowing them to gain greater recognition and reward for accredited levels of expertise - and to contribute to the development of policy in their areas of specialism.

We will play a vital role in the training and development of police officers and staff in the future, ensuring that they continue to retain the skills they need in order to fight crime and protect the public.



## Karin Mulligan Scholarship update report:

Chief Inspector Karin Mulligan was one of Britain's most senior black police officers, she 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. Karin earned and deserved the respect and admiration of many within policing, especially the NBPA.

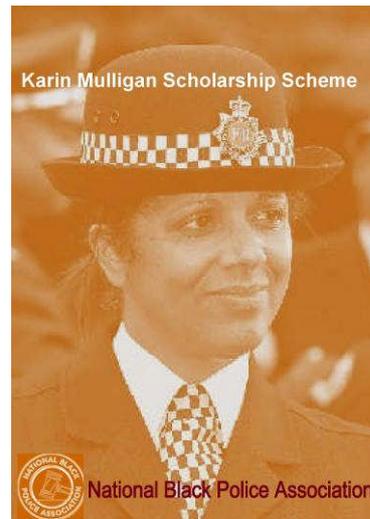
The scholarship scheme operates through the NBPA charity and contributes to the development of members of the community, police officers and police staff completing academic study or personal development linked to policing.

In 2012 there were two successful applications were received from staff and officers from West Mercia and Derbyshire who were all completing graduate level academic qualifications.



Balbinder Kular Taylor

Louise Durham



Applications are assessed by an independent panel who consider the merits of each application against a list of agreed criteria.

Application forms and information are available on the NBPA website or via the below link:-  
<http://www.nbpa.co.uk/wp-content/uploads/2011/08/MulliganScholarship.doc>

We encourage BPAs' to share this information with their members as personal development and maximising potential is fully supported by the NBPA.

There have been six applications for scholarships in 2013 which have been assessed, the results will be announced at the 2013 AGM and conference.

We would like to congratulate the 2012/13 recipients and thank the panel members Kevin Mulligan and Zaf Qazi for the professionalism and support in administering the NBPA scholarship scheme.

TC Smikle MA  
Scholarship co-ordinator

## financial report



NBPA treasurer  
Zaf Qazi

Brothers, sisters, friends and colleagues, please may I present my report for the year 2012-2013, that includes the figures for our last set of examined accounts – for the year 2011-12.

The last twelve months have been, once again, a very tough time for us as an association financially. We have been, as you know, self-sufficient in our funding since 2008 and, since then have not had access to much money to carry out our work.

In previous years we have relied heavily upon the revenue raised through our conferences to finance the year ahead. However, the last Conference in Liverpool, resulted in no profit being made. In fact, we believe a loss was made, but we have been unable to establish any dialogue with our contracted conference provider, Global Diversity Partnerships, to find the exact situation. We have informed the National Executive Committee of the efforts I and our President have made to discover the true position but to date with no success. Nevertheless, the information we have received was that a loss was made which has to be borne by the provider.

As a result of the lack of revenue from the Conference last year we have been even more reliant on subscriptions from member BPA's. These have been gratefully received and are on the increase.

However, not all BPA's are subscribing as they should and are obliged to do via the constitution,

so I would urge any that remain as yet unsubscribed to expedite the matter as soon as possible. Due to the lack of funds the Cabinet members have been even more frugal during the year and I thank them for the responsibility and professionalism they have shown in this regard. It is down to their efforts we are still solvent as an association and are able to have today's AGM and conference.

We have a scholarship fund in the name of Karin Mulligan and, to date, we have given out £2,900 in contributions to our members who are taking on external studies, with more applications currently in the pipeline. I would encourage any of you who want to develop academically to apply for sponsorship from the fund and our thanks once again go to GMP for providing this pool of money.

The accounts for 2011-12 were examined by our accountant, Brett Adams, from London and our turnover was found to be £47,145. Our total income was £22,166 and our total expenditure was £24,979. The accounts are available for further examination by members on application. The accounts for 2012-13 will be examined in the next 3 months and it is expected the turnover will drop dramatically due to the lack of revenue from a conference in that period.

However, even though we are constantly searching for more funding, we regularly report to the NEC with our account figures that always remain in credit.

I would also like to thank members who give their services free of



charge and, in a few cases, have run up not inconsiderable personal expenses, notably Charles Crichlow, Stafford Brooks and Tony Smikle.

The NBPA is committed to reimbursing these members at the earliest opportunity.

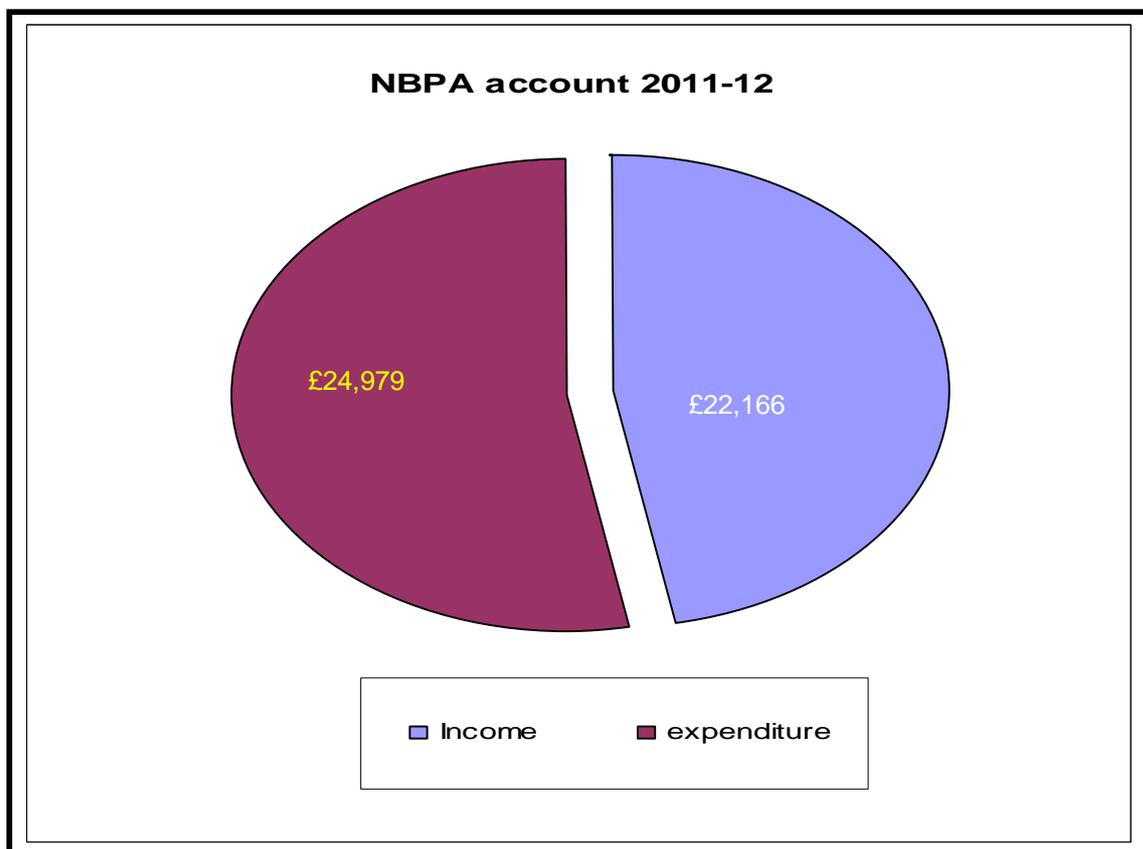
It is vitally important that all BPA's check with their respective accounting departments that all invoices they have received in past years from the NBPA have been paid.

There are debts owed to the NBPA through unpaid invoices from previous conferences that have been overlooked (not through any sinister motive I hasten to add but

by genuine error) and we can capitalise on that in the future. I have raised this matter several times in the past and will continue (if re-elected) to remind BPA's of this subject. If you want to discuss this with me further then please do not hesitate to get in touch.

Finally I would like to thank all of you in your BPA's for all the help you give through the year and especially, Charles, Stafford, Franstine and Bevan for all the hard work they do for our movement, daily, and on your behalf.

**Zafar Qazi**  
**Treasurer**



# NBPA position – stop and search consultation

This position statement was written in response to the Home Secretary's announcement on the 2nd July 2013 of a public consultation into the use of stop search powers, and to the HMIC's report "Stop and Search Powers: Are the police using them effectively and fairly?" The consultation ran until the 24th September 2013

1. The National Black Police Association welcomes the Home Secretary's review and Her Majesty's Inspectorate of Constabulary's report into police use of stop search powers. This provides an important and timely opportunity to bring about necessary change and the NBPA encourages participation in the consultation process.
2. The issue is wider than stop and search and relates to all police uses of stop powers including vehicle stops, stop and account, Sec 60, PACE and drugs stops. The public don't make the distinctions that exist in law between different police stop powers.
3. Recording police stop search activity is critical and the scaling back of recording requirements in 2011 was a retrograde step. More efficient means of recording should be adopted, supported by technology where available.
4. Race disproportionality figures speak for themselves. Whilst this is an issue that affects all stop and search does disproportionately affect Black & Minority ethnic people.
5. Stop and search is one of a number of policing tactics that can be used to prevent and detect crime and work should continue to highlight the benefits of other tactics. Whilst there is still a need for police stop search powers, its value as a crime fighting tool should not be overstated.
6. There is a human cost every time police stop powers are used. Every stop creates a ripple effect amongst family, friends and communities and police stop search powers should therefore only be used when necessary, when lawful grounds exist and when they are based on accurate, specific, reliable and recent intelligence.
7. Good practice exists regarding how stop and search can be used. This should be rolled out and implemented in all forces.
8. Transparent internal and independent external scrutiny of the use of police stop powers should take place in all police forces. This should include scrutiny by people who have themselves been subject to stop and search. There should be effective consequences for officers who misuse or abuse their stop search powers.
9. Effective, face to face training that examines all of the issues above is essential for officers who use stop search powers as well as for those who supervise and manage those officers. Forces should seek to incorporate public perspectives into such training.
10. Chief Constables should be held to account for their implementation of recommendations from the Home Office review and HMIC's recommendations.

Any queries relating to this article should be directed to Nick Glynn by email, or via Twitter – @nickglynn

# McCUE & PARTNERS



For Immediate Release

## PRESS RELEASE

COURT FINDS THE MET IS STILL INSTITUTIONALLY RACIST

*MET Found Guilty of 40 Counts of Discrimination Against Black & Gay Counter-Terror Officer*

London, UK, 14 May 2013

**The Metropolitan Police have been judged guilty of racism and homophobia against a black and gay counter-terror officer.**

*The Employment Appeal Tribunal (EAT) has held the MET guilty of 40 counts of discrimination, harassment and victimisation of Kevin Maxwell, a former counter-terrorism police officer, because he is black and gay.*

What the MET is guilty of:

- The MET was found to have committed 40 acts of discrimination, harassment and victimisation against one of their own officers.
- The MET leaked private and personal information to the press about a police counter-terrorism officer, potentially putting him and his family at risk.
- 20 years after Stephen Lawrence, the MET has not changed. It is still perpetuating discrimination and racism is endemic.
- The MET used black and ethnic minority officers as a “buffer” to stop non-white passengers at airports – white counter-terrorism officers would then take over to search the passenger.

After Mr Maxwell raised his original complaint in May 2010, the MET made every attempt to intimidate him into silence:

- Rather than being listened to, Mr Maxwell was further marginalised by his colleagues and superiors, forcing him out of the job he loved and was dedicated to for over a decade;
- His private information was sold to the *Sun*;
- Though having already resigned, he was reinstated by the MET for the sole purpose of subjecting him to spurious misconduct proceedings designed to discredit him; and

- He was threatened with the OFFICIAL SECRETS ACT, and subject to other acts of intimidation for talking about his experiences.

As a result, Mr Maxwell suffers from a disabling depression. He has lost his home. His civil partnership broke down. He is unable to work. Nonetheless, he did not give in to intimidation and has persevered. He has made every effort to address these issues with the MET, reach a sensible resolution and work with it to improve its anti-racism policy and practices. Instead, in the face of irresistible evidence and an existing judgment against it, the MET insisted on continuing a lengthy tribunal process at unnecessary cost to the public purse.

When the MET was first found guilty of mistreating Mr Maxwell by an Employment Tribunal in February 2012, the MET appealed, despite the judge warning them that they had little chance of success: “[The MET] is directed to consider whether all [its] grounds of appeal should be argued in light of the difficulties...” said the judge.

But the MET ignored the judge, because it is institutionally unable to accept when it is in the wrong. It went ahead despite the harm it continued to cause Mr Maxwell. The EAT has now said that the MET's appeal was “without merit”.

### QUOTES:

**Kevin Maxwell:** “I have been fighting a long battle for the MET to recognise its mistreatment of me and others like me. Despite today's judgment, the MET still has not acknowledged the abuse I endured; nor has it addressed the institutionalised racism and homophobia with which it is still rife. When those who have suffered such discrimination speak out, instead of being listened to, the MET bullies them into silence. If only the MET would hear today's wake-up call and, rather than paying it lip-service, begin to take this matter seriously.”

**Matthew Jury, McCue & Partners, solicitor for Mr. Maxwell:** “Kevin's claims of racial and homophobic abuse should have been addressed swiftly and seriously. The bravery he displayed by speaking out should have been held up as an example. Instead, the MET fought him and sought to humiliate him at every turn. This is an organisation that is institutionally incapable of addressing the abuse and corruption which seems to be rife within it.”

**Courtenay Barklem, McCue & Partners, solicitors for Mr. Maxwell:** “Today's judgment does not mean that the MET has acknowledged and addressed the discrimination and abuse Kevin suffered, and others suffer daily. If the MET is serious about tackling racism and bigotry within its organisation it needs to recognise the harm Kevin has suffered as well as immediately review an anti-racism policy that is patently not working.”

For further information please contact Courtenay Barklem at [courtenay.barklem@mccue-law.com](mailto:courtenay.barklem@mccue-law.com) or on +44 7885 805836.

The NBPA annually presents awards at the AGM in recognition of internal and external activities of excellence, mainly but not exclusively to linked to the NBPA.

A formal structure has been devised in order to openly and fairly determine the most suitable recipients. In order for the NBPA executive to assess the suitability of nominees a one page A4 testimonial is required to be submitted with information and an explanation as to why the nomination has been made.

### **NBPA Awards winners**

2012 Liverpool

- Jamal Al-Shabaz – Merseyside BPA
- Krishnadas Sukumaran – Staffordshire MCA
- Dominique Walker – Merseyside BPA
- Chanyce Gaynor-Mighty – Met YBPA



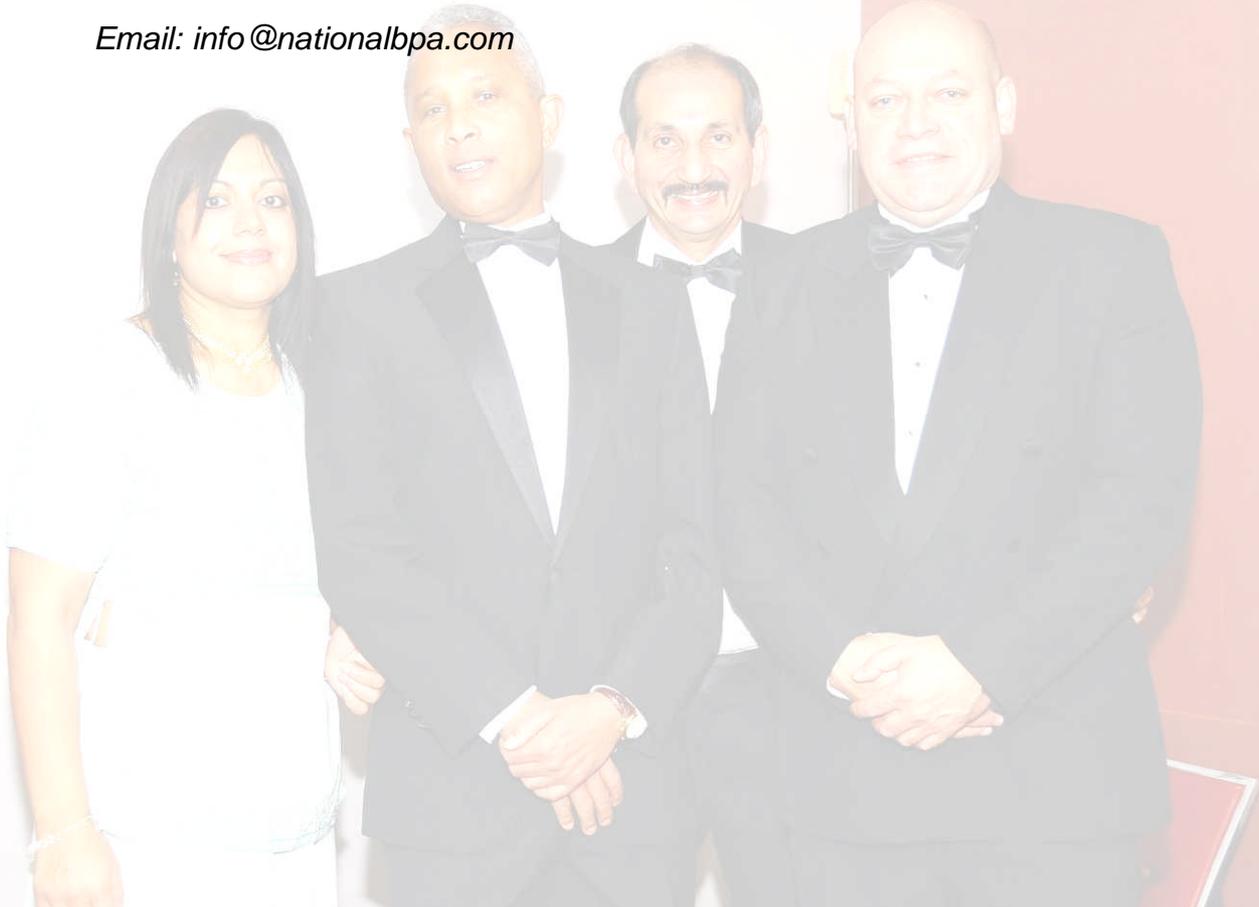
**Chanyce receives her award from the President in 2012**

## acknowledgements

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*Email: [info@nationalbpa.com](mailto:info@nationalbpa.com)*



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