



National Black Police Association

Statement

Commission for Race and Ethnic Disparities Report

The National Black Police Association has championed for equality in the police service for over 20 years. Experience has shown us that the best way to undermine anti-racism is to seek out and actively involve those who don't recognise or understand it. This serves to provide a legitimacy to strident views, steeped in the politics of division and is part of the backlash against the progression of racial equality which the NBPA has consistently warned.

The Commission for Race and Ethnic Disparities Report has constructed a politicised and deliberate narrative aimed at undermining lived experiences, racial equality thought and racial equality movements.

It is difficult for the NBPA to welcome or endorse a report which to all intents and purposes includes a number of positive sections on policing. Sadly, these sections are rendered meaningless through a consistent problematisation of Black and Minority Ethnic Communities, that, *'absorb a fatalistic narrative' 'alienating the decent centre ground' 'historic experience of racism still haunts the present', 'deeply mistrustful'*¹.

As a police staff association which gave evidence to the Macpherson Inquiry into the death of Stephen Lawrence in 1998, we are appalled that the Commission not only brazenly and wrongly stated that *'one of the key justifications for the Macpherson report finding of institutional racism was the under reporting of racist crime'*. It has mischievously stated that institutional racism in policing *'is largely no longer the case given that hate crime and race related incidents is now widely encouraged by police forces'*. This is not the lived experience of our members, Black and Minority Ethnic Police officers and staff and the diverse communities we serve.

The NBPA would like to remind the Commission that in establishing and adopting the definition of Institutional Racism, the Macpherson Inquiry did not restrict itself to hate crime and race related incidents. It also explored issues of police discipline, complaints, stop and search, selection, promotion, recruitment and retention.

The NBPA is concerned that the Commission has created a false and misleading narrative, a narrative which will only serve to deepen mistrust and make our role harder.

