



One Voice Strength in Unity

NBPA 4 Year Action Plan 2018 – 2022

I am delighted to share with you the National Black Police Association’s Action Plan for 2018-22, which outlines our priorities for the next four years. This should be read in conjunction with our Strategy which covers the same period.

We have a unique role in policing in that we represent the whole policing family as well as the communities we are drawn from. My vision is to improving the legitimacy of policing by keeping race on the agenda. We have identified four key themes, building on the work of my predecessors, which will allow us to drive this work forward. These are **Representation, Engagement, Police Powers** and **Support**.



Tola Munro, NBPA President 2017-19

#KeepingRaceOnTheAgenda

#ImprovingPolicing



Introduction

The National Black Police Association (NBPA or ‘Association’) is currently comprised of 43 Affiliated Associations established within police constabularies, law enforcement agencies and the policing institutions across England, Wales, Scotland and Northern Ireland. Its objective is to promote good race relations and equality of opportunity within the Police Services of the United Kingdom and the wider community.¹

¹ http://www.nbpa.co.uk/images/constitution_ratified_29_10_08_version_2.pdf

History of the NBPA

It is a truism that unless we understand the lessons of history that we are destined to repeat mistakes. Black people were in the UK during the Roman occupation. There have been black people in policing since the acknowledged dawn of modern policing in 1829, when in 1835 a black officer, John Kent, began patrolling in Cumbria.

Despite this long history, black police officers and staff have experienced disproportionate representation in various ways across the Police Service, most significantly illustrated by the low proportion of BME officers and staff which still persists today. This issue was not addressed by the predominantly white Police Federation and, during the 1980s, to the mobilization of groups of black officers and staff challenging the policing and its internal culture.²

The main purpose of the NBPA is to support its members and to work towards a fair and equitable service, without discrimination. We act as a watchdog to the service to ensure that promised improvements are implemented.

Strategy

The NBPA have identified 4 key themes that are crucial to our work:

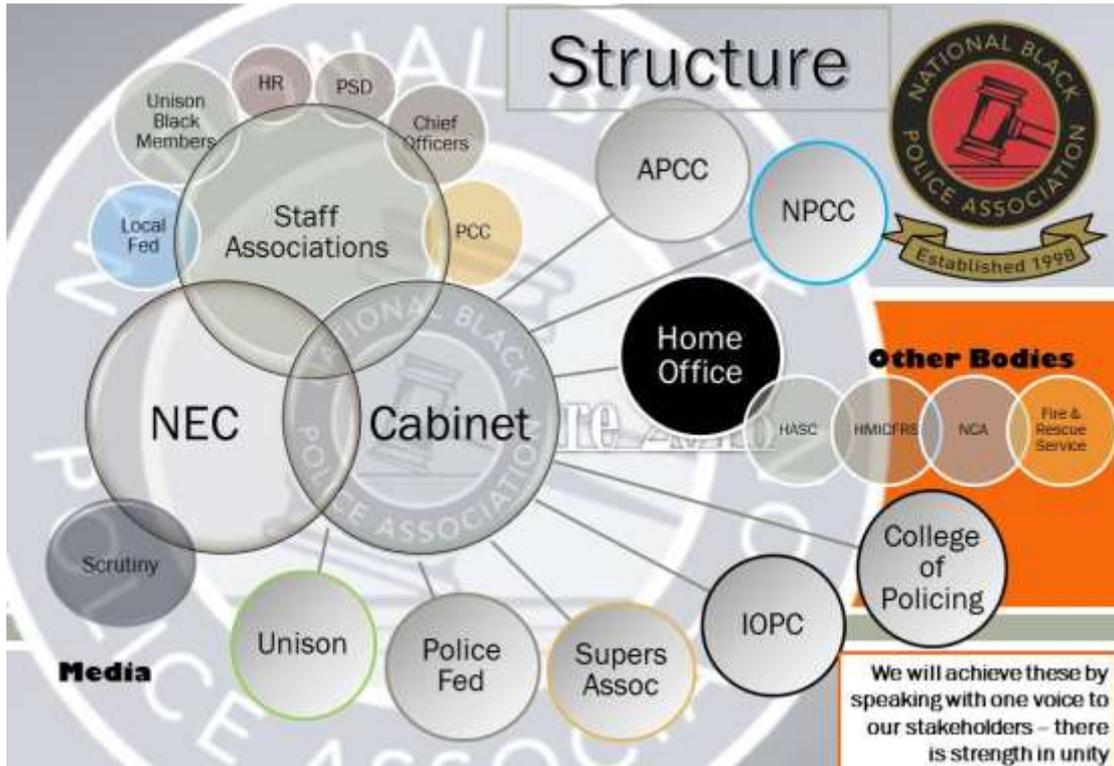
- **Representation** of BME officers and staff within the Police Service
- **Engaging** with the public to increase confidence in policing and ensure our services are informed by community views
- **Monitoring** Police Powers for the good of the public to ensure legitimate and transparent policing
- **Supporting** our BME officers and staff



Structure

Below illustrates the structure of the NBPA and its place in the wider landscape. Our current stakeholder strategy is to build a coalition of the willing. We will achieve this by building strong relationships across policing, as well as our engaged communities, other areas of the public sector and academia.

² <http://www.nbpa.co.uk/about-us/history/>



Our Vision and Values

The NBPA's Mission Statement:

“The National Black Police Association seeks to improve the working environment of Black staff by protecting the rights of those employed within the Police Service and to enhance racial harmony and the quality of service to the Black community of the United Kingdom. Thereby assisting the Police Service in delivering a fair and equitable service to all sections of the community”

Our mission is rooted in the nine Peelian principles, including the need to be representative of the UK's historic black and Asian heritage communities (*'the police are the public and that the public are the police'* Principle 7; see also Principles 2, 3 and 5) in order to legitimately police by consent.

The NBPA believe that, in line with our mission and values, our role is to be guardians for our BME communities. We are aware that disparities exist in society, across the public sector and the Criminal Justice System that disproportionately impact on vulnerable members of BME communities. We will be involved where those intersect with policing. We will also monitor the use of police powers, especially where force is used, and when these powers are abused, be voice for our BME communities (*'The degree of cooperation of the public that can be secured diminishes proportionately to the necessity of the use of physical force'*

Principle 4; 'to use only the minimum degree of physical force necessary' Principle 6)

Our Vision:

"To be an effective agent of change in supporting the UK Police Service to deliver a fair, equitable and transparent service to all of our communities, including those working within it"

We will advocate for black and minority ethnic (BME) communities, and deliver and support strategies and initiatives which have a positive impact on all. These will always reflect our desire to Keep Race on the Agenda and to Improve the legitimacy of UK policing.

Purpose

This Action Plan sets out the NBPA priorities for the next two terms of the current executive and how these will be delivered at strategic level. The change from a three year to four year plan will enable time for the next plan to be developed by the 2021-23 Cabinet. It is hoped that there will be an overlap of Cabinet members to assist in implementing this plan. The Action Plan is also designed to provide guidance to our affiliated associations on local delivery, which will vary according to need.

Targeted Plan

| Theme | Issue & Evidence | Action | Owner | Target Date |
|----------------|---|--|--------------------------|--------------|
| Representation | <p><u>Lack of Black Female Officers</u> 13 forces have no Black Female Officers reflecting both a perceived lack of their worth, and of stereotyping. In 2016/17 only four black females were substantively promoted out of over 3,000 promotions (0.1%) - expectation should be 2%. Between 2007 and 2017, the number of black female officers increased by only 34, from 359 to 393.</p> | Improved the representation, retention and progression of BME females at all ranks and grades of policing by increasing number of forces with black women and their percentage in the service to 2.0% (Home Office stats) | Janet Hills | 2020 |
| | <p><u>Senior BAME Leaders Forum</u> The level of BME representation amongst Chief Officers is 2.6%. However Superintending representation averages 4.5% (4.7%) compared to Constables (7.2%). Staff equivalent grades are not reported. The Strategic Command course due in 2019 is similarly under-represented. The lack of senior BME representation in the police service reflect the historical under-representation of the BME community in the service, and affects its leadership and culture.</p> | Establish a NBPA affiliated Senior BAME police leaders group for Superintendents, Chief Officers and equivalent staff grades. | Tola Munro | October 2019 |
| | <p><u>Positive Discrimination</u> As at 31 March 2018, 6.6% of all officers were Black and Minority Ethnic (BME). While this percentage is increasing policing is not representative 14% BME population in the UK. The rates of voluntary resignations and dismissals are high for BME officers compared to White officers – the latter is x3. Positive Action to is patchy, it is not “Urgent or radical.”</p> | Improve BME Progression (specialisms and promotions), identify issues related to Retention, and target forces with high ratios of BME dismissals. Act as a watchdog in relation to forces implementation of the NPCC Workforce Recruitment & Retention Toolkit | Sim Sian | 2080 |
| Engagement | <p><u>Hate Crime</u> 75% of Hate Crime is race-related including Islamophobia & anti-Semitism, against asylum seekers & refugees. Has been elevated since the EU Referendum. In Northern Ireland race hate crime is higher than sectarian hate crime even though only 1-2% of population is BME.</p> | Encourage reporting of race hate crime. Reduce levels of race & religious hate crime. Agitate for introduction of Racially & religiously offences in Northern Ireland. | Andy George & Umer Saeed | |
| | <p><u>Youth leadership & Diversionary activities</u> There are high levels of youth knife crime including violent crime and drug supply linked to County Lines. Forces hold questionable gang matrixes. Black youths are disaffected with policing.</p> | Identify best practise youth leadership and diversionary activities such as Voyage, KickOff@3 and Natural Born Leaders | Cabinet | 2019 |
| | <p><u>Black History Month celebrations</u> In some forces there is a lack of recognition or respect of the involvement of black & Asian people in the history of the UK. Black History Month is an opportunity to recognize and celebrate our history.</p> | Produce a calendar of the annual Black History Month celebrations. Increase the awareness of Black History | All BPAs | Annually |
| | <p><u>Stephen Lawrence Day</u> Officers and staff are now joining the service without any knowledge of Stephen Lawrence.</p> | Stephen Lawrence Day announced by the PM Theresa May in April 2018 as an event to be held annually on 22 April | Tola Munro | Annually |

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| Police Powers | <p><u>Stop & Search inc Racial profiling</u> There are disparities in Stop & Search and concerns about Racial profiling - x8 for black young men in London, and high rates in Dorset and elsewhere.</p> | Highlight issues for forces with high rates of disparity. Reduce both national and local levels of BME stop & search | Tola Munro & Janet Hills | Ongoing |
| | <p><u>Facial Recognition</u> The use of Facial Recognition technology has been raised as an issue by civil libertarians. There are concern that black people will be unfairly targeted</p> | The NBPA will work with groups such as Liberty to monitor the roll-out and usage of facial recognition cameras | Janet Hills & Tola Munro | |
| Support | <p><u>Training for BPAs</u> There is a skills shortage amongst local BPAs Chairs who provide support related to Disciplinary and Grievance Disproportionalities, and to Institutional Racism. This is linked to retirements and elections of new Chairs.</p> | Train and upskill Chairs, Reps and Support Officers. Develop confident local BPAs. | Karen Geddes | October 2019 |
| | <p><u>Disciplinary Disproportionalities, Misconduct & Barred list</u> There are Disproportionalities in the Disciplinary and Misconduct processes and on the Barred list. In 2018 BME officer x3 as likely to be dismissed as their White colleagues. Dismissal rates for BME staff are not reported. Internal complaints have more disproportionality than external complaints.</p> | Reduce BME disparities in policing from x3 to x1 | Tola Munro | 2021 |
| | <p><u>Institutional racism</u> There is evidence that institutional racism still exists in policing. This has been highlighted by the NBPA Health Checks (Staff Dynamics).</p> | NBPA will identify forces where Institutional racism and work with them to change their culture. | Tola Munro | |
| | <p><u>Individuals, forces, community support</u> The Cabinet receives calls from individuals and forces for support as well as from the community. However although the NBPA speaks nationally at a strategic level it is a charity, it has to generate its own funding, it does not employ any staff and has no offices - despite providing advice to Chief Officers, and support to individuals, BPAs, forces and to the community. It is at the grace and favour of local forces. There are no sanctions if the NBPA is ignored, its recommendations are not mandatory.</p> | A formal request will be made to the Home Secretary to place the Association on a statutory footing. Funding for staff and research grants will also be requested. | Cabinet | 2021 |

NEC List (43)

| Twitter | Force/Organisation | BPA/EMA |
|---------------------|------------------------------------|--|
| @ASPoliceBPA | Avon & Somerset Constabulary | BPA - Black Police Association |
| @BedsPoliceCohesion | Bedfordshire Police | BME Support Network & BME Support Group |
| | Cambridgeshire Constabulary | BPA BME Support group |
| @CCMEGUK | Cheshire Constabulary | CCMEG - Cheshire Constabulary Minority Ethnic Group |
| | City of London Police | BPA - City of London Police Black Police Association |
| | Cleveland Police | BPA - Black Police Association |
| | Cumbria Constabulary | CCMPA - Cumbria Constabulary Multicultural Police Association |
| @DerbyshireBPA | Derbyshire Constabulary | BPA - Derbyshire Black Police Association |
| | Devon & Cornwall Constabulary | |
| | Dorset Police | |
| @DurhamBAPA | Durham Constabulary | DBAPA - Durham Black and Asian Police Association |
| @DPP_EMSN | Dyfed-Powys Police | EMSN – Ethnic Minority Support Network |
| | Essex Police | MESA - Minority & Ethnic Support Association |
| | Gloucestershire Constabulary | GEMA - Gloucestershire Police Ethnic Minority Association |
| @bapaGM | Greater Manchester Police | BAPA - Black and Asian Police Association |
| @gwentpoliceEMA | Gwent Police | GEMA - Gwent Police Ethnic Minority Association |
| | Hampshire Constabulary | BEAM – Black & Ethnic Minority Association? |
| | Hertfordshire Constabulary | HBAPA - Hertfordshire Black and Asian Police Association |
| | Humberside Police | BPA - Black Police Association |
| @KMEPA | Kent Police | KMEPA - Kent Minority Ethnic Police Association |
| @LancsBPA | Lancashire Constabulary | BPA - Black Police Association |
| @leicspoliceBSN | Leicestershire Constabulary | BSN - Black Support Network |
| | Lincolnshire Police | |
| @MerseyBPA | Merseyside Police | BPA - Black Police Association |
| @MetBPA | Metropolitan Police Service | MetBPA – Metropolitan Police Black Police Association |
| | Norfolk Constabulary | BPA - Black Police Association |
| @NWPBAPA | North Wales Police | BAPA – North Wales Police Black Asian and Minority Ethnic Association |
| @NorPolBPA | Northamptonshire Police | BPA & Northamptonshire Association of Muslim Police |
| @NYPBPA | North Yorkshire Police | BPA - North Yorkshire Police Black Police Association |
| @NPoEMA | Northumbria Police | NPEMA - Northumbria Police Ethnic Minority Association |
| @NottsBPA | Nottinghamshire Police | BPA - Nottinghamshire Police Black Police Association |
| | Police Service of Northern Ireland | EMPA - Ethnic Minority Police Association |
| @SEMPERscotland | Policing Scotland | SEMPER - Supporting Ethnic Minority Police staff for Equality in Race |
| @SWPBPA | South Wales Police | BPA - Black Police Association |
| | South Yorkshire Police | |
| @staffspoliceMCA | Staffordshire Police | MCA - The Multi Cultural Association |
| @SuffolkBPA | Suffolk Constabulary | SEPA - Suffolk Ethnic Police Association |
| @SurPolDiversity | Surrey Police | SPACE - Surrey Police Association of Culture and Ethnicity |
| | Sussex Police | REN - Race Equality Network |
| | Thames Valley Police | SAME - Support Association for Minority Ethnic staff |
| | Warwickshire Police | |
| | West Mercia Police | B-ME - Minority Support Group |
| @WMPBAPA | West Midlands Police | BAPA - Black, Asian Police Association |
| @WYP_BPA | West Yorkshire Police | WYBPA - West Yorkshire Black Police Association |
| @WiitsPoliceBPA | Wiltshire Police | BPA - Black Police Association |
| @BTPDiversity | British Transport Police | SAME - Support Association for Minority Ethnic staff |
| | Ministry of Defence Police | Diversity and Inclusion Working Group |
| | National Crime Agency | EMNSA - Ethnic Minority Network Support Association |
| @NBPAUK | NBPA | NBPA - National Black Police Association |

Appendix A - Bills, Reports & Reviews

- Home Office, Police Workforce, England & Wales, 31 March 2018, Statistical Bulletin 11/18. 19 July 2018
- Her Majesty's Inspectorate of Constabulary (HMIC), *The welfare of vulnerable people in police custody*, March 2015: HMIC thematic inspection on the welfare of vulnerable people commissioned by then Home Secretary Theresa May
- Home Affairs Committee, Police diversity: First Report of Session 2016–17. HC 27. Published on 21 May 2016
- Lammy review: final report confirmed the existence of BAME disproportionality in policing and in the Criminal Justice System. 8 September 2017
- Deaths in Custody report Dame Elish Angiolini DBE QC confirmed disproportionality higher BME deaths in custody when restraint. 30 October 2017
- Young Review (Nov 2017)
- Race Disparity Audit (2017)
- HMIC PEEL Police Legitimacy 2017
- HMIC Report – Public Perceptions (Dec 2017)

Appendix B – Full list of NBPA Work

Four Peelian Strands

Representation

- 1. Recruitment
- 2. Progression including Positive Action roundtables
- 3. Retention & Dismissals
- 4. **Lack of Black Female Officers**
- 5. **Senior BAME Leaders Forum**
- 6. #CelebratingSuccess
- 7. Training, Mentoring, Coaching
- 8. Forces responsibility
- 9. Home Affairs Select Committee
- 10. Race Disparity Audit
- 11. **Positive Discrimination**

Engagement

- 1. **Hate Crime** including Islamophobia & anti-Semitism, asylum seekers & refugees
- 2. HBV, Forced Marriage & FGM
- 3. DV & black mental health
- 4. **Youth leadership** e.g. Voyage & **Diversions activities** e.g. KickOff@3
- 5. Community Cohesion e.g. PolicesOL, ride-a-longs
- 6. **Black History Month celebrations**
- 7. **Stephen Lawrence Day**
- 8. Stakeholders - Federations, staff associations, Home Office, HMICFRS, College of Policing, unions
- 9. Speaking engagements

Police Powers

- 1. **Stop & Search inc Racial profiling**
- 2. Taser
- 3. Spitguards
- 4. Death in Custody
- 5. DNA database
- 6. Legitimacy
- 7. NBPA Force Inspections
- 8. IOPC investigations - Cleveland
- 9. **Facial Recognition**

Support

- 1. **Training for BPAs**
- 2. Awards inc #WeAreDeserving list
- 3. Grievances & Employment Tribunals including roundtables
- 4. **Disciplinary Disproportionalities, Misconduct & Barred list**
- 5. Whistleblowing
- 6. Wellbeing
- 7. Force visits
- 8. **Institutional racism**
- 9. **Individuals, forces, community support**
- 10. UN – Spécial Rapporteur on Racism