



# NEWSLETTER

DECEMBER 2022

## NBPA Conference & Awards 2022

It was an absolute privilege to have welcomed our members, friends, colleagues and communities to the 2022 conference, kindly hosted by Gloucestershire Ethnic Minority Association and Gloucestershire Constabulary.

We hope that you engaged with NBPA members to share experiences and develop your networks. The NBPA conference is a time for local associations to come together and share experiences, de-compress and re-charge before they return to their respective force and continue to support members and guide their senior leaders on racial equality.

Together, we can ensure that history remembers us as the generation that finally tackled racism in policing and created a fair and equitable service for all.

### AWARD CATEGORIES: *(Click to go to section)*

- PRESIDENTS AWARD
- POLICE OFFICER OF THE YEAR
- SISLIN FAYE ALLEN LIFETIME ACHIEVEMENT AWARD
- POLICE STAFF MEMBER OF THE YEAR
- EXCELLENCE IN RACE EQUALITY LEADERSHIP
- POLICE FORCE OF THE YEAR
- COMMUNITY CHAMPION AWARD

## PRESIDENTS AWARD



### BHARAT NARBAD QPM

Bharat 'Baz' Narbad has been an active member of both his local Black Police Association and the National Black Police Association. He joined policing after 10 years in banking which he didn't find exciting enough and joined the service to see how he could change policing from the inside.

He is passionate about getting more people from ethnic minority backgrounds into policing and seeing the workforce of South Wales Police change during his time as he has been Chair of South Wales Black Police Association for over 10 years where he has used his position to advocate on behalf of his members direct with his Chief Officer team.

He is a mentor and development champion in the community and during his time as Chair has supported many members both in their recruitment, career progression and issues they have faced in the force. In 2019 he received the Queens Police Medal and is retiring later this year.

He will be missed by us all at the National Black Police Association.



### SANDRA DESLANDES-CLARK

Sandra has been the Executive Director of SEMPER Scotland for many years and has advocated at the highest levels both within policing and wide society for racial equality. She has consistently displayed courage in calling for better outcomes for officers, staff and communities from Black, Asian and Minority Ethnic backgrounds.

She is Chair of the Coalition for Racial Equality and Rights who seeks to protect, enhance and promote the rights of Black/Minority ethnic communities across Scotland.

She has been a familiar face within the National Black Police Association's NEC and has provided counsel to Cabinet members past and present.



### SHALA YASIN

Shala joined Cleveland Police in 2020 and during her time in force has been challenging racism and discrimination wherever she sees it. Despite the difficult environment she finds herself working in she has stayed true to the cause of racial equality and her own personal values.

She brings to life the ethos of speaking truth to power and does so in an attempt to make policing better. The NBPA recognises the effort and personal sacrifice that she brings so early in her career and we will continue to work with her to ensure she gets through this difficult period and thrives in her chosen career.



### ROBYN WILLIAMS

The case involving Superintendent Robyn Williams of the MPS is one that polarises opinion and can evoke many emotions. It brings to the fore disproportionate and unequal application of the law and the relentless targeting of Black Officers despite courts of law and the court of public opinion saying doing so was wrong.

Robyn was a founding member of the NBPA and throughout her career has championed issues of racial equality by supporting officers and staff who have suffered racism and discrimination in force. Despite what emotions the criminal conviction might create, Robyn has been dignified and resilient in the war to protect her career and reputation.

One Voice, Strength in Unity has never been an easy ethos to live by but in Robyn's case we stand in solidarity and recognise the stress and trauma her fight has personally taken on her. This award is our efforts to show our support and to remind our many members, you are not alone.



### SISLIN FAYE ALLEN LIFETIME ACHIEVEMENT AWARD

#### MOHAMMED ABID KHAN

Abid was brought up in a small mill town in Haslingden, Lancashire. Abid came from a family of migrants with his father passing away whilst Abid was young. Abid studied at one of the Islamic institutions in Bury and memorized the Quran in its entirety.

Abid has worked in many roles within the force and has also kept home close to his heart by working to create opportunities for engagement and interaction with the community. Abid has used his standing and reputation within the Asian community to put his shoulder behind engagement work in every role he has worked in. His most influential role being the Workforce representation Chief Inspector in which he strategized, planned and drove new ways in which we could attract and recruit from minority communities.

Being the Chair of the LBPA Abid has supported countless colleagues in policing and has been in their corner from the beginning. He has worked closely with our Chief Constable and other Chief Officers to bring issues faced by ethnic minority colleagues to the forefront of the agenda and has been integral in working on our Force's approach to creating an equitable, inclusive and diverse environment.

Just as Sislin Fay paved the way for every ethnic minority Police employee in 1968, Abid has wholeheartedly emulated her spirit in the way in which he has spent the lifetime of his career in being a beacon of guidance, integrity, success and pride for ethnic minority officers and members of the public within Lancashire.

### POLICE OFFICER OF THE YEAR

#### RUTH HONEGAN BEM

Ruth was the Diversity Support group vice chair in Bedfordshire for 7 years. She is currently seconded to the Police Uplift Programme as the Positive Action and Outreach lead. Ruth is also the Deputy General Secretary for the NBPA Cabinet.

Ruth worked on our police officer recruitment campaign for a number of years in Bedfordshire.

In 2021, Ruth, alongside her colleague and then Diversity Support group chair, Mo Aziz were awarded a British Empire Medal from the Queen in recognition for their work to making Bedfordshire's workforce more diverse. Their recruitment campaign transformed Bedfordshire Police from the third least representative police force in the country, in terms of proportion of officers and staff we have from ethnic minority backgrounds.

Ruth is passionate about diversity and inclusion, she has built trust and confidence both internally with officers and staff, and externally with partners and our communities and continues to drive forward this work through the role she is currently seconded to and through her work with the NBPA.

Ruth is always there to provide support and guidance to new and existing members, both locally and nationally, and will often take time voluntarily out of her weekends to support and offer guidance to those in need.



### POLICE STAFF MEMBER OF THE YEAR

#### MARCIA GITTENS MBE

Within the community, Marcia is part of the BAME leader's group that looks at equality and always contributes a policing view of matters in order to benefit the group's knowledge and in turn the wider diverse community.

Marcia reverse mentors the Chair of Race Council Cymru and the strategic lead for EDI for the College Of Policing.

Marcia has worked in partnership with other organizations to improve the safety and equality of young black youths for 'show racism the red card' and 'the gloves are off'.

During the pandemic, Marcia has worked with Welsh Government to gain a better understanding of the disproportionality of COVID 19 within the black communities.

Throughout her service with South Wales Police, Marcia has worked with community groups to improve community cohesion with the police including and not limited to BVSNW, Stonewall, Welsh Language Board, Disability Cymru, Wales African Centre, CPS and other criminal justice organizations.

Marcia's work on Equality, Diversity and Inclusion spans the whole of her career in South Wales Police, there are numerous examples of Excellence during her service:

Marcia has been on the NBPA executive since its inception 1999.

Marcia spent 5 years as events co-ordinator and arranged all AGM conferences in that time which including securing budgets, venues, keynote speakers, programmes, hotels, hospitality etc. Marcia was elected as Vice president of the National Black Police Association in 2004/2005.

Because of the work Marcia has done in her career in Race Equality, Marcia was honoured by the Queen and awarded an MBE this year (2022).

Additionally, Marcia was named Police staff member of the year by both the International Association for Women in Policing and the British Association for Women in Policing for 2022.



### EXCELLENCE IN RACE EQUALITY LEADERSHIP

#### UMER SAEED

Police Inspector Umer Saeed became chair of the WYBPA in October 2016, and subsequently vice-president of National BPA in October 2017 and then General Secretary in 2019. He was the driving force behind the re-emergence of the WYBPA in 2016, after a number of years of no activity, of this crucial support network for ethnic minority colleagues.

Under Insp Saeed's leadership, the BPA team delivered a number of high profile initiatives including; the locally developed and nationally adopted, 'Natural Born Leaders' Program, designed to empower ethnic minority students to become future community role models and colleagues who participate in delivery.

In 2017, he obtained a spending pressure bid, and delivered a successful NBL to 8 students from Leeds. This included the planning, preparation, logistics and co-ordinating of resources and venues to facilitate the students and the program. In 2018, he obtained a Safer Communities Fund bid and again delivered successfully to 13 students from Bradford and 4 from Leeds. He was able to join up two excellent community initiatives in "BUMPEE" Birstall and "CATCH" Harehills, delivering force-wide engagement across communities.

The importance and effectiveness of the program was recognised by CC Robins when he spoke at an attestation evening and there was a former NBL student in the cohort.

Retrd ACC Williams, cited the NBL programme, when WYP was challenged around ethnic minority representation in a local newspaper article.

In the NBL 2018 award ceremony he also initiated the inaugural PC "Paj" Ahmed (late) award, by naming an award after him, and having his widow and son present it to the recipient.

Insp Saeed spent nearly 10 years in a specialist public order unit, in particular when the EDL were at its peak, as its only Muslim officer.

In 2014, Insp Saeed headlined an article in the Guardian newspaper One Friday I Religion I The Guardian painting policing in a positive light and highlighting the challenges faced. Insp Saeed has twice been commended for bravery when he single-handedly rescued a family from a house fire and at a double attempt murder incident whereby both individuals survived.

### COMMUNITY CHAMPION AWARD

#### ROBERT GEORGE BINNS

Robert is a visionary leader, fusing corporate experience with entrepreneurial passion. He has worked for key global players in technology services across aerospace, defence, manufacturing, finance, education, health and the third sector. He is a highly driven entrepreneur with a proven track record in the technology, cosmetics and property sectors. Robert currently holds various roles, ranging from Founder to Non-Exec Director. Robert is Preston born and bred and is a member of Preston's Towns Fund Board and is a Leader in Residence at the University of Central Lancashire, a trustee at DWF foundation and Lancashire Chair at Downton in Business. He is a well-respected citizen of the City and is well thought of by the patrons.

Robert has become a key contact for Lancashire Police's and in particular, for the City of Preston in relation to the development of forging links with the African-Caribbean community.

Robert has attended numerous focus groups for Lancashire Police and is a Recruitment Ambassador for the organization in promoting a career for members of the community to see the Police as a career of choice. He has offered to utilise his resources and networks in assisting the police to create an approachable ethos and partnering with the DEI team to reduce barriers and increase a positive perception of the Police Service within the African-Caribbean community of Preston.



### POLICE FORCE OF THE YEAR

Staffordshire Police have over a period of time, actively progressed the race agenda on a regional and national basis measured against the NBPA strands and representation, engagement, police powers and support.

