



Press release on the racist targeting of the Chair of the Met Black Police Association

The National Black Police Association is disturbed that the Metropolitan Police Service (MPS) is weaponising the misconduct system to deliberately target the Chair of the Met Black Police Association (Met BPA) with a perceived racist and vexatious misconduct investigation.

This concerning development comes 11 months after the Casey (2023) review identified that Black Officers were 81% more likely to face misconduct than their white counterparts and that, *“allegations against officers and staff of colour might follow when they raise their head above the parapet to call out poor behaviour. This is a pattern embedded across Met culture: speaking out often results in adverse consequences for the complainant”*.

The NBPA has reason to believe that the complaint was instigated as a direct result of the Met BPA Chair voicing concerns about the poor behaviour of senior officers and the racism he and his colleagues are suffering. It also comes at a time when the Chair was beginning to unite officers and staff from Black, Asian and Minority Ethnic backgrounds after efforts by the MPS to divide the membership.

The misconduct action against the Met BPA Chair stems from him being racially abused in a WhatsApp group. However, instead of treating him as a victim, there seems to have been a deliberate and concerted effort to *‘find dubious evidence’* to prevent him from representing members suffering discrimination and holding the Commissioner to account in public forums.

The NBPA questions the motives of the action taken against the Met BPA Chair by the MPS and the troubling restrictions that have been put in place. The BPA Chair is not allowed to be involved in any cases, which involve discrimination neither is he allowed to attend meetings with the Mayor’s Office for Police Accountability (MOPAC). It is also worrying that a Commander emailed the Chair within hours of the misconduct notice being served, asking when they were stepping down.

Sadly, at a time when the public and in particular Black Asian and Minority Ethnic Communities (BAME) demand greater accountability and transparency from the police, it seems that when it comes to Black, Asian and Minority Ethnic communities the MPS and its leadership has not changed despite the Commissioner *‘accepting the diagnosis’ of the findings of the Casey report*.

Instead, it reverts to type, runs roughshod over fundamental principles which



encompass fairness and proportionality, thereby denying Londoners an additional layer of accountability and crucial support to Black, Asian and Minority Ethnic officers and staff experiencing discrimination. It is therefore not surprising that the Commissioner refused to accept that the MPS is institutionally racist as the actions against the Met BPA Chair confirm that institutional racism is thriving in the MPS but this time it appears to be even more sinister and vengeful.

Leroy Logan MBE, former met BPA Chair commented
“The MPS has done what it can to prevent the Met BPA from forming and ever since its inception has tried to remove the honest voice of our members from public debate. I myself was targeted as Chair of the Met BPA so it comes as no surprise to me that they have decided to target the current Chair.”

Janet Hills MBE, former Met BPA Chair stated,
“This year marks the 30th anniversary of the MetBPA and the journey has been far from easy. The Executives have faced numerous challenges over the years, but thanks to the unwavering support of our members and communities, we have reached this significant milestone. Since our formation, we have been under constant threat and little has changed in 30 years. Every chair of the MetBPA has their own story of overcoming adversity and our current elected Chair is no exception. Despite attempts to be silenced, our mission remains steadfast: to ensure that the police deliver a fair and equitable service for all”.

Mina Smallman stated “The National Black Police Association have a proud history of speaking up for Black communities over the last 30 years and I am dismayed that rather than work with the association, the MPS has refused to meet their President and now targeted the Chair of the Met BPA. The NBPA are critical in helping policing improve after the scathing report from Baroness Casey. They have offered support to my family at a time of great sadness and they need better support in order to help those in need. The sooner the MPS accept the National Black Police Association as experts in working with and gaining the trust of the community, the sooner we might move forward. The National Black Police Association are part of the solution.”

Andy George, President of the National Black Police Association said *“I am disappointed but not surprised to see the misconduct system being weaponised against the Met BPA Chair in an apparent attempt to remove a voice from within policing from holding the Commissioner to account. There appears to be a large-scale PR exercise being completed by the MPS and the timing of this complaint leads me to believe that there is a desire to remove any dissenting voices from public discourse. Given the crisis in confidence highlighted through so many incidents and reports, I cannot say that we can adequately protect and support officers of colour within the MPS. For that reason, I take the extraordinary step of saying that we **no longer have confidence in the Commissioner or his senior leadership team** to bring about the necessary and promised reforms to the service. I*



*also regrettably recommend that anyone from Black, Asian and Minority Ethnic backgrounds **do not join** the MPS until there is more rigorous accountability placed on the Commissioner and more resources are given to the Met BPA so they can provide wrap around support to those in need.”*

The National Black Police Association will be supporting the elected Chair of the Met BPA and we will be mobilising support to fill the gaps in the questionable restrictions placed on him. We will also be working with our community partners to ensure London has a police service that all communities can be proud of.