



Press release on suspension of support for the Police Race Action Plan

The National Black Police Association suspended support for the National Police Chief Council (NPCC) and College of Policing's race action plan on 20th June 2024. The decision taken was necessary to protect the wellbeing of our national and local Executives, as we have all felt burnout due to the current environment both internal and external to policing. Despite asking for additional resourcing and an action within the plan giving a commitment to provide this, we have not received any additional support.

Since the inception of the Police Race Action Plan, we have tried to work collaboratively with policing, sharing our members experiences with the desire of developing actions that will effectively tackle racism. Unfortunately, we have felt that our views have not been respected or listened to and are disheartened that we have not seen the improvements we were promised back in 2020.

The initial suspension was an interim measure pending a vote held by our National Executive Committee (NEC), who represent local associations in every police service and law enforcement agency across the UK. The results of our National Executive Committee vote was clear and the decision has been made to continue the suspension until our Annual General Meeting at our conference on 17th October 2024.

We also asked our National Executive Committee two questions:-

1. Has the plan achieved it's ambition of improving the experiences of policing for Black people?
2. Has the plan created a strong enough foundation to improve the experiences of policing for Black people in the longer term, particularly if there is no central team?

The results showed that 93% of our local associations felt the answer was no to both questions. We feel the plan has become divisive and created a barrier to our engagement with the National Police Chiefs Council. Regretfully, we believe the current environment has become more hostile and policing rather than improving, has regressed to a pre-Macpherson era on race relations.

Baroness Casey outlined a number of conclusions in her report on the standards and culture of the Metropolitan Police Service. We have found similar traits on the national plan such as defensiveness and denial, optimism bias and speaking up not being welcome. We are also concerned that racism has been present within the central team delivering the plan.

The National Black Police Association is committed to supporting our members and communities and developing a police service we can all be proud of. This decision was not taken lightly and has been carefully considered by our local associations.

We will be taking this time to consult our members on what measures could drive the improvements we so desperately want to see and will provide an update once that consultation has been completed.

5th September 2024