



Black and Asian Police Association

Greater Manchester

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BAPA Update

Disproportionality in Police Professional Standards

The issue of disproportional treatment within Professional Standards has been a concern for BAPA for a number of years. In 2009 Charles Crichlow who was then Chair of BAPA wrote to the GMPA regarding this issue. His letter stated

"...These issues coupled with the level and nature of concerns raised by BME staff in GMP represent a burgeoning crisis for GMP in relation to confidence in equality..."

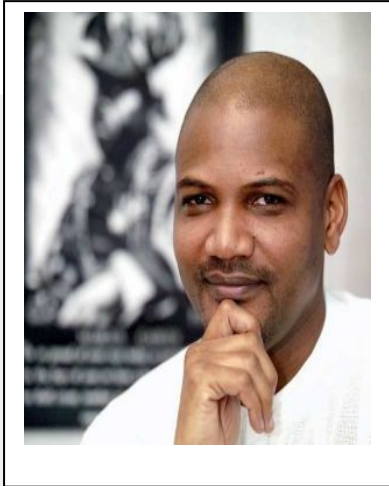
It continued.

"...Having carefully considered these issues and taking into account past failures to even get an understanding of this phenomenon and given our effort to establish, restore and build confidence in equality where it is needed, we are appealing to GMPA to cause an inquiry to take place of a similar kind to the race & faith inquiry which is currently taking place in the London Metropolitan Police..."

Manchester University have completed their investigation of internally raised misconduct proceedings in Greater Manchester Police. It contained additional statistical analyses of West Midlands Police and British Transport Police. It also contained statistical analyses of counter corruption intelligence data within the three services. The report found unfairness and disproportional treatment of BME Staff.

There are four recommendations of the research:

- **Recommendation 1:** the findings of this report should be critically appraised, at the first opportunity, by a GMP working group that is broadly representative of its hierarchical structure, cultural diversity and operational breadth.
- **Recommendation 2:** further research into covert investigations in GMP should be undertaken.
- **Recommendation 3:** further research into misconduct and covert investigation procedures and practices in WMP and BTP should be undertaken.
- **Recommendation 4:** this research report should be published online as soon as practically possible.



NBPA Update

NBPA Press Release: NBPA welcome the report into Disproportionality in Police Professional Standards commissioned by Greater Manchester Police and conducted by the University of Manchester. It is clearly evident from the findings of the report that Greater Manchester Police, West Midlands Police and British Transport Police have very serious issues to address in terms of the fair treatment of BME Staff. The NBPA will be calling upon the Home Affairs Select Committee to study this report and hold the relevant Ministers accountable for ensuring fairness within our criminal justice system.

Charles Crichlow President of the NBPA said *"....The findings of this report vindicate concerns raised over many years regarding officers from different backgrounds being treated differently and unfairly, there is now a window of opportunity to use this evidence as a catalyst for tackling these issues once and for all...."*

Counter Terrorism Unit

We understand that a report was commissioned into the culture of the Counter Terrorism Unit that should have been made available in December 2010. In spite of several request this report has not been made available. BAPA will pursue this issue.

NBPA Main Strategic Priorities

- Tackling unfairness in the Criminal Justice System
- Reducing Hate Crime and Violent Crime
- Recruitment retention and progression of BME Staff
- Women in Policing

To this end the NBPA have been fully engaged with a number of key pieces of work around the country:

- Cleveland Constabulary Institutional Racism Study
- Greater Manchester Police Research into Disproportionality in Professional Standards
- Criminal Justice Network Symposium on Race and Criminal Justice System (CJS)
- Establishment of CJS Network
- Launch of (NBPA lead) National Institute for leadership and Empowerment (NILE)

Police and Crime Commissioners (PCC's)

NBPA has no principled opposition to the introduction of PCC's however there is a worry that lack of appropriate public awareness and other issues could lead to problems. The NBPA have highlighted concerns publicly in the media and in the transition seminar hosted by the outgoing Association of Police Authorities (APA) earlier this year.

Direct Entry

The Home Office has given a clear commitment to proceeding with this reform the NBPA have been very clear in their submission of support for multiple points of entry but only to the extent that such measures will be successful in terms of improving the ethnic diversity in the leadership of our police service.

Austerity Measures

Since cuts have been imposed on the police service, it has become clear that the impact would be disproportionately felt by BME staff and women in particular. The NBPA have argued and continue to argue that where cuts have to be made that this process should be done in a fair manner with serious consideration given to the ethnic diversity of the service and capacity to deliver culturally sensitive services particularly around the broad spectrum of hate crimes.

Media

NBPA has had a significant media presence throughout the year giving numerous radio and television interviews in response to a range of request and inquiries. The NBPA are active on social media and use their web presence to get their message out to members and to the wider public.

Members Update

On 16th September 2012. DC Paul Bailey completed the Great North Run between Newcastle and South Shields in a time of 2:02:32. Paul was running for Get Kids Going. Get Kids Going is a National charity which gives disabled children and young people - up to the age of 26 yrs - the wonderful opportunity of participating in sport.



Please forward any articles that you wish to be included in the next newsletter to BAPA via lotus notes.