



# Black and Asian Police Association Greater Manchester

Newsletter: Issue 10

Winter 2014.



## Two Years of BAPA News: The Front Pages

**Did you know that you could listen to every edition?**

*"Who's going to stop the rain" – Anastacia*

*"Survivor" – Destiny's Child*

*"Stronger" – Christina Aguilera*

*"So good" – Destiny's Child*

*"Keep On Singin' My Song" – Christina Aguilera*

*"Living With Ghosts" – 'Forgiveness' Patty Griffin*

*"Man in the Mirror" – Cameron the Public*

*"Redemption Song" – Bob Marley*



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# Black and Asian Police Association Greater Manchester

Newsletter: Issue 2

Winter 2012.

## “Who’s going to stop the rain”



### BAPA Update

Dear All,

*You will all be aware that Richard Alleyne has left GMP moving on to new pastures. I would like to take this opportunity to wish him the best in his future career.*

*As the Chair of BAPA I wanted to confirm my personal commitment to the aims and objectives of the association and to the NBPA movement nationally.*

*In making the case for equality and diversity as an absolute operational imperative it has to be recognised that policing a modern diverse Britain requires a modern diverse Police Service. Building and sustaining the confidence of communities is key to meeting the objective of 'cutting crime' set out clearly by the present Coalition Government. This is particularly evident in tackling Hate Crimes, Gun and Knife Crime and Countering Terrorism. These are crimes which impact highly disproportionately within black and minority ethnic [BME] communities in the UK and it is for this reason that NBPA through its network of local affiliates and working with community organisations,*

*strongly encouraged BME recruitment and representation into these critical areas of Policing.\**

*The executive are currently undergoing a review of work within BAPA. The need for support and refocus on race equality issues within the service is already abundantly clear. I am sure that we will all see the benefits of this work in the weeks and months to come.*

*Paul Bailey  
Chair BAPA.*



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# Black and Asian Police Association

## Greater Manchester

Newsletter: Issue 3

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"SURVIVOR"



For those of you who joined Greater Manchester Police before August 1999 you will recall this special edition of the Brief 'More brief'. The striking front page was to illustrate how important an issue race and discrimination was at that time.

The question many long standing anti-racist activist would be asking is, what of the promise of Sir David Wilmot a previous Chief Constable of Greater Manchester Police who spoke in the wake of the Stephen Lawrence report publication and made a promise to the people of Greater Manchester and his force that GMP through Operation Catalyst would become a 'centre of excellence in police race relations'.

Are we now to accept this promise as officially broken?



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# Black and Asian Police Association Greater Manchester

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Summer 2013.

## "Stronger"

### The Three Phases of Truth

Truth passes through three phases:

First it is ridiculed.

Second it is fiercely and violently opposed.

Third, it becomes self-evident.

— Arthur Schopenhauer  
German philosopher (1788 - 1860)

This three-part progression does not happen automatically or magically. As Dr. Martin Luther King, Jr. said, duration is not enough: the mere passage of time does not create change. It requires ordinary people envisioning, acting and constructing the future.



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# Black and Asian Police Association

## Greater Manchester

Newsletter: Issue 5

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"So good"



**Sislin Fay Allen**

Sislin Fay Allen was an inspiration for many when she became the Metropolitan Police's first black female police officer. Jamaican-born, Sislin joined the force in 1968 being deployed to Croydon.

Sislin Fay Allen was flicking through a newspaper in 1968 when she saw an advert for male and female police officers to which she replied.

At the time there were no black female officers so the mum-of-two sat down and wrote an application.

Within a few weeks Sislin had made it to the interview stage, shocking her husband and family when she was accepted.

In 1972 Sislin left the Metropolitan Police because of family commitments, returning to Jamaica. She joined the Jamaican police force receiving a welcoming letter from the then Prime Minister Michael Manley.



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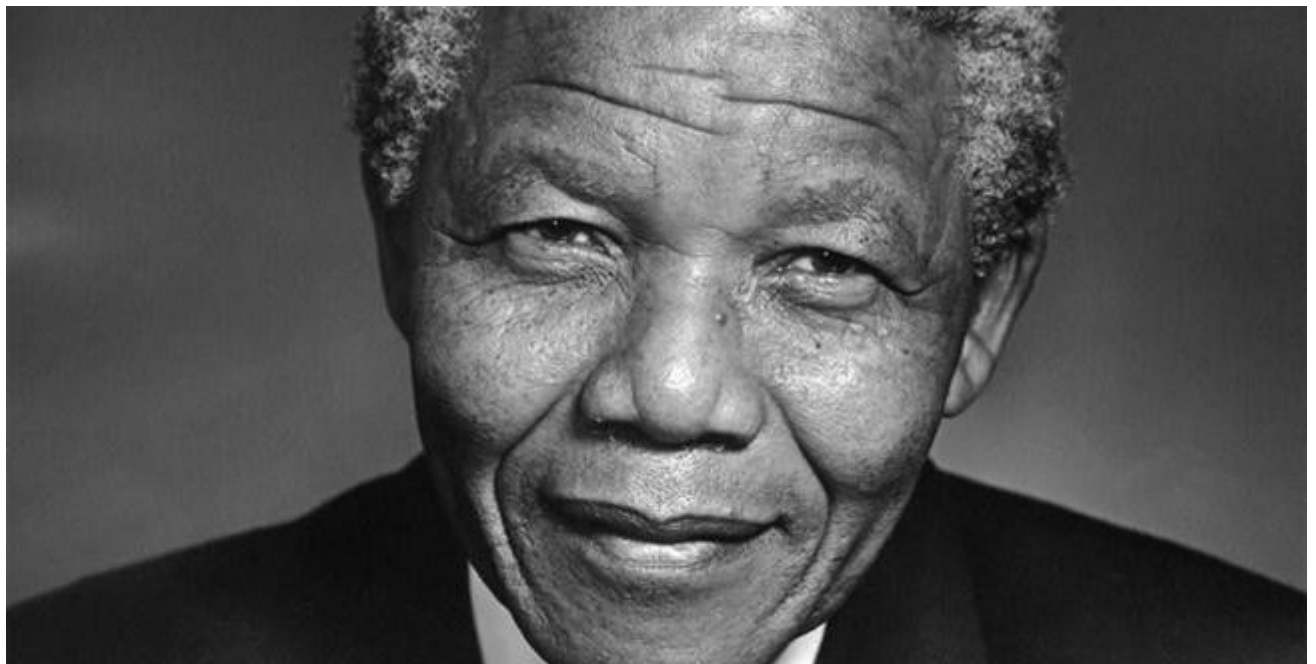
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# Black and Asian Police Association Greater Manchester

Newsletter: Issue 6

Winter 2013.

"Keep On Singin' My  
Song"



Nelson Mandela 1918 - 2013



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# Black and Asian Police Association Greater Manchester

Newsletter: Issue 7

Spring 2014.

## "Living With Ghosts"

1998 - 2014

### Racism – The Whole Real Picture

1998

more **Brief**

October 1998



GREATER MANCHESTER  
POLICE

**RACISM - THE WHOLE PICTURE**



*Mr Wilmot addressing the press conference at the Aron Domiciliary Hotel in Manchester.*

**Chief Constable David Wilmot has explained his remarks at the Stephen Lawrence Inquiry when he said that GMP was affected by "institutionalised racism."**

But he says it is time to stop playing with words, recognise the problem and tackle it.

And in a message to staff, he says the overwhelming majority are scrupulously fair-minded and would be "greatly offended" to be branded racist.

Mr Wilmot said he was surprised by the amount of media coverage his remarks at the inquiry (what is officially called the Macpherson Inquiry) in Manchester generated "given that I have stated before that there are problems of racism within GMP and in the wider community."

Some of his words had been misinterpreted, however. "What I am definitely not saying is that every officer and member of support staff in GMP is racist," he said.

Mr Wilmot, who will be addressing the annual meeting of Greater Manchester Police Federation next week, had welcomed the opportunity of giving the Macpherson Inquiry details of the numerous measures and initiatives by

GMP to combat racism.

He outlined a series of steps to improve detection of racist crime and purge racism from the force. He said training in community and race relations had been a feature of GMP since the early 1990s and that the force was trying to recruit more officers from ethnic minorities.

It was at a press conference before Mr Wilmot presented GMP's submission to the inquiry that the two words that became the next day's headlines arose.

He said: "Society has institutionalised racism, therefore Greater Manchester Police has institutionalised racism."

"Some of that is not of the overt kind, but that which has been institutionalised by individuals.

"It is our responsibility to make sure that it is eradicated and that it does not interfere with the discharge of our duties."

In answer to a question about the definition of "institutionalised racism," he replied: "There are a range of issues that go from absolute overt racism, such as verbal abuse, physical abuse or antagonistic behaviour, down to internal racism that affects the way you deal with individuals or situations.

"By and large, we have made great efforts to combat overt racism.

"We still have some way to go with some aspects of what is known as "canteen culture". Other aspects involve racism that you have (within an organisation), but don't realise you have, just as in society. The police are no exception to that.

"If you have institutionalised racism within society, then you will have it within every organisation, including the media, Parliament and the courts.

Hence the monitoring systems that we have in place."

The day after giving his evidence, Mr Wilmot was at the launch of a CCTV project in Manchester city centre and again faced media questions.

He said the main problem was "internalised racism" where people acted in a certain way without realising they were giving offence. This attitude could show itself in such things as the stereotyping of racial minorities.

Asked for his interpretation of "institutionalised racism," Mr Wilmot declared: "It is time to stop playing around with semantics and recognise there is a problem both in society and in organisations like my own. It is only by recognising the problem that we can tackle it."

**What is a racial incident?**  
Greater Manchester Police uses the ACPO definition which is:  
"Any incident in which it appears to the reporting or investigating officer that the complaint involved an element of racial motivation, or any incident which includes an allegation of racial motivation made by any person."

A poster inviting people to report racially motivated incidents to the police has been produced by GMP.

The poster also warns would-be harassers to think again.

To help people to understand the police role in dealing with racial incidents, GMP has also produced a range of leaflets in English and other languages spoken throughout the force area.

GMP is looking of ways of expanding the range of translated booklets and posters to make them available to a wider section of the community.



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# Black and Asian Police Association

## Greater Manchester

Newsletter: Issue 8

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### "Man in the Mirror"



## New Race Equality Group Launched to tackle issues of Race across the Criminal Justice System

The National Initiative for Leadership and Empowerment (The NILE Group) was launched on Saturday 22nd March 2014. The group's aim is to specifically tackle the issues of race and race equality across the Criminal Justice System. The event took place in Newbold Revel, Rugby at a national symposium for Criminal Justice Professionals.

Bevan Powell, Chair of The NILE Group said, "All too often race equality issues within the Criminal Justice System are viewed and tackled in silos; as an example, the police service tackles its issues in isolation to prisons or probation". Mr Powell stated, "NILE presents an opportunity to address issues of race relations in a more holistic fashion, driving transformation across the CJS in a more joined - up approach".

Dr. Richard Stone said, "The NILE Group is a fabulous example of the positive contribution of diversity to the wellbeing of everyone who lives in this country no matter from what background".

The NILE Group is a consortium comprising the following Criminal Justice System Black and Ethnic Minority Staff Networks: the National Black Police Association (NBPA), RESPECT (the staff support network for BME staff in NOMS/Prison Service) and the Association of Black Probation Staff (ABPO).



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# Black and Asian Police Association

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# "Redemption Song"

## MBE – Thanks but No Thanks.

By Paul Bailey

The Queen's birthday honours list has once again been published rewarding the efforts of individuals for their service to the British Empire or so we are told. This year's list will have at least one name missing; Charles Crichlow because Charles has turned down an MBE in 2014.



Before we can understand this decision we need to understand the man and history; his, ours and the British Empire's.



Charles grew up in Barbados, a tiny country in the south Caribbean. Barbados like the rest of West Indies has a history marred with slavery and the slave trade. It is essentially a collection of plantation villages that was evident to Charles from an early age. Although slavery officially ended a long time ago the plantation culture existed in the 1970's; it was all around Charles. As a black man born and raised exclusively in England the closest I got to a plantation was watching LeVar Burton playing the role of Kunta Kinte in Roots (1977); yes that's right that black fellow from Star Trek. For me the slave trade was



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