



Black and Asian Police Association Greater Manchester

Newsletter: Issue 13

Autumn 2015.

"The Dying of the Light"



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Charleston Massacre

'Terrorists' aim to 'Terrorise' their victims.

Myra Thompson

Depayne Middleton Doctor

Cynthia Hurd

Susie Jackson

Ethel Lance

The Rev. Clementa Pinckney

Tywanza Sanders

The Rev, Dr. Daniel Simmons Sr.

Sharonda Coleman-Singleton

The United States of America has once again been rocked by another mass shooting, another mass murder followed by the evitable polarised positions of political representatives and media outlets. We continually hear the circular arguments that at first grab all of the headlines; but in time, as the next big story comes along, the conversations about gun control and second amendments rights are neatly tucked away until it happens again.

The second amendment of the United States Constitution Reads: "A well regulated Militia, being necessary to the security of a free State, the **right** of the people to keep and bear Arms, shall not be infringed".

Whatever the rights or wrongs of the application and/or the relevance of this amendment in 21st Century America we cannot

forget the human tragedy that has unfolded in another American city.

But this mass murder is different: However uncomfortable the issue the facts of this case are clear and undisputed. A lone white man, who is a white supremacist and who did not hide his hatred for black people, entered a black church shooting dead nine black people inside. The assailant took time to reload his gun during this appalling act of terror yet there was an instant reluctance, from the mainstream media at least, to call what happened an act of terror. Did the assailant not terrorise his victims? were the victims not terrorised? The answer is of course he did and of course they were. I believe that any attempt to suggest otherwise minimises the horrific ordeal that the victims suffered.

In cases like these we often see images of the suspect and hear the suspect's name repeated time and time again. We give the suspect the infamy that they crave. The victim's names are often a sideline quickly forgotten by most not directly touched by this dreadful crime. I believe that we should never forget what happened in Charleston in June but it is the victims who should be remembered and honoured not the person responsible for ending their lives prematurely in violence, in terror and in hate.

By Paul Bailey.



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Expunged Sanctions - Regulation 15 (2003 Police Regulations)

REGULATION 15 (2003 Police Regulations)

The chief officer of a police force shall cause a personal record of each member of the police force to be kept.

(2) The personal record shall contain –

(a) a personal description of the member;

(b) particulars of the member's place and date of birth;

(c) particulars of his marriage or civil partnership (if any) and of his children (if any);

(d) a record of his service (if any) in any branch of Her Majesty's naval, military or air forces or in the civil service;

(e) a record of his service (if any) in any other police force and of his transfers (if any) from one police force to another; (ea) a record of his service (if any) in the Royal Parks Constabulary;

(f) a record of whether he passed or failed to pass any qualifying examination at which he was a candidate;

(g) a record of his service in the police force and the date of his ceasing to be a member of the police force with the reason, cause or manner thereof.

(3) The record of service kept in accordance with paragraph (2)(g) shall include particulars of all promotions, postings, removals, injuries received, periods of illness, commendations, rewards, sanctions other than cautions imposed under

regulation 31 of the Police (Conduct) Regulations 1999 or under regulation 17 of the Police (Efficiency) Regulations 1999 but, subject to paragraph (4) –

(i) a sanction of a fine or of a reprimand shall be expunged after 3 years free from sanction other than a caution;

(ii) any other sanction shall be expunged after 5 years free from sanction other than a caution,

(iii) a sanction under regulation 17 of the Police (Efficiency) Regulations 1999 shall be expunged after 2 years free from any such sanction.

(4) In the case of a period free from sanction other than a caution which expired before 1st January 1989, a sanction shall be expunged under paragraph (3) only if the member so requests.

(5) Where following a review of a sanction imposed under regulation 31 of the Police (Conduct) Regulations 1999 or under regulation 17 of the Police (Efficiency) Regulations 1999 the reviewing officer substitutes for the decision of the conduct hearing or, as the case may be, inefficiency hearing a decision that the member concerned had not failed to meet the appropriate standard or, as the case may be, that the performance or attendance of the member concerned was not unsatisfactory, the sanction imposed by that hearing shall be expunged forthwith.

(6) A member of a police force shall, if he so requests, be entitled to inspect his personal record.



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BME Woman in Policing

Having nearly reached my 29th year of policing I have many things to reflect on both as a professional, mother, daughter, wife, sister and friend.

The past 28 years in GMP have been somewhat of a roller coaster ride, a ride that I couldn't have completed without the support of a number of people along the way. I have to pay homage to my dear friend Karin Mulligan who showed me clarity and strength in fighting for those issues I truly believed in.

I also have to thank my dear friend Paul Bailey who battles continuously for what is right and supports so many of us in our times of need. Paul is a compassionate individual and someone I hope will remain my friend for the rest of my life. He has been there at many poignant events of my life including my wedding and 50th birthday.

Charles Crichlow can't go unmentioned as he also supported me through rough times when I was ready to pack it all in and together we changed the face of diversity training in GMP.

So let's roll back the years to 1986. Joining the police was a great disappointment to my mother who wanted me to go to university. I forfeited a University place at Norwich to join the police. Till today I have no real explanation as to why I made the decision, mum didn't really talk to me about it very much but it was clear she was unhappy about the choice I'd made. Dad was bouncing around ever so proud telling the world with phone calls to family in Indian and Kenya. I left for Bruche really apprehensive and worried as to whether I'd made the right decision and having never been away from mum and dad I was feeling desperately lonely. Having unpacked at Bruche I found a letter that I still have to this day from my mum parting words of wisdom and a Hindu prayer she told me to recite in my times of fear or need.

Om, namo, bhagavate, vasu, devi

She told me how proud of me she was but how afraid she was for me too. My journey truly began having read that letter.

I read that letter at the Asian Jewel Awards in 2013 when I won the prestigious Public Service Excellence Award there was pin drop silence and tears in the audience including those of my proud parents.

My early years were spent battling winter days and nights on the beat in Gorton. I soon gained the respect of my colleagues and became part of the team but it was some years later I questioned why I had to gain that respect and why I wasn't readily accepted; the very first Asian female police officer in GMP, no doubt I came with my baggage, curiosity and suspicion!



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Very early in my service I joined the CID having been head hunted by the Det. Supt, what an eye opener this was. You didn't have women in the CID let alone black women in those days. Women just looked after kids at jobs whilst the men got on with the real police work!

I soon began to understand what racism within this organisation looked like. Having worked relentlessly hard for 9 months I was failed as a detective based on a report two officers wrote who hadn't ever worked with me. These guys were the old school detectives who ruled the place and who no one messed with; hard to believe but that was the reality! I took this challenge on and subsequently two DS's who had worked with me gave evidence to the fact that I was more than competent and a fine detective. Even so the Chief Supt stated he couldn't amend the report as it was an official document. I was offered a full time post but told them where they could stick it never to return to the CID again, a dream had been shattered.

Maybe that was a blessing in disguise as I went on to work in a number of specialist posts including child protection and Special Branch. The Special Branch was the turning point when I took the organisation to an Industrial Tribunal having been verbally and institutionally racially abused. The hardest journey of my life that nearly broke me but thanks to Paul and Karin I pulled through even after I received the same punishment as the offenders, verbal warning that I was told I had to accept under the threat of not being promoted. I chose to leave the Special Branch in order to maintain some sanity.

I was promoted to Sergeant in 2000 and became the lead for diversity training. Diversity training was something the force felt obliged to mandate as a result of the Macpherson report and the horrific murder of Stephen Lawrence. Disgusted is a word I use lightly to describe my feelings

when training and when I think about the abuse I faced from some students in the classroom. To be told whilst heavily pregnant wearing my traditional Indian dress for comfort on a hot sunny day that "you're only wearing that to prove a point" and to be told "if you pissed me off on the street I'd call you a Paki", just made me feel isolated but I soon realised that this was the arena I learnt to challenge professionally, academically and with real passion. I guess I was smarter than those that used threats and insults to try and degrade me.

You know what those words didn't deter me they made me strong, they made me want to take on the fight and they made me recite my mother's words time and time again to give me that courage and strength. They also made me want to read and learn more about my background and thus I became obsessed with the wisdom of Mahatma Gandhi and these words accompany me day in day out in GMP

First they ignore you.

Then they laugh at you.

Then they fight you,

and then you win.

So the battle commenced and there were many more to be faced over time. I worked closely with BAPA and gave as much time as I could. I became the vice chair working closely with the chair Charles Crichlow and then became an executive member for a number of years.



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Chief Inspector Karin Mulligan



But let us not just focus on the doom and gloom because GMP hasn't all been a bad journey in fact the majority has been amazing. I wouldn't have met some of the people I truly class as fiends or some of the bigoted racists and sexists that have helped me grow and learn how to defend myself and how to take on this battle with dignity and pride.

There have been opportunities that I have had that I would never have had in other organisations and I will walk away with skills and expertise I have attained as a Police Officer. I was very lucky to complete my Master's degree that GMP paid for in Promoting and Sustaining diversity and equality. I was instrumental in changing the face of diversity in GMP and worked on many high profile child protection cases which gave me much satisfaction. My latter years have been working on areas of domestic abuse and introducing policy, process and procedures to the organisation.

However, I had one passion and that was to get the organisation to truly understand honour based abuse and forced marriage issues. To make them understand that they aren't cultural or religious issues but are about homicide prevention.

I was asked 7 years ago to write GMPs Honour Based Abuse and Forced Marriage Policy, a blank sheet which I developed with support from community members. A real lack of understanding meant a number of our victims were being left in serious situations where there was a real threat that they would be murdered by those very people that were supposed to love them and care for them.

I have continued to develop work in this area and have spoken at a number of conferences about the issue. The crescendo was when a producer contacted me 2 years ago asking whether they could make a programme for Channel 4 about forced marriages and honour based abuse issues.

I managed to get the support of the ACC and filming began. It was hard at first for the producers to get the material purely because of the nature of these offences and thus the film took near enough two years in the making. However I have recently viewed the end product and am glad to say a programme has been produced that reflects the seriousness of these issues. It's due to be televised imminently as a 1 hour Dispatches Special but a date has not been fixed. You'll soon be seeing Cagney and Lacey type adverts on TV publicising the programme with me featured on them. That bit I am not looking forward to but am immensely proud of the outcome otherwise and the fact that these issues are now on the agenda.

So do I take my finally journey in GMP feeling down hearted or with regrets and the answer has to be no. Writing this has forced me to reflect on myself for a change and has allowed me to see what exactly I have achieved and what my impact has been in the organisation.



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I have a wonderful son, who will need mum around in the next few years to support him becoming that doctor, pilot or lorry driver that he wants to be.

I have elderly parents who have seen me take this rocky journey and supported me through it and it will be good to spend afternoons with them having bhaji's and tea.

I have no intention of working for a while and I'll just see where the future takes me.

To all of you that are still around after I depart keep fighting for the cause and keep giving Paul all the support he needs. Without BAPA I would have had a very lonely and isolated journey.

Be the change you want to see in the world.

Did you know.

Home Office Guidance 2015 regarding 'Fact Finding'

2.120. If it is not possible to make an immediate assessment a process of fact finding should be conducted but only to the extent that it is necessary to determine which procedure should be used. It is perfectly acceptable to ask questions to seek to establish which police officers may have been involved in a particular incident and therefore to eliminate those police officers who are not involved.

BLACK AND ASIAN POLICE ASSOCIATION

THE NATIONAL BLACK ASSOCIATION 2015 CONFERENCE.

RACE, POLICE & THE MEDIA

HOSTED BY THE BLACK AND ASIAN POLICE ASSOCIATION WEST MIDLANDS

Wednesday 21ST TILL Friday 23RD OCTOBER

Tally Ho Banqueting Suite, Pershore Road.

Reception Debate, Workshops, Key note Speakers, Gala Dinner and Memorial Walk.

Conference starts with a Reception Evening hosted by The Black and Asian Police Association and the Police Crime Commissions Office with The Mayor of Birmingham Councillor Raymond Hassal

Thursday and Friday will see workshops, key note speakers, networking and a memorial march to a key community location. On Thursday 22nd there will also be a Gala Dinner at Tally Ho.

@wmpbapa #racepoliceandmedia

More Information available from BAPA@west-midlands.pnn.police.uk and @NBPAUK



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