



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.*



Disproportionality in Police Professional Standards

There has been a slow response to Manchester University's Report within GMP. BAPA with the support of the Superintendants Association are working together to ensure that the report stays high of the force agenda and also to ensure that there are long lasting and meaningful changes to the way that the professional Standards Branch conducts investigations.

Manchester University is holding a conference into disproportionality in police professional standards. The conference will be held at the university on 23rd March 2013. GMP Chief Constable Sir Peter Fahy has agreed to speak at the conference. Invited guests include Keith Vaz, Baroness O'Neill, Sir Hugh Orde and Tom Windsor.

BAPA will continue to be at the forefront of this debate.

Recruitment, Retention and Progression.

These remain problematic issues for the police service. The current economic forecast in terms of recruitment opportunities, present a major challenge for the Police Service in terms of the aim of transforming the Police into an employer of choice. It is imperative that potential recruits and existing Police and Police Staff are equipped with the necessary skills and abilities to be able to compete and cope with the demands of a rapidly changing policing environment in the 21st century.

BAPA currently sits on the following committees:

- Staff support network meetings.
- Joint Negotiating and Consultative Committee preview meeting (JNCC).
- Gold Recruitment Meeting.

BAPA will continue to work with GMP to promote and protect the best interests of our members, black and minority ethnic police officers and staff members and the wider communities of Greater Manchester. The outcomes of these discussions will be available on the BAPA website that is currently under construction.

The NBPA made the following submission to the Windsor review on 29th October 2010.

Multi level Entry

There is an overwhelming case for a radical approach to improving the diversity of the police service at senior level. The advantages of introducing multiple layers of entry into policing

in our view far outweigh any drawbacks. This is possibly the only way of increasing the diversity at senior level in policing within a relatively short time scale therefore NBPA is in favour of Multi level entry.

Recruitment

NBPA is in favour of requirement for relevant pre qualification for entry into the police service. In order to dispel the notion that such a move would automatically exclude BME communities, this should be accompanied with a role for National Black Police Association to work in support of the service to engage further and higher education institutions and BME communities to promote the police service as a career of choice.

Special Constabulary & Police Community Support Officers [PCSO]

NBPA support the use of the special constabulary and PCSO as an entry point for recruitment however this should not be the exclusive route to entry. We believe that on the whole there is a need to review the role of the Special Constabulary and PCSO's in the context of policing a Modern Diverse Britain.

The issue of Multi Level Entry and prequalification for entry into the police have been raised by BAPA at both JNCC and Gold Recruitment meetings. With regards to multi level entry: GMP has done nothing the scope or research whether direct entry would be beneficial to the organisation. It is clear that if GMP is taking career progression of BME individuals seriously then it should at least consider multi level entry and report its findings. In reality the only movement that we have seen is the disappearance of the Positive Action Team.

BAPA understands that a report is being compiled in respect of pre-qualification for entry into police. The hope is that the report will once and for all dispel the myth that people from BME groups are academically or intellectually inferior to their white counterparts.

The law says it should be fair

The Equality Act of 2010.

The Act should be central to all decision making with public services such as the police the act states...

ELIZABETH II

c. 15



Equality Act 2010

2010 CHAPTER 15

An Act to make provision to require Ministers of the Crown and others when making strategic decisions about the exercise of their functions to have regard to the desirability of reducing socio-economic inequalities; to reform and harmonise equality law and restate the greater part of the enactments relating to discrimination and harassment related to certain personal characteristics; to enable certain employers to be required to publish information about the differences in pay between male and female employees; to prohibit victimisation in certain circumstances; to require the exercise of certain functions to be with regard to the need to eliminate discrimination and other prohibited conduct; to enable duties to be imposed in relation to the exercise of public procurement functions; to increase equality of opportunity; to amend the law relating to rights and responsibilities in family relationships; and for connected purposes. [8th April 2010]

BE IT ENACTED by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

An Act to make provision to require Ministers of the crown and others when making strategic decisions about the exercise of their functions to have regard to the desirability of reducing socio-economic inequalities; to reform and harmonise equality law and restate the greater part of the enactment relating to discrimination and harassment related to certain personal characteristics; to enable certain employers to be required to publish information about the differences in pay between male and female employees; to prohibit victimisation in certain circumstances; to require the exercise of certain functions to be with regard to the need to eliminate discrimination and other prohibited conduct; to enable duties to be imposed in relation to the exercise of public procurement functions; to increase equality of opportunity; to amend the law relating to the rights and responsibilities in family relationships; and for connected purposes.

Specific Duties

Public bodies subject to the specific duties must publish information to show their compliance with the Equality Duty. This means that the information they publish must show that they had due regard to the need to:

Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act

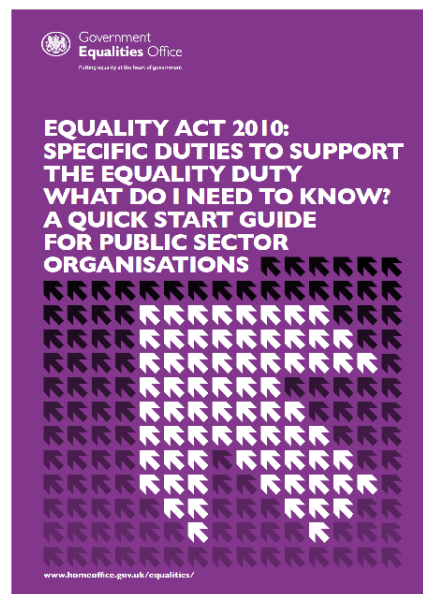
Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and

Foster good relations between people who share a protected characteristic and people who do not share it.

Protected Characteristics include:

Race – this includes ethnic or national origins, colour or nationality.

Religion or belief – this includes lack of belief



NBPA Update



NBPA CHARTING THE WAY

The first NBPA NEC meeting of 2013 will be hosted at Sedgley Park on the 17th January 2013.

Other Updates.

The Anthony Nolan Trust.

For many people with blood cancer, a stem cell transplant is their last chance of life. For the transplant to be a success they need to find the right match. As the UK's most successful stem cell register The Anthony Nolan Trust can help them find that match.

St Aidens RC Primary School, Rackhouse Road, Northern Moor will be holding a 'Spit - test Clinic' during the evening on 20th December 2012. This is in respect of an African- Caribbean man who is poorly and who desperately needs a bone marrow transfusion. If anyone is interested in attending this event please call the Margaret McGee (Head Teacher) on 0161 998 4126. The school will need to know numbers before the event so please call as one call could save a life.

Thank You.