



# Black and Asian Police Association Greater Manchester

Newsletter: Issue 3

Spring 2013.

*"SURVIVOR"*



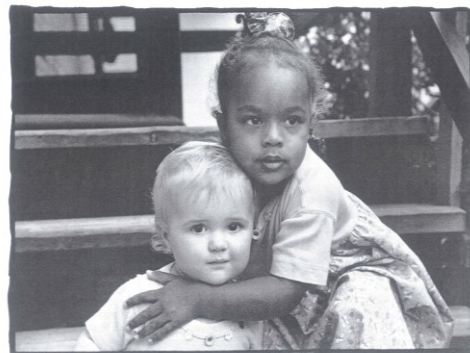
For those of you who joined Greater Manchester Police before August 1999 you will recall this special edition of the Brief 'More brief'. The striking front page was to illustrate how important an issue race and discrimination was at that time.

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?



**There are lots of places in Britain where discrimination doesn't exist...**



**...we want GMP to be one of those places**



INSIDE: Catalyst for change - page 2, Project Team - page 3, Responding to reality - page 4

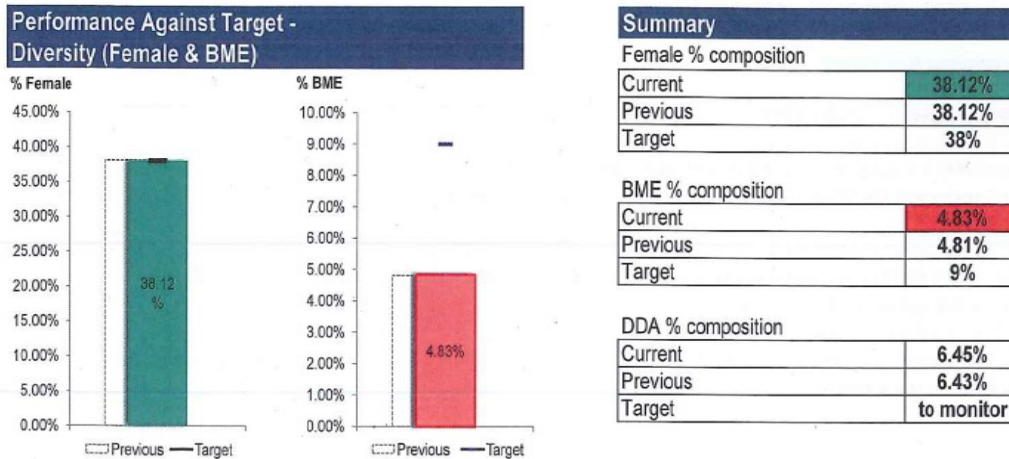
# What has happened since then...

## Recruitment & Retention

### HR monitoring

Data up to Dec 12

To monitor the diversity of Staff within GMP (Officer, Police Staff, PCSOs and Specials)



The above table demonstrates the lack of progress made with the recruitment of BME police officers and staff.

The following is an extract from a letter sent by the National Black Police Association vice President Franstine Jones to the President of ACPO on 15<sup>th</sup> January 2013:



**Re: The All Party Parliamentary Group (APPG) report on Ethnic Minority Female Unemployment: Black, Pakistani and Bangladeshi Heritage Women.**

The NBPA are writing to raise with you our concerns with regards to the issues identified in this report and for you to consider in the context of how this relates to experiences of BME female officers and staff in the police service.

The APPG report found that the unemployment rates of Black, Pakistani and Bangladeshi heritage women have remained consistently higher than those of white women since the early 1980s. The focus has always concentrated on the unemployment rates of ethnic minority men, the overall unemployment rate of ethnic minority women is actually higher, 14.3% compared to 13.2%. The report focused on Black, Pakistani and Bangladeshi women – these women are far more likely to be unemployed than both white men and white women. Pakistani and Bangladeshi women are particularly affected, with 20.5% being unemployed compared to 6.8% of white women, with 17.7% of Black women also being unemployed as shown in the table below.

## PERCENTAGE OF ETHNIC GROUP IN EMPLOYMENT

|                              | Employment Rate |              | Unemployment Rate |              | Inactivity Rate |              |
|------------------------------|-----------------|--------------|-------------------|--------------|-----------------|--------------|
|                              | Men             | Women        | Men               | Women        | Men             | Women        |
| <b>White</b>                 | <b>76.6%</b>    | <b>67.6%</b> | <b>8.3%</b>       | <b>6.8%</b>  | <b>16.4%</b>    | <b>27.5%</b> |
| Mixed or Multiple            | 64.3%           | 55.3%        | 15.7%             | 15.8%        | 23.7%           | 34.3%        |
| <b>Black</b>                 | <b>61.4%</b>    | <b>55.6%</b> | <b>21.7%</b>      | <b>17.7%</b> | <b>21.6%</b>    | <b>32.4%</b> |
| Indian                       | 77.0%           | 60.6%        | 8.2%              | 11.1%        | 16.2%           | 31.9%        |
| <b>Pakistani/Bangladeshi</b> | <b>68.7%</b>    | <b>28.9%</b> | <b>12.8%</b>      | <b>20.5%</b> | <b>21.3%</b>    | <b>63.6%</b> |
| Chinese & Other              | 67.0%           | 51.8%        | 10.3%             | 10.6%        | 25.3%           | 42.1%        |
| <b>Ethnic Minority</b>       | <b>68.2%</b>    | <b>50.8%</b> | <b>13.2%</b>      | <b>14.3%</b> | <b>21.5%</b>    | <b>40.8%</b> |
| All                          | 75.6%           | 65.6%        | 8.9%              | 7.5%         | 17.0%           | 29.1%        |

### Key findings include:

Women generally are more likely than men to be employed within the public sector and women's unemployment generally is currently at a 25 year high.

Some minority ethnic females experience high rates of economic inactivity - 66% of Pakistani/Bangladeshi women are economically inactive compared to 31% of Black African and 25% of White British women. The highest rates for unemployment among women are found among those of Black African heritage.

Both Black women and Black men are around 2.5 times as likely to be unemployed as their White British counterparts however 30% of all Black Caribbean women are employed within the public sector compared to 26% of White British women and 11% of Pakistani and Bangladeshi women.

There is clear evidence of an 'ethnic penalty' on employment for most Black groups. This means that Black people have much higher rates of unemployment or worklessness that remain unexplained even after taking their socio-economic backgrounds into account.

White Irish, Black Caribbean and Black African groups were most likely to be found working in the public sector. However, even the Black African and Black Caribbean workers in professional/managerial positions were badly paid.

The NBPA require a response from Chief Constables in all 43 forces to the issues raised in this letter.

## Progression

Sir Peter Fahy:  
Chief Constable of GMP and ACPO  
Lead Workforce Development.

The following quote has been taken from Peter Fahy's Statement to BAPA on 14<sup>th</sup> December 2012. It relates to the issue of direct entry:

The Winsor report made a specific recommendation for there to be direct entry at superintendent level for a small number of people who had completed an intensive training course. Given the need of GMP to reduce the numbers in superintending ranks and the fact that we believe we already have sufficient talent in the force I do not envisage that we would be taking up such a scheme. There is little evidence that of itself it would increase representation. The force is considering creating a graduate entry scheme for a small number of posts which would be linked to another Winsor proposal for a faster accelerated promotion scheme.

No chance of direct entry for suitable BME applicants' maybe we should turn to High Potential Development Scheme....

This year there are no black or minority ethnic officers on the Strategic Command Course for the next generation of Chief Officers within the service.

Source Guardian News 4<sup>th</sup> February 2013.

..... maybe not.

## Disproportionality in Police Professional Standards

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.

## NBPA Update



### Police & Crime Commissioners

PCC's have now been elected, albeit by a very low voter turnout. In the months leading up to the election the NBPA highlighted its position to candidates of all political stripes. That NBPA is working to ensure elected PCC's clearly understand the demands of policing in a modern diverse context and commit to:

- Holding Chief Constables accountable on the implementation of anti-racism practice.
- Ensuring PCC Panels reflect the diversity within the policing area.
- Ensuring that Chief Constables include within their policing plans, an anti-racism stance including a commitment to end racial profiling where it may exist.
- Properly and consistently scrutinising Chief Constables on compliance with anti-racist and equality legislation.
- Consulting widely with diverse communities and reflect their needs and concerns within agreed policing plans.

### Criminal Justice BME Network

The NBPA have been making steady progress in terms of developing this network and are in the process of agreeing a constitution for the group.

The NBPA are leading this year on hosting the annual symposium on race and the criminal justice system. The Network has chosen to examine the question of whether Unconscious Bias is undermining justice. GM BAPA has agreed to provide a venue for this event and planning is progress. One of the primary objectives of this symposium is the continued development of a shared understanding of race and justice issues across the spectrum of CJS Networks.



### Other updates

Karimah Bell has left GMP. Her last day was 28<sup>th</sup> February 2013. Karimah joined GMP ten years ago and has been an integral member of BAPA for most of that time. She worked as a BAPA Coordinator and at the time of her leaving the force was a BAPA Executive Member. We wish Karimah every success and happiness in the future.