



# Black and Asian Police Association

## Greater Manchester

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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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It has been established to ensure a cross - CJS approach to the issues of race equality in order to ensure fair and effective Criminal Justice Services to all sections of our diverse communities.

The symposium was an opportunity for CJS professionals to come together to discuss the extent to which progress has been made in the area of race equality for Black and Minority Ethnic Staff working in the Criminal Justice System and the impact on service delivery and community engagement.

The Launch of the NILE Group coincides with the United Nations International Day for the Elimination of Racial Discrimination. At the launch, the NILE Group and its partners, Dr. Richard Stone OBE, Race on the Agenda (ROTA) and JUST West Yorkshire will announce the start of their public campaign to ensure that the UK Government ratifies Article 14 of the United Nations International Convention for the Elimination of Racial Discrimination (UNCERD). This ratification of Article 14 would provide a complaint mechanism for victims of racial discrimination and consistency with existing treaties on disability and gender currently ratified by the UK Government.

- **Empower:** BME staff networks, BME employees and BME communities in their dealings with Criminal Justice agencies
- **Equip:** BME networks, BME employees and BME communities to be knowledgeable and confident when dealing with Criminal Justice agencies
- **Enable:** BME staff networks, BME employees and BME communities to hold Criminal Justice agencies to account
- **Enhance:** efforts to eliminate racial discrimination, advance racial equality and to foster good relations between people of different racial origins'

## National Black Police Association Priority 2014/15 - Fair use of Police Powers

Police stop search powers are a contentious issue across communities and this is particularly true amongst black and minority ethnic people who are still disproportionately subjected to their use. Stop search powers have been overused, misused and abused with a dramatic increase in the volume of stop searches over the last decade. This is a significant use of police resources and yet there is no evidence-base for the effectiveness of stop and search at reducing or preventing crime. Its use has damaged trust and confidence in policing and is counter-productive – excessive use of stop search powers does not make good business sense. People must have confidence that the police will act fairly and effectively, within the law. People who are habitually or unnecessarily stopped by the police - a humiliating and often traumatic experience - often lose confidence in the police. The personal stories behind many of these interactions provide clear testimony of the damage that is caused. It reverberates through their family, friends, associates and communities and leads to decreased cooperation with the criminal justice system.

Whilst recent reductions in the use of stop search from an albeit significant peak are welcome the excessive and disproportionate use of this and other discretionary police powers continue to give cause for concern.



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The National Black Police Association would like to see the following in relation to stop search powers, strip searches and other police stop powers:-

- ❖ Powers used sparingly, fairly and in an intelligence led way that results in sustainable reductions in their use
- ❖ Powers used in a way that is proportionate to the threat in line with policing priorities
- ❖ Improved governance, supervision, oversight, internal and external accountability and transparency
- ❖ National consistency and implementation of effective practice
- ❖ The end of the 'routine stop'

The National Black Police Association has a unique perspective on stop and search. Its members use and oversee the use of stop search powers but many have also been disproportionately subject to stop search powers themselves.

The NBPA can provide:-

- ❖ Expertise and advice on a formal or informal basis
- ❖ Insight and understanding through lived experience
- ❖ Access to academics, research and studies
- ❖ Links to local communities, particularly young people who are the 'most stop searched' group
- ❖ Signposting to effective practice

NBPA 2014/15 Priorities v1.1 NG April 2014 Not Protectively Marked © National Black Police Association (UK)

## **National Black Police Association Priority 2014/15 – Representation**

Despite significant effort the Police Service is not representative of the communities it serves. People from black and minority ethnic backgrounds will have more trust and confidence in a service that looks and feels more like the diverse communities of England and Wales. Equality legislation provides opportunities to make quicker progress in relation to representation but the use of such provisions has been patchy at best. Black and minority ethnic representation at management and executive level for police officers and police staff is limited. Retention rates for black and minority ethnic officers and staff are low and there are genuine, evidenced concerns about the way in which professional standards activity has a disproportionate effect on black and minority ethnic officers and staff.

The National Black Police Association would like to see the following in relation to representation:-

- ❖ An increase in the proportion of police officers and police staff from black and minority ethnic backgrounds per se
- ❖ An increase in the proportion of police officers and police staff from black and minority ethnic backgrounds at management and executive level
- ❖ Effective use of all provisions that will support progress in this regard
- ❖ Fair use of professional standards processes and procedures
- ❖ The NBPA can provide:-
- ❖ Expertise and advice on a formal and informal basis
- ❖ Insight and understanding through lived experience
- ❖ Access to academics, research and studies
- ❖ Links to local communities



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## National Black Police Association Priority 2014/15 - Effective Community Engagement

The quality, effectiveness and volume of police community engagement varies across England and Wales. Whilst there has been investment in systems to manage engagement across complex communities there is still a lack of meaningful engagement in some areas, particularly with black and minority ethnic young people between the ages of 13-30. This is also true for the general population in this age bracket. More effective use could be made of community engagement undertaken by stakeholders, partners and the third sector.

Within the police service, the expertise and understanding of black and minority ethnic officers and staff is underused. This is particularly true where forces do not engage with their BPAs (or equivalents) or where no such group exists.

More effective community engagement will result in increased trust and confidence in policing and the wider criminal justice system as well as making good business sense.

The National Black Police Association would like to see the following in relation to community engagement:-

- ❖ Frequent refreshing of individuals and organisations engaged with to ensure they are current and relevant
- ❖ Effective use of local BPA members and the creation of a local BPA where one doesn't already exist
- ❖ More effective partnership working in relation to community engagement
- ❖ More effective and creative use of technology to engage via social media

The NBPA can provide:-

- ❖ Expertise and advice on a formal or informal basis
- ❖ Insight and understanding through lived experience
- ❖ Access to academics, research and studies
- ❖ Links to local communities, particularly young people who are often excluded from engagement processes
- ❖ Signposting to effective practice
- ❖ Social media links

**Don't worry about the haters...  
They are just angry because the truth you  
speak contradicts the lie they live.**

Dr Steve Maraboli



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# Hate Crime

## RECORDING OF HATE INCIDENTS AND HATE CRIMES.

Extract from 'hate crime: delivering a quality service produced by ACPO / PSU (March 2005):

It must be clearly understood that evidence of an offence is not a requirement for a hate incident to be recorded. There is no evidential test as to what is or is not a hate incident. Perception by anyone that a hate incident has occurred is all that is required. A Hate Incident is defined as:

*'Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person as being motivated by prejudice or hate'.*

Where the hate element is not immediately apparent the person reporting should be asked the reasons for their belief, which should be recorded to assist in identifying possible lines of enquiry. It should also be noted that other incidents that are not initially recorded as hate incidents may be so recorded at a later stage, if the victim subsequently discloses such a perception or their original perception changes.

Police officers may well identify a hate incident as such even where the victim or others do not. Where this occurs the incident should be recorded in the appropriate manner. Victims may either be unwilling to reveal that they are being targeted because of their skin colour, religion or sexuality or gender reassignment (especially in the case of someone from the Lesbian, Gay, Bisexual and Transgender (LGBT) community) or may not be in fact aware that they are a victim of hate crime even if this is obvious to another person.

For example a heterosexual man walking through an area frequented by gay men is verbally abused without provocation. He reports the incident but does not believe it to be homophobic because he is not gay. The officer taking the report is aware that several men have been attacked in that area over the last few weeks and suspects that someone is targeting men in the area because they perceive them to be gay. The officer correctly reports this as a homophobic incident recording the reasons in the report.

**Where any person, including police personnel, reports a hate incident it must be recorded as such:**

- ❖ **Regardless of whether they are the victim or not.**
- ❖ **Whether a crime has been committed or not.**
- ❖ **Irrespective of whether there is any evidence to identify the hate element.**

Such records must be factually accurate, easy to understand and identify at an early stage any risks to the victim, their family or the community as a whole. By adopting this approach the service ensures that all reports of hate incidents are recorded and acknowledges the perceptions of everyone concerned.

## Instructions for Police Forces in England and Wales.

**Effective from 1 April 2011  
THE NATIONAL STANDARD  
FOR INCIDENT RECORDING  
NSIR 2011**

## Incorporating the National Incident Category List



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# Stop and Search



In April the Home Secretary Made a statement in Parliament relating to Stop and Search, it read:

‘I have long been concerned about the use of stop and search. While it is undoubtedly an important police power, when it is misused stop and search can be counter-productive. First, it can be an enormous waste of police time. Second, when innocent people are stopped and searched for no good reason, it is hugely damaging to the relationship between the police and the public. In those circumstances it is an unacceptable affront to justice.

The findings of the HMIC inspection were deeply concerning. The inspectorate reported that 27% of the stop and search records they examined did not contain reasonable grounds to search people, even though many of these records had been endorsed by supervising officers. If the HMIC sample is accurate, that means more than a quarter of the one million or so stops carried out under the Police and Criminal Evidence Act last year could have been illegal’

BAPA and the NBPA have pursued the issue of disproportionality with Stop and Search for many years. We have long stated that the disproportionality within stop and search, as far as people from black or minority ethnic groups are concerned, boils down to racism. Resistance to this view ensured the continuation of the misuse of the power. It appears that even the Home Secretary believes that that misuse of stop and search powers is the result of discriminatory practices within police forces: The below is a section of the transcript of the oral answers to questions arising from the Home Secretary’s Statement.

**Michael Ellis (Northampton North) (Con):** The figures given by my right hon. Friend on stop-and-search are frankly a stain on British policing. The vast majority of stop-and-search powers are exercised under the Police and Criminal Evidence Act, and police officers are required to have reasonable suspicion before exercising those powers. Do not the figures indicate that, sadly, in a large number of cases it is nothing but the colour of the skin of the person being stopped that has caused the stop-and-search to happen?

**Mrs May:** I am sorry to say that my hon. Friend is right. It is clear that in a large number of cases, there were no reasonable grounds for suspicion. Given that a black person is six times more likely to be stopped and searched than a white person, one can only assume that it is the fact that the person is black that leads to the stop-and-search taking place.



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