



Black and Asian Police Association Greater Manchester

Newsletter: Issue 9

Autumn 2014.

"Redemption Song"

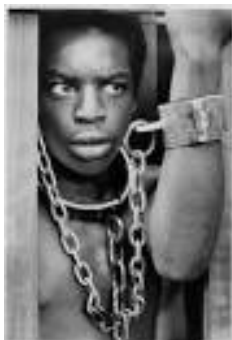
MBE – Thanks but No Thanks.

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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something that people didn't talk about, including my family, or something that school teachers at the time stumbled over awkwardly. Not for Charles it was all around him.

As for the British Empire well it does not exist anymore, for many it ended with the transfer of Hong Kong to China in 1997. At its height the British Empire was responsible for the kidnap, rape, torture, forced labour and murder of millions of Africans who were taken from their homes and their homeland before being transported in appalling conditions to the Americas; including the West Indies. To my knowledge there has never been a public apology for this nor has there been any reparation for those affected by it. In short "The British Empire is responsible for slavery that is the root of racism and oppression that followed it." the last sentence are Charles' words and not my own.

Charles has been an advocate and supporter of the fight for reparations; in the same year that the Caribbean nations make formal claims for reparations Charles feels that to accept an MBE would be disingenuous and hypocritical. He said "To receive an MBE would be insulting to those who fight for reparations."

But there's a flip side to this story. There will be many who say that this award was not for Charles but in recognition of all of the hard work and sacrifices of those involved in the Black Police Association; people like Karin Mulligan. To a point I would agree and here's why. GMP celebrated 40 years in being this year producing a special edition publication of its Brief magazine. Within it the contribution that black people have made to the force was limited to Sandra Douglas winning a bronze medal in the 1992 Barcelona Olympics for the women's 4x400 relay. I know Sandra and I am in no way denigrating her achievement but this achievement has nothing to do with policing or the contribution black people have made to GMP. This is the point; our efforts are never recognised or memorialised and therefore we are destined to be forgotten within a generation like 'Atari' or leg warmers.



Charles does not want his rejection of the MBE to reflect on anyone who receives or accepts the award; nor does he want his personal decision to affect nominations of black staff in the future. For me Charles has done exactly what his heart has told him to do; I admire him for that.

Two things come to mind; the first is a quote:

Be not afraid of greatness; some are born great, some achieve greatness and others have greatness thrust upon them.

The second:

'Redemption Song' by Bob Marley. Listen to this then try to argue about what has happened.



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Say One Thing and Secretly Do the Opposite.

By Paul Bailey

GMP tops the wrong chart once again last night when it was revealed that between 2005 and 2012 the force investigated 519 public complaints of racial discrimination upholding exactly Zero. This was the worst performance of all forces. This is not new to those people who have come into contact with complaints of racial discrimination. It just proves that the police forces cannot be trusted to investigate complaints of racism fairly.



Over the last twelve months GMP has gained notoriety for allegations of corruption within its ranks; altered review documents that revealed that GMP is still institutionally racist not to mention the number of IPCC enquiries into the conduct of GMP staff. Where does it all end?

In line with the IPCC recommendations GMP has developed an action plan for dealing with complaints of racism; yet within two weeks of the action plan being drafted the Professional Standards Branch have refused to investigate a complaint of racism because it was made by a member of staff. The complaint therefore has not been recorded as a complaint nor has it been recorded as a Hate Incident in line with national guidelines. They [GMP] favour a toothless internal policy that hides the truth of what is happening inside the organisation.

We will be having the same discussion in ten years unless some drastic action is taken by those in power within GMP.

What is to happen to these 519 complaints? Will they be investigated? Who will investigate them? Not the Ethics Committee that seems to be GMP's answer to any question about inequality within the force. These are all questions that our communities should not be afraid to ask. So ask loud and don't stop asking until the whole system is changed.



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Notices served on GMP officers as part of IPCC Investigations



The Chief Constable of Greater Manchester Police (GMP) and three other serving officers at the force have been issued with notices advising them that they are under *investigation* by the Independent Police Complaints Commission (IPCC).

The notices were served as part of the IPCC's three independent investigations into multiple allegations made by a whistle-blower serving with the force.

The notices informed the officers that their *conduct* or actions may have breached their standards of professional behaviour. Three of the four have been told that they are also under criminal *investigation*.

GMP Chief Constable Sir Peter Fahy has been served with a criminal and gross misconduct notice in relation to his alleged support to an allegedly poorly-handled *investigation* into a suspected sex offender.

A Detective Superintendent and a Detective Chief Inspector were served with criminal and gross misconduct notices for their roles in the *investigation*. A retired officer will also be served with a criminal and gross misconduct notice over his role in the *investigation*.

Assistant Chief Constable Terry Sweeney has been served with a gross misconduct notice for his oversight role in the disposal of body parts belonging to victims of the serial killer Harold Shipman.

IPCC investigators have obtained a volume of GMP documents relating to all three investigations, and interviewed the whistle-blower.

A major incident room has also been set up and relatives of the victims of Dr Shipman are being informed of progress.



12th August 2014.



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Paul Bailey - Employment Tribunal.

I would like to thank everyone who supported me through this long process. I was moved and encouraged by the number of messages of support that I received from friends and colleagues, past and present. I have even received messages of support from South Africa that has brought home to me how popular this trial has been. You are probably aware by now that the case has been adjourned until the end of November 2014.

Thank You.



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The NBPA Annual Training Conference & AGM

and



The Met BPA 20th Anniversary Celebrations, London 2014

We would like to extend an invitation to all members to participate in The National Black Police Association AGM and Conference and the Met BPA 20th Anniversary celebrations to be held in London on the 30th and 31st October 2014. The theme of the conference is "**Reflecting our Communities**".

The conference will bring together members of the 45 BPA's in England, Scotland, Wales and Northern Ireland, as well as invited guest from the UK, USA and Canada, to explore and discuss ways of making the police service more reflective of the communities we serve. The conference will be held at:

**The Warren, Metropolitan Police Sport Club, Croydon Road,
Bromley, Kent BR2 7AL Phone: 020 8462 1266**

An important aim of this conference is to offer networking opportunities and foster debate amongst our 300 participants. Through your participation, you can help develop solutions related to the theme "**Reflecting our Communities**", we hope you will explore further the workshops themes below.

An Interactive exchange will take place in working groups covering the following topics:

Reflecting our Communities

Facilitator: Sonia Brown MBE

Progression - Hitting that glass ceiling

Facilitator: Director Denise Milani

Young People - Over Policed Under Protected

Facilitator: Young Black Positive Advocates

Black Police Association Legacy

Facilitator: Charles Crichlow



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Institutional Mental Stress

Facilitator: Dr Aileen Alleyne

National Initiative for Leadership and Empowerment (NILE) - Engaging with the Criminal Justice System

Facilitators: Courtney Hay & Dr Nadia Habashi

Conference admission is chargeable at the following rates:

Day 1. £70.00

Day 2. £70.00

Gala Dinner £50.00

We very much hope that you are interested to participate.

For registration to the conference, please fill in and submit the online form:

<http://www.nbpa.co.uk/wp-content/uploads/2014/08/Delegate-Registration-Form.doc>

You will receive a confirmation within a few days of your registration, together with travel and other practical information. If we receive more applications than there is conference capacity or the gala dinner, we may have to limit participation. Upon confirmation of your registration, we advise you to contact one of the suggested hotels and to book your room as soon as possible.



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BAPA AGM

Policing Race and Justice

Friday 21st November 2014

Room 415 – Force Headquarters.



The BAPA AGM will take place on Friday 21st November 2014 at GMP Force Headquarters. It is anticipated that the AGM will be split into two parts.

- ❖ 8.30am – 10am: Closed AGM for BAPA members.
- ❖ 10am – 3pm: Open Conference.

A BAPA AGM committee will be contacting members shortly with an overview of the conference together with a timetable for nominations for key positions.

Key positions:

- ❖ Chair
- ❖ Deputy Chair
- ❖ General Secretary
- ❖ Treasurer

Members will also be invited to nominate individuals who would like to be a member of the BAPA Executive Committee. Voting for these positions will take place during the closed session between 8.30 – 10am on 21st November.



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