



Black and Asian Police Association Greater Manchester

Chair's Report 2014.

Paul Bailey – Chair of BAPA

“Not everything faced can be changed, but nothing can be changed until it is faced” (James Baldwin)

2014 has been an eventful year nationally and internationally as far as the police and race relations are concerned. In the UK we continually hear comparisons between the UK and US police forces. This year has been different. The number of black men that have lost their lives at the hands of the police in the US has for the first time had the international press that it deserves. On 17th July 2014 Eric Garner died of a heart attack while police officers were arresting him for selling untaxed cigarettes in Staten Island New York. He was 43 years old.

Michael Brown was shot and killed on 9th August 2014 in Ferguson, Missouri. The disputed circumstances of the shooting, allegations of racism and the resultant protest and civil unrest has received considerable attention in the US and here in the UK. The protests and unrest in part due to the belief among many that Brown was surrendering as well as longstanding racial tensions between the black community and the police who did not reflect the community.



There are lessons to be learnt from Ferguson:

*“If you don’t want
to embrace
diversity now then
you’ll feel the
effects later”*

Malik Aziz.

The real problem in Ferguson, other parts of the US and in the UK is the fact that the residents are stuck with police forces that seemingly lack ethnic diversity, appear racially insensitive and is unwilling to admit changes within are necessary. The failure here is cultural and systemic.

Many will need convincing that the problems faced by the police in the US are very different to the problems faced in the UK. Here is an example.

Sir Bernard Hogan-Howe, the UK’s most senior police officer, in response to a question stated: ‘We are not a racist organisation but we employ racists’

He went onto say he wanted to get rid of the racists when it is far more logical, in my view, not to employ them in the first place.

I would like to thank all of the members of BAPA who have given so much to the association over the past twelve months. Last year I reported that the association had gone through a difficult fifteen months whilst trying to cope with the impact of austerity on GMP. In addition we have had to cope with the lack of support from GMP itself.

During 2014 we have faced much the same issues whilst supporting an increasing number of members who have faced bullying and discrimination in the workplace.

There has been an increase in the number of support staff members who have sought assistance from BAPA. There has been a similar increase in the number of GMP volunteers who have sought guidance, advice and support from BAPA. This is a worrying trend when you consider the limited gateways in becoming a police officer within GMP.

The quote by James Baldwin at the beginning of this article is prophetic but it should not be, it is obvious. I am the first to admit that it takes a certain type of person to change anything. This is why we need BAPA.



BAPA Strategic Priorities – 2014.

BAPA's Strategic priorities remain unchanged during 2014.

- Providing a support network for BME Staff.
- Eliminating disproportionality in Professional Standards.
- Recruitment, retention and progression of BME Staff.
- Advising and consulting on race issues, fairness and equality issues.

To this end we have been fully engaged with a number of key pieces of work for example;

Support Cases.

Throughout the last twelve months BAPA has supported and represented a number of BME staff around GMP. The types of cases that BAPA has dealt with include:

- DATA Protection
- Sickness policy and absence
- Vetting
- Bullying and harassment in the workplace
- Deployment of staff around GMP
- Hate incidents within the workplace
- Recruitment and Progression of BME Staff
- Misconduct cases, including allegations of racism in the workplace and a myriad of allegations relating to crime.

BAPA continues to be the number one point of contact for BME staff who are facing discrimination, bullying or harassment within the workplace.

Community Engagement.

BAPA has continued to form alliances with community groups. Last year I reported BAPA's links to More to Life; since then BAPA has expanded its links collaborating with The Nubian Times, The University of Manchester / Manchester Mental Health and Social Trust and SMILE (Simply Making it Look Easy)



At SMILE we believe that sport is the vehicle used to inspire young people to achieve whatever goals and dreams they may have which will enable them to lead fulfilling lives in the communities where they live.

Our Objective:

SMILE isn't just about sports. It is about transformational life changes that benefits individuals, families and communities. Our ultimate goal is to motivate those we meet to develop positive mind-sets so that an appropriate amount of daily physical activity, combined with healthy eating becomes a natural choice in their journey of life.

Opportunities in 2015:



CaFI Study Advertisement for Family Support Role

Title of voluntary post: Family Support Member

Base: The University of Manchester/ Manchester Mental Health and Social Care Trust

Start date: January 2015 (cultural competency training day beforehand)

Exciting new opportunity!

We are looking for volunteers to act as Family Support Members to assist with delivering Culturally-adapted Family Intervention (CaFI) to African Caribbean people diagnosed with schizophrenia and their families. These voluntary posts will be undertaken as part of a National Institute of Health Research (NIHR) research project to develop and test a new 'talking therapy', specifically for people of African Caribbean origin.

What is the role?

Family Support Members will work alongside service users (patients) who would like to receive the therapy but do not have contact with their families and are unable to nominate anyone else who could provide support whilst they are receiving therapy. To undertake this important role, Family Support Members will therefore need to show full commitment to the service user and the taking part in the study. The roles and time commitment of Family Support Members will be fully clarified before the start of therapy. Briefly, it will involve up to 10 sessions and might involve keeping in contact with the service user for a period after therapy has finished. This will vary from person to person. Family Support Members and service users will receive support in establishing boundaries and expectations from the outset.

Who can apply?

Anyone! No formal qualifications are needed. We will provide and training required. Volunteers can be members of the public, community workers, befrienders or peer-support workers who already have some experience of supporting people with severe mental health problems. They must be able to demonstrate relevant qualities such as commitment, care, compassion and good communication skills. They must be able to receive DBS (Disclosure and Barring Service; formerly CRB) clearance.

Interested?

To find out more about this voluntary work, please contact Amy Degnan (amy.degnan@manchester.ac.uk), Research Project Manager of the CaFI study or call Dr Dawn Edge ([0161 275 2570](tel:01612752570)), Lead Researcher, for an informal chat.

Advising and consulting on race issues, fairness and equality issues.

IPCC: Operation Poppy - Greater Manchester Police. IPCC Referral – GMP Corruption:

'BAPA has challenged GMP over allegations of 'Cronyism' within its ranks. The affects of cronyism relates not only to individuals, who feel that they have been overlooked for advancement or promotion despite being fully qualified to complete the role, but to the communities of Greater Manchester'

Chair's Report 2013.

'GMP has referred its Professional Standards Branch (PSB) to Lancashire Constabulary. The referral relates to several investigations carried out by PSB in recent years. A number of allegations have been made about the conduct of PSB officers that has been highlighted by BAPA with the support of individuals within the Police Federation. Although BAPA's involvement has been underplayed by GMP, BAPA has been instrumental in the referral. BAPA will continue to challenge inappropriate behaviour and injustice wherever it occurs'

Chair's Report 2013.

The three independent investigations into Greater Manchester Police (GMP) began following allegations made by an officer serving in the force.

The three investigations will examine, whether GMP officers misled families of the victims of serial killer Harold Shipman; a Detective Chief Inspector put public safety at risk and claims that an investigation into alleged sexual abuse was poorly handled and the alleged failings covered-up by GMP.

OP Poppy is also investigating allegations cronyism within GMP.

BAPA has submitted a file of evidence to the IPCC in respect of OP Poppy. I personally have been interviewed by the investigation team and provided a statement of evidence in relation to this investigation.

As a result of evidence provided by BAPA GMP have referred themselves to the IPCC. The IPCC referral relates to the conduct of the Professional Standards Branch and wider discriminatory practices within GMP.

BAPA has also made a submission to Her Majesty's Inspectorate of Constabulary for England and Wales (HMIC)

BAPA continues to challenge GMP wherever discrimination, corruption or unfairness exists.

BAPA SUBMISSION

Focussing on the Solution

BAPA welcome the opportunity to participate constructively in this important seminar. Though we have been critical of the organisation [GMP] response to the Disproportionality and other research thus far. We remain optimistic that much can be accomplished in terms of 'getting the right result'. We hope that this event will allow us to make a valuable contribution towards turning the page of history within our organisation.

Brief Historical Overview

Fifteen years ago [1999] the then Chief Constable Sir David Wilmot Launched 'Operation Catalyst' in response to a Ministerial Priority relating to the publication of the Stephen Lawrence Inquiry Report. With the aim of establishing GMP as a 'centre of excellence in police community race relations', a scoping exercise, was conducted and a total of twenty-three sub projects were established covering the following topics:

A. Ministerial Priority	B. HMIC / OFSTED
C. Legislative Changes	D. Complaints & Discipline
E. Investigative Model	F. Response to Crime Incidents
G. Maintenance of Records	H. Force Policy Unit
I. Family and Victim Support	J. Prosecution / CPS
K. First Aid Training	L. Diversity Training
M. Recruitment, Retention & Progression	N. Discretionary Powers
O. Education	P. Community Beat Officers
Q. CRR Audit	R. Community Intelligence
S. Data / Demographic changes	T. Best Practice
U. Race Advisor	V. Lay Involvement
W. Media Strategy	

The following year Op Catalyst came to an end with the closure of all 23 Sub Projects, including the Project Delivery Team and Strategic Project Board. BAPA expressed the view then, that divesting away from the mission of Op Catalyst was highly premature, particularly given there was no proper evaluation process.

In October 2003 the BBC broadcast a documentary entitled 'Secret Policeman' in which an undercover journalist exposed Police Officers [including GMP Officers] expressing extreme racist views. These events lead to the launch [2004] of a formal investigation of the Police Service by the then Commission for Racial Equality [CRE] *[BAPA provided extensive submissions to the investigation]* In 2004 GMP Launched the Respect Program as a Strategic response but widened the scope from race to other aspects of diversity. A 'Diversity Command' department was subsequently established with a new role of Diversity Director reporting to Chief Officers. Diversity Action Groups were established within all divisions and departments. These measures and much of the initiated works have subsequently been disbanded, once again in the absence of any appropriate evaluation.

In 2009 BAPA contributed to a National review of the Stephen Lawrence Report ten years following its publication. BAPA highlighted issues of disproportionality that had emerged within the, now disbanded, GMP Professional Standards Diversity Action Group. This report, entitled The Post Lawrence Decade noted that:

"In many forces, Professional Standards Departments have now effectively become the showground in which race politics are being played out, where black and Asian members of staff are falling victim in a climate of high suspicion and mistrust"

These developments lead BAPA to call upon the Chief Constable and the Police Authority to act. In 2010 the University of Manchester were commissioned by GMP to conduct research into disproportionality in Police Professional Standards involving

three forces. In 2012 the final report¹ was made public highlighting the existence of both numerical and procedural disproportionality and in particular the fundamental problem of GMP's ability to deal with difference.

Since the publication a number of events have taken place:

- I. Disproportionality in Professions Conference jointly hosted by The University of Manchester, GMP and NBPA.
- II. Establishment of GMP disproportionality working group
- III. Paper circulated by Dr Graham Smith
- IV. Seminar on Proportionality- Working together for right result [10th Feb 14]

Critical Juncture

It is in light of these recent developments and the acknowledgment by Chief Constable Fahy of the need to revisit and review the lessons post Stephen Lawrence Inquiry that BAPA make this submission.

Over a long period of time BAPA have engage in discourse relating to the success and failure of operation catalyst. We agree completely that there is a necessity to create a more 'open organisational culture' within GMP.

With this in mind, BAPA recognise that we are at a critical juncture and have reached the conclusion, that one of the central problems of Operation Catalyst and other initiatives is the lack of a bold longer-term strategic approach. This is buttressed by the recent paper authored, and circulated by Dr Graham Smith² containing [in our view] clear evidence of practices within GMP which fit the

¹ Disproportionality in Police Professional Standards, Graham Smith et al The University of Manchester

² Dr Graham Smith - PhD | Senior Lecturer in Regulation | ManReg: The Manchester Centre for Regulation and Governance | School of Law | University of Manchester.

definition of institutional racism as defined within the Stephen Lawrence Inquiry Report.

"the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin", which "can be seen or detected in processes, attitudes, and behavior, which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping, which disadvantages minority ethnic people"

Current Position

The current position and direction of travel within GMP with regard to race equality/diversity is unclear and lacking in strong, credible, collective leadership. In blunt terms we believe that our current approach is wholly inadequate in terms of meeting the challenge of Institutional Discrimination. BAPA believe this can and must be remedied.

As stakeholders within the service we take our responsibilities seriously and therefore suggest that in order to address the lessons before us, we propose the following; GMP in conjunction with the Office of Police and Crime Commissioner³ should embark upon a ten[10] year Strategic Plan.

If we are to steer our organisation towards a new democratic, representative service fit for the purpose of policing in a modern diverse population in the 21st Century, we must act now with bold, ambitions and realistic goals to be achieved by the close of the first ¼ of the century 2025.

We believe that transparency and accountability should be at the core of this new approach, whereby we utilise available technology to enable each and every member of staff and the public to track our progress against set objectives.

Proposed Strategic Aims

³ Police and Crime Commissioner for GMP – Tony Lloyd.

For GMP to be a centre of excellence in Race/Equality Diversity & Human Rights (R/EDHR) considerations.

- Accurately document and publish historic and current GMP position with regard to R/EDHR.
- Make GMP representative of diverse community it serves.
- Make the leadership of GMP representative of diverse communities it serves.
- Fairness in professional standards investigations and misconduct proceedings
- Develop and maintain greater R/EDHR intelligence within the service.

Sustained Approach

It has been widely acknowledged that one of the barriers to progress on race equality and Diversity issues generally is a tendency to apply short term solutions often in an environment where such issues tend to slip down the agenda. Indeed one of the Post Lawrence criticisms is that Police forces divested away from the equality agenda very quickly and allowed progress to be lost. Commitment to a 10 year agenda will ensure that we maintain a sustained approach to tackling inequality.

Cost

We believe that by utilising the skills we have within the organisation and better use of the resources available to us as an organisation, much can be accomplished without massive spending. Indeed we believe that there is the potential for cost savings.

Communication

Effective use of modern technology i.e. GMP APP and wider social media, will enable GMP to set out clearly and simply within the service and to the public where we are at any given point, where we want to be and how we are working towards getting there. Year to year goals will help to determine direction of travel and a clear focus on improvement.

Transparency / Accountability

Applying the best methods of communication, this approach will be highly advantageous to the Office of Police and Crime Commissioner, Staff Associations and ultimately the public, in terms of scrutinising and working constructively towards desired results. It involves the entire workforce of GMP having quick easy access to information so that we can all see what the challenges are. This will also lend itself to the many possibilities for longitudinal research by academic institutions if so desired. We believe it is vitally important to open up to appropriate monitoring and evaluation, in order that we can identify what is and isn't working and how we can make maximum progress.

Solution Focus / Summary Conclusion

We are once again at a critical juncture with a major challenge in hand. This seminar represents a window of opportunity to learn the lessons of history. We must repair our organisational memory and take a longer term approach to the issues at hand.

We would therefore welcome an early opportunity to discuss our proposal in detail along with other ideas; this would include working out how current activity⁴ can be consolidated into an agenda towards 2025. In essence we desire to be part of the solution.

⁴ Operation Peel, Equality Team , EDHR Strategy , Independent Advisory Groups , JNCC , Staff Associations , Harding Report

Media

BAPA has continued to increase its media presence and media footprint through the internet and social media. BAPA has the ability to instantly communicate with a number of organisations, associations and individuals who work in the field of anti-discrimination and social justice. This separation from the GMP corporate response has given BAPA an authentic voice and credibility within communities and community groups who are harder to reach or who are suspicious of police spin.



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WWW.Bapagm.co.uk

Recruitment and Progression.

BAPA continues to sit on the Recruitment Gold meetings that manage all pathways into the police service and retention of BME staff whilst in GMP. BAPA will continue to support all initiatives that actively seek to establish a service that reflects the communities that we serve.

There is a very long road ahead of GMP in relation to retention and progression. The effects of disproportionality and discrimination cannot be understated as far as BME staff are concerned. There are a number of national initiatives run by the College of Policing that BAPA has supported and influenced.

Finance

BAPA retains its own account that is audited by the association's Treasurer. To be able to discharge our function as a support network capable of truly supporting our members BAPA must maintain its current yearly subscription. I would like to remind all members that the current yearly subscription is payable at the start of each fiscal year (April).

Summary

BAPA continues to be an authentic voice within the Greater Manchester Police Force by challenging discrimination without fear or favour and by engaging with the communities of Greater Manchester; especially minority communities. Last year I called for our members to step forward and take greater responsibility for the leadership and direction of the association. This year's message is no different because:

“Not everything faced can be changed, but nothing can be changed until it is faced”.