



Black and Asian Police Association Greater Manchester

Chair's Report 2013.



*"If you stand for nothing
you will fall for anything" -
Minister Malcolm X*

I am delighted to have been given the opportunity to Chair BAPA for the second time during my career. As the first Chairperson I was privileged to work with a number of brilliant, articulate and brave individuals whose determination to promote change within GMP was stronger than the prejudice that existed in the organisation at that time. These Change Agents included Karin Mulligan and Charles Crichlow whose influence still reverberates around BAPA and GMP. Others such as Martin Harding, who have left the organisation many years ago, are still promoting equality of opportunity within the service. I would like to thank all of them and others who work tirelessly without any thought of reward for their hard work.

The last fifteen months have been difficult for the association as we have had to deal with many differing issues ranging from the impact of austerity on the police service that has led to the departure of a number of our members who had unfortunately been made redundant, to the removal of BAPA's full time position and admin support that has been challenging. BAPA has

rebranded itself keeping one eye on the future but never forgetting the past. I hope that you all appreciate the change.

"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy. The true neighbor will risk his position, his prestige, and even his life for the welfare of others."

Dr. Martin Luther King, Jr.

BAPA Strategic Priorities

- 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:

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

The support cases gives an indication of the important work that BAPA conducts daily despite funding and administration constraints. BAPA and the NBPA remain as the number one point of contact for staff, members of the public and the media concerning issues of race, policing and justice.

Manchester University Report into Police Professional Standards.

After a slow response to Manchester University's Report within GMP. BAPA with the support of the Superintendants Association continue their work to ensure that the report stays high on 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. BAPA will continue to work within GMP to highlight and eliminate disproportionality wherever it is identified.

Recruitment and Progression.

BAPA currently sits on the Recruitment Gold meetings that is researching and managing 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. This work has led to GMP completely changing the process for recruitment; not only for people from BME communities, but for all. The new process will include the communities from which GMP is trying to recruit that will in time breakdown any barriers to recruiting a more representative police service.

There is still much work to be done in respect of progression. The below table illustrates the lack of progression for BME personnel over a ten year period. BAPA has been an advocate for direct entry; after initial resistance from the police service nationally direct entry is being considered by ACPO and is likely to be brought into the Metropolitan Police Service. Our goal is to see direct entry across the police service including GMP. In addition BAPA will continue to work with the policy makers within GMP to ensure that the progression of BME is considered at all levels within the organisation.



Representativeness

Police service strength in England and Wales: 31 March 2001 and 31 March 2012

	31 March 2001					31 March 2012				
	No. personnel	Minority personnel	(% of no. personnel)	(% in rank of white officers)	(% in rank of minority officers)	No. personnel	Minority personnel	(% of no. personnel)	(% in rank of white officers)	(% in rank of minority officers)
ACPO rank	211	2	(0.9)	(0.2)	(0.1)	216	6	(2.8)	(0.2)	(0.1)
Chief Superintendent	-	-	-	-	-	404	12	(3.0)	(0.3)	(0.2)
Superintendent	1310	15	(1.1)	(1.0)	(0.5)	942	36	(3.8)	(0.7)	(0.5)
Chief Inspector	1662	22	(1.3)	(1.3)	(0.7)	1780	64	(3.6)	(1.3)	(1.0)
Inspector	6215	80	(1.3)	(5.0)	(2.7)	6657	228	(3.4)	(5.0)	(3.4)
Sergeant	18958	340	(1.8)	(15.2)	(11.4)	21457	778	(3.6)	(16.2)	(11.7)
Constable	97162	2511	(2.6)	(77.2)	(84.5)	103126	5540	(5.4)	(76.3)	(83.1)
Officer total	125519	2975	(2.4)	-	-	134582	6664	(5.0)	-	-
Staff	54588	2638	(4.8)	-	-	67474	4694	(7.0)	-	-
Special constables	12738	448	(3.5)	-	-	20343	2289	(7.5)	-	-
Community support officers	-	-	-	-	-	14393	1443	(10.0)	-	-
Designated officers	-	-	-	-	-	4063	271	(6.7)	-	-
Total personnel	192845	6061	(3.1)	-	-	180128	15361	(8.5)	-	-

Source: Home Office 2001, 2012

Advising and Consulting on Race, Fairness and Equality Issues.

BAPA has acted as a critical friend to GMP on a number of different issues during 2013. These issues include OP Kerry. OP Kerry is a current GMP investigation lead by ACC Dawn Copley that relates to the tasking of Greater Manchester Police resources to gather intelligence on groups or individuals who were likely to attend the Lawrence enquiry hearing in Manchester in 1998.

The use of Schedule 7 at Manchester Airport. Schedule 7 of Terrorism Act 2000 is a power that authorises an immigration official, a customs officer or a police officer at any point of entry or exit from the United Kingdom to stop, question, search and examine any person for a maximum period of 9 hours in order to determine whether they are a terrorist or not. BAPA has uncovered evidence that schedule 7 is being misused by ports staff.

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

Stop and search has been and still is one of the most debated issues within the police service. It has the potential, if abused, to alienate the communities that we serve. It continues to be an agenda item for BAPA moving into 2014.

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.

"Injustice anywhere is a threat to justice everywhere."

Dr. Martin Luther King, Jr.

Community Engagement

BAPA has been proud to form alliances with community groups such as More to Life. Throughout 2013 BAPA has sponsored a number of community members to undertake more to life courses that have benefited not only the individual but BAPA's standing in the community. This is evident in the number of letters of appreciation that the association receives. We seek to extend our links with the community opening much needed dialogue with those whose confidence in the police has been shaken.

Media

BAPA has increased its media footprint over the last twelve months. We have created a website that has been well received. The website includes all of the association's publications in addition to information relating to issues such as stop and search and recruitment. BAPA has also formed links with local [Greater Manchester] media giving BAPA a wider audience within communities. A number of issues that BAPA has raised or challenged during 2013 have received significant media coverage; with the help of the NBPA our message has reached more people than in previous years. Follow BAPA on Twitter: @bapagm.

Austerity Measures

Since cuts have been imposed on the police service it has become clear to us that the impact would be disproportionately felt by BME staff and women in particular. The reason for this is that people from BME communities are more likely to be employed in the public sector. This issue has been highlighted in our newsletters during 2013. We have highlighted and argued that process should be done in a fair manner with consideration given to the ethnic diversity of the service and capacity to deliver culturally sensitive services particularly around the broad spectrum of hate crimes.

Police and Crime Commissioner

BAPA has met with the Police and Crime Commissioner (PCC) Mr Tony Lloyd and has regular communication with his department. BAPA are working to ensure that elected Police and Crime Commissioners clearly understand the demands of policing in a modern diverse context. BAPA has outlined our position to the PCC and asked him for his commitment to the following:

- Hold Chief Constables accountable on the implementation of anti-racism practice.
- Ensure Police & Crime Panels reflect the diversity within the policing area.
- Ensure 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 scrutinise Chief Constables on compliance with anti-racist and equality legislation.
- Consult widely with diverse communities and reflect their needs and concerns within agreed policing plans.

Finance

BAPA like other Staff Support Networks receive a small budget from GMP. This budget has decreased year on year. It has been a goal of BAPA from its inception to be self financing. We must

eliminate any dependency on GMP. 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).

Executive Committee

The executive committee has met on a quarterly basis driving the key issues forward throughout the year. I would like to take this opportunity to thank them for their support and hard work that generally goes unnoticed and unrewarded. The bi-annual elections are due to take place in March /April 2014. Members are encouraged to apply for a position on the executive committee and/ or for one of the key positions:

Chair

Deputy Chair

General Secretary

Treasurer

Anyone interested in applying should send an email the following email address.

Paul.bailey@gmp.police.uk.

Summary

BAPA continues to rebrand and re-assert itself within GMP. We continue to be relied upon for essential support for its members and as a 'critical friend' to GMP. BAPA must continue to build upon its reputation as a leading voice within Greater Manchester on race, diversity and equality of opportunity. To be successful our members will need to step forward and take greater responsibility for the leadership and direction of the organisation.

*"Thou shalt not be a victim, thou shalt not be a perpetrator,
but, above all, thou shalt not be a bystander."*

Yehuda Bauer