



Black and Asian Police Association Greater Manchester

Chair's Report 2015.



DC Paul Bailey with NBPA President, Dallas Deputy Chief Malik Aziz.

To remain indifferent to the challenges we face is indefensible. If the goal is noble, whether or not it is realised within our lifetime is largely irrelevant. What we must do therefore is to strive and persevere and never give up.

Dalai Lama

BAPA Strategic Priorities – 2015.

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- 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.

During the last twelve months the number of people that BAPA has supported and/or represented has increased. The causes of this increase have yet to be identified or even acknowledged within GMP. What this has taught us is that the need for support from our association is vital to our members. BAPA continues to be the number one point of contact for BME staff who are facing discrimination, bullying or harassment within the workplace.

The knock on effect of our work is a safer and fairer environment for all members of GMP not just for or membership.

The types of cases that BAPA has dealt with include:

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

In addition BAPA has supported a number of members through employment tribunal. The focus on these tribunals is more often than not on the result, this is natural, we are more focused on the underlying issues and how these issues can be eliminated for those coming after us. BAPA's record at tribunal speaks for itself.

BAPA has supported staff members through tribunals from other force areas. The associations standing within the National Black Police Association network remains high, we remain a major player nationally.

The number of people receiving BAPA's assistance is not limited to those reported in the media. Some cases are settled prior to a court hearing to the satisfaction of our members. This type of case does not attract media attention, however, with the consent of the individual they are reported via the BAPA website and social media.

Media

BAPA has demonstrated its resilience by maintain and improving its website in addition to developing a greater presence on social media. BAPA maintains 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

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).

Recruitment and Progression.

There has been little recruitment within GMP for some time. The Gold recruitment* meetings have ended. This marked another missed opportunity that reflects the activity after the publication of the Stephen Lawrence report in 1999. GMP saw no discernible change in the diverse makeup of its staff following the recommendations made with the Stephen Lawrence report; sixteen years on we are faced with the same issues met by the same excuses and the same inertia.

BAPA continues to work proactively to ensure that the GMP reflects the diverse multi-cultural county that it serves. During the past twelve months BAPA has worked with the Serious Crime Division Senior Leadership to address the lack of progression of Black and minority ethnic staff within the field of criminal investigation. This work will continue into 2016. BAPA will continue to support all initiatives that actively seek to establish a service that reflects the communities that we serve.

There are a number of national initiatives run by the College of Policing that BAPA has supported and influenced.

*Gold recruitment – management of all pathways into the police service and retention of BME staff whilst in GMP.

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

Allegations of Corruption with GMP.

'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.

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. Chair's report 2014.

Independent Police Complaints Commission: OP Recital.

OP Recital was the name given to the IPCC referral of the allegations of corruption concerning the Professional Standards Branch. The following paragraph reflects the IPCC decision: Chair's report 2015.

'There appears to have been extensive reviews and assessments conducted into the PSB investigations of the officers referred to in the documents provided, including engaging an outside force in some cases. The majority of the matters raised have also been or are subject to various internal processes. There also appears to have been thorough examination of the other issues raised including the Indoctrination Forms and Schedule 7. Whilst some performance issues and learning have been identified, you do not appear to be of the view that there is evidence of misconduct by the those subject to the reviews and assessments. There appears to be no indication from the documents provided within the referral, that you believe officers may have committed a criminal offence or behaved in a manner which would justify the bringing of disciplinary proceedings, as such there appears to be no recorded conduct in respect of any of the officers involved.'*

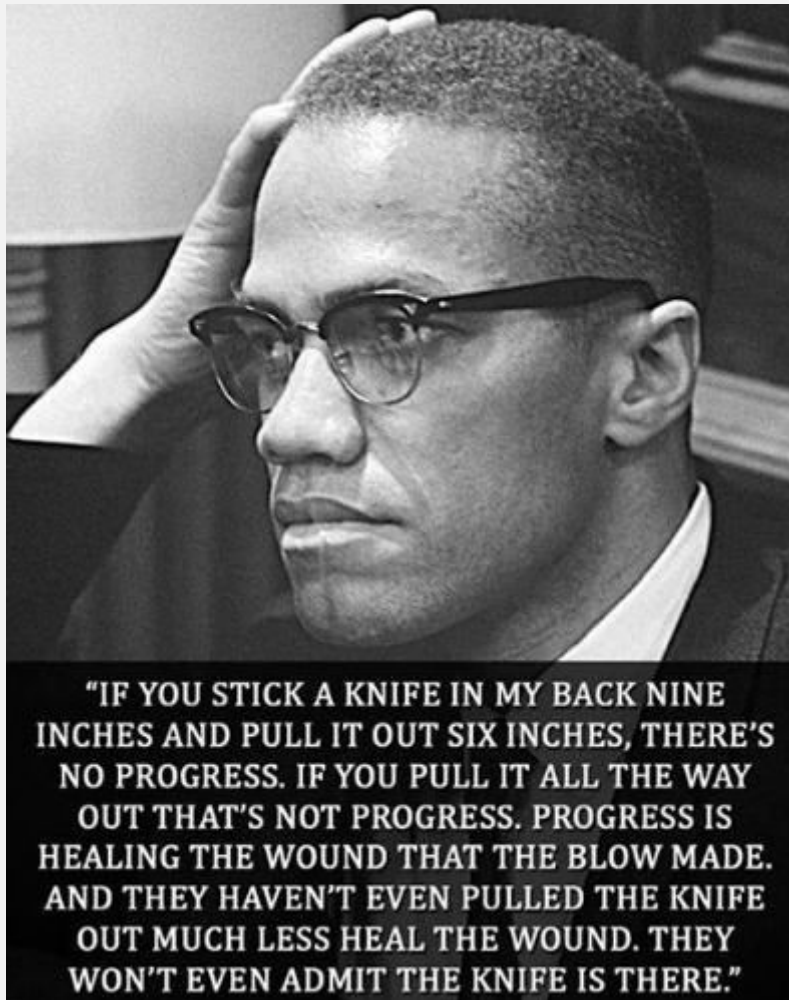
* Schedule 7 of the Terrorism Act 2000 is a stop and search power widely used by the police.

BAPA will continue to challenge the police service concerning issues that affect our members, their families and the diverse communities that we serve.

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.

During 2016 BAPA will continue to support, highlight, challenge and report on all issues that affect its members and minority communities within Greater Manchester.



In memory

of

Karin Mulligan

Served in GMP

1982 to 2009

Throughout her years of service distinguished herself as an excellent Police Officer and principled advocate of equality and social justice.

Karin dedicated enormous energy and experienced significant prejudice in moving GMP along the path of modernisation on a range of equality and diversity issues.

She was instrumental in the early formation of BAPA and its national networks.

Leading by example she became the first black woman in the UK to reach the rank of Chief Inspector.

In all the many and varied roles and responsibilities she held throughout her career up until

her untimely passing in 2009 she held to the simple principle that 'You can't make a rainbow with just one colour'

