



Promoting the common agenda and the role of the National Black Police Association

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History :

ONE VOICE, STRENGTH IN UNITY

That is the motto of the NBPA and this started with a joint initiative between black staff within the Metropolitan Police and a specialist support unit specialising in community and race relations training based in Turvey Bedfordshire raised concerns about staff wastage. The Bristol seminars as it was called led to the formation of a Black support network and in Sept 1994 The Met launched the Metropolitan Black Police Association. The Met Police commissioner Sir Paul Cordon said ***“I have made it clear where I stand . I see the formation of this Association as the only way forward.”***

From its inception the NBPA has sought to highlight issues faced BME staff in the police service helping those in need of support.

In Nov 1998 an interim executive was elected to launch the association which comprised of 14 executives from 12 constabularies.

The NBPA has many chartered organisations throughout the United States which was formed in 1972 and associate members in Canada and Bermuda dedicated in promoting justice, fairness and effectiveness in law enforcement.

Role of the NBPA

The NBPA works to place Equality and fairness at the heart of the Police agenda. This is done by advocating with forward initiatives for the progression of officers and staff from Black, Asian and other minority groups such as mentoring schemes, leadership programmes, women in policing programmes and so on. The NBPA has a high profile within the Home Office and policing strategic committees as well as members of a range of decision making steering groups and we have regular meetings with policing stakeholders..

We are governed by our set of policies and procedures to ensure transparency and accountability while promoting good race relations and equality of opportunity within the police service in the UK and the wider community. The NBPA seeks to improve the working environment of its members by protecting the rights of those employed within the Police service and assisting in delivering fair and equitable service to all sections of the community.

Macpherson Report

As the result of the unprovoked knife attack on Stephen Lawrence on April 22 1993 an inquiry led by Sir William Macpherson uncovered major failings in the murder investigation and the way his family were treated

Out of the 70 recommendations made centred around community confidence on tackling racist crimes, on the recruitment and retention of black and other minority ethnic officers and staff, on race disparities in the use of stop and search and other powers. The overall aim is the elimination of racist prejudice and disadvantage and the demonstration of fairness in all aspects of policing.

There has been significant improvement however, the inquiry identified persistent , deep rooted and unjustified racial disparities in key areas including a confidence gap for BME communities, lack of progress on BAME recruitment, problems in misconduct proceedings and unjustified racial disparity in stop and search

Highlights of the report

- Confidence in policing among Black and Asian and other minority ethnic groups. There is a significant lack of trust and policing from among ethnic communities especially among young people. The confidence gap has widened over the last few years with 67% of white adults believe that the police will treat them fairly compared to 56% of black adults.
- Racist Incidents and victims of crime – More than 75,000 race related incidents were recorded by the police in England and Wales in 2019/2020 and there is concerns that victims of hate crime are less likely to be satisfied with the outcome of the investigation than they are with other crimes. Black men and women still report that they have been treated as suspects rather than victims of crime.
- Recruitment and progression of BAME officers and staff – The report recommended that police forces should be representative of the communities they serve and that targets should be set for recruitment , progression and retention of individuals from black, Asian or other ethnic minority groups .

Promoting the common Agenda

What is the common agenda? – Recruitment, progression and retention of officers from Black and Asian and other minority ethnic groups. Also to engage with the different communities and instil trust and confidence especially around our practices with stop and search and the use of force and how we deal with hate crime and incidents.

Quoting Andy George President NBPA

There is an obvious gap between policing and the community. The foundation of modern policing is legitimacy and working with the communities to solve crime and prevent harm. We need police forces to truly reflect the society we are tasked to protect with the community at the heart of everything we do.

This is an operational necessity and better allows us to understand every community which ensures that we are the protector of all and not the oppressors of the minority. Policing cannot work in isolation and the trust of all communities is key to being an effective and fair service to all.

Summary

The NBPA is here to support the police service achieve the common goals, however the organisation has to invest in its time but they have the key to interact with those diverse communities. Their wealth of experience in the cultural dynamics of such communities is paramount to success.

There aren't clear cut answers to the solution but by involving the NBPA makes a whole great difference both internally and externally.

It didn't have to take the death of Stephen Lawrence and others, the recent death of George Floyd in America before we do something about this or the racist abuse of the young England players to work out that we need to all come together and speak out with one voice to facilitate and implement a change in society that will strengthen our quest for Fairness and Equality for all.