

National Black Police Association



Press Release

'NBPA Response to EHRC Report findings'

On Thursday 8th September 2016, the Equality and Human Rights Commission (EHRC) published their report into the Unlawful Act that was highlighted in the 'Carol Howard Employment Tribunal' judgement.

The review found that even though there were causal links there was no evidence to suggest that a systemic unlawful act had occurred in breach of the Equality Act. The main investigation was centred on the treatment of officers and staff who complained about gender, race or sexual orientation discrimination.

This has been the lived experience of officers and staff within policing who complain about discrimination and then find themselves being victimised. More must be done to both reassure officers, staff and communities that their complaints will not hinder their progression or be treated differently.

The EHRC report also found that the MPS' approach to the handling of complaints of discrimination were inconsistent and confused, with some managers not following standard operating procedures. This again is unacceptable as the possibility of discrimination occurring is one of the primary concerns by officers from Black, Asian & Minority Ethnic backgrounds. This inconsistency also prevented the EHRC drawing conclusive legal findings about the MPS' policies.

What is clear is that the EHRC report was unable to determine whether there was an unlawful act due to the differential treatment of discrimination complaints, compared to non-discrimination complaints of inconsistency in the MPS' practices and the quality of the data they provided to the EHRC.

Janet Hills, President of the National Black Police Association, said "I believe that there has been a missed opportunity to really embed cultural change within policing. There has never been a more opportune moment for us to work with the MPS to improve policing for our members and our community. Policing must do more to address the issues highlighted in the report and put measures in place that deliver measurable outcomes".

Note to Editors:

Press Queries to: 07921 095262 (by text only please)

The EHRC report can be found [here](#)