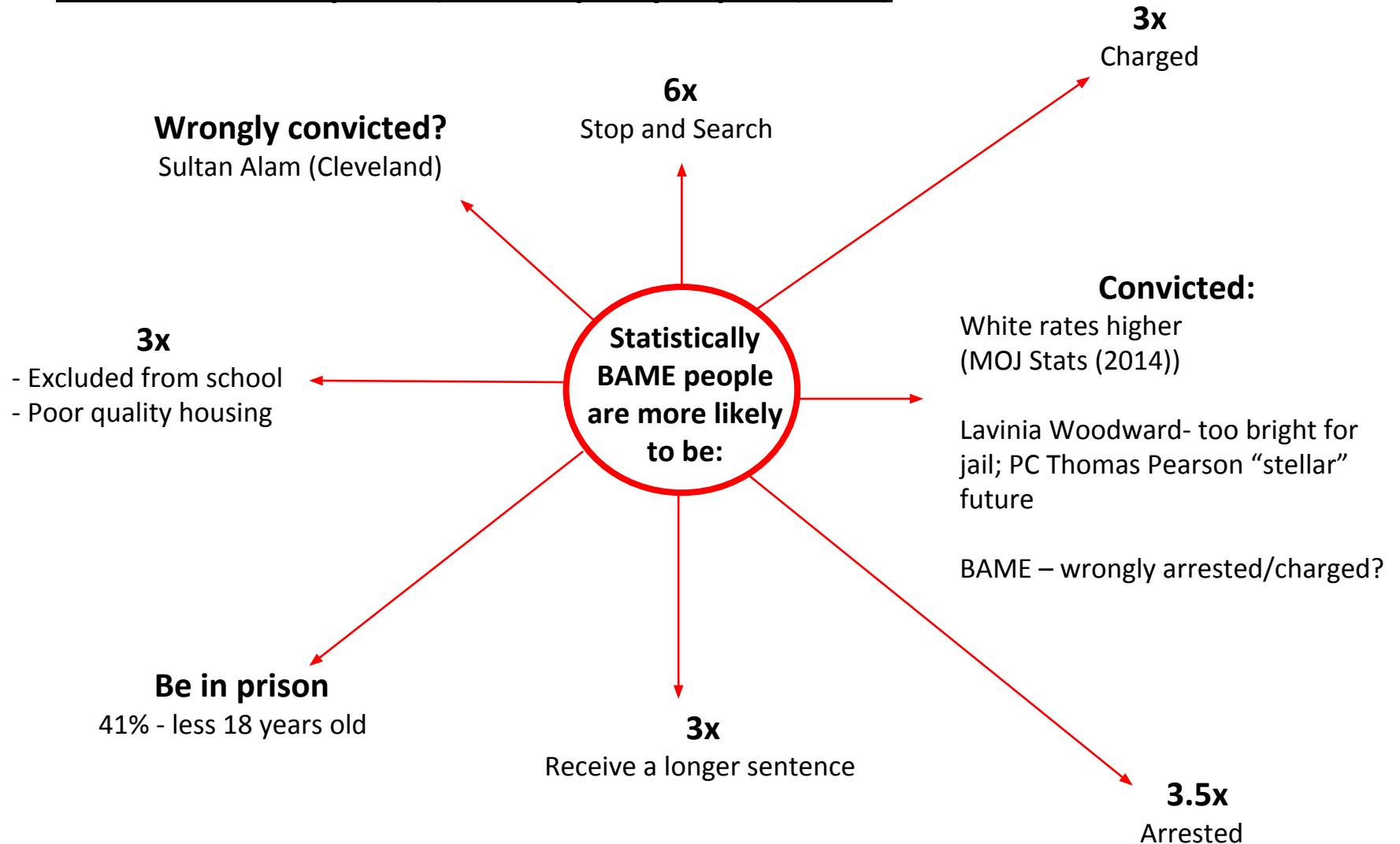


Criminal Justice System (Race Disparity Report (2017))



Society and work (Race Disparity Report 2017)

42%

Not receiving equal pay

19%

Not receiving training/
acting up/ promotion

3x more likely

To be dismissed

2x more likely

To be subjected to misconduct

More than 20%

of BAME senior officers in MPS are currently
subjected to misconduct

More likely to receive sanction

(MOPAC DEC 2016)

BAME
statistics

32%

Experienced or witnessed racism
at work (Race at Work 2015)



52%

Witnessed racism at work (Kearn
Pandola 2018)

37%

Being harassed/ working in a
hostile environment

4.4 %

CI or above (MPS 2018)

0%

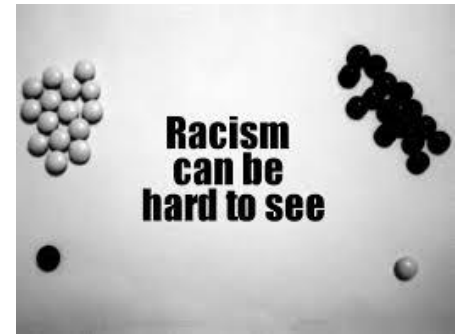
BAME officers above CI in
11 forces

BAME=

- **19.5%** of UK population
- **98%** live in urban areas
- **+50%** live in London, Birmingham
and Manchester

WHY?

- ❖ Prejudice



always more than **25%**

- ❖ Lack of (economic) power

3% (36/1,000)

- ❖ Retention of power





Racial prejudice is getting worse

Hate crimes (race):

2011/12 – c 36,000

2015/16 – c 49,400

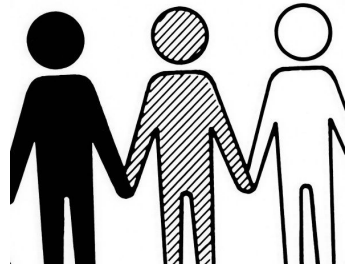
89%

increase in hate
incidents in schools
(during Brexit
campaign)

Under-reported:

80%

or greater than
reported



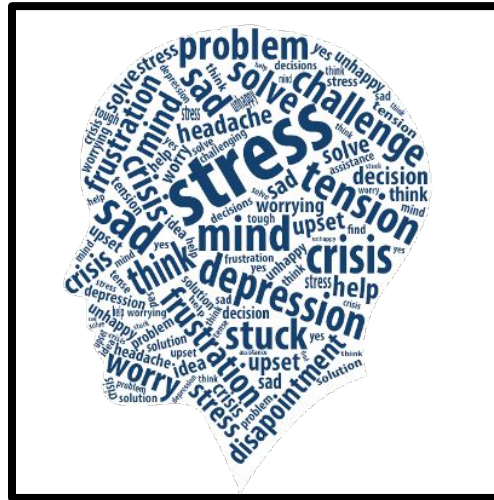
Post-Brexit:

- Daily reported attacks- ‘celebratory racism’
- Firebombing of a halal butchers in Walsall
- Graffiti on a Polish community centre in London
- ‘No more polish vermin’ laminated cards apparently posted through letterboxes in Huntingdon
- A mixed-race man being racially abused on a Manchester tram
- 2 Muslim women in Bethnal Green had eggs thrown at them on the street
- A black woman on a bus had a bunch of bananas placed on the chair next to her and was told to ‘fuck off back to your country’
- An Italian man was punched to the ground for asking another man which way he voted in the referendum
- Swastikas on train
- ‘You like blacks do you’

Effect on BAME officer?



Complain



Mental health



Glass ceiling



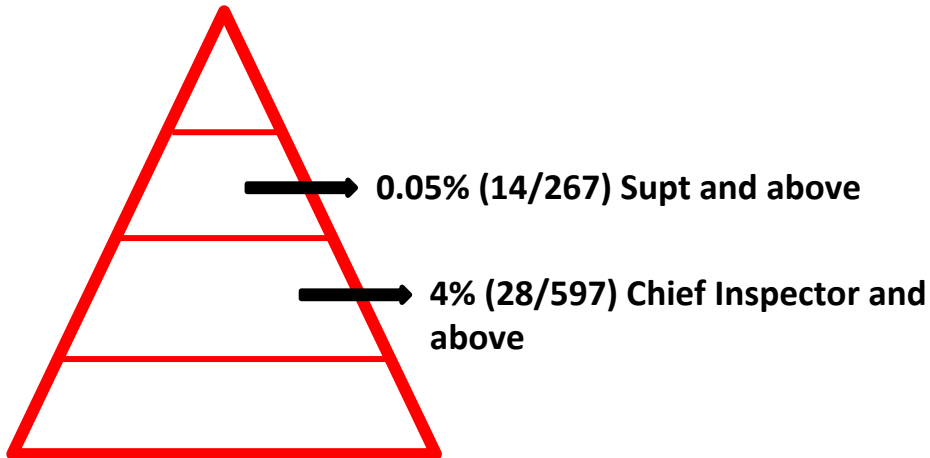
Victimisation

Plan for worst case scenario:

- Support NBPA
- Participate in PFEW
- Home contents (legal expenses) insurance



Effect on police forces



UK: **19.5%** BAME population – **6%** BAME police (2017)

2018 MPS- **4%** BAME Chief Inspector or above

More than **20%** of these are currently on misconduct

London: **40%** BAME population – **14.2%** BAME police (2018)

- **7%** BAME in senior ranks by **2022** (Neyroud review)
- **2013 – 2.8%** BAME officers ACPO rank
- **2016 – 1%** Chief Officers BAME
- **11/43** forces have **0** BAME officers above Chief Inspector

May 2016- Home Affairs Select Committee:
BAME representation in police is 'pitiful'

Least representative forces:

- MPS
- West Midlands
- Bedfordshire
- City of London
- West Yorkshire
- Greater Manchester
- Surrey

Enforcement right and effective remedies?

Not an enforceable right

- 3 month time limit (43% do not report on time)



- Very difficult to prove



- 95% of litigants in person lose



- Only 2% of race claims are currently successful at Tribunal

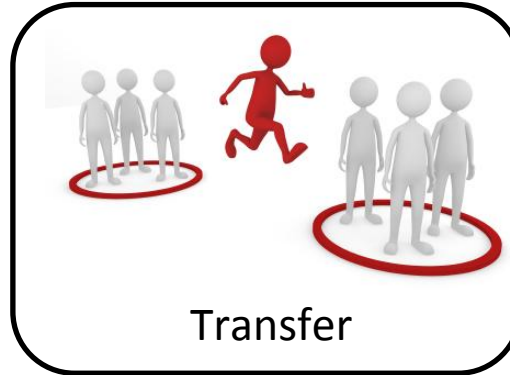
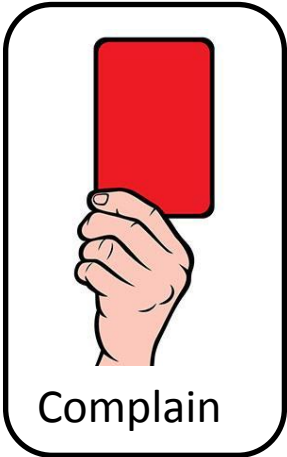



No effective remedy


- £13,000 average award (2017)
- Compensatory (minor personal injury) and not aggravated
- No punitive damages (£7,500)
- Wrong-doers not punished- very likely to be promoted and/or retired
- Costs/award – no legal aid




Solution?



1 Ensure funding is in place/available 

2 Keep a diary at home 

3 Time-limits - Seek early legal advice 

Stephen Lawrence

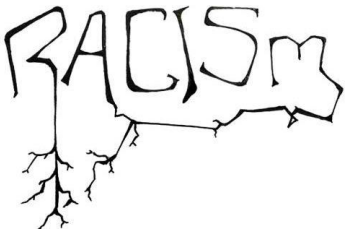
- Stephen Lawrence Report – institutional racism (not illegal)
- Race relations (Amendment Act 2001) – no enforceable rights



25th Anniversary memorial event –

“Stephen Lawrence. Why?”

“Please do NOT make this into a race issue. It most definitely is not, and sir I am offended by your inference. It is merely the fact that Stephen Lawrence, as tragic as his death was has nothing to do with Leicestershire Police. The memorial garden is (was) for the Leicestershire Police Family. Perhaps a tree for Lee Rigby?”



The financial cost of racial discrimination



- £2.6 billion – INvolve and the Centre for Economics and Business Research (CEBR) (Feb 2018)

- The Point 1888 – MPS t-shirts, toys and mugs

