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**NBPA Presenting evidence to the Home Affairs Select Committee
The Macpherson Report – Twenty Years on Inquiry
Tuesday 5th February 2019**

By Police Sergeant Tola Munro, Gwent Police, President of the National Black Police Association

“It has been 20 years since the Sir William Macpherson inquiry reported on the racist murder of Stephen Lawrence and the resulting catalogue of failed police responses. Today my colleagues and I from the National Black Police Association will be providing evidence to the Home Affairs Select Committee on progress made in policing in the intervening period. In short, we will say that despite some very clear recommendations, many of which were quickly achieved relatively quickly, some remain unmet.

Significantly, in 1999 Judge Macpherson recommended that efforts be made to increase the national representation of black, Asian and minority ethnic Police officers to 7% by 2009. That was in recognition of the increasing ethnic diversity of the UK in 1999. However, nineteen years later, in 2018 the official figures for English & Welsh Home Office forces was still only 6.6%.

Hard-working BAME officers and staff in Black Police and Ethnic Minority Associations still face discrimination, especially after legal attempts to whistle-blow. There is still a significant lack of representation at senior ranks and patchy attempts made at Positive Action. Internally the police occupational culture has been slow to recognise the valuable contribution of existing BAME workforce and their progress has been regressive. The golden thread that links police failure on BAME progression internally, disciplinary disproportionalities in misconduct, recruitment from BAME communities and lack of community confidence in police has been deeply underestimated.

Direct Entry to Superintendent rank has failed to achieve what Sir Thomas Winsor recommended, and we are yet to achieve - the "urgent and radical action" that the Committee called for in its own report on Police Diversity in 2016.

I will therefore be re-iterating my call for Positive Discrimination to inject talented BAME people into policing to help change this cultural legacy.

Today I am also announcing the publication of our 2018-2022 Strategy which outlines some of the huge area of work the Association owns in the four Peelian threads as it seeks to improve policing by keeping race on the agenda.

The NBPA and our local associations have been working tirelessly to achieve this, despite lack of resources, funding, rapidly changing policing priorities and a lack of political will where "racial equality" has been sidelined into the "too hard to do" box. This Strategy, developed by our Cabinet and agreed by our National Executive Committee is one voice speaking in unity."

Note to Editors:

Press Queries to 07432 629060 (by text) or @NBPAUK