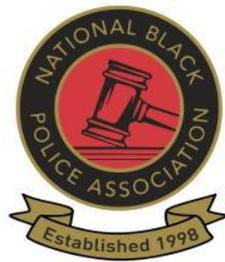


PRESS RELEASE Issued by the National Black Police Association



*NBPA Position Statement on presenting evidence to the House of Commons Home Affairs Select Committee
MacPherson Report's – 20 years on*

On Tuesday 5th February, my colleagues, Janet Hills (Met BPA Chair), Mustafa Mohammed QPM (NAMP President) and Bevan Powell (former MetBPA Chair and NBPA founding member) presented evidence to the House of Commons Home Affairs Select Committee on the Sir William Macpherson Report – Twenty Years on. We are 20 years on from this Report on the racist murder of Stephen Lawrence and the HASC wanted to know what progress we had made in areas such as Recruitment and Retention, Positive Action, Diversity Training and Stop & Search. Collectively we gave a robust response to the Committee about lack of progress in all these areas both internally and externally.

Whilst we acknowledge that some progress has been made, we are still discussing the same issues repeatedly. What is obvious is the lack of consistency from force to force when it comes to policing and this is evidenced repeatedly by the disparity in recruitment, progression, misconduct processes and application of police powers.

In order to achieve sustainable change, the NBPA need to be able to monitor, inspect and act as a watchdog and for this, we need a statutory footing. Bevan also reminded the Committee that there is no legal recourse or any form of measures put in place if a force is found to be institutionally racist. He called for “real teeth” when a force is evidently demonstrating a lack of progress for the BAME workforce, disciplinary disproportionalities, disparity in Stop & Search processes, etc.

There needs to be a process that allows some form of incident action where external bodies can be mandated to come in and identify the problems with a view to the force being put under an action plan or under special measures until the issues are resolved. I echo this and would request an amendment of the Equalities Act 2010 specifically for policing which has powers that are highly intrusive and potential of influencing community confidence than any other organisation in our liberal democracy. This matter will be explored in more detail with the HASC in the NBPA follow up submission.

I have been asked repeatedly whether Institutional Racism still exists in policing. My predecessors and I have named Cleveland Police as meeting that criteria over a period of time.

Today, based upon a 15 point list of indicators that the NBPA has developed I am sad to confirm that there is sufficient evidence to say that Leicestershire Police is institutionally racist. Although we have attempted to assist Simon Cole, the Chief Constable of the force, the collective collusion of departments including the Equality Unit, HR, the local Police Federation, the Professional Standards Department, and the attitude of the Deputy Chief Constable Rob Nixon (their Race Champion) means that they are in a worse state now than in October 2017 when we were first approached by concerned Leicestershire colleagues.

We hope the HASC have listened to our legitimate and evidence based concerns and we will be able to see some robust changes in policing. We hope we will not be having these same conversations again a few years from today. Real change needs to come and it needs to come from the NBPA and from our affiliated associations... "Change will not come if we wait for some other person or some other time. We are the ones we have been waiting for. We are the change that we seek." Barack Obama

By Police Sergeant Tola Munro, Gwent Police, President of the National Black Police Association 3

Note to Editors:

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