

ONE VOICE, STRENGTH IN UNITY



National Black Police Association

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Dear Simon Cole QPM, Chief Constable of Leicestershire Police

Re: Visit of NBPA President to Leicester in October 2019

Thank you for your invitation to attend the Leicestershire Police Gold Group on Attraction, Retention & Progression at the beginning of this month.

As president of the NBPA I am delighted that serious attention is being paid to the issue of under-representation in the UK's most diverse city. As such, I was also delighted to attend the 25th anniversary of the Leicestershire Black Police Association, who along with the Met BPA is the joint oldest BPAs in the UK.

In attending both anniversary events there was a palpable difference in how they were organised and run. With respect, I would like to inform you of my observations:

The Met BPA event was organised and run by the members and their choice of speakers included almost every former and current Chair. It was very much a celebration of their impact on policing over the past quarter of a century, which made participants feel uplifted and valued.

By contrast, the Leicestershire BPA event actually reinforced my concerns about unwitting prejudice, ignorance, thoughtlessness and racist stereotyping in Leicestershire Police.

It was compered by Rob Nixon, a white Deputy Chief Constable who has repeatedly caused me and others concerns over his behaviour that we have discussed. The current BPA Chair was not adequately involved in the event, and I have been informed that DCC Nixon selected some speakers, who had never been BPA members, the night before.

On discussion with colleagues, these failings gave me and others the impression that the event was neither inclusive or participatory and had a superficial impact.

This has reinforced my belief, as President of the NBPA, that Leicestershire Police is institutionally racist – a view which has also been expressed to the Home Affairs Committee. I have attached a copy of the 15 Indicators of Institutional Racism I have observed in your force for your attention.

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Therefore, I would like to support you and your force by encouraging you to work with the College of Policing to undertake a Peer Review, and Unconscious Bias assessments of your senior leaders.

Furthermore, I respectfully request an opportunity for myself as president of the NBPA and a team of experts to work with Leicestershire BPA, including mentoring support for the Chair. I believe that this would go some way to rebuilding trust and confidence.

I look forward to hearing from you.

Yours faithfully

Tola Muuro

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