



NBPA Consultation Response

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Winsor Review

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The Case for Equality and Diversity

Introduction

The National Black Police Association [NBPA] comprises of 46 Affiliated Associations established within Police Constabularies and Agencies across England, Wales, Scotland and Northern Ireland. As a Charity, Its' objective is to promote good race relations and equality of opportunity within the Police Services of the United Kingdom and the wider community.

We work in the interest of the UK Police Services as an integral partner to ensure equitable service for all and for the Black and minority staff whom we represent. We also advocate the needs and expectations of Black and minority ethnic communities by delivering and supporting strategies and initiatives which have a positive impact on all.

NBPA welcome the opportunity to contribute to this review particularly given that as stated in the terms of reference, the review will have regard to the

impact of any recommendation on equality and diversity. NBPA will be keen to ensure that this impact assessment process is thorough and sincere.

In making the case for equality and diversity as an absolute operational imperative it has to be recognised that policing a modern diverse Britain requires a modern diverse Police Service. Building and sustaining the confidence of communities is key to meeting the objective of 'cutting crime' set out clearly by the present Coalition Government. This is particularly evident in tackling Hate Crimes, Gun and Knife Crime and Countering Terrorism. These are crimes which impact highly disproportionately within black and minority ethnic [BME] communities in the UK and it is for this reason that NBPA through its network of local affiliates and working with community organisations, strongly encouraged BME recruitment and representation into these critical areas of Policing.

The tough economic conditions and recent spending review has virtually brought police recruitment to a halt thus creating a serious risk not only to Police numbers but particularly to efforts to increase the diversity of the Police Service. The recent Equality in Employment Report¹ commissioned by the National Police Improvement Agency [NPIA] calls attention to this issue elucidating the point that increased diversity within the police service improves the effectiveness, efficiency and productivity of the service in terms of the many varied talents, skills and abilities a diverse workforce can bring to the very frontline of policing.

The Government reform agenda document Policing in the 21st Century² acknowledges that *engaging with the community requires a diverse workforce* and that the new Police and Crime Commissioners *will be responsible for holding the Chief Constable accountable for ensuring their force reflects the*

¹ Equality in Employment Report 2010 National Police Improvement Agency

² Home Office Document Policing in the 21st Century Reconnecting police and the people 2010[july]

diversity of the population. The Government sets out its expectation for the Association of Chief Police Officers [ACPO] to *show strong leadership in promoting and supporting the greater use of professional judgment by police officers and staff.* It may be useful to point out at this juncture, that ACPO level is far from diverse with only four BME staff among its rank across the country.

It is our judgment that over the next decade, leadership around equality and diversity issues in policing will become highly critical. This we believe will be precipitated by a combination of events, the impact of deficit reduction measures on policing and elements of the police reform agenda.

The issue of stop and search is [one] good example to illustrate where major critical crisis could arise in the near future and moreover the legitimacy of policing could be brought into question. Recent research has shown that the disproportionality between black and white people stopped and searched is on the increase and given the loosening of accountability around stop and search including the proposed new guidance to allow effectively for racial profiling under section 60 stops, this trend is likely to continue.

Allied to the view of many commentators including the Superintendents Association that social unrest is likely in the future in the prevailing economic climate. If race is a dominant issue in future social tensions, the fact that our current state of diversity is inadequate, could buttress claims that the police service is institutionally racist. In effect, the spectre of 1980's police community relations could return with catastrophic social consequences not to mention the cost in financial terms.

It is within this backdrop that we set out these responses to some of the questions raised in the consultation.

Multi level Entry

There is an overwhelming case for a radical approach to improving the diversity of the police service at senior level. The advantages of introducing multiple layers of entry into policing in our view far outweigh any drawbacks. This is possibly the only way of increasing the diversity at senior level in policing within a relatively short time scale therefore NBPA is in favour of Multi level entry.

Recruitment

NBPA is in favour of requirement for relevant pre qualification for entry into the police service. In order to dispel the notion that such a move would automatically exclude BME communities, this should be accompanied with a role for National Black Police Association to work in support of the service to engage further and higher education institutions and BME communities to promote the police service as a career of choice.

Special Constabulary & Police Community Support Officers[PCSO]

NBPA support the use of the special constabulary and PCSO as an entry point for recruitment however this should not be the exclusive route to entry. We believe that on the whole there is a need to review the role of the Special Constabulary and PCSO's in the context of policing a Modern Diverse Britain.

Conclusion

The NBPA concludes that in order to ensure that any recommendations to address equality and diversity are taken forward in the manner expected, it is well within the remit of this review to recommend that a role for the National Black Police Association be build into the governance structure alongside

ACPO to support and develop leadership in terms of policing a Modern Diverse Britain in the 21st Century.

By way of example and the avoidance of reinventing a wheel, so to speak, the Equality Standards Framework³ for Police developed and published jointly by the Home Office, ACPO and APA form the basis for a sound approach to moving the police service forward on equality and diversity and changing the culture of the police service. Whilst NBPA support this framework as a major step forward, the fact that APA will be abolished in the near future with the Home Office taking a less intrusive centralised approach and given the deficit of diversity in police leadership, there is a powerful argument for building stronger relationships with NBPA with its local networks into the leadership process of driving up standards through the equality framework and tackling many of the questions raised in this consultation.

One of the recommendations of the recent Equality in Employment report⁴ is the empowerment of underrepresented groups in the police service. We urge the Winsor Review to carefully consider this report in its fullest but specifically in the context of maintaining the very legitimacy of Policing a Modern Diverse Britain in the 21st Century.

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³ Equality Standards Framework for Police

⁴ Equality in Employment Report 2010 Commissioned by National Police Improvement Agency.

