

⋮
⋮
⋮
⋮
⋮
⋮
⋮

For Details, Contact:
BPA
Room LG11
105 Regency St
London
SW1P 4AN

Tel: 0171 207 7035
bpa@hotmail.com

Black Police Association

press release

'Winning the Race'

London: 28 October, 1997.

As the newly elected chair of London's Black Police Association I would like to make the following brief observations on the recent HMI Thematic Inspection Report on Police Community and Race Relations. It should, however, be noted that Mike O'Brien, the Under Secretary of State has formally invited the BPA to make a detailed response to the important issues contained in this report and we will be pleased to do this at a later date.

Close examination of the BPA's constitution, our aim and objectives, will reveal that for the past four years the BPA has consistently highlighted the need for the police to address the areas of concern highlighted by the HMI in this report. Since our inception the Black Police Association has made a stand not only for equality and fairness within the police service but for fairness in the way that we deliver our service to the minority ethnic community. We have consistently called upon the senior management to recognise and deal with institutionalised racism and yet we have been left, unaided, to deal with victims of the police occupational culture. We are, therefore, pleased with the HMI Report as it validates what we have

For release 11 a.m.
28 October, 1997

.....

consistently been saying, to those that would listen, for a number of years. Equally as important, it provides an insight into the occupational culture of the police service which will assist the reader in understanding why we formed an association to provide a platform to air the views of black people within the police service in order to bring about much needed change.

We hope this HMI report will not be left to gather dust in police libraries across the country but will become a catalyst for change, both in the way minorities are treated within the police service and in the way in which we deliver policing to all communities. The BPA supports this document and is keen to offer our assistance in whatever way we can to take forward the recommendations it contains. We have no difficulty in agreeing with the HMI's observation that there are many good and competently worded equal opportunity and race relations policies and strategies within the police. However, we also share the view that words alone do little to change attitudes and behaviour that have become entrenched within the police culture over the years. Quite simply, policy alone is ineffective, we need not only commitment from our leadership but also action. Police managers need to be made accountable for progressing race relations issues in the same way as they are now held accountable for progressing core policing issues. When we see *key performance indicators* attached to community and race relations strategies then we may begin to effect change. Without such accountability then we, the BPA, will have difficulty in believing these issues are considered to be of any great importance or concern to either the government or senior police management.

Inspector Paul Wilson

Chair

Black Police Association

