



IN PARTNERSHIP WITH



A report on the MBPA Conference

**Friday 9th May 2008
Lecture Theatre, HQ, Canning Place
1pm – 3pm**

‘Our role, our contribution’

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Introduction

MBPA (Merseyside Black Police Association) have many supporters both inside and outside Merseyside Police, many of whom are members. We are active in the community and endeavour to influence the internal culture and processes of Merseyside Police. However the role of MBPA is either unknown, or else misunderstood by many, both colleagues and certain sections of the community alike.

Of those that are aware of our existence, many myths abound. These range from us existing purely as the result of an act of appeasement to satisfy a politically correct dictat issued by the Home Office to us being viewed as a black fifth column of activists hell-bent on doing down white people and taking over Merseyside Police! The latter may seem like a comedic exaggeration and yet we have witnessed and experienced many things, which lend some weight to this.

With the above and more in mind, the MBPA committee decided that the theme of our conference this year should address the above issues and so it was entitled 'Our role, our contribution'.

We wanted to disseminate information and present it in such a way that whilst not exhaustive, was representative of what we do and demonstrated how we go about achieving it. We wanted to ensure as many colleagues and community members as possible were present and so we extended the invite as far and wide as possible. This report also forms part of that dissemination and will be placed on our website. Below is the conference itinerary, which has been slightly amended to reflect a change of order from that, originally published.

Strenuous efforts have been made to ensure the accuracy of the report's content. Where we attribute a viewpoint or quote to an individual, it may not necessarily be a verbatim replication. However it will a representation of a particular view &/or comment made as it was perceived on the day. However, should the reader spot any anomalies, we urge you to make contact with us (via details on the front cover) so that we can address this at the earliest opportunity.

We hope you find this report useful and informative. Moreover, we hope it inspires you to want to make a contribution to our aims and objectives. If you wish to take an active involvement with us then please get involved. You can apply for membership (anyone irrespective of race or their employer can apply to become a member of MBPA) and this does not come with any onerous responsibility and as a minimum would be a formal declaration of your support of MBPA.

Thank you.

MBPA Open Conference Agenda.

Friday 9th March 2008

1pm to 3pm

**Merseyside Police HQ, Canning Place,
Lecture Theatre.**

‘OUR ROLE, OUR CONTRIBUTION’.

- 1.00pm** Welcome by host Supt Oz Billings.
- 1.15pm** Welcome and opening address by MBPA Chair Vinny Tomlinson to include the salient points of the year and rationale behind today’s theme, aims/objectives/context etc.
- 1.25pm** Speech by the Chief Constable, Mr Bernard Hogan-Howe, to ascertain the Force view of MBPA & our contribution, past/present/future.
- 1.40pm** Performance by St Hughs/Windsor schools, with introduction from host and comment/introduction by MBPA Deputy Chair D.I. Irene Afful
- 2.00pm** Talk by Keynote speaker and historian Dr. Ray Costello
- 2.15pm** Video presentation
- 2.30pm** Q&A with panel
- Vinny Tomlinson, Chair, MBPA
 - DI Irene Afful, Deputy Chair, MBPA
 - Diane Joel, EMTAS (Ethnic Minority Traveller Achievement Service)
 - Mr Hogan-Howe, Chief Constable of Merseyside Police
 - Dr Ray Costello, Historian
- 2.50pm** MBPA Awards presentation
- 2.55pm** Final comment from panel & and summary by host
- 3.00pm** Close

Welcome by host Supt. Oz Billings



Supt. Oz Billings

Supt Oz Billings opened the meeting by welcoming all attendees, including the Chief Constable for taking time out to attend the conference. He went on to give recognition

to MBPA Chair Vinny Tomlinson who had organised the event. Supt Billings went through the typical domestic announcements for such an event, which included, certain health & safety matters and pointed out that provision for a quiet/prayer room had been made, should this be required. He then introduced MBPA Chair, Vinny Tomlinson.

MBPA Chair, Vinny Tomlinson



Vinny Tomlinson

MBPA Chair Vinny Tomlinson spoke next. He started by thanking everyone in attendance for taking the time to be at our conference today. He made a point of thanking both familiar and new faces alike, including attending members some of whom he stated he had 'almost forgotten what they looked like' (apathy of the members continues to be a major concern to us and is covered in more detail in the annual report). He was particularly keen to single out and thank all who were due to make a contribution on the itinerary, particularly the schoolchildren which was one of several new dimensions added to the MBPA annual conference.

He also thanked all interviewees who participated in the making of the MBPA conference video due to be shown and made a particular point of singling out Iain Hitchmough from the Merseyside Police Academy, to thank him. Vinny stated without Iain, the production of the video would not have been possible.

He went on to thank Vikki Woods from Community Relation who very kindly agreed to be our scribe to take minutes of today's conference that would assist in the production of this report.

Finally, he thanked the current MBPA Executive committee. He thanked Sgt. Os Dualeh, who was unable to attend today. Vinny stated how Os has sometimes participated in MBPA activity on his days off, expecting and requesting no recompense from MBPA. He thanked Detective Insp. Irene Afful for assisting and co-ordinating the attendance and performance of the schoolchildren on our behalf. He referred to her as an MBPA stalwart, ever present, when so many people come and go from the MBPA. He thanks Sgt. Karen Griffiths for her assistance in making the catering arrangements for today. He went on to state that she was pretty much an unknown quantity to him when she was elected and yet she has surpassed all of his expectations. He thanked Constable Julie King who was also unable to attend today but produced the musical montage that greeted attendees today as they arrived at the lecture theatre. He thanked Constable Jade Wright who acted as 'meeter & greeter' today and ensured attendees signed our attendance register. Vinny stated she is someone early in service and yet was prepared to raise issues that often invite scorn, almost from the beginning of her employment. Vinny stated that the MBPA has a brighter future if we can attract more Jades to the Force.

Vinny went on to encourage all attendees to sign the attendance register. Out of courtesy, he also stated that whilst the local press were invited (Liverpool Echo), they have not confirmed their attendance with him.

Vinny's speech is reproduced below:

“So, as most of you know by now our Conference today is entitled ‘Our role, our contribution’. So why this particular theme & title? Well, it is an ongoing task for MBPA to market ourselves, to first of all let people know that we exist and second, to let people know what we are about and perhaps more importantly, to dispel some of the myths associated with us.

Many of those myths are held by members of the public, but many are held by colleagues, some of whom really should know better.

Last year I stated that some senior managers are incompetent when it comes to ensuring the welfare of their BRM staff. I stand by this, but I also spoke about the many inspirational leaders, which fewer people remember. I would just like to clarify on the word ‘incompetence’ by providing the definitions I gave back then, because it wasn't then and isn't now intended as a throwaway insult:

The Wordsworth concise English dictionary – “deficient in ability for one's work”.

The Chambers concise dictionary – “lacking ability or skill for one's work”.

Lets be honest, we will have a deficiency or deficiencies in certain aspects of the knowledge required to enable us to fulfil our individual roles competently and I am no exception to this. Once you identify where you are deficient then you are duty bound to do something about it. But how can you expect someone to take remedial action if they are ignorant, because ignorance means unaware, unformed or ill-informed. Well, today we hope our conference will counter some of this.

Part of the role of MBPA is to challenge inappropriate conduct, processes, behaviours, or erroneous decisions.

Some examples of those over the last 12 months include:

- *Merseyside Police Authority suppressing the findings of an investigation concluded in April of last year of an allegation made by a senior officer that the Force was institutionally racist, despite our repeated requests for a copy of this. We were reassured the salient points would be disseminated to us...we still wait.*
- *The decision to remove race awareness training as mandatory for all staff.*
- *The decision not to furnish MBPA with the details of BRM starters and leavers as a matter of course, citing data protection legislation as the reason, despite us countering the reasons given for refusing these details.*
- *The steadfast refusal by the Force to publicly acknowledge that race bias is a contributory factor to the race disproportionality in the stop search figures, despite the McPherson report stating that, not acknowledging this would continue to, “...exacerbate a climate of distrust”. We have withdrawn our support to the recently established Force stop/search group as a result.*

I also see part of our role as to educate. We very much want today to be educational and informative. Our hope and intention is that you will go away having learned at

least one positive thing about MBPA and the issues that we care about. I suspect you will go away with more than one.

However, having learned something new will not be enough; please don't consider it 'job done' just because you have turned up today. I want today to be inspirational for everyone from the Chief Constable all the way down, until you get to the likes of me: I want you to leave here today, prepared to support the aims of MBPA by being prepared to disseminate what you have learned today.

One of the aforementioned myths associated with the BPA is that we are a clandestine group of black fifth columnists conspiring to do down the Police service and the white race by working to afford black people undue favourable conditions and decisions. Our contributors today emanate from a variety of backgrounds with notable differences in age, race and gender, not to mention socio-economic and is an example of just how flawed that myth is. It's also a demonstrable example of our desire to contribute towards ensuring an integrated, cohesive and fair society for everyone.

The BPA primary role is to support BRM staff and our previous conferences have placed great significance on that. Today our emphasis is more on community. We have worked with numerous individuals, groups and organisations over the last 12 months and much of that has been captured within our annual report, our most extensive report yet. Although extensive, it is impossible to present an exhaustive document. Similarly, today can only really serve as a taster or a representative slice of some of our activities. We will introduce each part of the conference in greater detail as we go along and the itinerary is more or less as published in your conference packs.

Enjoy the remainder of the conference; I am really looking forward to it, particularly the children's performance and talk by our keynote speaker Dr Ray Costello. Please attend the buffet immediately afterwards and thank you for listening."

Host, Supt. Billings thanked Vinny for his speech and stated that he believes that MBPA is continually reinventing itself as part of the battles that we continue to fight. He then introduced our next speaker, the Chief Constable, Mr Bernard Hogan-Howe.

The Chief Constable



Mr Hogan-Howe

Mr Hogan-Howe welcomed all attendees and thanked them for coming. He made a point of stating that he attends MBPA meetings out of choice and not because he has to. He spoke about his ambition for Merseyside Police to be the best Force in the country and how Merseyside Police has helped reduce crime by a third. He spoke about how more effort was being put into addressing Force culture and how colleagues interact with each other via the TRUE (Trust, Respect, Understanding, Empathy) programme. The Chief Constable provided some statistical information stating that there are 4,500 Police Officers, 3,000 Police Staff and volunteers: 1,500

staff identified as leaders in terms of rank/grade have attended TRUE seminars, with plans to get 5,500 more staff through similar. The Chief spoke about the Force mentoring programme being developed to cover most of the diversity strands, specifically intended to support staff from those strands in order to promote retention and progression be that upwards or lateral.

He spoke about the TRUE survey, which had an impressive return rate of 71% of the workforce, a high return rate for a survey of this kind. He stated how all departments and Basic Command Units (BCUs) have received the TRUE programme action plan and leadership values, which were kept simple under the headings Integrity, Courage, Respect, Care, all of which is designed to compliment Merseyside Polices' Total Policing programme.

Mr Hogan-Howe congratulated MBPA on what we have achieved, stating how the Association has grown stronger and matured over the last 3 years. He also positively commented on how we have challenged issues as they came about, in an appropriate way. Looking to the future, he stated how he would like to see MBPA improve links to other minority networks, because communities are changing all the time and we need to be ready for this. He encouraged MBPA to continue to have an influence on the TRUE programme and closed his speech by talking of his pride for the people he leads, including MBPA.

Supt Billings thanked the chief constable for his speech. He said that he was pleased to hear reference to the maturity of MBPA, even though they challenged on issues they have always ensured that the environment was correct and the manner in which they do it is professional. Supt Oz Billings made reference to the TRUE seminars and surveys, which he believes are unprecedented and greatly valued by a lot of people. He then introduced MBPA Deputy Chair, Detective Inspector Irene Afful.

Performance by St Hughs & Windsor Primary Schools



Diane Joel

D.I. Afful provided a brief overview in relation to the preparations undertaken for today's performances. She then introduced LEA/EMTAS (Local Education Authority & Ethnic Minority Traveller Achievement Service) worker Diane Joel. Diane described her role of curriculum & pastoral support officer for several primary Liverpool schools in the South of the city, most of which have a very ethnically diverse make up. She stated how part of her role was to encourage positive identity of the children to help boost their self esteem. She stated how irrespective of a child's background, they should all be educated to the same standards.

Diane described how the children would be performing role-plays, which have been directly influenced by previous visits to the schools by MBPA.

Windsor Primary School

The first performance was in relation to the potential dangers of abusing the 999 emergency telephone system.

The second performance from a different group of children was a musical rap. Both performances were excellent and very well received by attendees.

St Hughs Primary School

The first performance was entitled '*Who am I?*' This was a rap in relation to personal identity and the various factors that make up an individual.

Miss Crute, a teacher from the school, introduced the second performance and 3 different children. The children read out 3 different murder mysteries, which Miss Crute had earlier stated was inspired by an earlier MBPA visit to their school. The children demonstrated excellent imagination, not to mention talent, which again was very enthusiastically received by the audience.

A brief video presentation was shown of previous interactions between MBPA and the children of previous school visits and DI Afful thanked all of the children for their performances.

The Chief Constable was then asked to present every child with a certificate to thank them for their contribution. This made them honorary detectives, and members of Merseyside Black Police Association. All of the children then posed for a group photo and were clearly happy with their tokens of appreciation.

Supt. Billings thanked all of the children who had been involved with the project. He then introduced our keynote speaker, Historian Dr Ray Costello.



The Children of Windsor and St Hughs Primary Schools perform



The children with their certificates, pictured with Vinny Tomlinson, Irene Afful and Mr Hogan-Howe

Keynote speaker - Dr Ray Costello



Dr Ray Costello

Dr Costello began by providing an historical perspective on the relationship between the Police Service and the Black community. He spoke of Michael James Whitty, a former Chief Constable of Liverpool City Police (1836) and Editor of the Daily Post newspaper, which is still sold today.

Dr Costello spoke of how when the poor Jewish arrived at Liverpool city's soup kitchens; it was the Police initiated the collection clothes for them. He spoke of how the L8 and L1 postcodes were rapidly being defined as settlement areas for the black community and Jewish immigrants coming to the city, respectively. However this segregation contributed towards the different treatment of communities, including treatment by the Police. The Police needed to understand that in order to ensure equality, there should not be separate societies and that they should not contribute towards this, by how they treated the various communities.

Within the shipping industry it was primarily people from the black community who provided the workforce. However they were being paid less due to them being black. There were some efforts made by the local Police to try to help the black community by changing this ethos.

The first black police officers were employed between 1870-1880 namely, Neville Brown, who was employed for 6 months and Rob Moodley who was founder of the first black police association.

Detective Inspector Irene Afful, was Liverpool's first black D.I. She was also Chair of Merseyside BPA between 2004-2005. There is evidence of MBPA contributing towards the successful aspects of the eventual outcome of the investigation into the tragic murder of Anthony Walker. Dr Costello also stated that MBPA are part of the Police service and not separate, which he believes is important to MBPA. He closed his speech by praising the work of both Merseyside Police and MBPA and stated both have his support.

Supt. Billings thanked Dr Costello for his speech and reiterated the need for MBPA to exist and our effectiveness. He then re-introduced MBPA Chair, Vinny Tomlinson who gave a brief synopsis about the video content.

Video presentation



Delegates watch the MBPA video

Various people whom MBPA had previously worked with, were interviewed and included:

- Gloria Hyatt (GHy), MBE, Director of TEACH Consultancy.
- Wally Brown (WB), CBE, Principal, Liverpool City College.
- Christine Physick (CP), Arts & Education Manager, Crosby Plaza Community Cinema.
- Gearld Henderson (GH), representative of the charity 'Hope in the Cities'.
- October Wright (OW), Head of English, Alsop High School (former teacher at Holly Lodge School).
- Andrew Nembhard (AN), Head of Equal Opportunities, Liverpool City Council.
- Tunde Zak Williams (TZW), Independent Member of Merseyside Police Authority

All were asked the below 3 questions and the video was edited to 15 minutes in duration. Therefore not every interviewee is shown answering every question. This is not necessary, as the point of the video is to provide an illustration and not necessarily be an exhaustive piece of academia, therefore the below quotes shown after each question have been selected based on their salience:

1/ 'With the past also in mind, what do you think of the relationship between Merseyside Police and the Black Community'?

AN "...past relationship has been fraught with many, many difficulties...I've not seen any evidence of positive promotion between the Police and the black community..."

WB "...things have improved but they have improved from a low base...I remember constant harassment, constant complaints from young people on an almost weekly basis after being stopped by the Police..."

OW "...I feel there is a general mistrust of the police by young people, but I do not think this is defined by race, but I just think that is young people and authority".

GH "...has improved certainly...issues of stop and search have created a lot of unease because it is being taken beyond the actual need at the moment and that creates a breakdown of trust. The trust factor is absolutely critical between the police and the community...without trust you have a breakdown of community cohesion".

TZW “...clearly it has improved since 1999 and the Lawrence report...but I must say we haven’t arrived yet and there is lots and lots of work we have to do...in terms of relationship with the black community, the service is not as up front as it is with other issues of Policing”.

2/ ‘How do you think MBPA helps Merseyside Police?’

CP “...I have been very impressed by the MBPA...”

AN “...I see similarities between the aims and objectives of MBPA and our own diversity forum, which is good and needed...”.

OW “...I find that in Liverpool particularly I’ve noticed a lot of low level racism, this idea of racist language being used but children not thinking that’s racism because its much more in your face than that...I’ve been really lucky because they (MBPA) have really supported me in the work I have done at Holly Lodge...it helped to open up a wider dialogue between young people and the police...originally the BPA were coming in to talk about racism...but I think the fact they have come in so often has allowed the young people to see the police in a different perspective, as people they can ask questions to, talk to and have an open dialogue with, so its been really positive”.

GHy “...they (MBPA) are ambassadors for the black and minority communities...and also ambassadors for white communities...in enforcing the law equality needs to be a central feature... (MBPA) provides a real face, a real human face to what we are trying to do in the field of race relations”.

GH “...MBPA has a very key role and has been playing an important role...(MBPA) has an important part in helping to educate and sensitise the police...there is a factor of education within the police...people are often not aware they are stereotyping, they don’t see it as racism”.

TZW “...it is absolutely imperative for MBPA to work hand in hand with the Police leadership...the BPA empathise with the community and I feel they have lot to bring in and above all, some of them are specialists in that area”.

3/ ‘What does the future hold?’

WB “...the answer lies, in my view, in leadership and that’s got to come from the Home Office and Chief Constables...its not enough to make public statements, you have got to go back and do something about it...the police leadership at the top has got to make sure the police on the ground are more accountable...”.

AN “...the BPA should continue to work within the structures of Merseyside Police...I think it has to go to the highest level in terms of the Police Authority and they (MBPA) need to be supported...its very difficult for internal organisations to be effective if its not supported from the top. Not in words but in resources, in activity...what the senior management of the Police Authority should be doing is getting more support for the BPA and linking this with other disadvantaged groups to promote good race relations right across the board”.

OW “...I know that it (MBPA visits) really helped at Holly Lodge and we had a lot of girls wanting to join the Police force after that and wanted to do work experience with the police and I know that was as a result of the police coming in, because it changes their perspective...its quite nice for the young people to see the police as there to support them, and make more enjoyable for them and safer for them and their families”.

GHy “...I see a real glimmer of hope between Merseyside Police and the black and racial minority community, but the reality as it is today is that we do have a long way to go...Merseyside Police needs to do a better job in engaging the right people...he’s (The Chief Constable) got some tremendous people in his force...if the Chief of Police engages and embraces this then we have truly got something to be positive about”.

TZW “...my own hope are young people I work with...I feel I am quite optimistic but I am not a fool...we can move backwards if we do not put in monitoring systems to ensure the continuity of the awareness of race issues”.

GH “...it is important that that (increasing BRM representation within the police) has maximum backing from those who are responsible... I hope that they greatly increase minority police within the police force and I hope that will be encouraged and reinforced by dealing with the trust factor. If it needs dialogue, have dialogue, if it needs changing of attitudes, change attitudes...it is important for the sake of this city of this community and Merseyside that we deal with this because the police can be an example for the rest of the community”.

Supt. Billings then moved us onto the next part of proceedings, the Q&A with the below panel. It was not possible to capture every contribution verbatim and to reiterate we have endeavoured to ensure comments attributed to people are at least representative, if not verbatim.

Q&A with panel



The panellists

- Vinny Tomlinson (VT), Chair, MBPA
- DI Irene Afful (IA), Deputy Chair, MBPA
- Diane Joel (DJ), EMTAS (Ethnic Minority Traveller Achievement Service)
- Dr Ray Costello (RC), Historian
- Mr Bernard Hogan-Howe (BHH), Chief Constable

(in order of above photo)

Q.1 posed by Community member Eric Scott Lynch

When somebody is found guilty of racial harassment, what should the punishment be?

VT It is important we sometimes differentiate between a bigoted act and a racist one. The bigot is someone who often knows the offence their behaviour can cause, they defend their right to act in this way, often despite being informed they are

causing offence. He/she often finds others of like mind and continues to conduct themselves in this way, almost in a celebratory manner. They demonstrate a clear loathing of black people and don't care. With regard to racism, if we think about the definition of institutional racism then no one is exempt from having the potential of contributing towards this. Each case should be judged on merit, with the act and all of the circumstances of it taken into account. I do not say that every act of racism should result in the dismissal of the perpetrator, but this should be the sanction for bigoted behaviour in the vast majority of cases, were proven.

IA There is no place within Merseyside police for this behaviour therefore each case should be investigated then if the person was found guilty they should be removed from their position.

RC It would be important that the incident was recorded and investigated to find out what has happened. However if the person is found guilty of racism then they should be removed from the organisation. It is also very important that the MBPA are part of the investigation. He would also like to find out what race training police officers and staffs are given.

BHH Each case would be dealt with on its own merit and investigated fully. He also said that it is also important not to judge people too quickly. He went on to give an example of someone who said something and later regretted having done so.

Q.2 posed by Sgt. John Williams, Merseyside Police

After five years of 'The Breaking through Action Plan' having been in place it is still not being implemented correctly and there are blockages how can we now progress this?



Sgt. John Williams
asks a question

BHH I will be happy to look at any proposals that John or anybody may have to improve this process. Currently the positive action team are mentoring people from Mather Avenue and there is training in place to help people prepare for the selection process.

VT The BTAP was first introduced in the late 90s and is a guide to the positive action measures you can carry out to recruit, retain and progress BRM staff, if you want. Firstly the police including Merseyside Police have not invested enough in positive action more is needed from the government and the police service. Secondly the police and MBPA need to encourage people to join the service and stay. This will only be achieved by exploiting positive action to its fullest; something the police service has so far failed to do.

Q.3 posed by Garrick Prayogg, Director of Merseyside Black Business Association .

Is MBPA well resourced? Would it free up the Chair's time if funding was provided for an administrative position?

VT I am now funded in a full time position as MBPA Chair. Funding is now in place for an administrative support role. However this role has not been filled yet because the MBPA wanted to invoke the Genuine Occupational Requirement/Occupation principle under s.5 of the RRA 1976. Our first application to implement the post holder on this basis was refused, as the Force solicitor stated we had not made a strong enough case, so we have been working to do that. Whoever is appointed, this person must be able to empathise with those who contact MBPA regarding our issues, but particularly be able to empathise with those who suffer the various manifestations of racism. Our research has stuttered somewhat for a number of reasons but it is important to ensure the right person is put in place.

HH The MBPA has been supported with funding and the budget has changed. There is funding in place for a Grade D full time clerical position within the MBPA. However guidelines are given to all officers and staff as to extra roles. As a principal I have no problem with GOQ/R but we need to be cautious that we do not unduly appoint or parachute in specific persons. Staff should not be put in position because of their background and the police federation guidelines are that what we do for one candidate we do for all candidates.

VT A principle of equality is not treating people all the same, but rather according to their needs.

Q.4 posed by Charles Critchlow, Chair, GMP Black & Asian Police Association.

Charles congratulated Vinny Tomlinson and Irene Afful for today's conference and the work they are doing. He feels that they are doing a fantastic job and he has been very impressed. He stated that Irene Afful had given her time to provide an input at a local GMP secondary school as part of the Natural Born Leaders Programme which was well received and for which he was very grateful.

'My question is to the Chief Constable. It has been reported in the media that you are one of the Chief constables that has been short listed for the Chief constables job in GMP. Is this true and what learning could you bring to GMP?'



GMP BAPA Chair
Charles Critchlow
asks a question

HH The Chief Constable responded by saying he thinks his name has been linked to the vacant Chief Constable's vacancy via a newspaper report. He is not on any shortlist, he has not applied and he has no plans to move to GMP.

Charles then asked, 'what have you learned from your involvement with the BPA?'

HH During my time with the Metropolitan Police we had some 17 or so staff associations and support networks, to reflect so many different cultural needs. He realised how ignorant people were of the different cultures that abound. He stated MBPA have forced the Police to change in a constructive way and have come up with some creative ideas.

Q.5 posed by Clint Agard, Wirral Race Hate Task Group

How can we obtain more funding to carry our more positive activities with BRM communities? BRM people need to see dual partnerships and community projects between the community and police.

HH We would be keen to move this forward, but also if you have any ideas about how you wish to progress this please get in touch.

Q.6 posed by Tony Smikle, Vice Chair of the NBPA

Tony congratulated Vinny Tomlinson and Irene Afful on the great work they have done and the work they are doing in schools. He encouraged MBPA to write a report on today's events and make it available to NBPA. He also encouraged people to attend the NBPA Annual conference due to occur in October 2008 in York

‘What are the panels thoughts on the work that MBPA has done and continue to do?’

VT I've said enough today. I will just say I have learned not to be so ambitious with the timings for future events! We need to ensure we allow more time in the future.

HH I have enjoyed the afternoon greatly, the atmosphere has been really good and I feel that MBPA is getting stronger.

RC He is encouraged by the response from the MBPA. He feels that the MBPA need to continue with the work they are doing in schools but also try and integrate and work with teenagers

DJ She has enjoyed the visits they have had from the MBPA and feels that the work they are doing is fantastic. However she feels that the visits should be done alongside partner agencies and should work with young children from any background not just the black community.

IA Disseminate a message to the police service and that the work of MBPA is core police work and not a peripheral role. This is not work which should be done in one's own time as an extra curricular activity. It needs to be fully supported and resourced. The message needs to come from the top, the Chief officers and disseminated throughout the force.

RC Is very proud of the work that has been undertaken but stated there is work that still needs to be done for the present and the future.

Supt. Billings stated the Chief Constable has committed himself to support diversity issues and address how the BPA can go forward. He went on to thank the Chief

Constable for his support and thank everybody for their contribution to the Q&A session. He stated the session could have been longer but it had overran. He then re-introduced Vinny Tomlinson, back to the podium for the final part of the conference.

Awards

This is the second year of our awards and intended recipients were not aware they were going to receive their award. The first was the 'Staff Award', which was to be presented to a colleague whose conduct has been observed as having exemplified the ethos of the MBPA constitution over the last constitutional year. Vinny Tomlinson stated that this person is an associate member who has demonstrated her care for the issues that we represent. She regularly attends our meetings when most members do not and makes telling contributions far in excess of most other members also. The award was presented to Keeley Hayward, a systems and performance analyst in the force recruitment department. She was somewhat taken aback and surprised upon receiving it. Once she gathered her composure she thanked MBPA and later thanked Vinny Tomlinson again for the award. MBPA would like to thank Keeley for caring for the issue of race and demonstrating leadership qualities many could learn from.

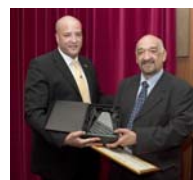
The next award to be presented was the 'Community Award to be presented for the same reasons as above to a member of the community. Vinny Tomlinson stated the next recipient was someone we have already been able to witness today. He is someone that he has seen at various events during his time as MBPA Chair and has always been impressed by his knowledge of local Liverpool history, particularly in relation to the Black community. Not to mentioned his inimitable delivery style! The award was presented to Dr Ray Costello and again he was taken aback. Again he thanked MBPA for the acknowledgement and was very grateful.

Vinny Tomlinson was about to conclude the awards when Irene Afful unceremoniously barged him out of the way. She stated that the Executive Committee would like to thank him for his hard work and persistent dedication to the MBPA, without which a lot of work would not have been completed. She presented him with a token of appreciation for this. Vinny was very appreciative and thanked Irene and the Executive Committee. He paraphrased something Dr Ray Costello had said earlier, by stating that we do what we do because we are literally 'saving souls'.

Supt. Billings closed the conference by thanking everybody for their attendance especially the Chief Constable, who had taken time out of his diary to attend today.



Keeley Hayward receiving her award from Vinny Tomlinson



Dr Ray Costello receiving his award from Vinny Tomlinson

Feedback

We received 33 completed feedback forms, which represented a return of approximately 50% of attendees (excluding the children and those who did not sign

in). Any apparent mathematical anomalies are likely to be as a result of certain parts of the form not being completed. Respondents were also given the option to identify themselves on the form. Most chose not to and MBPA feel it is not appropriate to publish the names of those that did as this would not be conducive to encouraging feedback. Some minor editing may have taken place to prevent the identification of a respondent, if it was felt recriminations could be feared if identified.

We felt that we should publish all of the received feedback in its entirety, be it critical or complimentary. We often witness the selective reporting of feedback from other organisations and departments, which invariably tends to reflect well on the reporter. We did not want to be seen to be doing this. The only other acceptable alternative would be to publish no feedback and this would have defeated the object of eliciting it in the first place.

Attendees were asked to grade the 8 different parts of the conference using the following scale:

A = Very Good B = Good C = Adequate D = Poor

The agenda was changed slightly with parts 1 & 2 being reversed. However due to the late decision to do this, they remained in their original order on all documents. The 8 different parts were and scored thus:

- | | | | | | |
|-----------|---|-------------|------------|------------|--|
| 1/ | Welcome & opening address by MBPA Chair Vinny Tomlinson | | | | |
| | A 23 | B 9 | C 0 | D 0 | |
| 2/ | Welcome & facilitation of the event by Supt. Oz Billings. | | | | |
| | A 22 | B 10 | C 0 | D 0 | |
| 3/ | Speech by Mr Hogan-Howe, Chief Constable to ascertain the Force view of MBPA & our contributions past/present/future. | | | | |
| | A 13 | B 18 | C 2 | D 0 | |
| 4/ | Performance by St Hugh & Windsor St schools | | | | |
| | A 31 | B 1 | C 0 | D 0 | |
| 5/ | Talk by keynote speaker and local historian Dr. Ray Costello | | | | |
| | A 12 | B 9 | C 8 | D 2 | |

6/	Video presentation	A 15	B 13	C 2	D 0
7/	Q&A with panel	A 16	B 10	C 3	D 0
8/	Awards & closure	A 10	B 11	C 3	D 0

It should be noted that several respondents wanted to score the school children's input as higher than very good and they received many A+s.

Attendees were given the opportunity to comment, in addition to scoring as above. All comments are listed below and these include comments, which were received via other means (primarily e-mail) in addition to the feedback forms. Written comments are quoted verbatim, including grammatical &/or spelling errors.

- “Just wanted to say congratulations on a really good event on Friday afternoon – It was both informative and enjoyable - I expect you are still recovering! I particularly enjoyed the contribution from the young people - It was really good to catch up with Maggie from St Hughs and a few other familiar faces!”
- “Hi Vinny, thanks for inviting me to the AGM, I always get a lot out of it. I thought it was a great idea to involve performance in the meeting and I noticed that you'd worked with Urbeatz on the music for the DVD which great. And congratulations on your award too. Best”.
- “I think you and your team made it a very worthwhile AGM. In some ways the questions and answer time was the best in my book and the youngsters were obviously a highlight”
- “Would just like to congratulate you on a fantastic event today. I thought it went very well. Just a few feedback points from myself as i missed the buffet. If you maybe forget the delivery, i thought the guest speaker provided some very valuable points and i enjoyed it. Children were fantastic and brought several tears to my eyes. Obviously things ran on so provided less time at the end for the Q&A. This was a shame, as it seemed there were a lot more questions to be asked.

On a personal note, i think the event highlighted, for me, the lack of knowledge our Chief Constable has about the BPA. I thought he made it quite evident that he really didn't know much about the BPA (16 hrs, 4 hrs). Maybe he will endeavour to find out now...”.

- “Thought I’d drop a line to congratulate you and the members of the BPA for the first class AGM. I know the amount of effort you personally put in to make the event such a success. I certainly took away some learning, and I took the opportunity to “mingle” at the end of the meeting to talk to some of the invited guests. A great event around. Well done”
- “Time management excellent until towards the end. However local school input a joyful experience. Q&A panel useful. Session 1300 – 1545 sitting still, concentrating little too much demanding. Overall, professional, structured, clearly well planned + co-ordinated event.

The greatest impact was the input from the children. DSN are using the talent of local children at our national conference in October to demonstrate local potential. Having experienced the children at your event, I believe we have made the right decision”.

- “Todays events should be listed on the MBPA website”
- “More time for Q&A”
- “Timing a problem – tried to do too much”
- “I am very impressed with the work that MBPA is doing in the community under the leadership of Vinnie Tomlinson. MBPA is making a massive contribution in transforming Merseyside Police and society in General”
- “Excellent work – very informative. Thank you”
- “Many thanks. B for video for the ‘soft focus’ – I’ve got bad eyesight + it makes it difficult”
- “Very impressive. Thoroughly enjoyed the afternoon. Think was informative and to the point. I haven’t any criticisms and believe MBPA are moving in the right direction, all positive!”
- “A well managed ***** (illegible) & conference. Good attendance. Could have more community BRM attendees. Press to promote positive day.”
- “Enjoyed the MBPA conference today. Thought the children were fab. Thank you for giving me the chance to listen to the other people and there issues. Thank you whats again”
- “ Too long (video). Excellent afternoon – constructive informative & hopefully inspirational”
- “Great to see elements of performance and music during the conference. Exposed another side of the MBPA”
- “Very educational and MBPA role is under valued”.

- “Very well presented. I am quite dissatisfied the lack of numbers of people however this encourages me to attend and get involved more and support our cause”.
- “Apologies I have had to leave for another engagement but I have enjoyed the *** (illegible) content of the day and hope to *** (illegible) *** (illegible) in the future. The children were excellent. Well done MBPA.”
- “Great facilitator but why has he “only recently” become involved in the work of MBPA? Good but too generic ie could have dealt more specifically with black ethnic minority issues (Re Mr Hogan-Howe’s input). Really interesting to hear details historical perspective, but difficult to follow at times. Well behaved and talented young people – really enjoyed their contribution. Chief Constable’s interaction with young people was lovely. V. positive.”
- “Talked about Merseyside Police and not MBPA (Re Mr Hogan-Howe). Not enough times, not enough questions (Re the Q&A)”
- Loved the conference, the participation of the children was excellent – overall it was excellent”.
- “Video presentation very good but maybe a little long”.
- “Please research the guest speakers in future – poor”
- “It was a pleasure to be here and I really enjoyed this conference. It was wonderful to see how much time everyone has put into the conference to make it such a success. Congratulations to all of you”

Ethnic breakdown of attendees

Attendees were asked to define their ethnicity, using the Home Office self-defining ethnicity categories linked to 16+1. Of those who chose to answer this question, two people ticked two boxes, namely ‘Black African’ and ‘Black Caribbean’. The results are:

Category

Asian other	0
Bangladeshi	0
Black African	6
Black Caribbean	4
Black other	2
Chinese	1
Indian	1
Mixed African	0
Mixed Asian	0
Mixed Caribbean	1
Mixed other	1
Other	1

Pakistani	0
White British	16
White Irish	0
White other	1
Not stated	0

We received 34 responses from attendees regarding their ethnicity and of those 50% were from a BRM background and 50% from a white background. This equates to 17 people from each generic group. Whilst we are disappointed in relation to the poor attendance of our members, we know of few events or meetings etc taking place within Merseyside Police that would have what amounts to a significant BRM make up of participants.

Disability

Attendees were asked, “Do you consider yourself disabled?” Of those who chose to answer this question, 19 people answered thus:

No 18

Yes 1

Original email invitees were also encouraged to state whether they had any special requirements regarding faith, disability and diet in order to allow MBPA to cater for this.

Membership attendance

From the attendance sheet we can see that the following number of members attended our conference

Full members 15

Associate members 6

We regard the general attendance as good, however we have approximately 80 members in total. Quite simply the above attendance of members is not good enough for what is a MBPA showpiece and our most prominent event of the year. The apathy of the membership runs deep and continues to undermine our ability to achieve our aims and objectives.

Thank you!

MBPA would like to thank all contributors, particularly our keynote speaker Dr Ray Costello (he did keep inadvertently referring to MBPA as the BNP, but we forgive him). He gave up his time free of charge, to provide an expert historical perspective, in his own imitable style. We are also grateful to Supt. Oz Billings for hosting our conference. Most would baulk at undertaking such a task and he had to be the glue that kept the event together and moving. He also had to immediately respond to various contributors and provide regular insightful summaries. The general consensus is that he did this very well and MBPA are very grateful to him for this.

We thank Diane Joel of EMTAS bringing in the school children of St Hughs and Windsor primary schools and Irene Afful for the work she put in to coordinating this. We are grateful to the Chief Constable for his contribution and providing his support which is appreciated and necessary.

We thank anyone else who made a contribution to the success of the event and we have wrote to them personally to convey our thanks, particularly those mentioned early in the speech of MBPA Chair, Vinny Tomlinson. We thank all delegates for giving up their time to attend and a final word of thanks goes to the Executive Committee of MBPA for their diligence over the last 12 months, again mentioned in the Chair's speech.

Conclusion

From the above feedback alone it can be seen that the event was an overall success. This was also the unanimous consensus of the MBPA Executive Committee. A lot of work went into preparing for it and ultimately we believe this paid off. The conference was diverse in so much as we didn't just rely on speeches, but also included performance and input from young people as well as the audio/visual introduction of a professionally produced video.

We acknowledge that the event significantly overran, by about 50 minutes but this had less to do with events on the day and more to with MBPA initially underestimating the time required for each part to be completed. We will learn from this, however this did not detract from the success of the day and was minor in comparison to this.

Without doubt the most impactful aspect of the conference was the contribution of the children. Some attendees even reported feeling quite moved and emotional and this was understandable. Young people are our future and the children were a racially mixed, well-behaved, attentive and talented group. As a result, their presence served to create a certain atmosphere that softened the mood of what can sometimes be quite an austere event. MBPA are cognisant of this and will look to exploit this formula again in the future.

The feedback strongly suggests that the aims and objectives of the event, i.e. to educate, inform and inspire, was achieved. However we are cautious: in addition, the outcome of certain aspects of such an event can be difficult to measure and can go unseen. However the true measure of success will be what people choose to do differently in the future. We may never get to know about this, but we hope that people have been inspired to do things differently to ensure '*fairness and equality for all*' and who knows, perhaps others may benefit as a result?

