

Policing and Diversity

The Facts

- Metropolitan Police Service. Only 8% Police Officers are from Black Minority Ethnic Communities
- Two borough commanders out of 32 are from the Black Minority Ethnic Communities Four Women Borough Commanders.
- Two ACPO officers from the Black Minority Ethnic Communities
- 30% of London is from the Black Minority Ethnic Communities

Historical Issues

- Black Minority Ethnic Communities relations with police have been challenging
- “Talking blues” by Roger Graef quoted racist views of police officers.

Steven Lawrence Inquiry

- 70 recommendations
- Institutional racism consists of the collective failure of an organization to provide an appropriate and professional service because of their colour, culture or ethnic origin. It can be seen or detected in processes attitudes which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people.

Morris Inquiry

- Looked at the disproportionality of investigations into Asian and Black staff.

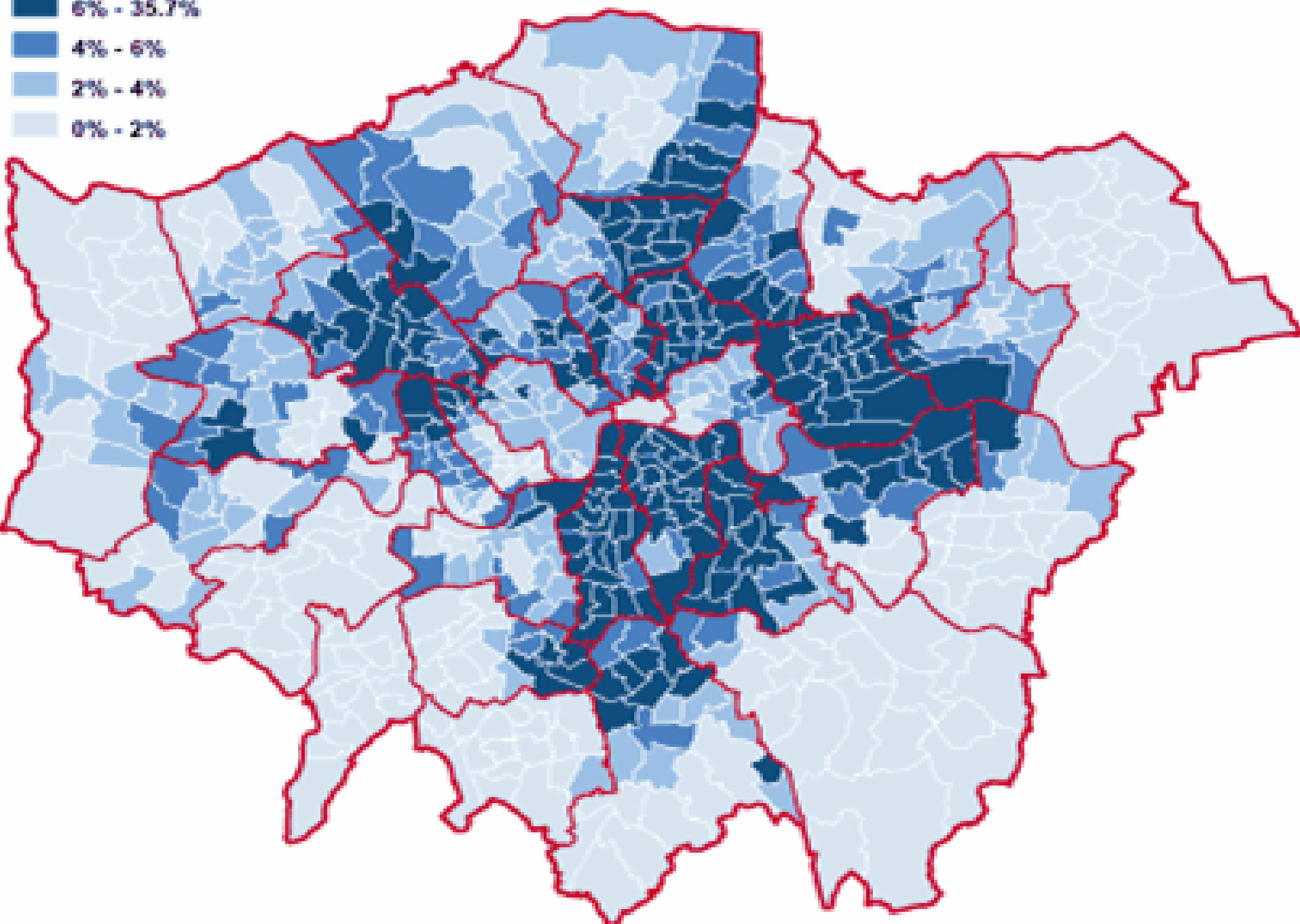
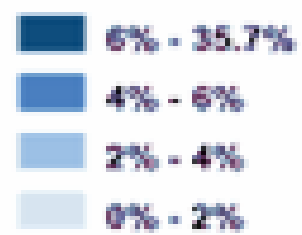
The Increasing Diversity of Britain

- London's Successful Olympic Bid based on Diversity of Britain and particular London.

INTERGRATION ?

- SOCIAL COHESION
- CHANGING COMMUNITIES
- EUROPEAN FACTOR

Black African



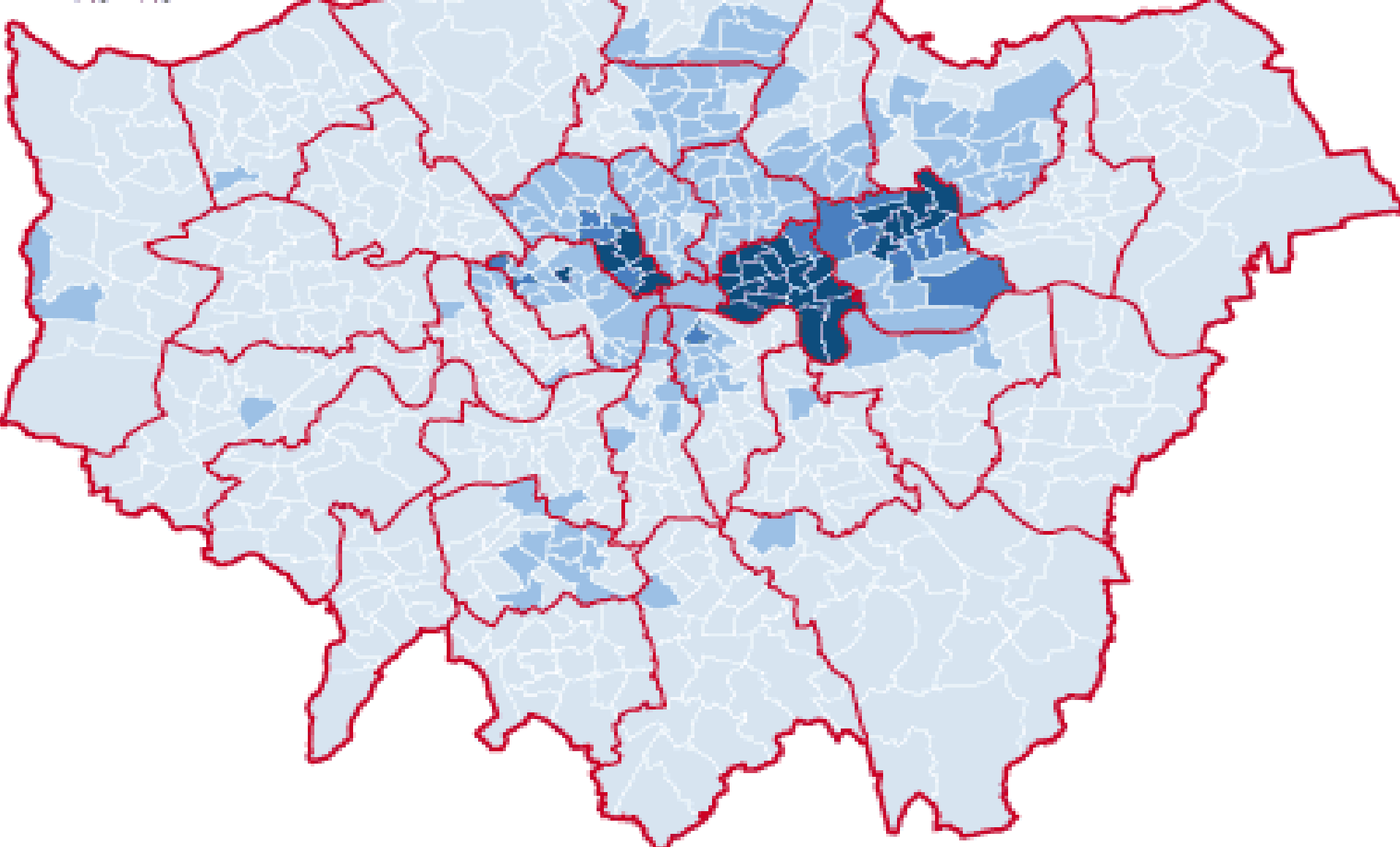
Bangladeshi

10% - 58.2%

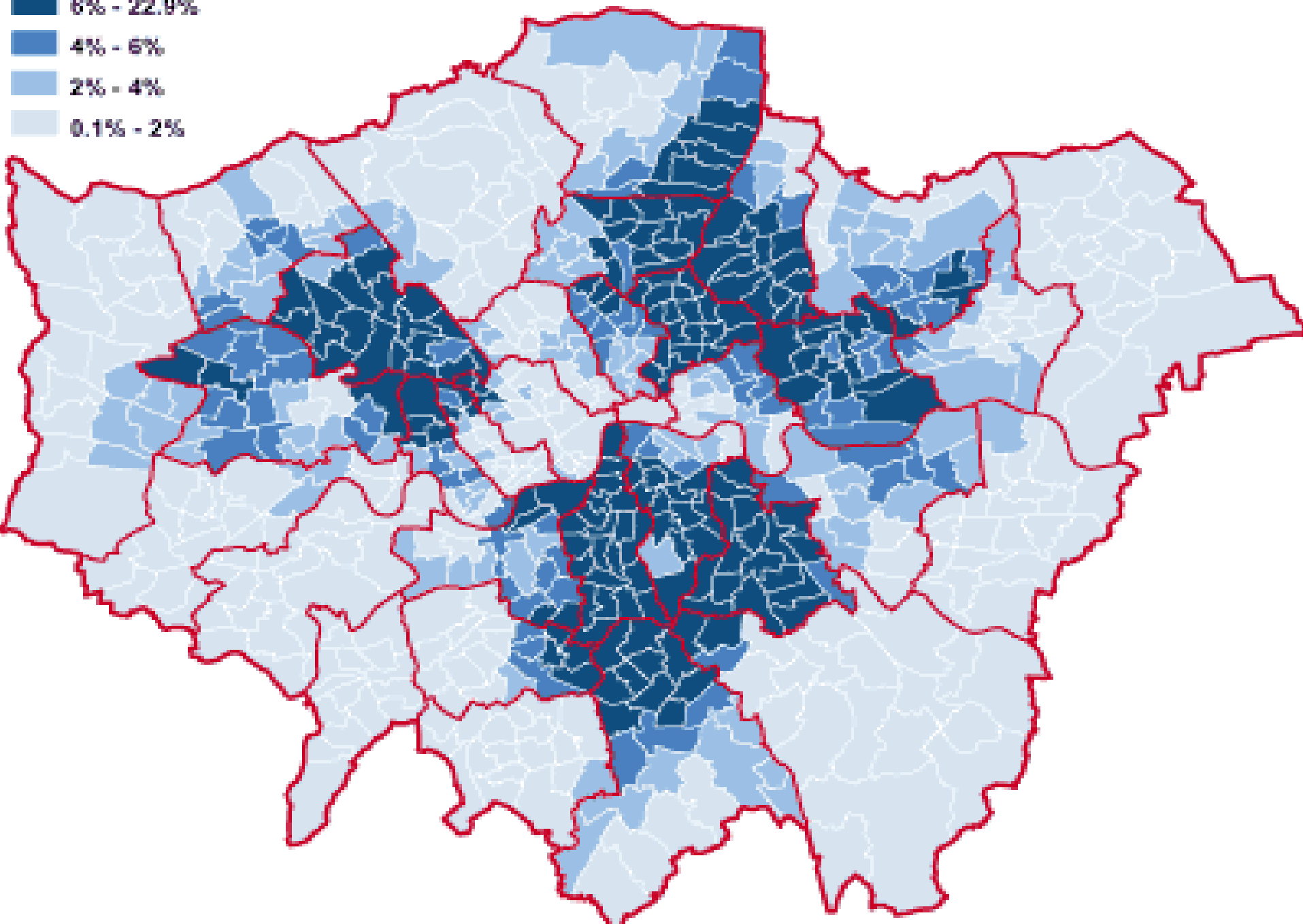
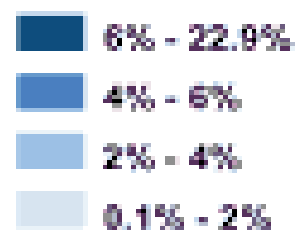
5% - 10%

1% - 5%

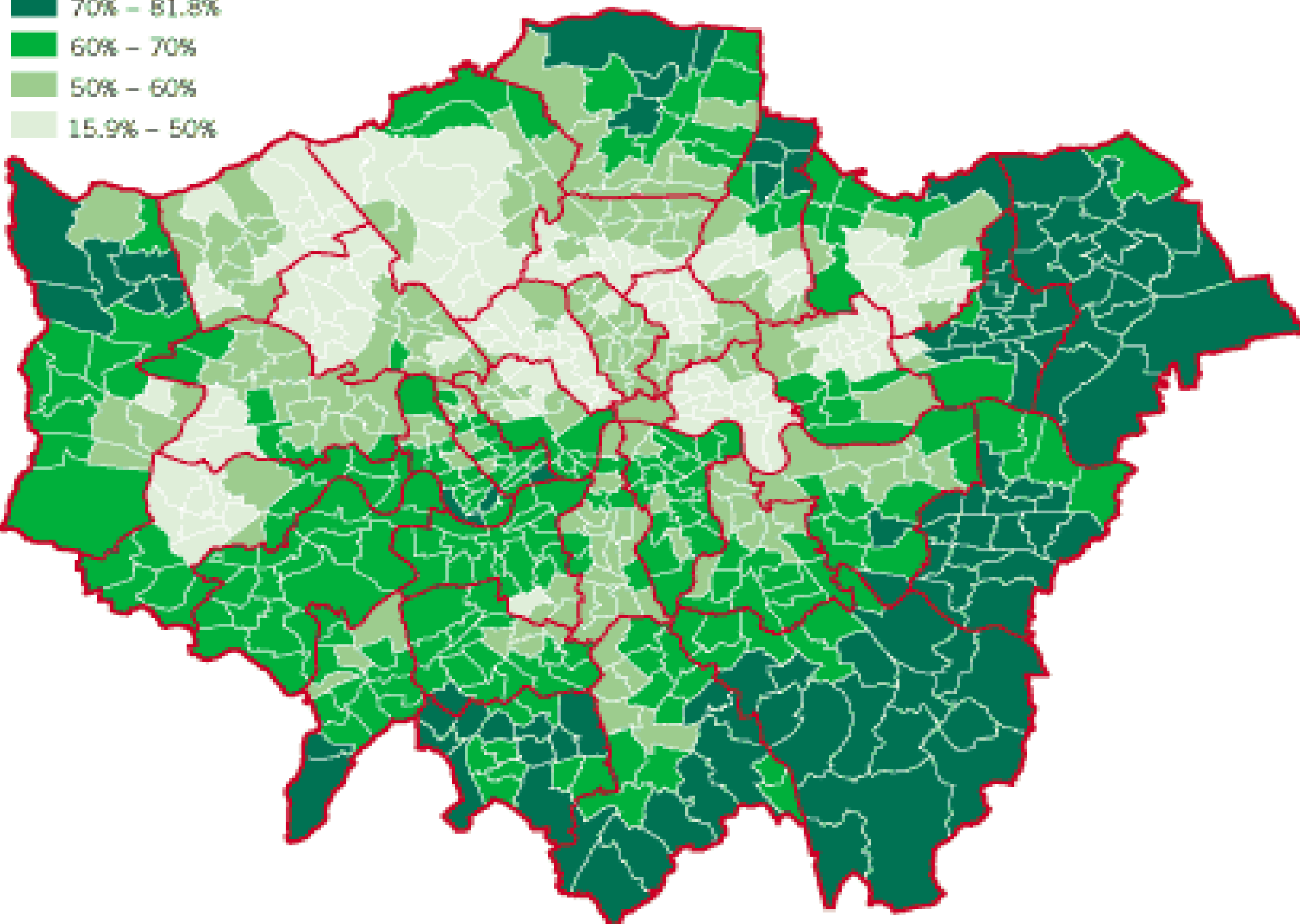
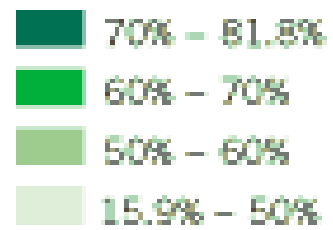
0% - 1%



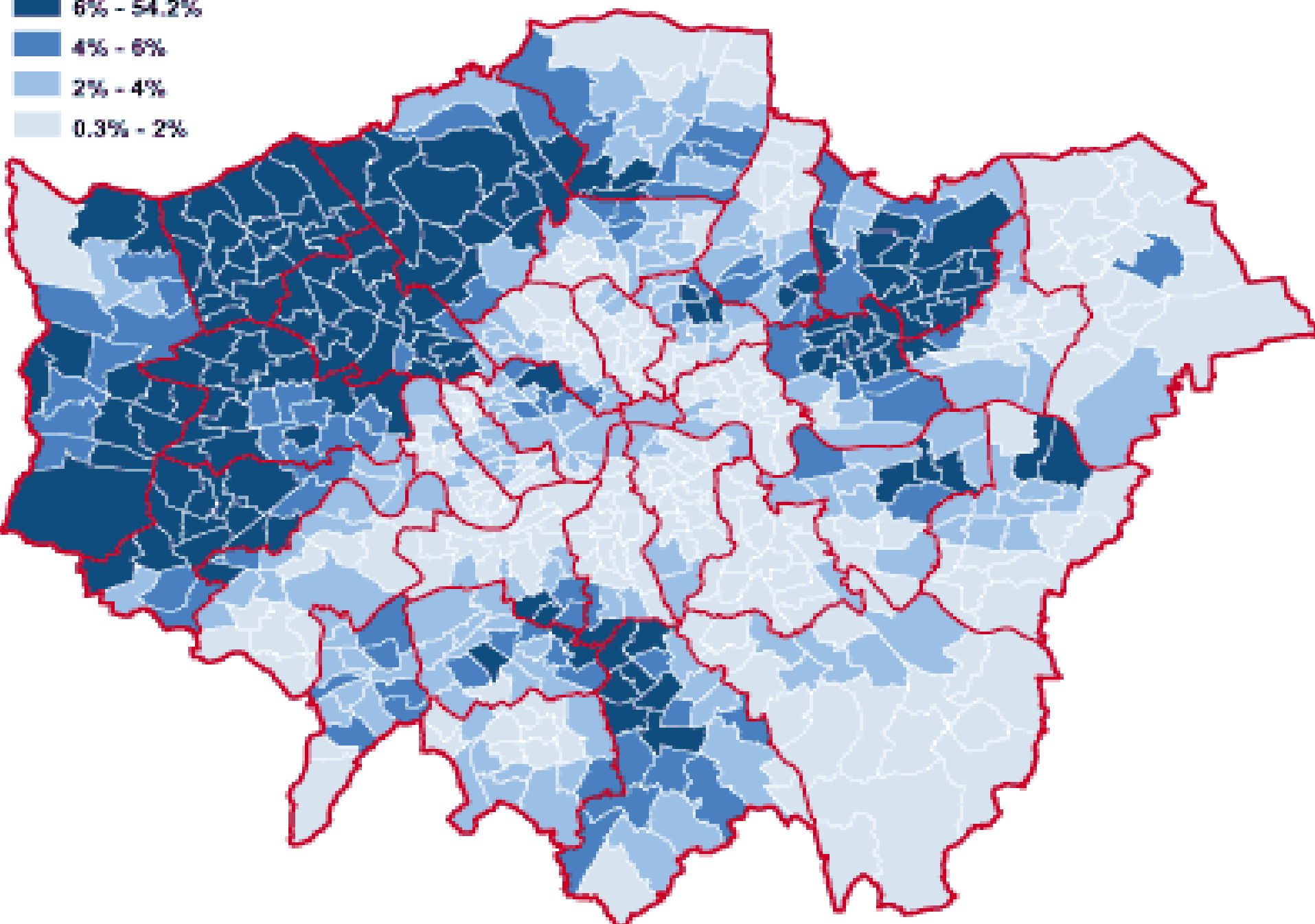
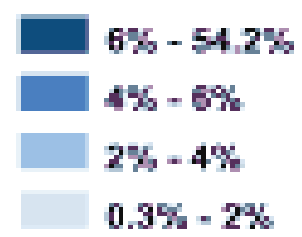
Black Caribbean



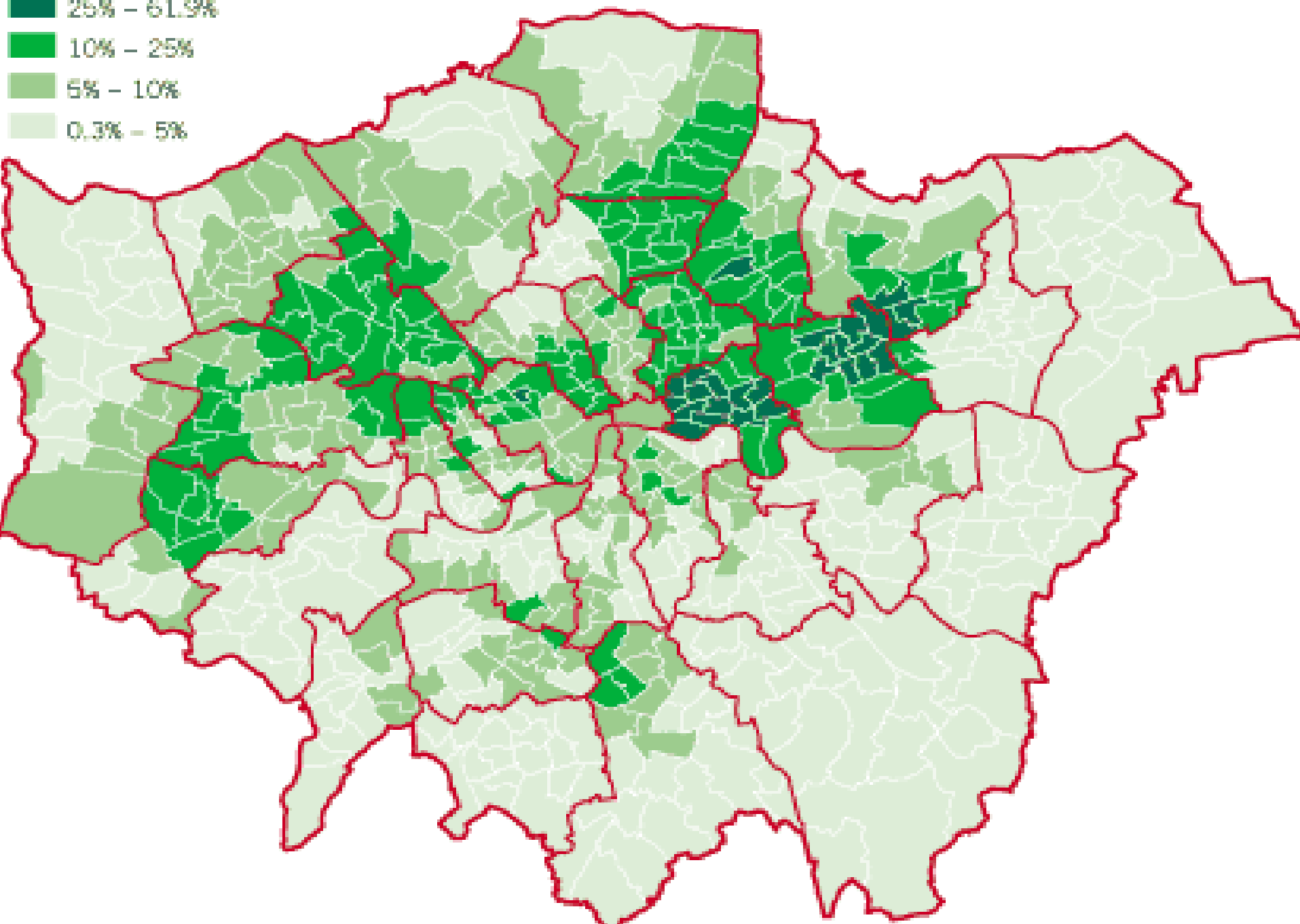
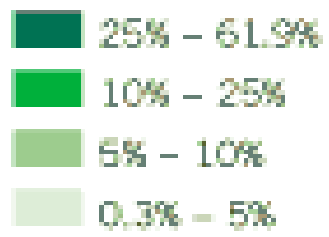
Christian



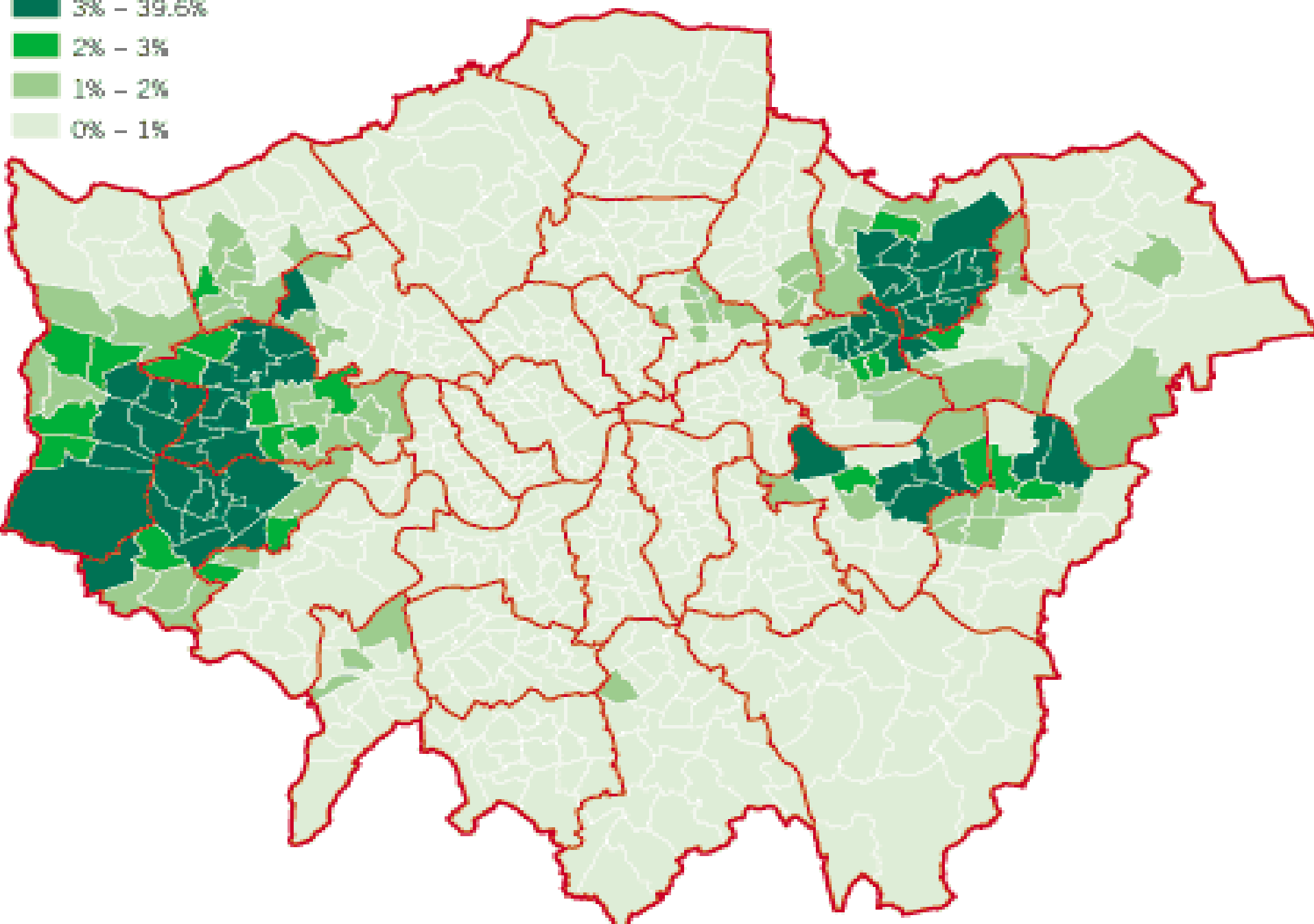
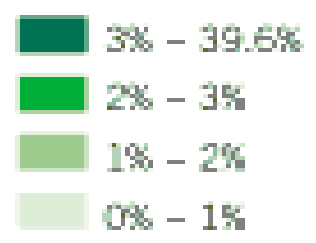
Indian



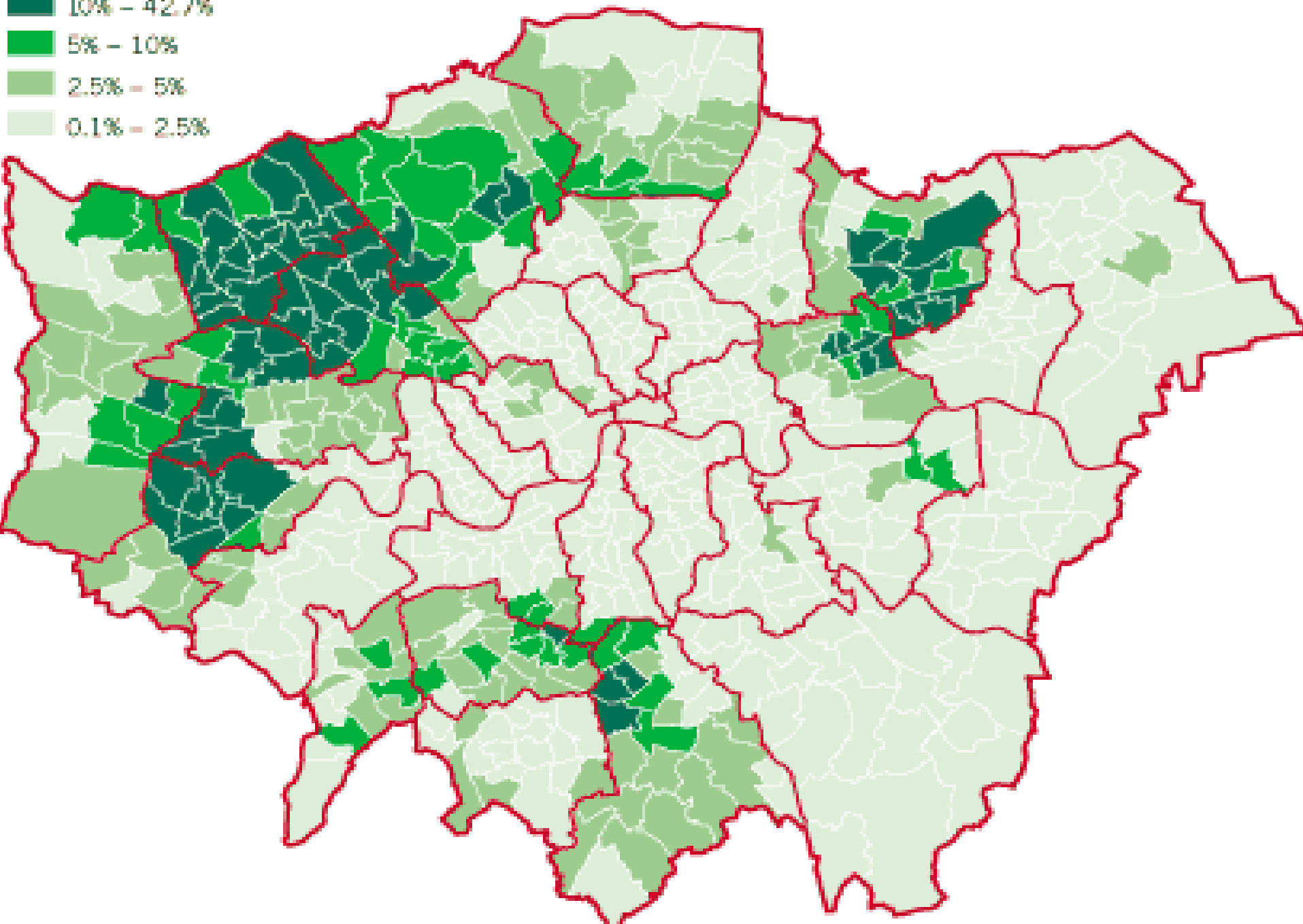
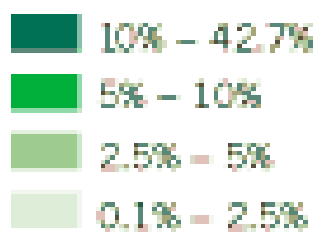
Muslim



Sikh



Hindu



SAFER NEIGHBOURHOOD TEAMS

- PUBLIC SET PRIORITIES
- HOME OFFICE TARGETS

THE PUBLIC DECIDE

- ANTI SOCIAL BEHAVIOUR
- DRUG MISUSE

REAL OPPORTUNITY TO INFLUENCE

- WARD PANELS
- LOCAL INVOLVEMENT

Diversity in the Police Service

- Moral necessity.
- Effective Police necessity.
- Cultural and Language needs.
- Community Confidence.

The Communities

- Schools
- Youth organizations
- Third Sector
- Statuary Sector
- Faith

Faith Organizations

- Faith surgeries
- Inter-faith forums
- Faith is Social Capital

How can we make best use of Police Staff Associations?

- Resources
- Involvement
- Genuine listening
- Understanding the need for Staff Associations to maintain independence

Learning from other Organisations

- American Police Service
- Metropolitan Service Police recruitment of Police Community Support Officers .
36% from the Black and Minority Ethnic Communities.

WHAT CAN YOU DO ?

- Safer neighbourhood panels
- Take an active part in citizenship
- Challenge and be imaginative (Comedy Club)