

Issue 2

October 2011

# 'Happy 17th Birthday MetBPA'



The Metropolitan Black Police Association (MetBPA) will be holding its 17th Annual General Meeting on Monday 31 October commencing at 09.00 hrs in the West Auditorium, 27th floor at Empress State Building.

This year's theme is 'Changing Workforce - What is the future?'

MetBPA members are invited to attend from the morning session. Non members are invited to attend the afternoon session only, which will commence at 13.30hrs and conclude at 16.30hrs.

Confirmed speakers for the afternoon session are:

**Everett Henry** - Head of Equality, Diversity and Human Rights (EDHR) at National Policing Improvement Agency (NPIA)

**Jane Harwood** - Deputy Chief Executive of the MPA

**Charles Crichlow** - President of the National Black Police Association (NBPA) UK

**Ron Belgrave** - Head of Community Safety at GLA

All staff that are attending **must** contact MetBPA office manager Tracy Gittens.

METROPOLITAN  
BLACK POLICE ASSOCIATION

## Viewpoint! Bi - Monthly Newsletter

### Editor's Welcome



Vennet Donaldson Editor

Welcome to the 2nd Edition of the MetBPA Viewpoint Newsletter.

This edition touches on important, informative information such as the recent riots/disturbances in August 2011, the 2012 Olympic preparations, the Support Coordinators comments, and visit to the MetBPA, and let's not forget '**Black History Month**' (Oct 11).

All this proves necessary reading for the Viewpoint Newsletter.

As the saying goes '**variety is the spice of life**'.

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Members please remember to submit your postal votes for the election of the Executive member. Closing date for postal votes is Monday 24th October 2011.

For those attending the Annual General Meeting (AGM) you may exercise your voting rights there. Use your vote.

Please seek authorisation from your line manager. .

**Enjoy your read and Bye for now!**

## 'Message from the Chair'

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'As we welcome and congratulate Bernard Hogan-Howe on his appointment to the role of Commissioner, its difficult not to ignore the unprecedented fact that he is our third Commissioner in as many years! Added to the mix is the new 'Police Reform and Social Responsibility' Act, which see's the abandonment of police authorities across England/Wales being replaced by directly elected Police and Crime Commissioners. In London this translates into the dissolving of the Metropolitan Police Authority (MPA) and the birth of a new agency the 'Mayor's Office of Policing and Crime' (MOPC).

The new agency will be headed by the London Mayor (and probably delegated to the Deputy Mayor for Policing). What is very clear is that the MPS now needs stable leadership that is able to make sense of the multitude of change on the horizon and deliver services that meet the needs of the Capital.

Added to this cocktail of imminent change are a host of unanswered questions following a summer that witnessed some of the worst public disturbances for over thirty years, sparked by the fatal shooting of Mark Duggan in Tottenham.

Our Association has a critical role to play in informing what will be a new policing landscape, and with our 2011 AGM looming this issue is one that the new Executive will have to grapple'.



Bevan Powell - Chair of the MetBPA

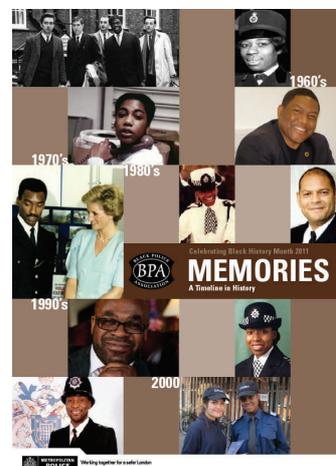
## Celebrating Black History Month Oct 2011 By Deborah Thomas

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This year the MetBPA has produced a booklet entitled "Memories- A Timeline in History". The booklet will feature many black staff from the 1960's to the present day and how they have changed over the years. The booklet will be distributed to all boroughs and departments and it will also be placed on the intranet site under Black History Month. If you require a booklet then please contact Deborah Thomas - DCFD or [Deborah.thomas@met.police.uk](mailto:Deborah.thomas@met.police.uk) via e-mail to obtain a copy.

### Some key websites to look at:-

- ◆ [www.liverpoolmuseums.org.uk](http://www.liverpoolmuseums.org.uk)
- ◆ [www.lambeth.gov.uk/services/lesuireculture/libraries/eventsinlibraries.htm](http://www.lambeth.gov.uk/services/lesuireculture/libraries/eventsinlibraries.htm)
- ◆ [www.southwark.gov.uk/events/200286/black\\_history\\_month](http://www.southwark.gov.uk/events/200286/black_history_month)
- ◆ [www.hackney.gov.uk/black-history-month](http://www.hackney.gov.uk/black-history-month)
- ◆ [www.visitlondon.com/events/detail/8974715](http://www.visitlondon.com/events/detail/8974715)



# The Work Doctor

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## **Under Pressure doing 3 other staffs work**

Dear Work Doctor,

I am a Band D staff member and I used to line manager 4 staff members.

Two of my staff has left, as they accepted the voluntary exit. The third staff member has been on maternity leave since February of this year. They are taking the whole year off, and they intend to return back to work on a part time basis. The fourth staff member still works in the office, but they are not the most efficient of staff. The remaining staff within the office has also told me that they are feeling the pressure of the extra work and find it hard to cope. I am feeling the pressure too as I am not only doing my band D role but also covering the role that the other 3 Band E used to do. I am feeling stressed. I no longer take my 1 hour lunch break. In fact I seldom take a break as there is too much work to cover. I just eat at my desk and continue to work.

I have discussed all of this with my line manager who responded that I should be grateful to have a job in this current economic climate with loads of job cuts and job

insecurities. They told me they are under pressure too so welcome to the club.

### **What should I do Work Doctor?**

**As a band D line manager, you must identify a failure of duty of care from your line management, and management has fallen flaw of health and safety module in your work environment.**

**I would like to believe that your unit have a business module of the unit changes as I note you have done away with two members of staff due to voluntary exit, therefore if you dispense with staffs you should also dispense with the work load.**

**You have your work description and I would advise that you let your line management know that you are dealing with issues not within your paid role. Further more, consult your union representative.**

**“Under Pressure doing 3 other staffs work”**

## **Role of the MetBPA Support Network**

**By Damian Okonkwo**

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As the MetBPA Support Co-ordinator I am currently the key contact in our Executive team on support network representation and I am supported by twelve first contact officers, who are members trained specifically to provide support and counselling.

### **Responsibility**

My daily responsibilities include allocating support cases to first contact officers and advice on policy issues. I am also a link between the MetBPA and the Federation/Union Representatives. I deal with the organisation of support network welfare and downloading sessions as well as handling all queries received from both the MetBPA office and our membership. These enquires range from Policy clarification, disciplinary, or Fairness At Work enquiries. I am also responsible for checking and logging all monthly cases handled by the MetBPA, with the assistance of the MetBPA Business Office .

### **MetBPA & Trade Union/Federation Relationship**

The role of the first contact officers is to provide support and not full representation as would be provided by the Federation or the Union. The Union/ Federation have a Memorandum of Understanding, which enable both organisations to work together.

### **Our Core Role**

It is vital that the service and assistance that we offer is of the highest standard. As a result we ask that members follow the right protocols of logging their cases through the MetBPA office:- 1) Complete a case form. 2) The form will be sent to the Support Co-ordinator. 3) The Support Co-ordinator will allocate a First Contact Officer (FCO) to deal with the case. 4) The allocated FCO will report back to the Support Co-ordinator when the assigned case is completed. In extremely complex cases the FCO will reallocate the case back to the Support Co-ordinator who will then re-analyse it for further action (if necessary).  
advice.

### **Non Membership**

We will only provide verbal support to but each case is measured on its own merit.

Finally, my most rewarding moments are when I hang up the phone knowing that a member is delighted with the service they have received!

# LONDON 2012 OLYMPIC AND PARALYMPICS GAMES

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**The Olympic Stadium**

The London 2012 Summer Olympic Games are scheduled to take place in the UK from 27 July to 12 August 2012, followed by the 2012 Paralympics Games from 29 August to 9 September. London will become the first city to officially host the modern Olympic three times, having previously done so in 1908 and in 1948.

London was elected as the host city on 6 July 2005. The 2012 Olympic and Paralympics Games will use a mixture of new venues, existing and historic facilities, and temporary facilities in England, Wales and Scotland. The Olympic Park is located in East London. It crosses 5 of the London Boroughs – Hackney, Newham, Tower Hamlets, Greenwich and Waltham Forest. One of London's most deprived areas will receive a massive boost in terms of regeneration and kick start the regeneration of the wider Thames Gateway.

In 2012, we'll welcome over 9 million people to London and the UK for an unforgettable experience. We will cater for the largest visiting population in Olympic history so there will be an anticipated temporary growth in population.

The Olympic Security Directorate (OSD) has been established in the Home Office with the objective **to deliver a safe and secure Games** in keeping with the Olympic culture and spirit.' and the policing response to the 2012 Games was to form the Olympic and Paralympics Policing Coordination Team (OPC). The OPC is a national police service team responsible for coordinating service-wide policing issues relevant to the Olympics and ensuring that the police service as a whole is effectively geared to support the delivery in the London 2012 Olympic.

**Two members of the Metropolitan Black Police Association (Superintendent Leroy Logan and Band S Keith Smith) are permanently assigned to the OPC.**

Keith Smith is Head of the Olympic ICT security managing the delivery for the Closed Circuit Television (CCTV) security coverage of external approaches and last mile travel to the Olympic venues. Automatic Number Plate Recognition systems provide coverage of all vehicular approaches to all London venues.

## By Leroy Logan and Keith Smith

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Some of the functions of the Control Rooms are:

- ◆ Managing the development and into service of the National Olympic Co-coordinating Centre (NOCC) at NSY to become the control centre for Gold UK during the Olympic Games
- ◆ Managing the development and into service of the Olympic Intelligence Centre in central London
- ◆ Managing the development of 22 Forwards Control Posts for every London venues
- ◆ Managing the Covert asset requirements for London

Supt Leroy Logan is the Learning and Legacy Manager with a national responsibility to inform the Olympic and Paralympics Safety and Security Programme with lessons learnt from:

- ◆ Past Games, summer as well as winter, in addition to the World Championships and Commonwealth Games and Sporting events of a similar scale and scope (e.g. the World and European Cup)
- ◆ Any larger public order events, such as the Pope's visit and the Royal Wedding between Duke and Duchess of Cambridge
- ◆ Critical and major incidences and the August unrests across the country are no exception
- ◆ Internal and external inspections, peer reviews and a series of testing and exercise events leading up to the Games

All of the above, in addition to sources of learning from business as usual from Police Services nationally and all the Games-wide agencies (Home Office, UKBA, etc), will work towards ensuring the delivery across the country are effective and efficient in their roles leading up to and during the Games.

An essential element in the learning process is debriefing Gold and below in each of the command units through trained debriefers, who rapidly turn over a sufficient learning report to inform the briefing of subsequent units. To ensure that we have the most diverse group of trained debriefers, Leroy Logan has organised a two day training course for members of S.A.M.U.R.A.I, (including the MetBPA) which will commence on 1st November 2011.



**Aquatics Centre**

# German Visitors to the MetBPA

By Damian Okonkwo/Vennet Donaldson

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German Students together with Bevan Powell (Chair of MetBPA) and Alfred John (Former Deputy Chair)

On 2nd June 2011 the MetBPA hosted a visit from students from Germany which was supported by the 'Society for Women'. They also visited various public sector organisations. The particular area of interest that they were using as part of their study material was 'diversity'.

The students all from various multicultural backgrounds wanted an insight on how the MPS, as an employer of a diverse community supports BME staff/officers through support groups like the MetBPA.

The students who are not familiar with associations like the MetBPA were fascinated with the development, aims, objectives and work practices of the MetBPA. They wanted insight on why, how, when the MetBPA was devised, and the progress/support of the association to date.

The students were given presentations by Bevan Powell, Alfred John, Shabnam Chaudhri (DCI in SCD) and Damian Okonkwo (MetBPA Support Coordinator) on the following subject matters:-

- The MetBPA charity
- Youth
- Community involvement
- Young Leaders for Safer Cities
- 'Celebration of Life' Concert
- Black History Month
- Stop n Search
- DNA
- the highs and lows of working in the MPS

The students thoroughly enjoyed their visit to the MetBPA. Funded by the Society for Women through the European Monetary Fund (headed by Milena Kartner) the society has been in existence since 1978. 50% of its students are in part-time education. All the students commended on their wonderful experience and treatment from the MetBPA team. They stated they would bring their new founded knowledge back to their educational establishment.

The whole experience was both educational and enjoyable for both the students and the MetBPA.

The students visit was most welcomed.

# Ven's Film Recommendations' by Vennet Donaldson

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## N Secure

Genre: (Drama / Thriller)

This is a good movie, plot was so real. Everyone should go see it. The crew of actors were great. If you want to see how a controlling relationship really is, go see this movie. It is now available on DVD you should definitely purchase it. I could not see why this type of movie was not given general UK film distribution.

Everyone that has been in a relationship can relate to some part of the movie. Ladies sit down with your man and watch this movie. If you want to get into a relationship just for the material things and money, beware there is a price to pay, for sure. Controlling someone can be the death of you. This makes you think before you get married, you have to take the time to really know a person male or female. Go see the movie.

**Ven Rating 3.5 \*\*\***

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## Jumping the Broom

Genre: (Comedy / Drama)



With a mouth watering cast featuring Angela Bassett, Loretta Devine and Mark Epps how could this movie fail. It was appropriate for all cultures, races and ethnicities. It was also a wonderful movie to take the entire family to view, even the dog.

I liked it because it made you laugh, and yet it drew attention to your sensitive side, now whether that side made you cry or made you angry would be my guess, but it is for sure that this movie had the potential to do both. Compared to other African American movies, I can say that thus far TD Jakes is in a field by himself. "Jumping The Broom" reflects the message of the Gospel, without being overbearing in that its main theme was short and sweet. LOVE.

**Ven Rating 4\*\*\*\***

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## Rise Of The Planet Of The Apes

Genre : Action / Drama / Sci - Fi

You will be completely fascinated by the story of this film. Even if you are not a big fan of Planet of the Apes (series) you are given the opportunity to see how the apes took over. Out of the entire series of movies, I think this one truly is the best. It was just absolutely spectacular! The actors delivered fine performances for their well developed characters; the writers, Rick Jaffa and Amanda Silver, didn't miss a beat with their fantastic and intelligent script; and the story was compelling, exciting and emotionally touching, primacy.

This film presented us with CGI primates, emotional performances captured from actors. Director Rupert Wyatt did a wonderful job of connecting this prequel to the first film. Honestly, I just loved finding out what led to the great ape takeover. The script made for a thought provoking and emotionally driven thrill ride!

**Ven Rating 4.5 \*\*\*\***



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*'Working to make a changes for the better'*

The MetBPA will produce a bi-monthly newsletter called '**Viewpoint**' for its members.

**Viewpoint** will also keep you informed of the changes and transformation taking place across the MPS, and within your Association.

MetBPA **Viewpoint** will provide a place to celebrate 'your' achievements and voice your concerns.

Viewpoint is your newsletter so please send your ideas and articles to

**[editor@metbpa.com](mailto:editor@metbpa.com)**

**We're on the Web!**

**[www.metbpa.com](http://www.metbpa.com)**

## **Dates for your Diary!**

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### **December 2011**

#### **MetBPA Festive Gathering - December 2011**

The MetBPA Festive Lunch is an annual event where the members can come together to relax, eat and network with fellow members as well as the MetBPA Executive Committee. We are now seeking clarification from members to view if they would like another festive event/gathering to take its place. REMEMBER...as a member, this is for you!!!

Please send all suggestions via email to [Tracy.Gittens@met.police.uk](mailto:Tracy.Gittens@met.police.uk) before **Friday 4th November**

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