

Issue 1

July 2011

Editor - Vennet Donaldson



METROPOLITAN  
BLACK POLICE ASSOCIATION

# Viewpoint! Bi-Monthly Newsletter

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## Message from the Chair

Dear Member,

Welcome to the first issue of '**Viewpoint**' a bi-monthly newsletter produced by the MetBPA to keep you the members informed of the workings of the Executive Committee, current issues.

During my first six months as chair, I have focused on ensuring that the MetBPA has a firm professional relationship with MPS Management Board, the Metropolitan Police Authority (MPA) and the Mayor's Office. These relationships are now in place and the Executive Committee are engaged on a number of different fronts with these key decision makers.

My focus now, is on creating appropriate structures that will contribute to the future sustainability of our Association. I shall provide more details in future issues of '**Viewpoint**'.

As the financial hardship grips the MPS many of our members have been affected by the financial cuts and the various transformation exercises across the MPS. If you are experiencing difficulty in the work place, please contact the MetBPA Business Office. **Don't suffer in silence!** This is a time where we all need to support one and other, especially those members who may be experiencing difficulties.

To those of you who are moving on, leaving the MPS, our thoughts and prayers are with you and your families. Please stay in contact and remember you will still be eligible to continue membership as Friends of the Association.

Sadly I would like to inform you that Alfred John (Deputy Chair of MetBPA) will be leaving for career break. On behalf of the Executive Committee and you the membership I wish to express our gratitude to Alfred John for his courageous and inspirational leadership (in his role as chair) during one of the most challenging periods of

MetBPA history.

In closing, I would like to introduce and welcome Vennet Donaldson, Editor of '**Viewpoint**'. I wish to extend my appreciation and thanks on behalf of the Executive Committee to Vennet for agreeing to take on this responsibility.



Bevan Powell

Chair of the MetBPA

## Black History Month

This is a reminder that we would like your contribution to the **2011 Black History Month booklet**. This year we will be producing a pictorial booklet to celebrate black history month entitled "**Memories - A Celebration of Black Staff within the MPS**". This is a great opportunity to record our varied careers and service of black staff within the MPS.

**Further information can be obtained from Deborah Thomas - DCFD on 0207 161 0247 or email [Deborah.Thomas@met.police.uk](mailto:Deborah.Thomas@met.police.uk)**

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**Do you have your tickets for the dance of the year?**

**MetBPA Social**

Saturday 13th August 2011

On board the '**Tereza Joanne**' ship

Contact the MetBPA Business Office on 020 7161 0941 for more information.

## Farewell to Alfred John by Vennet Donaldson

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Since 2010 Alfred John has been the Deputy Chair of the MetBPA . He was previously Chair of the MetBPA from 2007 to 2010.

I recently interviewed Alfred John on what he felt were the most concerning issues for the MPS, he said:- "Transforming Human Resources (HR) continues to be a problem. While HR is a department that demands human contact, following transformation we are now left with a Computer system that does not perform well, which has had a negative affect on the speed of aware and is extremely impersonal. Decisions are made on aspects of ones career choices and day to day work issues by personnel that we have not met. With less and less HR personnel around this does not bode well for the future".

Alfred was asked his thoughts on issues of discipline, it is envisaged that the MPS will be placed in a situation where they will be required to police themselves". The question was asked whether or not he had confidence that the MPS will be transparent in these matter? Alfred replied "We (the METBPA) continue to foster healthy relationships with the MPA, and are impressed with the listening ear of Kit Malthouse (Deputy Mayor of London). I am sure that this will set a firm foundation for good relations in the future."

We wish Alfred all the best for his new horizons.



Alfred John

Deputy Chair of the MetBPA

## National Black Police Association

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In a recent meeting with Police Minister at the Home Office, National Black Police Association (NBPA) President Charles Crichlow talked about the need for the Minister to go 'beyond rhetoric' and understand the true value of a diverse police service in operational terms. He used the Metropolitan Police effort to deal with serious violent crime among the youth population of London as an example where a more representative service could make a difference.

Mr Crichlow praised the MPS for its bold initiative on the issue of introducing multiple points of entry into the Metropolitan Police at least on a trial basis. "If we are serious about improving the diversity of the service, particularly in senior positions, we must accept that something radically different must be done".

NBPA President

Charles Crichlow

Mr Crichlow stated that the NBPA are in the final stages of planning its annual Education and Training Conference for 2011 on the theme of 'Policing Diverse Britain in the 21st Century' the conference is to be held 5th to 6th October in the City of Edinburgh Scotland.

Mr Crichlow said he appreciated the support of the MetBPA during his tenure and looked forward to welcoming MetBPA members to the conference, while acknowledging the many challenges ahead for the police service particularly in terms of the equality and diversity agenda.

If you wish to attend the \*The National Black Police Association Conference and Annual General Meeting, where BPA's (& guests) from around the UK come together to network, participate in debates and workshops. Please contact the MetBPA Business Office for more information, we encourage you all to attend.

**Please note:** If you would like to attend and are experiencing difficulty in funding your attendance, please contact the MetBPA Business Office.

VIEW VIDEO conferences invite <http://www.youtube.com/watch?v=7S34NLX-zoQ> (only from Non Aware terminals)

## ACLT Charity profile

The ACLT (African Caribbean Leukaemia Trust) is a charity dedicated to raising the awareness of the shortage of Black and Ethnic Minorities donors on the UK Bone Marrow, Blood and Organ registers.



ACLT was established in 1996 by the parents of former Leukaemia sufferer Daniel De-Gale and has recruited 35,000 potential donors and found 31 Bone Marrow matches. Matching is best if patient & donor are racially similar.

To find out more information about ACLT then visit  
[www.aclt.org](http://www.aclt.org)

In recognition for services to Healthcare Beverley De-Gale was awarded with an OBE (Officer of the Order of the British Empire) in the Queen's Birthday 2011 Honours List



Beverley De-Gale, Daniel De-Gale and Orin Lewis

## Women's Forum

The MetBPA Women's forum is open to all of the women in the association. The forum is there to be a sounding board for women to discuss any topic which affects them in the workplace. Many women in the Service are facing voluntary redundancy or thinking they will be next on the list to leave. When joining the Service, for many it was to be a job for life and family/social lives were built around this certainty.

This has now been taken out of our hands and for many women this is daunting. While for some this is the push that they needed to work on projects that they have always put off for others they can only wonder what the future will hold. However not all is doom and gloom. Whilst we may be going through many changes we still need to concentrate on the present and what can we do to prepare for the future. This can only be achieved by having a discussion as women and putting forward a realistic working plan.

For the past three years we have celebrated International Women's Day with the purpose of developing ourselves, networking and appreciating the fact that we are women and that we contribute a lot to families, work and the community. As a result of this we organised various courses but they were not well supported.



**WORKING TO MAKE  
CHANGES FOR THE BETTER**

Women across the board need to work twice as hard to reap any kind of rewards but we need to push ourselves forward, create opportunities for ourselves and realise that the things we find hard to do are worthwhile in the end. The women's forum has a responsibility to each other to do as much as possible, utilising the services that are available and prepare for the future as much as we can. We will continue to circulate information that will benefit you whether it be work based or social but you must make the most of these opportunities that are put your way.

If you have any thoughts on what you would like the women's forum to do then please e-mail Deborah Thomas - DCFD or [info@metbpa.com](mailto:info@metbpa.com)



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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)

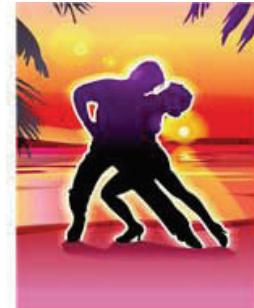
## Dates for your Diary!

### August 2011

#### Met BPA Fundraising Dance (*Tickets on sale Now!*)

*A social fundraising event in support of the MetBPA*

Saturday 13th August 2011—11pm to 4am, Tereza Joanne Ship,  
King George V Dock. E16 2N



### October 2011

**NBPA AGM**—*The theme for the conference is policing a diverse Britain in the 21st Century.*

**(Education & Training Conference 2011)**

**Please support this event it's an investment for your own personal development.**

Wednesday 5th & Thursday 6th October 2011. All Day (various).

Mac Donald, Roxburghe Hotel, Edinburgh, Scotland.

VIEW VIDEO conference invite <http://www.youtube.com/watch?v=7S34NLX-zoQ>  
(only from a non Aware or home computer terminals.)

**Revival Community Events**—Marcus Garvey Library, Tottenham, Tottenham Green

Leisure Centre, 1 Phillip Lane, London, N15 4JA. Tues 11th Oct 2011 8-9:30pm.

**Celebration of Life Concert**—Friday 14th Oct 2011. 7:30pm to 11:30pm. Royal Festival Hall.

*An opportunity to talk to the community about crime issues; and annual concert*

### Met BPA AGM

*An opportunity where members are updated on the status of their association, and network.*

Monday 31st October 2011. 9am to 5pm, West Auditorium, 27th Floor, ESB