

BRITISH NATIONAL PARTY POLICY ON MEMBERSHIP

20/2005

22 APRIL 2005

1 Introduction

1.1

Policing diversity is a fundamental element of the vision for West Midlands Police. It is not an addition or an after thought but rather is the key to understanding our communities and, with their help and support, acting to reduce crime.

1.2

Further, West Midlands Police recognises that it has a legal duty, under the Race Regulations (Amendment) Act 2000, to actively promote race equality as well as retaining the confidence of your diverse population.

2 Policy

2.1

Under the new policy no member of the West Midlands Police service, whether police officer, police staff or special constable may be a member of an organisation whose constitution, aims, objectives or pronouncements contradict the general duty to promote race equality. Non-compliance with this Part One Order will fall for consideration under our misconduct and disciplinary procedures.

2.2

Police (Amended) Regulations 2004 came into force on the 1 January 2005. Paragraph 1 of Schedule 1 to the Police Regulations 2003 (c) (restrictions on the private lives of members of police forces) has been substituted as follows:

“1. – (1) A member of a police force shall at all times abstain from any activity which is likely to interfere with the impartial discharge of his duties or which is likely to give rise to the impression amongst members of the public that it may so interfere. (2) A member of a police force shall in particular – (a) not take any active part in politics; (b) not belong to any organisation specified or described in a determination of the Secretary of State.”

2.3

The Secretary of State has determined that with effect from the 1 January 2005, there shall be inserted before Annex A of the Determinations under the Police Regulations 2003 Annex AA:

‘Restrictions on the private life of members of police forces – No member of a police force may be a member of any of the following organisations a) the British National Party; b) Combat 18; c) the National Front.’

2.4

Each member of police staff is required to comply with their contract of employment which states that employees should:

‘not place their private interests above their duties or put themselves in a position where duty and private interests conflict’.

2.5

Employees’ contracts advise that should their conduct/integrity be below the required standard individuals will be subject to the Force’s Disciplinary Procedure.

3 Implementation

3.1

Existing members of staff were given a notice period within which BNP membership must be terminated. Any existing police officers and police staff holding current BNP membership must have terminated this by 1 January 2005 and the period for rescinding membership commenced on the 1 October 2004.

3.2

All applicants to the police, police staff and special constabulary posts have been advised with immediate effect that membership of the BNP will preclude them from appointment to the Force.

4 Notification

4.1

Existing police officers/staff have been notified on the ‘message of the day’ and through local arrangements. For new staff and officers the change will be built into vetting and recruitment procedures.

5 Consultation

5.1

This policy has been fully endorsed by the Association of Chief Police Officers, the Superintendent’s Association, the Police Federation, the TGWU, Unison and the Black and Asian Police Association.