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Statement in Response to the Fairfield Independent Review of the Metropolitan Police Service

26 November 2026

The National Black Police Association (NBPA) welcomes the publication of the Fairfield Independent Review and acknowledges the comprehensive work undertaken by Dr Gillian Fairfield and her review team.

The NBPA stands in solidarity with the Metropolitan Black Police Association (Met BPA), its members and the communities they serve. We share their concerns regarding the findings of this Review and support their calls for honest leadership, meaningful reform and demonstrable accountability.

More than three years after the publication of the Casey Review, it is deeply concerning that institutional racism, misogyny and homophobia remain fundamental and systemic issues within the Metropolitan Police Service. Whilst we recognise the progress made in certain areas and the commitment of many officers, staff and leaders who are working tirelessly to improve policing, the findings reinforce what our members and communities have consistently been telling us: activity does not necessarily equate to meaningful change.

Behind these findings are real people. Officers and staff whose careers, wellbeing and sense of belonging have been affected by discrimination, those who have had the courage to speak out, and communities whose trust and confidence in policing continue to be undermined.

The continued racial disproportionality in vetting and misconduct, barriers to career progression, lack of confidence in reporting discrimination and persistent inequalities in public trust and confidence are unacceptable.

Particularly concerning are the findings that Black applicants are more than three times as likely to be refused vetting as their White counterparts, and that Black and ethnic minority officers remain 1.6 times as likely to be subject to misconduct allegations as their White colleagues, with no improvement in this disparity since 2022/23.

We are also concerned that the structural patterns of racial harm identified by Dr Shereen Daniels remain present, and that considerable investment in strategies, training and initiatives has not consistently translated into improved outcomes.

The NBPA shares the Met BPA's concerns regarding institutional defensiveness and the consequences of failing to deliver meaningful reform. Organisational reputation must never take precedence over the safety of the public, the wellbeing of the workforce or the willingness to confront wrongdoing.

The standards of transparency, integrity and accountability expected of officers and staff must apply equally to those entrusted with leading policing.

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The National Implications

Whilst this Review focuses on the Metropolitan Police Service, its findings must not be viewed in isolation. They raise fundamental questions for policing nationally about organisational culture, leadership, governance, racial equality and the effectiveness of existing reform programmes.

No police force should assume that these issues are unique to the Metropolitan Police, nor should the absence of an independent review of this scale be interpreted as evidence that similar challenges do not exist elsewhere.

The NBPA calls upon Chief Constables, the National Police Chiefs' Council, the College of Policing and the Home Office to consider the findings of the Fairfield Review and assess their relevance to policing nationally.

There must be a renewed commitment to addressing structural racism, tackling racial disproportionality, protecting those who speak out and ensuring that national and local race equality commitments are translated into measurable and sustainable outcomes.

Black Police Associations and other representative staff networks must be recognised as integral partners in the design, delivery and scrutiny of reform. Their lived experience, professional expertise and understanding of the barriers faced by officers, staff and communities are invaluable. Their voices must be heard, valued and acted upon, not simply consulted.

The findings of this Review must not be met with institutional defensiveness, further debate over terminology or another cycle of commitments without demonstrable impact. The priority must now be meaningful, measurable and sustainable action, underpinned by transparent governance, independent scrutiny and clear accountability.

As the National Black Police Association, we remain committed to working constructively with policing leaders, government and key stakeholders to achieve a police service that is fair, inclusive, representative and trusted by all communities. However, our commitment to partnership will never compromise our responsibility to challenge inequality and advocate for those whose voices are too often unheard.

We stand alongside the Metropolitan Black Police Association and reaffirm our commitment to supporting our constituent associations across policing in their pursuit of racial equality, fairness and justice. The Casey Review was intended to be a turning point. The Fairfield Review must not become another missed opportunity.

Our members and communities deserve more than assurances of change. They deserve to experience it.

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