



## **National Black Police Association Statement on Dr Shereen Daniels' Report into Racism in the Metropolitan Police**

The National Black Police Association (NBPA) welcomes the publication of *30 Patterns of Harm* and commends Dr Shereen Daniels for producing a courageous and forensic review of how systemic racism continues to operate within the Metropolitan Police Service (MPS).

This report confirms what countless officers, staff, and communities have experienced for decades, that racism in the Met is not an aberration but a pattern. It is embedded within systems, culture and leadership behaviours that protect the organisation rather than those it serves. Only two years ago, Baroness Casey laid out the same pattern of abuse, denial and harm. Yet instead of progress, we have seen the situation grow worse, with trust eroding and confidence among Black officers, staff and communities continuing to decline.

The NBPA stands with the victims of racism and discrimination within the Met, those who have been harassed, overlooked, and silenced, often at great personal and professional cost. Many have seen their integrity questioned for speaking up, their careers stalled and their wellbeing eroded. These are not isolated experiences but ongoing patterns of harm that have been repeatedly documented, ignored and normalised.

Even after years of high-profile scandals and reviews, the Met continues to fall short of meaningful accountability. The current Commissioner came into office with a mandate for change, yet under his leadership we have witnessed a defensive culture where racism has been deprioritised and underfunded. Statements of intent have not been matched by transparent action. Instead, the Commissioner has created an echo chamber around himself, surrounded by individuals who reassure him that progress is being made while simultaneously maintaining the very structures that enable institutional racism to persist within the service.

The London Race Action Plan, as part of the Commissioner's *New Met for London* strategy, is not fit for purpose. It has failed to deliver measurable outcomes and risks becoming another exercise in performative bureaucracy. While it aspires to make the Met anti-racist, it lacks the structural depth, accountability, and independent oversight necessary to dismantle the systems described in Dr Daniels' report and must be scrapped and re-started.

Despite the establishment of the London Policing Board to oversee reform following Baroness Casey's 2023 review, the Commissioner has faced limited scrutiny or pressure regarding racial equity. MOPAC must now move beyond observation to intervention, ensuring that accountability is not confined to rhetoric but results in tangible change.

To achieve this, the Met BPA and NBPA must be formally embedded within MOPAC's accountability framework, providing lived experience, expertise and direct insight into the impact of systemic racism. Their inclusion is vital to ensuring that oversight is transparent, independent, and driven by those who understand both the harm caused and the reforms required to prevent further suffering inside and outside the service. We acknowledge that recent conversations have begun between senior Met leaders and representatives of the Met BPA and NBPA. This engagement cannot be reactive to scandal but must be genuine, consistent and backed by authority. The Met BPA and NBPA are assets to the organisation,

bringing expertise, credibility, and the trust of Black officers, staff and communities who continue to bear the brunt of institutional failings.

The NBPA has recently held meetings with Imran Khan and Partners to explore legal avenues for members to hold the Met and its leadership to account for the harm caused by systemic racism and discrimination. This work will ensure that those who have suffered are supported, that accountability is pursued, and that justice is not deferred.

Across the Met and UK policing more broadly, racism has regressed to a level not seen since before the murder of Stephen Lawrence. Our members report increasing hostility in the workplace, a climate of fear for speaking out, and the re-emergence of behaviours and attitudes that we had hoped were confined to history. This backward slide must be recognised and urgently addressed before yet another generation of officers and communities are failed.

The NBPA will continue to speak truth to power. We will work with all partners committed to transparency and justice but we will not collude with initiatives that perpetuate harm or prioritise reputation over reform. The victims of racism within the Met deserve acknowledgment, redress and assurance that the cycle of abuse will end.

The time for reflection has long passed, now must come accountability, repair and decisive leadership.

ENDS