



Welcome 2010

As we enter 2010 the NEC would like to wish all GPA members and readers of the E Bulletin a happy and prosperous 2010.

Annual General Meeting

The Gay Police Association's Annual General Meeting will be held on the 24th April at Empress State Building, Lillie Road, Earls Court, London (Nearest tube West Brompton).

Refreshment and Registration will commence at 12.00 hours with the AGM starting at 13.00 hours. Anyone wishing to attend must pre-register their intention to do so, in order that we comply with the security conditions required of us.

To register please send an E Mail to agm@gpa.police.uk the E Mail should include your full name, GPA membership number and the police force/organisation you work for. Registrations must arrive by 1200 hours on Monday, 19th April – registrations arriving after this time will NOT be accepted.

At this years AGM voting will take place for elections to the NEC. Voting packs and information will be made available to members electronically in due course.

Any members wishing to propose changes to the Association's Constitution should ensure that their proposals are emailed to the General Secretary. These must arrive no later that the 12th February 2010.

Although no formal social event has been arranged following the AGM, members of the NEC will be inviting all those in attendance to join them for a drink afterwards.

Award for Grampian Officer

The Grampian Police's Gay Police Association Coordinator Derek Allison has been recognised at the inaugural Scottish Policing Awards on 20th October 2009.

The awards are designed to recognise the work of police forces across the country and to celebrate exceptional initiatives run by officers and staff.

At the Tulliallan ceremony, Derek received a highly commended Scottish policing award for his initiatives to tackle homophobic hate incidents at a school in the Northeast of Scotland. This school had reported a high number of homophobic incidents both in the school and by pupils attending the school.



The initiative was unique as it involved partner agencies going into the school and working, over an eight-week period, to deliver inputs on all the strands of diversity to 13-14 year old pupils.

Derek addressed the issue of homophobia in schools and spoke openly and honestly to the pupils who were very keen to participate in the discussions. The students then put what they had learned into song, dance, poetry and a series of short plays, which were performed to the rest of the school and their

parents at a final "Respect for All" show on the 31st March 2009.

As a result of the initiative, reported homophobic incidents reduced by 80% compared with the same period the year before. Derek collected his award from the Scottish Justice Minister, MSP Kenny MacAskill

European Conference

The biennial European Conference will be held in Vienna between Wednesday 30th June and Friday 2nd July 2010. 'Gaycopsaustria' is hosting the 5th European Gay Police Association conference and we are awaiting confirmation of the program and costs.

Following the conference, all participants are invited to march in the Christopher Street Day Parade, which will take place on Saturday 3rd July 2010. Members are advised that should they wish to march in Uniform then they are required to seek individual permissions from their own Chief Constables.

When additional details are known these will be circulated to our members, however the following websites will publish up to date information when it is finalised, www.eurogaycops.com and www.gaycopsaustria.at

GPA Website Update

The development for our new website is well underway, the tendering process has been completed and we anticipate 'going live' by the AGM.

Contact the E-Bulletin

If you have an article of interest for publication in the E Bulletin please send it to news@gpa.police.uk.

New Years Party

On the 29th January 2010 the GPA hosted a New Years Party at the Shadow Lounge in London. Approximately 180 people attended the event, which was described by one attendee as "by far the most successful GPA social event I have attended for some years". The event was organised by Dan Adams and Lee Richard and was described as a huge success.

Women's Officer

Gill Colinson, our NEC member holding the portfolio as Women's Officer dedicated the first hour of the New Years Party to women members of the GPA and described this as being a great success. Gill said "I am the women's officer for the GPA, a while ago I sent out an e mail to all female members introducing myself. I would like to say thank you for the responses. I am still seeking views and ideas that you would like me to take forward on your behalf. Previous responses have been around social events and social events inclusive of those with children.

Gill has attended a number of meetings specifically related to female members including 'Women in Policing' Group run by the Home Office. Gill can be contacted on Gillian.Collinson@GPA.police.uk

Hate Crime

2009 was a difficult year for some; we saw a dramatic increase in the number of recorded homophobic hate crimes, with one force recording a 63% increase. Whilst some would say this reflects a greater willingness to report, other publications have provided data to the contrary. A survey undertaken on behalf of Stonewall revealed 7 out of 10 people had not reported they were a victim of homophobic hate crime.

2009 saw a number of high profile homophobic attacks; these included the murder of Ian Baynham in Trafalgar Square and the serious

assault on PC Parkes in Liverpool. This worrying trend is also reflected in the work place as the Chair of the GPA told the Police Review magazine "We have seen a 15 per cent increase in calls from members of the public about homophobic hate crime in the past six months and between a five and 10 per cent increase from colleagues." The current financial climate is not helping the situation, cutting budgets relating to diversity is likely to attract less criticism from the public and can seem like the 'easy option'. This tactic will only serve to create bigger problems in the future.

A number of GPA Force Co-ordinators are still driving forward initiatives to tackle hate crime in police forces throughout the UK. John McBride is the GPA's Force Coordinator for Avon and Somerset police. John recently identified an increase in the number of homophobic attacks occurring in the Bristol area and sought to address the issue. John made contact with his local community and sought their views, formulated an initiative and presented it to his command team.



As a direct result of the work undertaken by John, positive action occurred. Avon and Somerset Police have introduced a number of measures to address the issues raised including, anti-homophobic tri cards for distribution on the gay scene, a uniformed and plain-clothes presence in the gay area of Bristol, specifically designed to target homophobia and the creation of a large community network which feeds intelligence into the local police.

John has now been invited to attend some key meetings to continue to

drive forward the issues relating to homophobic hate crime and is pushing for the introduction of Lesbian and Gay Liaison Officers. The GPA would like to thank John for his work, which demonstrates how individuals within their workplace can effect change.

The GPA Coordinator for Grampian Police Derek Allison recently launched an initiative to display the Rainbow Flag in the form of a window sticker on the front door of every police office. Other forces around the UK have also used this initiative and the GPA would encourage others to follow suit and openly demonstrate their support to members of the LGBT community.

With Gay History month approaching, the GPA is keen to continue with their initiative to 'fly the flag'. Last year 15 forces throughout the UK raised the rainbow flag and we are hopeful that even more Chief Officers will step forward and openly demonstrate their support to combating hate crime.

GPA Training Update

Vic Codling our NEC member responsible for training has been working with the National Policing Improvements Agency (NPIA) for some years. Amongst other training, the GPA is still working with their Critical Incident Command One program; The NPIA 'Leading Diverse Organisations' programme; Attended as consultants to the current Strategic Command Course. The GPA has also been approached to contribute to a new NPIA gateway programme aimed at developing Supts & Ch Supts working for selection to ACPO ranks.

A related issue lies within police 'Positive Action' initiatives, which do not specifically invite gay staff. Vic said "We have been working with NPIA and ACPO that positive action should not be limited to only ME and women. NSCAS have already agreed and in a progressive step in the HPDS prog, held a gay specific workshop. We need other organisations to follow the lead demonstrated by NSCAS".