

Sally Penni (intro):

Hello and welcome to Talking Law, I'm Sally Penni, MBE, a barrister at Kenworthy's Chambers in Manchester, the Joint Vice Chair of Association of Women Barristers and founder of Women in the Law UK.

On this podcast, you'll hear leading barristers, judges, solicitors, managing partners and more, talk about their lives and careers within the legal sector.

Today I'm Talking Law with Dr Leroy Logan, MBE, a former superintendent in the Metropolitan police and recent keynote speaker at the Bar Council Race Summit.

Leroy is one of the UK's most highly decorated black police officers. He is also a former chair and founding member of the Black Police Association and believes that there is still much work to do in creating a more equitable and fair criminal justice system.

I began our interview by asking Leroy about his upbringing and career path into policing

Leroy Logan (00:00):

I was born in Islington and grew up there and a few years in Jamaica as a youngster. And then I finished my education in Hackney where I did my A-levels and then went on to do my degree in University of East London. So, you know, London born and bred. And I thought my life in science research was charted out until the calling of policing sort of caught me on the blind side. And I joined in 1983 where I did 30 years, more or less in the north side of the, of, of the met and you know, a bit of central London, Northeast, and well over in terms of surveillance work. But the, I suppose the, the main thing I was heavily involved in, in, in the latter stages of my 30 years was setting up the Black Police Association, not just London, but in nationally, I was the first chair of the national BPA.

Leroy Logan (01:14):

And then I was the London chair for a few years and operationally, I, I was fortunate to be involved in extensive inquiries, the Steven Lawrence inquiry, the Damilola Taylor investigation, and various other homicide investigations. And I was fortunate to finish my career off on the Olympic security team for the 2012 games where it was a life changing experience, which gave me a real understanding of that, you know, Team GB - I'm not just talking about the athletes, but people across the country coming together and making it a memorable games and still live in the legacy. Cause I still live in that area in, in East London and I'm still involved in advocacy and activism work. And, and I suppose the main thing since I, I retired in 2013 has been the, my autobiography 'Closing Ranks: My life as a Cop'. And leading onto the film by Steve McQueen called Red, White and Blue where John Boyega played me. So yeah, I'm living on that crest of a wave wave part, the small act family. And it's given me so many opportunities. It's been life changing. So yeah, I'm a rejuvenated man.

Sally Penni (02:46):

Wow. Well, I'll, I'll, I'll come to rejuvenation and wellbeing a bit later on if I may.

I watched the series by Steve McQueen which was celebrating black history and your story as most people the nation will have watched was a powerful one. I don't want to tell your story through myself, but I, I wonder if you can just tell us really how that came about that your life as a police officer then

was made into a drama rather successful drama an award-winning one and why you felt that story was so important?

Leroy Logan (03:34):

Well I was in the process of writing my autobiography. In fact, I'd been writing it for since 2010 when I knew I was going to be leaving after the Olympic games. It was part of my exit strategy, trying to make sense of what happened the previous 20 odd years and saying, 'where's the legacy, where's the next steps'. And around 2015, I was approached by a journalist who I used to work with. She used to be part of the BBC. Her name is Helen Bart. And I worked with her, especially when I was chair of the Black Police Association various issues that were in the media. And she, she had got left the BBC book by 2015 and she was doing some freelance work. She said, 'Leroy I know your story. And I really believe someone who could make a film out of it, but I need you to dictate that story to me', which, which I did cause I know her and I trusted her and she went away and few months later in 2016, she said, 'oh, that tape was coming to the attention of Steve McQueen'.

Leroy Logan (04:50):

And I said, Steve McQueen 12 years of slave, Steve McQueen just won the Oscar. She said, 'yeah, yeah, he's really interested in looking at it being part of a series' and it didn't have a name at the time, but it was a, a series that was gonna be on BBC. And I said, wow, that that's amazing. So I met Steve later that, that year around the spring of 2016 and we got on really well. I didn't want to take for granted that my story was going to be that well known because at the time when they, they were looking at, they weren't gonna have my actual name, they were gonna be fictitious names. But I, I helped out with script working with Steve and Corte Newland, who was the other script writer. And I was really pleased to be involved behind the scenes in that way.

Leroy Logan (05:51):

And, and that's took us through 20 17, 20 18 and then the filming started. So I was involved in a bit of a pre-production work and going on, on, on set in sunny Wolverhampton, where was filmed because there's not many buildings in London that is still dated from that time period. Each of the small episodes wanted to be spanning between sixties and the eighties. Yeah. And so each one was in that, that scope of the sixties and eighties of Caribbean people have done things that have been seen as significant. And so it, but it was so surreal seeing John Boyega - not only wanting to play me, but actually acting like me talking like me walking like me. And yeah. And, and then it's only when I went on the set and I noticed the script and it said, Leroy said, and Lee said, and I thought – hold on here.

Leroy Logan (06:55):

You're using my name? He said, yeah, yeah. I didn't tell you, we are gonna use your name. And that's what I knew. It was gonna be really significant. And yeah, the, the production went out in November, 2020 and I released my book, my autobiography Closing Ranks a couple months before then because how it, it just seemed to work yes. In unison and yeah, the, the, the rest is history. I, I really pleased how it was accepted by the community of all backgrounds and experiences and, and not just my episode, Red, White, Blue, but lovers rock, mangrove education and Alex weel. And, and it's been again, a life changing experience, which I'm, I'm still sort of pinching myself to say if it was, it was all a dream, whatever, but no, it it's, it's opened doors, you know, the book kind of film where I don't think I would normally have those opportunities, so I I'm really embracing it making most of it. And hopefully it will build, you know, a future 2022 and onwards.

Sally Penni (08:13):

Yeah. Well that, that's kind of all about you, but a spoiler alert coming up. I wonder if you can share then with me, for those who haven't seen that particular episode who haven't read the book, like I have, you know, in preparation and research who don't follow you on Twitter or LinkedIn, can you just summarize what it was like to join the police force? What is your story?

Leroy Logan (08:40):

Well, I, I, I suppose local led really thinking, well, 'I'm gonna be a scientist'. Because you know, my, my parents were very strict on me to get good education and have a clear objective in life. So science, my, my, my parents really love science as well. So that was a no brainer really. Yeah. So once I finished uni and I got a job at the Royal Free Hospital as a research scientist, I thought that was it. But that was the 80 to 83. During that time there was the Brixton riots and the Scarman report was published in 82 and they were talking about a reflective police service. And I must admit, I didn't even resonate with it. They, and I couldn't really identify with it. It was just while I was at the, the, the Royal Free officers from the Hamstead police station used to use our sports facilities.

Leroy Logan (09:46):

And I, I didn't know there were police officers at the time. I just meet them in the gym on the pool or whatever, but, and in the bar, and, and after a few, few months of getting to know them, they identified themselves as police officers and they started convince me that I'd be police material. And I thought, wow, do I look like a racist thug? That's how I saw it. And, but they kept banging on about, you know you know, we need people like you be a good officer, you know, not only you've got the intellect for it, but you know, you physically fit and all that sort of stuff. I said, listen, I know you are, you're trying to do, you must be support part of the recruiting campaign. But it did sort of plant the seed in my mind's eye.

Leroy Logan (10:33):

I, and I thought, wow, you know, is this something I could do? And then a couple of people close to me, my boss and my best friend's mother Jesse Stevens who was a community liaison officer. Yes. I was sharing with her that, you know, these guys are approaching me about joining police and she, yeah. Yeah. Cause she'd been working with police during that turbulent time of the Brixton Riots and, and everything that came out to Scarman and she said, 'well, I can't see you as a research scientist the next 30 years, but I can see as a police officer, I said', mom, that, you know, Jesse, Aunt Jesse. That is not what I want. Cause I know that my, you know, my, my identification of policing in the UK at the time was not good.

Leroy Logan (11:24):

I'd been in Jamaica and I've seen black cops then. And, and I, so I could relate more to the black cops in Jamaica than just over here. And then my, my boss, Roy pounder, the consultant, the professor of gastroenterology, he said, Leroy I really think you could do something as remarkable as join the police. And he said, he'd keep the job open for me if it doesn't work out. And so I did put in the application and so those officers were really pleased. I did it. And but while I was in the application process, my father was badly beaten up by police officers over a traffic matter. And I just couldn't understand why they would do that. Yeah. He was in his late fifties, he, he was hardworking, man, very law abiding. But he, you know, he, he would always want to know why he'd been stopped and if he had to go to court, he would fight his case.

Leroy Logan (12:25):

I, I think he was a, a frustrated lawyer actually, because yeah, he'd always go not guilty and fight his case in the court. But yeah, unfortunately, they laid into him and badly beat him up. And so you can imagine the last thing I wanted to do join the ranks of the officers who beat him up. Yes. but you know my wife, who was my fiance at the time Gretel said, well, maybe that's the reason why you should join. And you know, and then when the boss was saying the same thing, aunt Jesse was saying the same thing and he was just doing my head in. And I was really questioning my sanity as I was going through this process. And then my dad found out I was, I was doing it. And just like in a film you know, it went down really badly, but I was, I, I dunno that calling that vision of being in the organization to make change from within just, just kept resonating and I had to respond and it was taking me out my comfort zone from a great world of science.

Leroy Logan (13:32):

I was going against my father's wishes cuz he wanted to be, he'd be a scientist. And, and of course him being a victim of police beating yeah. Was not you, it was the worst case scenario. Alright. He, he did successfully Sue the police for unlawful arrest and excessive force, but all the same, the last thing he wanted was his son to join the ranks of those officers. Yeah. I pursued it and yeah, it, it was I was questioning my sanity for the first 10 years. I was thinking, 'why would I leave my comfort zone into quite a, a toxic, hostile environment where I was getting criticism from the community as well as criticism from my colleagues'. So I was between the rock and a hard place, but I pushed through and fortunately history speaks for itself.

Sally Penni (14:22):

Yes. A and you've been involved in, you already mentioned it, you know McPherson report, Scarman actively trying to make impact in changes I in the police force. And then setting up founding the Black Police Association, which you chaired for 30 years. So you have made change, I'm just wondering on, on reflection. Would you repeat that career path? You know, lots of young people will be listening and probably have seen the film or be Googling you now or whatever, but would you repeat that whole career or do you think you would've stayed in in science?

Leroy Logan (15:16):

Yeah, I, well, the, the first line in my book actually says that your worst nightmare could be your biggest breakthrough. And I, I realize it was the worst case scenario, it, wasn't gonna be easy. It was gonna be really tough. And, but I think the learning lesson is if you have that crawling and it's something that has to... you have to dig deep, don't dismiss it because it's gonna be the worst case scenario, just stick with it. You need to have a, a real clarity idea of what you're trying to do. And I knew that I wanted to make changes from within, I wasn't totally clear how I would do it. And the first, as I said, the first 10 years of grappling with these issues on my own from training school to say, 'listen, I'm here to make changes'.

Leroy Logan (16:11):

And being seen as a bit of a trial will make for, for saying that and standing up for other people, including myself especially around issues of race and equality. It was clear to me that I had to dig deep. My faith was a real resilience to keep strong in my, in, in my principles and values and keep focused on the vision. I, I, I'm really driven by visions, you know, if I can see it, I can do it. So I, I was really pleased that there was so much opportunity there if I just really followed my dream. Even though at times it was my worst nightmare, but yeah. Yeah. And, and, and, and then obviously all made sense when I came

together with the founder members of the Black Police Association and discovered that we can make changes from within having our own platform.

Leroy Logan (17:14):

And as a result of that, we set our own template to make change around race equality and inclusion, and a wider diversity piece and seeing how our impact was almost immediate when we set up in launch officially launched 90 for, and I became a member.

In fact, I've been a member for 30 years. I wasn't a chair for 30 years, but being a founded member from those early days, 30 years ago, it is something that I, I take pride in. You know, a lot of people might think, oh, well, certain things you did has been eroded back since McPherson and, and, and giving evidence at theist inquiry. But I know there's certain things that's still there. And the fact that the Black Police Association is still there 30 years later. Yeah. and, and, and not just in London, but right across the country, there's a national association. So for me, the legacy is there. And, and doesn't matter what if people wanna accept institutional racism or not. Even though the, the evidence is clear that it's still there, even though the commissioner might say, it's not there, but the, the changes are still being made. It really gives me hope that, you know, we really can deal with these issues once and for all. And I, I, I truly believe improve the lives of future generations.

Sally Penni (18:45):

Yes. Well, I was going to come to that because sometimes we see we in my profession at the bar people very rarely pupils or trainees come to become Barristers who were police officers. We do sometimes see them sometimes.

Leroy Logan (19:01):

Yeah.

Sally Penni (19:02):

Who are doctors. And, and so for young people now who might be thinking about their own careers, either in policing or in the Met and of course, as in the legal sector like me, I just wondered kind of looking again, back at your experience and your own career path, whether you had some advice about resilience, persistence, you know, we're coming through, COVID, it's been absolutely dire for all, but particularly for young people, who've been affected in so many ways. And so my question, I suppose, perhaps is about mental health and resilience, any advice you would have for young people who are entering legal profession at this stage?

Leroy Logan (19:49):

Well, I, I, I, I think the more information you have about the profession you want to take on, or the arena in which you are going to operate in the more information, the better. And I, I must admit the, the way in which I, I at it is even though it might be tough, but if you've got a clear vision of what you need to do don't be derailed by personalities or prejudices have a, you know, an understanding of the, the, the path that, that you are going to walk along. You'll need people with you. So you need support and, and take wise counsel from people who can give you as much clarity. And that's why Jesse Stevens was so brilliant cause she'd worked with police and she knew that the importance of bridge building and reducing barriers.

Leroy Logan (20:53):

So I, I was feeding off her and because I, I was also a local person. I knew that I was a public servant. Yes. So being a servant, the leader was again in line with my faith and, and wanting to keep a clarity and, and consistency on next steps. And, and not to be discouraged sometimes in, be disappointed, but not to be discouraged and, and, and keep, keep going. And, and we all know that sometimes you have to make severe and significant sacrifices, but if you've got an understanding of your objective, what's, you know, you keep your eye on the prize and, and you can see other people doing it and, and having great role models and mentors, you can keep, you know, that, that momentum. And I must admit all of these things, all these moving parts really helps to strengthen you.

Leroy Logan (22:07):

For me, my family was critical in all of that. So you can't do these things in isolation. You, you need to have good, strong fellowship and real clarity of, of purpose and being intentional. I know it can sometimes be tough being self-motivated and, you know, but I suppose we, we have to dig deeper if we find that we are switching off and, and, and not getting the breakthroughs You know, sometimes it's no pain, no gain, so you have to be going through the tough times before you, you really get the harvest of all of that.

Sally Penni (23:03):

Thank you. That's such, such, I'm writing it down. Cause if I need it you know.

Leroy, I wanna talk about sort of a bit of positivity if I may, because otherwise I'll start talking about the recent report into the met

Leroy Logan (23:20):

Oh, right. Yeah.

Sally Penni (23:20):

Yeah. And so that will depresses all, and I'll be talking about sad Sara and various other things, but I wanted to talk about a bit of positivity here. If, if I may I and ask you about any advice perhaps that you might have for lawyers looking back at your career, and indeed, if you had a favorite fictional lawyer

Leroy Logan (23:46):

My favorite fictional. When I was a youngster I think it was Lionel Barrymore - something like that. He was American lawyer. And always won his case, you know, he never lost so the, but yeah, it was a fictional character in an American law setting. And I suppose they're a bit more brash and, you know, their protocols are totally different towns. Yes. But since, but since you know, I, I I've, I've seen barristers over here. I, I mean, having worked with Mike Mansfield on McPherson and there was work around witch hunt against the, the Black Police Association by colleagues at the time.

Leroy Logan (25:04):

And one of my members was to the Old Bailey. His name was Ali Desai and you know, we hinged on the cornerstone of British Law - he is innocent until proven guilty and, and we supported him and working with Mike on that as well. So, you know, he, he, he sort of was the one I was closest to and also Matthew Rider, because when, when the Met was investigating me my, my QC was, was Matthew and my solicitor was Sadiq Khan - The current Mayor of London. So you know, I, I, I was fortunate to work with some really remarkable people I've even worked with Arlene small, she's a QC on in family law.

Yeah. So over the years, I, I really had the opportunity to, to you know, rub shoulders with some really amazing people.

Leroy Logan (26:11):

And just to say about police officers, who then become lawyers. I dunno if you know, Guy Scotland? Guy was in a met, and then he went to British Transport Police, and then he became a lawyer quite late on in his in his career. And I know it might not be practicing that moment. But yeah, I, I always admire him for making that step because you know, again, he was involved in the struggle for equality and justice in the met and, and the police service across the country through the national BPA as well. Yes. And in fact with neighbors, you know, we live in East London together, so, you know, I've seen from time to time. Yes.

Sally Penni (26:57):

Did you fancy the jump, the jump across, did you fancy either becoming a solicitor or being a Barrister as the advocate as I am or indeed politics with some lawyers do, I mean, I've got no interest in

Leroy Logan (27:14):

Politics, but yeah. Yeah. I toyed with the idea of making the jump but I suppose it was the amount of I was doing I had a real interest in, and I was getting the sort of breakthroughs that I saw was encouraging to continue that I, I, I didn't actually make it, but and politics, you know, I toyed with the idea of taking on another public role. But to be quite honest I think I'm destined just to work locally with people. I'm doing, I'd still live in north east London. I'm still involved in charity work. One of the charities I set up 20 years ago called it was the BPA Charitable Trust. Initially, it's now called Boy Juice. It's based in Hackney. And you know, we're doing a lot of work with young people around safety and security and, and buying into the communities.

Leroy Logan (28:18):

In fact, we have a, a B-tech level two program called Young Leaders for Safer Cities, and they, they get actual UCAS points year nine, before they start the GCSE's year 10 11, we're developing a program now called Young Leaders for Sustainable Cities. So it's taking in the wider issues around communities and being environmentally friendly and sustainable communities. So we, we, we're trying to keep our focus on young people, empowering themselves and know they can change their environment and not become a victim of it by knowing their rights and responsibilities and what they can assist their community with.

Sally Penni (29:03):

Wow. That's really, really impressive. So tell me, I know you've written your own book, but I want to know, you know, what's your favorite book needn't be about law? You know because I'd like to find out what you do for your wellbeing and perhaps to relax?

Leroy Logan (29:59):

Yeah. I, I, I suppose when I was starting my biography, as I said, it was a labour starting from 2010 and it didn't get published until 10 years later. But when I was looking at different writing styles and I could really identify with Obama's Audacity of Hope.

Barack Obama, how he wrote that that personal journey and how he was then taking on public office as a Senator etc, it was it was clear to me you know, he, he gave so many signposts for resilience, for leadership, ethical leadership for being a servant leader. It didn't use those terms as such, but you know, this, that's what I got out of it, you know, that sort of gentle warrior, you need to have that strength of character to stand firm and not self to be derailed by individuals or incidences.

Leroy Logan (31:11):

So yeah, I, I really loved that book. I, I mean, I really thumbed through that book. It gave me a real understanding of, of how to charge your course. And then I remember someone who recently died Sydney Poitier. He wrote a very small book around being a father. the value of a man, something like that, that something about a man, I think it's the value of a man or that the, it, it, it's a very small book, but it, it, it's so relevant around you as a, a man and what you need to understand, sorry, the legacy of a man that's right. The legacy of a man and a lot of that is around your family and the relationship you've got with your, your family and understanding the importance of sticking with it. You might have your peaks and troughs. But you can't just jump ship at the slightest thing. You know, we, we are in this very sort of quick win culture. If you don't have a quick win, then obviously it's not worth it and you move on, but sometimes you have to dig deep, graft and it may take years. And yeah, that, that book really resonated with me. And then obviously the writings of Maya Angelou you know, it's it, yeah, yeah. Those sort of amazing writers.

Sally Penni (32:56):

And then what about wellbeing? Cause I'm kind of just getting into your mindset, as I say, I've read your book, I've done a lot of research about you, but I'm thinking entering the police force at that time, not many black officers difficult time in general, then having the mindset to set up something that was going to be impactful and legacy than involved in various reports and investigations. How, how, how did you keep going? We know, how did you manage your wellbeing then And how do you manage it now?

Leroy Logan (33:33):

Well, I think I having the parents that I had was a, I mean, I didn't really understand how blessed I was with the parents that I had until I became a police officer. They, they, they gave a clarity of, of thinking, you know, that, you know, they're god-fearing parents. So they, they, they consistently said, this is right, this is wrong. There was no gray area to confuse me. They, they set clear boundaries for me, you know, you don't just especially after school, you can't just run off and go and play and all that thing, you know, you've got chores to, do. You take your sister, you, you know you make sure that you take off your uniform, hang them up properly, do your chores and then wait for us to come in. And then, you know, because we were latchkey kids in those days.

Leroy Logan (34:25):

And yeah, so I think that discipline and, you know, we were very modest means, so we weren't we were living it really tough. So yeah, I suppose that dogged determination was instilled in me just by seeing what my parents did and how they responded now. They kept going and they wouldn't allow people to in any way undermine them or derail them. They, they just kept going. And you, you copy what you see, you know, when you've got parents who, who are your role models and your inspiration. And I suppose that's why my dad identified with me when he, he realized I was still gonna join, even though what had happened to him, he did support me because he saw that strength of character, that conviction, that he saw himself and he's, he's thinking, 'well, this young man means business.



Leroy Logan (35:20):

So, you know, don't go gotta support him'. Yeah. And I've done similar things with, with my family when I've seen that they really want to go down that road, but just be as supportive as possible. And then that in itself can encourage you and give you that validation and say you're on the right track and push it through. But I, I must admit when I was getting a hard time in those early years yeah. In the police service, I couldn't complain to my dad because you would've said, we'll tell if we do it anyway. You know, you, you said you force yourself in there, you deal with it. So I couldn't even complain to him. I mean, I could complain to my to my wife at the time, Gretal and Aunt Jessie, she was a real inspiration. She said, listen, even though you're getting a hard time for the community and your colleagues stick to the objective and, and don't allow it to grind you down.

Leroy Logan (36:15):

So I think the family and the friends that I had just gave me that encouragement. I wasn't reliant on friends in the organization because I had some really strong friendships from school, from college in Hackney, you know, from uni, all these sort of places. So, you know, and, and just the, the, just the camaraderie of youngsters as in the 70s and 80s where, you know, we all held together, you know, from the 60s, 70s and 80s, that for me, that I'm, I'm trapped in that era and, and, and the music and everything that, for me, it just gave me so much encouragement. And I suppose it's all about timing as well. I, I, the timing of when I joined there were other black recruits cause of the recruitment campaign from the Scarman report. And it so happened my best friend Lee from school it started his musical career in over here in the UK with his group called imagination.

Leroy Logan (37:17):

And he went really big, very quickly in that, in that same time I was joining and he bought a house, literally five minutes walk from Hendon training school. And it was a godsend because I didn't, I hated the food in Hendon. I lost so much weight. And when he was in town, I, after doing the studies for the day, I would run up to his house and I need some proper food, you know, enjoy it. And Steve McQueen highlighted that I, I must admit it really kept me grounded say, 'listen, you know, you're not alone. You friends are still here for you. They might totally agree with you'. They do now cuz you know, it's done through the, the, the, the, the decades. And they've seen that. I'm still the, the determined person I've always been as I say, miserable as well, but you know, but you know, when you've got that focus of mind and determination, you can come across as a bit miserable bit, you know, he's a bit always focused, but that's the, I suppose the, the, the cost of being determined to push things through.

Sally Penni (38:32):

Yes. Well, you know, Leroy, you, you touched on something there, which was really interesting because one of the issues are having allies and having friends in our job and people say, we don't need all these associations of, you know, I set up a women's organization. It's not just for women, we've got lots of male members, you know, you set, but a black police officer officers association, there are black the organizations for various different sectors.

How important do you think having allies are? Was that important in your career?

Leroy Logan (39:35):

Absolutely. I was really again, fortunate that one of my first ally in, in, in Hendon he was the class captain Ivy, deputy class captain, and, and Tom Pearson was just an absolutely amazing, he got me through Hendon as well. Lee got me through the, food and the cultural competence. Tom got me

through the, the logistics of being a really well turned out officer. He helped me really learn the, the lines parrot fashion. Cause I was used to it when, you know, when you do a degree, you don't have to learn things, parrot fashion, it's discuss this and explore that. But Tom got my mind around learning things, you know or being able to recite it or narrate it or write on paper, whatever it may be. And yeah, and he got me to pull up my shoes and iron my shirt.

Leroy Logan (40:33):

So he was an amazing ally and he, you know, he, he was a, a white guy and admittedly his wife from was from Germany. So I think that brought him out of just being very UK centric. So that allyship even got reignited since the film, you know, he got in touch Twitter and it was, it was absolutely amazing, you know, when, when those sort of things happened, you know, the life changing and so many other people came to, to, to my attention from the film in the book. So allyship, I think is really important. I suppose even when we set up the Black Police Association, our assessment of black is not actually on color, the, the actual definition is around the shared and common experience of people, of African, African, Caribbean, and Asian origins.

Leroy Logan (41:30):

So you can be white and be a member. I mean, especially if you're in a, a mixed heritage relationship and you've got a, a mixed heritage son or daughter or children or whatever, and you can identify with what your children's going through or even your partner is going through. Yes. And so we knew that sort of allyship was critical and it's still in our constitution now because we, we know the importance of people coming from different perspectives. Obviously, you might get the odd saboteur or, or people even undermining what you're trying to do. Some who even look like me, but, you know, you have to be able to see how they get to know what we are there for. It's a 'we' and not a 'me'. You can't put your personal agenda before the greater good, so it's around relationships.

Leroy Logan (42:24):

It is understanding that the wider brief, we got the wider experience, the, the wider spectrum of people involved, it will really make such a difference and it has, and I suppose that's why it's got the sustainability and, and the capacity to keep this keep going for 30 years. And I suppose it then leads itself to the, the Black Lives Matter issue and, and how again, to see young people, especially us across the spectrum, culturally, ethnicity you know, their, their experiences have been such a, I think it's really enhanced the impact they've had and getting private and, and public sector organizations to rethink on so many fronts. And I suppose the book that was produced by Lenny Henry and Matthew, sorry, Marcus Rhyther, Matthew's brother around black, British lies matter. And I was able, or to write a police perspective in that book of 19 different authors. And, and that was published in November, just gone. Yeah. So, you know, for me, allyship is critical and, and wider the better.

Sally Penni (43:52):

Yes. Alexandra Wilson's in, in that book. So it's, it's a great anthropology, if you like. Yeah, I think it's a fantastic, fantastic book.

Marcus Rhyther, of course, is not in law. Matthew is yeah, it is really good to see the cross section.

Leroy, we're coming to the end now of our time together. And I, I'm just, I, I want to ask you two, two things if I may

One what advice would you have to your 21 year old self? I've been writing a lot of books about careers and skills. And so on that, you know, I didn't know anybody who was a barrister when I was starting out or police officer for that matter. And I just wonder if, you know, if you could just look back to your younger self, what would you have told that Leroy 21 or younger just to take a moment to, to reflect on it, and then I wanted to ask you what's next, you know, you've got an autobiography, we've got a film made by, you know, an Oscar winning director.

Sally Penni (45:04):

You know, you've chaired a really successful association. So, advice to your 21 year old self and what next, because I know you chair Transition to Adulthood. Yes, yes. So that's one of the things you're doing. So I wonder if you could share that with us.

Leroy Logan (45:40):

Well, my 21 self, I would say definitely have a mentor in the organization. Or someone similar just it just to really give you a lot more in depth understanding of the terrain you're going to be operating in. So I would've definitely have done that. I, I, I know with mentors were spoke about, but I don't think a young person from my background, in London and it's quite humble beginnings. We really understood the importance of social capital and social networking and the wider benefits of that. So I'd definitely give myself a, a mentor with that real cultural understanding that cultural competence to really assist me. And then what's next? Mm, well, I, I I'm actually trying to finish a children's book.

Leroy Logan (46:48):

Yeah, I, I, I I'm, I'm mindful that children's books are mainly from a white European perspective. Yeah. Less than 5% of, of children's books are from black and minority ethnic backgrounds. And, and, and and from black males is even less. So I I'm really looking at that. So putting a couple of bids to publishers and we'll see, see what happens but I've already formulated it. I'm doing a, a script on a next steps you know, further episode around the Small Axe. So we're still, I'm working with some script writers on that as you've already mentioned, Transition to Adulthood. Yes. And that work around young people from 18 to 25 and understanding the challenges they go through and the lack of services they have and the disproportionality and the justice system that they suffer from.

Leroy Logan (47:50):

So, yeah, I I'm really enjoying being part of that organization and there's various partners still do my work with Voyage, even though I'm a patron, I'm not the chair anymore, but I was with them as recently as Friday. They're just the road from me in Hackney. So I'm still doing my activism and advocacy work. I've got a security consultancy that doing some international work at the moment, so I, I I'm actually gainfully employed. I recently celebrate my 65th birthday, so wow. I was I was really pleased to, to get that landmark. So and I, I feel fitter and very positive about the future. I'm not sitting back on my laurels and say, oh, yeah, I track that.

Leroy Logan (48:51):

Success is around successes and the work of Voyage, I wanna make sure what success is in my own home. And just like the challenges, you know, we gotta keep, keep going working with other agencies, you know, like the Bar Council and, and, and their race plan. I've, I've already made it clear that I'm more than happy to assist because we all, we all wanna be on the right side of history. And and, and, and not just for out there, I wanna be on the right side of history to my grandchildren, you know, so if my grand

son or my granddaughter say, 'well, granddad, you know, what did you do'? You know? And how are you making things better, you know, as they sometimes do ask me cause I don't, I don't my grandchildren's generation and they're seven, seven years old and below, I, I don't want their generation to go through the same inequalities injustices as their parents generation or my generation, or even my parent or their, you know, my parents generation.

Leroy Logan (49:59):

So, you know, the, the struggle continues as long as I've got health and, and strength and that self motivation and that doggy determination. And suppose just being, being current. I was on Newsnight, last night, around this whole issue around policing and, you know, can you trust police and these issues that the, I O C just brought up and the whole raft of disasters, one thing or another yeah. I've got, did an interview just before this, with ITV. So, you know, as long as I'm current I'm relevant and people can identify with the with the commentary, then, you know, I believe I've got a story to be told I've got a things to be shared and hopefully people can identify with them.

Sally Penni (50:54):

Absolutely, absolutely. Well I'd love you to come and talk about Pure Law. I saw you last night on Newsnight and that whole report and the, and the trust is used, which are ever continuing and being highlighted on the Law and Guidance podcast. Cause I think your input will be quite interesting there, but I'm really grateful for you joining me this afternoon, hearing your fascinating story and account and your wonderful career. So thank you so much for Talking Law with me, Sally Penni.

Leroy Logan (51:38):

Well, it's been a great pleasure. I really enjoyed the conversation and hopefully we'll you know, our paths will cross again very soon.

Sally Penni (outro):

A big thank you to Dr Leroy Logan MBE, for Talking Law with me, Sally Penni

If you would like to support Talking Law, then please get in touch. You can find me on twitter @sallypenni1 or search for Sally Penni MBE or Women in The Law UK on LinkedIn or Instagram.

I also have two new books available, "Talking Law and Skills" and "Talking Law and Careers", both of which are available on Amazon.

I have a new legal text book too, called "A practical guide to dealing with vulnerable witnesses in criminal courts and beyond". You can also find that on Amazon and it's available via Law Brief publishing as well.

Do make sure you catch up with previous episodes of Talking Law where you can hear my interviews with guests such as former President of the Supreme Court, Baroness Hale and leading criminal Barrister Courtenay Griffiths QC.

Thanks to our production team, Sam Walker and Michael Blades at What Goes On Media.

I'm Sally Penni MBE, Bye for now.