

Notice of Proposed Motions and Constitutional Amendments

Motions and Constitutional Amendments

Notice of the following motions for the AGM has been received in accordance with the provisions of the constitution. They are followed by the names of the branches, national committees/networks proposing them or the names of individual proposers and seconders. Motions have been broadly grouped under the committees/networks to which their subject matter relates and the order in which the committees/networks are taken is rotated on an alphabetical basis each year.

Ballot – via Link to Online Ballot

Included in the circulation of motions to all members will be a link to the Online Ballot for the purpose of deciding the order in which motions will be discussed. All members, **including those unable to attend the AGM**, are urged to complete the ballot via the link that accompanies the motions' mail-out.

The order of business will be based on ensuring that the highest voted motion under each committee/network heading will be debated following the order as set out in this motions' mail out.

There are 2 committee/network heading under which there is only **one** motion:

- Negotiating – Cafcass and Probation
- Trade Union Organisation (TUO)

These motions will therefore be debated automatically.

The following committee/networks do not have a motion:

- Family Court Committee

Members can vote for up to **8** of the remaining motions.

Please note that the closing date for the Ballot is: **12noon WEDNESDAY 30th September 2026**. If you have any problems accessing the online ballot link in the mail-out, you will also be able to find all the documents including the ballot form in Word version on the website in the AGM section. You can return that to **motions@napo.org.uk**.

Amendments to Motions and Constitutional Amendments

Amendments to motions can be proposed by the NEC, any of its committees and networks, a branch, or two full or professional associate members. Notice of any proposed amendments must be given in writing and must reach the General Secretary by **12noon WEDNESDAY 30th SEPTEMBER 2026**. Email to **motions@napo.org.uk**.

Further advice on amendments and on the process of composing can also be found on the website in the AGM section, called ST04/2026.

Emergency Motions

Members are reminded that if they wish to submit an emergency motion they need to ensure that it meets all the necessary criteria.

The criteria for emergency motions is set out in Napo's General Meeting Standing Order 7, which states:

“7. Emergency Motions

- (a) Emergency motions shall be debated only in exceptional circumstances and must be submitted in writing to the General Secretary or Chair of the Steering Committee acting on behalf of the General Secretary. They must relate to urgent issues:
 - i. which have arisen since the closing date for motions
 - ii. which cannot be dealt with in any other way, and
 - iii. which are of such gravity as to justify rearrangement of business.
- (b)
 - i. If the emergency nature of the motion is accepted by the Steering Committee and approved by the meeting the motion shall be placed on the agenda
 - ii. If the emergency nature of the motion is not accepted by the Steering Committee, the proposer of the motion shall have the right to challenge the Steering Committee's ruling by explaining in not more than two minutes the emergency nature of the motion. The ruling shall then be put to the meeting for decision without debate.
 - iii. It shall not be possible to amend emergency motions.”

NATIONAL EXECUTIVE COMMITTEE

1. Further Guidance Needed on the Use of Artificial Intelligence (AI) in Probation Practice

This AGM notes that the adoption of generative AI tools, notably Justice Transcribe (JT), within Probation Practice has been swift, with both costs and benefits for practitioners. However, we note with concern that the employer is citing huge amounts of time saved by practitioners, suggesting that staffing issues are resolved through this process, without evidence of how they have reached these figures.

Members have raised issues relating to consent to the use of AI tools in relation to service users, staff and partner agencies.

Staff are being advised that they must review any content generated by JT for accuracy and quality without any training or guidance on what 'review' means.

AGM therefore instructs the NEC to require the employer to:

- provide evidence for the claims made in relation to time saved by generative AI tools;
- disclose detailed results of reviews of the use of generative AI tools;
- disclose a full environmental impact assessment of Probation specific AI tools and,
- ensure that members who choose not to use AI tools are not victims of repercussions, and,
- that members who choose to use AI tools are fully supported in how to use them in an ethical and effective way.

Proposer: East Anglia Branch

2. Sick Joke?

This AGM notes we have a sickness excusal policy in place that leaves decisions to the local Head of Service and this has led to people obtaining a sickness excusal becoming a postcode lottery.

This AGM believes all members should be treated fairly and equitably.

This AGM calls on Napo to raise this issue in the relevant national meetings and campaign for fair and equitable treatment across the organisation.

Proposer: London Branch

3. Vet the Vetting

This AGM notes we are seeing an increase in ViSOR rejections and fails due to minor errors.

This AGM believes a network of local Single Points of Contact (SPOCs) to support assessments could improve the quality of submissions and prevent these rejections.

This AGM calls on Napo to raise awareness of and promote this idea in the relevant national meetings.

Proposer: London Branch

NEGOTIATION – CAFCCASS

4. Cafcass Workload Surveys Show Practitioners Need Change

Both Napo and Cafcass have run staff surveys that have shown serious issues with workloads and work-life balance across Cafcass.

Napo's survey showed most staff have workloads they consider unsafe, and are routinely working over their contracted hours.

Cafcass' survey, with far more limited questions but receiving responses from 70% of staff, showed that a majority of practitioners "need contracted hours to be respected and sustainable" and need "work-life balance to be maintained".

AGM agrees that Napo must be at the forefront of campaigning for reasonable workloads in Cafcass.

AGM asks Napo negotiators to:

- campaign for a Workload Measurement Tool in Cafcass, to include the variables which impact on time needed for each type of work, and for consultation with the unions throughout its development;
- further raise members' concerns and demands through media;
- raise the profile of the work of Cafcass practitioners and support the campaign for increased funding, to ensure practitioners and managers have a workload that is safe for them and for the children and families they support.

AGM also asks officers and officials to continue to help support the Family Court Section in increasing its membership density in Cafcass, to strengthen the union in challenging excessive workloads.

Proposer: Family Court Negotiating Committee

5. Use of TOIL (Time off In Lieu) in Cafcass to take back control

Members in Cafcass continue to experience increased tasks being introduced in casework, when many practitioners are already working over their hours.

In public law, practitioners are now required to see all children at least every 12 weeks. This is good practice for working with children and young people, but places an additional significant pressure on over-worked staff.

In private law, members in Work To First Hearing teams are now required to file 8 reports per week with no possibility of management discretion for teams, which members have told us does not fit into a 37 hour week.

While Cafcass have stated managers must encourage staff to take their TOIL, many practitioners feel unable to.

Napo AGM notes the concern of members in the Family Court Section and asks Napo to:

- campaign for time and motion studies to properly measure and evaluate time taken on all tasks completed in all types of work in Cafcass;
- consider the merits in self-reporting to Social Work England that staff are working unsafely;
- introduce a campaign to encourage members to record their TOIL, formally request to claim it back and take it.

Proposer: Family Court Section Committee

NEGOTIATION CAFCCASS AND PROBATION

6. Recognise the real housing and living costs for young members

Younger workers are disproportionately affected by the housing affordability and cost of living crisis. They are more likely to be private renters, paying rents which have increased substantially faster than wages, and which consume a higher share of income.

They are overrepresented among early-career grades and lower pay bands, reducing their ability to absorb rising housing costs. Many are unable to save towards home ownership or retirement.

Younger adults are less likely to live in couple households, meaning they face costs without the economies of scale available to dual-adult households. They are more likely to live in unsuitable housing, where they have no control over who they live with, creating wellbeing, safeguarding and professional boundary concerns.

The housing and cost of living crisis affects recruitment, retention and wellbeing amongst workers. Young members make up over half of the workforce in the Probation Service.

This AGM asks the NEC to:

- explore incorporating housing affordability measures alongside inflation indices when developing Napo pay claims that reflect the real cost of living faced by members;
- gather and publish evidence concerning housing costs, rental costs, financial pressures experienced by members;
- liaise with MPs and raise this issue in Parliament.

Proposer: Young Members Network

NEGOTIATION – PROBATION

7. Getting Paid On Time

This AGM notes that Newly Qualified Officers are not being paid at Band 4 for two months after they qualify as a matter of course, despite being asked to undertake Band 4 work. Similar to the delays in releasing CBF (Competency Based Framework) payments, this is another unacceptable example of the employer failing to remunerate staff for their work with their contractually agreed pay.

AGM therefore instructs the National Executive Committee to:

- Include a requirement that NQOs are paid on time for the work that they are doing in pay negotiations.

Proposer: East Anglia Branch

8. Recruit, Retain, Respect: Building Probation Through Solidarity

The Probation Service is undertaking a major recruitment programme to address staffing shortages. However, recruitment alone is not the answer. Success depends on retaining staff and ensuring Trainee Probation Officers receive high-quality training, effective supervision, wellbeing support and meaningful development opportunities throughout their frontline careers.

This is a union issue that affects us all. Trainees need accessible representation, a collective voice and confidence that their concerns will be heard and acted upon. At the same time, experienced practitioners who mentor, supervise and assess trainees must be given protected learning time, workload relief and the resources needed to undertake these responsibilities effectively.

This motion commits Napo to making trainee support a national priority by campaigning for dedicated trainee support roles, additional SPOs, PDAs and learning and development staff, stronger workload protections, and a clear workforce plan from HMPPS. It also seeks to strengthen practice leadership through the creation of a higher-graded Senior Practitioner role.

Napo must campaign for career progression pathways that reward expertise, commitment and long-term frontline service, recognising that experienced officers should not have to move into management simply to achieve career progression, recognition and fair reward.

Proposer: London Branch

9. Calling for Contractual Disability Payments

AGM notes the absence of remunerated disability incapacity policies from within HMPPS, creating hardship for disabled employees

Nearly 1 in 4 working-age people are disabled. 83% acquire their disability within their working life, many suffer long term illness as a result of workplace pressures. Cancer diagnoses are increasing. NHS waiting lists mean that many will not commence treatment before attendance management proceedings begin. Yet there is no statutory right for remunerated disability absence. HMPPS treat disability incapacity as regular sickness.

The Equality and Human Rights Commission (EHRC) recognises disability leave for assessment/treatment although this is often mis-managed. The Equality Act requires reasonable adjustment provision; however, fully-paid long-term leave for disability-incapacity is rare.

Members moving to half pay, no pay, forced down rigid Formal Attendance Management, including the threat of ill health retirement or dismissal on the grounds of medical inefficiency. Such measures cause financial strain and the dehumanising of disabled workers who are often forced to return to work when unfit or unsafe to do so.

This AGM asks Probation Negotiation committee to review with HMPPS the existing policy and to create provision for those with recognised disabilities to be afforded dignity, enabling focus on full recovery, with pay, before returning to the workplace.

Proposer: Merseyside Branch

10. National Negotiation and Expansion of Facility Time for Trade Union Representatives in HMPPS

Effective trade union representation is essential to protecting the collective and individual rights of trade unions and their members.

Branch representatives are undertaking an increasing amount of work on crucial trade union duties. At the same time, available facility time has been reduced and otherwise restricted by many regional senior managers currently responsible for its allocation, often on the pretence of their region's operational needs. This arbitrary and opaque approach has created inconsistency in the ability of Napo trade union representatives to carry out their duties.

This AGM mandates Napo to seek urgent national negotiations with HMPPS through the Joint Negotiating Committee on a significantly enhanced national facility time agreement for all accredited trade union representatives that:

- ensures that minimum Acas standards are met;
- ends the role of regional senior managers in decision making on facility time agreements;
- establishes minimum, protected facility time allocations for relevant Branch Executive and other representative roles;
- provides 'as required' facility time for Health & Safety Representatives as well as Equality

Representatives, again with adequate workload relief protections;

- requires HMPPS to provide work contact details for each new employee within a reasonable time of them commencing employment.

Proposer: Northumbria Branch

11. Fair Pay in High-Cost Locations Outside London

This AGM notes that whilst London weighting exists to reflect exceptional living and working costs, a number of locations outside London now face similarly acute affordability pressures, particularly in relation to housing, travel and everyday living costs.

AGM further notes evidence from members in locations, for example Cambridge and Oxford, that high living costs are adversely affecting recruitment, retention, wellbeing and morale, with increasing numbers of staff reporting financial hardship and considering leaving the Probation Service.

AGM believes that a national pay system which fails to recognise significant geographical variations in living costs risks undermining recruitment, retention and service delivery in high-cost areas.

AGM therefore instructs the NEC to:

- develop a Napo policy position on recognising exceptionally high-cost locations outside London;
- gather evidence on the impact of local housing, travel and living costs on recruitment and retention across the Probation Service;
- seek negotiations with HMPPS and the Ministry of Justice regarding a mechanism for geographical pay recognition in exceptionally high-cost locations; and
- report progress to branches and AGM 2027.

Proposer: The Four Shires Branch

PROFESSIONAL AND TRAINING

12. In Person Recruitment by Probation Staff

This AGM notes that recruitment and retention of staff has become an ongoing problem for the Probation Service. Although workloads and poor remuneration play a large part, we are aware of additional issues caused by the current management of recruitment to the Professional Qualification in Probation (PQiP) programme. This is undertaken through a central system by civil servants who are not required to be experienced in Probation practice. All interviews and assessments, including role playing scenarios of how to engage people on Probation, take place online. This saves money in the short term but has led to applicants joining the service with little understanding of what they will be

required to do in post, and no real assessment of whether they have the requisite skills. This leads to unnecessary financial, emotional and practical strain on both the employees and the employer.

AGM therefore instructs the National Executive Committee to:

- push for in person recruitment for in person job roles e.g. those involving direct face to face contact with people on Probation;
- require that the PQiP recruitment process is completed by qualified staff within the Probation Service from start to finish.

Proposer: East Anglia Branch

13. Our Future Probation Service (OFPS) Learning Is No Magic Wand

Due to the recent changes in sentencing, HMPPS released the OFPS E-Learning, a 7-hour package that probation staff were instructed to prioritise time to complete. Alongside these changes, senior management in East Midlands Public Protection Section continues to refer to the potential for staffing moves brought about by the inception of a new custodial management model in 2027. Although non-committal, they appear to be inferring that some custody-based probation staff will be directed back into community practice. The concern is that HMPPS may view the OFPS training as the only package required to support custody-based staff with that transition, immediately expecting them to pick up a full community caseload with no additional support. This is unrealistic and unfair.

This motion calls for Napo to campaign for the employer to treat all affected staff, who are directed back into community practice, exactly the same as they would treat a newly qualified officer (NQO) in a similar fashion to current NQO arrangements. This should include the provision of a reduced caseload, additional oversight from management and support from local quality development teams for the first 6 months upon return.

Proposer: East Midlands Branch

14. Hate Crime - a new Challenge

This AGM notes hate crime is increasing as the far-right becomes more prevalent.

This AGM believes staff are undertrained and unprepared to challenge clients with these views effectively with the limited means we currently have available to us.

This AGM calls on Napo to lobby HMPPS to develop the following:

- an effective training programme to properly equip staff working with these clients;
- a specialist unit to develop policies and collate research to advise the Service how best to deliver change in the hate crime area;

- an effective programme to enable group and 1-2-1 work to be delivered to effect change.

Proposer: London Branch

15. Protection for PQiP Learners

PQIPs are increasingly being used to fill chronic staffing shortages at a time of rising workloads and growing demands across the Probation Service. What should be a structured learning programme is, in many offices, becoming a means of sustaining frontline delivery. PQIPs are frequently expected to cover high-risk appointments, complete regular PSRs to reduce backlogs and carry larger caseloads than previous cohorts. Many PQIPs report a dismissive management culture when raising concerns about workload, wellbeing or the challenges of balancing learning requirements with operational demands. Rather than receiving appropriate support, trainees are often told that workload pressures are a matter of personal time management, placing responsibility on individuals rather than addressing systemic issues.

Programme pauses are often applied inconsistently, without sufficient warning, and sometimes result from inadequate training, unclear guidance or limited support.

This AGM asks Napo to campaign for:

- consistent support for PQIPs;
- challenge the inappropriate use of trainees to plug staffing shortages;
- seek a review of programme pause arrangements;
- advocate for a national standard of training, mentoring; and
- development to ensure all PQIPs receive a fair and high-quality learning experience.

Proposer: Mercia Branch

16. PQiP Progression for Experienced PSOs

AGM believes that experienced Probation Services Officers (PSOs) are one of the greatest untapped resources within the Probation Service. After two years in post, PSOs have developed practical knowledge, professional relationships and an understanding of probation practice that provides a strong foundation for PQiP training.

AGM further believes that relying heavily on external PQiP recruitment can lead to higher attrition, while experienced PSOs often face limited progression opportunities despite already demonstrating their commitment and capability.

AGM therefore instructs the NEC to campaign for HMPPS to introduce a national progression pathway whereby PSOs are automatically offered enrolment onto the PQiP programme after two years' service, with a clear right to opt out for those who wish to remain in the PSO role without disadvantage.

AGM also calls for HMPPS to prioritise internal progression into PQiP before external recruitment wherever possible, recognising that investing in experienced staff will improve retention, strengthen professional practice and support a more sustainable probation workforce.

Proposer: South Yorkshire Branch

17. Prison reform, must not become probation reform

AGM notes that the National Executive Committee has declared No Confidence in HMPPS as an employer, citing unmanageable workloads, unsafe staffing levels, failures in workforce planning, delays in pay negotiations and a failure to protect the wellbeing of probation staff.

These failings have been compounded by successive prison capacity measures, including early release schemes, changes to release arrangements and the introduction of Probation Reset. All of these have transferred additional responsibilities, expectations and risk to probation without equivalent investment in staffing, training, technology or resources.

We further believe that probation has undergone significant reform without meaningful consultation with practitioners or their recognised trade unions. The cumulative impact affects staff wellbeing, public protection, victims, people on probation and confidence in the justice system.

AGM therefore instructs the NEC to:

- campaign for a mandatory Probation Impact Assessment before any prison or sentencing reform affecting probation is introduced; oppose any transfer of responsibilities to probation without fully funded staffing, training and infrastructure;
- demand meaningful consultation with probation practitioners and recognised trade unions before reforms affecting probation are implemented; continue to campaign for a safe, sustainable Probation Service in line with the NEC's declaration of no confidence in HMPPS as an employer.

Proposer: South Yorkshire Branch

18. Access to Secondments and Career Breaks

AGM notes the long-standing practice of refusing secondments and career breaks on the grounds of "business need" and staffing shortages. For years, workforce pressures have been used to deny opportunities for development and flexibility.

AGM believes that colleagues should not be disadvantaged because of organisational failures in recruitment, retention and resourcing. Secondments are a vital part of professional development, allowing staff to gain new skills, broaden experience, reduce

burnout and strengthen their long-term commitment to probation. They are an important retention tool, not a luxury.

AGM further believes that the routine refusal of career breaks forces many experienced colleagues to resign in order to pursue personal or professional opportunities. This results in the unnecessary loss of skilled staff who might otherwise return to the service with valuable experience and renewed commitment.

AGM therefore calls on Napo to consult with senior leaders to:

- End the routine refusal of secondments and career breaks based solely on staffing levels.
- Embed development and flexibility within workforce planning as key retention and wellbeing measures.
- Introduce transparent and consistent criteria for approving secondments and career breaks.
- Recognise these opportunities as essential tools for retaining staff, supporting careers and building a resilient probation service.

Proposer: West Yorkshire Branch

TRADE UNION ORGANISATION NETWORK

19. The Cost of Being a Rep

We often talk about the emotionally taxing aspect of working in the public sector. Yet, we somewhat neglect the risk of burnout when it comes to our own reps.

Napo reps must balance heavy workloads with pressures from their employer with increasing levels of individual and collective member representations.

In many cases, reps have to offer support to members dealing with personal suffering and/or serious professional matters. New reps often report feeling somewhat lost without regular emotional and professional guidance which may lead to them taking a step back from their Napo roles.

The long-term survival and success of the union rely on retaining new activists, so we need to ensure they have as much additional support available as possible.

This AGM ask the NEC to set up the following:

- optional mentorship programme for reps so they can be paired up with an experienced rep in a different branch;
- reflective/safe space sessions on the back of Repping Reps meetings to focus on the emotional demands experienced;
- incorporate the topic of burnout and mental health in Napo in-house reps training

Proposer: Young Members Network

CAMPAIGNING NETWORK

20. Quality Rehabilitation at Risk

This AGM notes with concern the trend in Probation policy towards reducing the human contact and support offered to people under supervision through limiting the number of appointments that can be offered. This is a cheap way of reducing workload without increasing staffing levels and undermines responsive, individualised practice and the development of meaningful working relationships that are proven to lead to better outcomes.

This is a problem for the people we supervise as without time taken to get to know them, their needs and their story, they can feel there is little point or value in them attending, which fatally undermines the chance of real behavioural change taking place.

This is a problem for staff who come into the Service to work with people not merely process them and risks poor job satisfaction and staff retention.

This is a problem for victims who are being faced with sentences that do not offer either punishment or rehabilitation, with Victim Liaison Officer members having to bear the brunt of their frustrations.

AGM therefore instructs the National Executive Committee to:

- raise concerns with the employers and ministers about the long term impact on reoffending rates if the quality of Probation practice is reduced, requesting disclosure of research and evidence which is underpinning their policy decisions;
- draw media attention to the potential harms caused by reducing the rehabilitative nature of sentences.

Proposer: East Anglia Branch

21. No More Public Money into Private Pockets

Transforming Rehabilitation demonstrated beyond doubt that probation should never be driven by private profit. The reforms completely failed to deliver the promised improvements in rehabilitation and public protection. While probation was reunified in 2021, privatisation has not disappeared; it has simply been repackaged through outsourcing and commissioned services.

Today, core elements of rehabilitation are increasingly delivered by private providers rather than probation staff. Serco's electronic monitoring contract is worth up to £275 million. The Ministry of Justice's Drug Testing Service Provision framework is worth £41.2 million. Private companies such as Ingeus and Maximus continue to secure major contracts for emotional wellbeing, rehabilitation and ETE services that often provide poor quality service. At the same time, the Government's additional investment in probation is

disproportionately flowing to external providers rather than strengthening in-house services and the staff who deliver them. Hundreds of millions of pounds are being spent on tagging, drug testing and outsourced provision while probation practitioners face increasing pressures and limited resources to provide effective supervision and meaningful rehabilitative interventions.

This AGM asks Napo to:

- campaign against public money being invested in private companies to deliver probation and rehabilitation services;
- advocate for investment in probation staff and publicly delivered rehabilitation.

Proposer: Mercia Branch

22. End Private Profit in Probation

This AGM expresses its disgust that hundreds of millions of pounds of taxpayer's money are currently being diverted into the private sector by HMPPS under contracts for services as diverse as facilities management or the provision of electronic monitoring of people. In many cases the terms of these contracts are either disproportionately advantageous for the private companies involved, or they are failing to meet these.

This AGM believes public money should remain with the public sector, and that those doing this work should be public sector workers.

AGM therefore instructs the National Executive Committee to:

- develop and implement a campaign plan to; gather examples of private profit, including by surveying members; work with other interested parties (trade unions, parliamentarians and other pressure groups); bring greater public attention to this issue;
- work to have, as a minimum, Probation Service facilities management and the provision of electronic monitoring services brought into the public sector, with all staff involved transferring to Probation Service terms and conditions of service.

Proposer: Northumbria Branch

23. Defending the Core Identity and Purpose of Probation

AGM is deeply concerned by the continued shift within probation towards a punitive, risk-focused model centred on monitoring and enforcement rather than rehabilitation. The historic ethos of probation, to assist, advise and befriend, has been steadily eroded.

AGM believes this represents a fundamental loss of probation's professional identity. A service built on relationships, professional judgement and person-centred support is increasingly reduced to managing risk and compliance. Practitioner autonomy is diminished, relational work is constrained, and

workloads continue to drive stress, burnout and moral injury. At the same time, there is little evidence that this approach improves outcomes.

AGM further believes that sidelining rehabilitation weakens public protection. Meaningful engagement is essential to supporting desistance, reducing reoffending and helping people build stable, law-abiding lives. A probation service without a rehabilitative purpose is less effective for practitioners, service users and the communities it serves.

AGM therefore mandates Napo to:

- lead a national campaign to reassert rehabilitation as the core purpose of probation;
- challenge policies and practices that prioritise punishment and surveillance over rehabilitation;
- defend practitioner autonomy, professional judgement and relational practice;
- publish and promote a clear union vision for the future identity of probation.

Proposer: West Yorkshire Branch

24. Support full decriminalisation of sex work

This AGM notes:

Sex workers are often marginalised people who have been let down by the state/government; people living in or escaping poverty; disabled people navigating a harsh and unfair benefits system; single mothers; migrants; working-class students; women and Lesbian, Gay, Bisexual and Transgender (LGBT) people.

The current law of partial criminalisation is dangerous. The law penalises safety measures. To avoid a soliciting charge, street workers work apart from each other, out of sight and away from safety. Criminal charges are a barrier to employment for sex workers should they wish to leave the industry. Sex workers are less likely to access healthcare services and routinely face discrimination from financial institutions and face barriers to unionisation due to criminalisation.

AGM believes:

Sex workers are workers and members of our communities. Most people sell sex through financial need, and the current laws perpetuate a cycle of poverty.

Full decriminalisation is essential for sex workers' safety, public health, women's rights, LGBT rights and workers' rights.

AGM resolves to:

- support the full decriminalisation of sex work;
- support the unionisation of sex workers and their demands for labour rights, safety and fair working conditions; and

- campaign against any attempt to further criminalise sex work.

Proposer: Retired Members Network

25. National Emergency Briefing – threats to all life from weather and nature crises

This AGM notes that while there is variable media coverage of the global emergency crises of weather and threats to life on earth, the full scale, and inevitable impact, of these threats is largely minimised.

AGM therefore instructs the National Executive Committee to:

- develop a strategy to inform, educate and influence Napo members and any relevant stakeholders about these escalating crises across England, Wales and Northern Ireland;
- promote the showing of the National Emergency Briefing;
- to ensure selected Napo members, including representation from Health and Safety Network, are enabled to show the briefing and to facilitate group discussion afterwards;
- to actively campaign, with other organisations and individuals, for the much-needed national televised emergency briefing, introduced by the Prime Minister, and delivered by independent experts, to unlock the national and multi-layered response now required.

Proposer: Gavin Lee (West Yorkshire Branch)
Seconder: Mark Feasey (West Yorkshire Branch)

EQUAL RIGHTS COMMITTEE

26. Double Down on Equality

The Equality Act 2010 remains a safeguard against discrimination.

Despite progress, staff often lack a clear and accessible point of contact for guidance, support and advocacy on Equality, Diversity, Inclusion, Belonging (EDIB) and wellbeing matters. Strengthening local accountability and ensuring that EDIB considerations inform decision-making are essential to creating workplaces where all staff can thrive.

This AGM therefore instructs the NEC and National Officers to:

- reaffirm Napo's unwavering commitment to defending the Equality Act 2010 and oppose any attempt to weaken equality protections;
- place EDIB and wellbeing at the centre of Napo's work;
- campaign for a dedicated EDIB and Wellbeing SPOC in every Probation Local Delivery Unit;
- seek agreement that EDIB and Wellbeing SPOCs receive protected time through

workload adjustments or reduced caseloads;

- promote these roles as visible local champions and a source of support, guidance, signposting and escalation for staff concerns;
- ensure SPOCs are involved in local policy development, organisational change, workforce planning and equality impact assessments;
- work with staff networks and workplace representatives to strengthen participation, accountability and the sharing of good practice;
- promote solidarity across all protected characteristics and challenge attempts to divide workers and communities through discrimination or exclusion.

Proposer: London Branch

27. Women's Safety Should Unite, Not Divide

Probation staff see first-hand the realities of domestic abuse, sexual violence and safeguarding. We therefore have a responsibility to challenge attempts by far-right groups to exploit legitimate concerns about the safety of women and girls in order to advance an anti-immigration agenda.

There is no clear evidence that immigration increases crime, while concerns have repeatedly been raised regarding the quality and interpretation of nationality-based criminal justice data. Equally, there is no credible evidence that particular ethnic, religious or migrant groups are inherently more likely to commit sexual offences or abuse.

Such misinformation is not victimless. It fuels hostility towards minority communities, contributes to hate crime, and diverts attention away from the realities of violence against women and girls. Refuge reports that, on average, one woman a week is killed by a current or former partner in England and Wales. Gender-based violence is a societal issue that crosses all racial, cultural, religious and economic backgrounds. Effective prevention requires evidence-based interventions, education, safeguarding and rehabilitation, not scapegoating and division.

This AGM asks Napo to:

- actively challenge misinformation that links violence against women and girls to immigration;
- oppose attempts by far-right groups to exploit safeguarding concerns for political purposes;
- promote evidence-based approaches to tackling gender-based violence.

Proposer: Mercia Branch

28. Treatment at Work: Not Good Enough

This AGM is increasingly concerned that the Probation Services' response to staff going through significant life events is leaving members feeling demoralised and undervalued. Employee retention is bound to suffer.

Whether it is having to battle for pregnancy-related reasonable adjustments to be put in place; for flexibility when returning from maternity leave or looking for a sympathetic approach when experiencing the menopause, much more support is needed for managers to be able to address the changing needs of staff.

This AGM calls on Napo to enter into negotiation with HMPPS with a view to:

- ensuring a quality and robust Action Plans and policy to support those going through the menopause;
- updating the family policies to reflect the increasing difficulty members have securing childcare;
- ensuring that when risk assessments are undertaken in respect of pregnancy, that union presence is offered;

In addition, Napo should continue to campaign for a safe, sustainable Probation Service in line with the NEC's declaration of no confidence in HMPPS as an employer.

Proposer: South Yorkshire Branch

29. Improving Understanding of Neurodiversity Across Probation

AGM notes that people with ADHD and other neurodiverse conditions are significantly overrepresented within the criminal justice system. While awareness of neurodiversity has increased, training and operational practice across probation remain insufficient to equip practitioners with the knowledge and confidence needed to work effectively with neurodiverse individuals.

AGM believes that better training would enable practitioners to adapt supervision, understand how neurodiversity can influence behaviour and engagement, and provide support that promotes desistance. A workforce confident in neurodiversity is better placed to deliver safe, fair and effective probation practice.

AGM further notes that union casework consistently highlights the disproportionate number of neurodiverse colleagues involved in sickness, performance and disciplinary processes. This reflects a systemic lack of understanding, inconsistent workplace adjustments, and a tendency to treat neurodiversity as a compliance issue rather than a genuine support need.

AGM therefore instructs Napo to:

- campaign for mandatory, high-quality neurodiversity training for all probation practitioners;

- secure specialist training for managers on supporting neurodiverse staff in sickness, performance and disciplinary processes;
- promote neurodiversity-informed supervision models that allow practitioners to adapt practice confidently;
- challenge organisational cultures that disadvantage neurodiverse staff or people on probation and promote a clear, evidence-based union position on neurodiversity.

Proposer: West Yorkshire Branch

HEALTH AND SAFETY COMMITTEE

30. High temperatures in the workplace

This AGM recognises that in 2026 temperatures in vast areas of the UK regularly exceeded 30C. As human driven climate change accelerates the number of days that exceed 30C is likely to increase in the future.

This AGM notes that the Chartered Institute of Building Services Engineers recommends an optimal temperature of 20C for office workplaces.

This AGM also notes that there is currently no maximum workplace temperature and the relevant legislation simply states that employers must take "all reasonable steps... to achieve a reasonably comfortable temperature."

AGM therefore instructs the National Executive Committee to:

- negotiate with employers for a code of practice of agreed actions management will take to reduce heat if workplace temperatures exceed 24C;
- demand a binding protocol that authorises local managers to close workplaces that exceed 30C;
- work with sister public sector unions and the TUC in their campaign to place maximum temperature limits into UK Health and Safety law.

Proposer: London Branch

31. Anti-Social Media

This AGM notes the organisation are putting measures in place to protect our members from physical harm since the Preston/Oxford incidents.

This AGM believes psychological harm from verbal assaults and the rising trend to discredit staff on platforms including social media is also as damaging and is not being dealt with adequately.

This AGM calls on Napo to do the following:

- include psychological harm in campaigns to protect the workforce from spurious allegations on social media,
- campaign for an adequate process for the employer to protect and support our

members who find themselves dealing with these situations including legal support if required.

Proposer: London Branch

32. From Reaction to Prevention: A National Learning Debrief Framework for Probation

AGM notes that probation staff regularly experience aggression, abuse, conflict and other challenging incidents. While serious incidents may trigger investigation, there is no nationally consistent process to learn from everyday incidents or identify recurring themes across the Probation Service.

AGM believes that every incident presents an opportunity to improve safety, practice and public protection. A proactive learning culture that understands why incidents occur is more effective than a reactive approach that focuses only on the most serious events. Learning should capture the perspectives of practitioners and, where appropriate, people on probation to identify trends in workload, communication, staffing, environments, policy and operational practice.

AGM resolves to campaign for HMPPS to introduce a national Probation Learning Debrief Framework following all incidents involving conflict, aggression, abuse or behaviour that could provide learning.

The framework should use a standardised non-disciplinary debrief to:

- gather anonymised learning;
- identify emerging themes; and
- publish regular reports to inform training, health and safety, workload management, policy development and operational practice.

The aim to prevent future incidents rather than simply responding to them.

Proposer: South Yorkshire Branch

33. Simplifying the Sphera Incident Reporting System

AGM believes that the current Sphera incident reporting system is unnecessarily complex, time-consuming and acts as a barrier to reporting incidents. In an already pressured working environment, staff should not be discouraged from reporting because the process is overly complicated.

AGM recognises that an effective reporting system should be simple, accessible and designed to maximise reporting, enabling HMPPS to identify trends, learn lessons and improve staff safety.

AGM therefore instructs the NEC to campaign for HMPPS to undertake a full review of the Sphera system, with the aim of replacing or redesigning it with a significantly simpler, more user-friendly reporting process.

AGM also calls for HMPPS to explore the use of technology, including AI, to identify incidents from existing case records, appointments or safety markers and prompt staff to complete reports where appropriate, reducing duplication and improving the quality and consistency of incident data.

Proposer: South Yorkshire Branch

CONSTITUTIONAL AMENDMENTS

CA1 Standing Order 6 (b) – Withdrawal of a Motion or Amendment

This proposed Constitutional Amendment is to clarify the wording and proceedings for the avoidance of any doubt at AGM.

Standing Order 6 (a) is clear that if a proposer of a Motion or Amendment wishes to withdraw it – before any debate has commenced at the meeting – they just need to inform Steering Committee who will then inform the meeting at some point of this. *The meeting has no say in this.*

Standing Order 6 (b) could however be clearer to explain that: once a motion has been properly proposed and seconded at the meeting, it effectively becomes the property of the meeting. This is to ensure that, once it is put to the meeting and a debate may have started, if the proposer during the debate ends up wishing for it to be withdrawn, the meeting does have a say and the Motion or Amendment cannot be withdrawn without majority agreement of the meeting.

Hence the clarification proposed is:

In Standing Order 6(b) – insert after ‘No motion or amendment’ ...:

‘which has become the property of the meeting by being properly proposed and seconded at the meeting’

Standing Order 6 will then read as follows:

6. Withdrawal of a Motion or Amendment

- (a) The proposer of a motion or amendment who wishes to withdraw it before it is put to the meeting must notify the Steering Committee as soon as possible after coming to that intention. The Steering Committee will advise her or him at what point in the meeting to inform the membership of her or his decision.
- (b) No motion or amendment which has become the property of the meeting by being properly proposed and seconded at the meeting shall be withdrawn unless a simple majority of the meeting agrees.

Proposer: National Executive Committee

CA2 This to bring our Constitution in line with legislation and allow for hybrid options for any balloting going forward.

Amend Section 7 (k) – as in:

Delete:

The NEC shall make rules for the conduct of ballots specified in clauses 9(b), 9(d), 12(c), 16(c), 21(g), 21(k), 27(a), 27(b), 30(e) and 31(a). Such rules shall be binding on the Association and all branches.

**27(a) and 27(b) is an error regardless and should read 28(a) and 28(b)*

Replace with:

Any ballot specified in clauses 9(b), 9(d), 12(c), 16(c), 21(g), 21(k), 28(a), 28(b), 30(e) and 31(a) will be conducted in such manner as to comply with any statutory requirements applicable.

Then:

Delete

Appendix Rules for the Conduct of Ballots

Proposer: National Executive Committee

Abbreviations used in motions

AGM - Annual General Meeting	OASys – Offender Assessment System
AI – Artificial Intelligence	OFPS – Our Future Probation Service
AT – Assistive Technology	OMiC – Offender Management in Custody
CA – Constitutional Amendment	OMU – Offender Management Unit (prison)
Cafcass – Children & Family Court Advisory and Support Service	PBNI – Probation Board for Northern Ireland
CNC – Cafcass Negotiating Committee	PDA – Practice Development Assessor
CRS – Commissioned Rehabilitation Services	PDU – Probation Delivery Unit
EDIB – Equality, Diversity, Inclusion and Belonging	PI – Probation Instruction
EHRC – Equality and Human Rights Commission	PO – Probation Officer
ETE – Education, Training and Employment	PQ – Parliamentary Question
FCC – Family Court Committee	PQiP – Professional Qualification in Probation
FCS – Family Court Section	PQiPs – Professional Qualification in Probation Learners
GS – General Secretary	PSO – Probation Service Officer
GFTU – General Federation of Trade Unions	PSR – Pre-Sentence Report
HMIP – His Majesty’s Inspectorate of Probation	PSS – Post Supervision Sentence
HMPPS – His Majesty’s Prison and Probation Service	SFO – Serious Further Offence
HQ – Head Quarters	SOGP – Sex Offender Group Programme
HR – Human Resources	SOP – Single Operating Platform (in the PS)
HSE – Health & Safety Executive	SPO – Senior Probation Officer
i.e. – that is (<i>Id Est - Latin</i>)	SPOC – Single Point of Contact
IOM – Integrated Offender Management	TOIL – Time Off in Lieu
IT – Information Technology	TR – Transforming Rehabilitation
JES – Job Evaluation Scheme	TU – Trade Union
JT – Justice Transcribe	TUC – Trade Union Congress
LGBT - Lesbian, Gay, Bisexual and Transgender	TUO – Trade Union Organisation Network
MoJ – Ministry of Justice	UNRWA – United Nations Relief and Works Agency
ND – Neurodiversity	ViSOR – Violent and Sexual Offender Register
NEC – National Executive Committee	WMT – Workload Measurement Tool
	YOS – Youth Offending Services

