



DEFENDING DIVERSITY

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NAPO CONFERENCE AGM

PROGRAMME

Protect women's right to choose

Abortion Rights

Probation | Family Courts
napo

KEEP YOUR ROSARIES

A STRATEGY FOR GROWTH AND HOPE



A warm welcome to you as we gather in Nottingham and my thanks to the generous support from our various sponsors and the speakers joining us at the fringe events.

Following last year's hugely successful AGM, this conference provides another opportunity for our members to share their experiences about the vocational and professional issues that matter, to call your paid employees and elected officers to account for the work that they have undertaken on your behalf and, as importantly, set out our agenda for the next 12 months.

That work is reported in the draft Annual Report which should assist members in articulating any specific questions about our efforts that you may wish to raise in the accountability session.

Napo stands out among the trade unions that I have been privileged to work for, in that we have very high standards of transparency about what we do, how we do it and how we use the precious resources that you provide us with for our engagement with the 24 employers where we are recognised.

I wish that I could say that the challenges we face are not as serious as they were 12 months ago but I cannot. Every trade union is facing up to the fact that there has been a global decline in membership due to a number of factors: most notably that members get older and they retire and that nearly 2,000 staff, many of who were our members have left the service over the last four years. Therefore, all unions need to do more to engage younger workers and those we would want to rejoin our ranks. This issue is key to the continuance of organised trade unionism in Britain, let alone Napo's future, but our strategy for growth takes account of this particular imperative along with many others.

At the time of writing, the unions affiliated to the TUC are planning a campaign to break the insidious public sector pay cap which has drastically depressed and devalued our members standards of living. If the AGM decides that we must be part of that while working simultaneously to deliver much needed pay modernisation then so be it.

The NPS, whilst holding its head above water operationally as evidenced by several revealing reports from the HMI Probation Inspectorate under Dame Glenys Stacey, is facing serious administrative difficulties which compound the problems caused by staff shortages in key areas and the deeply unpopular E3 operational plan.

Those same HMIP Reports with a couple of exceptions, provide a withering critique of the abject failure of Transforming Rehabilitation and the abysmal delivery record of 'Through the Gate' support services and individual operational models in a number of Community Rehabilitation Companies that our members tell us are simply unfit for purpose and unsafe. Our policy to see contracts taken away from failing contractors and the privatised sector restored to public accountability and ownership, will be strengthened by the fast changing political climate that provides hope of an alternative to this disastrous social experiment.

In Cafcass, our members still face the perennial problems of excessive workloads and ever increasing numbers of litigants in person not helped in the slightest by central MoJ funding reductions. Our members in Probation (PBNi) already working in conditions of strain have recently found themselves the subject of inexplicable, paramilitary threats and we stand with them in totally deploring this sinister development.

Finally, and of course subject to the order of debate, it seems likely that the big question for members is whether Napo should push on with our work to remain as an independent trade union and professional association that has spoken out for our members and their professional ethos for over one hundred years, or whether we look to simply fold up our tents and call it a day.

As always it will be our members who make that decision; but if it is in the affirmative then I stand ready to work with you in the years to come and help us move on together to a brighter future for our members and their families. Enjoy the AGM.

East Midlands Conference Centre, Beeston Lane

Nottingham University NG7 2RJ

Telephone 0115 876 0900

<https://www.nottingham.ac.uk/conference/facilities/emcc/index.aspx>

Please note the new look AGM conference timings

The 2017 AGM commences at 9.30am on Friday 13th October and closes at 4.00pm on Saturday 14th October. On Friday afternoon conference will split into Family Court and Probation Sessions at 2.30pm (after lunch) until 4.00pm. There will then be an extended debate session interspersed with key note speakers finishing at 7.00pm. This will be followed by a drinks reception for all attendees. Daily timings can be found in the programme.

Arrival

Entry to the centre is via the main entrance to the EMCC where Napo's reception desk will be located in the Entrance Foyer. Reception will be open from 9.00 am for information and on the day registrations.

Attendees who have registered in advance will have received a registration card. You will need to exchange this for your voting papers and other conference documents at the Stewards' Information Desk, which will also be situated in the Entrance Foyer.

Leaving on Saturday

Attendees wishing to leave Nottingham immediately after AGM has finished may leave luggage at the EMCC, ask at the Stewards Information Desk for directions.

East Midlands Conference Centre, Beeston Lane
Nottingham University NG7 2RJ
Telephone 0115 876 0900
<https://www.nottingham.ac.uk/conference/facilities/emcc/index.aspx>

Entrance to the AGM is through the main entrance to the EMCC – the Napo Reception and Stewards Information desk will be in the Entrance Foyer

What's where?

Main AGM business and the Probation Professional Session will be held in the Conference Theatre, which is accessed via the Atrium area past the Entrance Foyer. The Family Court Professional Session on the Friday afternoon will be in Conference Suite 2 (along the corridor to the right of the Atrium as you face the Theatre). Friday Lunchtime Fringe meetings will be in Suite 2 and Conference Suite 3 (along the corridor to the left of the Atrium). There will also be an optional film screening in Conference Suite 2 on the Saturday lunchtime.

Refreshments

Free refreshments will be available during the formal breaks at a number of service points in the Atrium and Conference Suite 1. A hot fork buffet lunch will also be provided on both days at 1.00pm. These will be served outside Conference Suite 1. The cost of the lunches is included in this year's registration fee. Please make sure you let us know if you have any specific dietary requirements, if you have not already done so.

Evening meals

People who wish to eat at the Orchard Hotel, which is adjacent to the EMCC, in the evenings (whether staying there or not) need to book ahead for the brasserie – the hotel number is 0871 222 4836. Alternative eating places are available in Beeston (a 5/10 minute walk), which has many restaurants, bistros and pubs; or people may wish to go into Nottingham.

(You will find a list of eateries on page 14 of this programme – please note these are for information and are not recommendations)

Exhibitions and stands will be situated in the Atrium and in Conference Suite 1.

The General Secretary's Reception – will be from 7pm to 8pm in the Atrium. All delegates are invited to attend this and a free drink ticket is enclosed with your credentials.

Evening Entertainment – there will be a social organised by the London Branch in the evening in the Orchard Hotel lounge (adjacent to the EMCC). All attendees are welcome to attend.

Accessibility

The EMCC is fully DDA compliant. Access is level throughout the ground floor. The Monitors and Steering Committee will be located in rooms on the Gallery

(mezzanine) level. However there is a lift to this level from the Atrium. The main theatre is equipped with a hearing loop which will automatically be picked up by hearing aid wearers.

Where to find people

The Monitors will be situated in Gallery Room 3. Steering Committee can be found in Gallery Room 2. Duty stewards will be accessible to all participants at all times.

No smoking

There is no smoking anywhere in the EMCC and the Orchard Hotel including during the evening entertainment.

Parking

The EMCC has two large car parks and parking is free. People need to make sure they use the EMCC car parks as you will need to display a parking permit to park anywhere else on Thursday or Friday (up to 4pm) otherwise you will be ticketed by the University patrol teams. In the unlikely event that the EMCC car parks are full, you will be able to obtain a permit from the EMCC Reception Desk in the Foyer during business hours.

There is disabled parking at various places in the EMCC car parks, including close to the EMCC entrance.

The East Midlands Conference Centre (EMCC) is located in the grounds of Nottingham University (See Map).

By road

Leave the M1 motorway at Junction 25 to join the A52 to Nottingham. Follow the A52 for approximately 4 miles, at the Toby Carvery roundabout turn right onto the A6464 then turn left at the next roundabout to enter the University's West Entrance. There is ample free parking at the EMCC with two large car parks. If using the parking facilities please make sure you are in the EMCC car parks as if you park anywhere else you WILL need to display a parking permit on the Thursday or Friday (up to 4pm) otherwise will be ticketed by the University patrol teams.

By train

The nearest train stations are located in Nottingham City Centre or Beeston. Trams, taxis and buses are available at both stations.

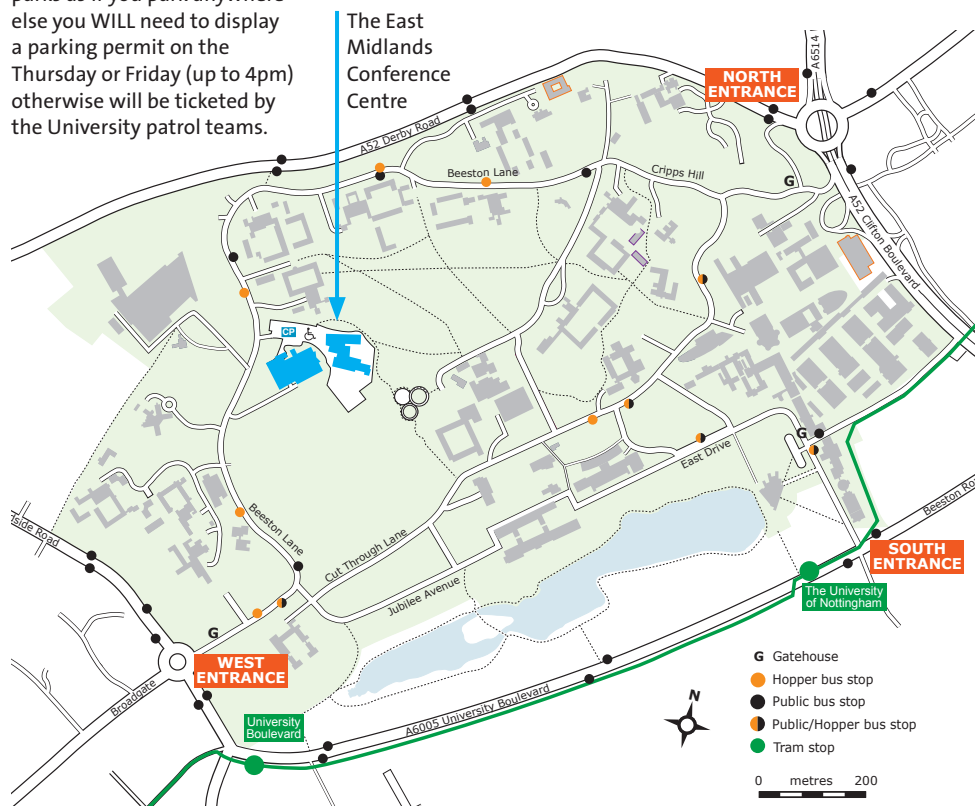
The Tram

The easiest public transport link to University Park Campus from Nottingham is the tram line. This is accessible by a walkway leading from Nottingham train station. Tickets must be purchased before boarding. Make sure you take the Toton line.

This will take you directly to the University. Disembark at the University of Nottingham Stop. Trams are frequent and the journey takes around 10-15 minutes. A timetable can be found at <http://www.thetram.net/maps-times.aspx>

By plane

The nearest airport is the East Midlands Airport. From there you can take the Trent Barton Indigo service directly to the campus or the Skylink bus to Nottingham. Buses leave from outside the Airport Arrivals hall.



Friday 13th October

The Napo reception desk at the main entrance to the EMCC will open at 9.00am for on the day registration and information and assistance.

9.30am

AGM commences
Chair's address and formal business

11.00am – 11.30am

Refreshment break

11.30am

Motions and constitutional amendments

1.00pm – 2.30pm

Lunch & optional fringe meetings
(See pages 12)

2.30pm

Probation professional session
(Conference Theatre)

Panel debate focussing on women in the Justice System with speakers:

- Michaela Booth, former prisoner and now criminology student
- Frances Crook, Chief Executive of the Howard League for Penal Reform
- Sonia Crozier, Director of the National Probation Service
- Dr Erika Laredo, Senior Lecturer at Leeds Beckett University

Family Court professional session
(Conference Suite 2B/C)

Focussing on the domestic abuse allegations in contact applications in the family court and the links between domestic abuse and other safeguarding risks with speakers:

- Lucy Hadley, Campaigns & Public Affairs Officer, Women's Aid
- Dr Gillian Macdonald, author of 'Hearing Children's Voices'

4.00pm – 4.30pm

Refreshment break

4.30pm – 7.00pm

Debate on motions and key note speakers
During this session we will hear from

- Liz Saville Roberts MP, Chair of the JUFPCG
- Richard Burgon MP, Shadow Justice Secretary
- Dr Francisco Dominguez, Secretary of the Venezuela Solidarity Campaign

7.00pm – 8.00pm

General Secretary's drinks reception

Saturday 14th October

9.30am

General Secretary's Address
Accountability Session
Formal Business

11.00am – 11.30am

Refreshment Break

11.30am

Debate on motions and key note speakers. During this session we will hear from

- Chris Peace – the Orgreave Truth and Justice Campaign
- Bob Neill MP – Chair of the Justice Select Committee

1.00pm – 2.15pm

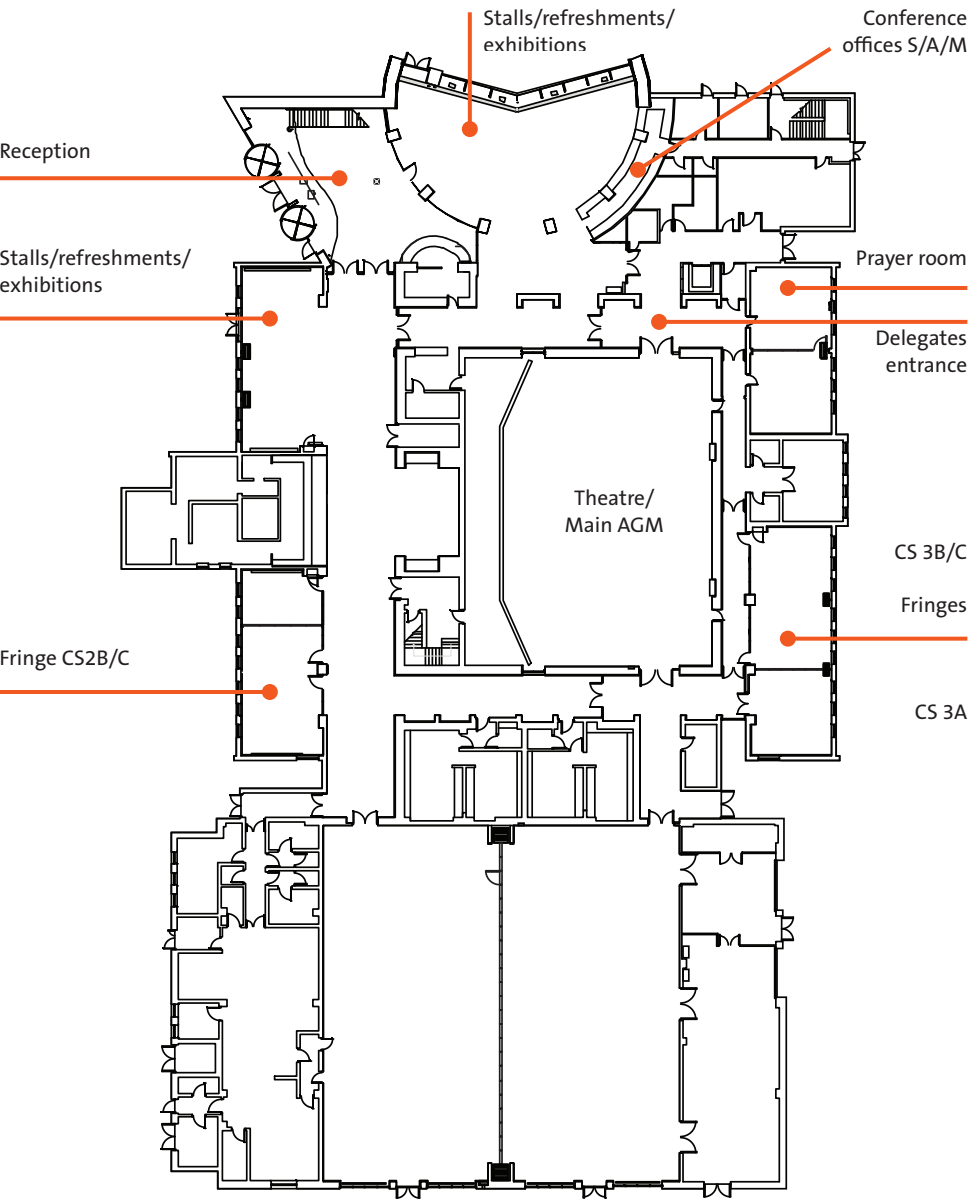
Lunch
There will also be an optional screening of – 'The Battle for Orgreave' a very emotive and powerful film reconstruction made in 1985 (running time 1 hour) in Conference Suite 2A&B.

2.15pm

Debate on motions and key note speakers

4.00pm

AGM ends





Michaela Booth

Michaela Booth is a former prisoner and now a criminology student. She also works on a voluntary basis with various voluntary agencies who support men and women who have been or who are involved in the criminal justice system, as well as being a campaigner and advocate for prison reform. Michaela is planning to embark on a criminology degree course at Worcester University in September.



Richard Burgon MP

Richard Burgon is the Shadow Lord Chancellor and Shadow Secretary of State for Justice. He has been Member of Parliament for Leeds East since May 2015.

Richard was educated at Cardinal Heenan Roman Catholic High School in Leeds and was the first person in his family to go to university, studying at Cambridge. Straight after university he returned home to Leeds and became a trade union lawyer.



Frances Crook

Frances Crook is the Chief Executive of the Howard League for Penal Reform which is responsible for research programmes and campaigns to raise public concern about suicides in prison, the over-use of custody and poor conditions in prison, young people in trouble, and mothers in prison.

Prior to taking up her current post Frances was the campaigns co-coordinator at Amnesty International's British Section from 1980 to 1985. She also worked as a teacher in secondary schools in Liverpool and London until 1980.



Sonia Crozier

Sonia Crozier has been Director of the National Probation Service with HMPPS since September 2016, with responsibility for women across community and custody.

Sonia commenced her career as a probation officer in 1988 in London and later in Kent. In 2005 she was seconded to the Home Office and subsequently to the MOJ, as part of the national performance

improvement team.

She then served as Chief Officer of Sussex Probation Area from 2008 to 2010 and then as CEO of until November 2011, when she moved to London Probation Trust as the Deputy CEO (Service Director).

Post TR Sonia was appointed Deputy Director of the NPS South & East Directorate post TR, assuming a lead for the development of the new OM Model.



Dr Francisco Dominguez

Francisco Dominguez is the Secretary of the Venezuela Solidarity Campaign, head of Latin American studies at Middlesex University and co-author of the “Right Wing Politics in the New Latin America”.

Francisco was a Chilean Socialist who had to leave the country due to the brutal repression of General Pinochet after the coup against the country's progressive, elected Government in the 1970s, so is ideally placed to speak about Venezuela's fight for social justice and against Trump's aggressive agenda today.



Lucy Hadley

Lucy Hadley is Campaigns & Public Affairs Officer at Women's Aid, the national domestic abuse charity. She works on the charity's policy development and national campaigns – including the *SOS: Save Refugees Save Lives* campaign for a sustainable funding solution for refuge services, and the *Child First: Safe Child Contact Saves Lives* campaign to ensure children living with domestic abuse are put first within the family courts. She coordinates the Secretariat for the All Party Parliamentary Group for Domestic Violence and recently authored the APPG on Domestic Violence Report “Tackling Domestic Abuse in a Digital Age”.



Erika Laredo

Dr Erika Laredo is Senior Lecturer at Leeds Beckett University where she teaches across a range of programmes in the School of Health and Community Studies. For the last two years Erika's research has been focussed on sex workers in the ‘managed area’ Leeds. Since 2014, Leeds has operated a scheme, which allows sex workers to operate without fear of arrest within a prescribed area and certain times. She is currently writing up an evaluation of one of the local projects, which offers day-to-day support for the women who work on the streets at night. Prior to becoming a lecturer Erika worked with street children in Brazil, young offenders at Wetherby and people with multiple and complex needs in Leeds.



Chris Peace

Chris Peace has been an activist on the Orgreave Truth and Justice Campaign since 2013. She has worked as a defence lawyer for 17 years and continues to campaign for access to justice. She is also a Labour Councillor for Gleadless Valley, Sheffield.



Dr Gillian Macdonald

Gillian Macdonald is a qualified social worker and social sciences academic. From 2010 to 2017 she was employed as a social work lecturer in the Department for Social and Policy Sciences at the University of Bath. Her research interests are focussed on gender-based violence, particularly domestic violence, impacts of this violence on children and children's participation in decision-making that affects them. Gillian was awarded a PhD in Social Policy by the University of Bristol in 2010. Her thesis examined how information relating to domestic violence was represented in Cafcass s7 reports prepared for the family courts in private proceedings, and how these representations impacted on report conclusions and recommendations to the court. The thesis also analysed how children's voices were included in reports.



Bob Neill

Bob Neill was first elected as the MP for Bromley & Chislehurst in June 2006. Prior to this he was a criminal law barrister and shortly after entering Parliament, he served on the Justice Select Committee. He was elected for a second term in 2010 and subsequently served as Parliamentary Under Secretary of State at the Department of Communities and Local Government until September 2012, with responsibilities for the Fire Service, Thames Gateway, the Olympics, local government and planning. In September 2012, he was made Vice Chairman of the Conservative party for Local Government.

Bob was re-elected for a third term in May 2015, and shortly afterwards was elected on a cross-party basis as Chairman of the Justice Select Committee. Following the General Election on 8 June 2017, he was returned unopposed to this role.



Liz Saville Roberts MP

Liz Saville Roberts was first elected as Dwyfor Meirionnydd Member of Parliament in May 2015. She was the first woman to represent the region and Plaid Cymru's first female MP. She increased her vote share at the 2017 snap General Election attaining the highest ever number of votes for the constituency.

Liz is currently Leader of Plaid Cymru in Westminster. She is also Plaid Cymru Parliamentary Spokesperson on Home Affairs. Liz has worked with Napo closely as Chair of the Justice Unions and the Family Court Unions Parliamentary Groups, now merged into one JUFCPF, since taking over in this role from Elfyn Llwyd in 2015.

Friday Lunchtime 1.30pm – 2.30pm

‘Wellbeing’ or ‘Prevention’ – must we choose?

Conference Suite 3A
With speaker Hugh Robertson, senior policy officer with responsibility for prevention, rehabilitation and compensation at the TUC

■ This meeting will explore the current emphasis that employers are giving to well-being at the expense of prevention, in particular in relation to stress. It will show that there is no evidence that many of the initiatives being presented as ‘well-being’ have any positive effect in preventing stress. It will however illustrate that there are a number of well-being initiatives that can be popular with members and can have a positive impact in the workplace and give advice on what unions can do to be involved in initiating or supporting such activities so long as they are in addition to prevention.

The need for Domestic Violence Law Reform

Conference Suite 3B/C
A representative of Paladin National Stalking Advocacy Service, will speak about the work of Paladin and the organisation’s current campaigns.

■ Launched in 2013, Paladin is the only advocacy service for stalking victims in the world and is approached by agencies from all over the world seeking to learn from our bespoke service. Paladin is currently campaigning for the establishment of a national register for serial stalkers and domestic violence perpetrators to enable the police to properly track, supervise and manage perpetrators rather than, as at present, having to rely on a series of victims to report multiple crimes to take action, which mainly involves the victims rather than the perpetrators being forced to modify and change their behaviour, flee their homes and disappear themselves in order to stay safe. They are also campaigning for legislative and other changes to better protect women survivors of domestic violence and their children.

BAME and Muslim communities in the Criminal Justice System

Conference Suite 2B/C
A round table presentation by the research consortium of Arooj, the University of Central Lancashire and Leeds Beckett University

■ Arooj is a third sector charitable organisation that provides rehabilitation support for BAME and Muslim offenders and their families, working in prison across Lancashire through-the-gate and within the local communities. In 2017, Arooj together with the University of Central Lancashire and Leeds Beckett University conducted a research project on ‘The Impact of the Criminal Justice System’ on Muslim families’. This presentation will provide information on Arooj’s original three stage rehabilitation model for BAME and Muslim offenders and their families, as well as the range of the research outputs it has compiled since 2014. The panel will also address the more complex, underlying issues of faith, culture and community that comprise the specific needs of this community.

EDRIDGE RECEPTION

■ There will be a meeting for Branch Edridge Reps on Friday Lunchtime at 1.45pm in the mezzanine area (off reception) in the ORCHARD HOTEL. All current and prospective reps welcome. Come and hear current plans for fundraising and promotion of the new website. Please note it will not be possible to take food into the hotel so you will need to ensure you have your lunch in good time.

Saturday lunchtime

Film Screening 'The Battle for Orgreave'

■ Synopsis: The Orgreave coking plant was the site of one of the 1984 miners' strike's most violent confrontations with the police. It began in a field near the plant and culminated in a cavalry charge through the village of Orgreave. Artist Jeremy Deller's work 'The Battle of Orgreave', staged seventeen years later, is a spectacular re-enactment of what happened on that day. More than 800 people participated, many of them former miners, and a few former policemen, reliving the events from 1984 that they themselves took part in. (Running time – 60 minutes).

The film will be screened over the Saturday lunchbreak in Conference Suite 2B/C. There will be seating but also occasional tables at the back of the room so that attendees can go in and out without disturbing others. You will be able to take lunch and drinks into the film with you.



EVENING RECEPTION

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Friday evening

All attendees at this year's AGM are invited to join Ian Lawrence at a drinks reception on the evening of Friday 13th October (7.00pm – 8.00pm).

(Please find a drinks voucher enclosed with your delegate pack. You will need to take this with you to the reception to exchange for your free drink. PLEASE do not forget to bring it with you!)

SPONSORS

Napo would like to thank

- The Civil Service Pensioners' Alliance
- The Police Credit Union
- TC-Branding Group
- Thompsons Solicitors

for their kind sponsorship of this event.

All our sponsors will have stalls at AGM and will be delighted to meet as many members as possible both at the reception and during the two days of conference.



Amores

Italian

137 Station Road, Beeston,
Nottingham NG9 2AZ
0115 922 4224

The Frustrated Chef

*Mediterranean, Spanish,
Vegetarian*

94A Chilwell Road, Beeston,
Nottingham NG9 1ES
0115 922 8300

Cafe Roya

*Persian, Vegetarian Friendly,
Vegan Options*

130 Wollaton Road, Beeston,
Nottingham NG9 2PE
0115 922 1902

Latino Restaurant

Italian, Pizza, Mediterranean
25-27 Chilwell Road, Beeston,
Nottingham NG9 1EH
0115 877 0000

Yiannis

*Mediterranean, Greek, Gluten-
Free Options*

132 Wollaton Road |
Nottingham, Beeston,
Nottingham NG9 2PE
07986866271

L'Olive

*Italian, Mediterranean,
European*

62 High Road, Beeston,
Nottingham NG9 2JP
0115 837 3663

Sanchans

Asian, Thai, Vegetarian Friendly

150 High Road | Beeston,
Beeston, Nottingham NG9 2LN
0115 922 1097

Maltshovel

British

1 Union Street, Beeston,
Nottingham NG9 2LU
0115 922 2320

Miller & Carter

*Casual steakhouse venue/
typical pub*

Derby Rd, Wollaton Vale,
Nottingham NG8 2NR
0115 922 1691

FRIDAY EVENING ENTERTAINMENT

■ On Friday evening there will be a disco (courtesy of London Branch) in the main reception area of the Orchard Hotel from 9.30 pm onwards. DJ Terry Wilson promises lots of 60s, 70s and 80s sounds guaranteed to get you up and on to the dance floor – so throw away your inhibitions, put on your dancing shoes, and prepare to have a great time!

STALLS AT AGM

Amnesty International
Civil Service Pensioners' Alliance
Cuba Solidarity Campaign
Edridge
GFTU
Morning Star
Napo Action
Orgreave Truth and Justice Campaign
Paladin National Stalking Advocacy Service
Palestine Solidarity Campaign
Police Credit Union
Probation Journal
Shrewsbury 24
Simpson Millar
TC Branding Group
Thompsons Solicitors
UIA
Venezuela Solidarity Campaign
Women's Aid

Plus Black History Month Exhibition
(RISE & ABPO)

CHILDCARE

15

Childcare will be provided once again by Nipperbout Active Childcare. Provision will be available during the following hours of conference:

Friday 13th October – 8.45am to 8.00 pm

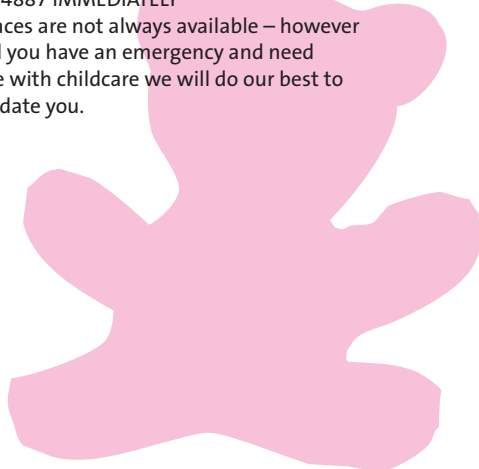
Saturday 1 October – 8.45am to 4.15 pm

Lunch and tea will also be provided as required.

Applying for childcare at AGM

If you indicated you required childcare on your registration form you should have received separate instructions about booking in with Nipperbout. If you didn't and you require assistance you should contact Annoesjka Valent on 020 7223 4887 IMMEDIATELY

Late places are not always available – however if you find you have an emergency and need assistance with childcare we will do our best to accommodate you.



PRAYER ROOM

Room 4B in the EMCC has been set aside for the use of Muslim attendees from 1pm to 2pm for Friday prayers. Details will be displayed at reception and it will be signposted in the centre.

The prayer room will also be available to other faith groups for quiet devotion, by arrangement (times to be confirmed).

160 Falcon Road
London SW11 2NY
Telephone 020 7223 4887
Facsimile 020 7223 3503
www.napo.org.uk

October 2017