

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 or The Forum 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 headings under which there is only **one** motion:

- Family Court
- Health and Safety

These motions will therefore be debated automatically.

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

Please note that the closing date for the Ballot is: **12noon WEDNESDAY 25TH SEPTEMBER 2024**. 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, the Forum, 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 25TH SEPTEMBER 2024**
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 ST04/2024.

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.”

Family Court Committee

1. Thank you Cafcass

On behalf of Napo members and other staff working in Cafcass this AGM expresses its thanks and appreciation to Cafcass managers and senior leaders for the actions they took in early August to support staff and respond to situations that arose as a result of abhorrent violent actions by individuals and far right groups masquerading as so called patriots.

This AGM asks our FCS reps to convey our thanks to senior leaders and to the Cafcass H&S committee.

Proposer: Family Court Section

Health and Safety Committee

2. Wellbeing is not a tick-box exercise

Staff wellbeing in the Probation Service may be heading towards an all-time low as indicated by the increased rates of sickness and reported burn-out in recent years. The accumulative effects of organisational changes, staff shortages, the aftermath of the pandemic and prolonged periods of extreme workload pressures have all contributed to staff struggling to keep their heads above water and maintaining their mental and physical wellbeing.

Wellbeing initiatives vary across regions, but most appear to be more of a tick-box exercise rather than tangible and meaningful support. Clinical supervision and other practical methods of support have not been available to practitioners for a long time. Instead, staff can give each other virtual 'high-fives', access a wellbeing app or organise their own wellbeing events in the office with no budget or protected time from the service.

This AGM calls on Napo:

- to advocate for a national review of the wellbeing initiatives across the Probation Service by surveying staff to gather feedback on what practical support measures they would benefit from;
- to call for the introduction of such wellbeing initiatives, for example additional paid wellbeing days, access to clinical supervision and funding for staff wellbeing events.

Proposer: Mercia Branch

National Executive Committee

3. Probation Values?

This AGM is appalled at some of the recent decisions made by HMPPS to either give a pay award to Probation staff in certain roles, or to down grade qualified staff in other areas of the service.

We have now reached a situation where the Probation qualification is severely undervalued. Probation staff from Band 2 upwards all deserve to have their roles fully job evaluated and remunerated accordingly.

We feel that all Probation qualified staff should necessarily start at a Band 5 thereby pushing the pay bands up rather than down.

This AGM understands the recent job evaluation with Band 4 Facilitators has demonstrated that the JES process is not fit for purpose.

This AGM urges our National Officers and Officials to enter into urgent and immediate negotiations with the employer to instigate a full review of all operational roles and pay bands and work with our employer to improve the JES process, so that it accurately reflects the complex nature of our roles.

Proposer: London Branch

4. The second P is not silent

This AGM notes that prison staff working with the early release scheme were given a bonus payment for the extra work. Probation staff in prisons and case management have received nothing.

This AGM believes this reflects the attitudes towards probation within HMPPS which is predominantly prison run, prison focussed, biased towards unequal treatment, and makes the idea of One HMPPS a mockery.

This AGM calls on Napo to continue to champion the removal of Probation from HMPPS and the Civil Service and to campaign for better pay and bonus payments for probation staff.

Proposer: London Branch

5. Probation independent of the Civil Service

This AGM agrees to campaign for the newly elected Labour government to make the Probation Service an independent, public service free from the Civil Service.

Proposer: Thames Valley

6. Take Retention Seriously

The Probation Service continues to haemorrhage staff at an alarming rate. From band two upwards both new and experienced employees continue to find they can earn more or equivalent money for a lot less stress and more job satisfaction elsewhere.

The Service's solution continues to focus on the expensive recruitment of more staff. Retention of staff, which should be an easy win, is an afterthought where tokenistic and divisive rewards and recognition schemes seem to take precedence. The root cause of why people are leaving the service is not being addressed.

This AGM calls on Napo to make retention a priority in its negotiations with the employer by:

- a complete overhaul of the People Survey to provide quality information about why people are leaving;
- exit survey results must be shared and acted upon;
- new staff need to be supported and those in a managerial role must be freed up to do this;
- mentoring and co working must be recognised and time allowed to adequately fulfil these roles.

Most importantly workloads must be manageable and what is being asked of all grades commensurate with the staffing levels at any given time.

Probation aims cannot be achieved without committed employees working in a supportive environment.

Proposer: South Yorkshire

7. Improving staff retention

This conference notes the Probation Service faces a serious problem in retaining staff in service user facing roles.

Such roles are the raison d'être of the Probation Service. The long-term devaluation of pay and failure to recognise the value of people choosing to remain in operational roles, has resulted in an exodus of experienced workers out of the service or into better paid, non-service user facing roles.

Conference resolves:

- To open discussions with the employers on this issue and negotiate the implementation of a retention bonus to be paid at regular intervals throughout people's careers.

Proposer: West Yorkshire

8. Don't let our reps be out of pocket!

This AGM is very concerned about the current mileage rate paid for official work of our union. Currently this stands at as little as 13.7 and 16.4 pence per mile. It is at least 14 years since this has been reviewed despite the current high inflation rate and well documented increase in motoring costs.

The government calculates that the current variable cost of driving is 45 pence per mile up to 10,000 miles. This is the amount we can claim for doing official business of the probation service.

It is frankly embarrassing to offer our hard-working reps, who chose to commit to the good of our membership, so much less than a journey costs. This is clearly a barrier to the work of Napo.

We have embraced the use of technology wherever possible but sometimes the in-person support or negotiating skills of

a union rep is invaluable. In many parts of England, Wales and Northern Ireland it is not feasible to get between office locations within our branch areas on public transport.

AGM requires the NEC to urgently review the current mileage expense rates with a view to adequately reimbursing our reps.

Proposer: South Yorkshire Branch

9. Modernising Napo's Communication and Engagement Strategy

Napo's ability to recruit members and further its campaign objectives relies heavily on effective communication. The past decade has seen a decline in attendance at branch and network meetings as well as training which could be attributed to a number of factors. However, one commonly cited reason is Napo's dated approach to communications.

Napo relies primarily on emails to communicate with members, but limitations with current HQ technology and HMPPS firewalls means that photos and videos cannot be utilised in an effective way. Our social media presence is also very limited with a lack of appropriate content for those channels being produced. This has resulted in the hard work and daily efforts of national officers, officials, branch executives and reps not being visible to the members and to the public – which in turn has a negative impact on recruitment and retention.

This conference calls on Napo to follow suit of other unions and modernise its approach to social media by investing in the infrastructure, time and resources to deliver compelling social content and member communications including regular video updates by the GS, national officials and officers as well as continuously reviewing and implementing methods of best practice.

Proposer: Campaigning Network

10. Contested Breach training – Prosecutions on the cheap

Recently, the Probation Service has proceeded with changes to how contested breach trials should be managed and prosecuted. The proposal is for Court PSOs to prosecute contested breaches.

Should a PSO, with limited training and experience, be expected to do work previously done by trained professionals (Solicitors / Barristers) and face opposition that is not reasonable?

The proposed "training" for PSOs is three half days and then shadowing someone already doing the work.

We need serious consultation with the employer regarding this proposal that is being forced upon our colleagues.

This AGM asks that the Officers and Officials reject this "in-house" contested breach delivery, and:

- approach other Court Probation staff, Court Legal advisors and Magistrates to alert them to this change and to request that they support Napo in opposing the use of unqualified staff prosecuting contested breaches;
- submit a dispute against the employer for deliberate imposition of additional work, failure to consult, and extra stress on PSO staff, when they are currently already at the breaking point;
- request a review of why a 'legally trained' Enforcement Officer is to be a Band 3 role. We believe it should be a Band 5.

Proposer: Court Network

11. For Wages We Can Live On

Low pay has plagued many workers including Napo members for too long. Napo members in Probation, Cafcass, and Probation Northern Ireland have faced poverty and insecurity, which has only grown during austerity and the cost-of-living crisis.

AGM celebrates the end of the Tory government, and now seeks to push the new government to put poverty pay in the past once and for all.

We seek to ensure that all our members can earn enough to live a decent life from the beginning of their work to the end, and the vital role a decent minimum wage can play in this.

AGM calls on Napo to campaign for the government to:

- immediately increase the national minimum wage to at least £15 an hour, for all ages and without exceptions;
- commit to automatically, annually or more frequently, raising the minimum wage for all ages in line with the higher of inflation or average earnings;
- provide funding to immediately raise proportionately all salaries for employees of the Probation Service, Cafcass, and Probation Board for Northern Ireland.

AGM instructs Napo Officers and Officials to raise these demands with the government at every opportunity, including in formal pay negotiations, and report on this work at each NEC.

Proposer: Young Members Network

Negotiating – Family Court Section

12. Cut bureaucracy in Cafcass

A toxic trio of low pay, high workloads and unnecessary bureaucracy effects the ability of Cafcass to recruit and retain social work practitioners.

Current systems for case recording have grown piece meal over a number of years, mainly in response to a perceived need to collect data.

Whilst acknowledging that the collection of data can aid performance management and guide strategic decision making, the level of bureaucracy in Cafcass has grown to a level that impacts on practitioners' ability to work effectively with children and their families.

There needs to be a rebalancing of priorities in order to give practitioners more time to work with families and increase managers' availability to provide effective support and supervision.

There needs to be more reliance on professional decision making and effective supervision and less on responding to prompts that are driven by data.

We need to consider what is right for each individual child and family, rather than meeting performance management targets.

Cafcass leadership need to urgently address these issues to include a root and branch reform of the repetitive and cumbersome case recording systems.

Napo Officers and Officials are requested to make representation to Cafcass on these issues.

Proposer: Family Court Section

13. Stop working for free in Cafcass

A Napo survey undertaken of Cafcass staff earlier this year exposed the amount of extra hours being completed by staff remains at an extraordinary high level with an indication that overworking has become even more embedded as normal and expected, with only 7% of staff reporting they had not worked extra hours they couldn't take back in the last four weeks, and over three quarters of staff not bothering to count the hours they worked, mainly because they saw no prospect of getting these hours back.

Cafcass senior leaders need to take effective action to address this issue – staff should not have to work for free!

Officers and Officials are requested to make further representations to Cafcass to take effective action to include implementing a national process for all staff to record the hours they work beyond their contracted hours, on a weekly basis.

Proposer: Family Court Section

14. Cafcass workloads measurement

The Cafcass workload measure, agreed as part of the resolution of a dispute about workloads between Napo and Cafcass in 2008 has now fallen into disuse. It relied on a bell curve spread of scores rated low red, amber, green, high amber and high red. It became of little use when all staff were almost permanently in high red. Napo have consistently asked for a new workload measure that worked.

Earlier this year Cafcass announced a new workload measure was to be introduced. In reality the new procedure is merely a direction that managers discuss and agree with each

supervise a range of cases that they will hold. Senior leaders have advised that managers will be told to facilitate staff taking back their TOIL and that we aim to get caseloads down to 17 or 18.

This AGM instructs Family Court Section negotiators to share its own guidance for members on what features and complexities must be considered in discussions about the range of cases an FCA will hold and to also join the campaign to encourage members to record and take their hours owed.

Proposer: Family Court Section

15. Time and motion study

The Cafcass workload measure, agreed as part of the resolution of a dispute about workloads between Napo and Cafcass in 2008 fell into disuse many years ago. Napo have consistently asked for a new workload measure that worked. As part of that request Napo has repeatedly requested that any new workload measure is informed by a new time and motion study as the expectations and increased requirements of all roles within Cafcass has changed immeasurably since the last study was completed over a decade ago.

This AGM instructs Family Court Section negotiators to continue to demand that a new time and motion study is undertaken across all practitioner and management grades to inform any new workload tool/guidance.

Proposer: Family Court Section

Negotiating Committee – Probation

16. Pay us what we are worth

Conference notes the undervaluing of probation staff by successive Governments.

Throughout the 'austerity years', probation workers continued to receive zero or below cost-of-living pay rises and when inflation soared in 2022/23 many were left struggling. This has exacerbated the workload crisis, making it increasingly difficult to retain staff.

The election of a Labour Government raised expectations of a better deal for public sector workers with the honouring of recommendations of a number pay review bodies. However, the priority being afforded to prisons, education and the NHS threatens to leave probation workers out in the cold.

Now is not the time de-escalate our long running pay dispute. The Government's SDS40 response to the prisons crisis is not possible without the cooperation of probation staff. Unless the Government signals its immediate intention to re-enter pay talks we call on Napo to ballot members for industrial action at the earliest opportunity.

Proposer: Kent Surrey Sussex Branch

17. One 2025 Pay deal

This AGM welcomes the increase in pay backdated to April 2024 and overtime financial increase and notes a positive atmosphere going forward for the 2025 pay deal.

This AGM notes that the Prison Service and other public services have been offered a deal of a 5.5% increase and agrees that this proposal should be offered to Probation Service staff.

This AGM also agrees to pursue Geographical Allowances or increased allowances where the vacancy rates are at its most challenging to ensure recruitment and retention are prioritised.

Proposer: Thames Valley Branch

18. Visor Vetting Review

This AGM calls on the Officers and Officials to ask the Probation Service to review the vetting procedure for Probation Service staff, many of whom have been negatively impacted in their careers due to failing the vetting, often not of their own making.

This AGM calls for fairness, transparency and understanding of lived experiences when operating a vetting procedure in order to access Visor.

Proposer: Thames Valley Branch

Professional and Training Network

19. Remove Limited Access Offender (LAO) status from the Counter-Corruption Policy

HMPPS state in their Counter-Corruption Policy it is "recognised, as a part of everyday life, staff may inadvertently experience situations or circumstances which may impact upon their ability to be resilient to corruption." When a member of staff is employed in their home town, aged in the most common demographic of People on Probation, they are bound to come across People on Probation who they know of.

This AGM calls on Napo to:

- negotiate with HMPPS to remove LAO status from the Counter-Corruption Policy;
- negotiate with HMPPS to provide a cut-off point where Officers must declare a person as a 'Limited Access Offender', or where they are no longer relevant to declare (circumstances dependant);
- negotiate with HMPPS to ensure they address LAO status as misconduct rather than Gross Misconduct so staff are treated fairly, not tainted with the suggestion of corruption, or facing prosecution;
- ensure HMPPS include the LAO policy as part of staff induction.

Cumbria and Lancashire Branch

20. Probation Practice and Climate Change

Napo accepts that the circumstances which led to the UK Parliament declaring a Climate Emergency in 2019, have worsened since then, as described by the UK Climate Change Committee 2023 Report.

An increasing number of people are being convicted for protest drawing attention to climate breakdown, then being assessed and supervised by Probation staff. Some of them are being sentenced to custody, even first-time offenders, for peaceful protest. This is a wholly new demographic and area of professional practice, which has no associated risk and need literature or evidence-based practice guidance.

Consequently, this AGM asks the Professional & Training Network to take up the following with HMPPS:

- the professional override within OASys should be used, in order to provide accurate assessments of individuals' context, motivation and needs as required by existing guidance;
- systemic safeguarding concerns of neglect, physical, social and emotional harms, with reference to imminence, seriousness and likelihood, (using assessment tools such as Latimer Community Art Therapy – LCAT) should be recognised in Court Reports and Probation records;
- best practice guidance should be developed in consultation with Climate Child Protection and Safeguarding Team – CCPAST;
- training to promote consistency should be developed in conjunction with CCPAST including the literature on eco-distress.

Proposer: Retired Members' Network

21. Taking account of the cost of PSRs

In the merry go round of a changing Probation Service, since fast delivery reports were developed as part of the concept of speedy summary justice, the title has long passed its sell by date. The current allocation of hours bears no relation to the time taken to produce these. With the numerous additional tasks required in addition to the interviews and research needed to write a Court report, along with an OASys, it adds to the burden placed on report writers.

Following an increasing exodus of staff, those left are no longer willing to put up with working on a weekend and evening to meet the deadlines. Especially as there continues to be a plethora of additional tasks that are more about meeting the target culture than a professional assessment.

This AGM instructs the Napo's negotiators to press for a realistic workload measurement that represents the work required to produce a Pre-Sentence Report. With it, a return to a simplified method of measuring risk and an end to the process of calculating case allocation for those sentenced without a

report. Something the system has hung onto like an old toy it refuses to relinquish post reunification.

Proposer: Keith Stokeld (Staffordshire West Midlands Branch)

Seconder: Simon Lathbury (Northumbria Branch)

Trade Union Organisation

22. Improving Napo Membership

This conference believes Napo has the ability to recruit significant numbers of new members and improve the functioning of branches.

Conference resolves to:

- convene a working party to identify good practice branch practice;
- organise a national virtual tour of the working party to meet with branch executives;
- develop branch plans to increase:
 - a) attendance at meetings,
 - b) profile of the union,
 - c) membership and activity of members.

Proposer: West Yorkshire Branch

23. The Next Generation of Napo Activists

Napo, as many other unions in the UK, may be at risk of having an aging membership. HMPPS workforce statistics indicate that the number of people working for the service under the age of 30 has almost doubled since 2018. People between 30-39 years of age are identified as the largest staff group in HMPPS. Yet, our membership does not seem to reflect this. This is concerning because the survival of unions heavily depends on succession planning. New activists from all age groups need to be encouraged, guided and supported to learn from the knowledge and experience of long-standing members, so they can confidently step into their roles in the coming years.

At the moment, Napo fully relies on training courses offered by the GFTU and the TUC. We do not have our own mentoring scheme or campaigning and organising training events.

Therefore, this conference:

- recognises the importance of a well-structured training programme which utilises the vast amount of knowledge already existing in our union, for example in the Retired Members' Network;
- calls on the Campaigning and Trade Union Organising Network to work in collaboration and create and implement this programme.

Proposer: Campaigning Network

Campaigning Network

24. Greener Pensions

This AGM understands the government are going to direct local government pension funds to be invested in UK interests.

This AGM believes this does not go far enough to ensure those investments include investing in ethical companies.

This AGM requests that Napo campaigns for and raises awareness for local government pension arrangements to include an ethical investment option.

Proposer: London Branch

25. Inhuman Resources?

This AGM notes that currently all MoJ HR services are supported by a private company called SSCL.

This AGM considers that dissolving the CRCs and bringing back them in public ownership does not go far enough, it has to be completed by bringing back HR services also into the line of public interests.

This AGM calls on Napo to campaign for the return of HR services back into public hands and thereby make them more accountable.

Proposer: London Branch

26. Abolishing Lord Grayling

This Conference condemns the elevation of Chris Grayling to the House of Lords.

As Justice Minister, Grayling forced through Parliament the privatisation of the Probation Service under the absurd guise of 'Transforming Rehabilitation' (TR). This was achieved through use of so-called 'Henry VIII powers' and involved no substantive debate in Parliament.

It is now considered to be one of worst, and costliest mistakes made by any Government.

Napo's campaign against TR exhausted its resources whilst the careers of many colleagues in the Probation Service came to an end.

A once high-performing service was dismantled and reduced to the state it is in now: unable to assess and supervise offenders to the professional standards which we demand of ourselves and are expected by the public and colleague agencies within and outside the criminal justice system.

Conference therefore calls upon Napo's Campaigning Network to undertake the following:

- issue a public statement of condemnation which links Grayling's tenure as Justice Minister to the deleterious state of the Probation Service;

- join with other unions to campaign for abolition of a corrupt honours system that allows serial failure to be rewarded.

Proposer: Retired Members' Network

27. Catastrophic situation in Gaza

This AGM is deeply concerned about the ongoing catastrophic situation in Gaza, which has been described by the International Court of Human Justice as a 'plausible genocide' and notes that the Lancet now estimates that the death toll could exceed 168,000 of which at least half will be children.

This AGM calls on Napo to demand that the UK government undertake the following as a matter of urgency:

- suspend all provision of weapons systems to the Government of Israel;
- restore and increase UK funding to United Nations Relief and Works Agency (UNRWA), and take all necessary steps to ensure safe access and delivery of essential supplies and medical aid to the Palestinian population in Gaza;
- issue a public statement supporting the implementation of the measures advised by the International Criminal Court of Justice, including the issuing of an arrest warrant against Israeli Prime Minister Benjamin Netanyahu for alleged war crimes.

In addition to writing directly to the Foreign Secretary, Napo will raise this matter at the TUC and support all similar initiatives taken by other member unions. The General Secretary will report on progress to the next and subsequent NECs.

Proposer: Retired Members' Network

Equal Rights Committee

28. HMPPS is institutionally disablist

HMPPS claim to be a 'Disability Confident Leader' and supportive of requests for reasonable adjustments. If any of this is true, why do members have to return to AGM annually with the same issues?

We note from annual HMPPS workforce statistics (available online) that a disproportionate number of disabled workers are put through disciplinary procedures, a higher number sanctioned than their able-bodied colleagues, also a significantly lower number of disabled colleagues are promoted when they apply for positions. Why is this?

After seeing the same issues repeated annually and management avoidance, I think it's time we looked at the real cause – HMPPS is institutionally disablist.

This AGM calls on Napo to:

- negotiate with HMPPS to discover why disabled employees are bypassed for promotions;

- question HMPPS on why disciplined disabled colleagues are more likely to receive a sanction or be dismissed;
- liaise with disabled members to ensure reasonable adjustments are being implemented, and if not, why?
- If HMPPS cannot provide reasonable and believable justifications for the above points, admit they are institutionally disablist, hand back their 'disability confident' accreditation and create an action plan to tackle this by Napo AGM 2025 to be reviewed by members.

Proposer: Cumbria and Lancashire Branch

29. Neurodiversity

This AGM notes that neurodiversity issues such as workplace adjustments are dealt with under the protected characteristic of Disability within the 2010 Equality Act.

However, this AGM recognises that being neurodivergent is not a disability but a human characteristic like gender or race.

Therefore, the AGM request that Napo builds a campaign platform to add neurodiversity as its own protected characteristic under the 2010 Equality act.

Proposer: London Branch

30. IT Training to Improve Inclusivity

Probation staff spend the majority of their time in front of their computers. Our daily work revolves around using different systems and platforms to record and store information. Yet, there is no specific training for practitioners to fully familiarise themselves with each of these. Some systems do not work well with assisted technologies creating an added layer of difficulties for those with neurodiversity. The rapid and frequent introduction of new IT systems disproportionately impact older members of staff, those without a background in IT and those with different learning styles. Adequate training could potentially save time, and thus reduce workload, decrease the number of performance and capability related problems and prevent stress associated with this.

Therefore, this AGM instructs Napo to negotiate with HMPPS:

- to collaboratively create an IT training package covering all systems currently used by the service;
- to review and update training on a yearly basis to ensure all new systems are included;
- to advocate for an IT Champion in every office who can support staff;
- to offer face-to-face and online options for the above training.

Proposer: Mercia Branch

31. Equalities Training

Equality and diversity are fundamental principles for a fair and inclusive environment within our trade union, aligning with our core values of solidarity, fairness, and justice. A comprehensive training programme on these principles will enhance understanding, respect, and cooperation among Napo members, fostering an inclusive culture.

This Napo AGM commits to the following:

- formally recognising the importance of equality and diversity training in promoting a fair, respectful, and inclusive culture. Such training is essential in preventing discrimination, promoting equality, and ensuring all members feel valued and supported;
- commissioning the development and implementation of a comprehensive equality and diversity training programme available to all members. This program will cover key topics, including anti-discrimination laws, race, disability, sex, and LGBT discrimination, and promote inclusive practices;
- allocating sufficient funds from the annual budget to support the development, implementation, and ongoing delivery of the training programme. This includes working with qualified trainers, developing training materials, and ensuring the training is accessible to all members.

The delivery of this training will be beneficial for Napo, the workplace, and our service users. We urge all members to support and participate in this training to build a more just and inclusive working environment.

Proposer: Equal Rights Committee

32. Social Model of Disability

This conference is calling on the Equal Rights committee to recognise and promote the universal acceptance that the "social model of disability" is the only basis to which many barriers facing disable worker both at work and in the community can be overcome.

Proposer: Darren Kiggins (Essex Branch)

Seconded: Kevin Ling (Essex Branch)

Constitutional Amendment

CA1

The following Constitutional Amendment is proposed to enable us to retrospectively 'approve' what has happened on a few occasions in the past and to be able to go forward in line with the Constitution. Section 4 (e) states that the NEC at its discretion can grant honorary life membership to "a retired full member". However, on a few occasions the NEC has granted honorary life membership, for example to Elfyn Llwyd MP and Frances Crook OBE, both ardent supporters of Napo whilst in parliament and as Chief Executive of the Howard League for Penal Reform. The NEC, acknowledging their significant contributions to our union, found them worthy of granting them honorary life membership.

In order to retrospectively approve their status as well as being able to grant this in future where the NEC deems it worthy (in line with Section 2 of our Constitution – Objects), the following amendment is proposed under Section 4 Membership:

4 (e) insert in line 2 – after 'retired full member... considered to have made an outstanding contribution to the work of the Association'

' , or on an advocate or ally for Probation or Family Courts who has made a positive exceptional impact in helping the Association achieve our aims.'

Section 4 (e) of Constitution to then read as follows:

(e) The NEC may at its discretion confer honorary life membership on a retired full member who is considered to have made an outstanding contribution to the work of the Association, or on an advocate or ally for Probation or Family Courts who has made a positive exceptional impact in helping the Association achieve our aims. Honorary life members shall enjoy all the benefits of associate membership but shall not pay subscriptions.

Proposer: National Executive Committee

Abbreviations used in motions

AGM – Annual General Meeting	NEC – National Executive Committee
AT – Assistive Technology	NOMS – National Offender Management Service (predecessor HMPPS)
BAME – Black, Asian and Minority Ethnic	OASys – Offender Assessment System
CA – Constitutional Amendment	OMiC – Offender Management in Custody
Cafcass – Children & Family Court Advisory and Support Service	OMU – Offender Management Unit (prison)
CCPAST – Climate Child Protection and Safeguarding Team	PBNI – Probation Board for Northern Ireland
CJS – Criminal Justice System	PDU – Probation Delivery Unit
CNC – Cafcass Negotiating Committee	PI – Probation Instruction
CRC – Community Rehabilitation Company	PIT – Practice Improvement Tools
CRS – Commissioned Rehabilitation Services	PO – Probation Officer
ETE – Education, Training and Employment	PQ – Parliamentary Question
EVR – Enhanced Voluntary Redundancy	PQiP – Professional Qualification in Probation
FCA – Family Court Advisor	PSO – Probation Service Officer
FCC – Family Court Committee	PSR – Pre-Sentence Report
FCS – Family Court Section	PSS – Post Supervision Sentence
GS – General Secretary	RAR – Rehabilitation Activity Requirement
GFTU – General Federation of Trade Unions	SDS40 – Standard Determinate Sentence Release after 40% of sentence
HMIP – His Majesty’s Inspectorate of Probation	SFO – Serious Further Offence
HMPPS – His Majesty’s Prison and Probation Service	SOGP – Sex Offender Group Programme
HQ – Head Quarter	SOP – Single Operating Platform (in the PS)
HR – Human Resources	SPO – Senior Probation Officer
HSE – Health & Safety Executive	SSCL – Shared Services Connected Limited (PS payroll, HR services)
i.e. – that is (Id Est - Latin)	TR – Transforming Rehabilitation
IOM – Integrated Offender Management	TU – Trade Union
IPP – Indeterminate Sentence for Public Protection	TUC – Trade Union Congress
IT – Information Technology	TUO – Trade Union Organisation Committee
ITTG – Integrated Through the Gate model	UNRWA – United Nations Relief and Works Agency
JES – Job Evaluation Scheme	ViSOR – Violent and Sexual Offender Register
LAO – Limited Access Offender	WCCSJ – Welsh Centre for Crime and Social Justice
LCAT – Latimer Community Art Therapy	WMT – Workload Measurement Tool
MoJ – Ministry of Justice	YOS – Youth Offending Services
ND – Neurodiversity	

