

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 is 1 committee/network heading under which there is only **one** motion:

- Equal Rights

This motion will therefore be debated automatically.

The following committee/networks do not have a motion:

- Family Court Committee
- TUO

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

Please note that the closing date for the Ballot is: **12noon WEDNESDAY 1st OCTOBER 2025**. 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 1st OCTOBER 2025**.

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 ST04/2025.

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.”

Health and Safety Committee

1. Access is a right not an option

This AGM notes there are still too many probation delivery areas which are unable to provide fully wheelchair-accessible buildings and facilities across their estates for staff and clients with mobility issues.

This AGM believes all buildings should be fully accessible, especially new ones, given the ageing client base we work with and the Employers' Duty of Care under the Equality Act 2010 which has now been in force for 15 years.

This AGM calls on Napo to undertake the following actions:

- work with the employer to undertake a mapping exercise to see the full extent of the gaps in access;
- campaign for access to be included in all building procurements and renovations.

Proposer: Kent Surrey Sussex Branch

Seconded: Thames Valley Branch

2. Workload Stress should be recorded in RIDDOR

This AGM notes with concern that workload stress, which can affect staff for more than three days sickness, is not recordable for Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR), which undermines the seriousness of the condition of workload stress and wellbeing. This AGM agrees to raise this issue within the wider TUC movement, which will lead to a campaign to get workload stress with more than three days sickness absence recordable in RIDDOR.

Proposer: Thames Valley Branch

3. Health and Safety Minimum Standards

This AGM notes with concern that there are inconsistencies in the standards of Health and Safety across England and Wales. There are some practices that are negatively impacting on the health and safety of staff and some areas where some buildings do not meet the appropriate health and safety standards, such as no high risk reporting rooms and CCTV cameras in offices. This AGM agrees to prioritise a set of minimum standards for health and safety and ensure that all areas of Probation are meeting these standards.

Proposer: Thames Valley Branch

National Executive Committee

4. The use of AI in Probation

This AGM notes that whilst the Probation Service needs to take advantage of available technology to improve its work and reduce the workload of staff, we are concerned at the way in which AI is being promoted and used

without a full consideration of the potential harm to workers, to the people we supervise and to potential victims. There appears to be a blanket Civil Service approach to AI, which ignores the specific needs and risks of Probation work.

AGM therefore instructs the National Executive Committee to:

- request a full Probation specific risk assessment for each use of AI, with dates set for meaningful review if implemented; Union input to be a requirement;
- support members to reject the use of AI where they identify potentially negative consequences;
- seek transparency about the approaches made by private tech firms to deliver services to and for HMPPS;
- lobby for AI specific legislation to protect workers' rights and wellbeing, including the right to human review and human contact for any AI decisions which affect staff, victims, or those on Probation;
- not use AI generated images or sounds within Napo publications in solidarity with workers in the creative industries.

Proposer: East Anglia Branch

5. Change the rhetoric – discretion should be the norm not a warning

This AGM notes that the interpretation of the Probation Attendance Management Policy is becoming more draconian with warning letters becoming the default instead of being used when really necessary.

This AGM believes staff morale and retention would be helped by managers feeling more confident about using their discretion to support members back into work following periods of ill health rather than punishing them for becoming ill.

This AGM calls on Napo to campaign for a fairer system using managers' discretion and challenge the practice of warning letters becoming the default.

Proposer: London Branch

6. OMiC Not Fit for Purpose!!

This AGM believes the OMiC (Offender Management in Custody) Model is not fit for purpose. Prisoners are commonly being released into the community without resettlement plans due to staff shortages in prison and in sentence management in the community. Probation staff in prisons are also feeling isolated and disenfranchised since their direct line management moved across to the Prison Governors, who may direct to prioritise prison targets, overriding the focus on resettlement planning.

This AGM notes the introduction of short sentence legislation, such as SDS40 and HDC365, as well as the forthcoming Sentencing Review, namely FTR48, has only increased the pressure due to last minute notification

of immediate releases on already limited probation resources, which is unsustainable.

This AGM urges Napo to work immediately towards the cancellation of OMiC and return Prison Probation management to the Probation Service, helping us to regain our independence and get our voices back.

Proposer: London Branch

7. Transparency goes both ways

HMPPS finally admitted several months ago that the Workload Measurement Tool (WMT) is severely under estimating workloads in sentence management. This is due to its failure to take into account all tasks required by national and regional case management related policies and procedures. They confidentially shared with representatives of the recognised trade unions that their survey results indicated a severe miscalculation of target staffing levels across England and Wales. Rather than sharing this with staff, they decided to embargo the numbers and continue to rely on the wildly inaccurate WMT. Furthermore, HMPPS has ignored all demands from Napo to address the effects of staff shortages.

Transparency. Accountability. Integrity. These are qualities and behaviours staff must demonstrate at all times. It is time that HMPPS is held to the same standards.

We call on Napo to demand that the WMT is scrapped and replaced with the new, more comprehensive tool, and HMPPS to immediately publish the current figures regarding the shortfall in staffing numbers. Probation staff deserve to know the truth.

Proposer: Mercia Branch

8. Using AI to Free Up Time and Refocus on People

This AGM notes that practitioners spend a significant proportion of their working hours on repetitive administrative tasks such as drafting reports, updating case notes and completing forms. While essential, these duties often reduce the time available for direct engagement with people on probation, which is central to effective risk management and rehabilitation.

This AGM believes that:

- Ethical and well-regulated use of Artificial Intelligence (AI) tools could streamline routine administrative processes without replacing staff.
- AI could assist in drafting documents, auto-populating forms, and reducing duplication, with practitioners retaining full responsibility for final content.
- Freeing practitioners from unnecessary admin will create more time for meaningful, relationship-based work with people on probation, supporting rehabilitation and public safety.

This AGM resolves to:

- Campaign for the introduction of ethical AI tools across the Probation Service to reduce administrative burdens.
- Ensure AI implementation safeguards jobs, maintains practitioner oversight, and protects confidential data.
- Promote the principle that technology should make our jobs more human - allowing more time for building trust, supporting change and delivering quality supervision.

Proposer: Matthew Pickles (South Yorkshire Branch)

Seconded: Claire Patterson (South Yorkshire Branch)

9. You can't punish someone back to health

There is a wealth of data, research and inspection reporting to demonstrate that Probation is a sick and traumatised organisation, and the toll that this is taking on our members is both unacceptable and unsustainable.

The sickness absence data reflects this. Individuals are having their health and happiness wrecked. Wellbeing initiatives are laudable and beneficial but should complement, not replace, good Health and Safety practice.

H&S is often derided, but with a workforce that is neither healthy nor safe, it's time for the employer to desist from blaming the individual for their lack of resilience/yoga/mindfulness and get real with workloads, staff support and rewards.

Napo has already won agreement from our employer that absence management policy should be pursued with more humanity and kindness. What is not clear to our members is whether this is percolating down through the organisation. Kind words at the top mean nothing if individuals are still subject to cruel and inflexible sickness management. Managers must be supported in exercising discretion in applying absence policies.

Napo will demand from HMPPS a regular review of sickness absence management data and other evidence to firmly establish that management discretion in absence management processes is being encouraged and used.

Proposer: Retired Members Network

Negotiating – Cafcass

10. Cafcass still needs a workload measurement tool!

Nothing has improved since last year's AGM! In fact, some of our members would say that it is worse despite Cafcass telling everyone that average caseloads are falling! The Cafcass workload measure fell into disuse many

years ago when most staff were permanently in 'high red'. What replaced it was a crude measure that no-one should have 'any more than 25 cases'. There was then talk about 'no-more than 20 cases' but our members tell us that '25 cases' has again crept in. There is no consideration of number of children, complexity or geography.

Last year Cafcass introduced a new direction that managers should facilitate staff taking back their TOIL (Time Off in Lieu) and aim to get caseloads down to 17 or 18. This remains a dream and not a reality for many of our members.

The AGM instructs the Family Court Section negotiators to:

- continue to demand at every opportunity that a new time and motion study is undertaken across all practitioner and management grades to inform any new workload tool;
- continue to encourage members to record and take their TOIL;
- once again demand that Cafcass implements a transparent system that records individuals' accrued TOIL.

Proposer: Family Court Section

11. Challenge Cafcass to ensure that any new changes to practice are fit for purpose!

Cafcass has introduced new policies, guidance and tasks that have resulted in Family Court Advisors feeling embarrassed, stressed and that their professional autonomy is diminished.

The introduction of Cafcass' Domestic Abuse policy, which had to be amended, was not thoroughly thought through and resulted in unnecessary conflict with Local Authorities, the Court and Solicitor/Barristers and Family Court Advisors having to defend the indefensible in court.

The introduction of the new combined goodbye and Independent Reviewing Officer letters are not fit for purpose and again they are being 're looked at'. However, whilst this task is ongoing, we are expected to use them.

The introduction of a long list of mandatory, situational, supervision triggers is resource intensive, leaving Family Court Advisors feeling that their professional autonomy has been diminished.

Cafcass is introducing policy and guidance without sufficient discussion and piloting.

The AGM instructs the Family Court Section negotiators to demand, that before Cafcass introduces any new policy, guidance or task, it is:

- subject to thorough consultation and piloting before it is rolled out;
- subject to an analysis of the resources that will be required for both practitioners and managers;

- subject to a thorough consideration/consultation about the impact on practitioners' professional autonomy.

Proposer: Family Court Section

12. Challenge Cafcass' disrespect of staff and Napo and Cafcass Employee Relations policies

AGM notes that Napo reps in Cafcass have reported that the employer has increasingly disrespected the union and their own employee relations policies:

- meetings held under the Trade Union Partnership Agreement are arranged without consultation on date;
- agreed actions by the employer are often delayed or forgotten;
- the employer has repeatedly failed to communicate respectfully on multiple issues. Napo reps have been ignored by members of Cafcass leadership, with emails not responded to for days or ignored entirely. The unions' pay claim submitted in June was not acknowledged for eighteen days, and has had no response over two months later;
- Cafcass is not following timescales in its own Employee Relations policies. Staff are left for weeks not knowing what is happening, sometimes without pay and sometimes under extreme stress and distress.

This adds up to a clear disrespect of a recognised trade union in Cafcass.

AGM therefore instructs Napo negotiators:

- to write to the Cafcass Board to make them aware of the employer's actions;
- to maintain pressure on Cafcass to respect trade unions and Cafcass' own policies;
- to report any delays in response or breaches of policy by Cafcass and keep a record for use in discussion with Cafcass.

Proposer: Negotiating – Cafcass

Negotiating – Probation

13. Change the appeal system

This AGM understands that the current system for appeals within HMPPS HR policies is flawed and can be subject to bias, unconscious and otherwise which disadvantages our members.

This AGM believes, to ensure independence, appeals for people subject to HR policies have to be heard by a Head of Service (HoS) from other Probation Delivery Units (PDUs) as the home Head of Service is generally involved in the decision-making process. This will ensure each case is looked at in an unbiased way.

This AGM asks that Napo negotiates a new appeals process as part of HMPPS' HR policies.

Proposer: London Branch

14. Visor Vetting

This AGM branch is concerned about the brutal nature of Visor vetting and the impact on staff. There appears to be a lack of transparency from those responsible for vetting, and there are limited avenues for redress when Visor vetting is either withdrawn or not approved. There is significant anxiety and feelings of injustice amongst staff who experience this and the right to defend themselves appears somewhat removed. Information that is held on Police systems appears to have no known shelf-life and the employer often demonstrates limited knowledge of the grading or relevance of the information held by the vetting agency. Staff are left with tangible uncertainty for career progression as a result.

Whereas it is acknowledged that risk assessments take place to ensure that the business is protected, affected staff are still left with questions unanswered, feelings of mistrust and a lack of protection from their employer.

This AGM calls on the employer to provide affected staff, with a timescale as to the relevance of information held and THEIR grading of the information held by the vetting agency.

Proposer: South Yorkshire Branch

Professional and Training

15. Toolkits no longer fit for purpose

With the advent of the 'one size fits all programme' and delivery reduced to High and Very High Risk clients, Community Offender Managers are left delivering toolkits on a 1-2-1 basis with increasing numbers of clients.

Many of the toolkits, such as Maps for Change, are complex and difficult pieces of work that require a lot of time to prepare and deliver and training to deliver these toolkits effectively is inadequate.

We call on Napo to demand that the employer consults on developing new toolkits and 1-2-1 work that are dynamic and easier to access. We also need better training to be able to deliver these interventions to a high and consistent standard to enable clients to engage with an effective change process.

Proposer: London Branch

16. Specialisms should be supported

This AGM believes that HMPPS require a full-time trained officer to facilitate, train, support and inform probation officers tasked with writing pre-sentence reports and probation officers holding chemsex cases.

We believe the recent down scaling of HMPPS's response to the chemsex cohort has resulted in HMPPS disenfranchising an already marginalised group, namely gay men, bi/pan-sexual men, men who have sex with men and transgender service users, by failing to assess

and manage risk accurately.

We believe that having a specialist worker in place is vital to the management of these cases, in order to effect change and protect the public.

We call on Napo to raise awareness and campaign for specialist workers to lead on training and supporting probation workers working with these cases.

Proposer: London Branch

17. Excessive Training

This AGM notes the substantial increase in training expectations for probation staff. Training and development are crucial to a professional organisation and go to the heart of Napo values. The amount of training currently required dilutes learning and means practitioners see it as a tokenistic, tick box exercise that detracts rather than enhances practice.

Furthermore, the time taken to complete training expectations as well as enforced office shut downs, greatly outweighs the time allowed by workload measurement, particularly for part time staff.

This AGM calls on the employer to:

- urgently review the amount of training being required of staff, including the frequency of repeat learning;
- prioritise training into a meaningful and achievable package that truly differentiates desirable from essential learning.

Proposer: South Yorkshire Branch

18. Proper Structure and Accountability for Trainee Learning

This AGM notes that there are huge variations in the training experience and seeks to prevent this. This AGM believes that:

- trainees require a clear, accountable training plan to ensure they gain the skills and experiences necessary for their role;
- trainers and managers must have defined responsibilities for providing learning opportunities, rather than leaving development to chance;
- trainees should be able to track their progress and identify gaps in their learning.

This AGM resolves to:

- campaign for a nationally agreed structure for PQIP and PSO trainee learning that sets out required core experiences;
- ensure trainer accountability for delivering these opportunities;
- support tools for trainees to monitor their own development, making training consistent, fair and effective across all regions.

Proposer: Matthew Pickles
Seconder: Claire Patterson

19. National adoption of the Sheffield Demand Management Tool

This AGM notes that in Sheffield, following a grievance on excessive workloads, a Demand Management Tool (DMT) was developed to reduce pressures on practitioners by allowing work within caseloads to be prioritised based on urgency and professional judgment, not solely on Workload Management Tool (WMT) scores.

The DMT empowers Senior Probation Officers (SPOs) to support practitioners in managing demands, even where this results in missed deadlines, ensuring staff wellbeing and public safety take precedence over arbitrary targets.

This AGM believes that:

- excessive workloads remain a major cause of stress, sickness absence, and staff loss in the Probation Service;
- the WMT does not always reflect real pressures, and rigid adherence to it can undermine professional practice;
- SPOs and practitioners must be protected from sanctions when prioritisation decisions are made in good faith under workload management tools.

This AGM resolves to:

- endorse the Sheffield DMT and campaign for its adoption nationally;
- press HMPPS to integrate such tools into workload agreements;
- protect staff from negative consequences when deadlines are missed due to agreed prioritisation.

Proposer: Matthew Pickles
Seconder: Claire Patterson

20. Count my age then recalculate my workload

Napo has, with its longstanding campaign on workloads, sought to highlight the impact of the unreasonable demands placed on staff across all grades. None of the measures, such as Reset, reordered priorities, E3 (Effectiveness, Efficiency and Excellence) and changes to the risk criteria, have slowed down the relentless pressure on staff delivering high quality work.

Those, not constrained by circumstances, are rightly choosing, in an atmosphere of low pay and high workloads, to join those older members who left during Transforming Rehabilitation (TR).

The Probation Service needs to seriously address the impact of workloads on all its staff but especially on those of a certain age, whose health and stamina are seeing an increasing number of staff catapulted down the exit chute of sickness absence and capability.

It is time to respect the experience and knowledge linked to time served, not to penalise staff who need more time to deal with IT, assimilate information and deliver high-quality work.

This AGM calls for further consultation on additional workload weighting on a formula consistent with age and experience for all tasks and with it an adjustment in workloads. The formula should also consider protected characteristics and underlying health conditions.

Proposer: Keith Stokeld (Staffordshire West Midlands Branch)

Seconder: Steve Kelley (Staffordshire West Midlands Branch)

Campaigning Network

21. Enough is enough – we need new political representation

AGM notes:

- The ongoing funding crisis in the probation service, Cafcass, and across the public sector.
- Labour's continuation of austerity and various attacks on the working class and oppressed groups, despite clear opposition and demands for an alternative from the trade union movement.
- The 2022 AGM resolution supporting Enough Is Enough and its demands: A Real Pay Rise, Slash Energy Bills, End Food Poverty, Decent Homes For All, Tax the Rich

AGM believes:

- Napo members need political representatives that firmly back our union's policies.
- The Labour government is not representing the interests of Napo or the wider working class. Napo and the broader trade union movement must look for an alternative political voice to Labour.

AGM resolves, without actions requiring a political fund:

- To contact sister unions with an invitation to enter discussion on establishing a new political voice for the working class.
- To invite pro-worker MPs including Jeremy Corbyn MP and Zarah Sultana MP to attend a National Executive Committee meeting for a discussion about how they can support our union's demands for decent funding for probation and Cafcass.
- To encourage Napo members to stand in elections, linking up with other trade unionists, to campaign for our union's policies.

Proposer: Family Court Section

22. Get us out of HMPPS

This AGM notes the Probation Service is being used to mop up the overcrowding situation in our prisons without regard to our own role and probation ethos. Our management has been subsumed by prison staff and prison culture, diluting our professional integrity.

This AGM believes the Probation Service needs to retain its identity and professional standards by being truly independent from HMPPS.

This AGM calls on Napo to campaign to remove us from HMPPS control and the wider Civil Service.

Proposer: London Branch

23. Slippery Slope

This motion is being written immediately after 522 people were arrested on 9th August 2025 on offences of terrorism for protesting against the genocide of Palestinian people by the current Government of Israel and showing support to a recently proscribed organisation. This is the first organisation in UK history proscribed solely on the basis of their targeting of property and assets. As a general principle, proscription is an extremely concerning political decision, a slippery slope that we believe will have a direct impact on Probation staff.

Individuals convicted of terrorism-related offences are allocated to a specialist team and require extensive risk management efforts. If the appeal against the proscription is not successful, we can expect potentially thousands of cases flooding our court, prison and probation systems. In an ever-worsening prison and probation capacity crisis, this would lead to unmanageable pressures.

Lastly, many of our members have personally participated in peaceful protests over the decades to support Palestine and feel a strong sense of injustice by the principle of proscription.

This AGM asks that Napo publicly supports the appeal against proscription as a matter of principle and clearly outlines the potentially serious impact on Probation staff.

Proposer: Mercia Branch

24. Collaboration with Research towards a localised Probation Service

The shambles that was Transforming Rehabilitation (TR) was badly overhauled to create a civil service Probation Service, subsumed by the Prison Service in HMPPS. Napo, leading commentators and experts, not least experts on the coalface – our exhausted and valiant members – distinguished academics and the inspectorate are all calling for Probation to be a locally embedded service, closely connected with Courts.

Napo Cymru has worked collaboratively with the Welsh Centre for Crime and Social Justice (WCCSJ), specifically its Welsh Probation Development Group, for some years now, modelling the good practice of enmeshing academic research and professional practice in its work.

While this work has encompassed consideration of a future devolved Probation

Service, it is very applicable to both England and Wales in establishing evidence-based models of Probation, true to its identity and potential.

Napo will work in collaboration with the WCCSJ Welsh Probation Development Group in investigating models of Probation governance and practice that encompass localism and decentralised control. Napo will publish and promote the findings of this collaboration.

Proposer: Napo Cymru

25. Labour must urgently deliver on its promise to review Probation Governance.

Probation is in crisis and has been so for so long now that crisis seems routine. The HMPPS model of a combined prison and probation service is defunct, never having been fit for purpose. To coin a phrase, it is irredeemably flawed. In its manifesto for election, the now Labour Government promised a review of the governance of Probation. Our frustration that this has not been announced alongside the sentencing review cannot be overstated.

The repeated MoJ excuse for inaction, that probation staff are weary of change, is hollow. Since TR, all changes to probation have been against the expressed wishes and good judgment of experts and practitioners.

The repeated assertion that staff recruitment and retention will fill the void, is belied by the failure of attempts to secure this. Asking rats to board or remain on a sinking ship is a folly.

The promised review of the governance of Probation is urgently needed.

Napo will communicate the urgent need for a review of Probation governance, as promised in the Labour manifesto, to the Minister, and campaign vigorously for it, keeping members and activists informed as to progress.

Proposer: Napo Cymru

26. Has Foodbank become the new norm?

The title of this motion is an impactful reminder of the decline in living standards for an increasing number of Probation workers. It encompasses the lack of recognition and respect that Probation is afforded by Senior leadership within HMPPS and MOJ. More and more Probation staff are being forced into poverty and as a result are unable to cover everyday living costs.

Probation is no longer deemed as a career for life and is progressively being seen as a stepping stone to other more rewarding careers. Valuable experience and the foundations for its long-term future are being lost. 75% of the Probation workforce has less than 2 years' experience.

The steep rise in food bank usage in the UK is a damning indictment of the society we live in today. Pay is a systemic concern within

Probation, but there continues to be a lack of retention, a reliance on recruitment of new inexperienced workers, increased workloads and poor training.

We continue to be invisible. The public recognises the CJS as Police, Courts and Prison. We need to do more to change this perception. Otherwise, we won't just be invisible, we will be obsolete.

This AGM calls for a renewed campaign to highlight the work we do which is in stark contrast to the way we are treated.

Proposer: Western

Equal Rights Committee

27. Are we prepared for the far-right?

Recent social and political developments have seen a rise in far-right ideologies and anti-immigrant sentiments across the country. With the rise in popularity of Reform, casual racism is becoming normalised and anti-immigration rhetoric is rife. These trends pose challenges to creating a respectful, inclusive, and safe work environment. We are all faced with misinformation about immigration and staff may not feel equipped to challenge these arguments, with colleagues and with service users.

As a union committed to diversity, equality, and inclusion, it is imperative to address these issues proactively. The trade union movement must step up to confront this dangerous tide and ensure our workplaces remain spaces of solidarity, respect and dignity for all workers, and our practice remains free of unconscious bias and discrimination.

We call on Napo to put pressure on our employers to implement an educational program aimed at raising awareness among employees about the rise of far-right movements and anti-immigrant rhetoric. This program should include:

- interactive sessions that educate employees about the dangers of far-right ideologies and how they can be harmful;
- promoting critical thinking skills to help employees identify misinformation and propaganda; upskilling practitioners to challenge appropriately in open and respectful dialogues.

Constitutional Amendment

This Constitutional Amendment is to remove the current anomaly / double-up around Networks, because The Forum effectively has become a Network under the NEC.

In Section 14 – Annual General Meeting (AGM)

14(e) – in line two delete ‘The Forum,’.

14(f) – in line two delete ‘The Forum,’.

The section will then read as:

14 (e) The AGM shall consider any motion of which notice has been given in writing to the General Secretary by the NEC or any of its committees and networks, a branch, or two full or professional associate members, not less than eight weeks before the date of the AGM. The General Secretary shall circulate to all members the details of all such motions not less than six weeks before the date of the AGM.

14 (f) Notice of proposed amendments to motions shall be given in writing to the General Secretary by the NEC, any of its committees and networks, a branch, or two full or professional associate members not less than two weeks before the date of the AGM. Details of the proposed amendments shall be available at the AGM.

Proposer: National Executive Committee

Abbreviations used in motions

AGM – Annual General Meeting	NOMS – National Offender Management Service (predecessor HMPPS)
AI – Artificial Intelligence	OASys – Offender Assessment System
AT – Assistive Technology	OMiC – Offender Management in Custody
BAME – Black, Asian and Minority Ethnic	OMU – Offender Management Unit (prison)
CA – Constitutional Amendment	PBNI – Probation Board for Northern Ireland
Cafcass – Children & Family Court Advisory and Support Service	PDU – Probation Delivery Unit
CJS – Criminal Justice System	PI – Probation Instruction
CNC – Cafcass Negotiating Committee	PIT – Practice Improvement Tools
CRC – Community Rehabilitation Company	PO – Probation Officer
CRS – Commissioned Rehabilitation Services	PQ – Parliamentary Question
ETE – Education, Training and Employment	PQiP – Professional Qualification in Probation
EVR – Enhanced Voluntary Redundancy	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. – <i>that is</i> (<i>Id Est</i> – 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	
NEC – National Executive Committee	

