



AGM 04/2024

**Minutes of the 111th Annual General Meeting of Napo
held in person at the East Midlands Conference Centre,
Nottingham 19th to 21st October 2023.**

THURSDAY 19th OCTOBER

1. WELCOME AND QUORUM

It was confirmed that the meeting was quorate and over 150 members registered and shown as being in attendance at the event. (14:15)

2. STATEMENT FROM GENERAL SECRETARY

General Secretary proposed TUC statement regarding Gaza and Israel, this was approved by conference.

2. CHAIR'S ADDRESS TO CONFERENCE

Helen Banner, National Chair, addressed conference.

3. INTRODUCTION TO MONITORS

Lead Monitor, Humayun Shouib, gave an introduction to the role of the Monitors during the course of Conference.

4. INTRODUCTION TO STEERING COMMITTEE

The Chair of Steering Committee, Jeanne Peall, gave an introduction to the role of Steering Committee during the course of Conference.

5. MINUTE'S SILENCE

Conference observed a minute's silence in remembrance of colleagues who had passed away during the previous year.

6. MINUTES OF 2021 AGM

The Minutes (**AGM 04/2022**) were **adopted**.

7. NOTIFICATION OF ELECTION OF OFFICERS

Helen Banner continues her first term as chair; Duljit Gill and Sue O'Mahoney continue their first term as Vice-Chair (Probation). Ben Cockburn starts his second term as Vice-Chair (Probation) and Carole Doherty starts her second term as Vice-Chair (Finance). Adam Harmsworth and Stephen Hornby start their first term as Co-Vice-Chairs (Cafcass).

8. FINANCE REPORT (AGM 05/2021)

Carole Doherty, Vice-Chair (Finance), introduced the Finance report.

Finance questions were asked and responded to on the following topics:

- Whether branch grants have taken into account the significant increase in costs this year, for members, as a result of rising inflation.
- If there is an avenue for members who have financial difficulties to be able to participate in conference, even on an online basis, without their branches needing to be aware of their financial circumstances.
- Whether a costing exercise can be undertaken to make the Probation Journal an 'opt-in' benefit rather than sending out so many copies which are not necessarily read or wanted'.

The Vice-Chair (Finance) report was **approved**.

The appointment of Sturgess Hutchinson (Leicester) Limited as auditors for the year ending 2023 was **approved**.

9. EDRIDGE FUND ACCOUNTS & ANNUAL REPORT

Alan Goode, Edridge Chair presented the Edridge Accounts and Annual Report. The Accounts and Annual report were **approved**.

10. ADDRESS TO CONFERENCE

Sonia Flynn, Former Chief Probation Officer, introduced the Probation exhibition that forms part of the stalls area outside of the conference hall.

11. ADDRESS TO CONFERENCE

Lord Ponsonby and Liz Saville Roberts MP, Co-Chairs of the Justice Unions Parliamentary Committee address conference.

12. EQUAL RIGHTS COMMITTEE – Failing to Support Neurodiverse Staff

Proposed by Richard Clark (Kent Surrey Sussex Branch) and seconded by Clare Pass (South Yorkshire Branch):

This AGM notes our Employer has a duty of care to put reasonable adjustments in place for all staff with disabilities as defined by the Equality Act 2010.

This AGM believes the Probation Service is failing as an organisation to support their staff with neurodiversity (ND). This can be seen by the length of time taken to assess staff and identify suitable reasonable adjustments.

We understand that those enrolled on PQiP who are neurodiverse have been badly affected as they are often paused to allow time for them to go through the necessary assessments and processes. In some cases this has resulted in the Service declining to implement some identified adjustments on

'business' grounds. This creates disability disadvantage because members are left to cope with their disability disadvantages alone without support.

This AGM calls on the Officers and Officials to do the following:

- provide guidance for members to help them navigate through the processes involved when reasonable adjustments are identified and refused;
- work with the employer to raise awareness and develop training around how to support ND staff and stop discrimination and disability disadvantage.

The motion was **carried**.

13. HEALTH AND SAFETY COMMITTEE – Duty of Care

On behalf of London Branch, proposed by Richard Nixon and seconded by Patricia Johnson:

This AGM notes HMPPS are (in areas) failing in their duty of care, as a result of staff shortages. This is leading to unmanageable caseloads and pressures being applied to members, who are already exhibiting work related stress / fatigue and in some cases mental health consequences. Cases are being allocated on a daily basis to members, who have informed their line managers they are not coping with their current caseloads.

This AGM believes that HMPPS are knowingly and wilfully breaching their duty of care to ensure the health, safety and welfare of their workforce, so far as is reasonably practicable, including members mental wellbeing, as laid out in the Health and Safety at Work Act 1974.

This AGM calls on Napo to negotiate the cessation of allocating additional cases to those who are in excess of the Workload Measurement Tool (WMT) guidance. If this not forthcoming, Napo will advise members to seek legal advice around litigation and compensation for members who are knowingly and wilfully being subjected to undue stress as the result of the employers' actions.

This motion was **carried**.

14. NATIONAL EXECUTIVE COMMITTEE - Dangerous workloads due to increasing staff shortages

On behalf of Thames Valley Branch Thames Valley branch, proposed by John Ennis and seconded by Nick Tuttle:

This AGM is appalled by the leaked Tory government report identifying that many Probation areas are at a critical situation due to dangerously low staffing levels. This AGM agrees to call on the Ministry of Justice (MoJ) and government to put in place immediate measures to alleviate dangerously high

workloads and improve recruitment and retention with a decent pay rise that will encourage staff to stay in the service. This AGM agrees that in the event of no agreement with the government and MoJ then industrial action should be balloted for.

This motion was **carried**.

15. NEGOTIATING - PROBATION - Workload Measurement Tool (WMT)

On behalf of Mercia Branch, proposed by Andi Kocsondi and seconded by Joanne Perkins:

Workloads across Probation, but particularly in sentence management teams, have risen even further since last year. The WMT has been questioned by many in the past regarding its effectiveness to accurately reflect the workload of practitioners. The percentage shown by the WMT determines whether practitioners are able to claim overtime and if so, how many hours. It is also one of the key factors in case allocations, and more widely recruitment and staffing for offices/PDUs.

Over the past few years, changes made to the WMT resulted in a drop in percentages when practitioners' experience suggest that their workload in fact increased. Additional tasks, forms, procedures are constantly being added which adds to the time required to manage a case to the expected standard. New platforms and portals are also regularly introduced which require time and effort.

This AGM asks that a full review of the WMT is completed to accurately reflect the current duties and responsibilities of practitioners.

This motion was **carried**.

16. PROFESSIONAL AND TRAINING NETWORK - People over Targets

On behalf of the Mercia Branch, proposed by Sandra Rogers and seconded by Natalie Dimbleby.

There has been a clear pattern of shifting priorities within probation practice over the past decade. A profession which once predominantly focused on face-to-face engagement and meaningful work with service users, has now turned into an endless battle with admin and paperwork related tasks.

Research clearly suggests that one of the best predictors of change is positive rapport, a meaningful working relationship and intervention between service users and professionals. In reality, the actual person can often get lost in the rush to meet national standards, targets and business priorities.

This is especially important given the large influx of trainees and new starters in recent years as they do not have the same foundation and grounding in

“old-style” probation values as more experienced practitioners do. They also have less confidence to challenge the target-driven culture and may feel more pressure to comply with the ever-growing expectations.

This AGM asks this to be taken up as a significant issue to protect the person-centred approach within probation practice and allow practitioners to spend meaningful time with their clients.

This motion was **carried**.

17. CAMPAIGNING NETWORK - Out of Westminster, out of the Civil Service, separate from Prisons: Probation in Wales can show a better way

On behalf of Napo Cymru proposed by Su McConnell and seconded by Natasha Borland:

Conference notes:

- the Thomas Report (Commission on Justice in Wales) recommends the devolution of justice;
- the Gordon Brown Report to UK Labour “A New Britain” specifically recommends the devolution of Probation and Youth Justice;
- First Minister Mark Drakeford, addressing Napo Cymru recently, said “this is for real”: concrete practical planning is underway, but the necessary legislation must be passed by a UK government;
- the insistence of Welsh Ministers Mark Drakeford, Jane Hutt, Mick Antoniw on collaboration with Justice Unions;
- the work of the Welsh Centre for Crime and Social Justice (WCCSJ), specifically its Probation Development Group, and its collaboration with Napo Cymru;
- Napo Cymru has worked with WCCSJ, Justice Unions and Welsh Ministers to establish the need to remove Probation from the Civil Service and uncouple Probation from the Prison Service;
- the argument for the devolution of Probation has been won in Wales, but must be passed by a UK government to proceed.

Napo will actively, urgently and persistently campaign for the devolution of Probation in Wales, focussing these efforts on the Westminster Labour Party, demanding that the devolution of Wales Probation is included in the UK Labour manifesto for the next General Election.

This motion was **carried**.

FRIDAY 20TH OCTOBER

18. QUORUM

It was confirmed there was a quorum.

19. MONITORS' REPORT

Lead Monitor, Humayun Shouib, gave the Monitors' Report.

20. ADDRESS TO CONFERENCE

Steve Gillan General Secretary of the POA addressed conference.

21. PROBATION JOURNAL REPORT

David Raho, Probation Journal Editorial board member and London Branch member addressed conference.

22. ANNUAL REPORT AND ACCOUNTABILITY SLOT

The General Secretary, Ian Lawrence, introduced and presented the Annual Report 2022/23.

23. GENERAL SECRETARY'S ADDRESS

Ian Lawrence, General Secretary addressed Conference.

24. ADDRESS TO CONFERENCE

Kim Thornden-Edwards, Chief Probation Officer addressed conference and responded to questions from members.

25. PROFESSIONAL SESSION

Panel debate on 'When Workloads become a risk' with Samantha Ainslie, Senior Lecturer Criminology and Criminal justice, Sheffield Hallam University, Simi O'Neill, HMIP Head of Probation Programme, Becky Shepherd, Senior Lecturer Criminology, London South Bank University and Nicki Kenny, Napo Health and Safety Network and Family Court Section Chair.

26. ADDRESS TO CONFERENCE

Paul Nowak, General Secretary of the TUC addressed conference.

27. ANNUAL REPORT AND ACCOUNTABILITY SLOT CONTINUED

Questions were asked and answered about:

- the ongoing work to address motion 2 from 2022 in respect of campaigning to replace the RAR (Rehabilitation Activity Requirement)
- analysis of the workloads survey that Napo undertook.

The following areas had questions asked with the agreement that answers would be provided in writing.

- the impact of the changes in office furniture, design and reduced space and privacy.
- The issue of manager discretion linked to the sickness absence policy.

The Annual Report including the 2022 accounts, was **adopted**

28. CHANGEOVER OF OFFICERS

Ian Lawrence, General Secretary made a speech of thanks to Nicola Taylor-Ebong for her four years as Vice-Chair Cafcass, he noted she had served the role with distinction and commitment, bringing superb professional knowledge. Stephen Hornby and Adam Harmsworth were welcomed as co-Vice-Chairs Cafcass.

29. NATIONAL EXECUTIVE COMMITTEE – SFOs Corporate Responsibility Not Scapegoating

On behalf of London Branch, proposed by Patricia Johnson and seconded by Neil Cafferkey.

This AGM supports the Napo Workloads campaign but feels it does not go far enough. AGM notes Serious Further Offence investigations are increasing in number and we are seeing more result in disciplinary action.

While increased workloads due to serious staff shortages are noted as a mitigating factor there is a noticeable lack of the Organisation being willing to accept Corporate Responsibility. This is leading to front line staff being scapegoated in the name of accountability.

This AGM believes it is almost impossible for staff to undertake all of the duties required to safely manage or assess people in the community with the current workloads and staff shortages.

This AGM calls on Napo to:

- raise awareness of the impact of staff shortages on serious further offences, highlighting this is increasingly through unsafe working practices;
- negotiate with the employer the circumstances in which Corporate Responsibility will be applied.

AGM further calls on Officers and Officials to take action up to and including industrial action to achieve this.

This motion was **carried**.

30. NEGOTIATING – PROBATION – HR – Not fit for purpose

On behalf of London Branch, proposed by Sharon Brereton and seconded by Neil Cafferkey:

This AGM believes Human Resources (HR) have a clear role to play in advising staff and managers in relation to HR policies and processes. This AGM is aware of serious discrepancies between the advice given to management staff and the information in the policies and policy guidance.

We are also aware many new HR staff have come from the prison side of HMPPS and seem to be confusing prison and probation processes and outcomes. This is leading to unfair processes including HR staff being part of the HR meetings to which they do not have attendance rights. This is leading to an adversarial environment in formal meetings.

We call on Officers and Officials to negotiate with the employer for improvements to this service and to the training given to HR staff urgently.

This motion was **carried**.

31. EMERGENCY MOTION A - CEO of Cafcass needs to engage with the Trade Unions to effectively address the Recruitment and Retention Crisis

Emergency motion proposed by Paul Walker (Family Court Section) and seconded by Jay Barlow (Family Court Section):

This AGM expresses its disappointment and its dissatisfaction that the Chief Executive of Cafcass, Jacky Tiotto, has not engaged with trade unions in respect of our pay claim or to discuss the continuing unsustainable high workloads that Cafcass staff endure.

On 3rd October this year, in an interview with 'Children and Young People Now', the Cafcass CEO was reported as saying that "Cafcass was a great place to work, offering high quality training, good annual leave entitlement and low caseloads", but was "unsure of what measures were needed to tackle the problem of staff retention."

These astonishing statements, linked to the lack of engagement with the trade unions over the recent pay claim and the 4% pay offer, which took effect from 12th October (after a ballot for industrial action failed to reach the legally required threshold) have led to this emergency motion. We are asking AGM to instruct the General Secretary and National Officers to seek an urgent meeting with the Cafcass CEO which will address:

- the reality of excessive workloads in Cafcass;
- the effect that this is having on the recruitment and retention of staff, which is approaching crisis proportions.

Napo will additionally propose, as an interim measure, that the Cafcass CEO should seek authority to increase all salary points by £2000 per annum from 1st January 2024.

This motion was **carried**.

32. NEGOTIATING – PROBATION - OMIC, Probation NOT Prison

On behalf of London Branch, proposed by Raymond Carter and seconded by Sharon Brereton:

This AGM notes Offender Management in Custody (OMiC) has seen an increase in prison Governors becoming part of the process in managing staff sickness for Probation Service (PS) staff in prison Offender Management Units (OMUs).

This AGM understands that while the line management of Senior Probation Officers (SPO) in OMUs has passed to Governors the management of other probation staff has not. There is now clear guidance for managing SPOs but the policy remains silent on the management of OMU PS staff.

This AGM calls on Napo to negotiate clear guidance, as soon as possible, to clarify the situation to ensure all probation staff under HR policies are treated equitably across all branches of the Service.

This motion was **carried**.

33. NEGOTIATING – PROBATION - No more outsourcing

On behalf of Thames Valley branch, proposed by John Ennis and seconded by Ben Hartley:

This AGM agrees to campaign for an end to all outsourcing, particularly in Approved Premises, which has had dangerously low levels of skilled staff, adding to severe stress on staff. This AGM agrees to campaign for decent wages and conditions in Approved Premises to aid recruitment and retention.

This motion was **carried**.

34. EQUAL RIGHTS - Combat Discrimination

On behalf of Thames Valley Branch, proposed by Stefani Georgieva and seconded by Sapphire Bond.

This AGM calls on HMPPS to produce a comprehensive report on potential discrimination in the nine protective characteristics to include identifying measures such as, disciplinary processes, grievance procedures, reward and recognition, staff recruitment and retention. This AGM agrees that if this comprehensive report identifies discrimination in any of the measures outlined

nationally or in local Probation areas then an action plan is put in place and dates for implementation agreed.

This motion was **carried**.

35. NEGOTIATING – PROBATION - Management Discretion

On behalf of London Branch proposed by Neil Cafferkey and seconded by Patricia Johnson.

This AGM notes there has been a dramatic increase in managers choosing not to use their discretion when considering imposing warnings for sickness absence. This AGM believes this is excessively punitive and also discriminatory practice in many cases.

This AGM further understands advice from Human Resources is currently to issue a warning in all cases including where the absence is disability related.

This AGM calls on Napo to:

- raise awareness of the impact these punitive measures have on staff retention and discrimination;
- negotiate with the employer for the reinstatement of management discretion in line with the relevant policies;
- challenge discrimination by any means including supporting members to seek legal redress where appropriate.

This motion was **carried**.

36. HEALTH AND SAFETY - Unpaid Work not fit for purpose.

On behalf of London Branch, proposed by Patricia Johnson seconded by David Raho:

This AGM believes staff and clients should be safe at Unpaid Work projects. This AGM understands some serious recent incidents have resulted in safety measures being found inadequate and processes not working in the required way.

This AGM calls on Napo Officers and Officials to investigate the following matters with the employer to assist them to improve safety:

- Do we have sufficient staff to supervise clients?
- Should project supervisors be working solo?
- Are the project risk assessments thorough enough?
- Are the individual client risk assessments properly considered before sentence and placement?
- What measures and checks are in place to ensure improvements in responsiveness with lone worker device systems?
- Are these being monitored and reviewed on a regular basis?

This motion was **carried**.

37. NEGOTIATING PROBATION - Commissioned Rehabilitation Services

On behalf of the Mercia Branch, proposed by Andi Kocsondi seconded by Sandra Rogers:

Commissioned Rehabilitation Services (CRS) are supposed to provide specialist support to people on probation which they cannot access directly from their practitioner. However, the quality of service provided greatly varies across regions. There are a high number of complaints, questioning whether some of them are even fit for purpose. For example, some of the ETE services have no means to offer funding for training, and some accommodation services ask probation to complete housing referrals. This seems to defeat the purpose.

Probation clients with complex needs may require a referral to four or five different services, which means attending many appointments in addition to their probation supervision, all with different professionals, possibly on different dates and different venues. Even if they comply, there is a chance that they will be further signposted or do not achieve a meaningful outcome anyway. Instead of increasing their chances of success, this can leave people feeling demotivated and let down by the service. Staff also experience frustration as they are left to deal with the negative outcomes and service users in crises.

This AGM asks that these contracts are looked into and challenged on a national level to ensure good quality of service.

This motion was **carried**.

SATURDAY 21st OCTOBER

38. QUORUM

It was confirmed there was a quorum.

39. MONITORS' REPORT

The Lead Monitor, Humayun Shouib, gave the Monitors' Report.

40. EMERGENCY MOTION 2 - The Cutting of Programmes, Careers and Public Protection

Emergency motion proposed by Helen Banner (Chair) and seconded by Ben Cockburn (Vice-Chair Probation).

This AGM calls for urgent action to oppose the cutting of programmes and in particular, the loss of expertise that will result from the disbanding of the divisional Sex Offender Units. The need for specialists to work with this complex group is vital if there is to be a policy shift for probation to be a viable alternative to custody.

Alongside this, HMPPS are pushing for a job evaluation of programme facilitator roles with the intention of re-banding all programme staff to Band 3 and the expectation that they will work with all cohorts of clients, including those that commit sexual offences and domestic violence, with little training or support. The employer informed Napo three weeks ago that they want the evaluation to take place early next month. This will be before a transition agreement to protect affected staff has been agreed.

This AGM:

- vehemently opposes the disbanding of the DSOU as this undermines public protection and will ultimately impact on Probation's ability to manage complex cases, especially those clients that come out on the early release scheme;
- instructs Officers and Officials to tell the employer that Napo will not allow a job evaluation to take place before protections are fully agreed;
- opposes the attempts of HMPPS to place all programme staff on Band 3.

This motion was **carried**.

41. CAMPAIGNING – Oppose the Tory Minimum Service Levels Act

On behalf of the Family Court Section, proposed by Adam Harmsworth and seconded by Paul Walker.

AGM recognises the 'Strikes (Minimum Service Levels) Act' is a major draconian, undemocratic attack on the right to strike.

This is another crude attempt by the Conservative government to shift the blame for inflation onto the working class instead of bosses' profiteering.

No individual union or member should be left isolated. The whole of the trade union movement must mobilise collectively to defend workers' rights.

AGM calls on Napo to demand:

- all unions and the TUC urgently call a national Saturday demonstration against the new law;
- Keir Starmer pledges an incoming Labour government to reverse fines and other measures taken against any union under the terms of the Strikes (Minimum Service Levels) Act;
- all employers refuse to use the provisions of the Strikes (Minimum Service Levels) Act and that a lead in such non-compliance be given by any government, council, fire authority or other employer led by the Labour Party;
- if any union is taken to court or worker threatened with dismissal, an emergency demonstration is called and an immediate meeting of the TUC General Council be convened to organise mass co-ordinated strike action, including a 24-hour general strike;
- the repeal of all anti-union legislation.

This motion was **carried**.

42. CAMPAIGNING – End Child Poverty

On behalf of London Branch proposed by Jeremy Cameron seconded by Patricia Johnson:

This AGM is shocked by Keir Starmer's determination to keep the cuts in Child Benefit limiting it to two children. Napo will draw up a campaign to abolish this odious tax, reporting on its progress to the first NEC after AGM. Napo will take this to the TUC and report back to the following NEC.

This motion was **carried**.

43. CAMPAIGNING – Just Stop Oil Trials

On behalf of the Retired Members Network proposed by Jeremy Cameron (London Branch) and seconded by Di Mitchell (South South Western):

Napo is appalled to discover that some courts presiding over Just Stop Oil trials are forbidding defendants to state their motive for their actions. If they do, they are sent immediately to prison for contempt.

In the light of this, Napo will write to the government requesting that all mention of Justice in government titles is changed to 'Injustice'.

This motion was **carried**.

44. ADDRESS TO CONFERENCE

Gawain Little, General Secretary of the GFTU addressed conference.

45. PROFESSIONAL AND TRAINING – Abolish Parole

On behalf of the Retired Members Network proposed by Chris Hignett (London) seconded by Rod Mitchell (East Midlands Branch)

Napo will campaign for the abolition of parole. Whatever the humanitarian impetus for its introduction parole is now an expensive exercise in secondary sentencing allowing for double jeopardy, unfairness and political opportunism. With the exception of the life sentence for murder, Napo will campaign, where custody is regarded as a last resort, for sentences to be of determinate length with fixed remission to promote good order in prisons.

In the light of this change Napo will urge the Sentencing Council to issue new guidance on sentence length.

This motion was **not** carried.

46. EMERGENCY MOTION 4 – Probation Needs a Pay Rise

Emergency Motion proposed by Carole Doherty (Vice-Chair) and seconded by Ben Cockburn (Vice-Chair):

On 23rd June 2023 the Probation unions, UNISON, Napo and GMB/SCOOP submitted a pay-reopener claim of an increase in the value of all pay points of 12% effective from 1 April 2023 and an unconsolidated payment of £2,500. Despite repeated promises over many weeks the employer has failed to respond to this pay claim. The failure of pay to keep up with the rising cost of living has led to major cuts in living standards for Probation staff and their families since 2010.

The overall vacancy rate amongst probation officers in March of this year was a frightening 29%. The decline in the value of probation salaries is having a very damaging impact on recruitment and retention. High staff turnover means that the Probation Service cannot adequately supervise people on probation with consequent risks to public protection. To return to 2010 real terms pay probation staff need a 68.7% pay rise. As a comparison, Police Staff and Prison Officers have received 7% pay rises this year.

At the latest HMPPS meeting with the employer on 17/10/23, it was repeated that the ministerial line is that we need to be realistic about a pay reopener. Conference therefore believes:

- 1) The three-year pay settlement of 2022/2023/2024, of 3.2% per annum is wholly inadequate in the context of historically exceptional UK price inflation rates. These levels of inflation were not predicted at the time

the three-year pay settlement was agreed by members of the three Probation trade unions.

- 2) It is completely unacceptable for the employer, despite many promises, to fail to provide a response to the probation unions' pay re-opener claim.
- 3) That in the context of massive falls in real terms pay since 2010, a 12% per annum increase and an unconsolidated payment of £2,500 is a very modest and restrained pay claim.

Conference therefore calls on the Officers and Officials to explore all options to seek to bring the employer back to constructive negotiations to reopen the pay offer, including the possibility of registering a new trade dispute and a consultative ballot of Napo members alongside our sister unions on their willingness to take various forms of industrial action.

This motion was **carried**.

47. EMERGENCY MOTION C - Urgent Negotiating and Campaigning Priorities

Emergency motion proposed by Ben Cockburn (Vice-Chair) and seconded by Carole Doherty (Vice-Chair)

This AGM notes the report by the General Secretary in his speech to AGM 2023 on a range of issues that will require urgent negotiation with senior management or inclusion in our campaigning strategy as follows:

- The formal dispute on 'One HMPPS' which was lodged on 4th October 2023 with the Probation service Joint National Council. Conference endorses the request from the Probation Unions for an immediate pause in the implementation of 'One HMPPS'.
- The recent call by the outgoing HM Inspector of Probation for an independent enquiry into the state of the Probation Service and its return to the communities that it serves.
- This week's announcement by the Lord Chancellor on the Prison early Release scheme and its impact on our members which is to be the subject of intensive talks next week prior to the scheduled meeting with the Secretary of State for Justice on 30th October.
- The removal of the Divisional Sex Offender Units which is detrimental to the management of those convicted of sexual offences, to public protection, and to the well-being of case managers and the

communities we serve.

Conference instructs the Officers and Officials to report on the progress that has been achieved on these issues to the next scheduled meeting of the National Executive Committee together with any recommendations in respect of possible industrial action.

This motion was **carried**.

48. CAMPAIGNING – Cuts in Foreign Aid

On behalf of the Retired Members Network proposed by Jeremy Cameron (London) seconded by Cyril Cleary (London)

The reduction of UK funds from foreign aid will cause misery, deprivation and death among some of the world's poorest people. This government's decision to implement these cuts was wilful, callous and racist. Napo will campaign with the TUC to overturn the cuts.

This motion was **carried**.

49. PROFESSIONAL AND TRAINING – Paradigm Change

On behalf of the Retired Members Network, proposed by Chris Hignett (London) seconded by Deborah Brogan (London).

Conference notes that Martin Wright, speaking recently to the Howard League, has proposed that those concerned with penal affairs should adopt two paradigm changes. Firstly to replace punishment with making amends and secondly to install the rebuilding of relationships at the heart of sentencing practice. Conference supports these proposals and resolves that Napo should:

- join with other organisations similarly inspired to campaign for their adoption, specifically by the TUC and the wider Labour movement;
- bring forward proposals to advance these changes within probation practice.

This motion was **carried**.

50. CLOSURE AND THANKS

Helen Banner, Chair, closed the Conference. She thanked all those members attending both in person and online with a particular welcome for first time attendees;

Steering Committee and all the Stewards; the Monitors; the Napo AGM Organising Team and all the other Napo staff not present at Conference but assisting throughout; the staff at East Midlands Conference Centre; Rock Warehouse; stall holders; the Edridge Fund; the Officers and Officials; all the speakers at Conference and fringe meetings including all Guest Speakers;

Due to ongoing concerns in relation to RAAC at St David's Hall Cardiff, the details of the next conference and AGM will be announced in due course.