

AGM07/2020

COMPOSITE MOTIONS

Composite A – Motions 27 + 28 : Life after lockdown, lessons we can learn from home working

This AGM believes homeworking across Probation and Family Court Services is becoming the 'new normal' as the result of the pandemic.

This AGM understands Napo has used the term 'at home trying to work' to highlight the issues facing members. Home working has been difficult for many members, from a lack of adequate working space and isolation from peers to struggling with a life work balance. It needs to be recognised that not all people are able to work effectively from home and need better support and sometimes adjustments to workloads when required to work at home. However, there have also been many benefits as it has offered people a flexibility that has previously been denied to many.

This AGM notes there is a vast difference between voluntary homeworking and lockdown homeworking. The home working policy developed by HMPPS has never been consulted on by Napo and has been consistently inconsistent in its application, leading to confusion. Lockdown now gives Napo the opportunity to address this.

This AGM calls on Napo to:

- demand a review of home working policy in light of Covid and look at what can be learnt from the lockdown,
- address the issues that have arisen such as inadequate ICT, lack of working space, issues of confidentiality,
- identify the benefits of flexible working and ensure that these are not lost going forward.

Proposer: London Branch

Secunder: Campaigning Network

Composite B – Motions 13 + 14 : Check Off or Check Out?

This AGM notes Napo lost large numbers of members when Cabinet Office Rules ended check-off for NPS staff. With the welcomed announcement of probation being reunified next June, it is urgent that Napo, at all levels, focuses on switching CRC members to direct debit to prevent membership "falling off the cliff" come June 2021 and securing our financial stability going forward. We believe that the future of the union depends on maintaining and growing Napo membership.

This AGM calls on Napo to:

- provide branches with material to enable them to promote the direct debit campaign in all workplaces,
- promote to members, both nationally and locally, the benefits of direct debit, such as cheaper subs,
- look at additional incentives to ensure people register and act on the changes,
- promote via branches the Activ8 network to encourage members to become direct debit champions in their workplace,
- ask CRCs to promote Napo communications for direct debit before staff transition,
- email all CRC members notifying them of the changes with a link to a direct debit form.

Proposer: London Branch

Secunder: Trade Union Organisation Network

Composite C – Motions 15 + 16 : Black Lives Matter – Stop Racist Policing

This AGM notes that:

- the killing of George Floyd by US Police Officers has ignited a world-wide anti-racist movement the like of which has never been seen before,
- the UK is just as institutionally racist as the US, particularly when we consider aspects of its Criminal Justice System,
- over the last 10 years BAME deaths in police, prison and psychiatric custody are more than two times that of white people,
- research published by the Equality and Human Rights Commission indicates that, since the introduction in 1994 of section 60 “Stop and Search” legislation, if you are black you are six times more likely to be stopped and searched by police in the UK than if you are white; if you are Asian, you are twice as likely,
- under Section 60 of the Criminal Justice and Public Order Act, police can extend these powers to stop and search anyone in a defined area where they believe there may be serious violence,
- under new proposals, authority to use Section 60 is to be reduced from senior officer to inspector.

This AGM will therefore:

- support campaigns to scrap section 60 “Stop and Search”. This will include circulating information, encouraging Napo members to attend any meetings, demonstrations or lobbies organised by campaigning groups and inviting campaigners to speak at Napo meetings,
- make a financial donation to the United Family and Friends Campaign that tries to gain justice for BAME and non BAME people who have died in custody, publicise their events, encourage Napo members to attend and invite speakers to Napo meetings,
- call for a trade union and community led review of current police practices.

Proposer: South Yorkshire Branch

Secunder: Kent, Surrey & Sussex Branch

Composite D – Motions 17 + 18 : Campaign for the Reform of the Re-unified Probation Service

Napo has achieved what many thought was impossible, the government's U-turn which has brought about the reunification of probation and an end to the privatisation of Probation Service delivery, the CRCs and a split workforce.

This AGM therefore instructs Napo's Officers and Officials to mount a concerted campaign with members at grass roots level, sister trades unions, opposition political parties and others, for the following objectives:

- **release from prisons** - probation has been dominated by the prison service for too long which has culminated in OMiC, a delivery model that goes against evidence-based practice of what works and the need for consistency for prisoners,
- **out of the Civil Service** - allow Probation to work as an independent body, get staff out of the shackles of the Civil Service and give Probation the flexibility it requires for effective delivery,
- **a return to evidence led practice** - after TR, which was based on zero evidence, Probation needs to go back to what works, actively promote evaluation of interventions and fight for members' professional development,
- **embedded in local communities** - being centrally run by Westminster restricts Probation from working with the local communities it serves or meeting the needs of its clients,
- **social work values** - Probation's autonomy and professionalism to be genuinely based on social work values and social work training.

Proposer: Campaigning Network
Seconder: South Yorkshire Branch

Composite E – Motions 1 + 2 : Increasing Diversity in Probation

This AGM believes that the Probation staffing profile needs to more accurately reflect the communities that it works with and serves. The design of the Probation Officer training is currently under review which makes this a perfect opportunity to take action.

This AGM notes that while the recruitment drive in Probation is welcome, there is a growing lack of diversity in recruitment with the majority of PQiP recruits being young white women. In order to have a workforce that fully represents the communities they work with, the MoJ must address this issue.

We call upon the Professional and Training Network to make representations to the appropriate management tier to ensure that:

- recruitment campaigns continue to use images and language which recognise diversity and are inclusive,
- promotion of the recruitment campaign is reviewed to ensure it is reaching all under-represented groups,

- the design of the new traineeship allows for a part-time route for those staff with caring responsibilities or physical or mental health conditions which prevent them working full time,
- consideration is given to an access route for those who have not had the benefit of previous degree level study.

This AGM also calls on Napo HQ to demand that the MoJ:

- work with Napo to increase diversity in Probation,
- carry out research to identify barriers experienced by those seeking entry from diverse backgrounds,
- publish the results of the current Pathway to Progression pilot once it has concluded.

Proposer: East Anglia Branch

Secunder: Professional and Training Network