

# Special Issue

#YourUnion

Probation | Family Courts

**napo**  
Magazine



## NAPO'S RACE ACTION PLAN **SPECIAL**

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The impact of  
Racial Trauma

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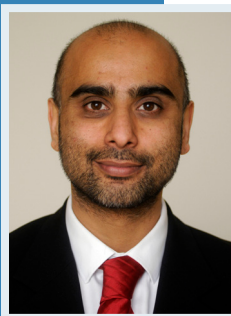
Napo's Equalities  
Networks

# NOW IS T FOR ACTION!

## RANJIT SINGH

In the wake of the George Floyd killing and the Black Lives Matter protests, people have begun to realise what it means to be an ally to people of colour.

The reality of structural racism and its consequences have been well documented: at its most tragic it has led to the death of far too many people in the UK and around the world. Its long-term consequences can also be distressing having a profound impact on emotional and physical wellbeing as well as limiting social and economic prospects.



**S**tephen Lawrence's murder led to the publication of the landmark Macpherson report that identified Institutional Racism in the Police Force. But 20 years on racism in the criminal justice system is still all-pervasive.

The 2017 Lammy Review revealed work is still needed to address the disproportionate outcomes for Black people. The March 2021 HMIP report into Probation demonstrated that the Service is not immune from the cancer of racism either.

We now have ample data and evidence to make us all aware of what the issues are. The time for reports is over. Now we must move to action.

# THE TIME

Far too many Black, Asian and Minority Ethnic people in the workplace still struggle against daily racist micro aggressions, or have their careers and livelihoods threatened through discrimination and/or racial harassment. Napo has and will continue to work together with the employers to challenge racism in the workplace and respond better to the needs of Black staff.

The challenge to tackle racism is made even more difficult by a government that seeks to undermine the work of anti-racists. The flawed Sewell report is one example, and the government giving the green light to football fans to boo players who take the knee another.

Napo stands in solidarity with the Black Lives Matter movement and all those whose goal is achieving racial equality.

Over the last 12 months, Napo has worked with branch Anti-Racism Officers and the Napo Black Network to revise

and update its Anti-Racist Statement and develop corresponding Action Plans to make sure that we put this Statement into practice.

At the AGM we formally launched Napo's Member Anti-Racism Pledge. Being 'not racist' isn't enough. We must actively be 'anti-racist' – acting in solidarity and understanding that our own liberation is dependent on everyone's liberation.

Look out for the Anti-Racist Roadshows in your area, where you can find out exactly what it means to be an anti-racist in practice.

Together, as individual members, collectively alongside the union, we can make change happen and create a society that is free from racial oppression.

**Read Foreword in full here <https://www.napomagazine.org.uk/now-is-the-time-for-action/>**

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# NAPO ANTI-RACIST POLICY STATEMENT

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**Napo will work actively with the employers across Probation and CAFCASS to eliminate racism and ensure that we take a zero tolerance approach wherever it is identified.**

**N**apo opposes discrimination in all its forms and is committed to combating racism at the workplace and within our union's structures.

Napo accepts that in the UK, society privileges white people and "whiteness". This is evidenced by systemic and structural racism which in turn is normalised by our media, culture, social systems and institutions.

An example of institutional racism is the disproportionate outcomes for Black people in the Criminal Justice System. Racism in the Criminal Justice System is real and it adversely affects the life chances of Black people and impedes their chances of rehabilitation.


Napo will work with our Probation and Family Court employers to address disproportionate outcomes for service users and help transform these organisations into culturally competent and inclusive environments.

Racism in the workplace can manifest itself in many ways: it can be overt, but far too often it will be covert, ranging from daily micro-aggressions from colleagues, to discrimination in recruitment, career progression and pay. Napo will work actively with the employers across Probation and CAFCASS to eliminate racism and ensure that we take a zero tolerance approach wherever it is identified.

This statement sets out Napo's position on racism and on how we will play our part to create a safe and inclusive workplace and union. In order to meet this challenge and to root out racism we must be proactively anti-racist. The Napo Race Action Plan (pages 10 and 11) will ensure that we put our anti-racist values into practice. The Napo Race Action Plan will provide a framework for implementing a strategic, sustainable and achievable programme for change that is evidence based.

The Napo Race Action Plan will be overseen by Napo's Anti - Racism Monitoring Committee (Equal Rights Committee) who will work in conjunction with Branch Anti-Racism Officers and the Napo Black Network to develop, promote and implement the Plan. The Race Action Plan will be reviewed and updated annually before each Napo Annual General Meeting.

In adopting this Anti - Racist Policy Statement Napo understands we must develop a culture of trust and respect with Napo members from Black, Asian and Minority Ethnic backgrounds. To be taken seriously we must ensure that our rhetoric is supported by actions that are fully resourced with time and an appropriate budget. By clearly setting out our objectives and expectations we will create the foundations for change that will challenge race inequality and achieve our goal of cultural inclusion.



**This statement sets out Napo's position on racism and on how we will play our part to create a safe and inclusive workplace and union.**



Napo uses the term 'Black' in its political sense to describe Napo members of colour. The use of the term 'Black' is meant to be inclusive and not exclusive and encompasses all people of colour who do not identify as white. However, Napo recognises that individuals may wish to describe themselves in different ways. Black people are not a homogenous group. People have identities which are unique to them and very often multiple identities. Intersectionality means that these multiple identities will impact on the barriers they face. These identities include gender, sexuality, disability, class and religion & belief.

The Napo Black Network (NBN) was established to better understand the needs of our Black members and to make them feel valued and safe. It was set up to create a safe space for members to talk, share experiences and learn from each other. It is the voice of Black members in Napo.



**Napo understand that for real change to take effect being anti-racist is believing that racism is everyone's responsibility and therefore all Napo members have role to play in challenging and stopping it.**

Napo recognises that everyone in the union at all levels is responsible for creating and maintaining an inclusive culture. To give effect to this statement and secure lasting change we must all actively be conscious about race and racism. All individual Napo members should take a proactive anti-racist approach. Napo understand that for real change to take effect being anti-racist is believing that racism is everyone's responsibility and therefore all Napo members have role to play in challenging and stopping it.



**Napo has developed an Individual Member Race Action Plan so all members can play their part at an individual and interpersonal level and challenge racism within their social circles.**



Napo's constitution provides a solid foundation for us to put our anti-racist values into practice. But as we all know words alone are not enough; there is still a lot of work to do. We hope this statement, alongside the accompanying Race Action Plans will take us all further forward - together!

If you want to order more copies of the Pledge Card  
please email : [ssuleman@napo.org.uk](mailto:ssuleman@napo.org.uk)

# NAPO RACE ACTION PLAN

**This Action Plan Identifies 10 “Actions” That Napo Will Undertake Over The Coming Year To Tackle Racism. They Are Divided Into Three Categories:**

- Napo As Trade Union And Professional Association.
- Black People In The Criminal And Civil Justice Systems.
- Napo And The Probation And Cafcass Employers.

## WE WILL AIM TO:

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**01.** Secure facility time for Anti- Racism Officers and develop their role to include links with the community.

**03.** Continue to grow the Napo Black Network and encourage and support Black members to become fully involved within the union.

**02.** Secure facility time for Anti- Racism Officers and develop their role to include links with the community.

**04.** Deliver a programme of anti -racism training aimed at Branch Officers.

05. Work with the NPS to implement its Race Action Programme.

08. Work with the employers to analyse all HR processes (including the Competency Based Framework) and identify where there may be any disproportionate impacts for Black staff.

06. Ensure the Probation Employers and CAFCASS offer race awareness training for all staff and especially managers.

09. Negotiate to ensure that Probation and CAFCASS carry out a Race Pay Audit

07. Work with the employers to ensure that the Probation and Family Court workforce are reflective of the communities that they serve.

10. Set up a reporting mechanism at Napo for members to report instances of racist behaviour and/or attitudes encountered in their daily work.

Probation | Family Courts

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# THE IMPACT OF **RACIAL TRAUMA ON PROBATION**

## **AND THE FAMILY COURTS PANEL DISCUSSION**

One of the professional sessions held at this year's AGM explored the impact of racial trauma on probation and the family courts. The diverse panel gave their own unique insight into racial dynamics within the justice system.



### **DELPHINE DUFF-BUTLER**

Delphine Duff-Butler began her career as a case manager in mental health, before switching to the Probation Service. She worked for London Probation from 1985 until 2017

#### **Watch here:**

<https://www.napomagazine.org.uk/watch-delphine-butler-at-napo-agm/>

## TREVOR HERCULES

Trevor Hercules is the author of two books about his experiences in the Criminal Justice System: 'Labelled A Black Villain' and 'Rage Within'.

**Watch here:**

<https://www.napomagazine.org.uk/watch-trevor-hercules-at-napo-agm/>



## JUSTIN RUSSELL

Justin Russell entered Her Majesty's Inspectorate of Probation as Chief Inspector in June 2019 and will serve in this role until May 2024.

**Watch here:**

<https://www.napomagazine.org.uk/watch-justin-russell-and-napo-agm/>

## ALISON LOWE

Alison Lowe is the West Yorkshire Deputy Mayor for Policing and Crime (DMPC) and in this role she works with the Mayor to oversee policing in the county, on behalf of the public.

**Watch here:**

<https://www.napomagazine.org.uk/watch-alison-lowe-at-napo-agm/>



# WHY I BECAME AN ARO

**W**hen asked to write about the role of an anti-racism officer, I agreed without second thought. But I soon realised the subject was so vast, it could be hard to do it justice. It was probably better for me to talk about why I chose to take up the role instead.

I became a probation officer in 1996 - motivated by the idea of social justice and a chance to make a difference.

A few years into the profession, I noticed that the probation service started to go through an onslaught of changes resulting in the systematic downplaying of our basic values.

**"The Grenfell Tower tragedy in 2017 highlighted the reality of race, class and power."**

Terms such as equal opportunities, anti-oppressive practice, anti-discriminatory practice and anti-racism were taken off the institutional agendas and replaced with terms such as diversity and inclusivity. Perhaps this softening of language was to make it more palatable for those in positions of influence and power.

As time went on anti-racist practice became something more associated with the past than the new modern and technologically advanced time.

The Grenfell Tower tragedy in 2017 highlighted the reality of race, class and power.

Profits came before the lives of people. Probation leaders although sympathetic, did little to dig deeper into the greater and wider impact this event had on Black and Asian staff.



More recently we witnessed the tirade of racial abuse three young Black players suffered for missing penalties during the Euro 2021 final. Hardly surprising since there were serious objections about the England players taking the knee following the traumatic murder of George Floyd.

Sarah Everard's brutal murder by a police officer proves how deeply entrenched issues of sexism, racism, homophobia and other forms of oppressive attitudes are within society and the criminal justice system, with people often being dismissed as overreacting and being oversensitive when challenging these behaviours.

I have been encouraged by Napo's will to drive the agenda of anti-racism within the probation service.

In a recent Napo Black Network (NBN) meeting, parallels were drawn between PTSD and racial trauma.

Being a part of the NBN helps to reduce the sense of isolation and self-blame which goes with internalised racism. Listening to others means you don't have to carry the burden of being oppressed on your own. It empowers action and the ability to do something about it through the help and support of others. This for me was really important hence the reason why I opted to undertake this role. It is hoped that I can do justice to this role which for me is a privilege to undertake.

I would strongly encourage those that have a strong belief in anti-racism to consider taking up the role in their own branch.

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**HARRIS ASLAM**

**Read in full here**  
**[www.napomagazine.org.uk/](http://www.napomagazine.org.uk/why-i-became-an-aro/)**  
**[why-i-became-an-aro/](http://www.napomagazine.org.uk/why-i-became-an-aro/)**

# TAKING FORWARD THE WORK OF THE TUC'S ANTI-RACISM TASKFORCE

**KUDSIA BATOOL, THE TUC'S HEAD OF EQUALITIES AND STRATEGY, EXPLAINS THE WORK OF THE TUC'S ANTI-RACISM TASKFORCE.**

**T**he Covid-19 pandemic exposed the structural racism and deep racial inequality within society and the economy. Black workers and communities have suffered disproportionately during the pandemic - with Black workers more likely to be key workers, more likely to contract the virus and more likely to die, or to lose their jobs and livelihoods. For too many Black workers, low pay, insecure employment and discrimination at work are the norm.

Securing the recovery from the pandemic means that we can't allow these inequalities to stand unchallenged. Our trade unions are determined to take the concerted action needed to eradicate the racism, discrimination and disadvantage that continue to deny many Black workers the opportunity to secure and progress in decent jobs.

The ARTF is building on analysis of labour market developments and feedback from Black workers and trade union members, to strengthen the capacity of our trade union affiliates in our ongoing work to fight racism at work.

We will be working to turn research and evidence into action and real change.

- Putting race on the agenda will be our priority. We will be working to bring unions and employers together to work for change that will make workplaces safer, inclusive and fairer.
- Diversity is our strength and we will be working to renew our unions, building and strengthening the cadre of Black union leaders and activists through a new TUC-led programme to train 1000 black activists.



- We will be calling out the Government on its commitment to racial justice. Building on our movement's call for an independent public inquiry into the government handling of the Covid-19 pandemic, we will also be giving voice to the experiences of Black workers during the pandemic, and demanding that lessons are learned. And, we will be putting forward an agenda that will deliver protections for Black workers, including calling for stronger regulation, strengthening the protections under the Equality Act 2010, mandatory race pay gap reporting, action to stop the use of fire and rehire practices, and legislation to ban the use of zero hours contracts.
- We are inviting all of our unions to not only talk the talk but also to demonstrate our capacity to lead by example, putting racial justice front and centre of our work as trade union employers.



**KUDSIA BATOOL**

Casualisation, privatisation and the emergence of a multi-tier workforce has hit Black workers particularly hard. Whether it is insecure contracts, unsocial shift systems, outsourcing or subcontracting, discrimination and segregation along race lines is all too often evident. Overcoming these inequalities through union organising, bargaining and campaign strategies must be a priority.

The pandemic and a hostile government agenda has deepened racial inequality and strengthened structural racism. The ARTF as leaders of the trade union movement will step up, alongside the wider antiracist movement, and deliver tangible actions that will make a positive difference for Black workers.

**See this article in full at :  
[www.napomagazine.org.uk/taking-forward-the-work-of-the-tucs-anti-racism-taskforce/](http://www.napomagazine.org.uk/taking-forward-the-work-of-the-tucs-anti-racism-taskforce/)**

# WHAT DOES IT MEAN TO BE NATIONAL BLACK REP



**NAPO IS A MEMBER LED UNION WHICH  
PRIDES ITSELF ON ITS  
DEMOCRATIC STRUCTURES.**

The overall management responsibility for the union rests with the NEC, and the NEC is responsible for making sure that Napo policies are implemented. That is why we ensure that we reserve two places on the NEC for those who identify as Black.

**MAUREEN VERNON, AN NEC  
BLACK REPS, SPEAKS ABOUT HER  
ROLE ON THE NEC.**

**E**xplaining the role of a National Black rep has always been difficult – even with all my experience as a Napo activist.

The position was adopted by the NEC without a defined remit. Unlike other NEC members who are sent by a branch or section, the National Black Rep has no obvious constituency to serve either.

Black reps can vote and join NEC subcommittees, but logistically it is hard to bring motions without the support of a recognised constituency like other NEC Reps have.

Constitutional changes have failed to address this anomaly, consequently, there is a distinct impression that as with so many concerns around diversity, this was

a tokenistic gesture that has become tolerated rather than embraced for the contribution it can make to the policies and procedures of Napo.

One solution is to give National Black Reps a pivotal role in the implementation of Napo's newly adopted anti-racism policy and action plan. Black members should feel confident they have a voice representing their ideas and concerns at a national level and as an agenda item at the NEC.

A title is also not enough. It needs to be recognised as a role that can be an advocate for the issues and concerns of black staff - many of them identified in the recent HMIP thematic report on race.

To do the role justice, there also needs to be facility time awarded so we can carry out our duties effectively. Making it a union duty would also send a signal to staff of its relevance to those facing challenges in the workplace as a result of racism.

By doing so, it can become a rallying point and one more reason for staff to join the union.

Too often we see fashionable responses to an event that

captures the imagination. George Floyd being the latest in a succession of tragedies for Black people that like Stephen Lawrence brought a temporary momentum with some policy changes.

My vision for the National Black Rep post is for it to have a role description enshrined into the constitution and its terms of reference recognising the position as a champion for the pursuit of racial equality.



**MAUREEN VERNON**

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**You can read the article in full here:**  
**<https://www.napomagazine.org.uk/what-does-it-mean-to-be-national-black-rep/>**

# THE ETHNICITY PAY GAP

## A STARK PAY DIFFERENCE BETWEEN BLACK AND WHITE WORKERS

**U**nlike the Gender Pay Gap there is no statutory requirement for employers to report on their Ethnicity Pay Gap. The Ethnicity Pay Gap is the difference between earnings of Black, Asian and Minority Ethnic employees and their White colleagues across a workforce. Since 2017, employers with more than 250 employees have had to comply with regulations on gender pay gap reporting. The evidence has shown that making employers accountable for their pay gaps is making a difference and it has succeeded in reducing the pay gap between men and women.

The need for greater transparency on the Ethnicity Pay Gap is evidenced

by the few employers that have produced reports voluntarily. According to the Equality and Human Rights Commission only 3% of employers have produced a report and when they have it has shown stark differences in pay between Black and white employees in the workforce.

Moreover, The Resolution Foundation has identified the huge scale of the problem and they report that Black Asian and Minority Ethnic workers face a £3.2 Billion pay penalty.

This shows that we need a statutory requirement for employers with over 250 staff to produce a mandatory Ethnicity Pay Gap report similar to Gender Pay Gap reporting.

## WHAT IS NAPO DOING?

Napo has been working with our Employers in Probation and CAFCASS to encourage them to report on their Ethnicity Pay Gaps. Napo has secured a commitment from CAFCASS that they will work with the trade unions to ensure that this happens and they are currently collating the figures in order to produce a report. Similarly,

Napo is in the process of making the same demands of the Probation Service and we expect that they too will make the correct decision and produce a report while we wait for the government to introduce long overdue legislation.



**Below is what the TUC believes should be reported as part of an ethnicity Pay Gap Report:**

- An overall figure, comparing average hourly earnings of BME employees as a percentage of white employees' earnings.
- The pay gap between full-time and part-time BME and white employees.
- The pay gap between BME women and white male employees.
- The distribution of BME employees by quartiles of full-time equivalent earnings.
- The proportion of BME and white employees doing part-time and full-time work and those employed on a permanent, fixed term or casual basis.
- The pay gaps in basic pay and in additional payments such as bonuses, commission, overtime, recruitment and retention supplements between Black and white employees.
- The percentage of employees who have shared information relating to their ethnicity to inform the calculation of the information listed above.

# NAPO'S EQUALITY NETWORKS

**The Napo Black Network (NBN) was established in 2015. It started life as a self-organised group in Napo in order to provide a safe place for Napo members of colour to meet and discuss issues that are important to them.**

**M**ore recently the NBN has taken a leading role in helping develop Napo's Anti-Racist Action Plan. The group now meets more formally and dates for meetings are in the Napo Calendar for the year ahead. The model has worked really successfully and over the years the network has gone from strength to strength.

The popularity of virtual meetings has also helped benefit the development of the Network and

the NBN has hosted open meetings for all Napo members to attend to find out about particular issues pertaining to race and race equality. The model for the NBN will now be used to support the creation of new networks covering other protected characteristics. In the run up to AGM we launched the LGBT Network and the Disability Network.

If you are interested in joining any of the networks please contact Ranjit Singh Napo Assistant General Secretary at [rsingh@napo.org.uk](mailto:rsingh@napo.org.uk)



# Equality Networks 2022

## NBN

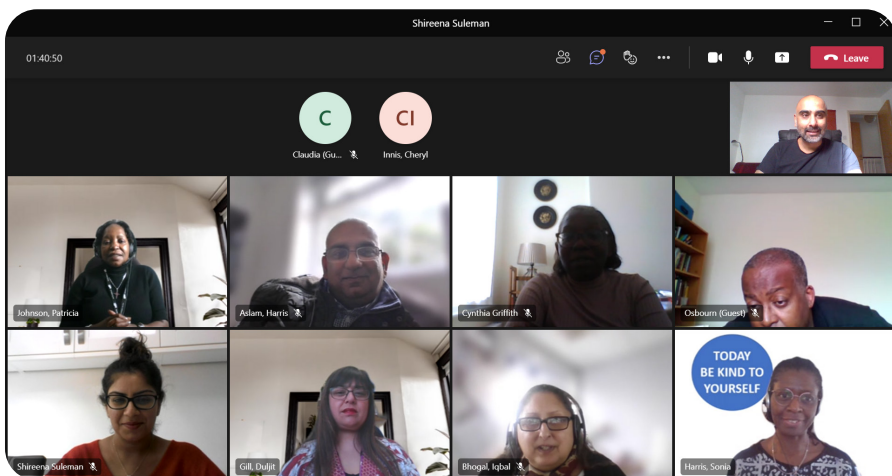
8th March  
14th June  
4th October  
13th December

## LGBT

25th January  
5th April  
28th June  
27th September

## Disability Network

8th February  
17th May  
6th September  
29th November



# NBN MANIFESTO

## INTRODUCTION

Napo opposes discrimination in all its forms and is committed to combating racism and oppressive practice, in both, the workplace and within its union structures. The term 'Black' is used in its political

sense, even though the group has a racially diverse membership. The use of the term 'Black' is meant to be inclusive and not exclusive, and we recognise that individuals may describe themselves in different ways.

## AIMS

- To be a peer support group that will provide support and guidance on matters of individual or collective concern to black members, particularly in relation to their experiences of working in the Probation Service and CAFCASS and as members of Napo.
- For the network to contribute to the decision making process in Napo and influence the development of Napo policy.
- To be an objective representative to the Probation Service and CAFCASS with regards to the services they deliver to the diverse communities they serve.



## Napo Black Network

### OBJECTIVES

01. To be a safe and empowering environment for black members to raise issues about their experiences of employment within Probation and CAFCASS.
02. To provide an opportunity to communicate with colleagues and promote solidarity to reduce feelings of isolation.
03. To offer support to members who experience harassment and discrimination. To promote and signpost professionals and processes that can empower them with their issues.
04. To share experiences with members and disseminate information by highlighting the positives and addressing the negatives.
05. To share information with Napo on the views of the network at regular intervals.
06. To encourage and support the involvement of network members in elected posts within Napo.
07. To review this manifesto on an annual basis.

# ON THE ROAD

In the New Year Napo will be embarking on a series of roadshows to help educate and encourage members to become active anti-racists in their workplaces and communities. Racism is real, it exists in society, in our workplaces and unfortunately (as much as we would like it to be otherwise) within our union. Racism cannot be seen as a problem that is too big to tackle

or too sensitive to discuss. If we are to help reshape people's views, we must have an open dialogue about it with members.

The Napo anti-racist roadshows will help start the discussion locally and explore what racism and anti-racism are, what it means to be anti-racist and how to take action to make sure that we make change happen.

## Regional Napo anti-racism roadshows 2022

### Location

**North East**

**North West & Greater Manchester**

**Yorkshire and Humber**

**Wales**

**West Midlands**

**East Midlands**

**London**

**Kent Surrey Sussex**

**South West**

**South Central**

### Date

18th January

1st February

15th February

1st March

15th March

29th March

10th May

24th May

7th June

21st June

# WE ARE ANTI- RACIST

**I PLEDGE TO**

- 1 Challenge racism, and report racist incidents when I witness them.**
- 2 Listen to those who have experienced racism to better understand their lived experience.**
- 3 Familiarise myself with the race policies of Napo and my employer.**
- 4 Understand my 'Positionality': Positionality is the social and political context that creates your identity in terms of race, class, gender, sexuality and disability. Positionality also describes how you identify influences and potential biases.**
- 5 Be a champion for raising awareness on anti-racism.**

**Signed**

.....

# THANK YOU

**napo**  
Probation | Family Courts

**WE ARE  
ANTI-  
RACIST**

[www.napo.org.uk](http://www.napo.org.uk)

