

Napo Anti-Racist Policy Statement

Napo 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 (appendix 1) 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 (appendix 2) 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.

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 (appendix 3).

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 (appendix 4).

Napo's constitution provides a solid foundation for us to put our anti-racist values into practice (appendix 5). 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!

DATE: 29/04/21

Appendices

Appendix 1: Napo Race Action Plan

Appendix 2: Napo Branch Anti-Racism Officer Job Description

Appendix 3: Napo Black Network Manifesto

Appendix 4: Napo Member Race Action Plan

Appendix 5: Anti – Racist Clauses in the Napo Constitution

Appendix 1

Napo Anti-Racist 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: 1) Napo as Trade Union and Professional Association; 2) Black people in the Criminal and Civil Justice Systems; and 3) Napo and the Probation and CAFCASS employers. We will aim to:

- 1) Secure facility time for Anti- Racism Officers and develop their role to include links with the community.
- 2) Analyse the results of the Joint Union Survey to identify how better to support our Black Members.
- 3) Continue to grow the Napo Black Network and encourage and support Black members to become fully involved within the union.
- 4) Deliver a programme of anti –racism training aimed at Branch Officers.
- 5) Work with the NPS to implement its Race Action Programme.
- 6) Ensure the Probation Employers and CAFCASS offer race awareness training for all staff and especially managers.
- 7) Work with the employers to ensure that the Probation and Family Court workforce are reflective of the communities that they serve.
- 8) 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.
- 9) Negotiate to ensure that Probation and CAFCASS carry out a Race Pay Audit
- 10) Set up a reporting mechanism at Napo for members to report instances of racist behaviour and or attitudes encountered in their daily work.

Appendix 2

Napo Branch Anti-Racism Officer Job Description

Napo's constitution requires that each Branch should have an Anti-Racism Officer (ARO). The ARO should be elected according to Napo's constitution, should be a member of the Branch Executive Committee and should report to Branch meetings and to the Branch AGM.

Anti –Racism Officer (Model Job Description)

The ARO is asked to produce an annual report which should be sent to Napo's national office using the proforma supplied, for inclusion in Napo's Annual Report into the implementation of Napo's Anti Racism Policy.

The duties of an ARO can include the following:

1. To ensure that the Branch places anti-racism issues on all branch meeting agendas and that all meetings are monitored in accordance with the Napo constitution.
2. To work with Branch officers to obtain Napo representation on service committees which have responsibility for developing and implementing anti-racism policy within the service
3. To work with Branch officers to encourage services to monitor the recruitment, training, promotion and retention of black staff, and to ensure that black staff work in an environment which supports their personal safety and personal development
4. To work with Branch officers to promote anti-racist practice in the work of the probation service, and within the criminal justice system and the family court system locally.
5. To work with Branch officers to monitor the impact of service policies and procedures on Black staff and Black people who are users of the service, particularly in respect of working practices, health and safety and professional matters.
6. To monitor the work of the Branch in terms of anti-racism, identifying when campaigning policy, development training or strategy development are needed and to assist in obtaining these.

Appendix 3

Napo Black Network Manifesto

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

- 1) 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.
- 2) For the network to contribute to the decision making process in Napo and influence the development of Napo policy.
- 3) To be an objective representative to the Probation Service and CAFCASS with regards to the services they deliver to the diverse communities they serve.

Objectives

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



NBN
Napo Black Network

The logo for the Napo Black Network (NBN) features the letters 'NBN' in a large, bold, black, sans-serif font. Below this, the full name 'Napo Black Network' is written in a smaller, bold, black, sans-serif font.

Appendix 4

Napo Member Race Action Plan

Tackling inequality is central to Napo's values. Napo's Anti-Racist Policy Statement and the corresponding 10-point Race Action Plan set out the union's strategic approach to fighting race inequality, and they create a framework upon which we can break down the barriers created by racism for staff and service users in Probation and CAFCASS. To succeed in delivering our ambition we need everyone to play their part and help achieve a safe, fair and inclusive union, Criminal Justice System and Family Courts.

All members must have the confidence to talk about race. They must feel able to speak up and challenge racism whenever it occurs. We ask all members to commit to the following five simple steps:

- 1) Challenge racism, and report racist incidents when you witness them.
- 2) Listen to those who have experienced racism to better understand their lived experience.
- 3) Familiarise yourself with the race policies of Napo and your employer.
- 4) Understand your "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.

Appendix 5

Anti – Racist Clauses in the Napo Constitution

2. Objects: As a professional association and independent trade union, the objects of the Association shall be:

b) To combat racism, oppression and discrimination and to actively oppose all forms of harassment, prejudice and unfair discrimination whether on the grounds of sex, race, ethnic or national origin, religion, colour, class, caring responsibilities, marital status, sexuality, disability, age, or other status or personal characteristic.

(c) To promote full equality of opportunity for all including through:

(i) collective bargaining, publicity material and campaigning, representation, union organisation and structures, education and training, organising and recruitment, the provision of all other services and benefits and all other activities;

(ii) the union's own employment practices.

16. National Executive Committee

(c) The Association will elect biennially by secret ballot two black representatives to the NEC. Where two people are elected at least one shall be a woman. Neither may hold the post for more than four years in succession. Candidates for election as a black representative to the NEC shall be nominated in writing by branches with the consent of the nominee. Nominations shall be delivered to the General Secretary not less than three calendar months before the date of the AGM.

18. Equal Rights Committee

The NEC shall elect annually an Equal Rights Committee which shall have responsibility for implementation and monitoring of all equal rights policies including Anti-Racism.

19. Anti-Racism

(a) The NEC shall ensure that there is at all times a National Committee which monitors the implementation of the Anti-Racism Policy.

(b) Branches shall elect annually to the Branch Executive Committee an Anti-Racism Officer who shall be an officer of the branch and who shall seek to ensure that the Association's commitment to combat racism is pursued at branch level. She or he shall liaise with the Anti-Racism Monitoring Committee and report to it on the implementation of the Anti-Racism Policy Statement.

(c) Racist behaviour shall be deemed to be in breach of the objects of the Association; a member who displays such behaviour shall be liable to disciplinary action in accordance with the procedures in Section 28.

(d) Branch Officers shall inform the Anti-Racism Monitoring Committee of any complaints from members concerning racism specifying the nature of the complaint, the action being taken and the eventual outcome.

(e) The NEC shall ensure that black members are able to participate fully at all levels of activity within the Association.