**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: 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.