

# AGM

SPECIAL EDITION COVERING NOTTINGHAM

# 2017

OCTOBER 2017  
[WWW.NQONLINE.ORG](http://WWW.NQONLINE.ORG)



## PODCASTS

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SPEECHES FROM AGM

## PICTURES

AGM ACTION CAPTURED  
IN PHOTOGRAPHS

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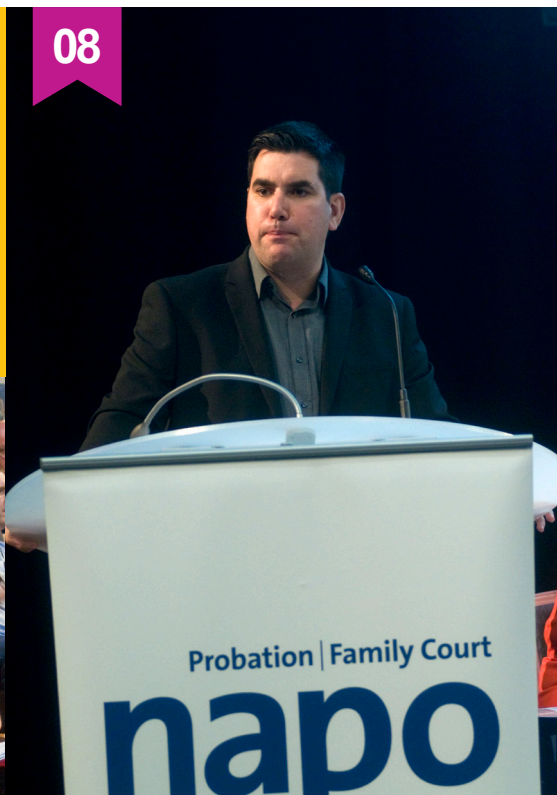
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## Welcome

**This year Nottingham's  
East Midlands Conference  
Centre Played host to  
Napo's new two day  
format AGM.**

Jampacked with members (we were quorate even by the old rules), speakers and motions; it's fair to say AGM was a success by anyone's standards.

This special edition NQ tries to capture the essence of conference. For those who were unable to experience it firsthand, we hope we can tempt you into joining us in Southport next year. For those of you who were in us in Nottingham, we hope you think we did it justice.

At Napo HQ, we are keen to build on the momentum of what was a really positive AGM. Please feel free to contact us with any pictures, comments and thoughts you may have of your time at AGM. The email address to use is [editorial@napo.org.uk](mailto:editorial@napo.org.uk)

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# SPECIAL THANKS TO...

A huge thank you to all the members who were able to join us this year in Nottingham.

We would also like to thank Steering Committee; the monitors; the stewards; the Edridge Fund; Napo admin staff (Annoesjka Valent, Kath Falcon, Keith Waldron, Taytula Burke); staff back at Falcon Road for keeping the office open and all the Officers and Officials.

Thank you to all the speakers at Conference and fringe meetings including all guest speakers and stall holders.

Special appreciation to Terry Wilson of London Branch for providing the evening entertainment; Stefano Cagnoni, the photographer; and Julia and Becky, the staff from the Crèche Nipperbout Active Childcare.

And lastly, AGM would not have been able to run as smoothly as it did without the help of Lesley Youdell, Chris Clifford, Wayne Benson, Skye Lane, Sue Greensmith and the AV Team and all the staff on duty at the East Midlands Conference Centre.

## The 2018 Conference is on Friday 5 and Saturday 6 October in Southport.



# YOUR NEW OFFICER GROUP



This year we waved goodbye to some officers and welcomed two new ones into the fold.

AGM sadly saw us say goodbye to Chas Berry and Chris Pearson who both reached the end of their terms. We look forward to welcoming Denise Mason (Kent, Surrey Sussex branch) and Keith Stokeld (Staffordshire West Midlands branch).

Your new officer group is now: Chris Winters and Yvonne Pattison (co-chairs); Katie Lomas; Tina Williams; Denise Mason; Keith Stockeld and Jay Barlow (Family Court Section).



# A peak at the speakers

AGM 2017





# Michaela Booth

**“I will walk you through my journey through the criminal justice system and highlight areas which completely failed me, and which I saw completely fail other women I had to live with for two years.”**

**Listen to Michaela’s story at [www.NQOnline.org.uk/podcasts](http://www.NQOnline.org.uk/podcasts)**



Former prisoner now criminology student Michaela Booth knows too well about the justice system.

Convicted of a crime she committed as a teen and having to serve a two year prison sentence, she now works with voluntary organisations who support men and women who have been or are currently in the justice system.

A campaigner for prison reform, Michaela shared her honest and frank firsthand experience of the criminal justice system to AGM attendees during Saturday’s professional panel.

Follow Michaela on twitter:  
[@Michaelabooth7](https://twitter.com/Michaelabooth7)

Keep up with her on her blog:  
[michaelamovement.blog](http://michaelamovement.blog)



Pictures © Stephano Cagnoni

## RICHARD BURGON MP TAKES THE ROSTRUM:

Joining AGM attendees at 6pm on Friday evening, the Leeds East MP gave members a boost

Committed socialist and trade unionist, shadow justice secretary Richard Burgon was a hit with Napo members on the first day of conference.

His assertion that “privatisation does not work - at least for society” was in line with much of what we have previously heard from his Party, but he went a step further stating that Labour will be conducting a review into the CRCs.

“Through our review, we will be looking at how and when it would be possible to bring probation back under public control,” the MP for Leeds East told conference.

“I personally believe it is immoral to be running our justice system for profit,” said the shadow justice secretary, who also described Transforming Rehabilitation as “economic vandalism”.

“

It is immoral to be running our justice system for profit.





# Richard Burgon MP

► Follow Richard Burgon on twitter:  
[@RichardBurgon](https://twitter.com/RichardBurgon)

“Labour will not accept any further privatisation of the probation service. We will fight with you against the privatisation of waking night cover in national probation service hostels,” he assured Napo members.

**Listen to both speeches online**  
[www.NQOnline.org.uk/podcasts](http://www.NQOnline.org.uk/podcasts)

## DR ERICA LAREDO



### SENIOR LECTURER LEEDS BECKETT UNIVERSITY

Dr Erica Laredo has spent the past two years juggling her job as a lecturer with her research into sex workers in a “managed area” in Leeds.

The innovative scheme allows sex workers to operate without fear of arrest in a prescribed area and certain time.

Dr Laredo spoke to Napo members about the projects she is involved in, one of which offers day-to-day support for women who work on the street at night.

“I didn’t consider myself a naive person, but I hadn’t realised the level of abuse women sex workers receive,” she said.

Twitter: [@elaredo1](https://twitter.com/elaredo1)

Napo AGM 2017 Special 9

# DR FRANCISCO DOMINGUEZ



**@VENSOLIDARITY**

Secretary of the Venezuela Solidarity Campaign, Dr Francisco Dominguez was ideally placed to speak to conference about Venezuela's fight for social justice being a Chilean socialist who fled the country after the coup of General Pinochet.

Now head of Latin American studies at Middlesex University and co-author of the "right Wing Politics in the New Latin America", Dr Dominguez is a passionate speaker against Trump's aggressive agenda.

"The attack against Venezuela began in 1999. Venezuela has the curse of having the largest oil deposits of oil known in the world... Think about it," he told members.

Listen to both speeches online  
[www.NQOnline.org.uk/podcasts](http://www.NQOnline.org.uk/podcasts)



## LORD FRED PONSONBY

Labour Lord Ponsonby had conference attendees gasping in disbelief as he told them about future proposals for elements of the justice system to be conducted online.

"This is the move to pleading guilty online, being sentenced online... You didn't know about this?" he asked the shocked audience.

The proposals are apparently detailed in the new Courts Bill, which Napo is sure its members will be keeping a very close eye on.



# Yvonne Pattison

“Whether you’re a brand new member; you’re a little more seasoned; you’re retired or you’re here in an official capacity; we can all do something that makes a difference.”



Co-Chair Yvonne Pattison kicked off conference proceedings by welcoming members to lovely Nottingham with some humour.

But it wasn't all jokes. Napo's co-chair made it clear that although the union had made some positive steps forward in the past year, changes would need to be made to keep it moving in the right direction. And these changes would likely require all hands on deck.

Sharing the seat with fellow co-chair Chris Winters (below), will soon come to an end as the post is up for re-election next year.

Listen to co-chair Yvonne Pattison at [www.NQOnline.org.uk/podcasts](http://www.NQOnline.org.uk/podcasts)



# FRANCES CROOK



**@FRANCESCROOK**

Chief executive of the Howard League for Penal Reform, Frances Crook oversees the organisation's work into research and campaigns on prison suicide, the overuse of custody and mothers in prisons.

Much of the views of the Howard League are aligned with the ideals of Napo and it's members, so it was no surprise to hear her say: "Let's build on the success there is. Let's use your expertise and your experience... let's rebuild a public service."

Listen to both speeches at  
[www.NQOnline.org.uk/podcasts](http://www.NQOnline.org.uk/podcasts)

# SONIA CROZIER



Napo members by now are used to NPS director Sonia Crozier attending conference to give an update of the lay of the land.

Sonia has responsibility for women across community and custody --a role she informed conference she takes very seriously.

"Because the criminal justice system has been predominately shaped by men in response to male offending, the needs of women in the justice system have not received the attention they deserve," she said.

Follow Sonia Crozier on twitter:  
**@SoniaCrozier**





# Bob Neill MP

On the eve of Napo's AGM, the justice committee made clear their plans to conduct a review into the probation service. Bob Neill, chair, joined us in Nottingham to elaborate.

Listen to Bob Neill at [www.NQOnline.org.uk/podcasts](http://www.NQOnline.org.uk/podcasts)



A criminal law barrister before being elected as an MP in 2006, Bob Neill is well aware of the mechanics of the justice system.

Now heading up the justice committee, his views on TR are pretty clear: "Whatever the intentions, it's gone badly wrong."

Sympathising with the difficulties many members working across probation are facing he also said: "Those working in the service should be given the respect and resources to do their jobs properly."

Keep up with the committee's work by searching "Justice Committee" on: [www.parliament.uk](http://www.parliament.uk)

**General secretary Ian Lawrence:** Taking the rostrum to present the annual report

No subject was off limits for Napo's general secretary, Ian Lawrence in his address to Napo members on the second day of conference.

Touching on everything from the state of the service, Brexit, privatisation, escalating political tensions across the world, extremism and the Grenfell Tower disaster.

But looking more inwards to Napo and it's members he said: "But now a word or two about you, our activists and loyal members, for as I have said before: you are the lifeblood of this union."

As the anniversary for his time in office dawns nearer, Ian Lawrence made clear his intention to stand for re-election next year.



Listen to Ian Lawrence at  
[www.NQOnline.org.uk/podcasts](http://www.NQOnline.org.uk/podcasts)

# Ian Lawrence

“

But now a word or two about you, our activists and loyal members, for as I have said before: you are the lifeblood of this union.

Follow Ian Lawrence on twitter:  
@llawrenceL



# BARBARA JACKSON



## FOUNDER

ORGREAVE TRUTH AND JUSTICE CAMPAIGN

Barbara Jackson, founder and secretary of the Orgreave Truth and Justice Campaign spoke about the Orgreave campaign and Labour's promise to launch a full inquiry.

Recalling a time she met Jeremy Corbyn, she told members he said: "You are not only in this Labour Party manifesto. As long as I am leader and have influence you will appear in all the Labour manifestos until we get the result we want."

For more info visit  
<https://otjc.org.uk/>

# 2017 AGM Resolutions

## **National Executive Committee**

1. Napo – the future
2. Panorama Programme

## **Negotiating Committee – Cafcass/ Probation**

3. Workloads
4. Use of Occupational Health services
5. Ill Health Retirement
6. Outside Contractors

## **Negotiating Committee - Probation**

7. Woefully Unsatisfactory Attendance Management
8. There's nothing 'Flex'ible about public protection
9. Stop the discrimination against disabled staff by Interserve Justice
10. Computer Says ??????? / HR privatisation
11. Probation Pay


## **Professional & Training Committee**

12. PSRs
13. Abolish TTG and PSS
14. Building a Professional Based Union
15. Lack of OASys risk assessments at Criminal Courts

## **Campaigning Committee**

16. Provision of Mental Health Services
17. Outside work
18. IT failures increasing workload pressures



- 
- 19. Women in the Justice System
  - 20. Breaking the public sector pay cap
  - 21. Sodexo CRCs – Multiple Failings
  - 22. Fair Transition to pension arrangements for 3.5 million women in their 50s
  - 23. Venezuela

### **Equal Rights Committee**

- 24. Age Prejudice
- 25. Opposing hate crime and ‘extremism’ while defending diversity

### **Family Court Committee**

- 26. Auditing in Cafcass

### **Health and Safety Committee**

- 27. Action on bullying and harassment
- 28. Campaign for Clinical Supervision
- 29. Promoting practical steps to manage stress in the work place
- 30. An apple a day is not enough

### **Constitutional Amendments**

- CA1. Amending the Quorum of the NEC

**To see these motions in full visit:**  
**[www.napo.org.uk/2017-agm-resolutions](http://www.napo.org.uk/2017-agm-resolutions)**

In and  
around AGM





A photograph of a large crowd of people at an AGM, viewed from a low angle looking up. The crowd is diverse in age and appearance. A large white circular overlay is centered in the foreground, containing the text 'Take a peak at the AGM through a lens' in bold red font. The background shows a dark ceiling with recessed lights and a dark stage area.

**Take a  
peak at  
the AGM  
through  
a lens**



Laura Richardson of Paladin, a national stalking advocacy service, delivering a domestic violence fringe meeting to members on Friday.



Dr Gillian Macdonald (author of "Hearing Children's Voices"), Lucy Hadley (Women's Aid) and Jay Barlow (Napo vice-chair) during the family court professional session on the links between DV and other safeguarding risks.



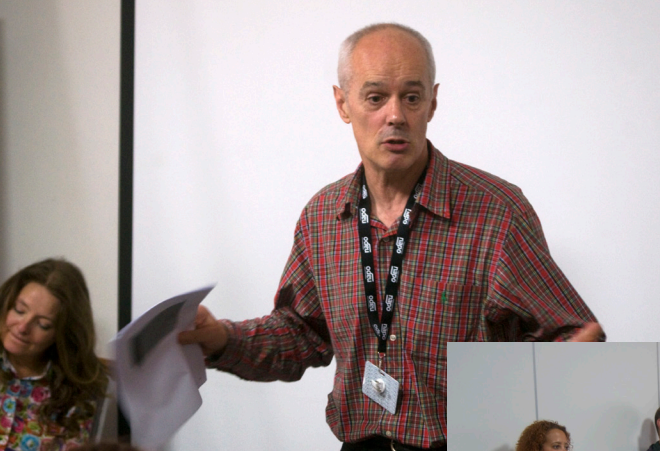




Working with Dr Christine Hough at the University of Central Lancashire, Arooj a third sector voluntary organisation based in North West Lancashire gave a presentation to a packed room of Napo members at Friday lunchtime. Arooj explained their unique three stage approach to mentoring BAME and Muslim offenders and the need to focus on working closely with the family as well as the client. The support from Arooj starts when the client is on the inside enabling them to build a trusting relationship (Stage 1) and then continues on the outside, when they signposting to relevant agencies (Stage 2) and finally they offer support for life to the client and the family (Stage 3). The fringe meeting went on to explore the negative impact of TR on the work delivered by

Arooj and the consequences for securing successful rehabilitation outcomes and reintegration into the community. Napo members had the opportunity to ask questions to Hanif and Tariq from Arooj and to share best practice on ways to work with BAME and Muslim clients.





## Wellbeing or prevention - must we choose?



Napo members at AGM 2017 heard Hugh Robertson, health and safety senior policy officer at the TUC speak at a fringe meeting about the increasing use of “wellbeing” packages by employers.

The concept of wellbeing is everywhere and noted on cat food, paint and tea bags to name but a few. Ongoing studies show that people are healthier if they have more money. Packages have been introduced to try to keep staff in work and to reduce the

likelihood of sickness absence.

US companies are spending \$6billion per year on wellbeing initiatives and some penalise employees who do not take part in wellbeing activities.

Many impose contracts where employees agree to live a substance free lifestyle. Employers offer many positive initiatives including stress awareness training, resilience training, the provision of Cognitive Behavioural Therapy and Mindfulness

although they do not suit everyone.

The TUC note that many large employers attempt to pass responsibility for work related stress from committee to committee and avoid focusing on prevention.

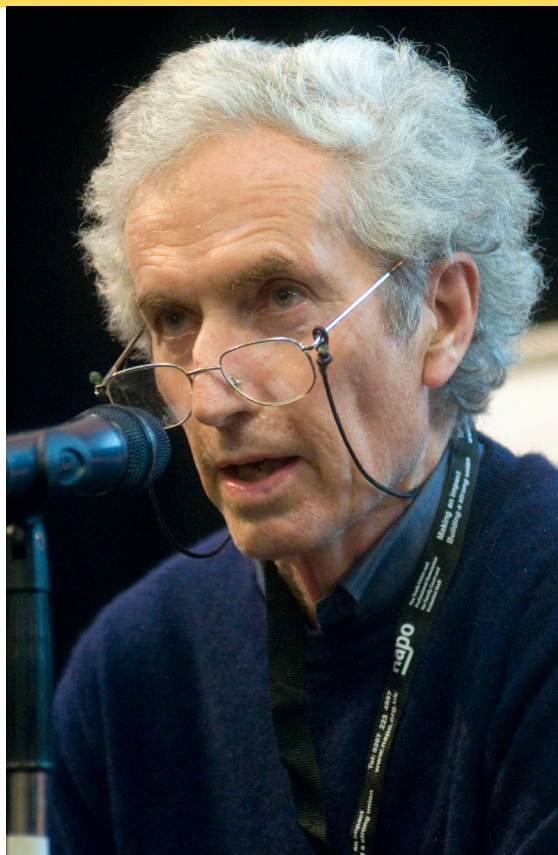
Take your concerns through Napo officers to your employers Health & Safety Committee. Let the Napo Health & Safety committee know what your workplace issues are in relation to prevention.







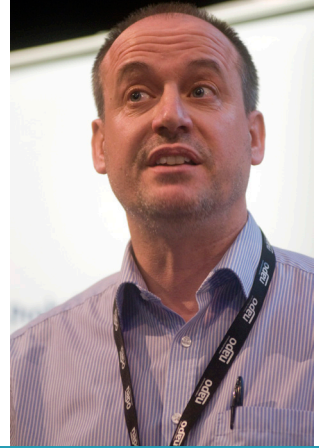
Do you have pictures you would like to add to Napo's AGM gallery?  
Email us at [editorial@napo.org.uk](mailto:editorial@napo.org.uk)



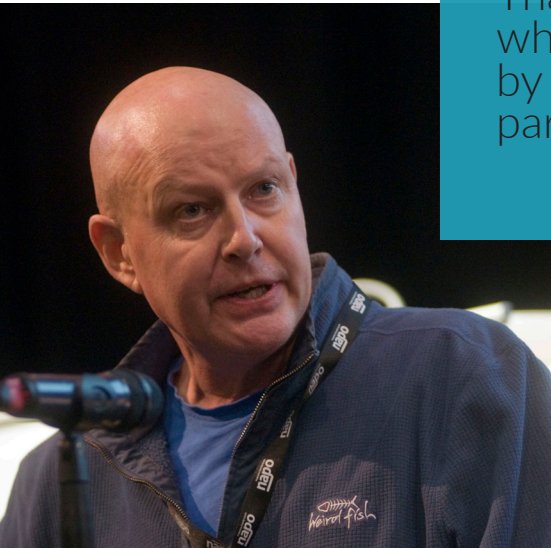








Thank you to all our members who made AGM what it was by proposing motions and participating in debates.









After a long Friday, the General Secretary's drinks reception was a much needed way for AGM attendees to unwind.



Attendees mingled and networked with speakers and members alike before dashing off to get ready for the evening entertainment provided by London branch at the Orchard Hotel.



# GS drinks reception





Napo Would like to thank our sponsors the Police Credit Union, Civil Service Pensioners' Alliance and TC Branding Group for making it possible.



Please take the time to check out the offers they have made available to Napo members by visiting [www.napo.org.uk/membership-benefits](http://www.napo.org.uk/membership-benefits)





# THE STEWARDS

A special thank you to the wonderful East Midland's branch stewards headed up by Carolyn Mack who aided in the smooth running of AGM.





1

John Callow spoke briefly to members about the GFTU's educational programme. For more information visit [www.gftu.org.uk/](http://www.gftu.org.uk/)

2

Napo members listen to speakers during a session of conference

3

Orgreave Truth and Justice Campaigners manning their stall



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