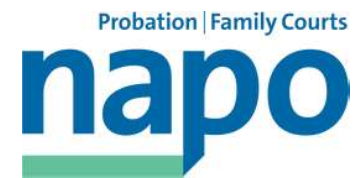


FCS Member Newsletter



A crowd of Napo FCS members attended Napo AGM and conference in Newcastle last weekend including current members of the Section Executive committee, former Napo vice chairs and some retired members. The officers reported on growing membership and a large contingent of first time attenders were welcomed to conference.

AGM passed our motions thanking Cafcass for its supportive response to the right wing attacks on innocent people across our towns and cities in August. The motion also called for our reps to urge Cafcass to introduce anti racist training for staff. AGM passed a motion about workloads, which directs our reps to share guidance on what factors should be discussed in negotiating your workload and asks reps to urge Cafcass senior leaders to hold a time and motion study or similar to address the enormous additional work on records. We will take these issues to our next partnership meeting.

Our motions on cutting bureaucracy calling for a campaign for the reform of repetitive cumbersome case recording systems and motion calling for senior leaders to take action to address the long term issue of staff working for free (and with no space to take TOIL with a call for a system for recording hours worked) were not reached and the Section Executive will consider sending these to Napo's National Executive Committee (NEC) meeting in November. (The NEC conducts Napo's business between AGMs.) The order of debate of motions depends on members using their votes in advance of AGM and we ran out of time on Saturday morning.

It was great to hear from Napo's long time friend Lord Fred Ponsionby who is now Minister for Justice. We have his ear and he has sat as a family court magistrate in London and understands the challenges for family court staff. He also understands the issues for our service about pay falling behind and recruitment and retentions difficulties.



We spoke in support of the motion to register Napo's objection to Chris Grayling being made a Lord following the wholesale destruction of the Probation service. Napo had spoken clearly about the dangers to the public from tearing apart an effective service - why would we reward someone for the wholesale destruction of a gold standard service?

Becky Shepherd, Napo member and former Probation Officer now working as Criminology course director at London South Bank University ran a fringe meeting and spoke about her research into Vicarious Trauma in Probation workers and her research is published on Napo website. Becky is seeking to extend her research to include Family Court workers. If you are interested in taking part, please contact Becky on shepher7@lsbu.ac.uk You would not be identified in the research.



We have two FCS members meetings planned (13 November and 11 December) and have invited Becky to join the December meeting so she can explain her research. Attenders at the AGM fringe meeting spoke of issues from her research such as limited time for reflection, overwork, and symptoms of trauma from our work.

In the professional session on anti racist practice, conference heard about the amazing work of anti racist groups -Hope not Hate and Show Racism the Red Card and the Wear Red day on 18th October. Our best wishes were sent to Katrina Igbinovia, Cafcass Equality Diversity & Inclusion Officer who couldn't join the expert panel in this session.

Six of our members spoke to motions about workloads and workload measurement, anti-racist training and raising the minimum wage. We were sorry that two of our motions were not reached as were not high enough on the order of debate. Please look out for the reminder email about using your vote next year, whether or not you are attending AGM as it takes seconds to complete.

Napo's AGM and conference is open to all Napo members and it's a great experience with a professional slot relevant to both Family Court and Probation workers, guest speakers and lots of fringe meetings on issues which impact us all . If you would like to attend next year in Eastbourne, note the dates in your diary now – 16 to 18 October and further details about financial support for those attending will be shared in due course.

Our next FCS members' meeting will be held by Teams on 13 November from 5 until 6pm. Hope to see you there!

