

Privatisation!

- destroying public services
- risking public safety

Probation | Family Courts

napo

AGM 2013

- 17–19 October 2013
- Llandudno

Programme



Foreword

Our gathering in lovely Llandudno comes in the midst of massive uncertainty for our members in Probation and the Family Court Section, as we reach a critical stage in the most important struggle for this union's life that we have ever faced.

It seems inconceivable that just 12 months after we celebrated the historic milestone of our centenary year that this AGM could be the last in its present form, as this Coalition Government recklessly tries to push through with their Transforming Rehabilitation programme (TR) in the face of massive opposition.

We now know that this ideologically driven agenda if enacted, will decimate the Probation service, destroy local partnerships and see around 70% of our members jobs sold off to private providers who will have an entirely different motivation for involvement in the offender management regime. This is aside from the fact that they will simply just not possess anywhere near as much expertise as that shown by Napo members every day as you go about your work with such skill and dedication.

Unfit for purpose

Any of our members who remain to be convinced as to what awaits them if 12 months from now they find themselves on the books of one of the multi-nationals who are queuing up for a piece of the probation cake, will do well to remember the fate of a third of the workforce when the London Community Payback contract was

awarded to the privateers. Since then, there have been a myriad of well documented stories of alleged fraud and malpractice surrounding a range of would be providers.

That some of these organisations have not been excluded from the bidding process while they are under investigation, is a scandal in itself; as is the fact that Napo members have not even been given the opportunity to bid for their own work.

But perhaps we should not be so surprised, as the TR programme alongside the attack on legal aid provision, is another element of this Government's systemic attack on public services and the millions of decent hard working people who try so hard to make a difference to society.

Instead of utilising the skills of our members to work alongside a range of potential providers to assist the short term custodial community, this unaccountable government, who refuse to issue the TR 'risk register' and who seek to defy the will of the House of Lords are intent on foisting their plans on the taxpayer by putting in place a major reform without the necessary infrastructure being anywhere near to a state of readiness.

Increasingly, Napo members tell me that it's not only the likes of Serco and G4S who are unfit



for purpose, but a Justice Secretary who is so clearly besotted with his own self-importance at the expense of the wider society he is supposed to serve.

Building alliances

By the time that we reach North Wales the result of our ballot for industrial action is expected to be available; and it is vital that we achieve a positive result to boost our

impressive campaign further as we seek to change the minds of politicians and win over the public who have still to fully realise the dangers posed to their communities by Chris Graylings' reckless social experiment.

For our struggle is not just about our own agenda but is one that we are engaged upon in defence of public safety and the need to ensure that the Taxpayer has a justice system that is free from the spectre of profit and the diminution of standards that will inevitably follow. That is why Napo is working closely with other unions and organisations to build a 'coalition of the willing' in opposition to privatisation across Probation, Prisons and the Courts. It seems certain that we will need to stand collectively with our colleagues in our response.

Conference Times

A time for unity

While our members in the Family Court Section do not face the same grave challenges, they are destined to become part of the Ministry of Justice monolith at some stage in the future. They can be sure that Napo will stand by them whatever the future brings and we will do all that we can to not only defend their terms and conditions, but help them to uphold the unique values that are the bedrock of their vital work.

So whether this conference is the last in this traditional format or not, let us send a clear message to our detractors: that Napo will not flinch from the challenges ahead, will not be silenced by those who tell lies about the value of our work and the difference that we make to the lives of individuals and the families with whom we deal with daily; and most importantly, that even if our campaign does not achieve the victory that we seek we will still be here long after you have gone.

I look forward to my first AGM as your General Secretary and I wish you all a productive, enjoyable and unifying conference.

Ian Lawrence

Venue Cymru

Llandudno

17-19 October 2013

The 2013 AGM commences at 2pm on Thursday 17 October. It closes at 1pm on Saturday 19 October. Daily timings can be found in the programme.

Arrival

The Napo reception desk, which is situated in front of the stairs to the mezzanine area, to your left as you enter and pass into the 'secure area', will be open from 12.30pm on Thursday 17 October for information and 'on the day' registration.

Attendees who have registered in advance and received credentials will be able to go straight in, so there will be no requirement to queue at reception. The stewards' information desk will be situated just inside the main entrance for the collection of additional conference papers. You will wish to allow time for this on arrival.

Family Court Section AGM

The Family Court Section AGM will be held on Thursday 17 October, prior to the commencement of the main conference, from 11am to 1pm in the St David's Room on the second floor. This is part of the secure area and members attending FCS AGM ONLY, and who therefore do not have a conference badge, will need to collect temporary credentials from the stewards. These will not permit admittance to main conference. Tea/Coffee will be served in the room on arrival and lunch will be provided, in meeting rooms 5 and 6, on the second floor.

Leaving on Saturday

Attendees wishing to leave Llandudno immediately after AGM has finished may leave luggage at the centre in a secure room close to the Napo reception. Please ask stewards or Napo staff for directions.

The venue

Venue Cymru, Promenade,

Llandudno, LL30 1BB

Telephone 01492 879771

www.venuecymru.co.uk

Entrance to the AGM is through the main entrance to the Venue itself.

What's where

The Family Court Section AGM and the FCS Professional Session on Friday morning will be in the St David's Room on the second floor. The main AGM and Probation Session on Friday morning will take place in the Theatre on the ground floor.

The Theatre has an infra-red induction loop for which neck loops must be collected from Napo reception. The room for the Family Court Section sessions is equipped with a traditional hearing loop system.

Lunchtime and early evening fringe meetings will be held in the St David's Room and meeting rooms 5 and 6 on the second floor and outside the secure area in various rooms on the first floor. (See the fringe programme and floor plan for details and directions).

Refreshments

Free refreshments will be available during the formal breaks in the Orme Suite. The Centre will also operate a coffee shop serving hot and cold drinks and snacks throughout the day and a selection of hot meals over the lunchtime period. Additional facilities for cash sales drinks and lunches can be found in Catlin's Café Bar and Y-Review Restaurant which are outside the secure area and can be accessed externally via the promenade entrance.

Exhibitions and stands

The Orme Suite.

Evening Entertainment

In the Venue Cymru in The Hall on the first floor.

Accessibility

Entrance to AGM will be via the main entrance to the Venue Cymru, which is ramped. The first and second floors of the venue are available by lift and the venue is accessible to wheelchair/mobility scooter users throughout. There are good disabled toilet facilities which are well signed.

Where to find people

The Monitors will be situated in Meeting Room 1 on the ground floor just past the Napo reception desk. Steering Committee can be found in Meeting Room 4 on the Mezzanine Floor. Duty stewards will be accessible to all participants at all times.

No smoking

There is no smoking anywhere in the Venue Cymru including during the evening entertainment.

Parking

There are 18 designated bays for blue badge holders in the car park to the rear of the Venue. Pay and Display applies to others in a large car park to the rear of the building, at £2 for eight hours. (NB If a blue badge holder parks in a non-designated bay they will need to pay parking fees – these can be claimed from Napo, but ONLY if there are no designated bays available, and the claim is made immediately via staff at Napo reception).

There is plentiful parking available on the Promenade, charged for from 10.00am to 4.00pm only at a cost of £1.50 for six hours (outside these hours parking is free).

Getting to Llandudno

By Road

Llandudno is served by the national motorway network and is located 3 miles off the A55 expressway. If travelling from the North and East follow signs for the M56 west to Chester and North Wales. Then follow the A55 west (Conwy). Exit on to the A470, sign posted Llandudno. Follow the trunk road into the town centre. Turn right on to Clarence Crescent where you will find Venue Cymru on the Promenade on the left.

By Rail

Llandudno has two rail stations serving the town. Llandudno Junction, which is a mainline intercity stop on the Holyhead to London Euston line. The station is situated about 3 miles out of the town centre. Llandudno also has a branch line station situated in the town centre a short walk from Venue Cymru (0.5 miles). A regular connecting services runs between the two stations.

By Air

Liverpool John Lennon Airport (www.liverpoolairport.com) and Manchester international Airport (www.manchesterairport.co.uk) are the two regional international airports nearest to Venue Cymru.

There is a designated taxi/pick-up point outside Venue Cymru on the promenade.



Programme

Thursday 17 October

Family Court Section AGM will be held from 11.00am to 1.00pm in the St David's Room on the second floor – see separate details on page 3.

The Napo reception desk will be open from 12.30pm for information and on the day registration.

2pm AGM opened by Elfyn Llwyd MP
Chair's Address
Formal Business

3.30pm Refreshment Break

4pm 'What Really Works in Probation and Social Work'
Panel: Janet Crowe, Deputy Director Prison Reform Trust; Theo Gavrielides, Director IARS and Professor Paul Senior, Director of the Hallam Centre for Community Justice.

5.15pm Formal Business
Motions and Constitutional Amendments

Close of session 5.45pm

Friday 18 October

9am Informal session to explain the workings of AGM

9.30am Annual Report and Accountability Session

11am Refreshment Break

11.30am **Probation Session (The Theatre)**
The Future of Probation and the Transforming Rehabilitation Agenda
Speakers: Leanne Wood AM, Leader of Plaid Cymru and Michael Spurr, Chief Executive of NOMS. Other panel members to be confirmed
Family Court Section Professional Session (St David's Room)
Family Justice in Crisis
Guest Speaker: Elfyn Llwyd MP

1pm Lunch

2pm Motions and Constitutional Amendments

3.30pm Refreshment Break

4pm Motions and Constitutional Amendments

Close of session 5.45pm

Saturday 19 October

9.30am Motions and Constitutional Amendments

11am Refreshment Break

11.30am Motions and Constitutional Amendments

1pm Close

Additional Guest Speakers

Thursday 17 October

John McDonnell MP, Secretary of the Justice Union and Family Court Union Parliamentary Groups

Friday 18 October

Paul Nowak, TUC Assistant General Secretary
Steve Gillan, General Secretary of the POA

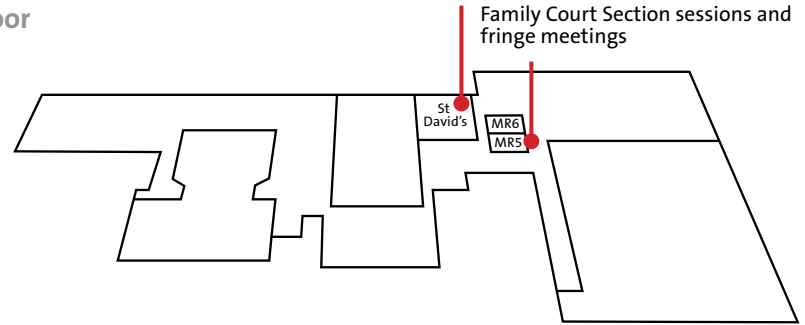
Saturday 19 October

Vera Baird, Police and Crime Commissioner for Northumbria

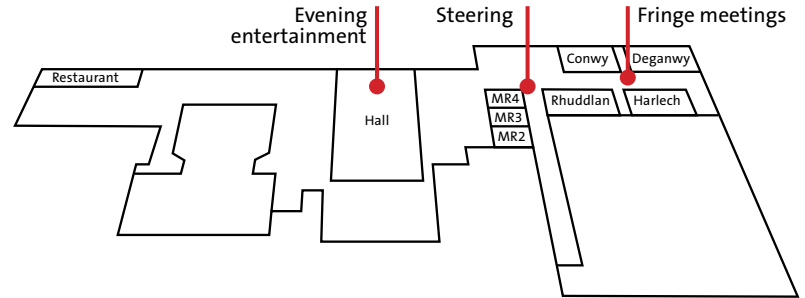
In addition to the formal business of Conference, there will also be a full programme of informal lunchtime and evening fringe meetings – see pages 12 to 14.

Floor plans

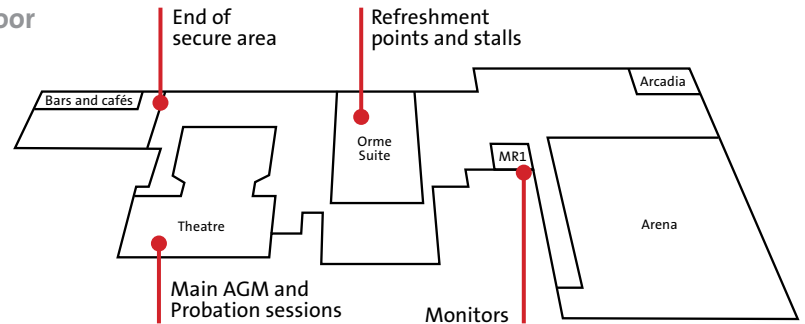
Second floor



First floor



Ground floor



Keynote Speakers



Elfyn Llwyd MP

Elfyn Llwyd is Plaid Cymru's Westminster Group Leader and represents the Dwyfor Meirionnydd constituency, having won the seat at the 2010 election. Previously, he represented the old Meirionnydd Nant Conwy constituency, winning the seat at four successive elections between 1992 and 2005. Before being elected, Elfyn worked as a solicitor and was called to the bar in 1997.

At Westminster, Elfyn has been instrumental in campaigning for prison reform and for the rights of veterans, as well as contributing to the ongoing efforts to get more powers devolved to Wales. Elfyn also chairs both the Justice Unions and the Family Court Unions Parliamentary Groups of which Napo is a founder member.

In 2011-12, Elfyn chaired a groundbreaking parliamentary inquiry into reviewing the law on stalking, which led to a strengthening of the law and training practices in stalking cases. Elfyn was made a member of the Privy Council in February 2011. He was named 'Campaigner of the Year' at the high profile Welsh Political Awards in 2010. Elfyn Llwyd was involved in the high-profile attempts from 2004 onwards to impeach Tony Blair for misleading the UK Parliament over the war in Iraq.



Janet Crowe

Janet Crowe is deputy director at the Prison Reform Trust. She joined the Trust in April 2012 from SOVA, the resettlement charity, where she was both interim and acting CEO and formerly its national director of operations and a trustee. She also held roles of CEO at Age UK Surrey, director of the multi-agency Surrey Community Safety Unit and assistant director SE region of the Prince's Trust. Earlier on in her career, Janet also worked in Surrey Probation Service where she devised and implemented its employment, education and training strategy. Janet holds certificates in management studies and mediation and an MSC in criminal justice and is trained in restorative practices.

Established in 1981, the Prison Reform Trust is a small, well respected UK charity with a high profile. It's overall aim is to create a just, humane and effective penal system. It works to improve prison regimes and conditions, address the needs of prisoners' families, and promote alternatives to custody. The Prison Reform Trust has a strong track record of achieving change in policy and practice.



Professor Theo Gavrielides

Theo Gavrielides is the Founder and Director of Independent Academic Research Studies (IARS) and the Restorative Justice for All Institute (RJ4All). He is also an adjunct professor at the School of Criminology (Centre for Restorative Justice) of Simon Fraser University as well as a visiting professor and research fellow at a number of universities both in the UK and abroad.

Theo is also on the advisory board of the Institute for Diversity Research, Inclusivity, Communities and Society (IDzRICS), at Buckinghamshire University and a member of the Scrutiny and Involvement Panel of the CPS.

Previously, Theo was the Chief Executive of Race on the Agenda a social policy think-tank focusing on race equality. He also worked at the Ministry of Justice as the Human Rights Advisor of the Strategy Directorate. There, he led on the Human Rights Insight Project, which aimed to identify strategies that will further implement the principles underlying the Human Rights Act 1998 and improve public services. Theo has been published extensively in academic journals and written a number of books including *Restorative Justice Theory and Practice* (2007) and *Rights and Restoration within Youth Justice* (2012). His latest book *Reconstructing Restorative Justice Philosophy* is due to be published shortly.



Professor Paul Senior

Paul Senior is the Director of the Hallam Centre for Community Justice. Paul has been involved in professional education and research for 25 years. His professional background is in the Probation Service

where he worked in the youth offending field, in resettlement and in partnership with the voluntary and community sector. Between 1995 and 2001 he also worked as a freelance consultant working on many projects with the Home Office, the Community Justice National Training Organisation, the Central Council for Education and Training in Social Work (CCETSW) and other national organisations.

Paul is in a unique position of being both a policy developer and involved in implementation of policy. This has been particularly the case in relation to probation staff training and the professional training of other groups within the criminal justice system and most recently in work undertaken for the Government Office in Yorkshire and Humberside on developing a strategy for Resettlement.

Paul has just completed a major piece of scoping work for NOMS on the role of the voluntary and community sector.



Michael Spurr

Michael Spurr is currently the Chief Executive of the National Offender Management Service Agency. Michael joined the Civil Service as a Prison Officer at HMP Leeds in 1983 and worked in the Prison Service

for 25 years at various establishments and at Headquarters. He was a Governing Governor at HMYOI Aylesbury, HMP Wayland and HMP/YOI Norwich. Michael joined the HMPS Agency Board as Director of Operations in 2003 becoming Deputy Director General in 2007.

In April 2008, Michael was appointed as the Chief Operating Officer in the newly formed NOMS Agency, taking responsibility for the operational management of Probation and Prisons, leading the work to improve 'joined-up working' and to create Probation Trusts. He became Chief Executive in June 2010.



Leanne Wood AM

Leanne Wood was born in the Rhondda where she continues to live today. She was educated at Tonypanyd Comprehensive School, the University of Glamorgan and Cardiff University. Before her election to the National

Assembly in 2003.

Leanne worked as a probation officer, professional tutor and lecturer and a support worker for Cwm Cynon Women's Aid.

During her tenure as AM, she has been responsible for the Sustainability, Environment, Social Justice, and Housing portfolios for Plaid Cymru.

Leanne has produced two major policy documents for Plaid Cymru; *Making Our Communities Safer* and *A Greenprint for the Valleys*. On 15 March 2012 she was elected leader of Plaid Cymru, becoming the first woman to lead the party.



John McDonnell MP

John McDonnell has been MP for Hayes and Harlington since 1997. Within Parliament he is currently Chair of the Socialist Campaign Group of MPs and the Labour Representation Committee, a rank-and-file

organisation for Labour Party supporters and trade unionists.

John is also Secretary of both the Justice Unions' and the Family Court Unions' Parliamentary Groups and he has supported Napo in many of our major campaigns over the past decade. He is also a leading member of a number of other parliamentary groups representing individual trade unions, such as PCS, RMT, FBV, NUJ, BFAWU.

John is also the Parliamentary Convenor of the Trade Union Co-ordinating Group which brings together 10 trade unions to unify their campaigning work on issues of common concern. He is a strong supporter of UK Uncut, and the Stop the War Coalition, and has been a consistent campaigner in Parliament against the invasion and occupations of Iraq and Afghanistan.

Prior to becoming an MP, John went to Brunel University and then did a Masters degree at Birkbeck College, London University. He first worked as a production worker on the shop floor, before being employed as a trade union official for the NUM and subsequently the TUC. In 1981, John was elected to the Greater London Council, becoming Chair of Finance and deputy leader to Ken Livingstone.



Paul Nowak

Paul Nowak, was appointed Assistant General Secretary of the TUC in February 2013. He leads on a number of key policy areas including public services, welfare and unemployment, and transport. He also has

responsibility for the TUC's organisation in Wales and the English regions, annual Congress, union organising and inter-union relations.

Prior to taking up his appointment as AGS, Paul headed the TUC's Organisation & Services department playing a key role in the TUC's broader campaigning work.

Paul was one of the first intake of the TUC's 'Organising Academy' in 1998 – and prior to this had been an active member of unions including the GMB, UNISON and CWU, working in a range of jobs in both the public and private sector.

Paul has also served as the TUC's regional secretary in the North East & Cumbria and as the TUC's national organiser, where he had responsibility for developing the TUC's Organising Academy and supporting union efforts to reach out to the next generation of union members and activists.

Paul was appointed a member of the ACAS Council in November 2011.

Stalls at AGM 2013



Steve Gillian

Steve Gillian is the General Secretary of the Prison Officers Association (POA).

The son of a shipyard worker from Greenock, Scotland, Steve had a variety of jobs including banking and Ford Motor Company before joining the Prison Service in 1989 as a Prison Officer at HMP Chelmsford and later at HMP Bullwood Hall.

He held positions on the local branch committees at both prisons as the POA Branch Secretary. In 2001 he worked at HMP Pentonville as a Senior Officer and temporary promoted Principal Officer.

Steve was elected National Vice Chairman of the POA in 2002 and held the post until 2006, when he became the National Finance Officer. He was elected General Secretary in 2010.



Vera Baird

Vera Baird QC was elected as Northumbria's first Police and Crime Commissioner in 2012. Vera's Police & Crime Plan focuses on five areas: Anti-Social Behaviour, Domestic and Sexual Abuse, Community Confidence, Reducing Crime and Putting Victims First. The Commissioner is working closely with the public to ensure the police deliver the priorities set down in the Police & Crime plan.

Prior to becoming Police & Crime Commissioner, Vera was Labour MP for Redcar and became a Minister in the Labour Government in 2006. In 2007, she was appointed Solicitor General – the House of Commons most senior law officer. As Solicitor General she played a role in integrating policy development within government and Vera was particularly involved in criminal justice policy and legislation especially on gender and equality policies. She was the Lead Minister with responsibility for taking the Equality Act through Parliament in 2010.

With this wealth of experience, Vera continues to be a strong voice for the North East, speaking up for Northumbria Police force, partners and communities at a local and national level.

ABPO

Amnesty International
Benenden Health Care
Campaigning Committee
Chris George Cards
Christians in Probation
Cuba Solidarity
Edridge
Equal Rights Committee
Family Court Section
GFTU
Health and Safety Committee
Hope Not Hate
LAGIP
NAAPS
Napo Action & Napo Action bookstall
NDSN
No More Page 3
Prison Phoenix Trust
Prisoners Abroad
Professional Committee
Show Racism the Red Card
Simpson Millar Solicitors
Thompson Solicitors
Training Committee
TUO Committee
UIA Insurance
Union Income Benefits
Unity Trust Bank
Venezuela Solidarity Campaign

Fringe Meetings

Thursday 17 October

6pm – PSO Gathering

Calling all PSO members! Arguably, the Government's Transforming Rehabilitation plans will have the greatest impact on PSOs. The annual gathering of PSOs at Napo's AGM will be the perfect opportunity for PSOs to come together to discuss your concerns and issues with your colleagues and National Officers. We look forward to seeing you there.

St David's Room (Second Floor)

6pm – The Little Book of Prison:

Frankie Owens, award winning author of *The Little Book of Prison: A Beginner's Guide*, and Andy Paradise from Read and Grow, will talk about how illiteracy impacts on all walks of life and threads that run through many social issues, deprivation and criminality. They will also discuss the ethos of Read & Grow, the impact of the reading tool 'Yes We Can Read' and the delivery of the programme through Napo. (*The Little Book of Prison* will be on sale throughout conference in the Orme Suite)

Meeting Room 6 (Second Floor)

6pm – Napo Women's Strategy

National Official, Sarah Friday and National Officer, Megan Elliot, who have been heading up the Women's Strategy, following on from Lisa Robinson, will report back on this year's successful Women in Napo conference and

feedback received there and at September's Napo WiN steering group meeting, where we are in relation to the two year plan and also the meeting where we discuss where we go from here

Harlech Room

6pm – Campaigning Past and Present

Dramas, comical episodes and special moments – 30 years was it too much?

Harry Fletcher former Napo AGS and Tania Bassett, National Official Press, Parliament and Campaigns will discuss the highs and lows of his campaigning history with Napo over the last 30 years, how campaign work has changed over the years, where we are now and our future approach.

Chaired by Caroline Bewley, National Vice Chair Rhuddlan Room

Soft drinks and nibbles provided at all above evening meetings

Thursday 17 October

Calling all FCS members Family Court Section Social

6pm – 8pm

Swn-Y-Mor Hotel, 5 Neville Crescent,
Central Promenade, Llandudno LL30 1AT

Friday 18 October

1pm – The Managers' Hour

A chance for Probation and Cafcass managers to share their experiences of operational and practice management. Guest speaker: Andrew Morgan, First Division Association.

Meeting Room 5 (Second Floor)

1pm – Napo Action at AGM

All those who are members of Napo Action or who are interested in joining a left wing pressure group within the union, are welcome to the Napo Action lunchtime meeting.

Meeting Room 6 (Second Floor)

1pm – Safe at work?

Dave Putson, PCS health and safety representative in the London Courts and author of 'Safe at Work? Ramazzini versus the attack on health and safety' will talk about his book on the history of health and safety in the UK. The book is a timely contribution, and demonstrates in writing his book is that health and safety, far from being the product of a more litigious society or the political agenda of overbearing bureaucrats, is rooted in human need and about protecting people. How can we fight the Government's attacks to worker's health and safety and link up with colleagues within the PCS Justice Sector who face the same threats as us – of job cuts and privatisation?

Harlech Room

1pm – Paladin – National Stalking Advocacy Service

Co-Directors of Paladin, Laura Richards and Harry Fletcher, will look at the impact of the new stalking laws and the role and objectives of this new, unique, national advocacy service, which was established in May this year.

Rhuddlan Room

1pm – TUO Fringe – Hope Not Hate (HNH)

Come and listen to Owen Jones from Hope Not Hate talk about how Napo members can support the work of HNH.

Hope Not Hate aims to challenge and defeat the politics of hate and extremism within local communities as well as on the national stage. Their charitable wing provides the main vehicle for the development and execution of its community engagement plans, training and educational services. HNH seeks to equip local communities and groups to defeat extremism at a grassroots level. They also seek to influence the national debate by providing briefings and training to public policy figures as well as statutory and non-statutory bodies.

Conwy Room

1pm – Joint Meeting of the Staff Associations

In times of austerity our differences, which should be celebrated, are seen as burdensome as we get told diversity is an unaffordable luxury. Those of us with protected characteristics become increasingly vulnerable when times

are tight. Come to the Staff Associations' Joint Meeting to discuss the case, economic as well as moral, for maintaining our additional support and help us plan for the future. Speakers to be confirmed

Deganwy Room

Sandwiches, tea & Coffee will be provided at all the above lunchtime meetings.

6pm – Continued Professional Development: Preparing for change

Given the apparent lack of training opportunities afforded to our members in many of the Probation Trusts and in light of the government's Transforming Rehabilitation agenda, we are concerned that our staff group needs to be more informed about how they can be supported to facilitate their professional career development, in order to be prepared for the changes ahead. This Training Committee and the Napo ULF organised meeting will provide an opportunity for members to consider how they can facilitate their continuous professional development holistically. Speakers: Vicki Idusohan, NOMS, Catherine Fuller, London Probation Trust and Marilyn Owens, ULF Project Manager

St David's Room (Second Floor)

6pm – Treasurers' Surgery

All branch treasurers, are invited to attend this surgery to discuss their experiences and concerns and to share information to assist them in carrying out the work of managing branch finances. It will provide a greater understanding of linking nationally, as well as how to run the branch accounts with greater ease. This year branch treasurers will be invited to discuss the potential impact of Grayling's agenda for Probation on the role of Treasurer. With Napo National Treasurer, Keith Stokeld, and Finance Officer, Theresa Boorman.

Meeting Room 5 (Second Floor)

6.30pm – ABPO – Association of Black Probation Staff

Are you worried about your future? Has the TR agenda left you feeling insecure? Have you questions requiring answers? These are challenging times, consequently our focus is on how the TR programme will impact on Black staff, service users and our communities and to ensure that Race Equality remains high on the agenda. Come and share your thoughts as to how we can move forward, take more control and make informed decisions. Meet ABPO's new co-chairs, Sharon Clarke and Angela Clarke who will share their vision for ABPO and actively listen to what you have to say.

Meeting room 6 (Second Floor)

6.30pm – NDSN Reception

The National Disabled Staff Network invites all members at AGM, and other attendees interested in finding out more about the work of the Network, to a reception on Friday evening. Come and meet us and find out more.

Rhuddlan Room

6pm – Working against domestic abuse

Improvements to assessing and addressing domestic abuse have been a key concern for the Probation Service over recent years. Expertise and information sharing protocols have been established within this difficult field. How will the Transforming Rehabilitation agenda impact on these provisions and public protection? Join Professional Committee to discuss this important issue.

Harlech Room

Soft drinks and nibbles provided at all above evening meetings

Friday 18 October

6.30pm – Edridge Fund Reception

The Trustees and Staff of the Edridge Fund will be holding a reception for Edridge Area Representatives on Friday evening, and there will be light refreshments available. The year since the last AGM has seen a phenomenal period of change in the way Edridge works, including changes of staff, the roles they carry out, and the manner in which things are done. The Trustees wish to thank our Representatives for the essential work they carry out on behalf of the fund, but would also like to get feedback on how our new systems are working, and discuss future proposals for the way we support our Representatives.

Theater Foyer Bar Area

Friday 18 October

7pm – LAGIP Reception

An ideal opportunity for LGB&T attendees to get together to discuss the current issues that affect them in their workplace. It also offers the opportunity to meet Margaret Sinclair the LAGIP National Chair and to find out more about the work LAGIP has planned for the year.

*Promenade Lounge
Imperial Hotel, The Promenade,
Llandudno, LL30 1AP*

Friday 18 October

Prayer Room

A room has been set aside for the use of Muslim attendees from 1pm to 2pm for Friday prayers. Details will be displayed at reception and it will be signposted in the centre.

The prayer room will also be available to other faith groups for quiet devotion, by arrangement. Times to be confirmed.

Evening events

Thursday 17 October

6.30pm to 7.30pm

Clean Break Theatre Company performance

Three of the programme's graduate students perform a play about three women at different stages of their lives who spiral into the criminal justice system.

Clean Break is a theatre company with an independent education programme. Both strands of its work are rooted in the belief that theatre changes lives.

The company was set up in 1979 by two women prisoners who believed that theatre could bring the hidden stories of imprisoned women to a wider audience. Still the only women's theatre company of its kind today, Clean Break has remained true to these roots, continuing to inspire playwrights around the complex theme of women and crime - enlightening and entertaining audiences. Integral to this, is the company's long-established theatre-based education and training programme enabling women offenders and those at risk of offending to develop personal, social, professional and creative skills leading to education and employment.

Main Theatre (the Theatre Bar will be open for the purchase of drinks from 6pm)

Friday 18 October

8.30pm (for 9.00pm) – bar until 12.30am

Dance the night away to fabulous 8-piece London based party band Xtatic and disco



You will need to bring your AGM badge with you to gain entry.

Attendees bringing guests who do not have a badge can obtain an evening pass from Napo reception during the day on Thursday or Friday at a cost of £5.

Thursday 17 October

8.30pm (for 9pm) – bar until 12.30am

Napo's Got Talent

By popular request the Napo Karaoke challenge returns to AGM. Solo singers, groups, choirs, all are welcome. Disco



4 Chivalry Road
London SW11 1HT
Telephone 020 7223 4887
Facsimile 020 7223 3503
www.napo.org.uk
September 2013

**DID
YOU
KNOW** 

As a Napo Member you receive:

- **Free legal advice and representation on:**
 - Personal injury at & away from work (including assaults)
 - Road traffic & holiday accident injury
 - Industrial disease or illness
- **30 minutes free legal advice for:**
 - Any non-work issues such as landlord disputes, neighbourhood disputes, matrimonial and consumer issues
- **Criminal law advice**
- **Free will making service**

For employment law & stress cases please speak to your Napo branch representative

For Napo members and their families we offer:

- **Free legal advice and representation on:**
 - Personal injury away from work
 - Road traffic & holiday accident injury
- **Special terms for clinical negligence cases**
- **Reduced rates for conveyancing & family member wills**

CONTACT Napo Legal Services on:
0800 587 7521

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