

UNITY IN NAPO

CONFERENCE
& AGM
9–11 OCT 2014
SCARBOROUGH

PROGRAMME

Probation | Family Courts





As we head to a hopefully sunny Scarborough, our members in Probation find themselves in a desperate struggle against the Condem Coalition's disastrous change programme known as Transforming Rehabilitation. As I write this foreword to the AGM programme I have just heard that the Secretary of State for Justice, Chris Grayling, has responded to parliamentary questions about his TR reforms by suggesting 'that people should stop listening to the unions'.

Sadly, his comments are reflective of the fact that he stopped listening to anyone some time ago, especially those who have shown the temerity to courageously challenge his reckless social reforms. Such arrogance in the face of the operational chaos and risk to public safety which he has created is nothing short of disgraceful.

It will come as little surprise to AGM visitors that we will not be hearing from Mr Grayling this year; but we do look forward to welcoming the new Prisons and Probation Minister Andrew Sealous, who has the somewhat challenging task of convincing our members that the TR poison is actually good for you. Best of luck with that one Minister!

Our Family Court Section members may not have spotted much of a difference so far

between the Ministry of Justice and their former employer, but given the obsession of this government to achieve 'more for less' at the expense of their workforce whilst opening up commercial opportunities for their friends in the private sector, then nobody can feel comfortable with their position. The efforts that Napo has made to build a new partnership with Cafcass senior management are starting to yield some positive changes in attitude but that alone will be of little comfort to practitioners caught in the middle of heated arguments or sheer confusion between more and more litigants in person and ever lengthening case completion times.

A campaign of many strands

By the time we arrive at the AGM we hope to have been able to finally make a decision as to whether we should apply for an injunction (Judicial Review) against the Secretary of State's TR programme on the basis that it is unsafe for him to proceed to the intended CRC share sale. The legal campaign has been an expensive one for Napo, and that's why we have engaged with Unison and GMB to explore their willingness to be partners in a JR application if the tide looks favourable.

Napo members have shown their resolve and determination

to defend their profession by taking part in two sets of industrial action over the last year one of which was in partnership with our comrades in the Justice Alliance, and you have come out in your hundreds to support our strike rallies and parliamentary lobbies, and the Officers and myself are massively appreciative of the sacrifices that many of you have made.

Our campaign against TR is multi-faceted and has included industrial action, parliamentary activity, and a strong emphasis on the professional aspects of TR with our joint research project on an alternative model for the supervision of the under-12 months custody cohort. We have also secured excellent media coverage over the course of the year, and especially this summer, and numerous TV and radio opportunities which stand comparison with (or are simply better than) many other unions several times our size and who have massive resources at their disposal. Of course we all want to do more and see probation and the Family Courts in the news every day, but the reality is that this is just not going to happen.

Another strand of activity has been our contact with those companies and organisations which have expressed an interest in, or actually bid for the CRC contracts. Be assured this has

been anything other than a nice friendly repartee as we have sought to firmly spell out that we don't want them in the probation service in the first place and that the protections we secured on pensions, continuity of service and a new NCC bargaining structure are here to stay, and that the pots of gold they have set their sights on are just a mirage.

I said last year that 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. Yes we have seen the exclusion of the likes of Serco and G4S from the corrupt bidding process for TR but there are plenty more providers who think that what you do is worthless unless it will provide profit for their shareholders.

All of this presents a gloomy backdrop admittedly, but the difference between us and our detractors is that this union, and our members in Probation and Cafcass will continue to defy those who would seek to destroy their professional standing on the high altar of private profit, and that no matter what happens as a result of the dreadful TR experiment, this union will be here long after this dangerously reckless project is

remembered as the biggest con trick ever foisted onto the British taxpayer.

The AGM has an excellent line up of speakers and a number of guests including Steve Cavalier from our generous sponsors Thompsons Solicitors, MPs Elfyn Llwyd and John McDonnell who have vigorously campaigned for Napo members over many years, former Probation Chief Sally Lewis and Matt Foot from the Justice Alliance. A warm welcome is also extended to Labour front bencher Jenny Chapman MP and the respected probation academic Loraine Gelsthorpe, I am also pleased that Phyll Opoku from PCS and the campaigning lawyer Lucy Reed will be joining us.

I wish you all an enjoyable, constructive, but most of all a unifying conference.

SPA COMPLEX SCARBOROUGH 9–11 OCTOBER 2014

The 2014 AGM commences at 2.00pm on Thursday 9 October. It closes at 1.00pm on Saturday 11 October. Daily timings can be found in the programme.

Arrival

Entry to the centre is via the main entrance. The Napo reception desk, situated to the right of the entrance to the Grand Hall, will be open from 12.30pm for information and on the day registrations. Attendees who have registered in advance will have received a registration card. You will need to exchange this for your voting papers and other conference documents at the stewards' information desk which will be situated near to the entrance to the Grand Hall. You will wish to allow time for this on arrival.

Family Court Section AGM

The Family Court Section AGM will be held on Thursday 9 October from 11.00pm to 2.00pm in the Promenade Lounge which has a separate entrance via the 'Link Way' entrance (see plans). People attending FCS AGM ONLY, will be able to sign in on arrival. They will not be able to gain access to the main AGM area however. Tea/Coffee will be served in the room on arrival and lunch will be provided, again in the room, at 1.00pm.

Leaving on Saturday

Attendees wishing to leave Scarborough immediately after AGM has finished may leave luggage at the Spa Complex in a secure room close to the Napo reception, but at their own risk. Please ask stewards or Napo staff for directions.

SPA COMPLEX SOUTH BAY, SCARBOROUGH, YO11 2HD TELEPHONE 01723 357 878

What's where?

The main AGM sessions will take place in the Grand Hall. The Family Court Professional Session on Friday morning will be in the Vita Dome, on the first floor (accessed from the terrace). Both rooms are equipped with an induction loop system.

Lunchtime and early evening fringe meetings will be held in the Vita Dome, the Spa Theatre, the Regency Room Front, the Promenade Lounge and Mezzanine and the Ocean Theatre Foyer. These rooms are located in different parts of the Spa Complex, please familiarise yourself with the floor plans. The routes and disabled access to the fringe meeting rooms will be signposted and stewards/ Napo staff will be available to provide assistance and directions at all times.

Refreshments

Free refreshments will be available during the formal breaks in the Sun Court Lounge on the ground floor. Hot and cold food will also be available for purchase in the Sun Court Café on the ground floor (access via the Sun Court Lounge) for attendees arriving early on the Thursday and during the lunch break on Friday. Sandwiches will be provided at all the lunchtime fringe meetings.

Exhibitions and stands

The Sun Court Suite

Evening Entertainment

Evening Entertainment on both the Thursday and Friday night will be in the Ocean Room.

Accessibility

There is a steep climb from the conference centre and the South Bay to the South Cliff, however there is a funicular railway. The South Cliff Lift is available at a charge of 80p per journey or £5 for the whole of the three days. Disabled parking at the Spa Complex is pay and display. However Napo has some reserved spaces which can be made available for members with mobility difficulties. If you require this you MUST reserve a space in advance. To do so, contact Kath Falcon on 020 7223 4887 or kfalcon@napo.org.uk with your name and car registration number. The venue is accessible to wheelchair/mobility scooter users throughout, with lifts to all levels and ramps or stair lifts on short flights of stairs. There are good disabled toilet facilities and these are well signed.

Where to find people

The Monitors will be situated in the Regency Room Rear on the second floor (accessible by lift from close to the Napo reception area). Steering Committee can be found in the Music Room on the first floor. Duty stewards will be accessible to all participants at all times.

No smoking

There is no smoking anywhere in the Spa Complex including during the evening entertainment.

Parking

There is pay and display parking available near to the centre.

GETTING TO SCARBOROUGH

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By Road

From South: M1 to A1 to A64 to Scarborough. M1/M18 to M62 to Hull then A63/A165 (coastal route) to Scarborough.

From North: A1/A19 to A171 or A170 to Scarborough.

From West: M62 to Hull then A63/A165 (coastal route) or M62 to M1 then A64 to Scarborough.

By Rail

Regular Inter city trains run from London & Newcastle, change at York for Scarborough. Coast to coast lines run daily, calling at all major cities; Liverpool, Manchester, Leeds, York, Scarborough.

By Air

There are three airports nearby: Leeds/Bradford 0113 2509696, Teeside 01325 332811 and Humberside 01652 688456. Each are only 90 minutes away.



THURSDAY 9 OCTOBER

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

2pm AGM commences
Chair's keynote address followed by formal business

3.15pm Elfyn Llwyd MP will report back from the JUPG and FCUPG

3.30pm Refreshment break

4.00pm John McDonnell MP will speak about parliamentary and extra-parliamentary, campaigning against the government's attacks on public services and the People's Parliament

4.15pm Formal business
Motions and constitutional amendments

Close of session **5.45pm**

FRIDAY 10 OCTOBER

9.00am Special session to explain the working of conference and Napo structure aimed at new members and those attending the AGM for the first time.

9.30am Annual Report – presented by the General Secretary
Accountability session and motions

10.45am Q & A session with Justice Minister, Andrew Selous

11.15am Refreshment break

11.45am–1pm Probation Session – Question Time Panel with Shadow Justice Minister, Jenny Chapman; Matt Foot, criminal law barrister and co-founder of the Justice Alliance; Professor Loraine Gelsthorpe, Cambridge University; and Sally Lewis, former CEO of Avon and Somerset Probation Trust.

11.45pm – 1pm Family Court Professional Session. Guest speaker family barrister, Lucy Reed.

AGM will resume at **2pm**.

2pm – Speaker, Phyll Opoku, Director and co-founder of UK Black Pride and Head of Campaigns at PCS

2.15 pm Motions and constitutional amendments

3.30pm Refreshment break

4pm Motions

Close of AGM session **5.45pm**

SATURDAY 11 OCTOBER

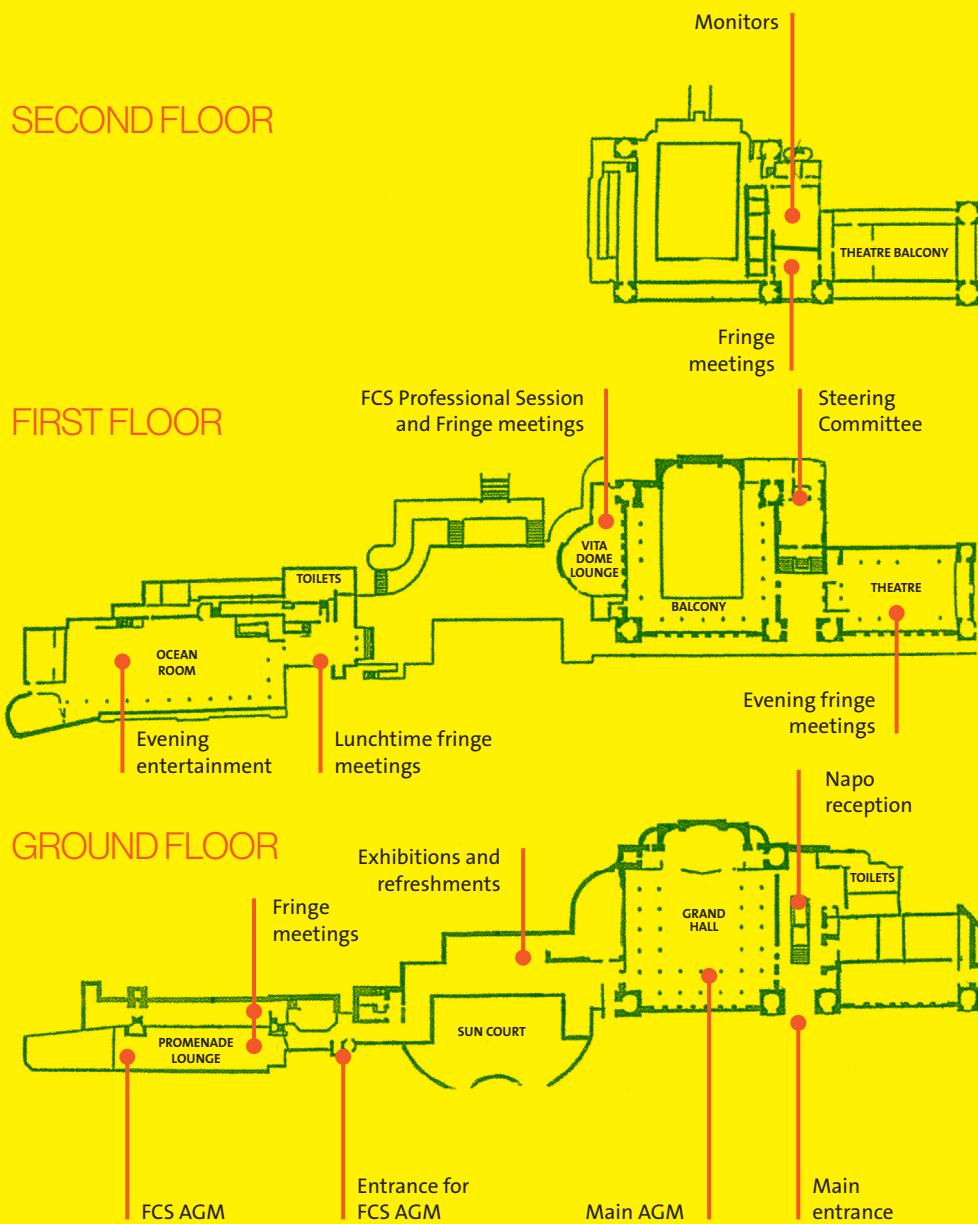
9.30am Motions

11.00am refreshment break

11.30am Motions

1pm Close of conference

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





Jenny Chapman MP

Jenny Chapman was appointed Labour Shadow Minister for Prisons and Probation and Women in the Criminal Justice System in October 2011. She was elected MP for Darlington in May 2010. Prior to joining parliament Jenny served as Chair of Darlington's Children's Trust and was Lead Member for Children's Services at Darlington Borough Council. She has worked as a researcher for Alan Milburn MP, and as an assistant prison psychologist in both Frankland and Dartmoor. Jenny is particularly interested in social and restorative justice. Since being elected Jenny has campaigned on many important issues, including pay-day loan companies, and she recently lobbied to secure 450 civil service jobs in Darlington. She is also Secretary for the All Party Parliamentary Group (APPG) on Victims and Witnesses of Crime.



Matt Foot

Matt Foot is a criminal defence solicitor at Birnberg Peirce and Partners, where he specialises in protest and terrorism cases, and appeals. He is heavily involved in the fight to stop the government's proposed legal aid cuts and co-founder of the Justice Alliance, a coalition of professional organisations, campaigns, unions, community groups and charities opposed to the Government's cuts in legal aid. Ten years ago he was the coordinator of Asbo Concern which called for a review of the oppressive use of asbos.



Lorraine Gelsthorpe

Lorraine Gelsthorpe is Professor of Criminology and Criminal Justice at the Institute of Criminology, University of Cambridge and a Fellow at Pembroke College. Her academic work has revolved around women, crime and criminal justice, youth justice, and community penalties, having previously led major research on what used to be called Community Service Orders and on Pre-sentence Reports. She is co-editor of the *Handbook of Probation* (with former Chair of the Youth Justice Board, Rod Morgan). Lorraine's current work includes: criminal justice responses to human trafficking, migration and crime, women and sentencing, and criminal justice, and the arts – looking particularly at through the gate possibilities. She is a trustee of Women's BreakOut. Lorraine is also a (UKCP registered) psychoanalytical psychotherapist in her spare time.



Sally Lewis

Sally Lewis is a qualified Probation Officer with over 30 years' service. In 2008 she was appointed as Chief Probation Officer of Avon and Somerset where she remained until July 2014. Much of her professional career has been focussed upon the development of partnership and public protection issues. She was a leading professional in the development of MAPPA and more recently Integrated Offender Management for which she was the Probation Chiefs Association national portfolio lead. Sally is a member of the Strategic Board for the Academy for Justice Commissioning. She has spoken on probation issues in the national press, television and radio and in the recent Channel 4 News *Dispatches* documentary as well as the File on Four (Radio 4) documentary *Repeat Offending*, about TR. She is also a Trustee of the Howard League. She is an active user of social media and will undoubtedly be tweeting from AGM. She can be followed @CEOLewis.



Elfyn Llwyd MP

Elfyn Llwyd is Plaid Cymru's Westminster Group Leader and has represented the Dwyfor Meirionnydd constituency since 2010. Previously, he represented the old Meirionnydd Nant Conwy constituency. Before becoming an MP Elfyn worked as a solicitor. 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. He was also involved in the high-profile attempts from 2004 to impeach Tony Blair for misleading Parliament over the war in Iraq.



John McDonnell MP

John McDonnell has been MP for Hayes and Harlington since 1997. He is 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; Secretary of both the Justice Unions' and the Family Court Unions' Parliamentary Groups; and Parliamentary Convenor of the Trade Union Co-ordinating Group (TUCG) which brings together 10 trade unions, including Napo, to unify their campaigning work. John has supported Napo in all of our major campaigns over the past decade. After university John first worked as a production worker before being employed as a trade union official for the NUM and subsequently the TUC. John also served as Chair of Finance and deputy leader to Ken Livingstone in the GLC.



Phyll Opoku-Gyimah

Phyll Opoku-Gyimah is Executive Director and Co-Founder of UK Black Pride. She recently came number 9 in the Independent Top 100 Pink List of most influential LGBT people. A former volunteer for BLUK (Black Lesbians in the UK), Phyll has worked to support people within the Black LGBT community to demonstrate pride in their ethnicity and sexuality. Phyll has worked tirelessly to bring together LGBT activists, artists, volunteers and supporters from within the LGBT community and beyond to support UK Black Pride and other such events and her endeavours led her to be nominated as Woman of the Year at the Black LGBT Community Awards 2007. A civil servant by profession, Phyll took a job with PCS, first as the only Black female lead negotiator within the Law and Justice bargaining areas, then Head of Equality and Head of Health & Safety. In 2013 she was appointed as the Head of Campaigns and Parliamentary Affairs. Phyll also sits on the TUC LGBT Committee and Race Relations Committee.



Andrew Selous MP

Andrew Selous is Justice Minister responsible for Prisons, Probation and Rehabilitation. He was elected as MP for South West Bedfordshire in 2001. Prior to this Andrew studied industry and trade at the LSE and went on to work as an reinsurance underwriter. His firm helped many of the world's poorest communities recover from natural disasters. He was also a Territorial Army officer for twelve years and served in Germany, Cyprus, the Netherlands, Switzerland and the United States of America. Andrew was a member of the Work and Pensions Select Committee and became a government Whip in 2004. In 2006 he became Shadow Work and Pensions Minister and in 2010 he was appointed Parliamentary Private Secretary to the Secretary of State for Work and Pensions. In July this year he succeeded Jeremy Wright as Parliamentary under Secretary of State at the MoJ.



Lucy Reed

Lucy Reed is a family barrister and mediator based at St John's Chambers in Bristol. She is the author of *The Family Court without a Lawyer – A Handbook for Litigants in Person* (Bath Publishing, 2nd edition 2014), and has recently created a series of short videos for litigants involved in family court proceedings (YouTube nofamilylawyer). Lucy also blogs as FAMILoo at Pink Tape (@familoo). She is a founding member of the recently launched Transparency Project, which aims to make available more accessible information about family court cases to the public (@seethrujustice).

THURSDAY 9 OCTOBER

6pm – Show Racism the Red Card

Show Racism the Red Card was established as an anti-racism educational charity in 1996. It utilises the high-profile status of football and football players to help tackle racism in society. The majority of the campaign's output is the delivery of education to young people and adults in their schools, their workplaces and at events held in football stadiums. It also produces resources such as films featuring professional football players such as Thierry Henry, Samuel Eto'o and Ryan Giggs that address a range of issues surrounding racism. This fringe meeting will be a presentation of the organisation's work by Chief Executive, Geb Grebby, and SRRC Head Coach, Gary Bennett, former Sunderland, Cardiff and Manchester City defender
Regency Room Front (second floor)

6pm – PSO Gathering

Calling all PSO members! How is TR impacting on PSOs both in the NPS and the CRC. 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.

Promenade Lounge

6pm – Treasurer's Surgery

All branch treasurers are invited to attend this surgery to discuss their experiences and concerns post the TR split and the establishment of the new merged branches. It will provide a greater understanding of linking nationally, as well as how to run the branch accounts with greater ease. With Napo National Treasurer, Keith Stokeld, and Finance Officer, Theresa Boorman.

Promenade Mezzanine

6pm – Learning and Development - The Shape of Things to Come

There have been what might best be described as seismic changes in the world of probation and this has inevitably presented complex challenges for all involved in all aspects of the training and development of probation staff. We are therefore very pleased to welcome lead project staff from NOMS Learning and Development team who will give participants a brief insider's overview of the terrain and explain how NOMS is planning to address learning and development challenges that will impact upon us all.

Vita Dome

6pm – Women Offenders in the Justice System

This Women in Napo organized meeting will look at the treatment of women in and by the Justice System, particularly addressing the issue of women in prison and women's prisons. With guest speakers including Sally Lewis, former CEO of Avon and Somerset Probation Area and Howard League Trustee.

Spa Theatre

6pm – Grayling, Grayling, Grayling – Out, Out, Out!

A campaign songs workshop – In the tradition of the Wobblies and Arlo & Woody Guthrie – let's march to the beat of our own drum and make up our own songs to protest against TR. To be taken to the TUC demo on 18 October and all points on to the May elections and beyond. Led by members of the Hampshire and IOW branch Why, Why, Why Chris Grayling choir. Bring whistles and instruments and your VOICES!

Grab a drink from the bar then reassemble in the Grand Hall

FRIDAY 10 OCTOBER

1pm – Fighting back against ‘Workplace Stress’

We will view an extract from Professor Phil Taylor's (Strathclyde University) speech to the 2013 Hazards Conference on his research for the Scottish TUC on 'Performance Management and the New Workplace Tyranny', followed by a discussion on what Probation and Family Court staff can do to resist workplace stress.

Regency Room Front (second floor)

1pm – Joint Meeting of the Staff Associations

Those of us with protected characteristics become increasingly vulnerable in times of upheaval such as what is happening with TR in Probation and workload pressures in Cafcass. The four Staff Associations ABPO, NAAPS, NDSN and LAGIP are also facing funding and organizational difficulties due to the split of the Probation Service. Come to this joint meeting to find out what is happening and help us plan for the future. Speakers tbc.

Promenade Lounge

1pm – Napo Action Group

There will be a meeting of the Napo Action Group.

Promenade Mezzanine

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.

1pm – Domestic Violence and a Stalkers' Register – the need for law reform

Chief Executive Laura Richards and Training Manager Sunita will talk about Paladin, the National Stalking Advocacy Service and the service's two campaigns: the need for Domestic Violence Law Reform and Paladin's call for a register for serial stalkers and DV perpetrators to help better protect victims.

Ocean Room Foyer

1pm – Training to Organise

This meeting will look at how Napo is tailoring its reps and branch training to meet the many challenges we are facing. In both Probation and Cafcass we need to recruit and train more activists and organise them to recruit more members. In particular the implementation of TR in Probation and the split into CRCs and the NPS, has had an impact on Napo structures. Come along and find out how the new training arrangements will fit in to Napo's organizing and recruitment efforts.

With speaker Sucha Singh, Southampton University
(Napo's education providers)
Vita Dome

Sandwiches, tea & Coffee will be provided at all the above lunch-time meetings.

6pm – ABPO – Association of Black Probation Staff

The Transforming Rehabilitation programme is having an unprecedented impact upon the Association of Black Probation Staff members and indeed our communities. A recent review by NOMS of their staff Networks and Probation Staff Associations challenges our very existence. These are serious times, we welcome the opportunity to meet with ABPO members and other Black attendees to discuss current concerns such as a proposed New Model for ABPO and local support issues.

Regency Room Front

6pm – Safeguarding Children

This will be a joint Professional Committee meeting for members in both Probation and Family Court Section. In probation it is of concern that out of the 50 + Probation Instructions issued in the past 12 months only one contains any mention of safeguarding children. We will be discussing this with FCS colleagues with a view to developing professional guidance taking into consideration the implications of Transforming Rehabilitation. Guest speakers to be confirmed.

Vita Dome

FRINGE MEETINGS

6pm – Managers Hour

As usual this will be an opportunity for Napo members in management grades to get together to discuss common issues and to meet with Assistant General Secretary, Dean Rogers, to discuss what Napo can do better to provide support in the face of the challenging times ahead.

Promenade Lounge

6pm – 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 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.

Promenade Mezzanine.

6pm – Media Masterclass

A 'Masterclass in Media Relations' with Ryan Fletcher, freelance journalist. Organised by Campaigning Committee this fringe event will aim to provide an overview and insight into how branches/section can develop links with their local media and use these in campaigning – including 'top tips' for developing contacts and getting information across.

Spa Theatre

6.15pm – Jonathan Robinson

Jonathan Robinson was sentenced to a custodial sentence three years ago for theft from his employer. He admitted his guilt and says he deserved to go to prison. However, whilst inside he witnessed first-hand what prison life was like and most importantly what doesn't happen in prison – Rehabilitation. It was this that inspired him to write a book IN-IT to highlight the experiences of prisoners and the inadequacies of a failing justice system. He has since written a second book ON-IT and is campaigning to raise awareness of the state of the prison system and the justice system as a whole. Come and hear about his campaign work at this special fringe event.

Consort Room, Crown Spa Hotel

7pm – LAGIP Reception

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

Imperial Bar/Lounge, Crown Spa Hotel

STALLS AT AGM

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

Howard League

LAGIP

NAAPS

Napo Action & Napo Action
bookstall

NDSN

No More Page 3

Probation Journal

Prisoners Abroad

Professional Committee

Show Racism the Red Card

Simpson Millar Solicitors

Thompsons Solicitors

Training Committee

TUO Committee

UIA Insurance

Union Income Benefit

Venezuela Solidarity Campaign

Crown Spa Hotel is situated on the esplanade at the top of the cliff directly above the Spa Complex – it can be accessed via the cliff funicular railway

EVENING EVENTS OCEAN ROOM (SPA COMPLEX)

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THURSDAY 9 OCTOBER

Get your dancing shoes on and the glad rags out for an evening to remember with the UK's number 1 Jive and Swing Band, the Jive Aces.



FRIDAY 10 OCTOBER

Be ready to hit the dance floor and bop 'til you drop with local band the Goose Horns with lead singer Napo's own Michelle Daley.

Plus disco both nights

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

There will be free entry with your conference badge to the evening entertainment in the Ocean Room, on both the Thursday and Friday evening.

Important

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 £10 for both nights.





Thompsons is proud to have worked with Napo for many years, standing up for the legal rights of probation and family court staff in the face of increasing demands and government attacks. Napo works with us to provide comprehensive specialist legal services to protect all members. We are proud once again to support Napo AGM and I look forward to meeting friends and colleagues in Scarborough for another successful conference.

Steve Cavalier
Thompsons Solicitors



THE MOST EXPERIENCED
PERSONAL INJURY FIRM IN THE UK

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September 2014