

Probation | Family Courts

napo

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dyfodol

building
the future

Programme

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Napo's priorities are decided by our members

Croeso i Caerdydd: Welcome to Cardiff! This Annual General Meeting represents another important opportunity for our members to determine the way in which you want us to face the issues that emerge from our engagement with 24 employers.

These range from the proposals that the unions have been presented with on potential reform of the National Negotiating Council, the intention of the Probation Board Northern Ireland to harmonise terms and conditions to match those of civil servants, the impact of the E3 operational change programme in the NPS; the huge increase in private and public law cases in Cafcass bringing the threat of a funding crisis, and the many issues that Napo has been focusing on in our dealings with the 21 Community Rehabilitation Companies where the impact of their operational models has resulted in job losses. The latter has obviously impacted on Napo's finances, but there are signs that the prudent and robust leadership that we have collectively applied at National and Branch level has helped us to weather the storm as we now move to the next stage of our recruitment strategy. This will be boosted by more visits to workplaces and a new suite of services exclusive to Napo members which includes access to a credit union.

Away from the workplace, the full implications of the vote to withdraw from the European Union has yet to be seen; but the likelihood is that Britain's divisions will deepen as some will see this as an opportunity to posit their populist ideas about immigration and the reduction of employment rights on the back of the pernicious Trade Union Act even more freely than before. Napo, alongside our sister trade unions and members of the communities that our members live and work in, must stand firm in defence of our values.

Make no mistake, Cardiff is a wonderful city but I do hope that its many attractions can be enjoyed after we have done justice to an AGM programme which features a wide range of motions from individual members and Napo's standing committees. These reflect the realities of the tough working environment experienced by our members and I look forward to some robust debates (hopefully) conducted within a spirit of tolerance and unity as our members set out their priorities for the 12 months ahead.

My appreciation to members and our visitors for making the effort to be here.

St David's Hall, Cardiff
Neuadd Dewi Sant, Caerdydd
29/9/16 – 1/10/16
www.stdavidshallcardiff.co.uk

The 2016 AGM commences at 2pm on Thursday 29 September. It closes at 1pm on Saturday 1 October. Daily timings can be found in the programme.

Arrival

Entry to the centre is via the main entrance to St David's Hall and up the escalator to Level 2 where the Napo Reception Desk will be situated. This will be signposted. Reception 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 also be situated on Level 2. You will wish to allow time for this on arrival.

Family Court Section AGM

The Family Court Section AGM will be held on Thursday 29 September from 11.00am to

2.00pm in the Lefel 1 Studio. This is on Level 1 of St David's Hall and can therefore be entered without entering the main conference section (which starts at Level 2). Members attending FCS AGM ONLY and who therefore do not have a conference badge will be able to access the Lefel 1 Studio without credentials but will NOT be able to gain admittance to any of the other conference areas. 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 Cardiff immediately after AGM has finished may leave luggage at the centre in the cloakroom area on Level 2 at their own risk. Please ask stewards or Napo staff for directions.

St David's Hall, Cardiff, CA10 1AH
Neuadd Dewi Sant, Caerdydd, CA10 1AH
Telephone 029 2087 8700
www.stdavidshallcardiff.co.uk

Entrance to the AGM is through the main entrance to the St David's Hall then via the escalator to Level 2.

What's where?

The Family Court Section AGM on Thursday and the FCS Professional Session on Friday morning will be in the Lefel 1 Studio on Level 1. The main AGM and Probation Session on Friday morning will take place in the Auditorium on Level 3.

Lunchtime and early evening fringe meetings will be held in the Lefel 1 Studio, St Asaph Room, the level 4 bar, Level 5 and the Auditorium. (See the fringe programme and floor plan for details and directions).

Refreshments

Free refreshments will be available during the formal breaks at a number of service points in the Level 3 Foyer Lounge and the Level 4 bar. The Centre will also operate a coffee shop serving hot and cold drinks and snacks throughout the day and a selection of hot snacks over the lunchtime period. There is also a very wide variety of eating places in the vicinity of the St David's Hall.

Exhibitions and stands will be situated on Level 2.

Evening Entertainment will also be in the St David's Hall in the Level 3 Foyer Lounge.

Accessibility

There is a level way in, with automatic doors, as part of the main entrance to the St David's Hall, off Working Street. The lift in the main entrance on the ground floor gives access to all 6 levels and is fitted with electronic voice announcements at each level. Access can be gained to the Lefel 1 Studio by lift from the ground floor. Accessible toilets are located on Levels 2, 3 and 4 and Access dogs are welcome. There are spaces for wheelchair users at various locations in the auditorium with adjacent seats for an accompanying person. The Auditorium is equipped with an infra-red hearing enhancement system (via headphones or necklace). There is also a hard of hearing loop provided in the stalls for use with receivers. All signage is designed to assist those with partial vision.

Where to find people

The Monitors will be situated in Viscount Tonypany Room on Level 3. Steering Committee can be found in Dressing Room 3.3 (behind the stage). Duty stewards will be accessible to all participants at all times.

No smoking

There is no smoking anywhere in the St David's Hall including during the evening entertainment.

Parking

There are large car parks located near to the Hall as part of the St David's shopping centre. However it is very expensive, and not designed for long stays. There is no on street parking in the city centre. There is also very limited FREE Blue Badge parking. Attendees with mobility problems may need to book taxis from their hotel. If you anticipate problems and think you may require assistance please contact Kath Falcon kfalcon@napo.org.uk.

St David's Hall is set in the heart of the City of Cardiff and an approximately 5 minute walk away from both Cardiff Central Station and Cardiff Queen Street Station.

By rail

Cardiff has direct rail links to many cities including London, Birmingham, Manchester, Nottingham, Bristol and Southampton.

There are likely to be problems with train services to Cardiff during the AGM period because of the temporary closure of the Severn tunnel. Attendees are advised to check with their train service operators in advance of travel.

By car

Cardiff is easily accessible via the M4 motorway, which runs through the north of the city, making London a comfortable drive away. From the Midlands and the North of England and Scotland it is a straightforward drive via the M6, M5 and M50/ M4. From the South and South West of England the approach is by M5 and M4. Access from West Wales is by M4.

Hotel parking is likely to be restricted and/or expensive. Attendees are advised to use public transport where possible.

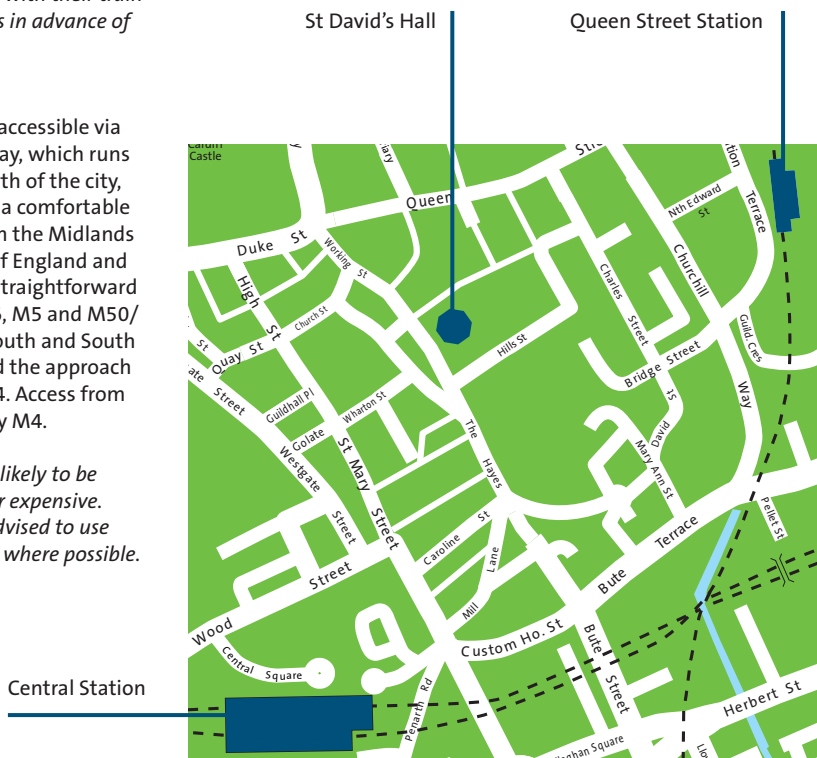
By coach

Cardiff bus station is located adjacent to Cardiff Central Station and is the central hub for buses and coaches arriving from outside Cardiff. You can travel to Cardiff by National Express Coach from most UK cities. There are also Megabus routes into Cardiff from London, Swansea, Birmingham Airport, Manchester and Newcastle. The Megabus stops at Kingsway, just opposite the Hilton Hotel.

By Air

Cardiff Airport is 12 miles west of the city centre and 10 miles from Junction 33 of the M4.

Find out more at Visit Cardiff:
<http://www.visitcardiff.com/>



Thursday 29 September

Family Court Section AGM will be held from 11.00am to 1pm in the Lefel 1 Suite (Level 1 of the St David's Hall)

The Napo reception desk on level 2 will be open from 12.30pm for information and on the day registration.

2pm AGM Commences
Chair's Address
Parliamentary Report from Liz Saville Roberts MP, Chair of the JUFPCG
Formal Business

3.30pm Refreshment Break

4pm Formal Business
Motions and Constitutional amendments

Prisons and Probation Minister, Sam Gyimah, has been invited to join us at AGM in place of his predecessor Andrew Selous, who was scheduled to speak on the Thursday afternoon. We hope to have Mr Gyimah with us but at the time of going to print we are still waiting confirmation. We will update attendees when we know.

Close of session **5.45pm**

Friday 30 September

9am Informal session to explain the workings of AGM

9.30am Annual Report and Accountability Session

11am Refreshment Break

11.30am Probation Session (The Auditorium)
Transforming Rehabilitation Two Years On – Building the Future for Probation post TR
Speakers: Professor Gill Kirton, Queen Mary's University; Malcolm Richardson, Chair of the Magistrates Association; Dame Glenys Stacey, HM Inspector of Probation; Jo Stevens MP, Shadow Attorney General

11.30am Family Court Section Professional Session
The Future Direction of Social Work and the Family Courts
Speakers: Lord Fred Ponsonby, Chair of the JUFPCG and Speaker from BASW (tbc).

1pm Lunch

2pm Speaker: Doug Nicholls, General Secretary of the GFTU will give his perspective on challenges facing us in the Trade Union Movement and how working with the GFTU can support Napo members. Followed by Motions and Constitutional Amendments

3.30pm Refreshment Break

4pm *Pride*
Dai Donovan will be showing clips from the film *Pride*, which tells the true story of miners in the Dulais valley in South Wales during the 1984-5 strike and a gay and lesbian group from London that supported them, donating more money to their cause than any other

fundraiser in the UK, along with a minibus emblazoned with the logo LGSM: Lesbians and Gays Support the Miners.

Dai, one of the striking miners whose involvement with LGSM is portrayed in the film by actor, Paddy Constantine, and now a trade union official with BECTU, will share his experiences of the events depicted in the film and comment on the relevance of the film to today's workplace.

4.30pm Motions and Constitutional Amendments

Close of session **5.45pm**

Saturday 1 October

9.30am Motions and Constitutional Amendments

11am Refreshment Break

11.30am Motions and Constitutional Amendments

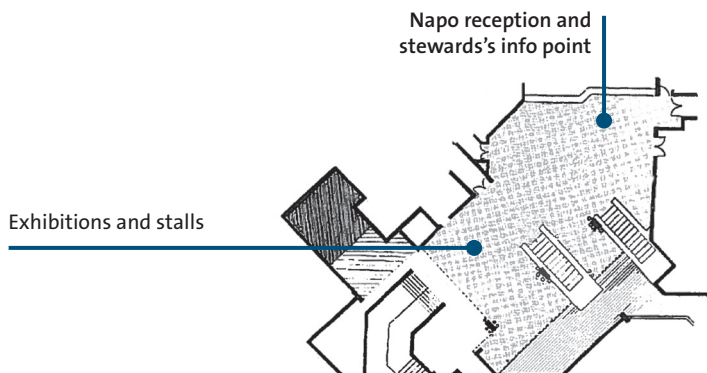
1pm Close

Other speakers

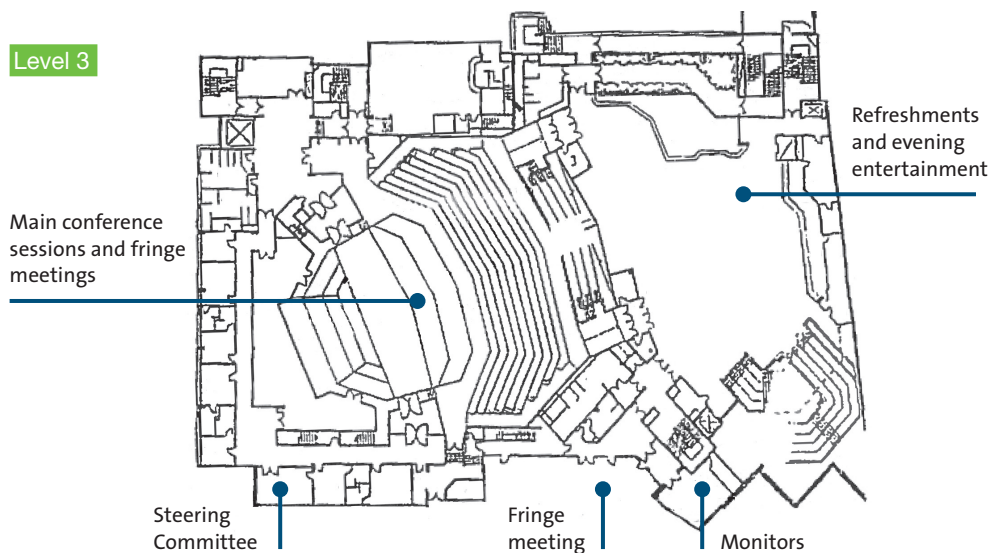
A number of special guests who are attending for this year's AGM will be speaking during conference.

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 to 14.

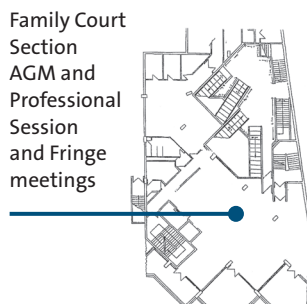
Level 2



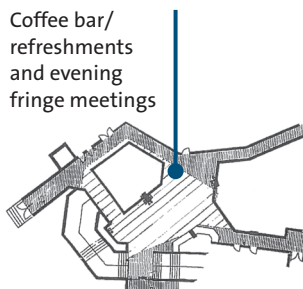
Level 3



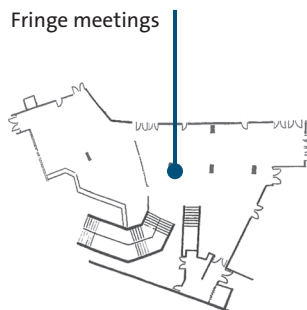
Level 1 studio



Level 4



Level 5





Dai Donovan

Dai Donovan was a South Wales miner involved in the 1984-5 miners strike. His story, and that of his fellow miners and their families in Dulais valley, is depicted in the film *Pride*. Written by Stephen Beresford, the film tells how the mining community was supported by a gay and lesbian group from London. In a decade when a degree of homophobia was the norm, the events that unfolded said a lot about what it means to be empathetic, to overcome dissent and face common enemies: Thatcher, the tabloids, the police. They told a story about solidarity.

After the strike and the pit closures, which meant many miners never worked again, Dai found an alternative by going to Ruskin College, Oxford, to read history. He then went on to do a second history degree at Swansea before going to work for BECTU.



Sam Gyimah MP

(Invited TBC)

Sam Gyimah was appointed as Parliamentary Under Secretary of State for Prisons and Probation at the Ministry of Justice on 17 July 2016. He was elected the Conservative MP for East Surrey in 2010 and since then has been a member of the International and Development Select Committee (2011-12), Parliamentary Private Secretary to the Prime Minister (2012-13), a Government Whip (October 2013 to July 2014), Parliamentary Secretary at the Cabinet Office until March 2015 and then Parliamentary Under Secretary of State in the Department of Education before succeeding Andrew Selous in the MOJ.

Before entering parliament Sam studied philosophy, politics and economics at Somerville College, Oxford. He then spent 5 years working for Goldman Sachs before going on to help build and develop a number of small businesses in the training, recruitment and internet sectors.



Professor Gill Kirton

Gill Kirton is Professor of Employment Relations in the Centre for Research in Equality and Diversity at the School of Business and Management, Queen Mary University of London. Her research interests lie in the areas of gender, equality and diversity in employment, careers, unions and the workplace. Recent research has investigated women's participation in unions and union gender equality/ democracy strategies in the UK, the USA and the Caribbean.

Based on extensive research, she has produced two reports for Napo: 'Women's Representation in Napo leadership and decision-making: what progress on gender equality and democracy?' (2012); and most recently 'Employment Relations and Working Conditions in Probation after *Transforming Rehabilitation*' (2015) (together with Dr Cécile Guillaume).



Doug Nicholls

Doug Nicholls, is General Secretary of the General Federation of Trade Unions, the GFTU. He is the longest serving trade union General Secretary in the country. He joined the Community and Youth Workers' Union in 1976 and was elected as its General Secretary in 1987 becoming a National Secretary of T&G/Unite in 2007 when the CYWU merged, and elected to his current position in 2012 having been a member of the GFTU Executive since 1995. Doug was closely involved with the development of youth policy and the professionalisation of youth and community work and still Chairs the Chooseyouth campaign. He has helped forge internationalist links with many trade union organisations overseas.



Lord Ponsonby of Shulbrede

Lord (Fred) Ponsonby is currently Chair of the Justice Unions and Family Court Unions Parliamentary Group (JUFCPG) in the House of Lords. He has served as a Labour Peer since 1991. He lost his hereditary seat in 1999, following the passing of the House of Lords Act. He was made a Life Peer in 2000. As well as being a very active member of the Upper House Lord Fred also serves as a magistrate on the Central London Bench, Central London Youth Panel and the Greater London Family Panel. He is also a leading light in the Magistrates APPG. By profession Fred worked as an engineer in the oil and gas business.



Malcolm Richardson JP

Malcolm Richardson is National Chairman of the Magistrates' Association. He has been a magistrate in North Avon (South Gloucestershire) for more than 25 years, serving as bench chairman in 2003-5. He was the founder magistrate member of the Family Justice Council and has represented the magistracy on a number of national bodies, most recently the Leveson Review into Efficiency in Criminal Proceedings. He chaired the MA's Family Court Committee for four years and was the Association's lead on family justice issues until 2015. He was elected MA National Chairman in November 2015; the first chairman to have come to the role via an election in which every member could vote, having been the driving force behind the governance changes that enabled that to happen.

He believes passionately in the role of magistrates, representing the community in the justice system – and the justice system in our communities.



Liz Saville Roberts MP

Liz Saville Roberts was elected as Dwyfor Meirionnydd Member of Parliament in May 2015, the first woman to represent the region and Plaid Cymru's first female MP.

Liz has taken over from Elfyn Llwyd as Chair of the Justice Unions and the Family Court Unions Parliamentary Groups, which are now merged into one JUFCPF.

Before becoming a member of parliament, Liz previously worked as a news reporter in London and North Wales, and then as a Further Education lecturer with Coleg Meirion Dwyfor, where she developed Welsh language education. She was a Gwynedd county councillor between 2004 and 2015, representing Morfa Nefyn on the Llŷn Peninsula. Originally from Eltham in London, Liz learnt Welsh whilst at university in Aberystwyth.

She has lived in Morfa Nefyn with her husband Dewi since 1993 and they have two daughters, Lowri and Lisa.



Dame Glenys Stacey

Dame Glenys Stacey is an experienced regulator and chief executive. A solicitor by profession, she has seventeen years CEO experience, having led the start up or turnaround of a number of public sector organisations responsible for legal and/or regulatory services.

Glenys joined Ofqual as its CEO and Chief Regulator designate in March 2011, and became its CEO and Chief Regulator by statute in April 2012. Ofqual is leading the implementation of the Government's planned reforms to qualifications in England. It advises Government on how best to deliver Government's policy aims for qualifications, and has specific statutory objectives to ensure standards.

In March 2016 Glenys took up the post of Her Majesty's Chief Inspector of Probation. In many ways this is a move 'home' for her, back into the world of criminal justice where she spent much of her career.

Glenys holds an MBA and is just completing an MA in Educational Assessment.



Jo Stevens, Shadow Solicitor General

Jo Stevens is the Labour Member of Parliament for Cardiff Central. She is Labour's Shadow Prisons Minister and Shadow Solicitor General.

Prior to her election in 2015, Jo was a Solicitor and Director of Thompsons Solicitors, the leading UK trade union law firm (and Napo's own lawyers).

Born in Swansea and state educated in Swansea and Mold, Flintshire, Jo graduated from the University of Manchester in 1988, followed by a postgraduate year completing the Law Society Solicitors' qualification and she started working for Thompsons in 1989. Over a twenty seven year legal career she represented trade union members injured, killed and mistreated at work. She also practised criminal defence work for trade union members accused of work related crime for ten years.

Her political interests include human rights, employment rights and international issues, particularly through her involvement with Justice for Colombia.

Thursday 29 September

6pm – E3

The E3 Programme was commissioned to design and implement a consistent way of working for the NPS. The first part of the design is now complete and we are partway through bringing those changes into practice. Further design work is underway and will be subject to engagement and consultation in the New Year. Jim Barton, E3 Programme Director, will provide an update on E3, describing the case for change, reflecting on the progress made to date and providing a view on the next phase of E3. As importantly, Jim will be available to answer member's questions and challenges on E3.
St Asaph Room (level 3)

6pm – Nothing about us – Without us

Equal Rights Committee this year is hosting a fringe meeting to bring together the existing Probation Staff Associations and the newly established NOMS Staff Networks. This will be an opportunity for members to hear about latest developments from the staff groups and how they are continuing to represent the views of those with protected characteristics. Please come along to this meeting if you would like to find out more about the future of the Independent Probation Staff Associations and role of the NOMS Networks.
Level 5

6pm – Maintaining Professional Standards in the Changing World of Probation

Kate Bramford, Lecturer in Applied Criminology at the University of Worcester and former Head of Learning and Organisational Development at West Mercia Probation Trust examines the importance of maintaining professional standards in probation post TR. The fringe meeting will enable members to share best practice, how to access continual professional development and allow the opportunity to reflect on how professional standards influence our day to day work with clients and colleagues. There will be a special focus on the importance of professional boundaries, the benefits of building a professional relationship with clients and finding new ways of working within CRCs whilst still keeping probation values at the centre of what staff do.

6pm – Shrewsbury 24 Campaign – Help us to overturn a miscarriage of justice.

Five Months after the 1972 Building Workers Strike 24 building workers were arrested and charged. Six went to prison. Des Warren and Ricky Tomlinson received long jail sentences. Many of the 24 were blacklisted and did not work in the industry again. The Shrewsbury 24 Campaign was established in 2006. Our aim is to overturn the convictions and sentences of the building workers who took part in picketing. We

have spent several years researching the background to the trials and have found fresh evidence to support the case of political interference by the Conservative Government. The campaigns' current main focus is an application to the Criminal Cases Review Commission to have these cases referred to the Court of Appeal and for these miscarriages of justice to be overturned. Come along and hear Terry Renshaw, a convicted picket, who will speak about what happened to him, and Eileen Turnbull, Secretary of the Campaign, who will bring the issue up to date by showing some of the documents she has obtained.

Level 4 Bar

Friday 30 September

1pm – Mindfulness: Resilient and Resonant Professionals, what mindfulness can do for you?

Mindfulness has a 2,500 year history with a modern application to self-awareness, emotional intelligence, stress management and keener communication skills – shaping resonant, reflective and resilient practitioner and leadership skills.

During our session, you will learn why mindfulness is a very current policy conversation, how it can benefit you and your work and what the 'doing' of being mindful actually looks like. You will have the opportunity to try two practical, accessible, go-to exercises and leave (calmer) with

recommended free resources including the Mindfulness UnLtd audio link.

With Caroline Taplin MSW HCPC CMI (Challenge4Change Foundation)

Lefel 1 Studio (Level 1)

1pm – 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 speakers Sunil Patel, Campaign Manager and Jason Webber, Campaign Worker of Show Racism the Red Card.

St Asaph Room (Level 3)

1pm – Edridge Reception

The Trustees and Staff of the Edridge Fund will be holding a reception for Edridge Area representatives on Friday lunchtime, 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, and would also like to get feedback on how we can increase our fundraising activities on behalf of the Fund. *Lefel 5 (Level 5)*

1pm – The 'Forum' Fringe (formerly PSO Gathering)

Calling all PSO and Admin members! This year we have our first annual gathering of 'The Forum' at AGM. This will be the first meeting of the Forum at AGM and it takes over from where the annual PSO Gathering left off. If you are a PSO or Admin member this meeting will be the perfect opportunity for everyone to come together to discuss your concerns and issues with your colleagues and National Officers and Officials. We look forward to seeing you there.

Auditorium

6pm – Professional and Management Issues

TNapo recognise the critical importance of managers to reaching members and potential members and has recognised the need to do more to support manager members. There's never been a more challenging time to be a manager in the public sector, with more responsibility and pressures heaped down to line managers who've too often been excluded from the debate about decisions they're expected to sell to their teams. Remote working and even more remote HR can add to the challenge. Napo has a strategy to help that includes:

- Launching a new Napo Managers' Network to reduce manager members' isolation, encourage mentoring and sharing of ideas and best practice professionally and in terms of HR skills.
- Commissioning regular surveys of managers to make sure their unique perspective is heard and understood.
- Championing professional support, CPD, training and better ICT so manager members have the tools to manage well.

All three will be covered and discussed at this meeting.

Lefel 1 Studio (Level 1)

Prayer Room

A prayer room is available for use by any attendee for prayer and reflection. Between 1.00 pm and 2.00 pm on Friday the room will be available for Friday Prayers.

Details will be displayed at Napo Reception and it will be signposted in the venue.

6pm – Women in Napo

Jo Stevens, Labour MP for Cardiff Central, will talk about her career in both law (until being elected an MP in May 2015 Jo was a solicitor and director of Thompsons Solicitors) and politics and the challenges and opportunities she has faced as a woman. There will be an opportunity following this for you to ask questions of Jo.

Free alcoholic beverages will be available.

Level 4 Bar

6pm – Membership Secretaries meeting

Whatever their roles, branch activists are at the frontline of Napo activities. Membership Secretaries in particular are critical to achieving a strong and growing branch. The Membership Secretary has lead responsibility for recruitment of members. This meeting will be an opportunity for interested members to find out more about this role in the branch and for existing membership secretaries to discuss ways to reach out to recruitment more members. If you are interested in the recruitment and organising of new members please feel free to come along.

Level 4 bar

6pm – Treasurers' Surgery

All branch treasurers are invited to attend this surgery to discuss their experiences and latest concerns around branch funding and expectations for the future. It will provide a greater understanding of linking nationally, as well as how to run branch accounts with greater ease. With Chris Pearson, Napo National Vice-Chair Finance, and Theresa Boorman, Finance Officer. *St Asaph Room (Level 3)*

Refreshments at fringe meetings

Tea, coffee, soft drinks and a 'packed lunch bag' will be available at all lunchtime fringe meetings

Tea, coffee, and soft drinks will be provided at all evening fringe meetings

Stalls at AGM

ABPO
Amnesty International
Benenden
Campaigning Committee
Civil Service Pensioners
Association
Cuba Solidarity
Edridge
GFTU
Health and Safety
Hope Not Hate
Joe Regan Books
Justice for Colombia
Napo Action
Lacewing Holistic Therapies
NSSN
Parliament Hill
Police Credit Union
Probation Institute
Probation Journal
Show Racism the Red Card
Simpson Millar Solicitors
Shrewsbury 24 Campaign
SSAFA
Thompsons Solicitors
TUO Committee
UIA Insurance
Union Insurance Benefit/
UIBUK

Childcare

15

Childcare will be provided once again by Nipperbout Active Childcare. Provision will be available during the following hours of conference:

Thursday 29 September
1pm to 7.30pm

Friday 30 September
8.45am to 7.30pm

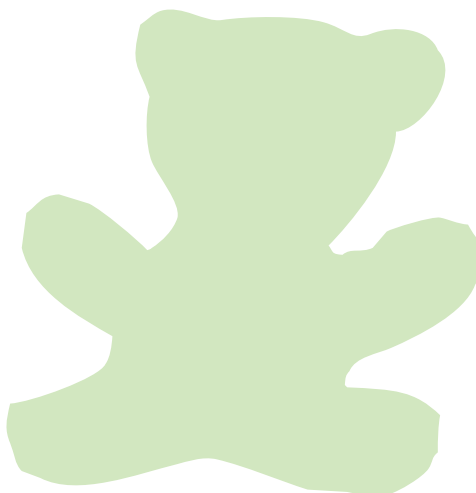
Saturday 1 October
8.45am to 1pm

Lunch and tea will also be provided as required.

Applying for childcare at AGM

If you indicated you required childcare on your registration form you should have received separate instructions about booking in with Nipperbout. If you didn't and you require assistance you should contact Kath Falcon on 020 7223 4887 IMMEDIATELY

Late places are not always available – however if you find you have an emergency and need assistance with childcare we will do our best to accommodate you.



All evening entertainment
will be in the St David's
Lounge in the AGM Venue

9.30pm start
Bar until 12.30pm

Thursday 29 September

DJ & Karaoke
(by popular demand)

Friday 1 October

Band – Hump De Bump

With influences including
the Red Hot Chili Peppers,
Dr Feelgood, ZZ Top and Jimi
Hendrix, this Worcester based
band is sure to get everyone on
the dancefloor and rocking the
night away!

Disco



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Facsimile 020 7223 3503
www.napo.org.uk

September 2016