

Conference and AGM 5&6 Oct 2018 Southport

Programme

Your Profession
Your Union

Napo & you

Welcome to Southport, which I remember as an excellent conference venue from previous visits during my career.

I also want to express my appreciation to those of you, and colleagues back in your workplaces, who took part in the General Secretary election. I am of course honoured to have secured a second term, but I have been around long enough to appreciate that some people wanted a different outcome and I respect that as part of our democratic process. All I can promise is that I will be a General Secretary for all our membership.

The range of motions scheduled for debate fully reflects the massive pressures on all of our members, as well as the huge challenges that you face in trying to maintain professional standards.

In many cases, these are a direct result of the pernicious and relentless austerity agenda pursued by this government – in turn causing pay restraints, reductions in resources, staff shortages and increased workloads.

In some ways these have come to be known as “typical”

problems, but the impact of Transforming Rehabilitation and the part privatisation of Probation has magnified these across 22 employers in a way that has created a still, all too often, dysfunctional and prison-centric HMPPS and operational practices across both state and private sectors. Numerous HMI Probation reports have identified these as being below expected professional standards. Any lingering doubts that Napo had given Chris Grayling a bad press were surely dispelled by the publication of the damning parliamentary inquiry into TR by the Justice Select Committee, chaired by Conservative MP Bob Neill.

Looking ahead

At the time of writing, Napo and our sister unions are in the midst of crucial pay negotiations. By now these are likely to be out for consultation on a new competency based pay progression system underpinned by a new Professional Framework that will be negotiated with Napo.

We are stepping up our campaign for a reunified and publically owned probation service free of



private providers; lobbying government for more resources for the family justice system and doing all that we can to urge politicians to restore self-governance through Stormont.

Internally we continue to develop our Strategy for Growth. We have invested in a brand new ICT system and have revamped our communications strategy. We are actively exploring the potential for Napo to own its own premises again. And we are working to develop fresh training and support mechanisms for new and existing Reps and our Napo Branches who have been and will remain the lifeblood of this union.

Enjoy the AGM and look to the future with confidence.

Conference times

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Southport Convention Centre
The Promenade, Southport PR9 0DZ
Telephone 01704 500036
www.southporttheatreandconventioncentre.com

Please note conference timings are different from 2017. This is to take account of feedback from last year's AGM survey.

The 2018 AGM commences at 10.00am on Friday 5th October and finishes at 3.00pm on Saturday 6th October. Reception will be open from 9.00am and Tea/Coffee will be available from 9.30am on both days. The morning session will run straight through until lunch at 12.30 on both days. There will be a refreshment break at 3.30 on the Friday afternoon.

A grab & go lunch bag will be provided for people attending the lunchtime fringe meetings on both the Friday and Saturday. There will be a vegan option. Please let us know if you have any special dietary requirements.

On Friday afternoon, conference will split into a Family Court and a Probation Session at 2.00pm (after an extended lunchbreak to allow time for the fringe meetings) until 3.30pm.

For new attendees

There will also be an optional 'Conference Explained' session for new members and speakers by the Steering Committee at 1.30pm on Friday.

Arrival

Entry to the centre is via the Promenade Entrance where Napo's reception desk will be located. Reception will be open from 9.00 am 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 in the Entrance Foyer.

Leaving on Saturday

Attendees wishing to leave Southport immediately after AGM has finished may leave luggage at the centre, at their own risk, in the Promenade Bar – ask for directions at the Stewards' Information Desk.

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Entrance to the AGM is through the Promenade Entrance (from there go downstairs to the Floral Hall). The Napo Reception and Stewards Information desk will be in the Entrance Foyer

What's where?

Main AGM business and the Probation Professional Session will be held in the Floral Hall, which is accessed via stairs down/lift from the entrance area. The Family Court Professional Session on the Friday afternoon will be in the Waterfront Suite 4 (through the Gardens Bar and Waterfront Foyer). Fringe meetings will be in the Waterfront Suites 2, 3 and 4 or the Floral Hall. (See fringe programme on pages 12-13 for details).

Refreshments

Tea/Coffee etc. will be available on arrival on both days (from 9.30am) and on the Friday afternoon (3.30pm – 4.00pm) at a number of service points in the Waterfront Foyer.

Exhibitions and stands will be situated in the Waterfront Suite.

Evening Entertainment

There will be evening entertainment on the Friday evening of AGM in the Convention Centre. This will be sponsored by Thompsons Solicitors, PCU, TC-Branding Group and Lighthouse Financial Services.

Accessibility

The Southport Convention Centre is fully DDA compliant. There are lifts from the Promenade Foyer (reception area) to the Garden Bar for access to the Floral Hall and Waterfront Suites. The Monitors will be located in Waterfront Suite 1. Steering Committee will be in the Birkdale Suite (located to the right of the Promenade Foyer as you enter). This will be signposted from Reception. The Floral Hall is equipped with a hearing loop which will automatically be picked up by hearing aid wearers.

Where to find people

The Monitors will be in Waterfront Suite 1. Steering Committee will be in the Birkdale Suite (located to the right of the Promenade Foyer as you enter) This will be signposted from reception. Duty stewards will be accessible to all participants at all times.

No smoking

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

Parking

There is a large council run car park adjacent to the Convention Centre. Parking costs £4.50 for 24 hours. There are over 200 spaces and no other large event is on in the town at the same time as our AGM, so there should be no problem with parking for those attendees who wish to travel by car.

Any person with a Disabled Badge can park in any of the car park spaces or on the street bays, so long as they display their Blue Badge and Clock in their windscreen. Attendees who have particular mobility issues that require them to park near to the centre, but who do not have a Blue Badge, can contact Kath Falcon kfalcon@napo.org.uk or tel. 020 7223 4887 to discuss our reserving a place for you.

The Southport Convention Centre is located on the Promenade in Southport, Merseyside (see map).

By road

From the South, take the M6 to exit 26; the M58 will take you to Ormskirk and then take the A570 to Southport. From the North, follow the A59 from Preston (exit 31 from the M6) and then follow the signs to Southport.

By train

Train services run from various towns and cities into Southport Train Station. There are regular services from Manchester (Piccadilly, Oxford Road and Victoria stations), Bolton and Wigan and fast and frequent services from Liverpool South Parkway and Liverpool Central (both a short walk from Liverpool Lime Street).

By bus or coach

Merseytravel operate a number of bus services to and from Southport. National Express coaches also serve Southport from all major UK towns and cities.

By air

Nearest airports are Liverpool John Lennon Airport and Manchester International Airport.

By sea

There are daily ferry crossings to Liverpool from Belfast.



Friday 5th October

The Napo reception desk at the Promenade Entrance to the Southport Convention Centre will open at 9.00am for on the day registration, information and assistance.

9.30am

Refreshments

10.00am

AGM commences
Chair's address and formal business
Motions and constitutional amendments

12.00pm

Guest speaker: Dr Neville Lawrence (time TBC)

12.30pm – 2.00pm

Lunch & optional fringe meetings
(See pages 12–13)

1.30pm – 2.00pm

Optional 'Conference Explained' session by the Steering Committee

2.00pm

Probation professional session (Floral Hall)

Panel debate – BAME and the CJS – Lammy Review, turning recommendations into reality

- Jeremy Crook, Race Liaison and Learning Lead HMPPS
- Craig Simpson, Chair Race Inclusion and Striving for Equality (RISE)
- Nequela Whittaker, founder of Committed Empowered Original (CEO)
- Kilvinder Vigurs, Operational Director London NPS

Family Court professional session (Waterfront Suite 4)

Question Time Panel – the future of Cafcass and Family Justice

- Lord Fred Ponsonby, Co-Chair JUFPCG
- Carolyne Willow, Together with Children
- Samantha Bowcock, Counsel and Head of Law at Winckley Square Chambers

3.30pm – 4.00pm

Refreshment break

4.00pm – 5.45pm

Debate on motions and key note speakers
During this session we will hear from Lord Fred Ponsonby, Co-Chair of the JUFPCG

Saturday 6th October

9.30am – Refreshments

10:00am – 10.30am

Guest speaker: Terry Renshaw, Shrewsbury 24 campaign

10.30am

General Secretary's Address
Accountability Session
Formal Business

12.30pm – 1.30pm

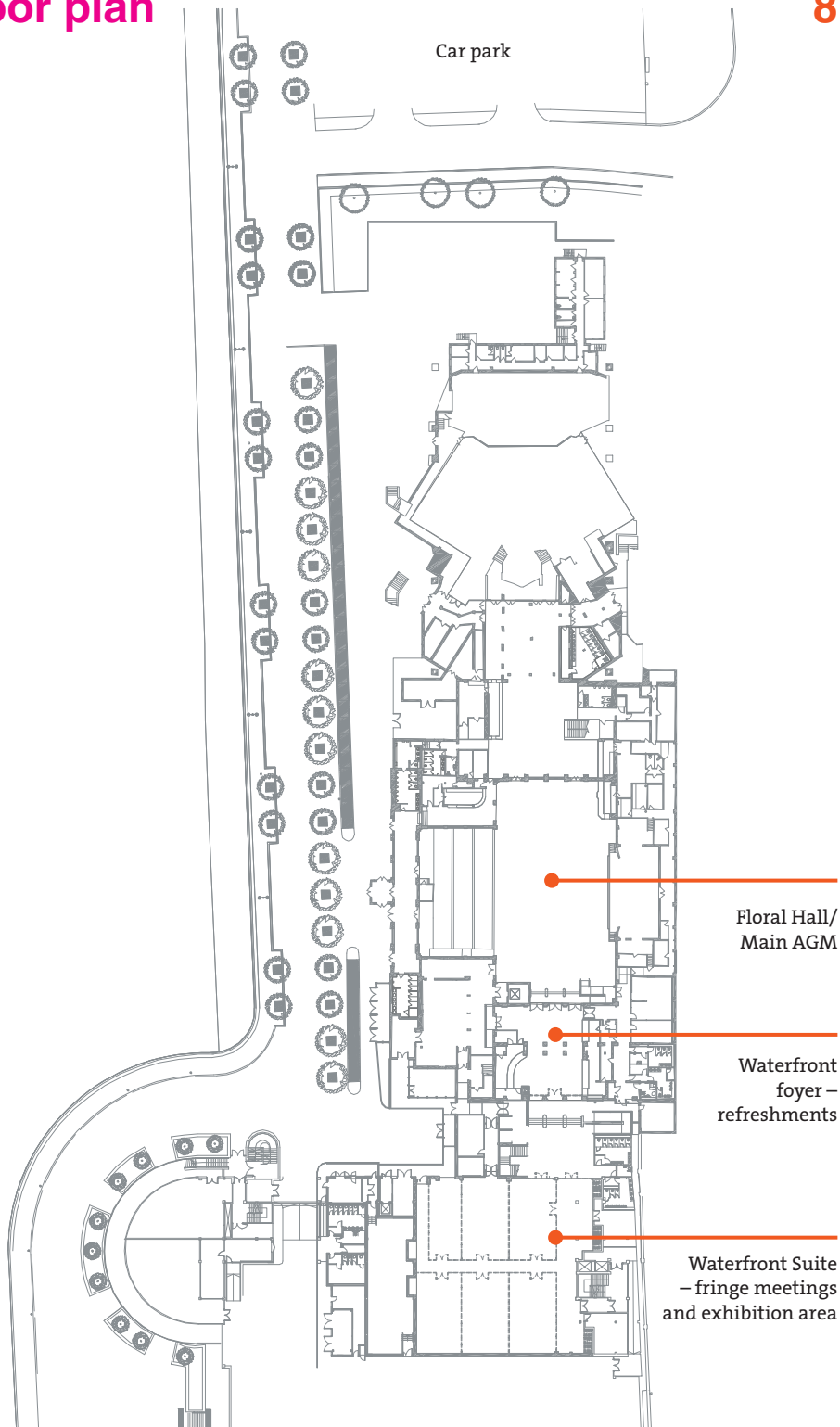
Lunch & Optional fringe/ networking meetings
(See pages 12–13)

1.30pm

Debate on motions
Close of AGM

3.00pm

AGM ends





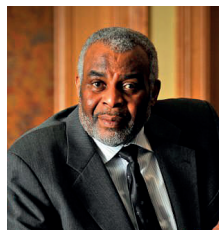
Samantha Bowcock

Samantha Bowcock was called to the Bar in 1990. She has been a member of 15 Winckley Square, Preston since then specialising in public law children work. Samantha represents local authorities, parents and children in complex cases often involving the death, serious injury or sexual abuse of children. Since 2014 Samantha has been Head of the Family Team in Chambers.



Jeremy Crooke OBE

Jeremy Crooke has over 30 years' experience of promoting equality and inclusion and developing practical solutions in the public, private and civil society sector. Since 1992 he has led the Black Training and Enterprise Group, working to improve education, skills and employment outcomes for BAME communities. In May 2018 he joined HMPPS on secondment (part time) as the Race – External Liaison & Learning Lead located in the Equalities Team. Jeremy is the chair of the Agency's External Advice and Scrutiny Panel which is part of the Lammy Review governance structure. In addition, Jeremy is a member of the Cabinet Office's Race Disparity Audit Advisory Group and an external member of the Metropolitan Police's Strategic Inclusion, Diversity and Equality Board.



Dr Neville Lawrence OBE

Neville Lawrence is an advocate for the marginalised and voiceless communities who struggle to access and be heard by law enforcement agencies. In 2017 he was appointed the head of a new group holding the police to account over knife crime, and their relationship with London's communities and was awarded the OBE for his work to combat hate crime and support young people. Over the years he has given more than 150 talks to schools, universities and prisons. He was also awarded honorary doctorates in law, education and civil law in recognition of his work to receive justice for his son Stephen Lawrence.



Lord Fred Ponsonby

Fred Ponsonby is Co-Chair of the Justice Unions and Family Court Parliamentary Group, of which Napo was a founder member. He started his life in the House of Lords as a hereditary peer, but having lost his seat following the House of Lords Act in 1999, he was created a Life Peer and sits in the Lords for Labour. He is a working Peer and takes an active interest in criminal justice issues, particularly as they affect young people. Fred has been an active supporter of various charities that seek to support prisoners and their families. He is also a magistrate and sits in the adult, youth and family jurisdictions. Fred's working life has been in the oil and gas industry.



Terry Renshaw

Terry Renshaw was the youngest of the Shrewsbury 24 building worker pickets. He was convicted of unlawful assembly in March 1974 and given a suspended prison sentence. He will talk about the strike and picketing that were the backdrop to the trials in Shrewsbury in 1973-74 and describe the evidence that the Campaign has unearthed which shows the Government interference in the bringing of the criminal charges and the conduct of the prosecutions. This evidence forms the foundations of the pickets' application to the CCRC and the ongoing Judicial Review.



Craig Simpson

Craig Simpson has over 10 years' experience working as a probation officer. Craig became the Chair of the Greater Manchester Probation Trusts (GMPT) Black Workers Forum in 2005. In 2010, he moved to become Equality Lead for the Trust, and, in 2012, he was appointed the Transforming Justice Development Manager to work with the Greater Manchester local authorities on upscaling the Intensive Alternative to Custody Project and implementing the Women's Triage for diverting women away from police custody. In 2016, Craig became the lead for the new HMPPS Race Staff network, Racial Inclusion & Striving for Equality (RISE) covering England & Wales.



Kilvinder Vigurs

Kilvinder Vigurs has worked in criminal justice for 29 years with 24 years in Probation. She started her career as a Probation Officer in Oxfordshire and progressed to ACPO in Thames-Valley, where she held responsibility for Public Protection, Female Offenders and Offender Health. Following TR, Kilvinder took on the role as Head of Public Protection for the South-West and South-Central Division in the newly formed NPS, with the national lead for safeguarding children. In 2016, she was promoted to Operational Director for London NPS and holds the national portfolio for National Security.



Nequela Whittaker (Niks)

Nequela Whittaker is founder of Committed Empowered Original – CEO – and a qualified youth worker. Niks specialises in delivering programmes for young people involved in gang involvement or on the periphery of gang activity, youth violence and offending, substance misuse, mental health issues and low educational attainment. Nequela has also published a book “Street Girl” telling the story of her life, growing up on the streets of South London and her previous contact with the justice system.



Carolyn Willow

Carolyn Willow is the founder Director of Article 39 charity, which fights for the rights of children living in institutions in England. She started her social work career in child protection and lectured in social policy and social work. Amid widespread revelations of abuse in residential care, Carolyn moved into specialist posts promoting and protecting the rights of children in care and care leavers. She ran the Children's Rights Alliance for England between 2000 and 2012, leading the charity's public policy advocacy and litigation around child protection and safeguarding. Her latest book – ‘Children behind bars. Why the abuse of child imprisonment must end’ was published by Policy Press in 2015.

Friday lunchtime 12.30pm – 1.30pm

The Forum Meeting

Waterfront Suite 2

■ This meeting is open to all PSO and Admin members attending AGM. It will be an opportunity to come together and discuss issues that will be relevant to staff employed at Grade 1, 2 and 3. It will also give members the opportunity to find out more about the role of 'The Forum' and the role of the Forum Rep.

Don't let stress harm your health

Waterfront Suite 3

■ A workshop on mental health and wellbeing and prevention of work related stress led by Peter Kelly, senior psychologist with the HSE. Peter has been part of a small team of psychologists involved in developing the scientific knowledge base for the management standards approach to tackling work related stress.

Offender Management in Custody

Waterfront Suite 4

■ The OMiC proposals are set to bring changes for probation staff based both in the community and in prisons. To date the early rollout has been focused on the key worker (prison officer band 3) role. However the rollout of the case management side, as well as the impact on SPOs, is causing concerns amongst Napo members and probation

staff in general. Alison Clark and Hazel Elliott who both work on the OMiC project team will participate in this fringe meeting to discuss the model and engage with members.

Probation Reform – shaping the big debate

Floral Hall

■ This session is a chance for members to air their thoughts, hopes and fears about the future structure of probation and the debate now being amplified by the government's consultation about the future of probation. Napo will be the central, informed, independent voice across the profession in this debate. We will need to champion the value of probation, whilst presenting a realistic and honest analysis of the fault-lines opened up by the 'TR Earthquake'.

1.00pm – 2.00pm

Find out about Napo's new TU Education Programme

Hesketh Room 1 – in the Ramada Hotel (next door to the venue)

■ Are you interested in taking on a more active role within Napo? Then come along to this meeting to find out what training and support is available to you as a new or existing activist. It has been sometime since Napo has delivered a bespoke Trade Union Education programme. But we are happy to announce

that we are now able to launch a new re-vamped programme that will help you take up the role that you feel most comfortable with. Whether you want to represent your colleagues in Grievance or Disciplinary cases or simply be a Napo point of contact in your office. Napo's new education programme will fit around your needs. Find out how by attending this fringe meeting.

Tea/Coffee and 'grab & go' lunches will be provided for attendees at all lunchtime fringe meetings.

Friday evening 6.00pm – 7.00pm

'Hollowing out probation?'

Waterfront Suite 2

■ This fringe meeting will focus on some issues raised by recent Probation Journal Abstracts on developing an understanding of how it came to TR and its aftermath, the marketisation of rehabilitation and its economic considerations.

This fringe meeting will be led by Lol Burke (Editor of the PJ and reader in criminal justice at John Moore University, Liverpool) and will raise questions about the past, present and, following the government announcement on the CRC contracts, the future. Speakers: Kevin Albertson (MMU) and Mary Corcoran (Keele).

Napo LAGIP and PiPP

Waterfront Suite 3

■ Napo is working alongside LAGIP (Lesbian and Gay In Probation), the legacy autonomous Probation Staff Network, and PiPP (Pride in Prisons and Probation), the successor probation staff network in the NPS. To raise awareness of LGB&T issues in Probation.

Pensions Workshop

Waterfront Suite 4

■ At this session, AGS Dean Rogers will present members with a shortened version of the workshop he has developed for branches. He will cover what pensions are, why they are important and how they are supposed to work – including both the LGPS and private sector schemes in use across CRCs. He will also explain why they have been going wrong in the NPS. Dean will also answer questions about the recent problems in the NPS with administering Ill Health Early Retirement applications, culminating in legal action by Napo. Attendees will hopefully leave with a clearer understanding of what their pension is worth and a copy of Napo's updated Beginner's Guide to Pensions.

Screening of *Injustice* – a film about crime, prisons and us

Floral Hall

■ 2016-17 saw the worst prison riots in decades. Across the country the prisons estate

exploded as campaigners and prisoners had predicted. A light was shone on the so-called prison crisis. In *Injustice* it's not that prisons are in crisis, **prisons are the crisis**. *Injustice* is not just another documentary. It opposes the corporate media approach to prison films, thirsty as they are for cliché and unintended parody.

Saturday lunchtime 12.30pm – 1.30pm

Practice wisdom and the maintenance and transgression of professional boundaries in probation practice – elective focus group

Waterfront Suite 2

■ Kate Bramford, from the University of Portsmouth, is undertaking research that explores professional boundary transgressions and violations in probation practice and the role that the virtue of wisdom, and its associated character strengths, may play in both the maintenance and transgression of professional boundaries. Members may be aware of the survey of Napo members she has been undertaking. You are invited to take part in this focus group, which for reasons of confidentiality will only be open to registered participants. Contact Kath Falcon kfalcon@napo.org.uk to register your interest or sign up on Friday at AGM (Napo Reception).

Napo Black Network

Waterfront Suite 3

■ Do you self-define as Black? Then please come along to the Napo Black Network and share your experiences with fellow colleagues of being a Napo member; or, working as a Black employee in Probation or Cafcass. We shall also be hoping to share the initial findings of the joint union Survey of Black Members in Probation and Cafcass.

Networking Meetings

Floral Hall

■ There will also be a number of networking meetings taking place in the Floral Hall during the Saturday lunchtime. Look out for publicity and announcements at AGM.

Creative writing in Probation and Family Courts!

Waterfront suite 4

■ Discussion on crime writing. Plus short story competition. To be written during workshop. Max 100 words. Extra points for nastiness. Winner gets to be published in Napo Magazine. Plus other meaningless competitions. Useless prizes. We will also discuss world literature, nearly forgot that.

This workshop will be led by Jeremy Cameron (retired PAM and renowned author of crime fiction + other genre).

Friday evening entertainment

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Friday evening entertainment will be in the Promenade Entrance Lobby/Bar

Doors open 9.30pm
Bar until 12.30pm

Come along and have a boogie with local DJ Kev Linden

Plus Karaoke (by popular demand)

Sponsors

Napo would like to thank

- Lighthouse Group
- The Police Credit Union
- TC-Branding Group
- Thompsons Solicitors

for their kind sponsorship of this event.

All our sponsors will have stalls at AGM and will be delighted to meet as many members as possible during the two days of conference.



Edridge Reception

Main Foyer

■ We would like to invite all Edridge Reps attending this year's AGM, or anyone interested in finding out more about Edridge and the work we do supporting colleagues in Probation or the Family Courts when they have problems, to come and meet us at AGM. (Refreshments provided).

Prayer Room

The Main Foyer 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).

APT Solutions are developing an integrated Membership system and website for Napo which will offer members vastly improved interaction with Napo via the website. Please drop by our stand for a chat about how we're helping Napo to achieve this.



Stalls at AGM

ABPO
Amnesty International
APT Solutions
Civil Service Pensioners' Alliance
Cuba Solidarity Campaign
DAWN, PiPP & RISE
Edridge
GFTU
Hazards
Health & Safety Committee
Lighthouse Group
Napo Action
Orgreave Truth and Justice Campaign
Paladin National Stalking Advocacy Service
Palestine Solidarity Campaign
People Asset Management (PAM)
Police Credit Union
Show Racism the Red Card
Simpson Millar
TC Branding Group
Thompsons Solicitors
TUO Committee
UIA
Venezuela Solidarity Campaign

Childcare

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

Friday 5th October – 8.45am to 7.00pm

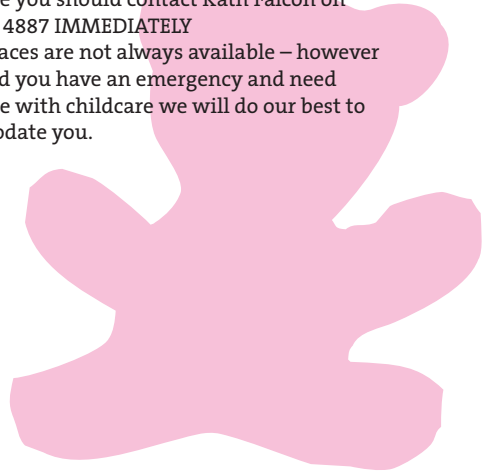
Saturday 6th October – 8.45am to 3.15pm

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.



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Facsimile 020 7223 3503
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