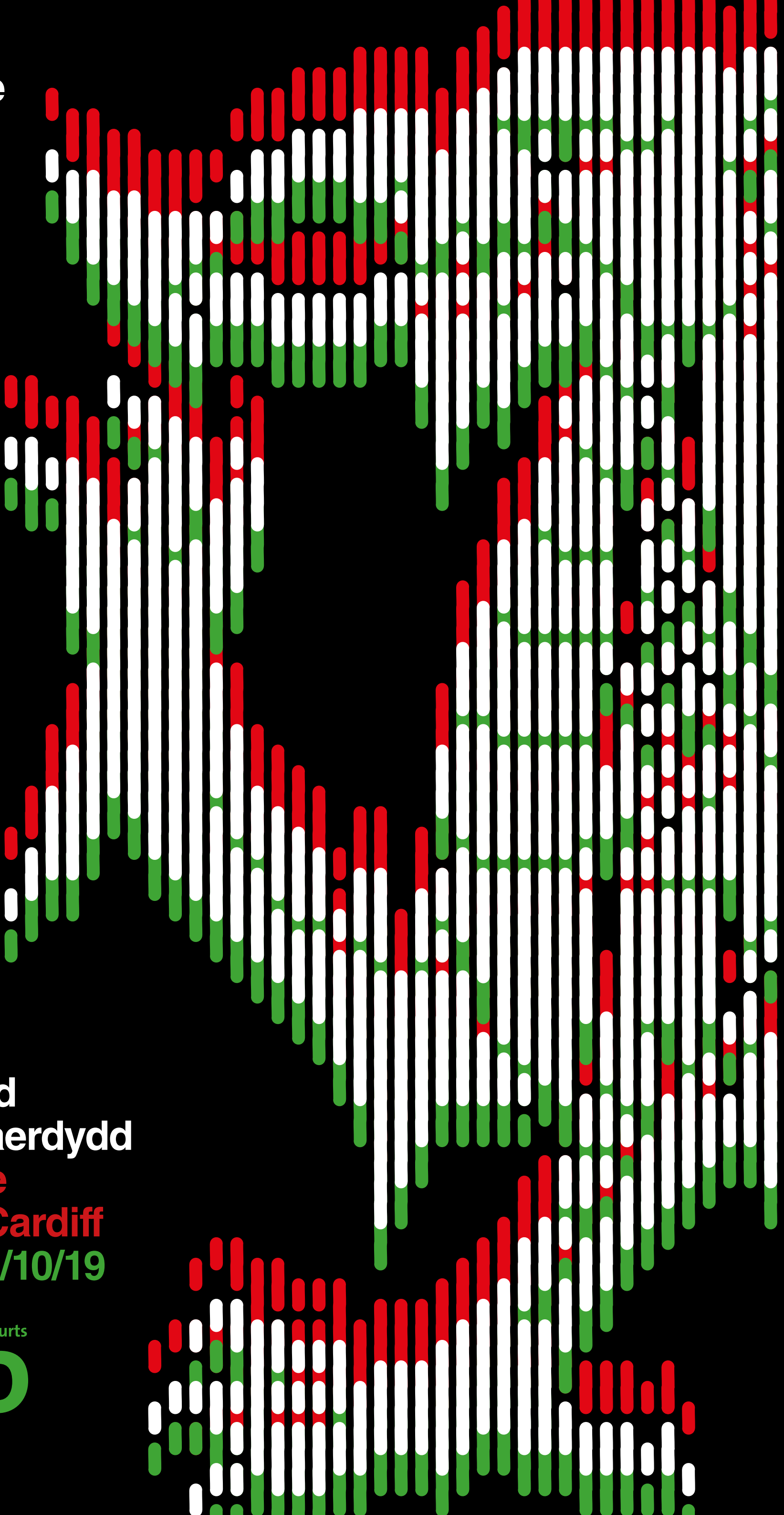
Programme



Cynhadledd ac AGM, Caerdydd

Conference and AGM, Cardiff

11/10/19–12/10/19

Probation | Family Courts

napo

Cyfarfod Cyffredinol Blynyddol 2019

Neuadd Dewi Sant, Caerdydd
11/10/19 – 12/10/19
www.stdavidshallcardiff.co.uk

Mae Cyfarfod Cyffredinol Blynyddol 2019 yn dechrau am 10.00am ddydd Gwener 11eg Hydref ac yn gorffen am 3.00pm ddydd Sadwrn 12fed Hydref. Bydd y dderbynfa ar agor o 9.00am a bydd te a choffi ar gael o 9.30am ar y ddau ddiwrnod (Lefel 2). Bydd sesiwn y bore yn rhedeg yn syth drwodd tan amser cinio am 12.30 ar y ddau ddiwrnod. Bydd egwyl ar gyfer lluniaeth am 3.30pm ar y prynhawn dydd Gwener (Lefel 3).

Ar y prynhawn Gwener, bydd y gynhadledd yn rhannu i Sesiwn Llysoedd Teulu (Ystafell Llanelwy) a Sesiwn Gwasanaeth Prawf am 2.00pm (ar ôl cinio estynedig i ganiatáu amser ar gyfer y cyfarfodydd ymylol) tan 3.30pm.

Bydd cyfarfodydd ymylol amser cinio a min nos yn cael eu cynnal yn Stiwdio Lefel 1, Ystafell Llanelwy, Lolfa Lefel 4 a Lefel 5. (Gweler y rhaglen ymylol a'r cynllun lloriau am fanylion a chyfarwyddiadau).

Gellir mynd i'r ganolfan drwy'r brif fynedfa i Neuadd Dewi Sant ac i fyny'r grisiau symudol i Lefel 2 lle bydd Desg Gofrestru Napo. Bydd y dderbynfa ar agor o 9.00am i gael gwybodaeth ac i gofrestru ar y dydd.

Bydd y rheini sydd wedi cofrestru ymlaen llaw wedi derbyn cerdyn cofrestru. Bydd angen i chi gyfnewid hwn am eich papurau pleidleisio a dogfennau eraill y gynhadledd wrth ddesg wybodaeth y stiwardiaid, a fydd hefyd ar Lefel 2. Dylech ganiatáu amser ar gyfer hyn wrth gyrraedd.

Bydd cinio sydyn o frechdanau ar gael amser cinio dydd Gwener a dydd Sadwrn. Hefyd yn y Ganolfan, bydd siop goffi sy'n gweini diodydd a byrbrydau poeth ac oer drwy gydol y dydd a dewis o fyrbrydau poeth yn ystod amser cinio. Mae yna hefyd amrywiaeth eang iawn o lefydd bwyta yng nghyffiniau Neuadd Dewi Sant.

2019 AGM

St David's Hall, Cardiff
11/10/19 – 12/10/19
www.stdavidshallcardiff.co.uk

The 2019 AGM commences at 10.00am on Friday 11th October and finishes at 3.00pm on Saturday 12th October. Reception will be open from 9.00am and Tea/Coffee will be available from 9.30am on both days (Level 2). 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 (Level 3).

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

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

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. Reception will be open from 9.00am 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.

A grab & go sandwich lunch will be available on both the Friday and Saturday lunchtime. 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.

Bydd arddangosfeydd a stondinau ar Lefel 3.

Bydd adloniant gyda'r nos hefyd yn Neuadd Dewi Sant yn Lolfa Lefel 3.

Bydd y monitorau wedi'u lleoli yn Ystafell Is-iarll Tonypandy ar Lefel 3. Gellir dod o hyd i'r Pwyllgor Llywio yn Ystafell Wisgo 3.3 (y tu ôl i'r llwyfan). Bydd stiwardiaid ar ddyletswydd o fewn cyrraedd yr holl gynadleddwyr drwy'r amser.

Hygyrchedd

Mae ffordd wastad i mewn, gyda drysau awtomatig, fel rhan o'r brif fynedfa i Neuadd Dewi Sant, oddi ar Working Street. Mae'r lifft yn y brif fynedfa ar y llawr gwaelod yn rhoi mynediad i bob un o'r 6 lefel ac mae ganddo gyhoeddiadau llais electronig ar bob lefel. Gellir cael mynediad i Stiwdio Lefel 1 drwy'r lifft o'r llawr gwaelod. Mae toiledau hygyrch ar Lefelau 2, 3 a 4 ac mae croeso i g n mynediad. Mae llefydd ar gyfer defnyddwyr cadeiriau olwyn mewn gwahanol leoliadau yn yr awditoriwm gyda seddi cyfagos ar gyfer y person sy'n dod gyda nhw. Mae gan yr Awditoriwm system gwella clyw is-goch (drwy glustffonau neu fwclis). Mae dolen glyw hefyd wedi'i darparu i'w defnyddio gyda derbynyddion. Mae'r holl arwyddion wedi'u cynllunio i gynorthwyo'r rhai sydd â golwg rhannol.

Dim Ysmygu

Does dim ysmygu yn unman yn Neuadd Dewi Sant gan gynnwys yn ystod yr adloniant gyda'r nos.

Parcio

Mae meysydd parcio mawr ar safle newydd John Lewis ac fel rhan o ganolfan siopa Dewi Sant – mae'r ddau yn agos iawn at y neuadd.

Gadael ar ddydd Sadwrn

Gall y rheini sy'n dymuno gadael Caerdydd yn syth ar ôl i'r Cyfarfod Cyffredinol Blynyddol orffen adael bagiau yn y ganolfan yn ardal yr ystafell gotiau ar Lefel 2 ar eu risg eu hunain. Gofynnwch i'r stiwardiaid neu staff Napo am gyfarwyddiadau.

Exhibitions and stands will be situated on Level 3.

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

The Monitors will be situated in Viscount Tonypandy 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.

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.

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 at the new John Lewis site and as part of the St David's shopping centre, both very close to the hall.

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.

Rhaglen

Programme

Dydd Gwener 11eg Hydref

Bydd desg dderbynfa Napo ar Lefel 2 yn agor am 9.00am ar gyfer cofrestru ar y dydd, gwybodaeth a chymorth.

9.30am
Lluniaeth

10.00am
Bydd y Cyfarfod Cyffredinol Blynyddol yn cael ei agor gan Mark Drakeford AC, Prif Weinidog Cymru

Dechrau'r Cyfarfod Cyffredinol Blynyddol
Anerchiad y Cadeirydd a busnes ffurfiol
Cynigion a gwelliannau cyfansoddiadol

12.30pm – 2.00pm
Cinio a chyfarfodydd ymylol dewisol
(Gweler tudalennau 10 – 14)

2.00pm
Sesiwn broffesiynol y gwasanaeth prawf (Yr Awditoriwm)
Trafodaeth Banel– Model y Dyfodol ar gyfer y Gwasanaeth Prawf
Amy Rees, Cyfarwyddwr Gweithredol HMPPS Cymru a Strategaeth
Justin Russell Brif Arolygydd Prawf
Athro Mike Nellis, Pisfysgol Strathclyde

Sesiwn broffesiynol Llys Teulu (Ystafell Llanelwy)
Profiadau Niweidiol yn ystod Plentyndod (ACE)
(Cadeirydd) Yr Arglwydd Fred Ponsonby, Cyd-Gadeirydd JUFCPG
Siobhan Foreman, Is-Gadeirydd Cenedlaethol Napo
A. Survivor – yw awdur 'ACEs in the shadows'

3.30pm – 4.00pm
Egwyl am luniaeth

Dadl ar gynigion a'r prif siaradwr
Richard Burgon AS, Ysgrifennydd Cyfiawnder yr Wrthblaid

Friday 11th October

The Napo reception desk on Level 2 will open at 9.00am for on the day registration, information and assistance.

9.30am
Refreshments

10.00am
AGM will be opened by Mark Drakeford MA, First Minister for Wales

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

12.30pm – 2.00pm
Lunch & optional fringe meetings
(See pages 10 – 14)

2.00pm
Probation professional session (The Auditoriam)
Panel debate – The Future Model for the Probation Service
Amy Rees, Executive Director HMPPS Wales & Strategy
Justin Russell, Chief Inspector of Probation
Prof. Mike Nellis, Strathclyde University

Family Court professional session (St Asaph Room)
Adverse Childhood Experiences (ACE)
(Chair) Lord Fred Ponsonby, Co-Chair JUFCPG
Siobhan Foreman, Napo National Vice-Chair
A. Survivor – author of 'ACEs in the shadows'

3.30pm – 4.00pm
Refreshment break

Debate on motions and key note speaker
Richard Burgon MP, Shadow Justice Secretary

Dydd Sadwrn 12eg Hydref

9.30am
Lluniaeth

10:00am
Prif Siaradwr - i'w gadarnhau

10.30am
Anerchiad yr Ysgrifennydd Cyffredinol
Sesiwn Atebolrwydd
Busnes Ffurfiol

12.30pm – 1.45pm
Cinio a chyfarfodydd ymylol/rhwydweithio dewisol
(Gweler tudalennau 10 – 14)

1.45pm
Dadl ar y cynigion
Cau'r Cyfarfod Cyffredinol Blynyddol

3.00pm
Y Cyfarfod Cyffredinol Blynyddol yn gorffen

Saturday 12th October

9.30am
Refreshments

10:00am
Key Note Speaker TBC

10.30am
General Secretary's Address
Accountability Session
Formal Business

12.30pm – 1.45pm
Lunch & Optional fringe/networking meetings
(See pages 10 – 14)

1.45pm
Debate on motions
Close of AGM

3.00pm
AGM ends

Caerdydd

Cardiff

St David's Hall

Queen Street Station

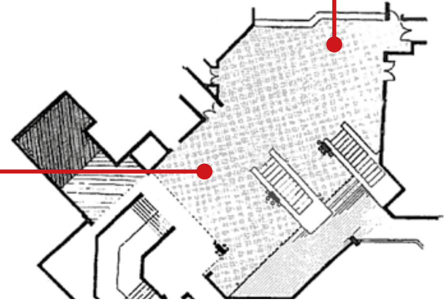
Central Station

Floor plans

Level 2

Napo reception and stewards's info point

Morning refreshments

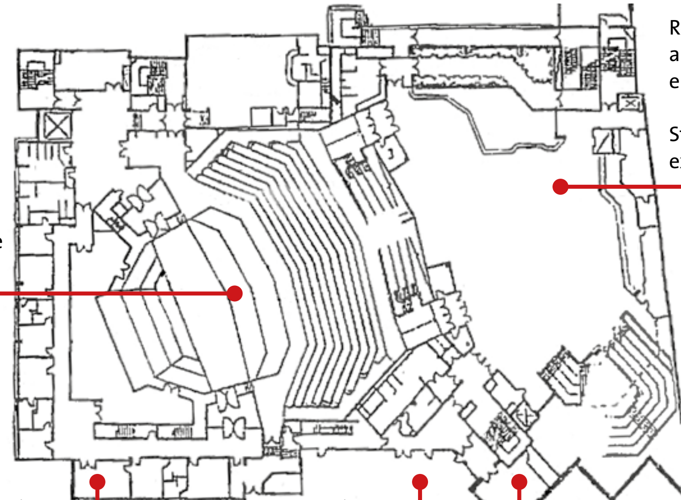


Level 3

Refreshments and evening entertainment

Stalls and exhibitions

Main conference sessions and fringe meetings



Steering Committee

Fringe meeting

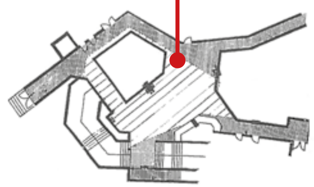
Monitors

Lefel 1 studio

Fringe meetings

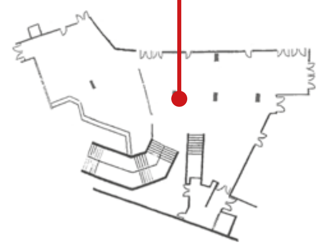
Level 4

Fringe meetings



Level 5

Fringe meetings



Siaradwyr

Speakers

Richard Burgon AS
Richard Burgon yw Arglwydd Ganghellor yr Wrthblaid ac Ysgrifennydd Gwladol yr Wrthblaid dros Gyfiawnder. Mae Richard wedi bod yn Aelod Seneddol dros Ddwyrain Leeds ers mis Mai 2015. Richard oedd y person cyntaf yn ei deulu i fynd i'r brifysgol, gan astudio yng Nghaergrawnt. Yn syth ar ôl y Brifysgol, dychwelodd adref i Leeds a daeth yn gyfreithiwr undeb llafur.

Richard Burgon MP

Richard Burgon is the Shadow Lord Chancellor and Shadow Secretary of State for Justice. Richard has been Member of Parliament for Leeds East since May 2015. Richard was the first person in his family to go to university, studying at Cambridge. Straight after university he returned home to Leeds and became a trade union lawyer.

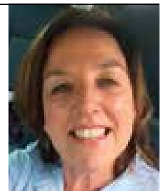
Y Gwir Anrhydeddus Mark Drakeford AC, Prif Weinidog Cymru
Penodwyd Mark Drakeford yn Brif Weinidog Cymru ym mis Rhagfyr 2018. Daeth yn aelod o'r Cyfrin Gyngor ar 13 Chwefror 2019. Yn gyn-swyddog prawf, gweithiwr cyfiawnder ieuenctid ac arweinydd prosiect Barnardos yn Nhrelái a Chaerau ac Athro Polisi Cymdeithasol a Gwyddorau Cymdeithasol Cymhwysol, daeth Mark yn Aelod Cynulliad Gorllewin Caerdydd ym mis Mai 2011.

Rt Hon Mark Drakeford AM, First Minister of Wales

Mark Drakeford was appointed First Minister of Wales in December 2018 and became a member of the Privy Council on 13 February 2019. A former probation officer, youth justice worker and Barnardos project leader in Ely and Caerau and professor of Social Policy and Applied Social Sciences, Mark became the Assembly Member for Cardiff West in May 2011.

Siobhan Foreman
Mae Siobhan Foreman yn Is-Gadeirydd Cenedlaethol Napo ac yn aelod o Gangen Northumbria.

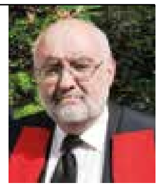
Siobhan Foreman



Siobhan Foreman is Napo National Vice-Chair and a member of Northumbria Branch of Napo.

Mike Nellis
Mae Mike Nellis yn Athro Emeritws Troseddeg a Chyfiawnder Cymunedol yn Ysgol y Gyfraith ym Mhrifysgol Strathclyde. Roedd yn rhan o'r broses hyfforddi swyddogion prawf ym Mhrifysgol Birmingham am gyfnod hir. Mae wedi ysgrifennu'n helaeth am fanteision y gwasanaeth prawf.

Mike Nellis



Mike Nellis is Emeritus Professor of Criminal and Community Justice in the Law School, University of Strathclyde. He was long involved in the training of probation officers at the University of Birmingham. He has written widely on the fortunes of the probation service.

Yr Arglwydd Fred Ponsonby
Mae Fred Ponsonby yn Gyd-Gadeirydd Grŵp Seneddol yr Undebau Cyfiawnder a Llysoedd Teulu, yr oedd Napo yn aelod sylfaenol ohono. Mae'n Arglwydd sy'n gweithio ac mae ganddo ddiddordeb brwd mewn materion cyfiawnder troseddol, yn enwedig y ffordd y maent yn effeithio ar bobl ifanc. Mae hefyd yn ynad ac yn eistedd yn yr awdurdodaethau oedolion, ieuenctid a theuluoedd.

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 is a working Peer and takes an active interest in criminal justice issues, particularly as they affect young people. He is also a magistrate and sits in the adult, youth and family jurisdictions

Amy Rees
Penodwyd Amy Rees yn Gyfarwyddwr Cyffredinol Prawf a Chymru dros dro ym mis Ionawr 2019. Mae hi'n gyfrifol am arweinyddiaeth y gwasanaeth prawf, gan reoli'r defnydd o wasanaethau adsefydlu ar draws y ddalfa a'r gymuned, gan fod yn atebol am brotocolau amddiffyn y cyhoedd ar draws darparwyr cyhoeddus a phreifat. Mae ei swyddi blaenorol yn cynnwys; Cyfarwyddwr Gweithredol Gwasanaeth Carchardai a Phrawf Ei Mawrhydi yng Nghymru.

Amy Rees

Amy Rees was appointed the interim Director General of Probation and Wales in January 2019. She is responsible for the leadership of the probation service, managing the deployment of rehabilitation services across both custody and community, with accountability for public protection protocols across both public and private providers. Her previous posts include; Executive Director for HM Prison and Probation Service in Wales.

Justin Russell
Justin Russell yn Brif Arolygydd Prawf. Disodlodd Glenys Stacey yn gynharach eleni. Ymunodd Justin â'r Weinyddiaeth Gyfiawnder ar 17 Hydref 2016. Mae'n Gyfarwyddwr Cyffredinol ar gyfer polisi cyfiawnder ieuenctid, carchardai a throseddwyr ac yn Uwch Swyddog Cyfrifol ar gyfer y Rhaglen Diogelwch a Diwygio Carchardai.

Justin Russell

Justin Russell is HM Inspector of Probation, having taken over from Dame Glenys Stacey earlier this year. Justin joined MOJ from 17 October 2016 to 3 May 2019 as Director General of the Offender Reform and Commissioning Group and SRO for the Prison Safety and Reform Programme.

A. Survivor
A. Survivor yw awdur 'ACEs in the shadows' a Sylfaenydd Prosiect Cadernid Cumbria ac mae'n Gyfranogydd Craidd yn yr Ymchwiliad Annibynnol i Gam-drin Plant yn Rhywiol yn Llundain. Mae'n Oroeswr 10 ACE, yn cynnwys CSA a CSE tra oedd yn byw mewn Gofal yng ngogledd Cymru. Erbyn hyn mae'n Hyfforddwr a Siaradwr.

A. Survivor

A. Survivor is the Author of 'ACEs in the shadows' and Founder of the Cumbria Resilience Project and a Core Participant in the Independent Inquiry into Child Sexual Abuse in London (IICSA). He is a 10 ACEs Survivor, including CSA and CSE whilst he was living in Care in North Wales. He is now a Trainer and Speaker.

Cyfarfodydd Ymylol

Fringe Meetings

Dydd Gwener 11eg Hydref
Cinio (12.30pm – 1.30pm)

Heddlu cudd a'r undebau llafur
Stiwdio Lefel 1
▮ Mae *Police Spies Out of Lives* yn grŵp cymorth sy'n ymgyrchu i geisio rhoi diwedd ar gam-drin rhywiol a seicolegol ymgyrchwyr ac eraill gan swyddogion heddlu cudd. Bydd Andrea ac Alison o'r grŵp ymgyrchu yn sôn am eu profiadau o fyw yn ddiarwybod gyda heddweision cudd a'u hymgais i ailadeiladu eu bywydau ar ôl yr hyn a ddisgrifiwyd fel "yr ymyrraeth fwyaf difrifol posib" i'w bywydau preifat.

Twf hiliaeth yn ein hysgolion a'n cymunedau
Ystafell Llanelwy
▮ Bydd Sean Wharton a Sunil Patel o Dangos y Cerdyn Coch i Hiliaeth yn edrych ar eu profiadau o weithio gyda phobl ifanc a chymunedau, sut gallwn ni i gyd sefyll gyda'n gilydd a phwysigrwydd gwaith Dangos y Cerdyn Coch i Hiliaeth.

Cyfarfod Ymylol TUO – Bwrw Iddi!
Lolfa Lefel 4
▮ Ydych chi eisiau cyfrannu o fewn Napo, ond ddim yn gwybod sut i wneud hynny? Os felly, dewch i'r cyfarfod ymylol TUO i gael gwybod sut mae cyfrannu fel rhan o Ymgyrch Activ8R Napo.

Dyfodol Technolegol y Gwasanaeth Prawf – Robotiaid, gwyliadwriaeth a thechnolegau rheoli
Lefel 5
▮ Mae'r DU yn tagio llawer mwy o unigolion nag unrhyw wladwriaeth arall yn Ewrop ac mae'n edrych i gynyddu ei ddefnydd o EM 30 mlynedd ers y treialon gwreiddiol.
▮ Gydag Is-Gadeirydd Cenedlaethol Napo, David Raho
Athro Mike Nellis, prifysgol Strathclyde

Friday 11th October
Lunch (12.30pm – 1.30pm)

Undercover policing and trade unions
Lefel 1 Sudio
▮ *Police Spies Out of Lives* is a campaigning support group working to achieve an end to the sexual and psychological abuse of campaigners and others by undercover police officers. Andrea and Alison from the campaign group will talk about their experience of unknowingly living with undercover cops and their attempt to rebuild their lives after what has been described as "the gravest possible interference" with their private lives.

The rise of racism in our schools and communities
St Asaph Room
▮ Sean Wharton and Sunil Patel from Show Racism the Red Card will look at their experiences of working with young people and communities, how we can all stand together and the importance SRtRC's work.

TUO Fringe – Get Active!
Level 4 Lounge
▮ Do you want to get involved with Napo, but don't know how? Then come along to the TUO Fringe meeting and find out how you can get involved in Napo as part of Napo's Activ8R Campaign.

Probation's Technological Future – Robots, surveillance and the technologies of control
Level 5
▮ The UK tags far more individuals than any other state in Europe and looks set to increase its use of EM 30 years on from the original trials.
▮ With Napo National Vice-Chair, David Raho
Professor Mike Nellis, Strathclyde University

Dydd Gwener 11eg Hydref
Min Nos (6.00pm – 7.00pm)

"Cyflwyniad i Ddesg Gymorth Napo gyda Diweddariad Cyfraith Cyflogaeth – yr achosion diweddaraf mewn cyfraith cyflogaeth"
Stiwdio Lefel 1
▮ Gyda phartneriaid gwasanaeth cyfreithiol newydd Napo, Morrish

Cynrychioli gweithwyr o ran eu hiechyd a'u diogelwch: Y profiadau a'r sialensiau ar hyn o bryd
Ystafell Llanelwy
▮ Gyda David Walters, Athro Emeritws, Prifysgol Caerdydd.
▮ Gan ddefnyddio canfyddiadau o astudiaethau diweddar ar draws yr Undeb Ewropeaidd, bydd y cyfarfod ymylol hwn yn edrych ar beth o'r gwaith ymchwil a'r gwersi i gynrychiolwyr gweithwyr o fewn undebau llafur o ran iechyd a diogelwch.

Narcotics Anonymous: sut gallwn helpu pobl sy'n gaeth i ail-integreiddio â chymdeithas
Lolfa Lefel 4
▮ Mae Narcotics Anonymous yn sefydliad cymorth rhad ac am ddim yn y gymuned. Mae gan NA dros 1000 o gyfarfodydd yr wythnos yn y DU, gyda nifer o gyfarfodydd mewn carchardai, ysbytai a chyfleusterau adsefydlu.

Ystafell Weddïo
Mae Ystafell Ivor Novello wedi cael ei neilltuo at ddefnydd y Mwslimiaid sy'n dod i'r gynhadledd, rhwng 1pm a 2pm ar gyfer gweddïau dydd Gwener. Bydd y manylion i'w gweld yn y dderbynfa a bydd arwyddion yn y ganolfan.

Hefyd bydd yr ystafell weddïo ar gael i grwpiau ffydd eraill ar gyfer defosiwn tawel, trwy drefniant (yr amser i'w gadarnhau).

Friday 11th October
Evening (6.00pm – 7.00pm)

"An introduction to the Napo Helpdesk with an Employment Law Update – latest cases in employment law"
Lefel 1 Sudio
▮ With Napo's new legal service partners Morrish

Representing workers on their safety and health: Current experiences and challenges
St Asaph Room
▮ With David Walters, Emeritus Professor, Cardiff University
▮ Using findings from recent European Union-wide studies, this fringe meeting will explore some of this research and the lessons for trade union representation of workers in health and safety.

Narcotics Anonymous: how we can help addicts reintegrate with society
Level 4 Lounge
▮ Narcotics Anonymous is a free, community-based mutual aid organisation. UK NA has over 1000 meetings a week, with numerous meetings in prisons, hospitals and rehabs

Prayer Room
The Ivor Novello 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).

Dydd Gwener 11eg Hydref
Min Nos (6.00pm – 7.00pm)

O Amrywiaeth i Gynhwysiant
Lefel 5
▮ Mae gan Napo aelodaeth amrywiol, ac rydym yn ymdrechu i sicrhau bod Napo yn gweithio fel undeb i bawb. Yn y cyfarfod ymylol hwn byddwn yn clywed beth mae Napo yn ei wneud i hyrwyddo cynhwysiant a chreu lle i'r rhai sydd â nodweddion gwarchodedig i gymryd rhan o fewn Napo a helpu i lywio dyfodol ein hundeb.

Ysgrifennu Creadigol gyda Jeremy Cameron
Ystafell Ivor Novello
▮ Cyfle i ddianc rhag pwysau'r Cyfarfod Cyffredinol Blynyddol. Beth am gael eich cludo i fyd ffantasi. Dewch i'r gweithdy llenyddol.

Friday 11th October
Evening (6.00pm – 7.00pm)

From Diversity to Inclusivity
Level 5
▮ Napo has a diverse membership, and we strive to ensure that Napo as a union works for everyone. At this fringe meeting we will find out what Napo is doing to promote inclusivity and creating space for those with protected characteristics to get involved with Napo and help shape the future of our union.

Creative Writing with Jeremy Cameron
Ivor Novello Room
▮ Escape from the pressure of AGM. Be transported into a world of fantasy. Come to the literary workshop.

Dydd Sadwrn 12fed Hydref
Cinio (12.30pm – 1.30pm)

Ehangu ymgyrchoedd drwy'r Senedd
Stiwdio Lefel 1
▮ Gyda "chyfraith a threfn" yn amlycach ar yr agenda wleidyddol, dewch i weld sut mae Napo yn defnyddio prosesau Seneddol i roi pwysau ar y llywodraeth a chodi ymwybyddiaeth o'n hymgyrchoedd allweddol - o ailuno i hawliau yn y gwaith. Ymunwch â'r Aelod Seneddol Ruth Jones, is-gadeirydd Napo Cymru Su McConnel, trefnydd Gr p Seneddol yr Undebau Cyfiawnder Charley Allan, newyddiadurwr y BBC Jenny Rees a Swyddog Seneddol, Ymgyrchoedd a'r Wasg gyda Napo, Tania Bassett i archwilio sut gallwch chi helpu ein cynghreiriaid Seneddol i ddeall y sialensiau y mae aelodau yn eu hwynebu wrth gadw'r cyhoedd yn ddiogel, pam mae gwybodaeth rheng flaen yn hollbwysig i ymgyrchu llwyddiannus, defnyddio'r cyfryngau a rhoi'r offer i weithredwyr gyfrannu.

Saturday 12th October
Lunch (12.30pm – 1.30pm)

Amplifying campaigns through Parliament
Lefel 1 Studio
▮ With "law and order" soaring up the political agenda, find out how Napo uses Parliamentary processes to put pressure on the government and raise awareness of our key campaigns – from reunification to rights at work. Join MP Ruth Jones, Napo Cymru vice-chair Su McConnel, Justice Unions Parliamentary Group organiser Charley Allan, BBC journalist Jenny Rees and Napo Press Parliament and Campaigns Officer Tania Bassett to explore how you can help our Parliamentary allies understand the challenges members face keeping the public safe, why front-line knowledge is crucial to successful campaigning, mobilising the media and giving activists the tools to contribute.

Deall Ymddeoliad drwy Salwch
Ystafell Llanelwy
▮ Dylai Ymddeoliad drwy Salwch fod yn broses weddol syml, yn enwedig mewn Llywodraeth Leol a Gwasanaethau Cyhoeddus lle mae rheoliadau a rheolau clir. Fodd bynnag, yn ymarferol nid yw'r system wedi gweithio'n dda ers TR. Mae rheolwyr llinell yn benodol yn cael eu rhoi o dan bwysau sylweddol gydag ychydig iawn wedi'u hyfforddi ar sut i gefnogi aelod o dîm drwy'r broses. Bydd Dean Rogers, AGS Napo yn amlinellu sut mae'r broses Ymddeoliad Cynnar drwy Salwch o fewn Llywodraeth Leol a Gwasanaethau Cyhoeddus i fod i weithio. Bydd yn gosod hyn yn erbyn cyd-destun y problemau a brofir a hefyd yn nodi lle gall pobl fynd am gymorth, cefnogaeth ac arweiniad ychwanegol. Bydd hefyd yn sôn am yr hyn y gall rhai cynlluniau pensiwn sector preifat eu cynnig ym maes cyflogaeth a diogelu cyflogau, hyd yn oed os nad ydyn nhw'n rhoi Ymddeoliad Cynnar drwy Salwch. Bydd aelodau hefyd yn cael cyfle i ofyn cwestiynau am agweddau eraill ar bensiynau ac iawndal yn gyffredinol.

Understanding Ill Health Retirement
St Asaph Room
▮ IHR should be a reasonably simple process, especially in the LGPS where there are clear Regulations and Rules. However, in practice the system has not worked well since TR. Line managers in particular are placed under considerable pressure with very few having been trained in how to support a team member through the process. Dean Rogers, Napo's AGS will outline how the Ill Health Early Retirement process in the LGPS is supposed to work. He will set this against the context of problems experienced and also set out where people can go for additional help, support and guidance. He will also talk about what some private sector pension schemes may offer in employment and wages protection, even if they do not afford IHER. Members will also have a chance to ask questions about other aspects of pensions and compensation generally.

Derbyniad Edridge
Lolfa Lefel 4
▮ Hoffem wahodd Cynrychiolwyr Edridge sy'n mynychu Cyfarfod Cyffredinol Blynyddol eleni, neu unrhyw un sydd â diddordeb mewn darganfod mwy am Edridge a'r gwaith maen nhw'n ei wneud i gefnogi cydweithwyr yn y Gwasanaeth Prawf neu'r Llysoedd Teulu pan fydd ganddyn nhw broblem, i ddod i gwrdd â ni yn y Cyfarfod Cyffredinol Blynyddol.

Edridge Reception
Level 4 Lounge
▮ We would like to invite Edridge Reps attending this year's AGM, or anyone interested in finding out more about Edridge and they work they do supporting colleagues in Probation or the Family Courts when they have problem, to come and meet us at AGM.

Y Fforwm Ymylol
Lefel 5
▮ Yn galw pob aelod PSO ac aelod Gweinyddol! Os ydych yn aelod PSO neu'n aelod Gweinyddol, dewch draw i gynulliad blynyddol 'Y Fforwm' yn y Cyfarfod Cyffredinol Blynyddol. Bydd y cyfarfod yn gyfle perffaith i bawb ddod ynghyd i drafod eich pryderon a'ch problemau gyda'ch cydweithwyr a'r Swyddogion Cenedlaethol a Swyddogion eraill.

The Forum Fringe
Level 5
▮ The Forum Fringe: Calling all PSO and Admin members! If you are a PSO or Admin member, please come along to the annual gathering of the 'The Forum' at AGM. 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.

Ymchwilio i fenywod sy'n gweithio gyda menywod
Ystafell Ivor Novello
▮ Mae menywod yn y system cyfiawnder troseddol yn aml wedi profi trawma difrifol a niferus, ac mae llawer ohonynt yn parhau. Gall goruchwylio cleientiaid sydd wedi' profi trawma olygu bod staff mewn perygl o ddatblygu trawma dirprwyol, gan effeithio'n sylweddol ar iechyd a llesiant. Mae astudiaeth gychwynnol Becky Shepherd, Darlithydd Troseddeg, Prifysgol London South Bank, yn dangos bod trawma dirprwyol ymhlith ymarferwyr prawf benywaidd yn bwnc nad oes digon o ymchwil iddo. Nod y cyfarfod ymylol WiN hwn yw cynllunio model ymchwil i astudio'r pwnc hwn ymhellach, er mwyn dangos yr angen am gymorth a hyfforddiant priodol yn y gweithle i leihau'r risg o drawma dirprwyol ymhlith staff benywaidd.

Researching women working with women
Ivor Novello Room
▮ Women in the criminal justice system have often experienced serious and multiple traumas, many of which are ongoing. Supervising traumatised clients can risk staff developing vicarious trauma, with a significant impact on health and wellbeing. An initial study by Becky Shepherd, Criminology Lecturer, London South Bank University, indicates that vicarious trauma for female probation practitioners is an under-researched topic. The aim of this WiN fringe meeting is to design a research model to study this topic further, to demonstrate the need for proper support and training in the workplace to reduce the risk of vicarious trauma for female staff.

Yn ogystal

Derbyniad WiN (Women in Napo)
Dydd Iau 10fed Hydref 7.00pm
Lolfa Gin– Lefel 4 Neuadd Dewi Sant
▮ Dyma gyfle i fenywod sy'n cyrraedd y gynhadledd yn gynnar gymysgu â menywod eraill Napo ac i gwrdd â swyddogion Napo ac arweinwyr swyddogol *Women in Napo*; Katie Lomas, Cadeirydd Cenedlaethol Napo, Ikki Bhogal, Is-Gadeirydd Cenedlaethol *Women in Napo* a Sarah Friday, swyddog Cenedlaethol Napo ar gyfer WiN.
▮ Bydd gwydraid o win/diodydd meddal ar gael.

Plus

WiN (Women in Napo) reception
Thursday 10th October 7.00pm
Gin Lounge – Level 4 St David's Hall
▮ This is an opportunity for women who arrive early at conference to mingle with other Napo women and to meet Napo officer and official leads for Women in Napo; Katie Lomas, Napo National Chair, Ikki Bhogal, Napo National vice-chair for Women in Napo and Sarah Friday, Napo National official for WiN.
▮ A glass of wine/soft drinks will be available.

Bydd yr adloniant nos Wener yn Lolfa Dewi Sant, Lefel 3

Drysau'n agor am 9.30pm.
Bar tan 12.30pm

Band Byw – Hump de Bump

Friday evening entertainment will be in the St David's Lounge, Level 3

Doors open 9.30pm
Bar until 12.30pm

Live Band – Hump de Bump

Gofal plant

Bydd gofal plant yn cael ei ddarparu unwaith eto gan Nipperbout Active Childcare. Bydd darpariaeth ar gael yn ystod oriau canlynol y gynhadledd:
Dydd Gwener 11eg Hydref – 8.45am i 7.00pm
Dydd Sadwrn 12 Hydref - 8.45am i 3.15pm
Darperir cinio a the hefyd yn ôl yr angen.

Gwneud cais am ofal plant yn y CCB

Os ydych chi wedi nodi eich bod angen gofal plant ar eich ffurflen gofrestru dylech fod wedi derbyn cyfarwyddiadau ar wahân am archebu gyda Nipperbout. Os na wnaethoch chi hynny ac os oes arnoch angen cymorth, dylech gysylltu â Kath Falcon ar 020 7223 4887 AR UNWAITH

Ni fydd llefydd hwyr ar gael bob amser - er hynny, os byddwch yn gweld bod gennych chi argyfwng ac os oes arnoch angen cymorth gyda gofal plant, byddwn yn gwneud ein gorau i'ch helpu chi.

Childcare

Childcare will be provided once again by Nipperbout Active Childcare. Provision will be available during the following hours of conference:
Friday 11th October – 8.45am to 7.00pm
Saturday 12 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.

Noddwyr

Hoffai Napo ddiolch i'r canlynol

- **Cyngres Pensiwn y Gwasanaeth Sifil**
- **Lighthouse Financial Advice**
- **Morrish Solicitors**
- **Undeb Credyd yr Heddlu**
- **TC Branding Group**

am eu nawdd hael i'r digwyddiad hwn.

Bydd gan ein noddwyr ni i gyd stondinau yn y CCB a byddant yn falch iawn o gyfarfod cymaint o aelodau â phosib yn ystod y gynhadledd ddeuddydd.

Sponsors

Napo would like to thank

- **Civil Service Pensioners Alliance**
- **Lighthouse Financial Advice**
- **Morrish Solicitors**
- **Prison CU (Police Credit Union)**
- **TC Branding Group**

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.

Stalls at AGM

ABPO
Civil Service Pensioners' Alliance
Cuba Solidarity Campaign
DAWN, PiPP & RISE
Edridge
Health & Safety Committee
Justice Unions Parliamentary Group
Lighthouse Group
Longford Trust
Morrish Solicitors
Napo Action
Narcotics Anonymous
National Shop Stewards Network
Palestine Solidarity Campaign
Plusheat
Prison CU (Police Credit Union)
Prison Reform Trust
Probation Institute
Shout Out UK
Show Racism the Red Card
TC Branding Group
TUO Committee

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