

© Ranjit Singh

No to Probation privatisation – the fightback heats up

After months of speculation and rumour the Coalition finally published its punitive plans for privatising probation through outsourcing on 9 January 2013. Essentially up to 70% of Probation's core work will be put out to competitive tender. The companies who are likely to bid for the work would include Serco, Sodexo and maybe even G4S.

The voluntary sector has also been asked to play a part in the sale but because of the fact that the schemes are likely to be based on Payments by Results the vast majority are unlikely to be able to compete because they have no spare capital to risk on these plans. The arrangements therefore are grossly biased towards the private sector.

The Government has said that the public probation service will retain work with high risk offenders, approximately 50,000 in number, and also keep responsibility for giving information in reports to the courts. It is silent however on how this rump of

probation work will be organised either nationally regionally or locally. It is uncertain who will be responsible for recalling individuals to prison or for breaching probation orders but it is thought that work would be retained by the Probation Service. However, how that could be properly organised is still unclear.

In press statements, Napo said the timing of the announcement was truly amazing. In 2011, the Probation Service in England and Wales was awarded the British Quality Foundation Gold Medal of Excellence. In giving the award it said: 'they are on the right path to achieving and sustaining excellence and essentially to being the best providers of these essential services'.

Last year the Probation Service met or exceeded all of its Ministry of Justice set targets including reducing reoffending. In fact the actual rate was better than the pre-

Continued on next page



Napo goes to Downing Street
Page 3



Memories of Charles Preece
Page 7



My first NEC
Page 8

No to Probation privatisation – the fightback heats up

Continued from page 1

dicted rate in all but five Probation areas.

In Napo's view, the true motivation behind the plans is to drive down costs together with an ideological commitment on the part of the Government to the private sector and its antipathy to the public sector.

Justification

They also seem to justify the fragmentation of Probation by claiming that reoffending rates for people coming out of prison following short prison sentences is somehow the responsibility of the Probation Service. Napo has pointed out that the Service has no statutory responsibility for this group and nor did anybody else for that matter.

The Government's plans are extraordinarily thin on detail, and the time table for delivery is too hurried which invites errors and mistakes. There seems to be no mechanism for determining what happens if an offender moves from being 'low' to 'medium' or 'high risk', and no mechanism to resolve any disputes about risk assessments between the public and private sector. The Government is also silent so far on what happens to the public sector Pensions deficit and has said nothing about what training operatives from Serco or G4S will have in offender management supervision or offending behaviour.

Napo pointed out again in interviews



that under the proposals there will be multiple providers, problems of communication between agencies and escalation of risk will be missed by the private companies. Napo also pointed out that there was no protocol so far with the Police and the private sector over the handling of sensitive data about individual offenders.

Campaign intensifies

Napo has already held a drop-in briefing for MPs (see page 3), and has had a private meeting at Downing Street with the Prime Minister's Private Secretary. We are also continuing to get support for EDM 622 which supports the work of the Service and currently has 116 signatures on it from all parties. Napo will produce a coordinated response for the consultation document before the closing date and will arrange for national briefings for the members over the next couple of months.

Napo is also working closely with the Probation Chiefs Association and the Probation Association and will look to joint action wherever that is possible.

The Centre for Crime and Justice Studies has asked some searching questions:

- Why does Transforming Justice claim that the 'offender management system... is failing' when the Government's own data shows that reoffending rates have reduced over recent years?
- Given the steady year-by-year decline in reoffending, why is the Government

intent on unleashing a potentially risky and costly upheaval of the existing system, rather than investing to improve it?

- Why is the Ministry of Justice trying to shoe-horn the Probation Service into a structure designed to suit private contractors?
- Why doesn't the government address unnecessary short prison sentences, instead of introducing potentially costly community supervision after those sentences are over?

Harry Fletcher

Join the campaign

Napo is hoping that with your support we can force the Government to rethink its plans.

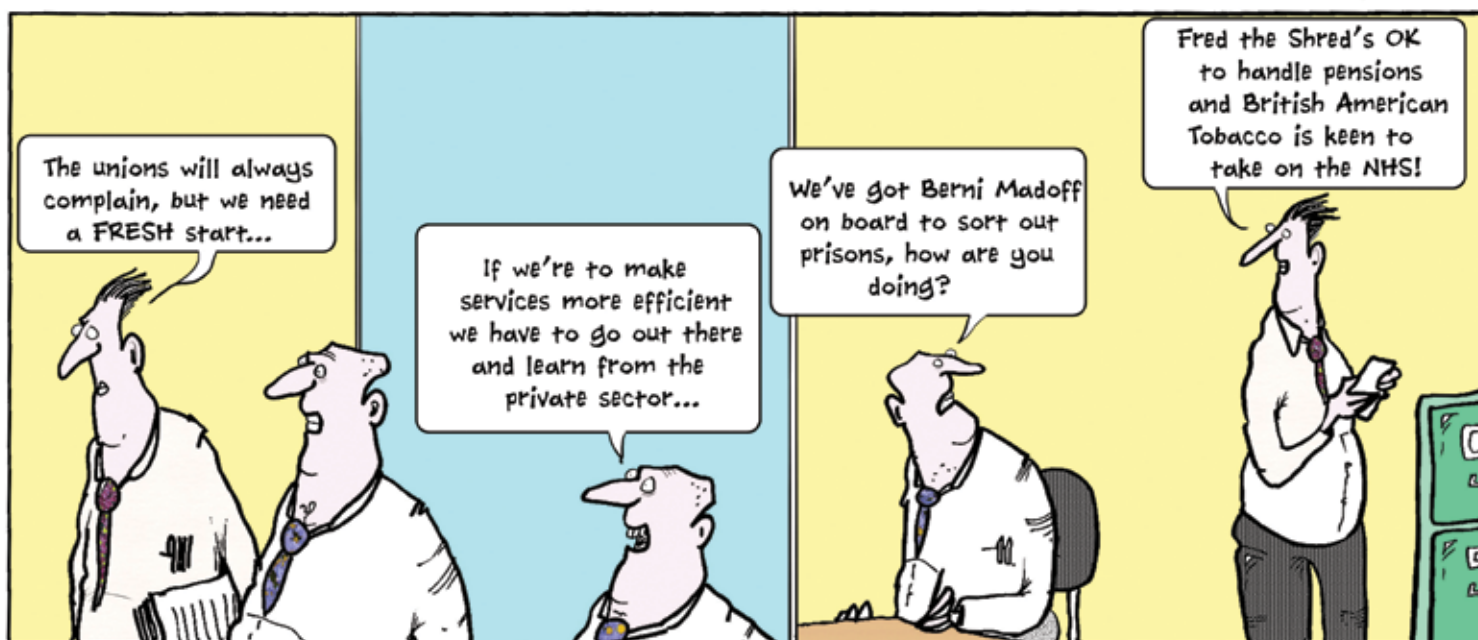
Follow the campaign blog at

www.napo.org.uk

Sign, and ask family and friends to sign, the e-petition **<http://epetitions.direct.gov.uk/petitions/44403>**

Contact your MP to let them know how appalled you are that up to 70% of Probation could be sold off to private companies. If they haven't already done so, ask them to sign EDM 622 praising the work of Probation. Find model letters and useful links on our probation under threat page – **<http://www.napo.org.uk/about/probationunderthreat.cfm>**

Like the campaign on Facebook – **<http://www.facebook.com/SaveProbationsFuture#!/SaveProbationsFuture>**



Napo goes to Downing Street

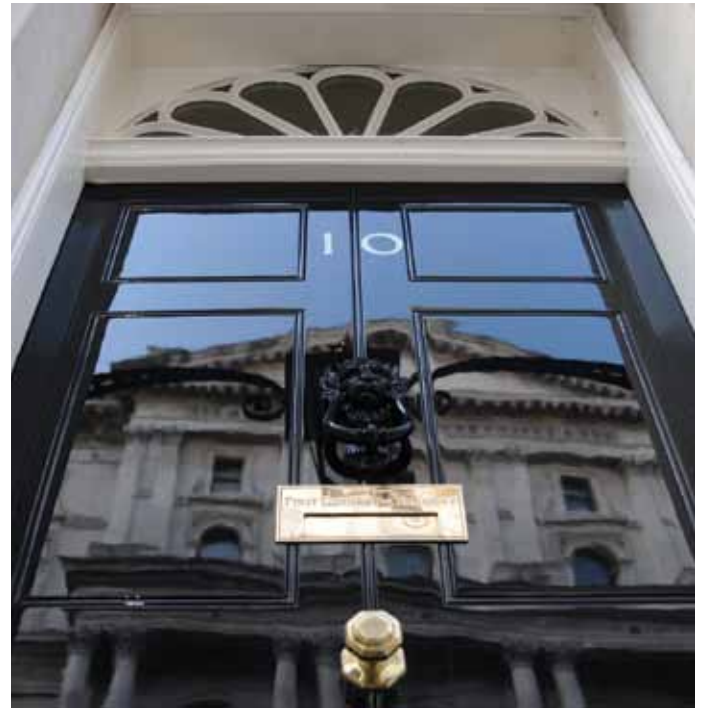
Napo had a meeting with the Prime Minister's Private Secretary in January and raised concerns about the Government's plans to fragment probation services. Napo expressed concern about the timing of the event just after the Service had achieved all its targets, including reducing reoffending, and the time scale, pointing out that because the proposals were being introduced in haste there would be scope for multiple mistakes and legal challenges.

Napo also pointed out that all research shows that the most efficient way of reducing reoffending is an effective relationship between the offender and his/her supervisor which can help reduce dependency on drugs or alcohol, improve literacy and numeracy, and enable the individual to enter a pathway to work. Napo also produced evidence from the Cabinet Office that showed that the reconviction rate dropped to 36% in the community if an individual took part in a Probation programme.

The Private Secretary expressed concern about the confused nature of modern probation services' professional role, a mix of rehabilitation, risk assessment and enforcement. It was pointed out that these changes were inspired not by probation practice but by politicians of various Governments over the last twenty years and that the true role of the Probation Service was in fact rehabilitation.

Napo will be invited to a further meeting once the Consultation period is over.

Harry Fletcher



Napo briefs MPs on privatisation concerns

Napo organised a highly successful drop-in meeting for MPs on 23 January. It was an opportunity to explain our real concerns about the Government's plans to outsource the Probation Service.

Attendance at drop-ins is normally quite small but on this occasion 28 MPs from all parties were briefed. Attendees included: Conservatives Crispin Blunt, Tony Baldry and Jeremy Lefroy; Liberal Democrats were represented by Roger Williams and Julian Huppert; and Labour by amongst others Lindsay Hoyle, Kate Green and Sir Gerald Kaufman. Plaid Cymru were also in attendance. The MPs were given four briefing papers:

- Napo's thoughts on Transforming Rehabilitation
- Payment by Results
- Probation targets and achievements
- Community Sentencing: an alternative response

Prior to the meeting a hundred parliamentary questions were drafted based on the privatisation documentation and the numerous flaws and contradictions contained within it. Virtually all the MPs who attended promised that they would table questions and most said that they would be prepared to write on our behalf to ministers expressing concerns about the Government's plans.

In addition 20 other MPs who could not attend have agreed to assist with the Campaign.

Early Day Motion 622

The number of MPs at the time of writing who have now signed EDM 622 is 115. This comprises 14 Conservatives, 20 Liberal Democrats, 74 Labour members, 3 Plaid Cymru and one each from Respect, Greens, DUP and the Alliance Party of Northern

Ireland. This is the tenth highest supported motion of this session with over 900 motions having been submitted.

It is still worth asking your MP to sign EDM 622 if they have not already done so. Napo will be publishing its response to the Government consultation paper very soon and a summary will be circulated to branches with a request that lobbying starts at constituency level in earnest.

Harry Fletcher



From the Chair

First thing's first, we wish all our members a Happy New Year.

The Probation Review

2013 has started with the government's announcement on the Probation Review. The selling off of 70% of our work is no longer just rumour and our campaign steps up a gear.

There is no clue (either on paper or in ministerial heads) how the 'split' of Offender Management will work. Private companies will get low and medium risk clients and we'll have the high risk ones, as if it was that simple. Probation staff will be responsible for all advice to the courts and parole board and decisions on risk assessment and enforcement. How do we make those decisions? On the basis of 'information flow' between different agencies, not by actually meeting the clients? What utter, utter nonsense. Only a management consultant could reduce and then try to shoe horn the complexities of risk and practitioner/client relationships into 'information flow'. Such a split only exists for those who do not supervise clients and do not know how to reduce re-offending. Fortunately, we do and we need to have the loudest voice at present. Arrange to meet your MP (google they work for you) and let them know all about the brilliant service we provide day in and day out.

Keep in touch with the campaign through our new Campaign Blog on the Napo website. We continue to gather support nationally and locally with members encouraging their MPs to sign EDM 622 which is now up to 116 signatories, and significant media coverage by probation stakeholders.

Facility Time

Over the Christmas break, we received news that trusts had been approached by the Cabinet Office, requesting that records and reports about use of trade union facility time in trusts are required by the middle of January 2013 and is to be retrospective, from November last year. Trusts are instructed to report the cost as well as the work completed and it is our view that Napo should co-operate. We know that there will be some argument about what is an activity and what is a duty. An eagle-eyed vice chair reminded us about the relevant legislation - just google the title and get ready to quote it. 'Section 168 of the Trade Union and Labour Relations (Consolidation) Act 1992'.

We are hearing from branches that significant amounts of work are completed without facility time and time sheets will reinforce the TUC research, that large amounts of work performed by union reps is often done for free. We already know that signifi-

cant numbers of trusts know the value of Napo's representatives and negotiators, and we hope that other chiefs will pay heed to the belief that a healthy organisation has healthy industrial relations.

Privatisation of Prisons

The Secretary of State for Justice, Chris Grayling, has announced that six prisons will close and there will be a reduction of places at three other establishments.

This will affect some Napo members and we will be working hard to represent their interests. He also announced that a review of the female custodial estate will take place to explore the most effective options for managing the female prison population and a feasibility study with the aim to build a new prison. What on earth can another consultation reveal which the Corston



© Stefano Cagnoni

report didn't. Read her lips Mr Grayling, Baroness Corston found that the vast majority of women prisoners can and should be dealt with in the community while the most serious prisoners should be housed in small specially organised units near their communities. Not that hard really.

Lisa Robinson & Tom Rendon
National Co-Chairs

ViSOR vetting

A survey by NOMS into ViSOR mainly in terms of interrogating it for information, revealed that its use by Probation was fairly limited. This was not surprising given the extremely restrictive access, usually via team SPOs. Additionally there has been concern about the quality of the information entered by the police – particularly on cases (nominals!) raised by Probation i.e. violent offenders subject to MAPPA. So, in their wisdom, the NOMS ViSOR Board decided it would be good to extend usage to other staff notably case managers holding Tier 4 MAPPA cases. Trusts were invited to make plans for extending usage on a voluntary basis.

Alongside this development, the police (who own ViSOR) re-assessed the security level required of accredited users which now, for most, will involve far more intrusive vetting with questions both about personal finances as well as about family members and other co-residents within the applicants' household.

In November 2011, NOMS wrote to trusts about these two developments and about four months later this came to Napo's attention. We had not been included in the original circulation. These changes to the mandatory use of ViSOR were started without the requisite revision to the appropriate Probation Instruction. Also missing from the process were Impact Assessments – equality, business and privacy, as well as the necessary revisions to the over-arching NOMS Vetting Policy.

At the time of writing, Napo is engaged in discussions with NOMS with a view to putting this process onto a proper footing with the appropriate documentation and processes in place. We have issued extensive guidance to branches in July and again in November 2012.

Enhanced vetting

Our greatest concern is with regard to the enhanced vetting required both of existing users as well as potentially many more staff whom trusts might decide should also be able to access ViSOR. The enhanced vetting is 'voluntary' but anyone who chooses not to agree to it, or who fails it, will potentially place their current job, and even their future employment at risk. Napo questions the rationale behind the further roll-out of ViSOR given that it still appears to be of limited use to Probation but at the same time we are seeking to minimise the potentially damaging consequences of enhanced vetting through both local and national discussions.

Any members who are faced with the prospect of enhanced vetting for ViSOR use should consider their position carefully and take advice from local branch reps. Napo has made it clear that we do not believe that there should be any extension either to the use of ViSOR or to the level of vetting at least until such time as both local and national processes and procedures have been agreed with the unions.

Mike McClelland

Family Court FoCuS

These days many members of the Family Court Section have no historical connection with the Probation Service, which is great in that you have presumably joined Napo because you consider that it meets your present needs for trade union representation and a professional association as a worker in Cafcass. The Section constitutes about 6% of the total membership of Napo; the remainder do probation work.

Last week the unelected Coalition Government proposed to privatise 70% of the work presently undertaken by the Probation Trusts. Underneath Justice Minister Grayling's populist posturing, the actual proposals are extremely flawed (in some parts absurdly so) and therefore vulnerable to a concerted campaign of resistance by Napo and our allies – we've already succeeded in causing the government to put back their implementation date by a year to April 2015 (one month before the next predicted General Election).

If this campaign is not successful, however, it is difficult to see how Napo will be able to survive as an independent trade union, which will of course have serious implications for the Family Court Section of Napo. With this in mind the Section Executive is asking all our FCS members to do all you can to support the campaign to keep probation in the public sector. At the moment the best way you can do that is by writing to your MP and to this end the SEC will circulate a model letter and a short, straightforward briefing sheet in the very near future.

Implications of LASPO

Napo is writing to Michael Spurr to express our concerns about the inadequate training that many of our members appear to have received in respect of the sentencing provisions contained within the Legal Aid, Sentencing & Punishment of Offenders Act. Fundamental changes were made to sentencing, as well as to the discretionary powers of case managers, which were central to the work of front line practitioners and yet many members appear to have received next to no training on this Act.

In the middle of last year, we also reported in Napo News that the Act was finally introducing significant and very welcome



Mike McClelland.

© Stefano Cagnoni

Mike McClelland

Please act on this, not only to save your union, although that's important enough, but also because if this reactionary, vindictive government privatises Probation, it will not be long until it comes after Cafcass.

Dave Price

November ended with more sad news for the Section, the death of David Price from cancer after a shockingly short illness. He was an FCA in Nottingham and a long-standing Napo activist. Before Cafcass, David was a pioneering member of the Napo Equal Rights Committee and was Lead Monitor at a number of Napo Conferences, endowing the role with sensitivity, tact and gentle humour. He leaves behind two young boys and is terribly missed by all who knew him.

Monday 17 December saw the first of our new-style, members' meetings in Manchester, which was really well-attended, particularly as it was late afternoon on the Monday before Xmas Eve. After the meeting some members were overheard saying that they felt really fired up (I hope they didn't lose this in the festive celebrations)! Over the next couple of months there will be meetings in the areas where we have a concentration of members to discuss, among other matters, where we should go next in the Workloads Dispute. These meetings will coincide with our 2013 membership drive, for which we have produced some exciting new materials (well, I'm excited), including a new workplace poster and a FCS postcard version of '10



© Stefano Cagnoni

Reasons to Join Napo'

Recently I've been looking at our membership figures in some detail and while it is true that we have had a net loss of 148 members since our membership peaked at 662, three years ago, a total of 336 members have actually left Napo in this period (the overwhelming majority of whom have also left Cafcass); that's 50% of the membership. However, we have also recruited 188 new members in that time which is over 25%. We only need to up our game a bit to get back to, and even exceed, 662 members, so please make it your New Year resolution to ask a colleague to join Napo. The more members we have, the better the bargaining position the FCS can assume. Never has 'strength in numbers' mattered so much!

Good news from negotiations

By the time you read this you will have been e-balloted on the proposed new Cafcass T&S Policy, which the Negotiating Committee is recommending as the best that can be negotiated. There was a slight hiccup about car-parking just before Christmas, but this was sorted virtually single-handedly by your Co-Chair, Steve Hornby, to whom a great debt of gratitude is owed.

Let us know!

I've only received a handful of completed questionnaires from my last column. The Section's leadership really need to know what the majority of you feel about these issues before we can determine our next steps. You can still complete the questionnaire on line if you visit www.napo.org.uk/familycourt.cfm and e-mail it to tmerc@napo.org.uk. However well I may sing 'I Dreamed a Dream' (and I do) I don't want to be the only one facing Russell Crowe over the barricades because the rest of you suddenly remembered that you needed to wash your curtains that day!

Tony Mercer
National Vice Chair

Viva Bogota! Viva High Holborn!

High Holborn in London may not be the most dangerous place in the world to be a trade unionist, but when Bob Crow makes a conference speech there, it certainly becomes one of the most challenging and thought provoking for conference delegates and even perilous for the fat cats down the road and tabloid readers up and down the land.

On the platform with comrade Crow at the Latin America 2012 Adelante Conference were trade union delegates from Cuba, Venezuela, Nicaragua and Ecuador, alongside Frances O'Grady, TUC General Secretary elect.

Napo International delegates were also in attendance to demonstrate solidarity and to renew friendships with our colleagues from Justice for Colombia. Mariela Kohon, Director of JfC, spoke vividly about her work, whilst fellow human rights activist, Aidee Moreno, of the Federacion Nacional Sindical Unitaria Agropecuaria, spoke passionately about the plight of Colombian agricultural workers.

FENSUAGRO fights tirelessly for the rights of Indigenous and African-Colombian campesino, all who sadly pay the price for simply seeking social justice, with members threatened, killed and 'disappeared' on a regular basis. As Aidee explained to Napo International, 'we ask of our brother and sister unions around the world, in this case the British unions, that they speak out for our protection, they speak out publically to protect us, and they support our processes of mobilisation and the alternatives we're putting forward'.

Jacobo Torres from the Venezuelan

TUC contributed to the day by reminding all present of the successes of the democratic Bolivarian revolution that has swept over much of Latin America in the last few decades and how present Venezuelan government policy prevents all national resources from being privatised. Frances O'Grady reminded the delegates of work being undertaken to support the release of the Miami Five and how the TUC will not rest until that injustice is made good. Cuba Solidarity Campaign officer Dan Smith indicated that he is planning for the 2013 May Day Brigades solidarity visits, on which we hope to have a large Napo contingent.

Inspiring

I found the conference very positive and inspiring. Whilst the UK and most EU countries continue to implement disastrous anti-people austerity programmes it was refreshing to hear how progressive forces and social movements in the Latin American region are challenging the current neo-liberal hegemony that is impacting so negatively on working people, the unemployed and vulnerable sectors of society in Europe (and Globally). As Labour MP Jeremy Corbyn noted in his end of conference summing up, the UK could learn from Cuba's health service, demonstrating the folly in privatising the NHS; from Bolivia's focus on sustainable development



providing a model for green growth; from Ecuador, demonstrating how tax loopholes can be closed, boosting redistribution; and from Venezuela, showing how people can be mobilised to engage with radical politics.

Whilst all speakers drew lengthy applause from union delegates and justice activists alike, those offered to Aidee Moreno continue to echo through High Holborn. Aidee lost her husband, mother and brother to the corrosive and pernicious forces of imperialist greed and violence that haunt Bogota today. With her niece still 'disappeared', Aidee's continued dignity and courage underscore her softly spoken yet imposing testimony, words that speak truth to power. Her testimony commands our support and solidarity.

JfC is currently planning several more solidarity events for 2013, to which all Napo members are invited to attend. So for more information please visit www.justiceforcolombia.org or www.cuba-solidarity.org. You'll be glad you did.

David Coley
Napo International
Kent Branch

Napo International is a Kent Branch initiated 'global solidarity activists network' that promotes transnational grassroots worker solidarity and social justice. For more information contact David on david.coley@kent.probation.gsi.gov.uk

LGB&T History Month Seminar

Monday 11 February 2013
10.00 am – 4.30 pm

To celebrate this year's LGB&T History Month, LPT Equalities and LAGIP, are holding a Seminar at Buckingham Palace Road, London SW1WPR.

All staff are welcomed to attend. The event will include:

- Welcome by Heather Munro, Chief Executive
- Domestic Violence – LPTs work with perpetrators and victims
- Working with transgender or transsexual service users
- Stonewall Workplace Equality Index - how did LPT do?
- Guest speakers – Stonewall, LAGIP, Broken Rainbow plus others
- lunch – quiz – prizes – networking

To register please email LDN_Equality&Diversity/London/NPS
For further information please contact:
Nick Hammond, LPT Equalities & Community Engagement
Tel: 03000 480 194 or Nick.Hammond@london.probation.gsi.gov.uk
Sean Chapman, LAGIP
Tel: 020 8297 7300 Sean.Chapman@london.probation.gsi.gov.uk

www.lgbthistorymonth.org
www.lagip.com

LAGIP
Lesbians, Gay Men, Bisexual and Transgendered Individuals
in Probation and Family Courts



Napo LGB&T Course

A two day accredited training event
Date – 21 & 22 March 2013
Venue – Wortley Hall, Sheffield

To register your interest to attend or for any questions, please contact Shireena Suleman on ssuleman@napo.org.uk

Facilities Management – yet more chaos

On Sunday 23 of December Napo produced its fourth dossier of complaints sent in during that month from members about the running of the privatised facilities management contract for the probation estate.

Members will remember that in 2005 the then Labour administration made a decision to privatise facilities management of the Probation estate. This meant that cleaning, catering, maintenance and repairs was given over to two private sector contractors. Since that time, Napo has received literally hundreds of complaints from staff of expensive and essential jobs not being done and contractors travelling absurd distances to undertake small jobs.

Napo's fourth dossier lists over 60 complaints collected in the run up to Christmas and urges that the Ministry cancel the contract and return control of the work to local Probation Trusts.

The dossier contains examples of contractors travelling from Birmingham to

Devon to clean windows, from Lancashire to Birmingham to do the same, from Norwich to Leicester to unblock toilets, from Sheffield to Leicester to grit paths and from Portsmouth to Banbury to change light bulbs. The contractors, Interserve and Mitie, appear to only employ staff in regional depots, which explains the ridiculous mileage.

Complaints

In other instances boilers have broken down, cookers have been faulty and dangerous, and hallways are not cleaned and pose health and safety hazards. Essential cleaning materials, such as toilet rolls and soap, are routinely unavailable and sometimes the buildings are so cold that interviews with offenders have to be cancelled. In addition hostels are being charged more for food from the contractors than it would cost at local shops.

In a press statement Napo said: 'Privatisation of catering, cleaning and

maintenance was a massive mistake. Contractors are travelling hundreds of miles to do simple jobs. It is absurd that window cleaners are travelling from Bolton to Leicester, that contract cleaners are having to wait for weeks before toilet rolls are supplied and that hostels can wait for two and a half years for a tumble drier to be repaired. It is of real concern that essential jobs such as roof repairs and replacement of boilers, windows and locks are not being undertaken swiftly. Staff are reporting delays of months and of half a dozen or more requests having to be put in before repairs are carried out. The maintenance contract is flawed and the system is incompetent. The government, in line with its own localism agenda, must cancel this contract so that probation trusts can employ local traders to undertake this work. This will also have the advantage of putting money into local economies.'

Harry Fletcher

Memories of Charles Preece

Napo and Probation stalwart Charles Preece sadly passed away in September last year. Charles who died peacefully at home surrounded by family and friends was one of Napo's oldest and most long standing members, if not the oldest, at 91. Many members will remember him from AGMs where he was a familiar face with his Mother Shepherd Project Stall and he was sadly missed at the Centenary AGM in Torquay.

Bron Roberts from Greater London Branch remembers him:

If Charlie had been born a little earlier, in the 20th century, he would probably have been a Police Court Missionary, as it was his Christian faith which inspired him to join the Probation Service.

I first met him in the 1970s/80s when we were both working for the Middlesex Probation Service. At that time a Probation Order was not a sentence of the court but an alternative to punishment, and our role was to advise, assist and befriend our clients to steer them away from crime. Charlie embraced this role with great energy and enthusiasm and he was popular with his clients, and colleagues and respected by the Magistrates.

He was born and brought up in South Wales in a loving family, and close mining community, and like many of us, in the 80s he was very involved with the miners during the miners' strike, helping to raise funds to support their families. When the

pits closed, in his beloved valleys, he felt a great sense of loss at the destruction of his community.

Charlie and his wife co-wrote a book entitled 'Women of the Valleys' and for many years they both attended the Napo AGM/Conference, where they manned a stall selling their book, and some of their profits were donated to the Edridge Benevolent Fund.

Charlie had always been a fan of Welsh male-voice choirs, he would arrange concerts to raise money for various charities and I remember him bringing a choir up to London during the miners' strike.

After he retired from the Probation Service he continued to work for a number of charities and he was particularly involved with the plight of the homeless.

He was a devoted husband and the death of his wife hit him very badly, but despite his overwhelming sense of grief he continued to work to help others less fortunate than himself right up to the end.

I last saw Charlie in November 2011, when he joined his Napo colleagues on the TUC march, to demonstrate, against the Governments proposals to reduce the Pensions of Public

Sector Workers, and I was amazed that at the age of 89, he still had the strength and energy to walk along side us.

I was hoping to see him again at this year's Napo Conference and was very sad to hear that he'd died just a month before we all celebrated our Centenary.

Charlie was one of a kind and I shall always have fond memories of him.

Bron Roberts
Greater London Branch



Edridge reflects on change

Edridge reflects on the changes since the retirement of Richard Martin, announces a new Secretary, and reports on how the new administration is working, as well as some early indications of our finances.

As the Edridge Fund enters a new year, we have been reflecting on the significant changes to our operation, which were put in place from the middle of December. We have also given our final farewells to Richard Martin, after so many years of dedicated service. As reported in previous issues of *Napo News*, Richard's retirement has meant changes in the roles of our existing staff, our address for correspondence, radical changes in the way we do things, a new telephone voice-mail system, and our administration is now in two different locations.

The new Edridge Secretary – but a different role now

We are very pleased to announce that the new Secretary to the Fund is Karl Deakin, who is an experienced Solicitor, and has



Karl Deakin.

worked for Charities before, as well as being involved in other not for profit organisations. He has a great deal of experience which is going to be invaluable for Edridge. This has been not only a change of person, but a very different role as Secretary.

Karl will be revising our governance to ensure that we comply with Charity Commission guidelines and

regulations, as well as being our Minutes Secretary, and will also be there to give us professional guidance on matters of law. His experience with other Charities will also be invaluable as we face the challenges of the future. Apart from all that official stuff Karl is nearly the youngest member of the team, has family connections with the Probation Service, and lives in Nottinghamshire.

A new system, but old values retained

Our new system is working very well, and our two staff members, Sarah Byatt (Norfolk) and David Cox (Gloucestershire), have been working hard to refine things as we go along. In this new system nobody

is doing exactly the same job as before, so there is still a lot of fine-tuning to do, but we are getting there. We continue to be grateful for the work of Napo Head Office staff in helping us achieve the changes.

At the core of what we are doing is the determination that despite all the high tech wizardry, and a larger administrative team, we should still respond to colleagues in distress and difficulty in the supportive and sympathetic way that has been the hallmark of the Edridge Fund.

Our Finances

We will be reporting on our finances in the next issue of *Napo News*, but in the meantime we can say that the changes in our staffing have been achieved with a budget slightly lower than before. We have also paid out grants in 2012 at about the same level as the previous year, and that is going to give us a great deal of food for thought.

The Trustees and Staff of the Edridge Fund of Napo
www.edridgefund.org



My first NEC

As a newly elected NEC co-rep I thought I would be attending the first meeting with my fellow co-rep to 'learn the ropes'. This was not possible in the end and I found myself slightly apprehensive at the thought of the meeting. Luckily for me there was a training session the day before and as I waited for my train my apprehension was fading. Unfortunately flooding caused chaos on the rail networks and I arrived in London damp, windswept and late. As usual my Napo colleagues were welcoming and friendly and I soon forgot the travel misery.

The pre-NEC training was very much appreciated, unravelling the mysteries of the standing orders and guiding us through the process and the agenda. After the afternoon of training we found our hotel (for some of

us via a local hostelry) and then re-grouped for dinner. As we sat in the restaurant we reflected the fact that all eleven of us at the table, new co-reps and Officers, were women is perhaps proof that the Women In Napo Strategy is working. There is one male new co-rep this year but unfortunately he wasn't able to join us.

The following day I felt much more confident going to NEC. It was a full but interesting day. We elected colleagues to committees, heard reports from the Officers' group and discussed the operational plan. We listened to updates about disputes that

various branches were involved in and heard about progress made on various issues including sickness absence policies and workloads. Throughout the day there was a focus on the future of probation and we heard about work being done in preparation for the campaign against the fragmentation of our service. We read reports from the various committees, noting their work and progress made as well as plans and areas of focus for the coming year. Finally we moved to other business. Jonathan Ledger congratulated members in Merseyside Probation Trust for winning the

EFQM excellence award. Two branch reps raised concerns and I surprised myself by speaking at my very first NEC meeting in response to one of them.

By the end of the day I was tired (after all the listening and thinking) but feeling much more confident about being an NEC co-rep and also feeling positive about Napo and being a union activist. I am proud to be part of Napo and despite the inevitable challenges that we face this year I am looking forward to a year of activism.

Katie Lomas
West Yorkshire Branch



Edridge 50/50 Club

The winner of the Edridge 50/50 Club winner for November with number 166 was from Bolton, Lancashire and for December was number 5, from Maidstone, Kent.

Paul McKeever 1956-2013

I learned on Friday 18 January of the tragic and sudden death of Paul McKeever, current Chair of the Police Federation. I've known Paul for a number of years and I have been a regular speaker at the Police Federation Conference and he at Napo's AGM.

He spoke passionately last year about the need for cooperation and unity between criminal justice agencies. I remember him saying: 'What this Government wants is more for less. That's impossible – all you get with less is less.'

Paul started his career with the Metropolitan Police over 30 years ago, rose to the rank of Sergeant but was always involved in Police Federation activities. He became national Chair in 2008 follow-

ing a number of stints as Vice Chair and on numerous internal Police Federation Committees.

In my view, Paul was an outstanding leader of the Police Federation and Chair during one of its most difficult political periods, having to face substantial cuts from Government, reduction in pay and the notorious 'Plebgate' incident.

On the evening of Paul's death the Federation opened a Tribute site. Within four or five days hundreds of tributes were posted from all over the UK and beyond. Some of the tributes are reproduced below:

'I am absolutely devastated at the sad news of the loss of such a great man, colleague and friend. He was an ambassador for the Police Service and worked tirelessly



© Stefano Cagnoni

on behalf of his colleagues and the Police Federation of England and Wales. I will miss his greatly and may he now rest in peace.' Steve Williams, Police Federation

'This is terrible news. My thoughts today are with Paul's family, friends and colleagues.' Yvette Cooper MP

'I'm devastated that he died without being able to enjoy his retirement with his family. He gave his all for the Police Federation. I am proud to have known him, to have served with him and to have called him a friend.' Ian Rennie, General Secretary, Police Federation

'A great man who will be sadly missed. Paul made me feel at ease as a Probationer in Orpington when he was a skipper and he told me that we had attended the same school. He was also a great help to me and a true inspiration.' DC Tania Rooper

I too was dreadfully sorry to hear of Paul's untimely death. He was a great personal friend and an inspirational leader. He was a true friend of Napo and will be sorely missed by the union and particularly myself.

Harry Fletcher

To contact membership

- Phone 020 7223 4887
- Email us at membership@napo.org.uk
- Notify us via the website www.napo.org.uk
- Or even write to us at Napo
4 Chivalry Road, London, SW11 1HT

You can check the information we currently hold in 'My Profile' in the members area on the Napo website. You will need your membership number to access it. This is printed on the front of your *Napo News* envelope.

Napo Branch Reps' courses 2013

'Equality & Diversity'

15-18 April, T&G Centre, Eastbourne
This course looks at the duties of employers in relation to equality and diversity, and providing a workplace that is safe and treats workers with dignity. It is an opportunity for those representing members to discuss the different approaches to diversity in employment law.

'Developing Skills'

10-13 June, Wortley Hall, Sheffield
This course is for reps who have already attended the Representing Members course and have had experience of representing individual members on grievance

and disciplinary cases, as well as negotiating on collective bargaining issues. You will build on the skills and knowledge you have already gained, and look at the more detailed aspects of casework.

'Building the Union' (Organisation and Recruitment)

9-12 September, T&G Centre, Eastbourne
This is a branch development course and is suitable for Branch Officers and Branch Committee members. The course will look at various organising models, the importance of membership involvement and how to achieve it, and the ways in which effective branches work.

'Representing Members'

11-14 November, Aston University Business School

This course is designed specifically for Napo representatives who deal with grievances and disciplinary cases, this course covers: members' rights at work; skills for representing individual members; new dispute resolution regulations, and the duties and responsibilities of management.

Contact your Branch Chair/Secretary for further details and a registration form or [Cynthia Griffith cgriffith@napo.org.uk](mailto:Cynthia.Griffith@cgriffith@napo.org.uk)

Supporting young people away from offending

Coreplan UK held an international conference on 'Disseminating Emerging Good Practice' in December, in London. The conference was aimed at all those who are involved with supporting young people away from offending and into positive and supportive relationships and lifestyles it was well attended with delegates from Probation, the police and social services departments, charities, educationalists and community organisations.

The opening segment of the conference focused on the intervention programme called HEART. This is funded and run by the Metropolitan Police and Commander Peter Spindler and DCI Petrina Cribb explained that HEART is an intervention tool for service providers or those involved in working with young people who are assessed as being at risk of exploitation from people involved in offending.

HEART looks at how young people develop problematic relationships and through support, peer-led dialogues and mentoring opportunities the programme allows them to assess those relationships so that they are better able to manage and get out of them, should they find they are exploitative.

News reports last year from cities such as Bristol, Manchester and Birmingham focused the public's attention on young girls being exploited by older male offend-

ers. Although earlier research findings by Baroness Jean Corston related to slightly older women, there are parallel narratives to these news stories in that the women were often found to be involved both as offenders and victims of crime; and their routes into offending usually involved levels of sexual exploitation by older males.

Given Corston's in depth report, this suggests the vulnerabilities of young girls being sexually exploited by offending peers remains a continued concern for communities and practitioners.

Tom Sackville from Catch 22, who will be evaluating the HEART pilot, explained the methodology, which will include collating young people's self assessment reports and other measurable positive outcomes such as young people's increased awareness, empathy with others and their skills to negotiate difficult relationships without using violence.

Personal testimonies from young people were referenced throughout the conference and two trained mentors, who had successfully participated in the course, were able



to explain how improving their relationship management skills had the effect of increasing their self-esteem and their overall behaviour and life choices.

By far the most powerful feedback from a HEART graduate came from a teacher, whose daughter was involved both as a victim and an offender in a London gang. A working mother who initially had no idea of her daughter's vulnerabilities and very little tools to support her away from the offending peer group, she undertook a personal journey from teacher to young person's mentor using HEART and other mentoring facilities. Although driven by her own desire to care and protect her daughter her work and engagement with HEART has continued and she is successfully supporting other young people away from offending peers.

As with all early intervention tools, measuring outcomes is problematic. Primarily these cohorts involved many young people who accessed the program because they were at risk and not because they had offended. Furthermore, the crude tool the government relies upon, the Offender Group Reconviction Score, although statistically accurate, it is less effective when looking at younger age groups. However, should Catch 22 and Coreplan UK be able to devise a set of targets that meet the current MOJ payment by results business model, it is likely that both funding and access to the program could become London-wide in 2013 and available for London Probation Trust.

**Teena Lashmore
Greater London Branch**

Imagine a day...

You wake in your bunk-bed and through the peace all you can hear is the stream flowing past outside and the birdsong. You can smell that cooked breakfast being made and you head down to join friends to eat together. Amongst the chat you decide where you are going to walk and today you choose to join 7 or 8 others, having picked up your packed lunch.

You rest for lunch on a fell side with fine views, high above the valley and in the late afternoon arrive at a pub or maybe at a tea-room for some much-anticipated refreshment. You all head back to the hostel in a friendly, pleasantly weary way and you get yourself into a hot shower before a drink and a hearty supper.

The evening brings a chance to catch up about the day, reminisce about past walks, read, play board-games or to meet others at the local pub before you climb up into bed. Sound kind of appealing?

Napsac... during these tough times, give it a try!

Napsac is the group within Napo for any

Probation and Cafcass staff who love fell-walking. It is an informal group of friends and acquaintances who meet twice each year.

Join us in the Lake District for five nights from 27 May 2013

Find out more via the Napo website or contact peterjholden@hotmail.com or Caroline.Bewley@lancashire.probation.gsi.gov.uk



Adverts

A probation workers tale

Former Chair of Hampshire Branch, Vernon Young, has published his autobiography, including stories of his experiences of 33 years in the Probation Service, at Guildford, Aldershot, Alton, Crown Court, Court Welfare, and Prison. This book is dedicated to Tim Kilsby, now working for Cafcass, who he says put the idea of writing a book into his head.

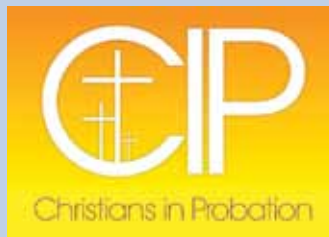


Vernon tells *Napo News*: 'It started when I was Chair, telling colleagues a few tales of experiences in the Service, and being told I should write them down! After retiring, I kept thinking about this, and 10 years later I have done it.'

The book entitled *Vernon – an Autobiography (including 33 years in the Probation Service)* is on sale for only £7 incl. P&P, from Vernon at 35, Cranmore Lane, Aldershot, Hampshire GU11 3AJ, or email me at vyeds@waitrose.com

'Working in the Image of God'

22-24 February 2013
Mercure Milton Keynes
Parkside House



Following the great success of the last CIP conference, we are excited to announce our 2013 conference. We have already secured excellent speakers and a fantastic venue with prices held! Booking is now open to secure a place.

Speakers

- Ellis Potter, who worked for many years with Francis Shaeffer at the l'Abri Fellowship will lead sessions on Spirituality;
- Tony Watkins, managing editor of 'Culturewatch' and author, will speak on film and media influences on society's view of offending;
- Peter Williams a professor in Communications and Journalism in Norway and author will speak on why does God allow people to do evil;

• Paul Rosier, a retired minister on the impact of sex offenders in the church

We are pleased to invite Christians for a weekend of reflection, time in prayer and praise,

and relaxation with Christian colleagues. Planning is well underway and we hope to include seminars on:

- Film and media influences on society's view of offending
- Why does God allow people to do evil?"
- How sex offenders impact on the Church

**For information about the conference or CIP please contact: www.christiansinprobation.org
Simon.May@hampshire.probation.gsi.gov.uk or tel 07710 592 461 (CIP Chair)**

Christians in Probation is the operating name of The Probation Service Christian Fellowship. Registered Charity No: 1059037

WIN Conference 2013

The Power to Shape the Future is in Our Hands

women
+ in **napo**

Date: Friday 7 June 2013
Venue: Park Plaza Hotel, Cardiff

To register your interest to attend or for any questions, please contact Shireena Suleman on ssuleman@napo.org.uk

Foreign National Prisoners

The December/January issue of *Napo News* contained a letter from Peter Halsall, Greater London Branch, about the Detention Advice Service and the possibility of an alliance to campaign for better policies with regard to foreign national prisoners.

DAS produces a monthly electronic newsletter covering its news and updates, policy developments affecting foreign national prisoners and immigration detainees, and relevant publications and media coverage. You can sign up to receive this free newsletter at: <http://www.detentionadvice.org.uk/>

NAPSAC diary dates for 2013

Spring Meet

Troutbeck (Windermere) YHA – Lake District, 27 May – 1 June

Autumn Meet

Kettlewell YHA – Yorkshire Dales, 3 – 6 October

Bookings for Troutbeck taken from mid-Jan 2013.

All details and booking info from: peterjholden@hotmail.com

01299 250 808 or 07714 278 860

Napsac: for all Probation and Cafcass workers who love fell-walking

Changes to *Napo News* schedule

Napo News print schedule is being revised for 2013 onwards. There will now be eight rather than 10 printed editions a year, on a roughly six weekly schedule, but with three of these being 16 pages instead of 12.

The main reason for this is to keep down budget costs but it will also tie in with the development of *Napo News* Online, which is planned for the middle of the year. The online version will allow us to continually update the newsletter and also to expand the content without additional cost. In addition we will be able to include video links as well as still photos.

After this issue you will be receiving your *Napo News* during 2013 in the weeks beginning 11 March, 29 April, 3 June, 15 July, 23 September, 4 November and 9 December.

NEWS

Adverts

Napo AGM

Back to Wales in 2013
17-19 October
Llandudno

Put the date in your diary now and let your branch know you're interested in attending.



© Stefano Cagnoni

Southern Spain – Andalucia

Three bed villa with private pool, Vinuela, Andalucia. Situated in area of outstanding beauty. Malaga airport 50 mins, Granada airport 90 mins. From £250 pw. 15% discount for Napo members. Visit www.casa-animarc.co.uk or contact Jenny Yates on 07712 367705, or email jennyates438@btinternet.com

South Lakes, Grange Over Sands

Large 2 dble bed apartment in ideal location for touring the Lake District. All mod cons, recently refurbished throughout, views of the bay, close to all amenities. £160.00 for 4 nights all year round. Also holiday apartment in Skipton. Contact Sherry on 07815148205 or shezbee2@gmail.com.

Florida Villa to rent

Gated community, 15 mins from Orlando's theme parks but in a quiet area. New open plan luxury one storey home accommodating 6 people (3 bedrooms, 2 sitting rooms). From £400 per week. Telephone Maureen on 01704 879956 or email sunnyfloridavilla@yahoo.co.uk

Northumberland

Stone holiday cottage in peaceful location close to Simonside Hills. Ideal for walking the Cheviot Hills and exploring the coastline. Wood burner, all mod cons and ideal for 4-5 people. Email lizzyholden@hotmail.com

La Manga Mar Menor

Spain. Sea front, three bed, two bath fully equipped apartment on unique Spanish peninsular at La Manga. Very restful location. From £175pw. Fly to Murcia close by. Telephone Margaret Fraser 01527 574425 (evenings) Email frasermarg4@aol.com

Turkish Riviera – Side

2 bed apartment for rent, private swimming pool/garden. Sun 300 days a year, 15 mins walk to sandy beach, beautiful inland mountain scenery. 1 hr from Antalya airport. June to September £250 pw. Brochure from carole.a.lewis@talktalk.net

PSO Conference

21 June 2013
The Pullman (Novotel) Hotel, London

Napo's PSO Conference has quickly established itself as a Conference not to be missed. In the morning session you will hear from key note speakers, about the future of the Probation Service.

In the afternoon session you will be able to participate in workshops and group sessions, where members will be able to develop their knowledge on specific issues, have the opportunity to raise issues from their workplace, and discuss ways of resolving them.

A registration fee of £30 is payable by your Napo Branch to secure your place at the conference.

Please contact your Branch Chair/Secretary for further details and a registration form, or Cynthia Griffith at Chivalry Road on cgriffith@napo.org.uk.

Mont St Michel Bay, Brittany

Comfortable family home sleeps 6 in 3 beds. Garden, pool, stream, wildlife. Tranquil but not isolated – shop under 1 mile. Wonderful walks, markets, restaurants, beaches, golf, riding. Convenient Ferries & Dinard Airport. Napo discounts. Tel: 0033 299 80 29 11 any time or e-mail: jane.watt@wanadoo.fr

uia & napo Special insurance rates for members

Napo members and their families get the best of both worlds with UIA. Solid principles together with insurance premiums that will really suit your pocket.

- Home insurance
- Travel insurance
- Motor insurance

For immediate cover, further information or your no-obligation quotation call now on the number below quoting reference **Napo 1**

0845 842 8421*

or save up to 15%** on-line at www.uia.co.uk

Lines are open Mon-Fri 8.30am - 6.00pm and Sat 9.00am - 1.00pm

*The quality and protection your car will be awarded. UK exchange rate holder with other insurance companies and the police to prevent fraud. **Compare to the standard price you would be quoted if you called us. This only applies to home, buildings and contents and travel insurance. Napo is an authorised Approved Representative of UIA Insurance Services Ltd and ER Insurance Ltd, which are both authorised and regulated by the Financial Services Authority. Travel insurance is underwritten by F&F Insurance Ltd. Motor insurance is arranged and administered by The Daily Mail Group UK Ltd. All these companies are authorised and regulated by the Financial Services Authority.

