

NEWS



Members explain Napo's case outside the London consultation event in February.

© Stefano Cagnoni

No to privatisation! Campaign strategy agreed

The strategy for the next phase of Napo's campaign against the privatisation of probation was adopted by the NEC in February.

As reported in the last issue of Napo News, Napo achieved significant press coverage immediately following the publication of the government's plans. The union also held a highly successful Parliamentary drop-in in Westminster, briefing and getting expressions of support from over 50 MPs, many of whom agreed to table pertinent questions. Members also renewed lobbying their MPs to sign the early day motion supporting Probation's work, raising the total of signatures to date to 128.

Next Steps

Napo has now submitted and published its response to the consultation document Transforming Rehabilitation. A three page summary for use in campaigning has been circulated to branches and can be downloaded from the website www.napo.org.uk.

Over 170 probing parliamentary questions have been drafted and are being tabled

by supportive MPs; flooding the Ministry of Justice with questions and raising the profile of the campaign in parliament.

Elfyn Llwyd and John McDonnell, as officers of the Justice Unions Group, will be seeking an adjournment debate on Probation in the Commons, possibly in March.

New anti-privatisation EDM

Elfyn Llwyd, on behalf of Napo, has now also tabled a new early day motion, EDM 1084, which praises the work of the Probation Service and questions the wisdom of the government's privatisation strategy.

EDM 1084 states: That this House is deeply concerned by the Government's plans to outsource the core tasks of the Probation Service; notes that little detail of how the plans will operate in practice has been published; further notes that the plans have been published at a time when the Probation Service is meeting or exceeding all of its targets and has been awarded the British Quality Foundation Award for

Continued on next page



Spreading the word
 Page 3



Napo shows solidarity with the POA
 Page 6



More snags with tags
 Page 11

No to privatisation! Campaign strategy agreed

Continued from page 1

Excellence; and calls on the Government to take into account these factors and the views of stakeholders before proceeding with any reorganisation.



Napo has written to all the MPs who signed EDM 622 asking them to also support the second. So far 34 MPs have signed it. Members are now being urged to write to their MPs as well – whether or not they signed EDM 622 – but especially if they did. A standard letter can be downloaded from the Napo campaign page.

Meetings will also be held with relevant partners such as other justice and public sector unions, community and professional groups, to gather support for the campaign.

Napo will also continue to run a high profile press campaign, looking for new angles where possible and opportunities for exclusives.

A national rally is also possible towards the end of the year, depending on the progress of the campaign.

Local Campaigning

Over the next few months members and

What you can do

- Urge YOUR MP to sign EDM 1084
- View EDM 1084 and check if your MP has signed at <http://www.parliament.uk/edm/2012-13/1084>
- Download a model letter at www.napo.org.uk/about/probationunderthreat.cfm.
- Find and email your MP from <http://www.theyworkforyou.com/>

branches will be asked:

- To write to their MPs with a summary of Napo's national response to the consultation and asking them, in turn, to write to Ministers.
- To meet their MPs in their constituencies
- To continue to gather support for the campaign via the e-petition (currently standing at 19,500) and getting as many contacts, friends and family to sign too. <http://epetitions.direct.gov.uk/petitions/44403>
- To take the campaign to the general public and local press with leafleting and local events.

Campaign Material

Napo centrally will be producing leaflets etc. for branches to use and we will be looking to work with branches and coordinate activity via link Officers/Officials. (More on this to follow and at the National Branches Meeting on 26 March)

Regular bulletins will be sent out via branches with action points for local campaigning over the coming weeks.

Harry Fletcher

PSO Conference: Continuing Professional Development and the Rehabilitation Revolution

21 June 2013

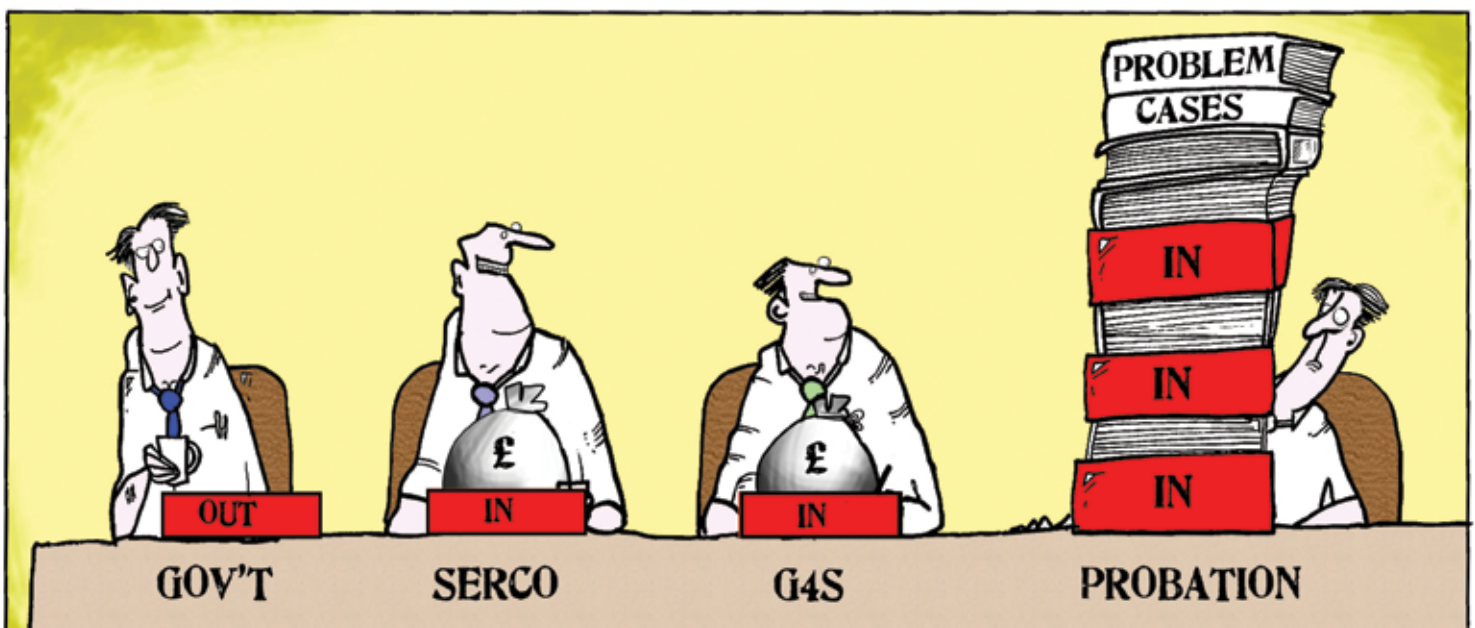
Venue: Central London



The Probation Service is currently threatened with major change and upheaval. PSO grades will potentially be disproportionately impacted by these plans. This will be a popular conference at this important time, so make sure you book your place early.

For a registration form please contact Cynthia Griffith at cgriffith@napo.org.uk

Please note there is a £30 registration fee for this conference



Spreading the word

Napo and Unison members turned out in force to leaflet outside the London Transforming Rehabilitation consultation event raising our concerns with those attending and making the unions' position clear to the Ministry of Justice.

Branches are also taking the initiative to lobby and leaflet in their Trust. A joint union (Napo, Unison, GMB) leaflet has been produced for handing out at events and Napo will shortly be producing a shorter A5 leaflet specifically designed for giving



© Stefano Cagnoni

out to members of the public, although it can also be used by members contacting MPs. This, together with stickers and placards, will be with branches by the end of

the month. Transforming Rehabilitation 'consultation' events were also held in York (see article below) Birmingham, Cardiff and London.



© Stefano Cagnoni

Transforming Rehabilitation: Consultation Event or Problem Solving Exercise?

I recently attended one of the Ministry of Justice Consultation Events entitled 'a revolution in the way we manage offenders'. The event was held in York on the 11 February and was well attended by a mixture of private sector, public sector and voluntary sector workers.

There were representatives of Interserve, Foundation UK, the Magistrates (who were really angry at the proposals) to name but a few. Napo had a presence there with both Megan Elliot and Eve Chester, National Vice Chairs, and Keith Stokeld, National Treasurer, as well as members of North Yorkshire Branch (myself, Paul Kirk, Ann-Marie Ripley) and Chris Winters from Humberside. A special mention should go to Katie Lomas from West Yorkshire Branch, who attended to help leaflet outside but sadly had no ticket for the event itself.

The team handed out leaflets to people going in and there appeared to be a lot of support for our plight with some attendees stopping to talk about the impact of the Government's proposals.

Frustration

The event itself left me, and others, feeling somewhat frustrated. We were addressed by Lucy Bogue and Helen Judge from the MoJ in a somewhat patronising manner. The address summarised the key proposals and went on to talk about exploring

'collaboratively' what the issues and challenges would be in designing and implementing these. However, the agenda was set and consisted of a number of round table discussions on four key topics, namely public protection, contract design, the supply chain and local partnerships. Whilst notes were taken by a MoJ member on each table the feedback and open discussion was again directed to some key points chosen by the facilitator. Therefore no real opportunity to make points about real issues for both the staff group and our service users was available.

Lack of understanding

Overall, my impression prior to the event was that this would be a tick box exercise to evidence that they had consulted but I have reflected and now think it goes much deeper than that. It is clear that the Government are very clear about where the future of our service lies and that privatisation remains high on the agenda. More interestingly it appears even clearer that they have little idea about how Probation works or how they are going to resolve some of the inherent risks and contradictions in their proposals.

The focus of discussions was around key areas that appear to be the most problematic. The idea of inter agency working seems to be simple enough on the surface but when you throw inadequate IT systems

and exchange of information between parties into the mix, together with the expectation that the public sector organisation (yes they referred to us as 'the Public Sector' not 'Probation') will retain responsibility for risk assessment and breach, (even on those cases they don't supervise) it all gets very messy.

The following day the MoJ were holding an event with the Police and Crime Commissioners to discuss proposals. I understand that many concerns were also raised there about how the proposals were going to work.

So now our responses are in and we sit and wait for the next announcement of what happens next. It will be interesting to see whether they have got the information they need to make this work, I suspect not!!

Yvonne Pattison

Chair North Yorkshire Branch/Chair Campaigning Committee



Ian Lawrence writes

Britain needs a pay rise

Napo is affiliated to the Trade Union Co-ordinating Group which brings together a number of public service unions to exchange information and campaigning ideas.

One illustration of how useful our membership fee is, came by way of some eye opening research which explained the effects of the falling value of wages on the UK economy. The key point emerging from this work is that while the Government claims that employment in the private sector is rising there is no evidence of a correlation in economic growth. The spurious (if not fantasist) notion repeatedly spouted by Ministers that the private sector will offset the massive job cuts perpetrated on the public sector (as a result of George Osborne's austerity agenda), is well and truly rubbish by the revelation that some £50 billion per annum has been removed from the UK economy by way a 7% reduction in the real value of average earnings.

A cleaners tale

An example of how this is making the low paid suffer in particular, arrived in a recent story published in the Guardian, about a Whitehall cleaner Anlisa Ramos who, just days before giving birth, was evicted along with her family by their private landlord leaving them some £800 out of pocket in unexpected costs while they had no option but to fall back on their local authority for help. It's a long and sordid tale of how the system kicks low paid people even harder when they are already down, but essentially the state is now shelling out £300 a month extra to house the Ramos family in B&B than what the Ramos family were paying to their previous landlord in rent under their own steam.

The catalyst for this shameful tale is the current National Minimum Wage; the one that fails to provide the protection and dignity that working people are entitled to for their efforts, so that they do not have to look to the state.

While the Ramos family now eke out a squalid existence somewhere, I do not suppose that they will elicit much sympathy from the likes of George Osborne as he enjoys the comforts afforded by his immaculately clean offices in the Treasury, the ones that the Anlisa Ramos's of this world work so hard to provide him with.

Pay talks - season to open soon

With the impact of inadequate pay very much on our agenda, Napo and the probation unions will be engaging in preliminary talks about the timetable for pay negotiations later this month, and a similar exer-

cise will also be taking place with Cafcass. We intend to publish a consultative document for Napo members soon, which will invite you to let us know what your ambitions are in terms of a pay claim, and how far you are prepared to go to support the union in achieving it.

Women and Children last - again

Our work on the Campaign against privatisation is well documented elsewhere in Napo news and of course on the Napo website (GS and Campaign Blogs), but if one ever needed proof of how the so called 'rehabilitation revolution' is something of a mirage, then the news that NOMS has been instructed to cut funding for women's services next year by 50% and no longer ring fence funds already designated for that purpose, should bring it further into perspective.

A story reaches me of one ground breaking project offering specific programmes to women clients with child raising responsibilities, which featured at Napo's professional conference last year. Now, due to the mixed pressures of central cuts and reductions in operating budgets they have not been able to reach agreement on a new contract despite valiant efforts by the local Trust.

The concomitant impact of this will mean that women can no longer be given specified activity requirements to attend the centre, which gave them the opportunity to access the available resources as part of their order, and receive supervision there. This in spite of the report from Baroness Corsten (2011) identifying that women's needs were not being met by the CJS.

No doubt this is being replicated across the whole service in some way or another, and will have a detrimental impact on women in the CJS and their specific and complex requirements.

While Trusts do their best to find a solution to the reduced provision for women, this development will create further barriers to rehabilitation and heap additional pressure on practitioners and their already burgeoning caseloads.

Managing attendance in Cafcass

Great news at last that a new model policy has been agreed between the Unions and Cafcass following excellent work by Tony Mercer, Nicky Kenney, and Steve Hornby from Napo's FCS Negotiating Committee.



© Stefano Cagnoni

This is an area which has blighted the industrial relations landscape between Napo and Cafcass over recent years but this agreement signals a welcome change in the negotiating climate between the Cafcass HR team headed by Jabbar Sardar and Napo. I now look forward to us moving forward with the joint awareness training for managers and union reps that will hopefully

deliver a coherent message about how the new policy can be effectively promulgated.

Napo Joiners still on the rise – time to get on board!

Despite the systemic attacks by this government on wider public services and the work of our practitioners in Probation and Cafcass, and the reductions in the resources that you need to go about your business, it is pleasing to report that we are still attracting new joiners to Napo.

Perhaps it's because the messages we are sending about the alternatives to the Coalitions economic policies and the potential disaster posed by Chris Grayling's 'great probation sell off', are resonating with a wider audience. It's of course encouraging to think so, but like so much of the unions work, it is still work in progress.

I know how grateful the Napo Officers and Officials are for the efforts of our local activists in helping to boost our numbers; for an increase in Napo membership remains our primary defence mechanism against the threat of privatisation, but the best recruiting agents come in the form of our members within Probation and Cafcass who are best placed to engage with the doubters (and at times let's be honest, the cynical) who have convinced themselves that we are powerless in the face of the onslaught.

But you and I know that we are not, and those in Government and elsewhere who seek to weaken us should not underestimate our fortitude and resolve to stand up for what we believe in, now and in the future.

At the end of my first column as Acting General Secretary, I hope I can be forgiven the indulgence of hoping that it will be the start of many more to come. Meanwhile thanks for reading it, and do let me have your views about the issues that matter to you, which I can confirm matter just as much to all those here at Chivalry Road.

Cafcass workloads

This is an issue that Napo has been grappling with for some time now and I was saddened to hear of the impending retirement of Bruce Clark from the Cafcass Senior Management Team. Bruce has worked very hard with us to restore the trust and belief that has been sorely tested over the last few years, and our joint work has done much to bring some common sense into the relationship between manager and practitioners, and provide greater clarity around the complexities surrounding private and public law casework.

But we have not delivered the final product yet, and this was made clear to me by an excellent contribution from a source whose name I will protect, which essentially points out that:

- There is no reckoning of turnover of cases (i.e. number of completions over a set period of time) and individual FCA's and

manager's end up doing consistently more work than other FCA's and other teams. This is not accounted for in the workload weighting and is not directly measured (although the data is available to do this).

- There is no measure for the duration of individuals in high amber and red, leading to suspicions that some individuals are allocated more work than others as managers know that they will accept it.

I am also told that there is no flexibility in the system for stressful cases (e.g. large numbers of children/excessive travelling/very difficult service users/case complexity etc) and that the system should have a margin of discretion so that Service Managers can allocate additional points where required.

Lastly, we have been asked to press the issue of the 'hidden 10%' that is taken up by court duty and the lack of points available following the receipt of Schedule 2 reports.

Perhaps the most telling and somewhat depressing observation from the contributor was that: 'We are all going to die young from too much work and not enough life!'

Ian Lawrence

Caption Competition

The winner of the caption competition in the December Napo News was Sue Balchin from Cheshire who has Tony Mercer shouting: 'Who's got the map to direct us back to Core Values?'. Well done Sue. A Cuba Foodie Gift Pack is on its way to you.



© Margaret Pearce

Family Court FoCuS

Family Court FoCuS will be back in the next issue.

Family Court Conference

Professional Values VS Political Expedience

23 May 2013

Best Western Monkbar Hotel, York

9.15am to 4pm

(registration 9.15am – 10.00am)

Invited Speakers

District Judge Nicholas Crichton – Chair of the Voice of the Child

Family Law Barrister Lucy Reed – who runs the Pink Tape blog

Professor Phil Taylor, University of Strathclyde – Leading Academic on Performance Management and the New Workplace Tyranny

Provisional Workshops

Representation in person

Mediation and Dispute Resolution

Parental Alienation Syndrome

Voice of the Child

Development of Family Justice Councils

Surviving in Cafcass

Workshop choices will be confirmed and sent out for completion shortly.

Open to all practitioners and managers working in Cafcass

Napo members:

There is no charge to Napo members attending this conference.

Non-members:

There will be a registration charge of £60 for non-members

If you have any queries regarding this event please contact: Jacqui Paryag on 020 7223 4887

or email: jparyag@napo.org.uk

From the Chair



© Stefano Cagnoni

Changes at Chivalry Road

All members will by now be aware that Jonathan Ledger has left Napo, and Ian Lawrence has been appointed as Acting General Secretary. We are grateful for the support that many members have shown us at this time of change, and we will continue to work on your behalf, prepared to

face whatever comes next.

Consultation and Conferences

As well as responding to the consultation which could determine our future, we are responding to consultations on Youth Justice and the TUC resolution on: 'considering the practicalities' of a general strike. The February NEC endorsed Napo's commitment

made at the TUC in September 2012 to support this motion, moved by the POA. More consideration is being given to this issue by the TUC General Council meeting.

March sees the first of the year's TUC's Equalities conferences with the Women's Conference, followed by the TUC Black Workers' Conference in April. These conferences are important events in the trade union calendar and we would encourage members to get in touch and share solidarity with our colleagues attending the conferences. (www.tuc.org.uk and Napo website link check)

Meanwhile we continue with day to day business, including gearing up for new pay claims with Unison in Probation and Cafcass. A consultation paper will be issued to members in March and Napo is currently talking to other unions to identify common ground. We are planning a national meeting of Chairs, Secretaries and Family Court Section representatives on 26 March. Please ensure you are represented!

Lisa Robinson & Tom Rendon
National Co-Chairs

The Probation Review

Tom and I would like to issues a clarion call to all of our members. If you have never talked to your neighbour across the desk about Napo and what it means to be in a union, now is the time to do it. If you have never visited our website, never signed a petition, never written to your MP, never stood shoulder to shoulder with your colleague members, never spoken out against injustice, now is the time.

Our meetings with ministers Chris Grayling and Jeremy Wright are revealing gaping holes in the plans to 'transform rehabilitation', holes that they are looking to us to fill on the cheap by being forced into inferior terms and conditions. The Transforming Rehabilitation consultation events are places where they have picked the brains of practitioners, and closed down our searching questions in return.

We are multiplying the fronts on which we are delivering our message of resistance through the website, campaign blog, Twitter, Facebook, TV, radio, local and national news, by writing to and meeting our elected representatives in both houses and our partners.

Can we believe Jeremy Wright who assures us that his boss is not picking up the DWP work programme in some a misguided act of re-cycling, changing it's name to MOJ and trying to palm it off on us?

Licence to Practice

The coalition appears to be keen on the idea of an Institute of Probation which would 'professionalise' the service. Consultants have been engaged in an exercise of how it would look, work, who could be in it and who would run it. What we in Napo are worried about however, is, will the Institute have a back door? Will the privateers who buy 70% of the Probation Service currently up for sale attempt to 'professionalise' staff (and potentially our members) through the back door on the cheap?

Napo shows solidarity with the POA

Acting General Secretary Ian Lawrence joined a number of other Napo members braving the freezing conditions to stand with POA Activists and comrades from a range of sister unions at a lunchtime rally outside the House of Commons last month.

Ian was invited to address the gathering, paying tribute to the fortitude of those present in their public demonstration against cuts and privatisation in the Prison Service and Criminal Justice System.

Informing the rally of the proposed dangers to 70% of Napo members' jobs, posed

by Chris Grayling's 'insidious Transforming Rehabilitation plans,' and the Justice Secretary's 'badly hidden agenda to become the next Prime Minister.' He spoke, with some irony given the minus two temperatures, of the need to highlight that the 'Criminal Justice System was in meltdown' and that he was 'looking forward to planning for the next all unions rally on this subject – across the road where the decision makers are hiding.'

POA General Secretary Steve Gillan paid tribute to Napo and the other unions who had showed such excellent support for his members.



© Stefano Cagnoni

Grayling in the parliamentary hotseat

Secretary of State for Justice Chris Grayling came under serious pressure at last month's hearing before the Parliamentary Justice Select Committee.

The Minister had been summoned by MPs to explain the rationale behind his massively controversial 'Transforming Rehabilitation' agenda, which led to a range of testing questions from Committee members and the occasional embarrassing response.

Feedback from a number of people present for all of the session, appear to bear out my observation that Mr Grayling is a politician who is driven by ideology above all other considerations. Citing the 'success' of his widely discredited Work Programme in the face of a hostile interlocutor who asked 'why Pathway to Work had been such a failure', the Minister claimed: 'that the [media] negativity this week was uncalled for.'

Mr Grayling interestingly heaped repeated praise on the 'professional skills' of Probation Staff while constantly making it clear that in his opinion, the service had failed to make an improvement to the overall reoffending statistics.

The Minister was rigorously tested by

Committee Chair Sir Alan Beith in the face of statistics suggesting otherwise, and Plaid Cymru's Elfyn Llwyd, weighed in by reminding Mr Grayling of the fact that the Probation Service had secured the British Quality Foundation Gold Standard last year in terms of its overall performance.

In response to a question seeking clarification as to whether Probation Trusts would be allowed to reorganise themselves so that they could commission work from the public and private sectors, the Minister made it clear that he had ruled this out. A later key question as to what skills the private sector would need in order to assess offender risk and properly deal with escalation between offender Tiers, the Minister suggested that unless the companies involved possessed the requisite skills and technology they would not



be successful. His response also seemed to suggest (inter-alia and to some amusement from those in the public gallery), that he was confident that it would only take a few experienced probation officers to sort this out on the ground.

Napo will be examining the full transcripts of the Justice Committee hearing and will be issuing this to Branches as soon as possible.

Ian Lawrence

Major implications for IT of Probation outsourcing

The Ministry of Justice has now revealed that significant changes will have to be made to virtually all existing IT systems and processes if probation outsourcing plans go ahead.

Napo has calculated that at least 9 significant changes will have to be made. The plans have not been costed but given past experience with C-NOMIS and other IT systems the changes will run in to certainly tens if not hundreds of millions.

The changes were identified in a series of internal MoJ workshops which have been held since January. They include changes to the new offender database known as nDelius, once it is eventually rolled out nationally; extra data fields to manage new processes; changes to support risk assessment of offenders and to the OASys-R risk assessment tool; a new risk screening tool has also not

been ruled out. Modifications will also be needed to infrastructure and applications to allow providers secure access to sensitive data, including the viewing of OASys risk assessments.

In addition, it will be necessary to develop all ICT related products required to support the commissioning phase; new ICT related products to support mobilisation, transition and transformation; and additional ICT applications to, for example, calculate re-offending rates and provider payments.

The internal papers from the Ministry of Justice that Napo has seen recognise there may be delays in the roll out of new national applications and say they are working on a number of 'unknown contingency solutions'.

It is also anticipated there will be major changes needed for the initial Probation reorganisation from the current 35 to the anticipated 16 Probation Trusts, to allow privatisation to occur. There is no specific timetable for all these changes to be put in place but the Minister has said he wants a new system up and running by the spring of 2015. Again if past experience is anything to go by it is likely to take many months, if not years, to make the necessary IT and Probation reorganisation changes.

Harry Fletcher



Major risk to the public if supervision of offenders is privatised

In a briefing published on 17 February Napo warned that the public will be put at risk if the supervision of offenders deemed medium and low risk is outsourced to private security companies. Napo believes the plans if implemented will lead to chaos.

The briefing contains over 50 case histories, submitted by members in less than one week, of male and female offenders who are classed as medium risk. The dossier lists men convicted of sexual offences, domestic violence, robbery and violence against the person. In all the cases the supervision will be outsourced.

This will involve over 2,300 sex offenders, 3,200 gang members, 8,400 people convicted of domestic violence, 15,900 cases of robbery, 7,600 cases of burglary and 29,800 people convicted of violence against the person.

Changing circumstances

Medium risk is defined as: 'the offender has the potential to cause harm but is unlikely to do so unless there is change of circumstances'. Change may include missing medication, loss of accommodation, relationship breakdown, drug or alcohol abuse or mental health deterioration. However, most medium risk offenders have multiple problems which can change dramatically leading to risk to victims. Last year a quarter of those on the probation caseload experienced a change in risk status. Similarly 80% of further serious offences are committed by low or medium risk offenders. Yet the government is set to outsource to private security companies such as Serco and G4S the day to day supervision of all medium risk offenders.

The cases show that it is essential that offenders are supervised by trained and experienced staff who have the skills to identify change in risk and act quickly. That experience is not held by private security firms. The dossier includes cases of child abuse, harassment by the internet, intent to cause grievous bodily harm, unlawful wounding and instances of repeated domestic violence. In many cases the offender is in a gang and the offending is gang related.

The government has stated that recalls to prison and breaches of community orders will be the public sector's responsibility; but supervision of some cases will be the private sector's job. This split will not work; the private sector could miss or misjudge change in behaviour and the public sector would need to independently verify any report from the private sector to avoid unnecessary and potentially legally challengeable recalls to jail.

Public protection

Case histories gathered by Napo and published in this briefing show that there are significant public protection risks should the government's scheme go ahead. Currently the Probation Service is very effective; all its targets were met or exceeded last year. In addition, participation in supervision plus an offender programme reduces reoffending from 50% to 35%.

Over the last six years reoffending rates for those on community orders have fallen by 5.6%; for those on suspended sentence orders there has been a decrease of 16.8%; and for those on licence reoffending decreased by 4.3% between 2008 and 2011. This is contrary to government claims that reoffending rates have not changed over the past 10 years.

Case studies

Cases include

- A 32 year old man convicted for violence against a child. He has previous convictions for assault and excess use of alcohol. He suffers from memory impairment relating to brain injuries that he suffered. This has made it difficult for him to maintain employment and he needs considerable support. Risk issues around the offence involve injury to a two month old child. The individual had met the child's mother when she was 14 and he was 26. There was social services involvement. There is evidence of domestic violence in the relationship. He now has a new partner who has a child who does not live with her. If the child changes residence there would be immediate considerations for risk assessment and he would cross the threshold for serious risk of harm. His case is described as very complicated and difficult to manage in terms of risk and coming to terms with separation from children. This man would be immediately increased to high risk should he come into contact with his new partner's child.
- A 20 year old woman with a current conviction for breach of a community order through unacceptable behaviour. She has previous convictions for threatening behaviour causing fear and provoca-



© Stefano Cagnoni

tion of violence, malicious communications, criminal damage, battery, common assault, possession of a blade in a public place, public order offences and racially aggravated harassment.

There are two outstanding matters; actual bodily harm, in which a man was put in hospital; and assault on a police constable and threatening behaviour. Whilst growing up in the south she made a reputation for herself as a 'person not to be crossed' and she has reported links with the English Defence League. She has self harm and suicide issue and a history of alcohol abuse and recreational use of drugs. She has been a victim of rape. In her very short life she has developed major problems with anger and was unable to stay with her family because of her aggression to her younger sister. She clearly poses a risk of harm towards men particularly male police officers.

She is currently trying to develop a positive working relationship at a local women's centre though she was initially banned for a week because of swearing at staff and then banned for a longer period because she repeatedly self harmed at the centre. There were a number of police call outs because of aggressive behaviour and she then turned on the centre manager because the police had been called. She is being kept under close monitoring and her risk assessment at medium suggests she is not likely to harm female members of staff in an all female environment as long as she remains sober and clean from drugs.

- A 46 year old man with current convictions for the wounding of two teenage girls and for false imprisonment at his flat. He has 19 previous convictions including

burglary, robbery, possession of offensive weapons, actual bodily harm, possession of Class A drugs, criminal damage, threatening and insulting words and behaviour and affray. He has been involved in the drug culture for a considerable number of years. For the current offence he invited three young women to his flat, made a cocktail of Class A drugs and had a psychotic episode. He smashed a glass on one of the victim's heads and a hammer on the other victims' hands, fracturing bones. He threatened a third victim with some shears. Risk issues include lifestyle, associations, being prone to violence and

using drugs. He is currently on parole. He did do violence related work in prison and for that reason he is deemed medium risk, however he has recently tested positive to a Class A drug

All the cases which were used in the briefing, which has also gone to MPs, illustrated that risk was not static but could change at very short notice and that the private sector did not possess the skills to assess risk properly.

In a press statement Napo said: 'The government's plans are both chaotic and dangerous. Risk is not static, it constantly changes. Splitting up offenders between the public and private sector according to risk threatens public protection. Offenders are generally not a compliant, problem free, group of people. They disproportionately suffer from mental illness, are four times more likely than the general population to misuse drugs and are ten times more likely to have been in care. They need to be supervised by experienced staff who can motivate them and properly assess risk.'

The union added: 'The government plan to outsource the supervision of medium and low risk offenders is a disaster waiting to happen. The proposals are bureaucratic, costly and not thought through. They will undermine public protection and need to be independently evaluated before proceeding.'

The story was covered exclusively in the first editions of the *Observer*, the *Sunday Express* and the *Sunday Mirror* and then in over 260 local, regional and online outlets, following the publication of a summary by

the Press Association later that night.

This briefing makes a very powerful case against outsourcing supervision of Medium and Low Risk offenders to private security firms such as G4S and Serco. Members should use it, along with the briefing on Probation Targets and Achievements and the three page summary of Napo's response to the consultation when lobbying their MPs. All three can be downloaded from the website www.napo.org.uk or obtained from branches or Napo Head Office kfalcon@napo.org.uk

Harry Fletcher

Save Probation Shake

Chiltern Counties (Hertfordshire and Bedfordshire Probation Trusts) called a special branch meeting on 1 February in response to the Coalition Government's announcement of its Probation outsourcing plans.

It was well attended and we unanimously passed the motion expressing the branch's belief:

- That the work of the Probation service is a process of justice. It should not be viewed as a business opportunity from which profit can be gained.
- That justice is best delivered through a unified Probation service which is accountable to the public.
- That fragmentation of the service will lead to a less competent delivery of justice, through disjointed pathways and (potentially) unqualified personnel.
- That these proposals are driven primarily by an ideological belief that seeks to reduce costs not maintains justice.

And calling on the NEC, at its February meeting, to set out a plan of action to oppose the Government's proposals.

In what may be referred to in the future as the 'Probation Shake' members gathered outside to send out their message, 'Save Probation'. (pictured)

Gordon Jackson
Chiltern Counties Branch



© Stefano Cagnoni

Making contact with your MP

Jan Bateman from Durham Tees Valley Branch says:

'After two letters and lots of facts taken from Napo's briefings, I have managed to persuade Ian Swales, the Lib Dem MP for Redcar, to sign EDM 622 and he has agreed to visit the Probation Office. Ian Wright, MP for Hartlepool, is very supportive and is visiting staff at the office there. Julie Elliot, MP for Sunderland Central, is also maintaining contact with one of the branches more active members.

The key is using the briefing material that Napo sends out and which is available to download on the website (www.napo.org.uk), and also not to give up. At first contact my MP was very negative saying it was crucial the government chose the best provider for Probation's services! By talk-

ing to him and giving him the evidence I was able to persuade him that we are the best providers and that letting private security firms supervise low and medium offenders is very risky'.

Write to your MP today, using the model letter on the website, asking them to sign the new EDM 1084. Then do follow this up by asking to visit them in their constituency surgery taking a copy of the summary of Napo's response to the consultation paper and the two briefings – Probation: Targets and Achievements and Work with Low and Medium Risk Offenders (all of which are available from branches, head office kfalcon@napo.org.uk and from the website <http://www.napo.org.uk/about/probationunderthreat.cfm>).

YOU can make a difference to the success of Napo's campaign!

Steering Napo's Women's Strategy

As many of you will know Napo Women's Strategy has a steering group. The Strategy is now in its second year. It has a number of objectives which were set by the wider membership and are ongoing and some discussion focuses around how we best meet these objectives. The group is designed to be informal and always responsive to ideas about what women members need or want to help them progress and develop within their roles as practitioners, union representatives, or any personal or professional development.

As we moved into Year 2 we made a decision to hold two sets of meetings to increase accessibility for more interested women to attend. Currently we have one group that meets in or around London and a second Northern group. Last time we met in Newcastle but the group consisted of members from only two branches and we didn't feel this would reflect a wide enough view of the membership. We are in the process of organising the second meeting of the year and are attempting to revamp the member-

women

+ in napo

ship of the Northern group. We propose to move the Northern meeting to York as this may make access easier from a wider area.

Volunteers wanted

We are looking to invite interested members to come along and share their views. In particular we would welcome women from the North West, though all are welcome and we have no official cap on numbers. Additionally if you are reading this and live in the South it is not too late and you will be made very welcome at our Southern group meetings. Additionally we would love to have some of our Family Court Section sisters join us as there may be issues particular to your roles that we need to be made aware of. I am the FCS link from the steering group so please contact me in the first instance with any questions you may have. I can be contacted on yvonne.pattison@north-yorkshire.probation.gsi.gov.uk

Women's Network

At AGM in October 2012 we launched our

women's network which is a list of members who want to be kept updated on women's issues. If we don't have your details and you would like to be included in this please contact Shireena Suleman at ssuleman@napo.org.uk and she will add you to the list. Typical updates sent out come from the TUC and other women's specific issues such as Asylum.

We look forward to you coming on board, get in touch if you want to discuss informally before you make a commitment.

Yvonne Pattison

Chair of North Yorkshire Branch/Chair Campaigning Committee

WIN Conference 2013

The Power to Shape the Future is in Our Hands

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

Edridge Fund Special Report

Keith Stokeld, National Treasurer, has a chance meeting and secures a £10,000 grant for Edridge!

The simple story is that Keith Stokeld has been instrumental in getting a large donation from the Civil Service Insurance Society Charity Fund, for which we at Edridge are enormously grateful, not only to the Charity Fund, but also for Keith's bold effort in our cause. In our normal update on page 12, we talk about the many people, some in very senior positions, who have helped Edridge, and this is yet another example.

We asked Keith to write some notes about how he had pulled this off.

Keith's Story

'One of the privileges of being a Napo officer is the chance to meet a wide variety of people. Often these opportunities are little more than a chance to share common values. It was therefore extremely

satisfying for one of these chance meetings to bring about more than I could have possibly expected.

At a reception held at the House of Commons, Ian Lawrence and I met a man, Kevin Holiday, Chief Executive of CSiS, who proved to be more than just one of those promotional contacts.

Such was his approach he almost slipped by as he was explaining the Society's role

as a benefactor to charities, through its own Charity Fund. I picked up on this and told Kevin that I knew an organisation that could use his society's money. I expected my rather forward approach to be politely rebuffed. This proved to be far from the case. With a keen interest and genuine desire to help Kevin Holiday invited me to apply on behalf of Edridge.

Soon, with a set of accounts and case histories provided by the Edridge Administration

Team, I did so. It was then presented to the Trustees of the CSiS Charity Fund. After being given assurance the application was approved I was completely taken aback when Kevin confirmed the Charity Fund had approved a £10,000 grant for Edridge. I would like, through the pages of Napo News to ensure the CSiS Charity Fund and Kevin are acknowledged and thanked for their kindness. Keith Stokeld'

CSiS Charity Fund – Registered Charity 1121671

The CSiS Charity Fund provides substantial support to the Civil Service Benevolent Fund, but also supports a wide range of other Charities who have the common purpose of supporting former and retired civil and public service employees, and their families, who are in need.

Kevin Holiday is not only the Chief Executive of the CSiS, but is also a Trustee of its Charity Fund. The Staff and Trustees of the Edridge Fund would like to thank Keith Stokeld and Kevin Holiday for the personal efforts they have made on behalf of Edridge, as well as thanking the CSiS Charity Fund for such a significant donation.

The Trustees & Staff of the Edridge Fund of Napo



Kevin Holiday.

More snags with tags

Napo cooperated last month with an exclusive story which appeared in the Sunday Mirror, highlighting two cases where flaws were exposed in the electronic tagging system.

The first case involved a 20 year old man in the North West who received a 12 month custodial sentence for three offences of theft involving £10,000 worth of goods last year. He has at least half a dozen previous convictions going back 15 years. At the time of his release from prison he was deemed to be low risk of harm to individuals but at least medium risk of reoffending. He was placed on home detention curfew and an electronic tag was fitted in his house by G4S operatives.

Back home for a month he had a serious argument with his partner and walked out saying he was going to stay with a friend. He unplugged his curfew box and took it with him. When he got to his friend's house an hour or two later he plugged it back in and rang G4S to tell them. They told him the system was working well and that he was compliant, they did not realise that it was

in an entirely different location.

This particular man has no history of domestic violence but the implications of this shift in location is extremely worrying in that it could mean that someone who did could move back into the house of his victim, and another number of worrying scenarios.

Delays

In the second case, a man in his mid-20s was sentenced at a Midlands Crown Court to a one year supervision order with a condition of electronic monitoring following a conviction for assault having been involved in a fight in a local pub. He is not a prolific offender but had been convicted for fights and assaults before. The tagging was due to commence in early January but there was over a months delay before G4S came round to fit the equipment.

The offender was really worried about being returned to court and resentenced,



© PA Photos/Anne Dederer

possibly to custody and was phoning the company every day to try to get an operative to come out and fit the tag. Also, one of the main purposes of the tag was to impose a dusk-to-dawn curfew to prevent his going back to bars, drinking too much and getting into further fights. The will of the court was therefore being thwarted.

The further press coverage comes on top of a dossier published by Napo in June last year which highlighted real concerns about the administration and working of the electronic tagging system. The concerns included: faulty equipment; tags not working when offenders were taking baths or showers; individuals being recalled to custody unnecessarily; high risk offenders not being monitored properly; and instances where tagging is ordered by the courts or on early release from prison and the device is never fitted.

Lucrative contracts

Currently the tagging companies, Serco and G4S, receive about £120 million per annum for the tagging contract, or £1,500 for a person on a 120 day tag and £1,200 for a 90 day tag. It is thought that the profit from tagging is enormous averaging about 60% of each tag fee.

Despite the cost the Coalition announced in November last year that it would be extending electronic tagging as a punitive element of all supervision orders in the community. They believe that the move will increase public confidence in community penalties.

Currently around 35,000 offenders are tagged in the community. This is set to triple under the arrangement tabled to the Crime and Courts Bill which is currently in the House of Commons. Controversially the Government is introducing the measure when its own impact assessment into its plans to change the nature of community penalties and the shape of probation services says of tagging: 'the UK evidence points towards a more neutral impact on reoffending', in other words, it doesn't reduce crime.

Harry Fletcher

Lagip 2013 Conference and AGM

22-23 March

Lagip, the staff association for LGB&T Probation and Cafcass employees will be holding our conference and AGM at HMP Training College in Newbold Revel on the 22 and 23 March this year.



The conference will start at 12pm Friday and end at 1pm Saturday.

The AGM will take place Saturday 23 March in the afternoon from 2pm (please note that the AGM is only open to Full Lagip members).

The conference theme is 'Safe In The Workplace, Safe On The Streets' and the line up includes:

- Linda Bellos OBE, one of the UK's leading equality law specialists
- Broken Rainbow, the only LGB&T domestic violence helpline in the UK
- Helen Dale, Lagip's own trans consultant

- Jacques la Vene, the Chair of the prison service LGB&T staff association, GALIPS
- Napo and others. See our website for more details!

A booking form can be downloaded from our website, http://www.lagip.com/print/Booking_Form_Lagip_2013.doc. Please return it by email to richard.beavis@nspt.probation.gsi.gov.uk as soon as possible.

Catering and Accommodation

A buffet lunch will be provided on both days, as well as a dinner on the Friday evening and breakfast on the Saturday morning. Vegetarian options will be included, but please let us know on the booking form of any special dietary or other needs you might have.

We have booked some accommodation for members and other attendees on the Friday night. This will be issued on a first come-first served basis without charge to attendees. The accommodation is single, so we ask people not to bring their partners.

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



Beware of the Dog



© PA Photos/Andrew Steven Graham

Reports of attacks on both Family Court and Probation staff by dangerous dogs are on the increase. Working practices are changing and probation staff are now expected to visit most clients in their homes. In the case of Family Court staff in particular they are expected to carry out most of their interviewing and meetings in clients homes.

Whilst Cafcass and Probation Trusts usually have some guidelines on home visiting, these do not normally mention specific hazards such as dogs in sufficient detail. Ask your employers about their policy and if they do not have one or it is tucked away in the home visits policy then maybe it is time to raise this for urgent attention.

Following pressure from a successful campaign led by the

Communication Workers Union CWU to reform the Dangerous Dogs Act 1991 the government has now announced plans to extend legal protection over dog attacks to cover incidents on private property and also introduce compulsory microchipping to identify owners after incidents have occurred.

Edridge Update

Edridge acknowledges the help from recent legacies and reports on the current finances of the Fund.

On page 10 we have a special report about a significant donation we received through the help of Keith Stokeld, National Treasurer. We must start this update by continuing the theme of talking about people who help us. Since November last year we have received two significant legacies, which between them total £6,000, and we have also been informed of a further legacy from the estate of the late Zoe Hamilton (former Edridge Secretary). There will be a further report on these legacies in a future edition of *Napo News* – so watch this space.

Financial update

Our provisional figures for 2012 are now ready, and these show that the number of applications continued at the same increased level as the previous year. The Trustees have been very aware of the gap between our income and the demand for help, so last year we paid out about £3,500 less than 2011. However, this still meant a record total of £49,500.

The income received from sponsorship and fund raising was less than the previous year, and indeed some of the sponsored events did not achieve the income hoped for. The level of general donations was also down on the previous year, though not by a large amount. It would have been much less but for some generous donations from



Napo Branches and individuals.

The most pleasing increase has been in regular monthly donations. We made a special appeal for further monthly donations in December 2011, and this resulted in an increase of £1,500 over the year. This was achieved with responses from less than 20 people; just think

what we could have done with 200 people responding. If many more people gave us a regular small amount, the results would secure the future of the Edridge Fund, with very little effort from individuals. Two cups of coffee per month?

Direct Debits online

Please remember that you can now set up Direct Debits for Edridge on line via our JustGiving.com facility, which means that you don't have to post forms to us, and they deal with income tax refunds if people elect for Gift Aid. Just go to our website and follow the links.

The good news is that although we had to withdraw £10,000 from our Investment Portfolio during 2012, the value of the investments actually increased by that amount over the year. However, we still need those monthly donations. The level of demand has been very high at the start of this year, and if it continued at the same level we would be spending over £60,000 in grants, despite the fact that the average amount given in grants has reduced.

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

Legal cover

It is worth bearing in mind that at present probation and family court workers who call at private addresses are not necessarily covered by the law if they are bitten by a dog whilst carrying out their duties. Whilst the majority of dogs are likely to be safe most of the time, every dog has the potential to be dangerous when it feels threatened. It is also worth noting that there are increasing numbers of dogs that are not safe or are even trained to be unsafe 'attack or weapon dogs'. Even experts find it almost impossible to tell the difference between a safe dog and a dangerous dog by appearance or breed alone.

Napo members should not need reminding that they should not put themselves at risk and if they feel that they are at risk when undertaking a home visit then they should not carry on regardless but rather take steps to ensure they are safe.

If you or any other member has been involved in an incident or near miss with a dog then this should be reported using an accident and incident process. Any bite however small that breaks the skin should receive proper medical attention. If a bite has occurred or threats have been made then the matter should also be reported to the police. Thompsons Solicitors offer some useful advice on their website <http://www.thompsons.law.co.uk/other-accidents/dog-bite-compensation-claim.htm> regarding dog bites including some advice about how to avoid being bitten.

David Raho

Editor of Napo's National Health and Safety Bulletin

For further information on the CWU's Bite Back Campaign <http://www.cwu.org/dangerous-dogsbite-back.html>

Napo Managers' Conference

Tuesday 4 June 2013
The Priory Rooms, Birmingham

Plans are being finalised for the 2013 Napo Managers Conference which is open to our members within the Probation service management grades. A registration form with more information about the event will be sent out to branches in the next couple of weeks. Places will be limited and members are encouraged to register promptly when they receive these.

Contact your Branch Chair/Secretary or Annoesjka Valent avalent@napo.org.uk at Head office for more information.

HOPE not Hate working to create positive change

HOPE not Hate has a very proud record of exposing the lies behind far-right organisations and defeating them at the ballot box. However, is it enough to simply prevent these extremist groups and other far-right street movements from gaining power and influence? What if there was a way to cut off their support from the very origins; is there a way to prevent individuals, through grass-roots campaigning, from ever seeing the need or appeal of joining the far-right? HOPE not Hate believes so.

In 2011 HOPE not Hate produced the Fear and Hope Report, which explored some of the social factors which influence whether someone would sympathise with extremists groups. The study found that fringe supporters of far-right groups (those who may vote for them or attend a demo, but not so committed as to get involved with organising or mobilising for the group) generally shared five characteristics. They would live in social housing and be financially insecure, view immigration through its economic impacts, have a very pessimistic outlook on the future and believe that their life was dictated by others. It seemed apparent that if HOPE not Hate could target areas vulnerable to the far-right, build

some community cohesion projects and try to empower the community to take pride in themselves and we would hopefully encourage them to realise that they do have the power to create positive change for their local area. Fast forward to the present day and that is precisely what is happening.

Community based projects

Focusing on the West Midlands, HOPE not Hate is now developing and delivering community based projects across a number of areas. From a Mothers' Union on an estate in Coventry to producing a community newspaper in Dudley, HOPE not Hate is making serious and positive strides to get communities to reinvigorate their sense of pride and begin to view their neighbourhood through the constructive projects that are happening within their area rather than the negative aspects which are often the only things



which get coverage in the local press. Furthermore, community campaigning has helped expand HOPE not Hate's activists support base.

Although many people support the work of HOPE not Hate, not everyone finds the traditional political campaigns on the doorstep appealing or comfortable. Community projects give the perfect opportunity for a much more diverse range of

campaigning activity, allowing the movement to appeal to a greater number of supporters as well developing a sense of trust around HOPE not Hate, and recognition that we are really part of the local community.

Not only does the work hope to bring people together and empower them as a tool to defeat the far-right but, if successful, it will also achieve long-term genuine change and really help improve people's lives.

Owen Jones
HOPE not Hate

For more information contact Owen via kfalcon@napo.org.uk or [www. http://www.hopenothate.org.uk/](http://www.hopenothate.org.uk/)



Napo Branch Reps' course programme 2013

'Equality & Diversity'

15-18 April 2013

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 and what that means in the workplace.

'Developing Skills'

10-13 June 2013

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 and its impact on Napo's negotiating agenda.

An Introduction to Bargaining on TUPE

9-12 September 2013

T&G Centre, Eastbourne

This course is for JNC Reps who expect to deal with TUPE issues in the near future. You will look at what you need to know about TUPE in order to effectively represent your members and protect their conditions of service. You will also have the opportunity to improve on negotiating skills, and how to find out up-to-date issues in employment law.

'Representing Members'

11-14 November 2013

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; what is a grievance; how to handle a disciplinary case; skills for representing individual members; new dispute resolution regulations, and the duties and responsibilities of management.

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

Profiting from crime



© Teena Lashmore

The first of the trailblazing Practitioners Forums kicked off on 10 January with an highly emotive debate, hosted by Wendy Fitzgibbon, on 'Privatisation of Criminal Justice'. Teena Lashmore, Greater London Branch, reports.

On the day when the Guardian's front page screamed, 'this is the end of Probation's monopoly on rehabilitation', practitioners in the field (youth workers, probation officers, mental health and prison staff etc), filed eagerly into the modern art deco auditorium at the City of London University to listen to research and opinion papers on whether private business models are suitable for justice.

Mainstream media frames this debate as private business in competition with public services. The evening revealed privatisation is much further along the transformation agenda. Private sector companies receive £1 billion and criminal justice and rehabilitation already share mixed platforms with Serco's prisons, electronic monitoring, community payback and prison transfer serv-

es. However the specific area of rehabilitation may be too fluid to easily accommodate a price tag.

Justice Secretary Chris Grayling's business model Payment by Results (PbR) is already deeply embedded in the public discourse and to the public sounds reasonable; however, when exploring the detail of what rehabilitation actually looks like and its

complicated path, PbR is actually problematic.

Also PbR does little for deterrence as it does not pay you to stay good but does offer large financial rewards to private business if you offend and then stop – for a bit. Desistance literature and research firmly argue that change and the move away from offending (rehabilitation), is embedded in the meaningful relationship between practitioners and service user – not an exact science and therefore not an exact 'unit cost'.

Questionable understanding

It is clear that Mr Grayling's understanding of the rehabilitation business is questionable. He continually confuses low and medium risk of further offending with high risk of harm and in saying that 'the probation service fails those serving short term

sentences' – even though probation has no statutory provision for these cases – shows he is ill-informed about probation business.

That such debates by practitioners could be had in a safe environment suggest the evening was a success and that the Practitioners Forum has come along at the right moment in time.

Events will run every other month with the next one on Thursday 21 March 2013 starting at 6pm at the University. Should you wish to attend and debate: Child Sexual Exploitation, do please email w.fitzgibbon@londonmet.ac.uk

Teena Lashmore

Follow Napo

Find out what's happening and keep up with campaigns and events

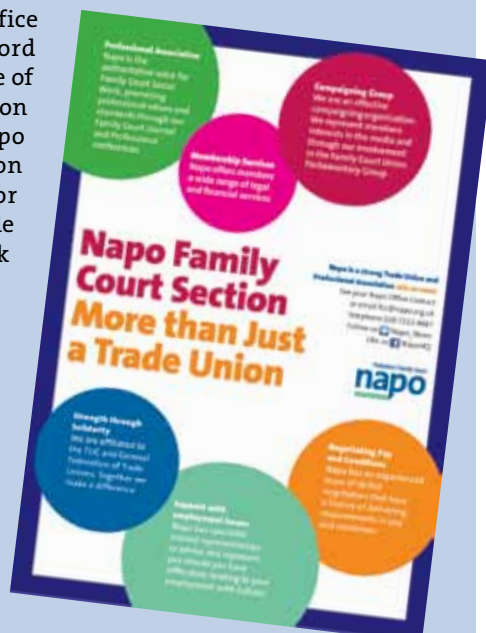
www.facebook.com/NapoHQ

@Napo_News

NapoNewsTV

www.napo.org.uk

Brighten up your office and spread the word about the importance of being in a trade union with this new Napo Family Court Section poster. Small A4 or large A3 both available from fcs@napo.org.uk



DID YOU KNOW?

As a Napo Member you receive:

- Free legal advice and representation on:
 - Personal injury at & away from work (including assaults)
 - Road traffic & holiday accident injury
 - Industrial disease or illness
- 30 minutes free legal advice for:
 - Any non-work issues such as landlord disputes, neighbourhood disputes, matrimonial and consumer issues
- Criminal law advice
- Free will making service

For employment law & stress cases please speak to your Napo branch representative

For Napo members and their families we offer:

- Free legal advice and representation on:
 - Personal injury away from work
 - Road traffic & holiday accident injury
- Special terms for clinical negligence cases
- Reduced rates for conveyancing & family member wills

CONTACT Napo Legal Services on:

0800 587 7521

napo

THOMPSONS SOLICITORS
THE MOST EXPERIENCED PERSONAL INJURY FIRM IN THE UK
www.thompsons.law.co.uk

Thompsons Solicitors is regulated by the Solicitors Regulation Authority

Letters

Fighting back against the 'feral uberclass'

Dear Napo News

As the Probation Service celebrates its 105th Anniversary this, regrettably, also marks the beginning of its fragmentation following the Government's decision to privatise some areas of its work.

Such central government moves often start as a 'long game', and can be many years in the planning. In this I am reminded of the words of Helen Schofield (past National Napo Chair) at the Scarborough AGM of 1992. Perhaps, quite prophetically,

Helen shared her fears of a Government (then under the premiership of John Major), seemingly intent on destroying all those public services that might 'promulgate any real political opposition', creating instead an 'atomised, stratified society based on greed and fear'.

Having imposed on the Probation Service a remit of 'protection of the public', a task difficult enough for an organisation of its size and culture, this was then made ever more difficult by funding cuts, and set the

scenario for supposed supervision 'failures'. This in turn provided a form of justification to criticise, demoralise and eventually to begin the current deconstruction of the Service.

Whilst the effect upon the Probation Service is acutely worrying to all of those still in it, as well as those concerned for its future, I think we can also see this 'rule of fear' in other public services such as teaching, the police and the health service. We cannot ignore either, the demonisation of the unemployed, so well exposed by former Napo National Chair Tim Wilson in his speech to the 2011 TUC when he described a 'feral Uberclass, rich without responsibility, privileged without conscience'.

These are the tactics of a bullying regime of government. No doubt there will continue to be challenges to the solidarity of the Probation Service, but if it is to retain its integrity it must continue to challenge injustice, and remain proud of what has already been achieved against insuperable odds.

Suzanne McCarthy
Probation Officer (Retired)

AGM Formal Notice

Notice is hereby given that the 101st Annual General Meeting of Napo is to be held on 17, 18 and 19 October 2012, commencing at 2.00pm at Venue Cymru, Llandudno, North Wales.

All members of Napo may attend the Annual General Meeting and registration forms will be distributed during June. A detailed programme and agenda, together with relevant documents, will be sent to all members who return the completed registration form.

Motions to be considered by the AGM may be submitted by the NEC, a national committee, a Probation branch, the Family Court Section, the PSO Forum or any two full or professional associate members of Napo. Constitutional amendments may be submitted by the NEC, a Probation branch

or the Family Court Section. Motions and constitutional amendments should be submitted on the form provided which is available from Annoesjka Valent at the Napo office. Motions and constitutional amendments must reach the General Secretary no later than 12 noon on Thursday 22 August.

Amendments to motions and amendments to constitutional amendments must reach the General Secretary by 12 noon on Thursday 3 October. Details of motions and constitutional amendments received will be circulated to members at the beginning of September.

The Annual General Meeting is Napo's supreme policy-making body and all members are urged to attend.

Ian Lawrence
Acting General Secretary, Napo

Letters

Napo News welcomes letters from members. Let us have your news and views. Contact Kath Falcon kfalcon@napo.org.uk or write to *Napo News*, 4 Chivalry Road, London, SW11 1HT

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.



Adverts

Alvor, Western Algarve

Beautiful self-catering one-bed apartment with sea view sleeps 4. Large pool. Approx. 45 mins from Faro airport. From £200 to £320pw.

Contact Dave/Theresa Boorman on mobile: 07985 578098

Email theresaboorman@blueyonder.co.uk

Grange Over Sands, Cumbria or Skipton, N.Yorks

Well situated, well furnished apartments with scenic views. Ideal for couples wanting a short break or longer by arrangement. £130 for 3 nights all year round.

Tel Sherry on 01772 335426 or email Shezbee2@gmail.com

North Norfolk Cottage

Quiet country cottage in north Norfolk. Sleeps 6-3 double bedrooms and two bathrooms. We especially welcome bookings out of school holidays.

www.hollycottagenorfolk.co.uk

Algarve

Gorgeous new super luxury villa for rent with discounts to Napo staff. Quiet, Fully equipped, sleeps 6, super pool, Atlantic views, one hour from Faro airport. From £350 a week – no extras.

Phone 07745 662 133. deanforesthugh@hotmail.com. www.hughsalgarvevilla.co.uk

Carcassonne – France

4 bed villa (sleeps 9) with private pool and terrace. Villemoustaussou village is 5 mins walk and Carcassonne is 3 km. Near Canal du Midi. Airport 10 mins. From £400 pw inc use of cycles. www.villalaffon.co.uk.

Contact Steve Walker 07941 092 207 email spw863@hotmail.com

Cala Mayor, Mallorca

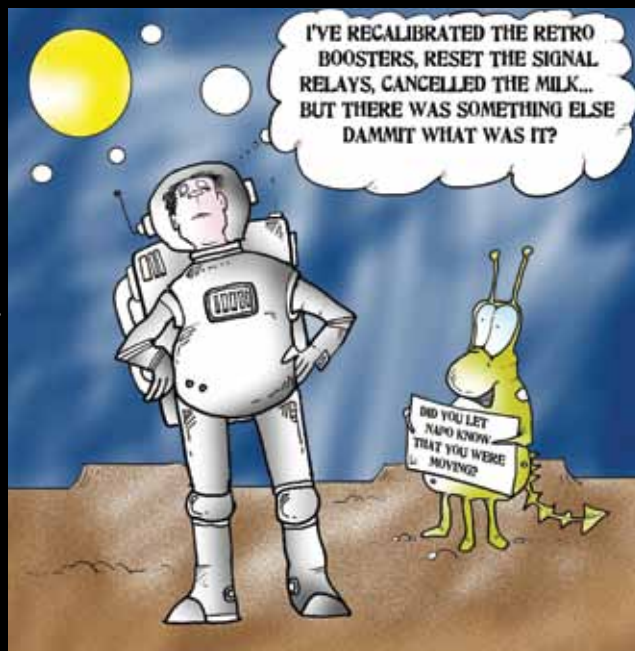
Newly refurbished front-line two bedroom apartment with magnificent sea views. En-suite bathroom, shower-room, TV, fully fitted kitchen, terrace and pool. Within easy reach of the elegant city of Palma. From £400 to £565 pw.

Call Brian Harrison 01275 373 992 or email harrisonbl@talktalk.net

Have you moved home or office? Are you taking a career break? Have you retired?

We need to know if we are to make sure you are getting information from Napo and that you don't unintentionally lapse or pay too much in subs. So please, please, please let us know of any changes...

Contact membership: 020 7223 4887
Email membership@napo.org.uk
Notify us via www.napo.org.uk
Write to Napo
4 Chivalry Road,
London SW11 1HT



Edridge 50/50 Club

The winner of the 50/50 club for January was number 299, from London and the winner for February 2013 was 181 from Wolverhampton.

Cartmel, Lake District

Wharton Cottage is a traditional yet contemporary cottage in picturesque medieval village. Sleeps 7 plus cot. Full details on website cottageguide.co.uk. From £450 a week and £300 long weekend.

Email paulinefeeney@hotmail.co.uk

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 - 8.00pm and Sat 9.00am - 1.00pm

**The quality and protection you get will be excellent. UIA exchange rates include with other insurance companies and the price is great! **Compare to the standard price you would be quoted. Price set as is. This only applies to home, buildings and contents and travel insurance. Napo is an authorized Approved Representative of UIA (Insurance Services) Ltd and RAC (Insurance) Ltd, which are both authorized 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 authorized and regulated by the Financial Services Authority.

