

NEWS



MPs and Napo members at the Justice in Meltdown event in June.

© Jacky Chapman

Justice in meltdown: time for action!

Napo's campaign against the government's probation privatisation plans received a major boost in the House of Lords on 25 June when the combined pressure of Labour and Cross Bench Peers forced through an amendment to the Offender Rehabilitation Bill at Report Stage. The new clause will mean that there has to be a debate and vote in both Houses before the restructuring of the service takes place. (See article on page 2).

The campaign to raise awareness on the outsourcing plans and to win public support against them is also growing in strength as branches and members are getting out into the community, leafleting and holding events, rallies and meetings.

Collective action

Now, to make our case even more effectively, we need to show that we are prepared to take industrial action if necessary to protect the service we

work for and value and to protect our jobs and future.

Both Napo and Unison are holding an indicative ballot over the next few weeks to establish whether members are willing to take collective action in support of the campaign. Make sure you return your ballot paper and vote YES to let the government know we mean business.

One of the deciding elements in getting support in the Lords on 25

June was the shock revelation of the existence of an undisclosed Ministry of Justice risk register that warned of the high risk of failure of the privatisation plans. A significant part of that high risk lay in the fact that officials believe Probation staff will not cooperate with the changes. We need to prove how right they are. Let's tell the government that we will not assist them to destroy our service and our jobs.

**Vote YES
in the
indicative
ballot**



**Campaigning
Action**
Page 3



**30 Years of
Women in
Napo**
Page 5



**Ian Lawrence
profile**
Pages 6–7

Offender Rehabilitation Bill hits barrier in Lords

The Offender Rehabilitation Bill is set to leave the Lords this month but with the addition of an important amendment, passed at Report Stage on 25 June. The new Clause, proposed by Cross Bencher Lord Ramsbotham and Lord Beecham for Labour, requires approval of both Houses before any reform to the Probation Service takes place.

The amendment was passed by 215 votes to 186 following a short but contentious debate which focussed on the revelation that a previously undisclosed risk register warned of the high risk of failure of the government's Transforming Rehabilitation plans. Lord Ramsbotham had been given a copy of the document, which was also reported in articles in the Guardian and Times that morning. He and other Peers were clearly angry that the unpublished assessment differed markedly from the impact statement 'thin on analysis of impact, cost or risk' that had been provided to the House by the Ministry.

Astonishment

Lord Ramsbotham was also astounded that the damaging risk assessment was apparently produced after the plans were drawn up saying: 'If a board saw a draft only 12 days after the Bill was published, when were the risks that it assessed seen and discussed by Ministers?'

He continued: 'That leads on to the question of why, throughout this Bill's progress, I have felt so deeply uneasy about the way in which this House is being used. We all want reoffending to be reduced, but we do

not want to see any programme with that end fall flat on its face because understandable concerns about the viability of untried theories ... have been ridden over roughshod in the desire to satisfy a party politically directed timetable that pays no attention to practical reality. I wonder whether the real reason why the Secretary of State is unwilling to reveal an objective assessment of the impact of his proposals is that he dare not, because they are so undermined by the sheer scale of the risks as assessed by his own officials in the Ministry of Justice.'

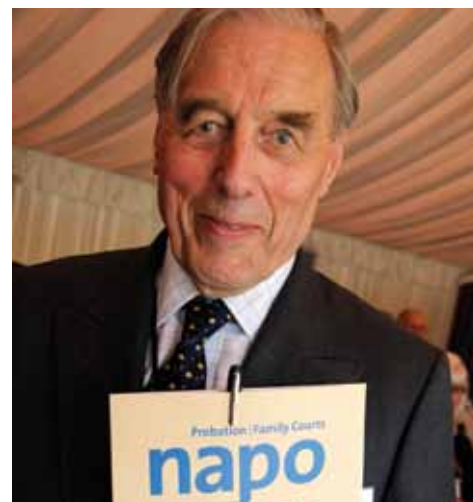
Describing the restricted document Lord Ramsbotham said 'Officials spell out a breathtakingly long list of details of what this complex unresearched change programme entails, which, according to the White Paper timetable, have to be completed in little over a year'.

High risk strategy

He told Lords: 'There is a more than 80% likelihood that an unacceptable drop in operational performance during the programme leads to delivery failures and reputational damage. There is a 51% to 80% likelihood that affordability objectives for the reforms cannot be demonstrated or met, leading to failure to secure approvals during the programme, or financial and operational risk and reputational damage to the department after implementation... there is a risk that the programme does not deliver to the agreed time, quality and cost, and neither impact nor likelihood have been worked out for this apocalyptic outcome because risk will be rated only once planned budget and products are baselined, which suggests that the cost has not yet been worked out.'

He concluded by saying: 'During my professional career I have been involved in a number of change programmes ... including having to reduce the size of the Army by a third over three years following the end of the Cold War, but never before have I come across a detailed assessment of risks being drafted only after a plan has been agreed and announced, let alone begun its passage through Parliament ... To expect this House, denied a veto, to rubber-stamp the Bill at this stage is to treat it with contempt ...'

Lord Beecham for Labour then waded in saying: 'I entirely concur with his (Lord Ramsbotham's) devastating and magisterial critique of the way the Government are seeking not merely to impose massive changes on a highly successful – indeed, award winning – public service but to do so without an evidence base, proper costings or any parliamentary scrutiny. The farce of the impact assessments has been compounded by the revelations of advice given to Ministers by Ministry of Justice officials



© Janina Struk

'The loyalty of the probation service is being pressed to limits that would make every soldier shudder. Indeed, since 9 May, they, I and others who have asked questions have felt rather like that Chinese student who, trying to stop something relentless, climbed on to a tank in Tiananmen Square, whose crew could appreciate what he wanted but were not to be deflected from their directed purpose.'

David Ramsbotham, House of Lords Debate

on the risks ... and by the recently leaked document showing that the residual probation service dealing with high-risk offenders that is envisaged by the proposals will face further cuts in funding of 19% by 2017-18... It is astonishing, indeed disgraceful, that we read today that in their risk analysis Ministry of Justice officials have apparently stated that this Bill has been deliberately kept slim to "minimise the dependence of the reforms" on the passing of the legislation. I do not blame officials for this, nor do I blame the Minister in this House. The blame lies with the Lord Chancellor and Secretary of State Mr Grayling, whose only reaction so far, I understand, is to have ordered a leaks inquiry.'

Other Peers rallied behind the amendment which was eventually voted on after a hour's debate.

It is not clear what will happen now as the amended Bill enters the Commons probably in early October. Napo is taking advice on this and will keep members informed.

What is clear though is that despite Justice Secretary Chris Grayling's hardline zeal to drive his plans through, his success is far from being certain. Napo will be taking up the parliamentary campaign with renewed determination as the Bill goes into the Commons.

Napo News Online

The online Napo News has been live since 1 May. We update the online version with the latest issue of *Napo News* as soon as it hits the press, but we also add articles regularly between printed issues. So keep checking us out and if you follow us on twitter @Napo_News you will get a tweet to alert you to any new posts.

If you have not already let us know if you want to continue receiving a printed copy of *Napo News* make sure you do NOW! Return the freepost card contained in this issue of *Napo News* or email membership@napo.org.uk or ring Kath Falcon on 020 7223 4887 to LET US KNOW.

Remember, unless you tell us you want a printed copy posted to you, you will not get one after this issue.

Check out Napo News Online <http://naponewsonline.org/>

Campaigning action – the message is out there

As the Offender Rehabilitation Bill hit a barrier in the Lords, branches have become increasingly active campaigners.

We are now into our third reprint of the public leaflet with more and more members taking to the streets and organising stalls in town centres at weekends. A new shorter and punchier version of the leaflet will be available soon, especially for giving out to the public.

Other branches are organising public meetings, including Chiltern Counties, who held an extremely successful meeting with local MPs in Luton in May. They plan to hold another for the Bedford area shortly.

Some branches have seized the initiative to organise rallies. South Yorkshire Branch got superb media coverage with a rally outside Sheffield Town Hall on 26 June. They had a stall and also performed their campaign song, with their own lyrics to the tune of the Proclaimers 'I could march 500 miles'. This is out on YouTube. Check it out – It's criminal – Napo South Yorkshire.



© David Johnson
Sheffield.

They also booked the Napo Advan for the rally and for the rest of the day it toured in Doncaster, Rotherham and Barnsley.

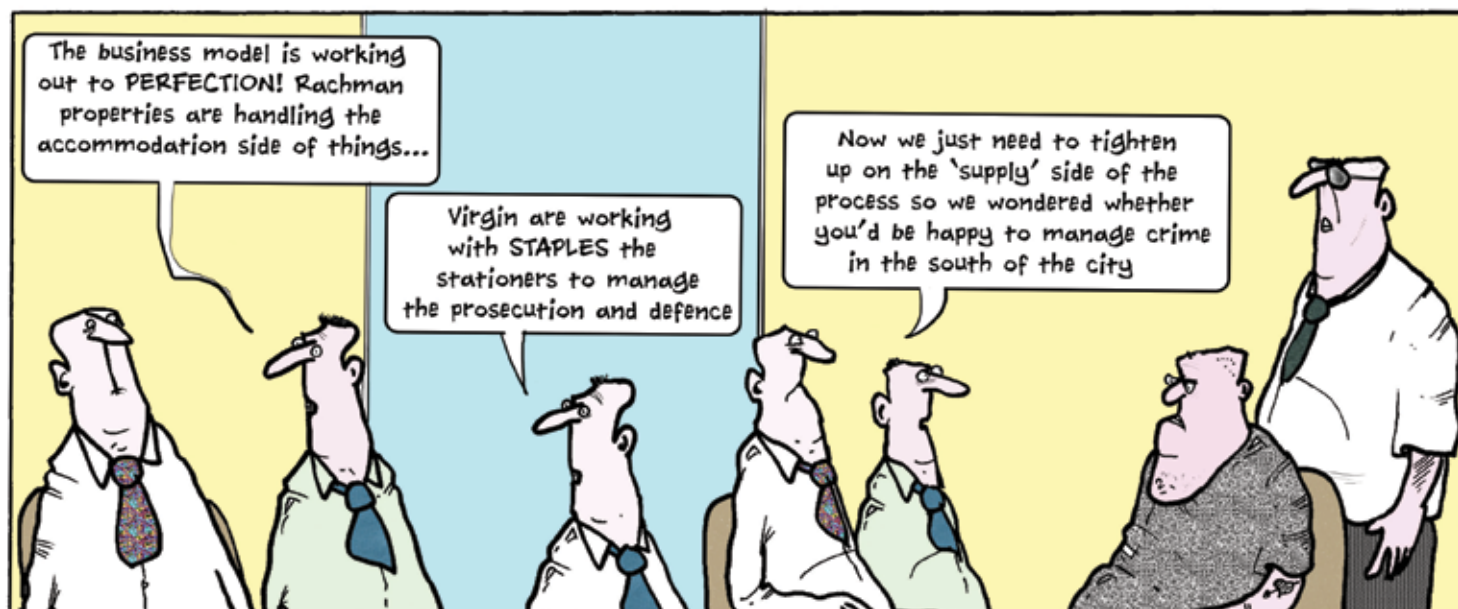
Northumbria Branch, who have a stall in Newcastle each Saturday (pictured right), are also planning to make a big splash at the Durham Miners Gala; while Hampshire and Isle of Wight Branch are organising a march in Southampton on 13 July (reports in Napo News Online).

That sinking feeling!

Surrey and Sussex Branch have gone overboard, literally, and entered a craft in the 'Paddle Round the Pier', a local charity event which is always very well attended (pictured right). Guy Symons, from the branch says: 'Our main intention was to publicly demonstrate that a Privatised Probation Service will not be fit for purpose and to that effect the raft named "Titanic £rivated £robation £ervice" was crewed by representatives of the private companies, and driven by 'profit' and 'greed' all be working against each other – paddling in opposing directions, such that the enter-



prise disassembled and failed publicly and Captain Grayling went down with his ship'. **Keep us informed of what your branch is doing including any feedback from meetings with MPs in your area. Email Kath Falcon kfalcon@napo.org.uk**



From the Chair

Sometimes things go right and the Lords debate on Tuesday 25 June 2013 will be remembered as a key date in our campaign to stop privatisation.

A leaked MoJ document made its way into the press and the Times and Guardian gave excellent coverage of the shambles that is the government's justice policy. The document was raised in the Lords debate and caused sufficient concern that they voted to amend the Offender Rehabilitation Bill so that no alteration or reform may be made to the structure of the probation service without a debate in both Houses.

Then, the Justice Select Committee convened an emergency meeting a week later to hear evidence on the government's proposals. MPs looked just as concerned as the Lords. Ian Lawrence gave evidence alongside representatives from the Probation Association, 3rd Sector, Magistrates' Association and from Richard Johnson, Independent Consultant and ex-employee of Serco. Mr Johnson has written a devastating critique of Transforming Justice (search for: Richard Johnson Spend to Offend). From an insider's point of view he paints a dystopian picture of justice by the cheapest means possible, for example, supervision by call centre staff. His blog is an easy to read guide to the disingenuous government PR to sell their plans as a rehabilitation revolution. It's well worth a read.

FOI request

As for the leaked document we have yet to see the real thing and Napo has put in a Freedom of Information request to obtain it. The Secretary of State, Chris Grayling, cuts an increasingly isolated figure as criticisms of the disastrous Work Programme flood in and the amphetamine-fuelled plans to fragment probation just keep unravelling. Watch out for some embarrassingly



© Stefano Cagnoni

contorted arguments against releasing the document. Just in the same way as the Lords voted, the Secretary of State cannot ride roughshod over due process. While we continue to negotiate and represent members, we want a strong showing in the indicative ballot for industrial action to let the government know that they cannot act with impunity here. Watch out for the ballot form and vote YES to show willingness to support industrial action.

Support for the campaign continues to build momentum and, when it comes to votes in the Houses of Parliament, every letter, every meeting with every MP and Peer counts. Members are doing the most fantastic job with some really creative campaigning going on locally. Raising awareness in communities and getting people talking is the backbone of this campaign. Ask family and friends to sign the Save Probation petition and follow us on twitter and facebook.

Justice system in meltdown Unions warn MPs

The Justice Unions' Parliamentary Group held an highly successful seminar for parliamentarians on 5 June to brief them on the current crisis across the Criminal Justice System. The packed public meeting in the Jubilee Room Westminster, which was also attended by the Criminal Bar Association and a large number of MPs and Peers, heard how privatisation, cuts to services and jobs, poor pay and over-work are causing demoralisation and disintegration, across the whole of the justice sector.

Opening the meeting, Elfyn Llwyd MP said: 'Our justice system risks being changed beyond all recognition, with unprecedented cuts being made to our courts system; privatisation looming large over the prison estate and probation service; and the legal aid budget being laid bare. We do not believe it to be an exaggeration to say that our justice system is at risk of meltdown.'

Ian Lawrence

Opening the speeches, Napo General Secretary, Ian Lawrence, highlighted the threat to the very existence of the probation service posed by Justice Secretary, Chris Grayling's, Transforming Rehabilitation plans to outsource over 70% of the service's core work to private security companies. He told MPs that the move spelled chaos and posed a serious risk to public safety.

Other speakers included Kevin Greenaway from PCS, PJ McParlin, National Chair of the POA, and Steve White from the Police Federation. Over 25 Napo members travelled to Westminster from across branches, to meet with their MPs either at the event or afterwards.

Following on from this event, Napo will be meeting urgently with the other justice unions and the Federation to discuss widening the Justice Forum.

National Committees – nominations open now!

Nominations are currently open for Napo's 12 national committees. Places are open to all Full/Associate/Retired members (except for Probation Negotiating Committee – which is restricted to full members) and nomination forms (countersigned by a member of your branch executive) should be returned by 12 August at the latest.

We would especially urge newer activists to put their names forward and are also looking to draw committee members from across all the equality strands to ensure

our national committees, which are the key to the union's policy development, are as representative as possible from the whole of Napo's diverse membership.

If you are interested and want to know more, full details of the committees roles and remits and what membership involves are with your branch or you can contact Alison Bonner at Napo head office abonner@napo.org.uk.

Nomination forms can also be obtained from your branch or from Alison and should be returned to Alison by 12 August.



© Jacky Chapman

Celebrating 30 years of Women in Napo

Friday 7 June was a significant day, when we celebrated the 30th anniversary of the Founding of Women In Napo in 1983. Nearly a hundred women met together for this landmark WiN conference in Cardiff.

The main speakers were Leanne Wood, Leader of Plaid Cymru, Sarah Payne, Chief Officer of Wales, Linda Bellos head of the Institute of Equality and Diversity Practitioners and Professor Gill Kirton from the Centre for Research and Diveristy at Queen Mary University.

Leanne Wood is a former probation officer and as a Napo Branch Co-Chair, she was involved in planning the WiN Conference in 2000. She told conference about a paper she had written in 2008 on 'Safer Communities' in which she set out a model for probation including the devolution of responsibility for Criminal Justice to Wales in line with Scotland and Ulster. Leanne attacked the Transforming Rehabilitation agenda arguing Probation works, you can't process people in a tick box way, and safeguards have not been put in place. She also criticised the speed at which the government is pushing its policies through saying it had refused to listen to people with real experience in the criminal justice system

Welsh Nationalism

Leanne was questioned about the nature of nationalism and its links to imperialism and also the impact which Welsh and Scottish independence would have on the political left in England. She answered that Plaid's decentralised socialism is based on equal citizenship with respect for different traditions and cultures, and that Welsh nationalism is akin to the liberation nationalism of South Africa. She said however that she could sympathise with anxieties that England could be dominated by the right but believed Wales could be an aspirational example to others of what could be achieved.

Sarah Payne spoke about her 30 years in the public sector, her experience of progression through the male dominated prison system, and about campaigning and lobbying in the YWCA. She described herself as driven by a strong sense of social justice and gave examples of the prejudice and problems of work-life balance that she had faced.

The afternoon session of the conference was opened by Linda Bellos who was a very entertaining and inspiring speaker using puns and double entendres to focus on the culture of violence against women. Linda has considerable experience of the feminist movement having been the first black woman on the Spare Rib Collective, Team Leader for Equalities at the GLC and Head of the Women's Unit for Hackney Council.

Competitive power

Linda described the preoccupation of professional politicians with the progression of professional women and went on to mention several areas that needed to be addressed, including: the fundamental relationships between men and women; competitive power so that even though women gain positions of some influence they are sidelined by the competitive games of

men; and the widespread and growing use of pornography which warps perspectives and expectations for children as well as adults

Linda concluded by telling conference that we have to be the agents of change if we want a different world.

Finally the conference was addressed by Professor Gill Kirton, from Queen Mary's, University London, who has been working with the WiN Strategy Group to implement and assess the three year strategy.

Women in Napo strategy

Gill took us through the results of the WiN survey that over a thousand women members had responded to. Various aspects of concern were highlighted as needing to be addressed by WiN in the future including:

- Under representation of BME women in Napo's structures
- Addressing the barriers faced by women with dependent children in being active



in the union.

- London centric positioning of Napo as a barrier to activism at a national level,
- Impressing on all women members that their vote counts.

The evening concluded with a celebratory meal, a cake to celebrate WiN's 30th birthday and an after dinner speech by Pat Waterman, Napo London Branch Chair.

We would like to take this opportunity to thank all of the planning committee, the speakers, workshop leaders and all the participants for making this a truly memorable event.

Patsy Leeman, Napo Cymru
Megan Elliott, National Vice Chair
Sarah Friday, National Official

Hazards Conference

Hazards Conference 19 – 21 July
Keele University, Stoke-on-Trent.
'Stop It – You're Killing Us'

Branches are encouraged to consider sending a H&S Rep to this well-established annual conference.

There is a great range of workshops and everyone is bound to find something to interest them. More details and booking via this link:

<http://www.hazardscampaign.org.uk/hazardsconference/index.htm>

Hazards Campaign

Ian Lawrence



© Stefano Cagnoni

POA rally 2012.

A plain speaking South Londoner who believes in leading from the front – Napo News profiles Napo's new General Secretary

Ian Lawrence was elected General Secretary last month and confirmed in post at the 9 July NEC. Members already know Ian as AGS in charge of the portfolio for terms, conditions and legal/representational services. Napo News last interviewed him when he was appointed to that job in late 2008. Then all we really knew about Ian's pre-Napo life was that he had worked for the Inland Revenue Staff Federation (IRSF) and the PCS. Oh! And that he was a 'plain speaking South Londoner'. He still is – despite five years in the generally refined atmosphere of Chivalry Road.

Early days

We asked Ian about his background. He tells us he grew up in Clapham, interestingly not far from Napo's head office, in a non-political family, the only son from an inter-racial marriage (his Father having arrived in England from Mumbai in 1949). Ian's formative years did not see him gravitate easily to the Trade union movement as he says that he had no background or interest in what it was about. Indeed, his early introduction to politics after joining a union in his first job as a Postal worker, was against the backdrop of the prevailing industrial climate of the 70s – power cuts, three day weeks and the infamous 'winter of discontent' which presaged the Thatcher era.

'I had quite an independent upbringing due to my parents separating when I was 11; I was never brought up in that way. But he gradually began to see the value of collectivism and what could be achieved by people who felt they had to stick together.'

Growing up

'I got more involved in the trade union movement almost by accident', he says. 'I was "volunteered" by the retiring branch

secretary to replace him in the office where I worked (in the then Valuation Office in Brixton). It was the smartest thing he ever did and probably the luckiest thing that ever happened to me!'

Ian then served his time in the union at branch level, as a conference delegate, and was finally elected to the IRSF NEC in the early 80s. After

seven years as an elected official he got a full time job in the Public Tax and Commerce union, the precursor of PCS. He has two children from his first marriage after spending twenty years in Bermondsey, and five grandchildren (with a sixth expected soon) from the three children who form part of his extended family from his second marriage. He lives with his wife Tania, plus two dogs and a cat, in Biggin Hill in Kent.

'I felt comfortable growing up in the trade union world in my home turf of South London', Ian says. 'It's coming from that type of environment, (he poignantly mentions racism and poverty and describes locking up the flat where his stepmother lived until her recent death) and the memories of living there in one room in the early 60s when we couldn't even afford the coal for the fire, that has given me a strong drive to help others succeed and to value the things that I have achieved.' Ian's 'creed' he says, (which also appears on his Twitter profile) is: 'the worker shall be worthy of their hire'. 'I believe that for myself just as I do for the tens of thousands of members I have tried to represent – a fair day's work for a fair day's pay'.



At the PSO Conference.

The Napo culture

We ask him whether it was a culture shock joining Napo, and getting to grips with Napo as a professional association with its somewhat different approach?

Ian says that what struck him most was when he attended his first AGM in Llandudno in 2008. 'It brought home the difference between Napo and our more traditional sister unions. It was so refreshing to see issues debated in an adult and generally friendly manner. That's not to say there weren't passionately held differences of opinion, but it was next to nothing compared to the 'toxicity' I had experienced in other union conferences over many previous years'.

Working for Napo was a different sort of challenge he says. 'Yes it has been hard over the last five years to gain the level of working knowledge that I have needed, and will still need; but because of my previous work in three other unions representing members across 30 or so different skill sets, both clerical and industrial, and also in the private sector bargaining arena, which has been particularly useful in recent dealings with Serco (in London Community Payback) I knew I could do it'. 'Jokingly', he says, 'I hope I won't have to fall back on this too much in the future, looking ahead to the Transforming Rehabilitation agenda'.

Appreciation

He also says he could not have achieved what he has without fantastic support from individual Napo members, both in Probation and the Family Court Section. 'When I need an expert I know where to go and every time I have sought help, from whatever quarter, officers, officials, members, it has been there. And I greatly appreciate that. And just because I'm now General Secretary it doesn't mean I will stop asking'.

'Yes, it was a tough call and a steep learning curve', Ian says, 'but now I feel I can hold court on behalf of our members at the highest levels'.

Ian also says he wants to pay tribute to his predecessor, Jonathan Ledger, who he says 'showed much courage – and foresight – in appointing me. It is only fair to say I owe him a lot for that, and I wish him well for the future'.

Talking about steep learning

curves, Ian was appointed to the job of Acting General Secretary at short notice when Jonathan Ledger left prior to the election process. With everything that is happening in the current climate, we asked: did that not feel like a tough call at times? As a look at Ian's GS Blog over the past months seems enough to make most readers feel tired!

Relishing the challenge

'It has been a huge test' Ian admits. But you get the sense he absolutely relishes the challenge. 'It's getting the balance right between understanding what our members out there on the front line are having to face daily, but also acknowledging that I have been appointed to the 'hotseat' at Chivalry Road. But, I believe I am at my best when I am leading from the front. Our agenda over the last few months has been tough. We face difficult times and I can't promise members that this will change in the foreseeable future. The Transforming Rehabilitation agenda presents us with the biggest struggle in our history and directly threatens the majority of members and their livelihoods; and the union too.' (notably he doesn't use the word 'defeat', when describing the possibility that Napo's campaign may not bring all that we hope for. 'But it (TR) could spell disaster for us and it will require some radical thinking on our part in terms of how we face the future. But members can be assured that whatever happens we will always maintain Napo's position as a strong, independent, trade union and professional association'.

Diversity during tough times

On a more personal note, NN asks Ian about his feelings as (we think, after a quick bit of research) he may well be the only BME General Secretary in the UK and also one of a only a handful BME people in leading positions in the union movement. Is this important to him?

Ian says: 'It's obviously important to me that I have got where I am and it is a great honour. I believe that if an opportunity presents itself in life you must do your best, if you have the capability, to take it. I hope it sets an example that anyone can achieve their ambitions. But I am also conscious that the trade union movement as a whole, while there is no doubt about its commitment to diversity, still has a lot of work to do'.

He says his experiences as a child and a teenager, growing up in a diverse community in South London has made it easier to understand the evils of discrimination and oppression. 'The streets of Clapham were tough going in those days and the



© Stefano Cagnoni

issues I had to cope with included poverty and racism'. He claims this resulted in a 'survivalist' mentality. 'I had my share of playground punch up's at school and on the streets; but often the discrimination I faced wasn't just about colour or my racial heritage, but also my families economic circumstances, which I found doubly hurtful.' This if anything spurred him on to challenge people's assumptions he says, and it was in large part through the trade union movement and the world of work, that he found the inner-strength to do this. 'Coming from an uncompromising background made me recognise the importance of diversity', he says.

But, he argues, the union movement needs to do a lot more across all the diversity strands to give people confidence and support to come forward. He notes that Napo, with 70% women membership, has had very few women officers in proportion to this statistic over the last few years although there are encouraging signs that this situation will improve. He doesn't believe in positive discrimination he says, but he does believe in affirmative action and will be committed to taking this forward with members and representative groups across all Napo's diversity strands while he is General Secretary.

The way ahead

The interview with Ian takes place immediately after a great day for Napo's campaigning work, where the union helped to secure an important amendment to the Offender Rehabilitation Bill in the Lords. How does Ian see the campaign progressing and also how does he see Napo's future?

Ian says: 'The result showed Napo at its

strongest. We have always been seen as a small underdog in comparison with our sister organisations. Yesterday demonstrated how we have made best use of our strengths and our "political nous", when we don't have the big battalions to threaten government with. The vote in the Lords was a watershed, which MoJ officials described afterwards as a significant blow to the government's privatisation plans. Sure, Grayling will pull out all the stops to get this through the Commons, but the setback to his timetable will put pressure on the Coalition partners to question the motives of the Justice Secretary and it will mean he will be called to account in both houses over his lack of transparency'.

He also pays tribute to the work for Napo over many years and the personal support provided to him by Harry Fletcher, and for his recent pro-bono work behind the scenes since he left Napo (to form the Anti stalking and anti domestic violence charity Paladin), 'doing what he does best playing the political angles'.

As for the future, Ian says: 'Now we have a setback for the government it is time to push ahead with the campaign'. That is why Napo is currently consulting members on their willingness to take collective action in the near future. He says he knows that some members will be disappointed that this is not yet a vote for industrial action, but he asks them to understand that 'there are tactical and timing issues, linked in to the parliamentary agenda and that I won't see Napo members isolated as the only willing parties in industrial action. That is why we're working so hard to forge links with Unison and the other justice unions and also powerful new friends, like the Justice Alliance, The Law Consortium and the Criminal Bar Association, who while just as angry about government attacks on their profession as we are about ours, appreciate the dangers of TR'.

Ian says: 'The vote in the Lords was a visible sign that the tide is turning and the government is not as strong as some people think they are. What we have achieved so far with relatively limited resources has been remarkable. But no campaign can work just on the efforts of the centre and while the officers, officials and myself will continue to work hard at a national level, it is our member's who will be the crucial factor if we are to prevail. So we need them to pull together, to use their skills, share their knowledge with their local communities and get involved; because doing nothing is just not an option.'

Follow Ian on the General Secretary's Blog www.napo.org.uk and on Twitter @ilawrencel

Family Court FoCuS

Family Court Conference

Over 90 members of the Napo Family Court Section gathered at the Monkbar Hotel in York on 23 May for what was one of the best Family Court Section's professional conferences yet. They heard our keynote speakers, Judge Nick Crichton and Lucy Reed, barrister; asked questions of the panel and participated in workshops as diverse as 'hearing the voice of the child' to 'surviving in Cafcass'; from the Children and Families Bill to Mediation to Contact Centres.

Many members who stayed overnight in York on the eve of Conference were able to show solidarity with our comrades in Probation by joining the demonstration outside the York Hilton on the morning of Conference, where prospective bidders for the dismembered, potentially privatised parts of Probation were meeting representatives of the Ministry of Justice. Our enthusiastic participation was greatly appreciated by the Napo North Yorkshire Branch members and the Napo Officers and Officials who were also there. It felt good to be able to do something concrete at last to support the campaign to Keep Probation Public, which reminds me, please use the model letter we have circulated to get your MP to oppose the immoral and unjustified privatisation of Probation.

Llandudno AGMs

There will not be another Family Court Conference until May 2014, but if you want a similarly uplifting, collective experience before then, book to come down to Llandudno for the Family Court Section AGM and the Napo National AGM and Conference, 17-19 October. You should have received a circular from the Section Executive explaining the process for booking for these AGMs, but if you have missed that then contact me directly. In addition to the FCS AGM on the morning of 17 October, there will be a FCS social that evening and a FCS professional slot on the Friday morning, 18 October, which will be addressed by Elfyn Llwyd, Plaid Cymru MP and Chair of the Family Court Select Committee.

Family Court Unions Parliamentary Group

Elfyn Llwyd is also the Co-Chair of the Family Court Unions Parliamentary Group (FCUPG), of which Napo is a founder member. Over the last couple of years I have come to appreciate how useful the FCUPG is as both a lobbying outlet for all the consultation and position papers that our Family Court Professional and Campaigning Committee has had to produce to keep up with the pace of change in the Family Justice System, and as a forum to share the expertise of the family justice section

of PCS and of Simpson Millar, the family lawyers, who are also members. As I write this, Jeremy Corbyn, Labour MP, is tabling amendments to the Children and Families Bill which came out of the FCUPG.

FSW Social Work Students

Cafcass Senior Management has confirmed its intention to retain all FSWs who are currently studying; the only exception may be where there is no local role for them. Cafcass states, however, that should that situation arise, it would look at redeploying the affected students in neighbouring areas. I welcome Cafcass's statement of intent, but I am aware that some of our FSW Student members are not receiving such a clear message from local management and that there is also much uncertainty about the actual interim role that FSW Students will be expected to perform when they come back from their courses. The Section's Negotiating Committee are following up these issues; meanwhile if you are a FSW Student member, worried about your situation, please contact Steve Hornby or Nicki Kenney on their Cafcass e-mail addresses or me on tmercer@napo.org.uk

Oppose the EDL

This Government seems determined to take us back to the thirties in an effort to shift the blame for the crisis onto anyone, the

weaker and more stigmatised the better, apart from the people who actually caused it and are still profiting from it. That is why the EDL are strutting around our streets to spread their message of hate. Napo members must actively support our diverse, local communities and make it clear that the EDL do not represent the majority. ¡No Pasaran!

Tony Mercer

National Vice Chair

tmercer@napo.org.uk



R-L Ian Lawrence, Hilary Barratt (Head of Services Cafcass) and Tony Mercer at the Family Court Conference.

Caption Competition

Let us have your suggestions – a £20 Amazon voucher goes to the sender of the wittiest caption. Entries to kfalcon@napo.org.uk by the end of July.

Family Justice in Crisis

With Family Justice in Britain facing its biggest crisis in decades the Family Courts Unions Parliamentary Group (FCUPG) held an urgent summit at Westminster on 3 July, to brief MPs on the combined impact of court closures, cuts to legal aid, overload and privatisation across the system.

There was a good turnout of parliamentarians at the event and MPs heard key note speakers from Napo, PCS and Simpson Millar LLP, who provide legal advice and support for families, as well as MPs from the FCUPG.

Napo told MPs that year on year budget



cuts in Cafcass have reduced back and head office support for practitioners while at the same time there is a relentless rise in the number of both public and private law cases requiring their intervention. The consequence is that, although Family Court Advisors are working well over their contractual hours, the amount of work they can carry out on individual cases is diminishing and they can no longer help parents to resolve disputes or give the necessary time to the children whose interests they are required to protect.

Napo also explained the union's serious concerns about changes to the legal aid system that mean the vast majority of parents will have to represent themselves in court proceedings. This will result in proceedings taking longer, leading to more delay across the system, to vulnerable parents not receiving justice and to greater acrimony in proceedings to the detriment of the children involved.

A joint briefing – Family Justice in Crisis – was launched at the event. Copies are available from Chivalry Road jpyarg@napo.org.uk

Learning at Work Day makes an impact

A number of branches were busy during Learning at Work week in May.

Greater London ULRs organised a LAW event to the LPT head office in Buckingham Palace Road. There was something for everyone, including aromatherapy sessions (with your own personalised oil to take away), how to live a greener lifestyle, personal well-being, head neck and shoulder massages and Tai Chi.

For those wanting to know more about learning & development and career options, Lambeth College, Lewisham College, the National Careers Service and A4E offered individual appointments for advice and guidance.

Following on from the event, an agreement has been reached with Lewisham College to provide Level 2 IT courses and Lambeth College are looking at ways that they can also work with staff. For more information, speak to your ULR.

Adrian Smith, Chief of London Probation, was thoroughly impressed with the event and as a direct result the team were asked to participate in Diversity Week in June.

Nearly all of the participants have requested another event later on in the year, and the ULR team are considering



Greater London ULRs.

whether or not this could be accommodated and what the theme will be.

Warwickshire

Meanwhile ULR Danny Mannion, Heather Caswell from HR and Sue Newbold, the Trust's Business Support Administration Office organised a LAW event for Warwickshire Probation.

Given the the uncertain future and the resultant pressures arising from the Transforming Rehabilitation agenda, the group felt that it was important for colleagues to be able to look at options for learning and development.

Harish Mehra from the Open University

gave a presentation. With a background as an ex-social worker and practice tutor within Birmingham social services, Harish has a good understanding of frontline and management experience. Harish was well received, with 21 members of staff requesting individual assessments after the presentation.

Since the LAW event, staff members have been followed up on their assessments with further advice and guidance and some have now signed up for courses.

As well as the academic side of learning and development, Danny also arranged for advice and guidance for those on lower incomes within the Trust and for those who wished to pursue a less academic route, or to look at taster courses to whet the appetite for learning and development.

Danny, Heather and Sue are now working jointly to arrange a further LAW event in the region centred around staff working with special needs.

To find out more about the May LAW event in Warwickshire and how the employers view working with the union on learning and development issues, see the article written by Heather on page 11.

Briony Sutcliffe

ULR Project Manager (England)

Communities unite against EDL fascists

As could be anticipated, the far right English Defence League (EDL) has been exploiting the terrible murder of Drummer Lee Rigby at Woolwich to spread its message of hate and division and to try to whip up a climate of fear and violence towards the Muslim community in Britain. But across the country ordinary people have been standing up to oppose this and to condemn the shameful rise in anti-Muslim violence.

In Newcastle, (pictured) Northumbria Branch members joined around 1,500 other anti-fascists to counter a EDL demonstration in the city centre.

Tim Wilson, from Northumbria Branch, reports: 'There was a great atmosphere with drums and dancing. Community groups joined with trade unions, Napo, Unite, UCU, RMT and Unison. The EDL had bussed their thugs in from all over, cashing in on the atrocity at Woolwich, but there must have only been about 50 from Newcastle itself.'

Whose city, our city

In Sheffield on Saturday 1 June Some 800 members of the city's diverse communities prevented South Yorkshire Police with horses from escorting about 50 EDL fascists to lay their wreaths of hate on the War Memorial in the centre of town. To chants of 'Whose city? Our city!' the protestors held them off for three and a half hours until the EDL eventually gave up and dispersed.

Mob-handed

The EDL retaliated however the following Saturday by bus-sing people in from across the country. They succeeded in

laying their wreath but again in the face of committed opposition from local people and anti-fascist groups. They also exposed their true colours during the day; starting out by maintaining they wanted to assert their right to a peaceful demonstration they soon turned to chanting anti-Islamic obscenities, and hurling bottles and insults at the police.

Across the country

Other branches have been equally active in joining counter demonstrations when the EDL has sought to capitalize on the tragic murder. You can find out more at the Hope Not Hate blog <http://www.hopenothate.org.uk/blog/>



Newcastle counter demonstration.

Follow Napo

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

www.facebook.com/NapoHQ

[@Napo_News](https://twitter.com/Napo_News)

[NapoNewsTV](https://www.youtube.com/channel/UCNapoNewsTV)

www.napo.org.uk

News from Edridge

Here is some useful information about how Edridge is changing to make things better for members.

Our new communication systems seem to be working well, including the voicemail system. Life would be much easier for us to just get emails from people, but sometimes colleagues need to speak to somebody. Most of the time we manage to call people back quite quickly. There may still be times when we might take longer to get back to you, but be assured that we will respond, usually within 24 hours.

Applications

The application form can be found more easily on the website, but people wanting to apply should remember that they need to download the form onto their computer, to fill in, and send back as an attachment. There are instructions on the form about which email address to use. There is one address for applying using your work computer (secure email) and another if you are sending it from home.

There have been problems with applicants who do not have Microsoft Word on their computer. If you find yourself in that

position, call our voicemail and we will send you the form either by post or as a PDF file. (However there are other free word processing programs available, which will work with our form.)

We are in the final stages of producing a revised application form, and part of that will be to provide a PDF version of the form which can be completed online.

Structures

Edridge has now been operating with a different structure for six months, with the Secretary having a very different role, and the administration tasks split up differently. This has been quite a challenge, but everything has been going well. Karl Deakin, our new Secretary has been helping the Trustees with revising policies, and there is also a major revision of the Trust Deed underway.



Finally, we will be asking the Napo NEC to seek nominations from Branches for new Trustees later this year, as two Trustees have come to the end of their term. So please give some thought in the near future about whether you would be interested in taking on this important role. Call our voicemail if you would like to discuss this with a member of the team.

The Trustees and Staff of Edridge
Voicemail number 020 3397 7025
www.edridgefund.org

Edridge 50/50 Club

The winner of the 50/50 club for May was number 192, from Middlesbrough and for June the winner was 67 from Oxon.

NAPSAC keeps on walking

On Monday 27 May 2013, people from all over the country met at Troutbeck Hostel for a week of walking. For Napo News readers who don't know about NAPSAC, it came to exist after a number of probation officers responded to the call of Napo's then President, John Hunt – later to become Lord Hunt – at Napo's AGM in 1976 to do a walk to raise funds for Edridge. Since then individuals from Probation and Cafcass, those connected to them or those with tenuous links have met twice yearly at various hostels to participate in walking, talking, shopping, eating and drinking and general good times.

Many of the group, now aged 60 and 70 plus, have belonged to NAPSAC for almost every one of those 37 years. One such is Harry Crook, a retired member from Essex, who says 'I went to the first NAPSAC meeting in October 1976, am still going and looking forward to the next one in October at Kettlewell in Yorkshire. Why am I still going? Well, I like walking and being shown new places in the countryside. Mostly, though, I go for the friendship; the companionship on the walks; the stories (some of them true, some exaggerated) and the laughs in the evenings. It's also great to see young families and children

relaxing and discovering new things in a safe environment.'

NAPSAC offers a wonderful opportunity for people to get together. You don't have to be a hardened or experienced walker. The groups cater for all levels, even those who don't want to walk at all but just be away from home and enjoy the countryside. Group members decide what they want to do from the walks planned by members of the group. We stay in youth hostels and are provided with breakfast, packed lunches and a three-course evening meal, and often enjoy the odd glass of wine or beer. If this sounds like something you would like to try, please contact either Caroline Coggin at caroline.coggin@yahoo.co.uk or Peter Holden at peterjholden@hotmail.com or me at caroline.bewley@lancashire.proba-tion.gsi.gov.uk

Caroline Bewley, National Vice Chair

Branch Reps' Courses

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.

Contact your Branch Chair/Secretary for further details and a registration form or
Cynthia.Griffith@napo.org.uk



© Caroline Coggin

Singing in harmony on staff learning and development

Working with the union on staff learning and development has much to offer employers as well and providing benefits for staff. Heather Caswell, Human Resources Learning and Development Manager for Warwickshire Probation Trust offers an employer's perspective.

Warwickshire Probation Trust believes in engagement with its trades unions and development of staff but was slightly unclear about the advantages of having a trade union representative with a specific remit for learning and development. That was two years ago. Since then Danny Mannion our Union Learning Rep (ULR), working closely with Marilyn Owens, the national Union Learn Fund (ULF) lead project manager, has participated regularly in the monthly training team meetings and has been pro-active in contributing to the Trust's Training Plan and putting forward

ideas on how we could capitalise on the funding available through the ULF.

This has included:

- Dyslexia Awareness Training for all staff, which was well attended. A further programme is planned for 2 and 3 September.
- Distribution of supportive reading material (quick reads) encouraging staff and offenders to read more frequently.
- Marilyn Owen presented a workshop on the ULF at the Trust's staff conference, which generated lively debate and discussion.
- Engagement with the Open University which resulted in the OU staff attending at the SJC to inform staff of opportunities available through the OU.

Finally I saw a little leaflet in the union



learning 'box' which caught my eye. I read about the success of Gareth Malone in forming workplace choirs and encouraging others to do so. This seemed like a good idea! Eight weeks later 'Voices for Justice' was formed (pictured) and we sang at our staff conference. You can see us on YouTube under Voices for Justice!

Statement to Members

NAME OF UNION: Napo

STATEMENT TO MEMBERS ISSUED IN CONNECTION WITH THE UNION'S ANNUAL RETURN FOR PERIOD ENDED 31 DECEMBER 2012 AS REQUIRED BY SECTION 32A OF TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992

Income and Expenditure

The total income of the union for the period was £2,407,933. This amount included payments of £2,153,337 in respect of membership of the union. The union's total expenditure for the period was £2,466,149. The union does not maintain a political fund.

Salary paid to and other benefits provided to the General Secretary, President and members of the Executive

The General Secretary of the union was paid £71,324 in respect of salary and £11,784 in respect of Pension.

Irregularity statement

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF NAPO

We have audited the accounts of Napo for the year ended 31 December 2012, which comprise the Income and Expenditure Account, Balance Sheet, Statement of Total Recognised Gains and Losses and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

RESPECTIVE RESPONSIBILITIES OF OFFICERS AND AUDITORS

As explained more fully in the Statement of Officers' Responsibilities, the officers' are responsible for the preparation of the accounts in accordance with Trade Union and Labour Relations (Consolidation) Act 1992 and for being satisfied that the accounts give a true and fair view.

Our responsibility is to audit the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

We report to you our opinion as to whether the accounts give a true and fair view and have been properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. We also report to you if, in our opinion, the Report of the Officers is not consistent with the accounts, if Napo has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, if Napo has not established and maintained a satisfactory system of control over its accounting records, its cash holdings and its receipts and remittances, if we have not received proper returns, adequate for our audit, from branches not visited by us and if the Balance Sheet and Income and Expenditure Account are not in agreement with the accounting records and returns.

We read the Report of the Officers and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the audited accounts. Our responsibilities do not extend to any other information.

This report is made solely to the members of Napo, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the members of Napo those matters that we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the members of Napo as a body, for our audit work, for this report, or for the opinions we have formed.

SCOPE OF THE AUDIT OF THE ACCOUNTS

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to Napo's circumstances, and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the

officers; and the overall presentation of the accounts.

OPINION ON THE ACCOUNTS

In our opinion the accounts:

- give a true and fair view of the state of Napo's affairs at 31 December 2012 and of its results for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice the Trade Union and Labour Relations (Consolidation) Act 1992.

Elizabeth Ridge

Senior Statutory Auditor

For and on behalf of BRYAN AND RIDGE, Statutory Auditors Chiswick, London, W 4

Napo's detailed audited accounts for 2012 will be presented by the Treasurer to the 2013 AGM as required by Section 14 (c) of the Constitution. If approved they will be included in the Annual Report, which is sent to all members.

Keith Stokeld, Treasurer

Ian Lawrence, General Secretary

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

Cala Mayor, Mallorca

Newly refurbished 2 bedroom apartment with magnificent sea views. En-suite bathroom, shower-room, TV, fully fitted kitchen, terrace and pool. Within easy reach of Palma. From £400 to £565 pw.

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

AGM 2013—fighting the threat of privatisation

The theme of the 2013 AGM is 'Privatisation – a threat to public services and public safety'. Planning is well in hand for a varied programme of debate and discussion on the theme.

AGM will be formally opened at 2pm on Thursday 17 October by Elfyn Llwyd, Parliamentary Leader of Plaid Cymru and Chair of the Justice Unions and Family Court Unions Parliamentary Groups. The Thursday afternoon will also feature a Q&A session on 'What really works in Probation and Social Work'. Invited panel guests so far include Janet Crowe, Deputy Director of the Prison Reform Trust, Theo Gavirileles from IARS, and Dr Pamela Ugwu-dike from Swansea University.

On Friday morning the Probation Session will look at the direction of travel for Probation under the government's Transforming Rehabilitation proposals. Invited speakers are Justice Minister, Jeremy Wright; Shadow Justice Secretary, Sadiq Khan, and Leader of Plaid Cymru, Leanne Wood AM.

The Family Court Section Professional Session, which will also be held on Friday morning and will hear from Elfyn Llwyd, Chair of Family Justice Select Committee and a representative of Simpson Millar Solicitors, on professional issues in the Family Courts with particular reference to the Children and Families Bill (Act).

Conference will also hear from a number of other key note speakers during the course of the three days. We also hope to have TUC General Secretary, Frances O'Grady, with us.

We anticipate an even larger range of fringe meetings, exhibitions and stalls this year (more details in the final programme). As usual we will have live entertainment on both the Thursday and Friday evenings.

A registration form was sent out with the last issue Napo News. If you have mislaid it phone head office 020 7223 4887 or email info@napo.org.uk; or you can register online at www.napo.org.uk. Make sure you register by 27 September to take advantage of the discounted early bird rate of £45 (£25 retired/unemployed members).

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. Villemoustausou 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.co.uk

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.hollycottageandnorfolk.co.uk

Donegal, Ireland

'Arden Mhor' is a comfortable, spacious house wonderfully situated with stunning views overlooking Donegal Bay. 5 bedrooms, sleeps 10. 10% discount for Napo members. <http://www.homeaway.co.uk/Ireland/holiday-golf-holidays-house-County-Donegal/p1539.htm>

Siobhan Jones 0121 443 4438

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

Cumbria and North Yorkshire

Well Furnished, well situated apartments in Skipton, N.Yorks and Grange Over Sands, Cumbria. Would suit ramblers and people needing a break from it all. Grange sleeps up to 4 people, Skipton up to 3 people. £130.00 per stay for 3 nights any time of year.

Tel 07815 148205, 01772 335426 or email shezbee2@gmail.com

