

NEWS



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‘We’re striking for your safety’ – Napo members take message to the streets

The 24 hour period between 12pm on 5 November and 12pm on 6 November 2013 will be remembered as one of the proudest, most important and memorable days in Napo’s history.

It should not be underestimated how difficult it is to withdraw our labour from a service that we so passionately believe in but we had been left with no alternative by the government. If the aim of our industrial action is to stand up to being bullied, to defend what we believe in, to protect service users (present and future) from the clutches of global outsourcing - then we are well on our way to winning.

We might be a small union but we’re the biggest in Probation, the most passionate, committed and creative and this week it really showed. Up and down the country, the picket lines have been immense.

From the front line

Reports have come in from practically every branch walking out of work to generate publicity and defend our service. Of course,

to the frustration of every group opposing austerity and privatisation, much of the national press struggles to raise an eyelid but we got the national BBC, The Guardian, ITV and The Telegraph (taking on its natural role of ill-informed, pantomime baddie with aplomb). But the media presence around the country was fantastic - a quick google search and every local paper and untold radio stations has publicised our cause.

Central campaign strategy

Parliament and negotiations with central government etc. will be a big part of this campaign but it will only, and can only, be won by us getting our message into local communities and to the people that matter. That’s what we did in this strike. We did ourselves proud and we showed what we can do when we are determined to win.

Tom Rendon National Chair

A fuller report on action around the country can be found on Napo News Online <http://naponewsonline.org/>



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Opposition secure debate on Probation's future

The parliamentary campaign is growing in support since our hugely successful lobby of parliament on 9 October. As a result Labour secured an Opposition Debate which was held on 30 October.

It was a feisty affair with some very blunt comments from both sides. Noticeably, Secretary of State Chris Grayling only stayed for his bit at the beginning and then left the chamber. He is clearly getting edgy about Napo's campaign however, and accused Labour of having a union-led agenda. Napo will take that as a badge of honour. It was also a debate that he could not afford to lose; and the government had imposed a three line whip.

Napo would like to thank the Labour Party for its support, and also Elfyn Llywd (Plaid Cymru) and Caroline Lucas (Green Party), as well of course as stalwart supporter John McDonnell. John only managed to get in towards the end of the debate but he did not hold back, telling the government: 'We have heard so much advice about the risk posed by this privatisation to my constituents and members of my community, so if the Ministers go ahead irresponsibly without

heeding those warnings, they will be held responsible for every member of the public who is harmed, hurt or murdered as a result of these ill thought out reforms. This is a warning from me: if any of my constituents are harmed, I will hold Ministers respon-

sible and I will seek to ensure that none of them ever holds public office again'.

You can read the debate in Hansard and watch it on Parliament TV – links from the Napo website www.napo.org.uk

Tania Bassett

The Bill is back

As Napo News goes to press the Offender Rehabilitation Bill will receive its Second Reading in the House of Commons, on 11 November.

The Bill left the House of Lords in June with a significant amendment, secured by the Labour Opposition and Cross Bencher, Lord Ramsbotham, stating that there should be no 'restructuring' of the Probation Service without a debate and vote in both Houses.

The amendment was passed by 215 votes to 186 following a hour long debate which focussed on the disclosure of a restricted MoJ document revealing the strategic risks that the government is taking in its endeavours to privatise the service.

The Bill now has to go through the Commons. It had its formal First Reading in July and since then we have been waiting for the date of its first proper debate at second reading. This date was announced last week as the union declared for strike action on 5 and 6 November.

Napo has been meeting with the Opposition team and backbench Labour MPs to discuss tactics. We are also continuing to urge members to lobby Lib Dem and, even Conservative, MPs.

Interestingly one Conservative, Richard

Draxd, MP for Dorset, did raise his concerns in Wednesday's Opposition Debate debate following meetings he has had with Napo members in his constituency. Although he voted in line with the party, cracks in the Tory benches are beginning to show. It was clear from all those speaking out against TR that contact from members is having a real impact.

Hard ball in the Lords

After Second Reading the Bill enters the Committee Stage, where its detail will be closely debated. It then goes through Report Stage, Third Reading and back to the Lords for final agreement. If it is amended to water down or remove the Lords' amendment, we will be relying on our supporters in the Lords to refuse to accept this and to 'bat it back' in what is known as a 'Ping-Pong'. Essentially, both Houses need to agree the content of the Bill before it can be enacted and it will go back and forth until this happens.

We will continue to keep members informed of the parliamentary campaign. In the meantime we are urging members to get out to your MPs as a matter of priority to explain our concerns about public safety. Some of them are for turning – even on the ConDem side of the house.

Tania Bassett



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MPs queue to speak at Napo rally on 9 October.



Ian Lawrence writes

I always had faith in our members

Every picture tells a story, and there are lots of both in this edition of *Napo News*.

They typify the tremendous show of solidarity that you displayed this week which, I can assure you, has been noticed by politicians from all parties.

Given that the Napo London's 'battle bus' was packed to the rafters (see photo on front page), I decided to head down to Brighton for the Surrey/Sussex March and Rally. It was a privilege to share the afternoon with over 100 loyal and deeply committed Napo members who were joined by supporters from Unison (who had commendably decided not to cross a picket line), and representatives from the Labour and the Green Parties together with the local Trades Council.

The rally on Brighton Green saw some impassioned contributions from 'front line' practitioners who left all those passing by in no doubt as to what the Government's disastrous TR agenda will mean if it ever comes about. I was proud of them and indeed all of you, for the remarkable support for the action and the sacrifices you have made.

Where next?

Next Monday sees the second reading of Grayling's Offender Rehabilitation Bill and news reaching us is that it's now a 'three line whip' job on account of the 'Reasonable Amendment' tabled in the name of Labour Party leader Ed Milliband following great work by Elfyn Llwyd and John McDonnell on behalf of Napo. As you would expect we issued up to date briefing material to all MPs in advance of the debate.

The hope is that even if the Government



Trowbridge, Wiltshire.



Bournemouth, Dorset.



Grimsby, Lincolnshire.

win the vote, as they did in the recent Opposition Debate on Probation reform, they will sustain serious collateral damage in terms of the recorded exchanges which will be picked up again when the Bill reaches Committee Stage and then returns back to the House of Lords as described elsewhere in NN. The embarrassing savaging inflicted on Jeremy Wright by BBC Five Live reporter Victoria Derbyshire last week when he failed to justify the actual figures (let alone the rationale) for his astonishingly arrogant claim that the HMP Peterborough and Doncaster reoffending pilots were a 'substantial success', shows how desperately short of ideas he and his motley band of supporters actually are.

Our emphasis will now be about promoting the alternative strategy for engagement with the under-12 month custodial community which would see Probation commission and manage other providers as opposed to selling off the IOM process lock stock and barrel.

In terms of our continuing industrial strategy, Napo's planning group meets this week to consider the details of the Action Short of



Newport, Gwent.



Warrington, Cheshire.



Barnsley, South Yorkshire.

Strike Action which we have served notice of, and which commences on 14 November and continuously thereafter. We will issue details of what this means for members very soon. Once again, I am confident that you will work collectively to make this strategy a success, as we move the emphasis directly against the shambolic TR timetable and its underlying serious threat to public and operational safety whilst continuing to focus on the needs of your clients within the hours that you are actually being paid for.

I acknowledge that this will be a big ask, but we are responding to the very emphatic ballot vote which mandated us to incorporate this tactic into our toolkit and we must act upon it to keep the campaign ticking over.

Where is Unison?

By the time that *Napo News* goes to press I am hopeful that Unison will have concluded that the NNC negotiations on the Staff Transfer Scheme will have sunk completely into the sand. This will be no reflection on our colleagues representing the Probation Employers or even those MoJ officials who have been despatched to desperately reach an agreement with the unions to save Grayling's face. It will be all about the refusal of Ministers to understand that even if we put the ideological debate to one side, the infrastructure to undertake a (TR) change programme of this magnitude will just not hack it; especially given their refusal to put even the most basic of safeguards in place for the workforce.

Getting Unison onside will be an important boost to our campaign. You know that, Ben Priestley knows that and Dave Prentis knows that; and this week I will be reminding them of this fact, as we seek to move forward within the partnership that we have steadily developed together.

Ian Lawrence – A future building on belief



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An extract from the General Secretary's address to AGM

I stand here as someone who is extremely proud to have been elected as your General Secretary in what is undoubtedly the pinnacle of my career in the trade union movement, I believe that I am the first GS from a dual heritage background in recent history and I hope that my Mum and Dad who sadly never lived to see this day would be proud of me. But there are a number of my dearest comrades with whom I have grown up in the movement who are here today and to whom you have already given the warmest of Napo welcomes.

So I am privileged to have been tasked to stand alongside you and help to lead us into what is the struggle of our collective lives; a fight for survival that has not been of our making or choosing, but one from which we will not flinch, will not run away from, and which I promise our enemies, we will face with fortitude and resilience.

The past year

Aside from the TR agenda which has at times threatened to engulf us, we have pressed on; trying to deliver for our members as directed by motions carried at last year's AGM. Alongside my thanks to my Chivalry Road team, I would also want to record my personal tribute to Jonathan Ledger and Harry Fletcher for their contribution to this union and their personal support.

The withdrawal of legal aid from most private law cases ('Failing Grayling' again) increases the risk of harm to children from unaddressed, aggravated parental disputes. In addition the work that the Early Intervention Teams undertake, which has replaced dispute resolution processes seems to be running into problems in many parts of the country, both in terms of the quantity and tedium of the work. We will pursue these issues vigorously.

Whatever the future for the FCS, I want our members there to know this; Napo has been there for you; is there for you and will always be there for you. Your support for the struggle in which your probation colleagues are engaged will never be forgotten.

So where are we now?

The overall industrial action ballot turnout of 46 % is highly

respectable. Napo has led this struggle and we are now looking for Unison to get outside. The TR agenda is symptomatic of this Government's systemic assault on the public sector and part of its overall strategy of dividing this nation. Getting the poor to hate the unemployed and blaming immigrants for all our problems is about distracting the electorate from the real issues of their disastrous austerity programme and the £120b tax gap.

Napo needs to have a voice on wider social issues. I may not be famous like Ed Milliband but I am also the son of an immigrant, who came to this country from India to help rebuild Britain from the ravages of the Second World War; someone who worked every available minute to try and make ends meet and pay his share of taxes. The lesson is simple, it's no good politicians whinging about foreign workers coming here to take up opportunities when it's their policies of low pay and a no investment economy that is preventing millions of young British people from entering the world of work or being priced out by British companies who refuse to pay the right rate for the job.

Future campaigning

So solidarity is the way to win this dispute. Not only internally but with our brothers and sisters in other justice unions as well. This solidarity has also been seen at the party conferences where Napo and the POA held fringe meetings and of course at the Lobby of parliament on 9 October.

Our current campaign is based on the hard work over many years of Harry Fletcher; but now Napo has to move on and we will do that by changing the way that we work, with greater collaboration and unity than we have ever had before.

We need to work harder on the Lib Dems. We know they don't have a back bone but have they got a heart? For it beggars belief that Lord McNally and his Leader Nick Clegg have given the Transforming Rehabilitation Agenda their gold seal of approval.

Sadiq Khan and the Labour front bench justice team have been fulsome in their recent defence of Probation, but he can help steer Labour into a more definitive position here. For we know the procurement process is a disgrace and that Napo's view (in respect of at least two of the expected principal bidders) is that any contracts awarded under TR should be revoked by a Labour Government.

For the real cost of privatisation is being picked up every day by workers who face systemic attacks on their terms and conditions; or worse, lose their jobs, (just look at the dreadful Serco CP London example a project that is falling apart at the seams by the way),

As I have said at every meeting I have had with members. TR is not a done deal. We can win. Most of all let us build on belief - belief in our values, our principles and our skills. These are the same skills as were first shown by our forebears and that have been the foundation of our probation service for over 100 years. Let us build on the belief that what we do makes a difference; the belief that people like you are the real big society (rather than the version trumped up by David Cameron and the 24 Cabinet Millionaires who I doubt have ever done a decent day's work in their lives); belief in what this union has achieved; belief in our members and belief in ourselves.

Thank you all so much for your loyalty and support, together we can win.



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AGM 2013 Resolutions (Llandudno)

Training Committee

1. Preparing for change in an ever changing market

Training Committee is concerned about the apparent lack of training opportunities afforded to our members. The Government is pressing forward with their Transforming Rehabilitation agenda and we are concerned that our staff group needs to be prepared for change.

Although it is appreciated that cutbacks are being made across the board, and tough decisions about resources will inevitably have to be made, Trusts are seriously failing to meet the new challenges that the changing situation presents by offering staff little more than 'mandatory' training.

What is urgently required is for Probation Employers, including Trusts, to enable staff to have access to good



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quality training and career development opportunities which will ensure that they are well prepared and best placed for future employment.

With this in mind, Training Committee calls upon Napo's Officers and Officials to impress upon Trusts, and the MOJ/NOMS, the urgent need to proactively enable and assist all staff to have proper access to appropriate training and development opportunities, whether this is provided in-house or externally, via Union Learning funding and other similar funding streams.

In addition, Napo needs to campaign for enhanced severance packages that include concrete provisions which ensure a guarantee of access to training for all those who are identified as susceptible to redundancy.

Campaigning Committee

2. Labour Party electoral commitment to restore public probation service

This AGM, whilst acknowledging the urgency of the need to continue the campaign to retain and save a public Probation Service, also recognises that the political drive to dismantle the Probation Service in a wantonly ideological way imposes an obligation on the union to consider all available political options to preserve a unified service. Sadiq Khan MP, Shadow Secretary of State for Justice, has been invited to address AGM and his commitment to retaining a public owned Probation Service (whilst not unqualified) was reiterated recently when he addressed the Howard League and the PSO Conference. He noted that:

"In my vision for probation, there is no place for a mad-cap splitting of responsibility for offenders based on their level of risk. Day to day case management of all offenders will be done by probation trust staff. With trusts able to contract in support for skills, training, alcohol and drug dependencies as they see fit. The best performing proba-

tion trusts will get more freedoms over their budgets, and how they procure services, rewarded for their achievements. I believe this vision for probation – a publicly run probation service – can instil a laser-like focus on reducing re-offending. It would be free of the distractions of the rush to privatise. Instead, it will be focused on improved outcomes – reduced crime from re-offending."

We therefore call on the Shadow Secretary of State for Justice to once again reaffirm his commitment to a free-standing unified public Probation Service at AGM and in anticipation of Labour coming back into Government in 2015 to continue to mitigate, by all available political and parliamentary avenues, the egregious damage currently being inflicted on Probation staff due to this Government's wilful efforts to dismantle Probation.

3. The Coalition Government must be defeated before May 2015

This AGM recognises that to wait for a general election in May 2015 in the hope that the Tories don't get a parliamentary majority with or without the support of their Lib-Dem poodles, is not a strategy that has any chance of success.

The dismantling of the welfare state; the erosion of democracy; the decimation of the public sector trade union movement; the privatisation and dismemberment of the Probation Service, and the consequent threat to the survival of Napo as an independent Trade Union may well all have been achieved by May 2015. Even if the Coalition were then to be replaced by

a New Labour Government, which currently seems increasingly unlikely, Ed Miliband is on record as saying that he will not reverse the Coalition's austerity measures.

This AGM therefore realises that the only way to prevent the catastrophe outlined above is to launch a campaign of mass, non-violent, civil disobedience to bring down the Coalition Government, on a scale unprecedented in this country, involving all those sectors of society which oppose the present Government's "austerity" measures and the dysfunctional, corrupt and inherently unjust neo-liberal economic system that commands them.

Equal Rights Committee

4. People from Gypsy/Traveller/Roma backgrounds are being unfairly disadvantaged by the Criminal Justice System

This AGM understands that people from Gypsy/Traveller/Roma backgrounds are being unfairly disadvantaged by the Criminal Justice System, particularly at times of arrest, plus pre and post-sentence. Moreover, their sentencing experiences are noted to be significantly different in length, severity and opportunity compared to that of the majority of the settled community. Particular difficulties are also noted in recent research pertaining to the experiences of young Irish Traveller men in the prison system, evidencing that these individuals experience high lev-

els of racism and discrimination, which in turn leads to self-harming and higher mortality rates from suicide.

This AGM believes that the Probation Service and Cafcass need to have a greater understanding of this community and develop practices that enable us to work with them in an equitable and non-discriminatory manner.

This AGM resolves that Equal Rights Committee should liaise with other experts in the field to develop and provide training materials in order to raise awareness of these issues and enable equitable outcomes to be achieved.

Family Court Committee

5. The impact of legal aid cuts on family proceedings

Conference is seriously troubled at the consequences of the Legal Aid, Sentencing and Punishment of Offenders Act 2012 on the conduct of private family proceedings.

Conference notes with concern the impact that cuts in legal aid to parents is already having on the Courts' ability to resolve cases in private Family Court proceedings. The consequences of this legislation were anticipated not only by the various professional bodies working with children but by a Ministry of Justice research summary. The rash move to achieve savings on the legal aid budget is more likely to bring increased costs elsewhere on court time, other professionals waiting, unnecessary adjournments and emotional harm to adults and children.

Conference notes that angry and fractious parties are not deterred from litigation for the want of affording legal advice. It is one area of law where the advice to a parent from a critical and legally trained friend is crucial if a child-centred resolution to a dispute can be found.

Conference notes that although legal aid is still available in those cases where domestic violence features, the new rules set a dangerously high threshold of proof of domestic violence. Conference also notes with concern, that in the absence of appropriate support, the victim of domestic abuse faces the risk of being cross-examined by the perpetrator in the Family Court.

The decision to remove legal aid in most private law cases ignores the gravity of safeguarding in private law proceedings. Conference is concerned about the incidence of parties committing suicide having murdered their children, and deprecates the lack of attention this Government has given to ensuring that proceedings can be conducted as safely as possible with the assistance of appropriately trained legal professionals.

This Conference instructs the Family Court Professional Campaigning and Training Committee to campaign for the reinstatement of adequate legal aid provision in the family courts, by:

- collating information and evidence of the delay caused by increased litigation bought by litigants in person,
- campaigning using press releases and the internet to highlight the issue,
- working with the Family Court Unions Parliamentary Group to raise awareness,
- working with other groups such as Justice Alliance,



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the Justice Forum, Resolution and the Interdisciplinary Alliance for Children to lobby ministers and campaign for reinstatement of legal aid,

- calling on the Labour Party to commit itself in its manifesto to the full re-instatement of legal aid.

Health & Safety Committee

6. Holding fast to good health & safety practice

This AGM encourages all members and instructs the Health & Safety Committee, to work with national Officers and Officials to highlight and promote to all of our employers (existing and prospective), the following key issues, in line with safety legislation and existing Health & Safety Policy manuals for the Probation Service and Cafcass:

the importance of the Health & Safety reps' role in the Probation and Cafcass organisations and workplaces,



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the responsibility of our employers to risk assess fully any proposed changes in work practice (including office location/premises) in conjunction with the local Health & Safety reps and, the importance of the employers taking a pro-active stance towards their responsibilities for staff who may have a disability and/or protected characteristics as defined by the Equality Act 2010 to minimise the risk of health & safety related concerns arising for them and of working positively and creatively in relation to any concerns that may develop, again in conjunction with local Health & Safety reps and relevant specialist advisers.

National Executive Committee

7. Oppose the TR agenda

The Government's announcement that it intends to contract out 70% of the work of Probation Trusts in England and Wales is a blatant, ideologically driven action which threatens to dismantle the Probation Service and in turn threatens the job security, terms and conditions and pensions of its staff.

This AGM supports the work already being done to defend our members' jobs and the terms of their current contracts, including the ballot of all affected members. It is the view of this AGM that strike action of this kind is the only way it has to make the Government sit up and listen. In tandem with this approach Napo will only be prepared to discuss members' job security and the nature of their contracts through the National Negotiating Council with direct representatives of the probation staff employers.

In the meantime all branches will boycott any attempts made to enter into negotiations with branch officers which are designed to implement the contracting out of Probation Service work.

This will mean that all Napo branches should refuse to enter into discussion on implementation with their local employers, including chief executives. This will not preclude genuine information sharing with local employers.

8. Vote of no confidence in Chris Grayling, Secretary of State for Justice

This motion proposes that Napo no longer has confidence in the Secretary of State for Justice, Chris Grayling.

We believe the Transforming Rehabilitation agenda is not in the best interests of the public, the Criminal Justice System, its workers, or even the offenders whose needs it purports to address.

In a press release announcing the planned changes on 9th May 2013, the Ministry of Justice stated:

- each year around 65,000 of the most prolific offenders serving sentences of up to two years will receive extended, targeted rehabilitation,
- although crime is falling, reoffending rates have barely changed in a decade, and more than 58 per cent of prisoners serving less than 12 months go on to commit further crimes within a year of release,
- Chris Grayling as saying "It is simply not good enough that we spend £4 billion a year on prisons and probation, and yet make no real dent in the appetite of offenders to commit more crime."

The elision and repetition of these and similar statements has given the erroneous impression of under-performance by the Probation Service, when in truth targets have been met and performance improved under a relentless regime of cuts to funding. Probation is the solution and not the problem.

Clearly the national policies to change the Probation Service are ideologically driven, disregarding of evidence and determined on the basis of personal preference and assumption.

This union deplores the introduction of making profit from punishment through the 'marketisation' of the Criminal Justice System and believes it is not possible to maintain standards of service, reduce cost and produce profits for private companies.

9. The Transforming Rehabilitation agenda is fundamentally flawed, will put the public at risk and should be withdrawn.

We therefore call on the Napo Executive, Officers and Officials to immediately make clear to the government, press and public that they have lost the confidence, support and good will of the union for the future development of the Criminal Justice System.

10. Resignation of Minister

In the light of today's revelations of Lord McNally's ill advised lobbying meeting about probation contracts with troubled Welfare to Work organisation A4E at the Liberal Democrat Conference, this AGM declares that it has no faith in the Minister's integrity.

AGM therefore instructs the Officers and Officials to write immediately to demand the Minister's resignation.

11. Transforming Rehabilitation – the risk to public safety

This AGM is appalled that private companies, who have no proven ability in the field of rehabilitation, are already working in conjunction with this Government and are busy lobbying for more work for themselves, while established Probation Trusts are specifically forbidden to bid for the 21 proposed contract package areas.

Nevertheless, this Government persists in its belief that allowing the privatisation of Probation to go ahead with only the private sector bidding for the work will guarantee reduced costs and reduced re-offending. Conference is also seriously concerned that the Government has announced that providers will not be held to the same standards and requirements of the Probation Service, nor will they be



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required to use the same IT systems such as OASys and N-Delius, making it difficult to monitor the work that the private sector might undertake.

This AGM believes that the Government has failed to adequately consider the safety of the public, the rehabilitation of those who have offended or the wider detrimental impact of their so called 'Rehabilitation Revolution'.

This AGM directs its Officers and Officials to:

- continue to present the public safety aspect as a key part of the Napo campaign in local and national media contact, and to Parliament, regularly revise and re-issue our campaigning material which highlights the professionalism of Probation staff so that this can be used by branches in their local activities, ensure that Napo prepares for a similar scenario should it be faced by our Family Court Section members.

12. Oppressive use of policies and procedures

This AGM believes that Probation Trusts and Cafcass are employing disciplinary, capability and sickness/absence procedures, in place of redundancy and to intimidate staff. Following Napo's recent survey of Probation Trusts and Cafcass, this union will highlight, once again, this inappropriate use of procedures and the oppression that lies behind them. Inappropriate use of procedures will be taken up at national and local levels and in the media. Disputes will be registered wherever and whenever this applies.

13. Professionalism in Probation

This AGM, whilst noting the progress of the initial discussions between Napo, the Probation Association and Ministers on the possibility of the creation of a Probation Institute, reaffirms that Napo is already the established and recognised professional body for Probation practitioners.

This conference is concerned that the Secretary of State for Justice has decided not to back a Licence to Practice for Probation staff. This is particularly disappointing at a time when the privatisation agenda threatens to undermine our expertise and professionalism. Had the Government



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given its backing to a Licence for practitioners, this would have been one way of helping to guarantee professionalism within a fragmented probation market place.

On a positive note we welcome the Secretary of State's intention to maintain professional standards through an Institute of Probation. The purpose of an institute should be to provide a robust accreditation and licensing framework for practitioners and managers, safeguard our profession in the longer term and protect it from any attempt to erode or undermine standards of quality and professionalism. It would serve as a custodian for excellence and quality assurance within the profession whilst at the same time supporting staff who are working towards a qualification.

This Conference endorses the work done by Napo in developing the idea of an independent Probation Institute that will set practice and develop standards of the highest quality.

As a professional association we believe that the obvious place for responsibility for this institute sits with Napo and we call on the Napo Officers/Officials to:

continue to campaign for the future of Probation Qualifications Framework as the central, definitive and universal training structure for all Probation practitioners, continue active engagement with other parties in the establishment of a Probation Institute,

ideologically driven Transforming Rehabilitation agenda.

Conference is appalled that, once again, the taxpayer is destined to subsidise the activities of private contractors who, under the PBR formula, will still receive financial awards for 'fee for service', even if reoffending rates increase during the life of the contracts.

The Officers group are instructed to pursue any appropriate legal challenges and campaign vigorously through Parliament and the media to expose this disgraceful situation.

16. Improper financial gain from transferring to the private sector

This Conference calls upon this Government and any future Government to ensure that an independent body conducts a full review when any senior MOJ or NOMS official leaves the public sector and gains employment in the private sector.

As a matter of course, all bidding processes and contracts that those individuals have been involved in, should be examined in detail to establish whether undue favour has been given to any private sector companies in explicit or implicit return for future employment or other financial gain. Full access to email and telephone records should be made available as part of this audit process.

This Conference seeks an assurance that any malpractice would result in an immediate referral to the Serious Fraud Office and the Crown Prosecution Service.

Negotiating Probation

17. Union support within SFO investigations

This AGM asserts that it is overdue and indeed vitally necessary at this crucial time in Probation history, with uncertainty as to the identity of our future employers, that Probation staff have the right to have a trained union rep to accompany them at any Serious Further Offence (SFO) investigation interviews.

This would ensure that, at a time of likely stress and potential distress, let alone possible fear of inferences or even assertions of individual culpability being made, staff in the future are afforded appropriate individual guidance and support from a union rep to maximise the likelihood of a fair and comprehensive analysis of the SFO and the staff member's performance in relation to Service responsibilities at the pertinent time. The national Officers and Officials, supported by Professional Committee, will promote this proposal strongly and expeditiously within the relevant national negotiating fora.

continue to promote the establishment of a Licence to Practice.

This engagement with the relevant bodies, particularly the Government, should continue so that an independent and national institute for staff can be developed, undertaking supervision of current and future service users in the Criminal Justice System, to maintain, uphold and protect professional standards and qualifications.

The Officers group are instructed to report the progress of discussions to members on a monthly basis and to bring their final recommendations to the NEC for consideration prior to entering into any binding agreement with other parties.

14. N-Delius

Napo AGM congratulates those dedicated employees who have attempted to implement N-Delius in the professional and seamless manner expected of them. However, the effect N-Delius has had on staff morale, effective practice, and health and safety cannot be ignored. We now believe that N-Delius is not fit for purpose and should be replaced with something that is. In this regard, Napo AGM demands that the MoJ re-examines the Delius system that was in place within the Staffordshire and West Midlands and other areas before N-Delius was implemented, as this was more efficient and time effective than N-Delius on every level.

15. Payment by Results

This AGM deplores the proposed Payment by Results (PbR) model that underpins the Government's deeply flawed and



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Professional

18. Transforming Rehabilitation and domestic violence

Napo is seriously concerned that the privatisation measures being proposed for the Probation Service will place those convicted of crimes involving domestic violence into the hands of private contractors who are unlikely to have the necessary standards, skills and experience to work with this most complex of issues.

Crime figures suggest domestic violence to be constantly on the increase and that at least two women a week and one man a month die at the hands of either partners or ex-partners. Children living in homes where there is violence between their parents or carers are statistically much more likely to be victims of neglect or physical abuse. The financial cost of domestic violence to society has been estimated to run into billions of pounds.

According to the Government's proposals contained in the "Transforming Rehabilitation" document only MAPPA cases, victim contact services and cases assessed as "High Risk" will in future be supervised by the public sector National Probation Service. However, many cases involving domestic violence fall outside these categories and the proposed arrangements will place responsibility for the supervision and rehabilitation of perpetrators in the hands of private sector organisations with no proven track record of working with the complex and challenging needs of perpetrators or the organisations with whom Probation routinely work to manage the risks posed to victims and potential victims. Working together with other organisations is an essential part of the treatment and management of perpetrators and the safeguarding of victims and potential victims. Relationships with relevant organisations have been established over many years and there is a significant risk that those relationships could be compromised through the fragmentation of probation tasks between several providers.

This Conference believes that any changes to the function and structure of the Probation Service proposed by the Government must ensure that the supervision and rehabilitation of perpetrators of domestic violence remain the responsibility of a public sector Probation Service, regardless of their initially assessed level of risk, in order that skilled and experienced staff can work closely with them to reduce the risk posed by them to existing and future victims. It therefore calls upon Officers and Officials, with the assistance of Professional Committee, to highlight the dangers inherent in the proposed organisational changes to addressing domestic abuse.

19. Pre-sentence assessment

The last few years have seen a combination of cuts to probation and court budgets as well as necessary attempts to reduce workload pressure in probation field teams. The result in many probation areas has been an emphasis on speed and increased quantity of expedited pre-sentence assessments and a consequent decline in the quality of those assessments. It is inevitable that, given a very short space of time in which to screen for suitability for and complete Oral reports "on the day" at court, the opportunity to make thorough checks in terms of domestic abuse and child protection is lost. Cases can easily slip through the net and risk not being adequately monitored thereafter.

With the Transforming Rehabilitation agenda moving with increasing speed to privatise a minimum of 70% of current probation work by Autumn 2014 the pre-sentence assessment process (still located in the public sector) will become increasingly vital, particularly in relation to public protection and risk management. It will also determine allocation to public and private sectors. Furthermore there are concerns that political and market pressures could mean reports propose inappropriate or excessive sentences rather than the minimum sufficient to reduce reoffending. Government pressure to also include "proper punishment" in each and every sentence could mean an increase in breaches, costly both financially and socially.

This AGM demands that the pre-sentence assessment process itself be subjected to a rigorous reassessment to

AGM 2013 Resolutions (Llandudno)

ensure high quality standards. It calls upon Professional Committee, assisted by Officers and Officials to:

- investigate the extent of these issues,
- highlight the impact of these changes,
- issue guidance to members.

CONSTITUTIONAL AMENDMENTS

CA1: Membership Eligibility

In clause 4 (a)(i) delete the words 'by a probation trust, or Cafcass' and replace with 'by an organisation delivering probation, rehabilitative or family court services'.

The new clause will read as follows:

(a) The following persons in England, Wales and Northern Ireland shall be eligible to be full members of the Association: (i) Persons paid on a salary scale drawn from those which the Association is involved in negotiating and employed by an organisation delivering probation, rehabilitative or family court services.

And in Clause 21 Branches – para b (i) – delete:

"by a Probation Trust or Cafcass whose area is included"

CA2: Section 17 – Committees of the NEC

Add a new sub-para (f) to Section 17 – Committees of the NEC:

"The NEC shall delegate the election of a Family Court Committee, which shall have responsibility for all professional, campaigning and training issues that are relevant

to the Family Court Section, to the Family Court Section AGM."

CA3: Committees of the NEC

Add new paragraph at end of Section 17:

"Where the business of a committee concerns the interests of all members as defined in Section 4(a)(i), one place shall be reserved for a member of the Family Court Section."

CA4: Cafcass Negotiating Committee

Section 20 (b) - Cafcass Negotiating Committee

Line 4 – insert after 'Committee': "The NEC shall delegate the election of a Negotiating Committee to the Family Court Section AGM."

Line 6 delete "The NEC..." and replace with "The Family Court Section AGM..."

Delete sub-clause (iii) and replace with "The composition, procedures and standing orders of the Cafcass Negotiating Committee shall be set out in the constitution of the Family Court Section."

CA5: Cafcass Negotiating Committee

In Section 20 (b) sub-clause (vi):

Line 2 delete "to hold a meeting or meetings" and replace with "to hold an e-ballot of all members of the Section"

Line 5 delete "present and voting at branch meetings"

Line 7 delete "Meetings of the Section for the purpose of



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pay ratification only, need not be quorate."

CA6: Special Aid Fund

Delete Section 26 (a) and replace with the following:

"(a) The NEC shall maintain a Legal and Representation Fund. The fund shall be financed by the transfer from the general funds of the Association based on a maximum limit of an average of the previous 5 years spend. The NEC shall in exceptional circumstances reserve the right to transfer additional funds in excess of this limit."

Preparing for change in a changing environment

A joint Union Learn/Training Committee fringe meeting heard from Paula Cairney and Vicki Idusohan from NOMs Learning and Development. The NOMS input focussed on 'Business Specific Training for the National Probation Service' identifying that a competent workforce will be of prime importance within the National Probation Service.

Vicki and Paula told the meeting that, in developing a delivery model, NOMs is keen to ensure that practitioners are given the opportunity to receive specific training relevant to Probation practice which would enhance their skills and knowledge and maintain continuous professional development; and that the availability of appropriate training and support should equip practitioners to manage high risk offenders.

In particular, NOMS will retain the training element for risk assessment, risk management, high risk offenders and more structured CPD. The intention is to bring back a national element to the training – including what, when and how many staff; and a national budget control. The caveat to the above is that NOMS feel they may ONLY be responsible for what remains of the NPS and not the Community Rehabilitation Companies (CRCs).

No training gap foreseen

Paula and Vicky told the meeting that NOMS could foresee no PQ training gap, as they are still expecting recruitment to take place at Levels 3 and 5. However, they



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can only extend university contracts until 2016 (now confirmed in writing to Napo!). Therefore 2013 will be the last cohort undertaking the 3 year qualification, whilst graduate training will continue. NOMS insisted that 2016 is an artificial end to allow time to work with Primes (new employers) regarding training after 2016. It is expected (but not confirmed) that Foundation Training will commence in CRCs and that progression into NPS will occur at level 5 (although this may not be via the PQF route).

NOMS also stated that those currently on PQF and the Assessors will transfer automatically into NPS, although a caveat was made that not all assessor skills can be withheld from the CRCs.

ULF Team input

As the Napo ULF Team, we focussed largely

on CPD via union learning provision, reinforcing NOMS' position regarding CPD, the need to maintain social work values and ethics in practice; and also stressed the need for all staff to obtain formal qualifications. The GFTU work closely with Napo to provide Accredited CPD programmes which enable learners to achieve a tangible qualification which enhances CVs. Attendees were urged to consider and improve their transferable skills as a means of

preparing for forthcoming changes; and to take advantage of all union learning provision available to them via Napo ULF Team.

Attendees were also made aware of a document from Jane Lindsay, Head of Social Work at Kingston University and currently within LPT, produced following consultation with the Napo ULF Team earlier this year. The 'sign posting' document identifies all university SW course providers in England, and attendees were advised to use the contact details to seek out further information if they were interested in transferring into social work. This document will be sent out branches and ULRs.

Marilyn Owens and Briony Sutcliffe, ULF Project Managers, and Patricia Johnson, Chair Training Committee.

A fuller report can be downloaded from Napo News Online

Chair's Address – Preparing for Napo's biggest challenge



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Below is an extract from Tom Rendon's, Chair's Address to this year's AGM.

In 2012, Napo celebrated its Centenary Year. From that first meeting in Croydon Town Hall in 1912, with a membership fee of two shillings and six pence, Sydney Edridge and his colleagues laid the foundations of the organisation that we are all part of today. An organisation in which we can stand together; practitioners, administrators, managers and practice teachers, all with a common purpose. All with an unwavering commitment and passion for justice and care which we are admired and respected for.

In 1984, Napo members went on strike for the first time in our history. As 1500 members attended a rally in London, Lord Donaldson called it 'a monstrous, small but very ugly event'. I think we can wear that as a badge of honour. But the challenge today is far greater and so is the opposition. The Secretary of State for Justice is setting about destroying our service. Our values, jobs and history are planned for the funeral pyre along with the rest of our public services. Never underestimate what's at stake. But never underestimate what you can do as an individual and what we can achieve collectively to defend what we believe in.

Biggest challenge ever

Over the course of this conference, we will debate some of the most important issues in our history and lay the groundwork for our biggest challenge yet. The current government has used an international financial crisis to pursue an ideological agenda which severs our relationship with the state.

As employees, we face being transferred from one organisation to another to another. The message is 'get with the corporate programme or get out'. In a Youtube video, the Director of Rehabilitation at G4S, acknowledges that staff feel unsettled by the changes in Transforming Rehabilitation, that- like everyone else- they need to know they have a job and can pay the bills. Of

course, like Serco and Sodexo, G4S have taken over organisations and immediately dispensed with a third of the staff. Service delivery crumbles and the shareholders pocket the cash. She opens the video by saying that TR is an opportunity to look at probation with a blank sheet of paper and start again. Well, I've

got some advice for G4S. Why don't they concentrate on getting their own house in order? When they're able to tag the living rather than the dead, able to fulfil obligations at international sporting events, able to stop easy access to drugs in their prisons and free from investigations into corporate fraud then they might just scrape together some credibility. Might. Because until they do, they've got nothing on us.

Obsession

Yet despite of all this, Grayling is a man obsessed with privatisation. Without a scrap of evidence, he says his reforms are for the benefit of the public and the service user so let's tackle those claims head on.

As we all know, Grayling is on record stating that despite the money spent on probation it cannot be performing because reoffending rates remain too high but remember the sleight of hand. The figures he quoted were from the under 12 months custodial community - a group we have never had statutory responsibility for. He wants to use the current dwindling resources to include an extra 50,000 licensees with 12 months supervision. The result will be intervention so thin as to be meaningless. Grayling states that the private sector will come up with innovative solutions, so what might

those be? Signposting. 'Go over there and they'll help you, except that with all the other government cuts there is nowhere to go - except maybe the food bank. We cannot allow this to happen.

We have over 30 motions to be debated covering social justice, diversity, trade union and professional issues. We have distinguished guests and speakers from other unions, academia, public servants and activists who believe in preserving and building on our history of working towards community safety and social justice. And we must give our applause to the efforts of members in their communities across England and Wales and the creative and tenacious campaigners in the branches - practically every office staged a walk out on the disgraceful sell off day on 19 September.

Enthusiasm and Solidarity

But there are risks; apathy, despondency and self-interest could be our undoing. We must infect each other with enthusiasm, solidarity and the will to win. The government is already trying its division tactics. The unsubtle subtext is that NPS staff will be safe and the rest of us are private sector fodder. We must not let that divide us. I have heard redundancy being talked about as an 'opportunity' but we must consider those who will be left behind with massively increased workloads and worse terms and condition, if we lose. And we must also consider the next generation who face decreasing security and employment opportunities. As a union, as Napo, we must see redundancy as a last resort, not as a delicious treat to sugar the bitter pill of privatisation.

Conference, the Coalition doesn't understand our opposition because they think human nature itself is selfish and hostile, suspicious and cruel. But while that description may do them justice, I think we can do much better. With so much at stake, we have to.



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From the Fringe

Napo and the SAs – working together to protect members

Vicky Phillips from Thompsons Solicitors addressed a very well attended joint Staff Association fringe at AGM. She started with an update on the various recent changes to legislation and how these have impacted on equality issues.

We were all I think shocked to realise just what the cumulative impact of the changes will mean for people trying to combat discrimination in the workplace.

One of the changes is the introduction of fees for tribunals which mean there will be up-front costs of nearly £1,000 to bring a case – the intention clearly being to dissuade claimants. People who do not belong



Vicky Phillips.

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to a trade union will be particularly disempowered by this.

Another detrimental change has been the repeal of the third party harassment section of the Equality Act 2010, which enshrined the principle that an employer had a duty to protect employees from discrimination and oppression whilst they were at work. Unions need to work to ensure that they have agreements in place with employers to ensure that people are not left unprotected as a result. On top of this, changes to the benefit regulations have also impacted more severely on many people with protected characteristics.

Vicky also answered individual questions from the floor which led to a discussion on Equality Impact Assessments and whether the MoJ was entitled to pass the responsibility for undertaking an EIA on 'Transforming Rehabilitation' to the Trusts.

It was a very informative meeting although it left us all feeling angry at the way equal rights are being undermined by the coalition government; but it was nonetheless very positive to meet together and Napo and the Staff Associations will continue to work together in these very difficult times to protect members

Megan Elliott
National Chair

Going forward with Women in Napo

An extremely enjoyable and productive fringe meeting of Women in Napo discussed the key findings of Gill Kirton's original report and compared these with a summary of the objectives that were set for the steering group.

Much has been achieved including a greater proportion of women now active in branches (we had some updated statistics to consider) but there is still much to be done. It was agreed that the steering group had now run its course and that the work should carry on under the banner of Women in Napo.

We discussed how ideally there needs to be action at national, regional and local level. We shared different experiences and discussed how we could disseminate good ideas and strategies across branches and what our priorities should be in these difficult times. These were some of the suggestions put forward:

- To revive the profiles of women activists in *Napo News*

- To ask for ideas and suggestions about the use of the web page and volunteers who could provide content for this
- To continue to promote the Women's Public Speaking Course
- To look at other local training options, including short courses at branch level
- To continue to reach out to all women members including those who are not currently active
- To renew contact with the FCS and SAs
- To explore the possibility of further research, particularly around the impact of probation privatisation on women members.

All in all we felt we achieved a considerable amount in a short time; we just need to maintain momentum.

As a last word – please email any suggestions for motions for the Women's TUC to Sarah Friday by 18 November sfriday@napo.org.uk

Megan Elliott
National Vice Chair

Safe at work?

The health and safety fringe meeting featured Dave Putson, a PCS trade union activist speaking about a book he wrote recently on the history of health and safety in the UK, 'Safe at Work? Ramazzini versus the attack on health and safety'.

One member at the meeting described Dave as inspirational – and how right she is. Dave explained that he hadn't thought about writing a book before until he was persuaded to become a health & safety rep in the London courts. Dave enjoyed his TUC safety training. It was only a chance remark from his tutor that it would be good if all they covered was written down, that made Dave think about writing a short booklet, but soon found he had enough for a whole book.

Who was Ramazzini?

Dave explained that Ramazzini, mentioned in the title of his book, is the Italian, Bernardino Ramazzini, often described as the father of occupational medicine. In 1713 Ramazzini wrote 'Diseases of Workers' in which he advocated protective measure for workers and adopting factory safety and workmen's compensation laws. He was dismissed by many of his contemporaries, as he sought the views of the workers themselves and considered visiting the workplace of paramount importance so that he could review its effects on the workers and then devise practical solutions – these were effectively the first safety inspections.

Timely contribution

It is timely that Dave's book comes out now when the coalition Government are doing so much to undermine those parts of our safety legislation which enshrine much of that advocated by Ramazzini.

Sarah Friday

'Safe at work' is available through Spokesman Books <http://www.spokesmanbooks.com/>



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World Probation Conference – Challenge for Grayling

On Wednesday 9 October Napo's successful national Lobby of Parliament coincided with the Probation World Congress. Each complemented the other in our campaign and professional objectives, so although it was a challenge Napo was determined to have a presence at the conference.



I secured a stand for Napo and the Probation Journal at the conference and we were given a prime spot just outside the main hall. The opening plenary of the congress was addressed by Justice Secretary, Chris Grayling, and he had to walk past our stall to get in. He seemed taken aback at our

presence and we were able to challenge him about his TR agenda. The Minister suggested he had to introduce competition through the market to develop innovation. I took him through some of the innovation I have been involved in as well as reminding him the public Probation Service has to date met all its targets and been awarded a gold medal for the excellence of its performance.

Napo General Secretary, Ian Lawrence, and I listened

respectively but critically to the Minister's speech; a speech that seemed to have been written by aides whose brief had been to promote his proposals with the veneer of respectability. A slightly nervous Mr Grayling delivered his message as if he was reading from a railway table and discovered he was about to miss his connection. While he had the platform he did not seem to take many with him on his journey of 'Transforming Rehabilitation'.

To give the Minister his due he made a point of visiting the Napo stall again on his way out and Ian Lawrence took the opportunity to warn him that his time table for splitting the service was impossible and that unless he slowed it down he was putting the public at risk.

We left him with the clear message, as stated on Napo's campaign wrist bands – Mr Grayling, 'Probation is not for Sale'!

Keith Stokeld
National Treasurer

Obituary: Kristin Burkhardt Lister

This photo of Kirstin (far right) was taken at 9.30am on 30 November 2011, the day of the Pensions Strike, when up to two million public sector workers went on strike against the Government's pension reforms which would see workers paying more and working longer to earn their pensions.

Kristin was one of only six Croydon Family Court Napo members who turned out to the 'picket' at Croydon Magistrates' Court, then went on to leaflet and join a bigger rally outside Croydon council offices; and then on to the Central London rally.

Turning out, speaking out, coming out (on social events!) is how I think of Kristin having worked with her at Cafcass for some years. Although a home worker and so not in the office often, Kristin's value and contributions to the public law team, to other colleagues and to Napo were always there.

Highly thought of by service users and professionals, as a colleague and a trade union sister, I knew Kristin to be politically sound, someone on whom you can rely, thorough, conscientious, principled and dedicated. All that and fun and lively to boot – always someone who could be counted on socially for celebrations and to say 'goodbye' to valued colleagues at leaving do's.

My favourite memories of Kristin are her frank and fearless written and verbal exchanges with Cafcass management on issues about which she felt passionately, which as a Napo representative I feel

privileged to have witnessed. In the photograph with Kirstin are from the left Firzana Malik, Kelly Taylor and myself. Christine Dyson and Jacqui Roddy were also with us that day.

Karen Gorbutt
Family Court Section



The rich get richer and the poor get poorer?

NHS England is currently consulting on changes to how funds should be allocated across the regions when health budgets are passed to local councils in 2014. It is shocking but true that the proposed changes would lead to more money being allocated to well off areas with high life expectancy, and less money being allocated to poorer areas where life expectancy is low.

This is because the model that is being proposed excludes deprivation and health inequality indicators as factors in how the calculations are made. This goes against ministerial pledges that have previously been given that areas with the greatest need would receive the most funding.

Believe it or not the proposal would see the Borough of Kensington and Chelsea getting one of the highest per capita grants in the country. Top prize will go to the City

of London which would get the largest sum at £192 per head of population – five times greater than the east London Borough of Waltham Forest (£47 per head). The figures for Liverpool and Manchester would be £87 and £78. In the North East the formula would see Sunderland lose £41 million whereas Wessex in the South would gain.

Allan Maryon-Davies, Professor of Public Health at Kings College London, said: 'some of these allocations are clearly unfair and counterproductive. It's postcode public health gone wrong and people will be the losers'.

It seems to be another sign of the country we are turning into where people are punished for being poor and rewards go to those whom the government believes are most likely to support it.

Megan Elliott
National Vice Chair

Record support for Edridge at AGM

Last year was something of a record for Edridge collecting money at AGM, so it was always going to be a hard act to follow. In these difficult times it very pleasing to be able to report that we actually raised nearly the same amount at Llandudno.

Tom Rendon gave us a designer shirt to raffle, which raised over £40, and a retiring member gave us £104 which he had collected for Edridge at his retirement party. We also had lots of 50/50 club renewals and new members.

The star of the show was of course the Saturday morning swim, which started last year. This year we collected £200 on the day (compared with £172 last year), but the Just Giving website collected a further £130. Many thanks to all those who took part, but special thanks are due to Jaclyn McGlasson, who set up the Just Giving webpage. If you would like to add to this you can visit the page at <http://www.justgiving.com/>

napo13 to make that swim in the icy waters even more helpful to Edridge.

Trustees – a call for volunteers

Napo News 250 had an appeal for members to consider becoming a Trustee. At Llandudno some people did come and talk to us, so we hope there will be some candidates for the NEC to consider. We also put the word out that we needed volunteers to help us with specific things, in particular the website. The need is for somebody with PR and journalistic skills, rather than an HTML code writer. We have good people running our website, but they need stuff fed to them.

So please get in touch and have a chat with us about what you could do to help.

Edridge Reps – a message for Branch Chairs

We have temporarily deleted the list of Representatives from our website as it had become hopelessly out of date. We are cur-



rently contacting Branches to confirm who the local Edridge Rep is. If you are a Branch Chair or Secretary, please make sure that those emails get answered.

The Trustees and Staff of the Edridge Fund of Napo

No More Page 3

I was very happy to represent the No More Page 3 Campaign at the Napo AGM in Llandudno and would like to thank Napo, and especially Ian Lawrence, for inviting us to have a stand at the event.

It was hugely enjoyable to meet so many people there. Napo members are, without exception, lovely and intelligent people! I'm not just saying that because so many people signed the campaign (although they did...) but because there was so much interesting and considered opinion and debate about the issues surrounding media sexism, and Page 3 in particular, and it was heartening

to have the level of support and encouragement that was given to us by all of you.

What we do

The No More Page 3 campaign has been going for over a year now and it has got over 121,000 signatures, as well as support from groups such as the Girl Guides, Girls' Brigade, the Welsh Assembly and women's groups. Several unions are now supporting us, including Unison, the NUT and the NAHT. We would really like Napo to join the list of unions that support the campaign.

Here at No More Page 3 we believe in equality. In the Sun, one of Britain's most popular newspapers, the image of a topless young woman passively displayed, is the largest image in the paper, at the same time as the images of men are predominantly clothed and doing things. Women are just used for titillation.

This inequality of representation sends a damaging message to women and girls about their place in society, and, more worryingly, sexualised and objectifying images have been linked with a tolerance towards violence, including sexual violence, towards women and girls.

The No More Page 3 Campaign is not asking for a ban. Instead we are asking nicely for the editor of the Sun to look at the evidence and voluntarily remove an out of date and sexist institution from his publication.

Helen Saxby NMP3
www.nomorepage3.org

T-shirts are for sale!

These PNST-Tees have been going like hot cakes. We now only have S and M women's fit V-necks and S crew necks left (red only). However we will get more produced if there is demand. Possible availability is red and black, crew or women's fitted V-neck and in sizes S, M, L, XL and (crew only) XXL for just £5 (plus £1 p&p). 20% discounts are available for orders of 10 or more by branches. Place your expressions of interest with Kath Falcon kfalcon@napo.org.uk.

