

# NEWS



**Grayling Day protest**  
Page 3



**SGM report**  
Page 6



**Rehabilitation and Offender Management**  
Page 7



© Stefano Cagnoni

## Napo SGM supports call for further strike action

Further strike action was announced at Napo's Special General Meeting in Birmingham on 5 March. The strike will last from noon on Monday 31 March to 11.59pm on Tuesday 1 April.

Explaining the call for further action, Ian Lawrence told SGM that Napo does not call for strike action lightly but this month sees a number of key events which will bring Chris Grayling's Transforming Rehabilitation (TR) agenda under serious scrutiny including the return of the OR Bill to the Lords and the Public Accounts Committee inquiry into TR on 12 March. 1 April is also the original date for the split of the service into the NPS and the CRCs; now delayed by two months.

### Raising the profile

Ian told the meeting 'The action is designed to raise the profile of Napo's ongoing campaign against the Transforming Rehabilitation agenda and the serious

risk that the programme poses to public safety by the intended sell off of our members' work to the private sector. Napo has signalled its intention to expose the track records of the companies who have expressed an interest in bidding and will be continuing its active campaigning in and outside of Parliament to draw our concerns to an increasing number of parliamentarians and, of course, the wider public'.

### Warm response

The 500 Napo members who had made a tremendous effort to get to Birmingham received news of the strike plans with great acclaim and a spontaneous lunchtime demonstration was held outside Birmingham Town Hall (pictured above).

## Lawyers stage 'Grayling Day' protest

**Napo and other Justice Union members joined thousands of lawyers in a demonstration against legal aid cuts in England and Wales on 7 March.**

The walkout, organised by the Justice Alliance, was the second such action this year and caused widespread disruption. Barristers did not attend proceedings at major crown courts in cities including London, Manchester, Birmingham and



© Stefano Cagnoni  
Ian Lawrence addresses the rally.

Liverpool and hundreds of lawyers and other supporters of the campaign marched to Westminster in protest.

Despite the opposition, the government is pressing ahead with fee cuts for barristers and solicitors in an effort to save £220m from the £2bn annual cost of legal aid. The Criminal Bar Association (CBA) called the cuts 'crippling'.

In addition to the 'strike' barristers are escalating their industrial action by refusing to accept so-called 'returned briefs' in criminal cases for up to a month.

Speakers at the Rally included Shami Chakrabarti from Liberty; Paddy Hill, one



© Stefano Cagnoni

of the Birmingham Six, and Napo General Secretary Ian Lawrence.

## Disappointing but not unexpected result on OR Bill

**The Offender Rehabilitation Bill returned to the Lords for the last time on 11 March. As promised, Lord Ramsbotham pressed for his amendment – that any change to Probation should be subject to debate and vote by both Houses of Parliament – to be reinstated. The Opposition put up a good show, increasing its vote from 215 at Report Stage in June last year to 243.**

Here are some of the key aspects from our supporters' contributions.

- Lord Ramsbotham challenged the Government's use of the 2007 Act to implement the TR agenda calling it 'wilful misinterpretation of the Act'.
- Lord Ponsonby added: 'What we have seen is a sense of increasing alarm in the probation service and among probation officers themselves.'
- And Lord Beecham went to great lengths to highlight the Labour government's position in 2007 by quoting Lord Reid, the then Home Secretary, who promised 'sustained commitment to our probation services' and who said 'specialist providers in the voluntary, charitable and private sectors should supplement not supplant the public sector, where appropriate'.

However, it was not enough to overcome the combined force of the Coalition Whips, who clearly pulled out all the stops by calling a three line whip, and the amendment was lost by 20 votes. Interestingly all four duty Bishops voted for the amendment. They are the Bishops of Newcastle, Peterborough, St Albans and Leicester.

This is a disappointment but not a

surprise. If the amendment had been passed it would still have been defeated in the Commons; but it could have meant the Prime Minister having to invoke the Parliament Act to get the Bill through, which would have been a considerable embarrassment. It was heartening though to see a wide range of support for Lord Ramsbotham's suggestion that the House keep an eye on the TR agenda and in particular the procurement process so that they can scrutinize the bidders and the contracts.

### It is far from the end of the fight.

As I said at the SGM on 5 March, one of the significant dates in our campaign is the point of share sale and no one yet seems confident as to when that will be. Napo will now be concentrating on the next phase of the campaign, to expose the flaws and the chaos as the reality of implementing the TR process kicks in. We will continue to press our case with parliamentarians, in the press and with the public and to demand review after review.

To do this effectively it is vital that Napo centrally gets information on just how the wheels are coming of the TR wagon. Please use the campaign email [campaigns@napo.org.uk](mailto:campaigns@napo.org.uk) to tell us what is happening on the ground.

**Tania Bassett**

Read the full debate in Hansard <http://www.publications.parliament.uk/pa/ld201314/ldhansrd/text/140311-0001.htm#14031159000881>

## Paddling against TR

**The Devizes to Westminster International Canoe Marathon takes place over the Easter weekend (18 – 21 April) and someone has offered to paddle the 175 over four days on behalf of Napo's campaign.**

David Walsh, 57, will be paddling in the veteran class. He has previously represented Great Britain in the GB Dragon Boat Team. He last completed the DW race in 2012 where he and three other paddlers from Worcester Canoe Club won a trophy for the lowest aggregate time in the veteran class. Details of the route will be sent out shortly and members are asked to show their support for Dave by cheering for him along the route. At the end of each day of the race there will be an opportunity for members to leaflet the public and raise awareness of our campaign. We are hoping to have a good photo opportunity at the end of the race by lowering a banner off Westminster Bridge and cheering him over the finish line.

**Tania Bassett**



## Coming campaign activities

**Members had a chance to meet with the Campaigning Committee after SGM on 5 March. It was useful to get feedback from branches on how we best exchange information. As a result all press releases, where practically possible, will be sent to branches in advance so that they can be adapted for local press. They will also be able to access press releases on the Napo website along with briefings to use in your local area.**

### PSO Campaign

Campaign Committee is developing a PSO specific campaign to raise awareness of the issues faced by PSO members. We have identified that PSOs in the CRC will have a limited opportunity for professional development after the split. PSOs in the NPS face increasing workloads as they will be asked

to cover the work in areas where the CRC is understaffed. Please send us information via [campaigns@napo.org.uk](mailto:campaigns@napo.org.uk) on what is happening in your area in terms of staffing in each organisation.

We will also be pushing for branches to get their Trusts to sign up to a Role Boundaries Policy. Some Trusts already have these in place and they will act as further protection after the split in terms of workload. Now is the time to ask Trusts to agree to them so they go with you into the new CRCs. Model policies will be sent out to branches for you to use and adapt.

### TR isn't working – Hotline

As we enter the next stage of the campaign



'TR isn't working', it's really important that Napo gets a good line of communication with members so that we can develop a national picture of what's happening in each Trust.

To facilitate this, a new campaign information hotline email address has been set up – [campaigns@napo.org.uk](mailto:campaigns@napo.org.uk). Please use this to let us know what the issues are in your area. It may be too many staff in the NPS or no programme staff in the CRC - we need to know the reality of the implementation of TR. This information is vital so that we can feed it into our press releases, parliamentary briefings and out to the public.

**Tania Bassett**

## Public Accounts Committee probes TR

**Senior Officials from the Ministry of Justice, including Permanent Secretary, Ursula Brennan, and Head of NOMS, Michael Spurr, were called to give evidence on the Transforming Rehabilitation agenda, to the influential Public Accounts Committee on Wednesday 12 March. The committee does not have a remit to question policy but can ask questions about process, value for money and implications for the taxpayer.**

### Savings

Officials were first asked why the 'split' was happening in the first place and answered that it was to do with a more effective allocation of risk assessment. They added that they anticipated that the programme would make significant savings from three areas: first by the introduction of payment by results; second by reducing corporate and back office expenditure; and third that the competition itself would lead to efficiencies. They were pressed on whether risk escalation would increase costs, but no one from the Ministry had any idea how many cases changed risk during a given period of time.

### PbR and commencement of contracts

They were also asked what percentage of work would be governed by payment by results and again were uncertain; saying that this would emerge during the tendering process, but would be less than 50%. Ursula Brennan was of the view that the contracts would be let by the end of 2014 and would become operational some time in 2015. Further questions were asked about the risks of losing 'co-terminosity' with local authorities and the police, and the officials assured the MPs that local delivery

units would continue whatever the emerging structure.

The officials confirmed that all 21 CRC contracts would be let at the same time, a process which was described as 'risky' by one of the members of the committee.

They were asked further questions about what would happen if a bidder sold the business to another company later on and to what extent prime companies would sub-contract to others and what controls would be put in place. The answers were far from clear and officials believed that discussions would occur during the tendering process to iron out any difficulties. They confirmed that the contracts would be let on an 'open book arrangement'. They also confirmed that bidders would have to give details of what arrangements would be put in place with third sector organisations.

### Criminal Activity

Margaret Hodge, Chair, gave details of criminal investigations into A4E, one of the bidders; in particular staff who had pleaded guilty to charges of fraud and forgery and asked for assurances that past performance would be taken into account when deciding whether a bidder was 'fit for purpose'. Again the answers from the officials were far from clear; saying at one point that criminal activity in one part of a company did not necessarily mean the whole company was corrupt. One of the members asked, pointedly, whether senior members of staff would be held to account if wrong doing was found and for assurances that junior members of staff would not be asked to take the blame.



Margaret Hodge.

### Doubts over Timetable

During the final moments of the investigation the Chair asked the Permanent Secretary whether she could deliver the aggressive timetable with due diligence and what would happen if the timetable proved too difficult. Ursula Brennan answered that if it was found that the project was

not ready to move to the next step then that step would not be taken. The test of whether it was safe would be paramount. The committee was clearly concerned about the timetable and possible financial compromises and told officials that they would be asked to come back to a further session in the late autumn.

### A bad day for the Minister

The overall conclusion, having witnessed countless similar hearings involving top civil servants, is that the hearing proved to be a very difficult experience for NOMS and the MOJ and the outcomes will increase the exposure on Chris Grayling's controversial TR Agenda. It is evident from the ambiguous nature of many of the answers provided to the PAC that the TR programme is in even more disarray than was previously thought.

Napo will be ensuring that Parliamentarians are made aware of this and the implications of the unsatisfactory answers, and has offered to provide further advice to PAC members if requested to do so.

**Ian Lawrence, General Secretary**

**Harry Fletcher, Parliamentary Consultant**

## Ian Lawrence writes

### Justice Alliance and Napo in historic show of unity

Napo members have been asked to take part in strike action once again, this time over 31 March and 1 April as we seek to show the public what Chris Grayling is letting them in for as he tries to implement his TR plans with unparalleled haste. The Government, aided by their army of civil servants in NOMS and the MoJ, have done everything (by way of the Offender Rehabilitation Bill debate and the woeful performance of their officials before the Public Accounts Committee), to ratchet up the tension that already exists between us. The blatant lies in Parliament and the 'spin' about the trade unions and their so called 'agreement' to the probation reforms are another desperate attempt to deflect the universal criticism that has followed these reckless and ideologically driven plans.

I have of course written to the Secretary of State to seek to raise this and a number of other issues in person, and if that happens I will report further; but I am not expecting a reply any time soon.

### Justice Alliance

Our plight is not dissimilar to that being suffered by members of the Justice Alliance and their members working under the auspices of the Criminal Bar Association, who have already vented their anger by way of two recent days of withdrawal of services (strike action) against the equally ideologically inspired plans to decimate the ancient right to fair representation and throw their members onto the scrapheap at the same time.

It's why Napo and the Justice Alliance have been working together to explore how we can co-ordinate action and why that is going to happen on the 1 April. The Napo campaign bulletin has reminded members of the fact that it is the day of Mr Grayling's birthday and we hope to mark the occasion in style as we make plans for a central London rally accompanied by his larger than life and altogether more entertaining effigy.

### Why are we striking?

As I said at the recent Special General Meeting, (see also my speech in a blog or two back) calling on members to make further financial sacrifice is not something that ought to come easy to any trade union leader. In the normal run of things it's traditional for unions and employers to postulate about the subject matter of the dispute and more often than not (UK strikes are at an all-time low by the way), a solution or compromise is usually found at the last minute.



© Stefano Cagnoni

But I can't offer you that prospect, because quite simply the political objectives of the other side mean that compromise, or even a willingness to delay the sell-off of your jobs, even until we can see how the CRC scenario pans out, is just not in their mind set. Aside from the fact that Ministers have, as we say in my trade: 'boxed themselves in with nowhere to go', I have to tell you that I believe the sub-plot is far more sinister than that. It even goes beyond the next most obvious conclusion that we all reached a long time ago that they want to line the pockets of their friends in the city and the privateers who are queuing up to grab a piece of the Probation pie (as it's now termed in the MoJ) but don't quite know what size portion they are buying.

### Attack on professionalism

Yes, it's all of the above but one more thing as well. This Government want rid of you, your professionalism and your organised labour. They want to create the circumstances where Napo member lines up against Napo member by way of the insidious 'split'. They know that eventually the future CRC owners will one day seek to whittle down the protections that your efforts have helped to secure by way of the NNC Framework Agreement as people retire, or leave.

Would be contractors need to know that TR is not a safe proposition for them and you can help us make that even clearer to them;

the politicians who support our cause and those who are prevaricating need to know that we have not given up the struggle, and who better to show them?

If there were another way to fight back we would have pressed that button a long time ago. Those who say 'too little too late' or 'why are we not coming out for a week or two' are asked to appreciate that we have to judge the capacity and ability of our members to take a massive financial hit in the form of a protracted strike and we have had to make our decisions based on what is possible and what is deliverable. As Tom Rendon and I have consistently said, we also continue to explore the possibilities for judicial review but the last Labour government's flawed legislation helped Grayling no end in the form of the Offender Management Act 2007. However we continue to explore this and other options, including the risk element that we have asked our Branch activists to press again with your Trusts, but all these potential options will not come cheap and you will not thank me for committing to a particular course until we have a reasonable prospect of success.

Striking is tough, but so is privatisation; which is not just about who does what and who pays, but how the bosses can divide the workforce, destroy the trade unions and impose what would eventually result in suppression of a workforce comprised of decent and dedicated people who stand up for our values. You know that you could do so much more if the politicians would let you, but they won't. You know that you could revolutionise rehabilitation in a way that even Grayling would think incredible by having just a fraction of the resources that he intends to blow on his grandiose social experiment, but he doesn't want to give you that chance. He and his like see you as an expensive commodity that is resistant to change, a barrier to progress and a group who they hope will be eventually ground down and no longer worried about who employs them or their terms and conditions.

The only obstacle before them is you, and your determination to stand collectively for what you believe in.

### Follow Napo

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

Facebook: [www.facebook.com/NapoHQ](http://www.facebook.com/NapoHQ)

Twitter: [@Napo\\_News](https://twitter.com/Napo_News)

YouTube: [NapoNewsTV](http://NapoNewsTV)

[www.napo.org.uk](http://www.napo.org.uk)

## The impact of legal aid cuts on Family Justice

**On 1 April 2013, a host of civil and family matters were removed from the scope of legal aid, including debt advice where an individual is not at immediate risk of homelessness; education matters unrelated to special needs education; welfare benefits; and private family law matters where no domestic violence can be proven to have taken place in the past two years. One in four people who were previously eligible for legal aid have been left without fair and equal access to justice.**

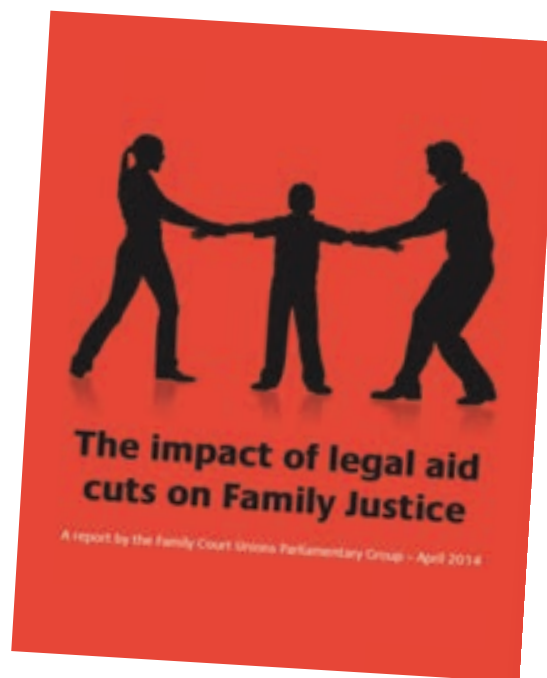
To mark the anniversary the Family Court Unions Parliamentary Group, to which Napo is affiliated, is holding a rally in parliament to protest about the changes.

Elfyn Llwyd MP, Chair of the FCUPG, told Napo News: 'Access to justice is now only available to those who can afford it. This has resulted in entrenched and drawn-out court cases, as people are left with no alternative but to represent themselves as litigants in person. Devastatingly, 68,000

children a year will be affected by the government's ill-conceived changes to private family law. We cannot overestimate the damaging effect which will be had on children caught up in these untidy disputes'.

Across the country, Child Contact Centres are also closing as a result of budget cuts – meaning thousands of children will lose access to a parent. These centres are a lifeline for troubled families, but at present, there is no statutory obligation to keep them open.

The rally will also see the launch of a FCUPG report – 'The Impact of Legal Aid Cuts on Family Justice'. If you are interested in receiving a copy (either in print or electronically) contact [info@napo.org.uk](mailto:info@napo.org.uk)



## Women in Napo Profile: Ikki Bhogal

**This issue's Women in Napo interviewee is Ikki Bhogal. Ikki is currently Secretary of Napo West Yorkshire Branch.**

**How long have you been active in Napo and what branch post do you hold?**

I joined Napo when I started work with probation in 2003, however I became more active in the union since 2010. I am the Branch Secretary; I think I am the first BME woman secretary that West Yorkshire has had. Nationally I am on the Probation Negotiating Committee, Equalities Committee and I am National Chair of the PSO Forum – which held a very successful conference last year.

**Why do you think it is important to be an active woman in Napo?**

I think it's very important to be active because issues affecting women are different to those affecting men. Women don't tend to have as higher grade jobs as men and they have more responsibilities at home i.e. caring for children and keeping the family. So a woman really has two jobs, one paid and the other unpaid. This can cause stress especially if a woman wants to develop in a probation career or other form of studying. Another important aspect for women is their health matters are very different to men. All these

issues singularly or combined can cause stress and an imbalance of work and home life. Obviously there will be, without a doubt, different issues for women from BME groups. Napo has and continues to help women to empower themselves through support, training and education so that we can break the glass ceiling.

**Have there been any women activists who have helped or inspired you?**

No, not really, as when I joined the Executive Committee most of the EC members were men. Mick Hooson chair of our branch has really encouraged and supported me. Having said this Katie Lomas has been very involved in the branch since November 2013. I admire her commitment to Napo and to the members in West Yorkshire; she has provided consistent and detailed support throughout my time of need.



being a carer (whether for children or elderly parents) and health issues.

**What does your branch do to encourage women members to become active in Napo?**

We used to have Women's Officer post but this is now part of the Equality Officer's role. There are various events that we organise and generally we send out branch emails advertising various projects that women can get involved in.

The best way I feel of encouraging women is going round and having a chat – this makes it personal and more informative. Encouragingly there are now more women on the Executive Committee than when I joined.

**Is there anything else you would like to add?**

I think it would be good to do a survey of issues affecting women in Napo and then analyse the data to see if issues are different for women from BME groups.

**More profiles in coming issues. If you are interested in taking part please contact Megan Elliott or Sarah Friday ([melliott@napo.org.uk](mailto:melliott@napo.org.uk) or [sfriday@napo.org.uk](mailto:sfriday@napo.org.uk)).**

**women**  
+ in **napo**

**What you think are the most important issues for women in Napo?**

Work/life balance, career, coping with



## Special General Meeting – The Future Shape of Napo

**The Special General Meeting was a meeting called by necessity. The probation landscape will change on the 1 June 2014, this is not of our making but a change that is being imposed by a government that is driven by ideology and intent on destroying an award winning, much cherished public service. The abolition of Probation Trusts and the creation of the National Probation Service (NPS) and the Community Rehabilitation Companies (CRCs) required Napo to update its constitution to accommodate these changes.**



It was never going to be easy to get 500 members motivated and enthused to attend a meeting on constitutional amendments. However, the branches and members showed true Napo spirit and turned up en-masse to ensure that we had a lively debate on the proposals presented before them.

### So, what happened in terms of the business?

Members approved a series of constitutional changes that will update the constitution and which take account of the abolition of Probation Trusts. The SGM also approved



All photos © Stefano Cagnoni

changes to the terms of office for NEC reps and amended the process of elections for NEC reps to ensure they are carried out in accordance with Trade Union Legislation. What this means is that NEC representatives will now be elected for a two year term, bringing their tenure in line with all other lay elected roles in Napo and they can only be elected by way of a secret independently scrutinised postal ballot. The NEC at its next meeting on the 30 April will take stock of what changes have been approved and further advice will be sent out in due course on what will happen next as a consequence of the decisions taken by the SGM.

### We are not alone!

The opportunity to get so many Napo members together provided the perfect oppor-



tunity to give a massive boost to Napo's campaign against Grayling's Transforming Rehabilitation (TR) plans. Interspersed amongst the business elements of the conference with the 'constitutional amendments' and 'amendments' to constitutional amendments and numerous chairs rulings (which I know, had even some die hard Napo stalwarts bamboozled), we had some truly inspirational contributions from speakers.

Owen Jones from *The Guardian* gave a massive motivational boost to members and put our battle to save probation into context as part of the wider battle against the neo-liberal agenda that is being peddled by this Coalition Government which advocates 'socialism for the rich' and the ravages of capitalism for the rest of us.

Frances Crook the Chief Executive of the Howard League (left) reminded members that Criminal Justice Organisations are with Napo in the battle to save a gold standard public service and that it is morally wrong to make a profit from Justice and Rob Johnson the Midlands TUC Regional Secretary sent solidarity messages from sister unions in our battle against privatisation.



### Sticking with Napo

Our collective strength manifested itself in the form of our 'direct action' outside the Town Hall building. More or less all the Napo Members in attendance at the SGM joined together to send a direct message to any potential bidders for the CRCs that 'The Probation Service Is Not For Sale'.

The photo of 500 angry probation staff was picked up by the BBC and other media outlets raising the profile of our campaign.

There are still many challenges ahead and the future may seem daunting. However, despite the Government enforcing the 'split', Napo has made a conscious decision to keep all Probation members together in their respective branches, regardless if they are assigned to the NPS or CRC.

### Building the union

Branches and local activists have made tremendous efforts to recruit new members to Napo and for the first time ever, Napo now has over 50% of all the Probation Support Officers (PSO) employed in the service, as members in Napo, and increasingly, more and more admin grade staff are joining Napo.

There can only be one reason for this increase in Napo's union density and that is because non-union members can see that it is Napo, both locally and nationally, that is leading the battle to save probation and that we are taking the necessary action to stop Chris Grayling's dangerous experiment with public safety, and they want to be part of that campaign. However, we cannot be complacent and we must continue to work hard to recruit new members and develop new activists so that we are able to resist any moves to downgrade Terms and Conditions after the 1 June 2014.

The message was clear from the SGM the battle against TR is far from over and by sticking together with Napo we can shout even louder our message that Probation Is Not For Sale!

**Ranjit Singh**

# Rehabilitation and Offender Management

**Last month, National Chair Tom Rendon, was invited to take part in the Westminster Legal Policy Forum keynote seminar on 'Next steps for offender management – implementing the new framework for probation, resettlement and rehabilitation'. Below is an extract from his speech.**

The Government refers to rehabilitation and offender management as if the two are interchangeable. They are not and it is worth acknowledging the differences.

Rehabilitation is defined as the restoring of good health and a useful life. In our world, it refers to the care, support and good direction we offer to offenders to help turn away from crime and lead a fulfilling life.

Rehabilitation has never been the preserve of the state. The public sector does provide rehabilitation very successfully but only as part of a bigger picture. It involves informal networks, family relationship, friends and neighbours. It can involve organised voluntary intervention and more formal court ordered activities. Open any text book on Probation and you will find a meaty chapter on partnership work. It's been part of our history for over 100 years.

## Offender Management

'Offender Management' – a horrible phrase in my view – is a broad term encompassing elements of rehabilitation but also the assessment and management of risk, the application of sanctions and decisions about recall and breach. When the government states it will contract out 'offender management' it is not accurate because the elements of offender management (in its broad definition) will be split between the public and private sector.

So how will this work in practice? Broadly, high risk work will stay within the public sector with decisions about risk and recall for contracted sector cases. The contracted sector will provide supervision and case management for the low and medium risk cases but the practitioner's hands will be tied by not having full offender management responsibility. Of course, public interest decisions on cases must rest with the state but, having fragmented the current successful arrangements, how does the government intend to deal with the problem they have created?

What they've come up with is a new system of bureaucracy. To give one example, the process for referring cases from the CRC to the NPS when risk goes from medium to high.

Let's contrast what happens now to what will happen in the future. At present, if I was managing a medium risk case which increased to high, I would talk to a man-

ager about it and get on with the job. It's fairly standard for a Probation Officer to do that. As a practitioner in the CRC, it is proposed that – if faced with a similar situation – I would have to fill out a lengthy referral form, get my line manager to countersign it, transfer it to a similarly qualified colleague in the NPS, ask their manager to countersign it and only then might they advise me to write a new risk management plan or offer the client a new appointment with someone else but in the same building.

## Crazy

To a front line practitioner this is crazy. When I challenged the Minister about it he said he would look again at the bureaucracy but it's a getting a bit late for that now. I'm not a government minister but if I was and I wanted to create an organisation, a CRC, with ability to innovate, the last thing I would do is tie them up in a mushrooming bureaucracy to the extreme aggravation of the staff.

Napo has opposed the Offender Rehabilitation Bill on the basis that it makes radical changes to the Probation Service and sentencing with barely any debate or scrutiny.

We've long campaigned for support for short term prisoners but a mandatory 12 month sentence, regardless of need is hasty, potentially disproportionate and a waste of money. Many first time offenders never re-offend and, mentioning no recent high profile names, some leave prison with a bit more than £46 in their pockets.

## Targetted intervention

What is needed is targeted intervention and the Probation Service is already doing this work with excellent results. The Integrated Offender Management (IOM) scheme has been proven to reduce re-offending by over 50% and generate a saving for the tax payer. A study by Sheffield Hallam University demonstrated that for every £1 spent on IOM, there was a saving of £1.59 over 5 years. Now, those statistics relate to both statutory and non-statutory cases so conclusions should be measured. But, it would be worth piloting this more broadly for the non-statutory cases over the longer term.

However, the government has no interest



© Stefano Cagnoni

in this because they simply point to the HMP Peterborough scheme that mentors people released from prison. This is a project which the government's own statisticians say has no reliable data or proven effectiveness because it hasn't been completed.

What we think is there should be a series of pilots with Probation Trusts being allowed to demonstrate their own

programmes and then have a proper system of evaluation.

The existing Trust structure could be developed with increased partnership work and extended supervision to the under 12 month custodial community with targeted intervention. As it is not applicable to everyone, the money can be spent on those who have a proven risk of re-offending.

Instead, that opportunity has been sacrificed on what I can only describe as the ideological altar of privatisation.

**Tom Rendon**  
**National Chair**

## Napo Equality Training Programme 2014

**27 March 2014 LGBT Training**  
**15 May 2014 Race Equality**  
**5 June Public Speaking for Women**

All of the courses will be held at Aston Business School in Birmingham. Due to budget constraints we have made some changes to the way in which the courses will run this year. In order to keep costs to a minimum and to allow Napo to deliver a full equalities programme the courses will now run over one day (10am to 5pm) in the coming year.

We expect that most members will attend the course on the day. Napo centrally will meet the travel costs. If, in exceptional circumstances, members do require overnight accommodation, they will need to get permission from their branch and branches will be asked to contribute to the cost.

**For more information and to reserve your place on a course please email Deirdre Heinrich on dheinrich@napo.org.uk**



## Privatising Justice: Myths, Threats, Opportunities

**I attended this panel debate hosted by the right wing think tank Policy Exchange on 11 March.**

Chris Grayling opened the proceedings and although he didn't stay for the whole event he did make himself available for a Q&A session. The rest of the panel comprised Ian Lawrence, Napo, The Prison Reform Trust, Homegroup and Sodexo and was chaired by Max Chambers. There was nothing new in Grayling's rhetoric, unsurprisingly as there were a number of bidders in the audience. He pulled out the same old strap lines that we've heard before and which we know are not true. 'Privatisation will open the door to innovation', 'Supervising the under 12 months because re-offending rates are too high' and 'payment by results offers an incentive to those working with offenders'.

### Wide range of views

The questions asked indicated a wide range of views from those in support of the TR process to those who were highly critical. I challenged the Minister on contract management after he had alluded to learning from past mistakes. I asked how he will ensure that the same (if not more) mistakes

won't be made with probation given that he intends to rush through 21 ten year contracts in just nine months and how he will avoid a monopoly given that the majority of bidders are large national and international companies. Unsurprisingly, his response was vague and didn't really get to the crux of the issue. He assured the audience that the contracts did not have blank pages (which we know they do) and that the infrastructure will be in place (which we know that it won't) and that it is evolution not revolution, again.

One of the most surprising questions came from a potential bidder who asked Ian Lawrence what Napo's policy was on actively recruiting ex-probation officers to work for the CRCs! It really is strange times if the private sector is asking the unions to do their recruitment for them before they've even bought the service!

### Grayling lacking confidence

Whilst it was a mixed picture from the audience, what was clear from the side lines was that Grayling seemed less confident.



The actor Mark Powley (Emmerdale) who was there representing a homeless charity spoke with Napo afterwards and remarked on Grayling's lack of confidence about the prospect of winning the next election. Let's hope this is true and that our members over the coming months will continue to knock his confidence and any remaining confidence that the public may have in him.

The day gave Napo a great opportunity and platform to raise our concerns with a mixed audience and, in particular remind the potential bidders we are not complicit in these dangerous reforms and neither are our members.

**Tania Bassett**

## TR – Implications for Edridge

**There are many ways that the impending changes in the Criminal Justice system will have implications for the Edridge Fund, and the Trustees and staff have been giving considerable thought to what may happen, and how the Fund will respond.**

Some work has already started to enable us to link with the new authorities, once they are set up. Edridge has always sought to have a good relationship with Probation management bodies, and in some areas we have had, and continue to have, very active support from senior management. This has helped the work of the Trustees, our Area representatives, and fund raising. We will report further on this in future editions of *Napo News*.

### Edridge Area Representatives

We had been bringing our database of Area representatives up to date, and for several months the page on our website, listing the representatives with their contact details, has had a message asking people to contact our administration for up to date information. We will be putting a new list on the website very soon, but given the impending changes in the next few months, we may need to start again. Watch this space!

### Update on Applications for Help

This year has started with a bang! At the end of February we had paid out £11,460 in grants, and the number of applications received has been at the same high level we experienced in 2013. If the need carried on at the same level, we would have paid out about £18,000 more than we did last year, but of course the level of applications always varies over the year. We will continue to update members in future *Napo News* issues.

We are also pleased to report that we have managed to deal with most applications very quickly, within a few days, thanks to our streamlined communication systems. At the moment we are only paying grants by cheque, but changes in our Bank's internet facility during the coming months may enable us to do this differently.

### Appeal for Monthly Donations

In issue 253 of *Napo News* we made our usual appeal for regular small monthly donations, but so far there has been little response to this. If a small proportion of Napo members (say 500) only donated £5 a month – the cost of two cups of coffee – this would yield an annual income for Edridge of £30,000, and if this was Gift Aided it



would add a further £6,600. If that were to happen then Edridge would be able to face the uncertainties of the future with some confidence.

There are two ways of doing this. Either you can contact us and ask for a Standing Order form, or you can

go to our website and click on the 'Donate Now' button. This will take you to our JustGiving.com page where you can make a single donation, or set up a direct debit to your credit/debit card or bank account. It really is easy!

### Contacting Edridge

Our voicemail facility is working well, though only a few people use it. The best way to contact us is by email to office@edridgefund.org, or use the 'Contact Us' page on the website www.edridgefund.org. Please remember that all of our staff work part time, so there will be some delay before we reply, but usually you will hear from us by the following day.

**The Trustees & Staff of the Edridge Fund of Napo**

### Edridge 50/50 Club

The winner for February is number 226 from Durham



## Napo calls on TUC to support new Domestic Violence Bill

**Napo submitted an emergency motion to Women's TUC conference on 14 March seeking support for the Domestic Violence Bill. The motion, which was seconded by POA and supported by FBU, TSSA, Unison and Unite, was passed unanimously by the three hundred delegates.**



© Janina Struk

The Bill which seeks to criminalise coercive control was drafted by Harry Fletcher and supported by Napo was introduced to parliament by Elfyn Llwyd MP on 26 February 2014. It now has the support of the TUC.

Yvonne Pattison, Napo National Vice-Chair, moving the emergency motion (pictured) told conference that the bill would for the first time provide a proper legal framework for domestic violence to be investigated as a crime, and for resources and procedures to be in place to do so effectively. The Bill also recognises the role of psychological and emotional abuse in domestic violence and will mean that this, as well as physical violence, can be viewed

as criminal behaviour.

Speakers to the motion thanked Napo for bringing the bill to the attention of the conference. Yvonne also gave details in this speech of the range of interventions provided by probation in relation to DV and explained how the government's privatisation plans will totally undermine this hugely valuable work. She informed delegates that domestic abuse work was rated as 'low to medium risk' by Chris Grayling and so would be carried out almost entirely by private sector companies in future - this despite the fact that two women die every week as a result of domestic abuse. There was an audible gasp as the audience grasped just what Probation privatisation is going to mean for women's safety.

An Early Day Motion in support of the Bill - EDM 917 - now has 87 signatories and



© Janina Struk

members are urged to ask their MP to support it if they have not already done so.

**Megan Elliott**  
National Chair

### Rehabilitation of Offenders Act

**Changes to the Rehabilitation of Offenders Act 1974 (Periods of Rehabilitation) legislated for in the LASPO Act 2012 are finally to come into effect. These reforms, which will come into effect on Monday 10 March 2014, will also change the way some rehabilitation periods are set so that they are fairer and reflect better the seriousness of the sentences imposed.**

Under the new system, rehabilitation periods for community orders and custodial sentences will comprise the period of the sentence plus an additional specified period, rather than all rehabilitation periods starting from the date of conviction as it is under the current regime. So, for an example, an adult offender sentenced to two and a half years' custody, who would previously have had to declare their criminal conviction for ten years from the date of conviction, will now have to disclose their conviction for the period of the sentence plus a further four years (giving a total rehabilitation period of 6.5 years).

**Mike McClelland**  
National Official

## Family Court Conference Saving Family Law

**Best Western Monkbar Hotel, York**  
**Thursday 15 May 2014**  
**10.00 am to 4.30 pm**  
**(Registration from 9.15 - 10.00 am)**

### Invited Speakers (TBC)

- Phil Taylor, Professor of Work and Employment Studies at Strathclyde University - Speaking on his report for the Scottish Trades Union Congress, 'Performance Management and the new workplace tyranny'.
- David Wilson, Professor of Criminology and Criminal Justice at Birmingham City University - Speaking on 'Family Annihilation'.

- Jabbar Sardar, Cafcass Director of Human Resources & Organisational Development - Speaking on staff engagement and development opportunities.

### Workshops

Workshops will provisionally include:

- Update on Children & Families Bill/Legal Aid Cuts
- Isolation of Service Managers
- Introduction to Pre-proceedings Work/Public Law
- Implacable Hostility
- Did you survive in Cafcass?

Register for workshops choices on the day of conference.

Open to all practitioners and managers working in Cafcass

### Napo members

There is no charge for Napo members attending the conference.

### Non-members

There is a registration charge of £60 for non-members. Anyone joining Napo at the conference will be reimbursed the registration charge.

**Queries to Jacqui Paryag 020 7223 4887 or email [jparyag@napo.org.uk](mailto:jparyag@napo.org.uk)**

## Take it Easy!

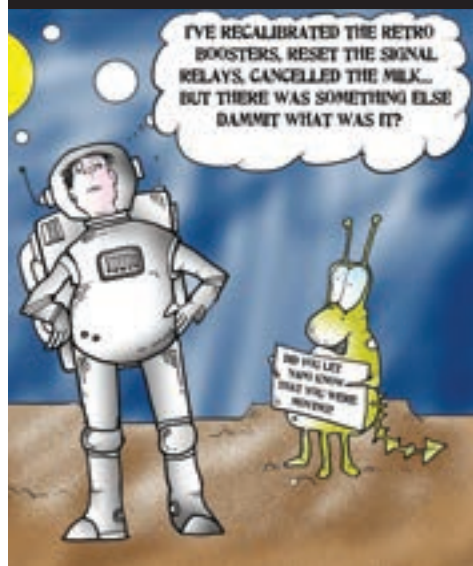
**In February I was fortunate enough to attend a one day launch event of a EU (European Union) funded project 'Take it easy! Protection of workers against stress as a way to increase business efficiency', held in Warsaw and organised by the Polish Trade Union Federation, OPZZ.**

They involved sister organisations in Malta, Cyprus, Lithuania and the UK (organised through the General Federation of Trade Unions – to which Napo is affiliated). Each federation sent along four delegates – all of whom welcomed the event for 'shining a light' on the 'underestimated' problem of stress at work and its impact on individual and social health.

The key-note talk 'Stress in the workplace, its influence on the effectiveness of enterprises' was given by an inspector from the Polish National Labor Inspectorate who said:

- By 2020 mental health related issues will be the main cause of workers sickness
- Those off sick with stress take more time

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



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

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

off than those with other ill health problems.

• Stressed workers take more time to complete their work accurately  
Despite the above, there was skepticism amongst delegates as to whether in the current economic circumstances many employers will be convinced of the need to address stress to increase their effectiveness.

What was noticeable from the event was how much all the countries had in common, none had legislation to protect employees from stress and health and safety rights had been significantly eroded - though as each delegation explained how they came to this stage differed.

### Economic liberalism

As former communist countries until the early 1990s, Lithuania and Poland had very prescriptive safety legislation. During the economic liberalisation that followed communism, employment legislation was scrapped; pay was low and unemployment high. Since EU accession the young of both countries have left in droves to find work in other parts of Europe.

Following the crisis in the banking sector the Cypriot economy was hit hard as their banking sector had formed 20% of GDP. The terms of the troika bail out of Cyprus's 20 billion euros deficit was harsh, and as a consequence wages are low, workers' rights have collapsed, there is no protective employment legislation and the employers get to decide everything.

### EU failings

The Cypriot delegation drew attention to the problem of looking to Europe as a source for progressive safety legislation as the EU Commission are now in the process of simplifying key health and safety direc-

tives relating to workers' rights, to remove 'administrative burdens' on companies that could hinder economic growth.

The Maltese were fairly happy about the stance their Government is taking in addressing the problem of stress at work – although it is still low on the political agenda. Workload issues are a problem for 1 out of 4 workers, compounded by job insecurity and additional issues for working parents.

As the UK delegation we spoke about the 1974 H&S at Work Act and last years Enterprise and Regulatory Reform Act, which brought in an amendment to the 1974 Act, which for the first time (since 1898!) means employers will no longer have a strict liability for workers. We also said that we have now had 30 years of neo-liberal economics in the UK which has devastated workers rights and explained that trade unionists can be vulnerable to victimisation and blacklisting as there is little in the way of legal protection to prevent this.

As stress is such a significant issue for many Napo members I hope to attend the subsequent meetings of the project to learn about how other countries (employers and trade unions) deal with stress. The aim of the project is to produce training materials for trade unionists.

**Sarah Friday**



The UK delegation.

## Napo Health and Safety Training Day

### The impact of 'Transforming Rehabilitation' on workplace Health and Safety

Wednesday 9 April 2014  
11am – 4pm  
PCS Headquarters  
160 Falcon Road, Clapham Junction  
London SW11 2LN

Speaker, Kathryn Ball (NOMS Head of Occupational Health and Safety)

Kathryn Ball, will explain the new arrangements for health and safety and there will be an opportunity for questions.

The training day will be a chance to cover the basics in terms of setting up a safety committee and an opportunity to meet other Napo representatives.

Lunch will not be provided. Cost of lunch will not be reimbursed. Travel will be reimbursed – but please book cheapest travel option.

Places are limited so please book early and before 28 March 2014.

**Contact Margaret Pearce, Chivalry Road on 0207 223 4887 or email mpearce@napo.org.uk**



## Letters

### Trade unions demonstrate for 'A Better Way'

Members from Humberside, Northumbria and West Yorkshire Branches took part in 'A Better Way' demonstration on Saturday 8 March 2014 in York.

Organised by the Yorkshire and Humber TUC, the demonstration numbered approximately 3,000 people from across the trade union movement, the Green Party, local People's Assemblies and many others.

The march against the austerity measures of the coalition was deliberately timed to coincide with the Liberal Democrats Spring Conference which was being held at the Barbican Centre in York and the volume of the demonstrators definitely increased as the march moved around the historic walls and passed the conference centre. For some strange reason Conference attendees stayed inside!

The march route wound its way around the centre of York, taking in the main shopping streets as well as more obscure areas

before returning to the assembly point by Clifford's Tower where it was followed by a rally. In light of the fact that it was also International Women's Day, all the speakers were women; which according to social media is somewhat different to the Liberal Democrat Conference where it is suggested that women speakers were a distinct minority.

**Chris Winters**

*Interim National Vice Chair*



### Inspiring SGM

I attended the Napo SGM yesterday and found it to be really inspiring and thought it important to share my views. I truly thought that the TR was a done deal BUT ITS NOT And more importantly we all have a say.

There was one person who made me feel we still have a voice, speaker, Owen Jones. He was really inspirational in terms of the power we still have; but this has to be collective. He also said that the powers that be care less of us little people, and laws are there to protect the higher classes (which is of no surprise). The government hates us to be a pest, but I feel they have left us with little choice. Each and every one of us has a part to play in resisting this ridiculous idea and with enough of us saying 'No this does and will not work' the chances are someone

will have to take note and listen.

Chris Grayling and his party are trying to push this through without negotiations. Why did it take Serco almost three years to negotiate its previous contract with the government; and yet we are being railroaded into this happening within nine months? So this is when we send a message back to him to STOP!

This is not against any of our management or what they are being forced to do; but against what the government is imposing on us ALL.

So for those that have said in the past 'What has Napo done for me?', I would reply with 'What have they not?' – and more importantly what would your terms and conditions of employment be right now without them. Napo also managed to negotiate a further seven years of employment on the same terms and conditions for each and every one of us.

So for all those POs/PSOs who are not in the union I would urge you to consider joining. I know this means a financial implication but where would you be without a job?

Most of you who know me know I don't like injustice, but I feel we are being bullied into these changes. So please STOP and think just for one minute and see what you can do as an individual. TOGETHER we have a voice.

**Duljit Gill**

*Staffordshire West Midlands Branch*



© Stefano Cagnoni

### Women and Work at the Tate

**I recently went to see several related exhibitions at the Tate Galleries in London on the theme of Women and Work, focusing on the issue of equal pay.**

The exhibition at Tate Britain is a compilation of art by Sylvia Pankhurst, artist and political and suffrage campaigner, focusing on the rights of working women. In 1907 Pankhurst toured industrial towns to document working and living conditions of women making a strong argument for improving working conditions and for pay parity. It is rare to see women's work reflected before the first world war – as we are often told this is the first time when women entered the labour market in significant numbers – but this exhibition shows otherwise.

Another exhibition at Tate Britain also on the subject of equal pay, is a project undertaken between 1973 and 1975 by Margaret Harrison, Kay Hunt and Mary Kelly who conducted a detailed study of women who worked in a metal box factory in Bermondsey, South London. Their investigation was timed to coincide with the implementation of the Equal Pay Act, which had been passed in 1970.

Margaret Harrison's work is also included in the display *Homeworkers* at Tate Modern, it is a very political piece. Harrison began to research Homeworkers when the Equal Pay Act came into force in the UK in December 1975 and worked with the National Campaign for Homeworkers in London for two years and interviewed several piece workers. I can remember my Mum doing this type of work, as did many women who had young children and couldn't get out to work. The work was very exploitative, hence the reason for the campaign.

I highly recommend the exhibitions – but don't delay if you want to see them, they close on 6 April.

**Sarah Friday**

*Napo National Official*



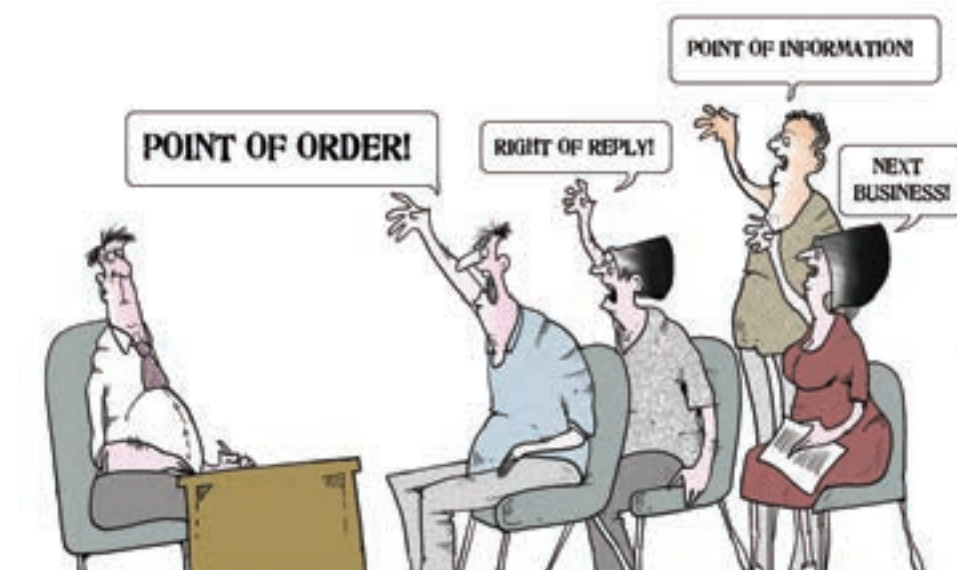
## AGM 2014 | 9–11 October, Scarborough

### Formal Notice of Annual General Meeting

Notice is hereby given that the 102nd Annual General Meeting of Napo is to be held on 9, 10 and 11 October 2014, commencing at 2.00pm at the Spa Complex conference centre, Scarborough.

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

Motions to be considered by the AGM may be submitted by the NEC, a national committee, a Probation branch, the Family Court Section, the PSO Forum or any two full or professional associate members of Napo. Constitutional amendments may be submitted only by the NEC this year. Motions and constitutional amendments should be submitted on the form provided which is available from Annoesjka Valent



at the Napo office at (avalent@napo.org.uk). Motions and constitutional amendments must reach the General Secretary no

later than 12 noon on Thursday 14 August. Details of motions and constitutional amendments received will be circulated to members at the end of August.

Amendments to motions and amendments to constitutional

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

**Ian Lawrence**  
General Secretary



### Napo Branch Reps' Course Programme 2014

#### 'Representing Members'

2-4 June 2014

T&G Centre, Eastbourne

This course is 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; and the duties and responsibilities of management.

#### 'Equality & Diversity'

22-24 September 2014

Aston University Conference Centre

This course looks at the duties of employers in relation to equality and diversity, and providing a workplace that is safe and treats workers with dignity. It is an opportunity for those representing members to discuss the different approaches

to diversity in employment law.

#### 'Developing Skills'

10-12 November 2014

Southampton City College

This course is for reps who have already attended the Representing Members course and have had experience of representing individual members, as well as negotiating on collective bargaining issues. You will build on the skills and knowledge you have already gained, and look at the more detailed aspects of casework.

**Contact your branch for a registration form. Completed forms should be returned to Cynthia Griffith [cgriffith@napo.org.uk](mailto:cgriffith@napo.org.uk)**

#### Closing date for registrations

6 weeks before each course is due to commence. Early registration is recommended.