

**SPEAK UP FOR
JUSTICE**
GENERAL ELECTION
7TH MAY
**MAKE SURE YOU
USE YOUR VOTE!**



Napo launches 'Manifesto Asks' paper



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Monday 13 April saw the launch of Napo's **Manifesto Asks** paper. The document, which has been sent to all Party leaders and other stakeholders, outlines Napo's key demands of the incoming government following the election on 7 May. It looks at important terms and conditions issues such as a pay rise and full review of the pay scales, as well as policy issues such as legal aid cuts and private probation providers' performance and contracts.

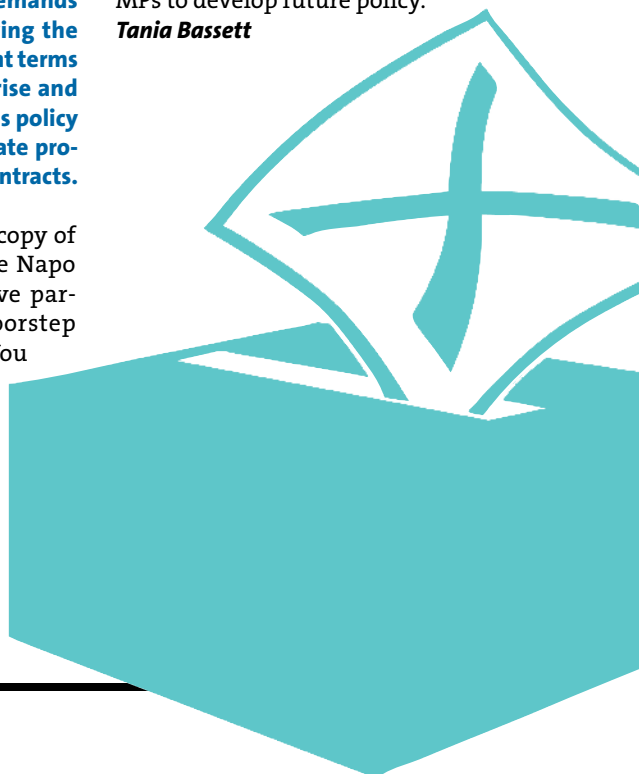
Members are urged to download a copy of the **Manifesto Asks** paper from the Napo website to discuss with prospective parliamentary candidates on the doorstep and to use at hustings meetings. You might also wish to send copies to your local Parliamentary Party Candidates.

Contact details for PPCs can be found on the Napo website or obtained from your branch officers. <https://www.napo.org.uk/news/general-election-advice-members-and-napos-manifesto-asks>

Napo will be looking to meet

with incoming Ministers as soon as possible after 7 May, to follow up on our demands and to look to work closely with MPs to develop future policy.

Tania Bassett



Rage Against the Machine!

Napo has had quite a lot of press coverage over the last few weeks following Sodexo's announcement that they will be making up to 500 redundancies in their CRCs and replacing highly skilled staff with call centres and biometric machines. Whilst biometric reporting is not a new idea to us, after it was piloted in London a few years ago, the fact that the London pilot didn't produce the results they were expecting should have been the end of the madcap plan.

On 16 April Napo together with Unison and GMB warned the Permanent Secretary Ursula Brennan that members may be forced to ballot for strike action if she did not intervene over plans by the French multinational to axe up to 46% of its staff in the six Community Rehabilitation Companies it took over on the 1 February 2015.

The unions have also warned the permanent secretary that they expect the enhanced voluntary redundancy agreements reached with Ministers last year to be honoured in full. They have also asked her to clarify if the MoJ knew about the redundancies when Sodexo submitted their contract bid, or if the company has sought approval from the Secretary of State for the job cuts since the contracts were signed. They have made a direct appeal to Ms Brennan to instruct Sodexo to halt the planned job cuts until the public and staff can be assured that Sodexo's plans have been fully scrutinised from both a staffing and a public safety point of view.

Napo will keep members fully up to speed on developments in the six CRCs. We will be working hard with branches to campaign to save jobs, hold Sodexo accountable for its dangerous operating model and highlight the importance of effective supervision.

May-Day protest

Napo will be joining the RMT union, which has its own campaign against Sodexo for the reinstatement of their union rep, Petrit Mihaj, who was victimised and unfairly dismissed for his trade union activities in 2014, in a demonstration outside the organisation's HQ on 1 May – Assemble outside Sodexo HQ from 11.00am, One Southampton Row, Holborn, London, WC1B 5HA.

The demo will be part of the May Day

parade that takes place in London every year on International Workers Day (Clerkenwell Green [12.00] to Trafalgar Square - <http://www.londonmayday.org/>)

Tania Bassett



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End of check-off – direct debit campaign

As you will be aware, on the last day of government, Grayling made the, not very unexpected, decision to remove the check-off facility for all trade unions in the Ministry of Justice (i.e. the right for members' to have their union subscriptions paid directly from their salaries). We all know this was a vindictive act based on ideology rather than for any logical reason.

Napo will be asking all members in the NPS to switch their subscription payments to

direct debit.

After difficult negotiating on Napo's part we have at least secured a six month extension to do this as opposed to the original three months. Nevertheless this is still going to be a challenge for Napo head office, branches and reps.

We will send out details shortly on how you can make the simple switch over and we will be urging members to do this as soon as possible to ensure they are protected by union representation.

Napo Safety Reps



March was a great month for the recruitment of new Napo safety reps as a result of Napo introductory safety reps training courses in Birmingham and Bury St Edmunds. In attendance were new enthusiastic reps and equally enthusiastic 'old hands' to learn about the CRC/NPS safety structures and the basics of safety reps rights and duties.

CRC and NPS safety advisors attended both events to describe how things now work. Additionally the safety reps learnt that they have more rights and certainly more

legislative back-up than union reps – and even though successive Governments have made some inroads into this, safety reps can still play a potentially powerful role in the workplace.

Feedback comments on the course were excellent, one of the new Napo safety reps from the Anglia training said: 'I would like to say that the course was very informative. The objectives of the training were clearly defined and the topics covered were relevant to me. The content was organised and easy to follow and materials you distributed were helpful. Your style of delivery, together with your experience and knowledge, made us feel confident to participate and interact with ease'.

Martin Ball, Staff West Midlands Branch Health and Safety Officer and organiser of the Midlands course

said: 'There was a positive response from all who attended, they found it interesting and clarified a lot of issues giving a good foundation to start as a H&S Rep. As far as I'm concerned, I'd like to organise another one ASAP. Everyone who attended said they'd like to do more training'.

If you are interested in becoming a safety rep please contact your branch, and if there is enough interest from other safety reps in your area I will run the same course for you.

Sarah Friday



Midlands Reps.

Family Court FoCuS

All working members of the Family Court Section are likely to be aware of the nightmare of the last couple of weeks when our Case Management System failed to operate properly. Use of the system was severely restricted. This meant that we could not access case files, which, of course, include service users' contact details as well as all the documents held with regard to each case.

Each document had to be requested by email from our Business Support staff and emailed to us. This could be problematic as we do not necessarily know which information is held in each case without being able to look into the file. As we are now completely 'paperless', the impact was very considerable and the risk of missing important child safeguarding information was significant.

FCUPG

I attended, along with Ian Lawrence and Dean Rogers, The Family Courts Unions' Parliamentary Group meeting on 10 March. This close to a General Election it is very

difficult to make long term plans for ongoing work. Despite this it was an interesting meeting.

Jenine Abdo, who is a Family Law Solicitor from Simpson Millar, introduced a paper which has been prepared by Resolution. Resolution is a national organisation representing over 6,500 family justice professionals 'committed to the constructive resolution of family disputes'. Their Code of Practice promotes a non-confrontational approach to family problems, considering the best interests of children and the needs of the whole family.

Manifesto for Family Law

In the run up to the election Resolution has launched a new 'Manifesto for Family Law' making calls for six areas of change. The headings are

- Protect vulnerable people going through separation (which includes issues of legal aid);
- Introduce measures to keep divorce out of Court;
- Introduce a Parenting Charter to help



parents understand their responsibilities when they separate;

- Allow people to divorce without blame;
- Help people understand how their divorce will affect their future finances;
- Provide at least basic rights for couples who live together if they separate.

Simpson Millar supports Resolution's manifesto and adds that they would also urge the next government to look closely at the Exceptional Case Funding regime for Legal Aid; to consider the funding of expert evidence; the oversight of McKenzie friends; and finally, to ensure the proper funding for the National Association of Child Contact Centres and the centres themselves. (The above information was taken from a briefing paper to the FCUPG by Emma Hopkins Jones from Simpson Millar).

Early Day Motions

There are early day motions with regard to the Committee of Public Accounts Report on Reform of Legal Aid and on the oversight and possible regulation of McKenzie Friends. The Primary Sponsor of both of these is Elfyn Llwyd, MP, who has been the Chair of the FCUPG. He is now retiring. He has been a 'good friend' to Napo and has previously attended and spoken at our AGM.

Cafcass has agreed that they will pay travel costs for the Family Court Conference on 18 June in Birmingham, which is very welcome news. For more information visit the Napo website – <https://www.napo.org.uk/family-court-conferences>

That is all from me for now as we wait to see what the election will bring and the likely impact of it on all of us trade unionists who are employed in the public sector.

Jay Barlow

National Vice-Chair (Cafcass)

Review of Probation Qualifications Framework – a brief update

The PQF is the current training arrangement whereby Probation Officers and Probation Service Officers are trained and qualified.

The Secretary of State has recently (1.2.15) published his guidelines which describe the qualifications, experience and training required of an officer of a provider of probation services in relation to work involving the supervision of offenders (A Competent Workforce To Transform Rehabilitation) under Section 10(2) of the Offender Management Act 2007. For NPS staff the PQF, and any successor, will continue to apply. The NPS must continue to use the PQF to train and qualify staff. No such restrictions are applied to CRCs.

The current PQF

Currently the PQF is a three stage process: (1) Gateway to Practice – all new staff; (2) VQ3 qualification – for PSOs; which has been required of new starters for some time now – though this is no longer required for all new PSO employees; (3) VQ5 qualification/Community Justice Honours degree or graduate diploma – Probation Officers qualification.

The current contracts (with HE providers) related to this Framework expire at the end of March 2016 and there is no current prospect of contract extension. In order for this training to continue, the PQF has to be

reviewed and revised and new contracts let before next April. Ideally a new training cohort would start in or around April 2016 if a further training gap is to be avoided. This is a big ask.

What does the future look like?

No decisions have yet been made, except to say it won't be the same. The PO qualification in all likelihood will remain at VQ5/degree level but the pathways for achieving this are likely to be greater in number. Restricting access to graduates is not seen as sustainable.

There is a PQR Project Board which makes the decisions and a PQR Project Group which does the work. There is also a reference group being set up to offer views on suggested changes.

This work has only started in earnest since the beginning of the year. Some CRCs are represented on the Board and the Project Group and CRCs have the option to 'buy-in' to this qualification but its (re) development is primarily aimed at providing trained/qualified staff for the NPS. Meetings of the Board and the Project Group are now taking place monthly. Napo is represented on the Project Group.

Further information will be sent out direct to branches and members.

Mike McClelland

Napo putting the emphasis on combatting stress at work

As part of Napo's ongoing campaign against stress at work the Napo stress survey was sent to all branches for completion in the early part of this year. The previous survey was conducted at last year's AGM in October. These results are the first snap shot indicator since then and the first post share sale showing how TR continues to detrimentally impact Napo members and in turn the essential service they provide.

Nine branches responded. The response rate varied, the best at 50% but others were lower and given this it is difficult to draw significant statistically accurate conclusions across all responding branches. But an overview of the survey results is that there are broad similarities between NPS and CRC staff. The comparison between the AGM survey and the most recent, is that it is basically more of the same in terms of concerns from members, some of whom we learned were too afraid to respond in writing, for fear of repercussions.

Damning indictment

It is the 'additional comments' of the survey results which were overwhelming and give a damning indictment of the impact of share sale on Napo members. Common themes arising from the stress survey impacting on all grades were: lack of support/overly pernicious monitoring from more senior managers, not having had a pay rise for years adding insult to injury for the chaos caused by TR, sleeplessness/tiredness, many problems for AT users, long hours, sickness/presenteeism – coming into work when stress symptoms make you feel ill – depression, morale levels at an all-time low – stress levels at an all-time high, problems with IT taking up a disproportionate amount of time, worries about job security (and this was before Sodexo announced their redundancies), problems for part time workers/flexi workers in managing workload but not wanting to highlight this because in fear of losing these arrangements.

The survey shows that people come back to work when not fully recovered, as they are afraid that time off sick will be held against them so viruses and bugs are spread and the cover requirements increase. Attendance management policies are judgemental and punitive and trigger points for management action are set very low.

Managers' questionnaire

Comments from SPOs were particularly noticeable. SPOs said that they can't cope with the staff numbers they are expected to manage, support from senior management

teams is inadequate, taking on new tasks as a result of TR is causing work overload and the problem is compounded by no extra pay for this and that it is done without a job evaluation.

To get a more complete picture of the problems facing those in managerial grades it is necessary to look at the responses to the recent Napo manager's questionnaire from TUO Committee. This shows that the top issues for managers are IT, stress (for them as individuals and those they manage), workloads, isolation, managing performance data and taking on full HR responsibilities.

A comment from the managers' questionnaire sums up the problems: 'My stress levels have hit the roof. I am experiencing extreme levels of personal stress indicators. I am managing a team with high levels of sickness, vacancies and maternity leave. I have insufficient admin resources. There is insufficient staff available to the



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work required and no realistic prospect of getting more staff into post. People are snappy and irritable, and some are going sick. The work is spiralling beyond control'.

Don't suffer on your own

If you are experiencing stress at work seek the help of your branch/safety rep. Ask your manager for a stress risk assessment (see your employer's stress policy for more information on stress risk assessments). It can be an individual or team risk assessment and control measures should be put in place as a result of the assessment. Let us know if

you encounter any problems with getting a risk assessment – your safety rep/branch will be able to help if you don't think the risk assessment is satisfactory.

For more information see the HSE advice on stress <http://www.hse.gov.uk/stress/> or the Napo web site health and safety section for our guidance on how to deal with stress at work <https://www.napo.org.uk/stress-work>

Sarah Friday

Dealing with Stress at work training is a great success

Nearly 30 CRC and NPS Napo representatives from across the country attended our Dealing with Stress at Work training on the 26 February 2015. The training was delivered by Sarah Friday National Official (Health and Safety) and Dave Adams National Vice Chair/link officer with Napo Health and Safety Committee. The training covered issues such as – identifying what is stress and how it impacts on health and wellbeing, legislation on stress, completing stress risk assessments and safety reps involvement with the risk assessment process.

Work related stress is a significant problem. The TUC estimate that over 400,000 people suffer from stress related illnesses caused by their work every year. The Napo H&S Committee conducted a stress survey at the AGM in 2014 and the results showed that work related stress is a major problem for members and our more recent branch stress survey results back this up (see above).

NOMS and stress

Colan Ash NOMS senior H&S advisor attended and delegates were able to ask

him about what steps the NPS is taking to manage stress in the workplace. Colan was given a copy of the Napo AGM stress survey results. He acknowledged the survey findings and is using them in his training for NPS health and safety advisors.

Delegates commented that the training gave them a greater understanding of work related stress and how as a union we can take necessary steps to protect members from work related stress. Individual members should not suffer in silence.

If you are worried that work is affecting your health and causing you stress. Please contact your local H&S rep for advice and assistance.



From the Chair(s)

Since our last message the new CRC owners have taken up the running of the contracts and the new Offender Rehabilitation Act has come into being. It is fair to say that both of these significant events have created ongoing problems for staff on the ground and only two months in news started to filter through about the planned Sodexo job cuts. This came with no warning but we feel the response from Napo head office was excellent with all hands to the pump and some significant media coverage on the issue. Be assured that our link officials have been busy supporting the CRCs involved and setting up meetings with the Sodexo senior management teams to discuss and continue to highlight our concerns, whilst doing what we can to protect jobs and terms and conditions should the proposals become a reality. Meanwhile we are pressing NOMS' senior management and the Permanent Secretary with our views on this.

AGM 2015 planning is well under way with the planning group meeting regularly and the inclusion of an NEC member, who

was co-opted, and whose input has been extremely valuable. With the many divisions in our service now we feel it is important to focus on what holds us all together; so whether NPS, CRC, PBNI or FCS we hope to continue as one unified force by sticking together in Napo.

A copy of the recent 'Manifesto Asks' document, written by Tania Bassett National Official Press Parliament Campaigns, has been sent out to branches. With the election only weeks away we urge members to contact their PPCs and forward this document to them. You can download a copy from the Napo website or contact your branch for details www.napo.org.uk/news/general-election-advice-members-and-napos-manifesto-asks.

With the Secretary of State for Justice's parting shot of the announcement of plans to stop check off, Napo head office is extremely busy planning for this significant change to collection of our subscriptions. A working party has been put in place to look at the options in an attempt to minimise the disruption this will cause to our



Yvonne Pattison and Chris Winters.

members and our income. We would like to thank Napo staff for their hard work so far and acknowledge the continued strain this will place on resources. More information will follow as plans develop and we ask members to look out for details on what you need to do to help with this.

Finally, despite everything that has been thrown our way we would like to thank members for their continued support and remind branches to contact their link officers/officials if there are particular issues they are struggling with.

Yvonne Pattison and Chris Winters
National Co-Chairs

Women in Napo Conference – 12 June, York



Kate Lomas.

As we all reel from the devastating announcements by one of the new CRC owners a group of members are working hard with National Official Sarah Friday, Administrator Shireena Suleman and me to arrange this year's Women in Napo conference.

When we started this process, several months ago, we wanted to include in the conference something to help members to think about the impact of the changes to our professions as well as the world we live in. We chose two main themes to focus on; the recent surge in cases of child sexual exploitation and outsourcing.

Outsourcing pervades every area of our society and no public service escapes it. Napo is working with Professor Gill Kirton on her research into the impact of outsourcing on gender and we look forward to hearing more from her at the conference. We have also planned a panel discussion which

Gill will participate in along with Sue Hall from the Probation Institute, Alison Lowe (CEO of Touchstone who deliver outsourced support for people with mental health related needs) and one of our own National Officers. We hope that this will be an opportunity for members to think about different aspects of outsourcing and to participate in a discussion about retaining professionalism in outsourced services.

Challenging times

Women in Napo face a range of challenges in our trade unionism, our work and our home lives. Outsourcing is one of those challenges – have you ever thought about how far it reaches? Whatever your personal circumstances you are likely to engage with services that are outsourced at work or at home, for yourself or those close to you. Do you know they are outsourced? Does it matter? In Probation and in Cafcass we work with a host of partnership agencies which may be wholly or partly outsourced. In Probation some members now work for outsourced services, how do we maintain the professional standards and terms and conditions for workers?

In terms of workshops we now have an additional workshop leader, to that advertised previously; this is Phyllis Opoku-Gyimah, who is National Campaign Officer for PCS (the civil servants' trade union).



Phyllis will run a workshop on increasing activism amongst women from all the equalities strands. Her workshop will ensure that we address the issue of BAME women that previous WiN research has highlighted should be a focus, while not forgetting that women are not a homogenous group and may have other protected characteristics. Phyllis is a prominent campaigner around LGBT rights so will be able to talk about this. It's great to have her along so that we can learn from the experiences of sister trade unions.

Our aim for the conference is to inspire women to get more active in Napo. Outsourcing affects us at work and in our lives outside of work and we need to understand the impact it has to be able to respond, as Napo members, as activists in our communities and at work. If you are asking yourself how you can even begin to think about these issues please consider registering for the WiN conference, be inspired and get active!

Katie Lomas
Napo National Vice Chair

General Election Special – ‘every vote means something’

As the 7 May General Election looms, *Napo News* interviews General Secretary, Ian Lawrence, on his views of what the election means for Napo.

Napo is a politically independent Trade Union so what is your advice to members as they consider who to vote for in the election?

Given that people have fought, suffered and died so that we have the facility to vote, my view has always been that you should cast your vote and encourage those around you to do the same. Many seasoned political commentators often point to the UK's ‘first past the post’ electoral system which unfortunately means that only around 60 marginal seats are currently considered to be of strategic importance in terms of influencing the outcome of the election. Small wonder why so many people feel disinclined to take part; but it's worth remembering that

thing about public sector pay. This follows the austerity measures that they have avidly supported whilst being part of the coalition, but at least there is an acknowledgement that there is a problem and that it needs addressing. I will leave it to our member's to make their judgement about whether this has real substance or becomes yet another famous promise like the one made over tuition fees five years ago.

In the event that the Conservatives win the election outright (although with two weeks to go Cameron is in a worse position than he was in 2010) our members can expect more of the same on pay and cuts. Moreover, there would be a likely extension of outsourcing into Cafcass as part of

Chris Grayling's stated intention to undertake an MoJ ‘jobs fair’ at the earliest opportunity; and again in probation as the NPS creaks under the pressure of the disastrous Transforming Rehabilitation programme. This initiative was of course supported by the Lib Dems in Coalition, so any hopes that a further ‘ConDem’ arrangement will see

the brakes applied to further privatisation is pretty remote in my opinion.

I won't even go there with a Conservative/UKIP scenario, and given the anti-trade union pro-big business, equality intolerant position of the latter, I do not think that they will be attracting the votes of Napo members.

I have over many years proved that I am no apologist for the Labour Party, and have been amongst their fiercest critics over their willingness amongst other things to follow the Tories' privatisation policies.

The key issue as we progress towards 7 May is that all conventional opinion and the myriad opinion polls themselves point to no overall majority being available to either Cameron or Miliband. So the prospect of Labour/SNP with possible input from the Greens/Plaid Cymru is looking to be a real possibility.

A Labour/Lib Dem coalition is another option but so many things depend on as yet unknown outcomes. My view is that

notwithstanding Labour's ‘austerity-lite’ spending plans they are the only one of the contestants who has pledged to review the TR contracts and send serious warnings about service delivery failures by the CRC providers. If, as we expect, it became impossible to tear up the CRC contracts owing to the ‘poison pill’ clauses inserted by Grayling and the cost to the taxpayer, then Labour has signalled its willingness to consider an alternative model which might see a scenario such as the CRCs being brought back into public control with the current providers involved on a commissioned basis as preferred providers. We have also had assurances from Sadiq Khan that he supports the concept of a Licence to Practice and he has consistently said that the probation reforms are ‘half baked.’ If he gets elected there will be plenty of people including Napo members who will be looking to him to get things moving to repair the damage to the criminal justice system.

Our aim remains the reunification of the Probation Service but the damage inflicted by this outgoing Coalition may take more than five years to put right.

Some of the parties have a clear commitment to introduce legislation to reduce the right to take industrial action what is your view on that?

For as long as I can remember it's been the mantra of the Conservative party to portray trade unions as the enemy within and the cause of the economic downturn. But it would be easy to disregard what is being proposed as simple union bashing, for irrespective of the debate about turnouts in strike ballots compared to the percentage vote received by many MPs who choose to jump on this bandwagon, the proposals to introduce a minimum figure in favour of industrial action before it can be called represents a challenge that the union movement ignores at its peril.

That means campaigning with a new government to allow the means for people to take part in key ballots, not only for industrial action, but for the elections of union officers by the use of technology; and allow unions the right of access to workplaces to explain the importance of the issues at hand and necessary time for union reps to do the job for which they are elected.

Once the imbalance between the power of the state and the multinationals has been even slightly levelled out then the notion that introducing more legislation (above that which already exists) to curtail the ability of people to take industrial action might be worthy of serious and reasoned debate.

There again, trade unions exist because



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seats can unexpectedly become marginal especially if the voter turnout is higher than usual.

So unless you live in a constituency in which your tactical vote might make a difference in terms of keeping out the party that you do not want to win the seat or form the next government, I believe that you should vote according to your belief in the candidate and the Government that you would want to see in power.

One thing that most people agree on is that this looks to be the closest fought general election for more than a generation and in those circumstances every vote means something.

What would you expect to see from an incoming Government that would make a difference to Napo members and what if there is yet another coalition?

As we speak, I have just listened to the latest pro-public sector announcement from the Lib Dems who have pledged to do some-

of the injustices and challenges that working people have to face day after day. This means that the problem of disengagement and apathy must be taken head on by the TUC and its affiliates with a new administration. It means forging a new understanding about the vital role that unions play in the UK economy and having a positive dialogue about apprenticeship opportunities, a living wage for all and partnership working instead of the tired old rhetoric that demonises working people who take that last resort in defence of their jobs and their families' livelihoods.

If Napo members are lawfully required to demonstrate their conviction on industrial action in the future, they won't be found wanting

What will Napo's priorities be once a government is elected?

I will try to be first in the long queue to see the new Ministers though if one of them is Chris Grayling I don't expect him to offer me a very warm welcome!

Nevertheless, here are some things that I believe sit well with our members:

Probation

Whilst the CRC contracts have been mobilised there is still significant concern about the new Probation providers' ability to deliver on their contractual requirements, and even more so on their capacity to deliver a service that can match the quality of that previously delivered by probation trusts. It is therefore imperative that these contracts are reviewed in detail; not just to ensure that providers are meeting requirements but also to ensure that they are implementing safe operational models that will protect the public, staff and service users.

The contract package areas were awarded on the basis of offering value for money to the taxpayer and that means that the quality of service delivery must at the very least meet the standards set by previous probation trusts. If there was an opportunity under the 'golden share' provision to terminate contracts that are not delivering, then this would be one of my first tasks, working closely with stakeholders, practitioners and providers to develop an integrated probation service.

The justice system needs to be transparent so all providers of probation services must be made accountable through Freedom of Information's and government scrutiny.

The National Probation Service (NPS) is not sustainable in its current form. The TR operational model has failed to recognise the dynamic nature of risk and I would pre-

dict that the NPS will begin to implode as more and more complex cases are pushed up from the CRCs to avoid financial losses or investment in interventions. As this is a one-way street with no mechanism for the NPS to send cases back down to the CRCs, it is only a matter of time before the public sector exceeds its capacity, resulting in the most dangerous clients being supervised and managed by an overstretched and under resourced department. This poses a direct risk of harm to the public and to staff who will inevitably face burn-out under the new system.

Legal Aid

Since LASPO was first introduced to civil legal aid two years ago we have seen a significant decline in legal representation for family court cases, with a commensurate increase in litigants in person. Despite the Government's assurances that victims of domestic violence will be exempt from the restrictions, the criteria to meet this is so high that many people (mainly women) are being forced to represent themselves and to be cross examined in a court by their abuser. This is wholly inappropriate and not only further damages the victim but also places children at risk of harm. Family cases, particularly those involving adoption are taking longer, are less focused on the needs of the child and could result in children living in abusive environments. The state has a duty of care to protect children and the draconian cuts to legal aid for family law are failing to do that.

Rehabilitation in Prison

Depending on which report or media outlet you listen to, the level of rehabilitation in prisons varies greatly. Unlike the view of the current Justice Secretary, I firmly believe that there is a crisis in our prisons. You cannot have effective rehabilitation and access to services if you don't have the staff to provide it. HMI Prisons has repeatedly found that there is a lack of provision of offending behaviour programmes across

the prison estate with IPP prisoners seemingly disproportionately affected.

Not only does this prevent people from changing their lives, but it comes at a huge cost to the taxpayer if we are unable to release prisoners because we have failed to provide them with any rehabilitation. There needs to be a basic level of provision for education and training in all prisons, prisoners should have access to rehabilitation programmes to enable them to complete their sentence plan, and there has to be sufficient staffing to enable prisoners to access this. The increase in suicides and self-harm is deeply concerning and I would order an inquiry into the causes of this as a matter of urgency, followed by the implementation of any recommendations such as mental health provision and increases in staff and training.

I would also call on the new Justice Secretary to order a full independent inquiry into rape and sexual abuse in custody. Chris Grayling's complacency with his 'there will be no sex on my watch' statement, demonstrates a stunning level of naivety that one would not expect from a Minister. Denying there is sexual abuse doesn't make it go away; and the devastating impact it has on victims will in turn have a wider social impact if we do not deal with this issue.

National Offender Management Service

My final priority would be to commission a review of NOMS. Ever since its inception it has been criticised as a bureaucratic, expensive and unnecessary arm of the MoJ. I would be asking senior NOMS' managers some difficult questions such as: what does it actually offer? Why do we need it? And if we do, then how can we make it more diverse, more affordable, more accountable to public scrutiny and more efficient?

In terms of Transforming Rehabilitation, I would want to know how senior civil servants reached their conclusions in relation to safety tests and their decision to 'sign off' the the CRC contracts.

Competition: a new name for a new look *Napo News*

From October 2015 Napo News will be changing into a quarterly magazine. We will continue to cover core trade union issues, terms and conditions and negotiations, health and safety, diversity and equality, and campaigning issues; but the larger magazine format will also allow us to cover professional issues in greater depth and the quarterly schedule will mean that national committees can have a greater input.

We are planning a fresh and vibrant design for the new Napo magazine, and we are running a competition over the coming months for a new title for the publication. Submit your ideas for the name of the new look *Napo News* to Kath Falcon kfalcon@napo.org.uk – the three best ideas (chosen by the Officers' Group) will go out to vote later in the year.

2015 Women's TUC – breaking down barriers



Frances Mason, Katie Lomas and Tamsin Yates.

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This year was my first foray into the world of the TUC Women's Conference. As the lead officer for the Women in Napo strategy, I was pleased to lead the Napo delegation but grateful for the support of Yvonne Pattison who has far more experience of these conferences than I do.

Napo is a relatively small trade union, but we are well known amongst our peers and, I found out, well respected. Our delegation consisted of myself and Tamsin Yates as voting delegates along with Frances Mason, Ikki Bhogal and Yvonne Pattison as observers. We met as a group prior to the start of the conference to study the papers and gather initial observations about the motions to be debated and the elections to the TUC Women's Committee.

As we strolled through London in the early spring sunshine we started to get to know each other. Women from different branches, backgrounds, cultures and age groups brought together by our commitment to Napo and the trade union movement.

Engaging

The conference itself was very engaging, we heard motions from a variety of trade unions, on a plethora of topics. We heard motions on rights for women workers and rights for women in our society. We heard motions encouraging campaigning on issues relevant to women in our communities and internationally. Speakers were encouraged with applause, especially women brave enough to stand up for the first time to speak. The atmosphere was vibrant but open, even when speakers disagreed they did so with respect and all were encouraged to share their views.

We heard from the TUC General Secretary Frances O'Grady who made the opening

address; as well as Harriet Harman MP who was questioned assertively by delegates.

As well as the motions and speeches there were fringe meetings to launch TUC research and campaigns as well as on specific trade union campaigns. On the first evening we were entertained by the wonderful Claire Mooney from the Musicians Union who encouraged our creativity by inviting each union to sing. Our creative Co-Chair Yvonne penned a special Napo song that you will be pleased to hear we performed with perhaps more enthusiasm than skill. Singing together is an excellent way of breaking down barriers and making friends and we spent the evening getting to know other delegates.

Napo's motion

On the second morning I stood to move Napo's motion on restoring services for women in the CJS. My singing adventures had happily not affected my voice and I was grateful for the support of Unison, the POA and ASLEF and the motion was passed. My first experience of speaking at a TUC conference

was very uplifting and inspiring.

A highlight came later when Candy Unwin attended the conference. Candy is a member of PCS and was suspended by her employer for taking part in a campaign against privatisation at the national gallery. She was given a standing ovation and we were proud to stand holding posters in support of her for press photos. Next came FBU members who are striking in Essex against unfair changes to their hours of work, again we shared support with them and raised over £500 to support their cause. Seeing first hand these brave activists was very inspiring and we need to hold on to the feeling of strength for the hard times to come for Napo.

Representing Napo at this conference was an honour and I went home exhausted but inspired. A reminder that we are part of a wider trade union movement was very timely and reflecting on this should help us through the difficult times ahead. I am proud to be a Napo member and proud to be a trade unionist. Going to the conference was a great way to celebrate these things.

Katie Lomas

National Vice Chair

Probation | Family Courts

napo

All Different - All Together

Women in Napo Conference 2015

Friday 12th June 2015
9.30am – 4.30pm
Park Inn by Radisson, York City Centre

Speaking on issues such as recent child exploitation cases, outsourcing and the future for both Cafcass and probation services will be:

- Sarah Champion, M.P.
- Linda Marginson (National Probation Service)
- Hilary Barrett (Head of Service, Cafcass West Yorkshire)
- Alison Lowe (CEO, Touchstone)
- Sue Hall (Probation Institute)
- Professor Gill Kilton (Queen Mary University of London)

There will also be workshops running throughout the day

For more info or to register, email Shireena Suleman at: ssuleman@napo.org.uk.

Before contacting your branch about registering, please speak to your line manager to request time off to attend as this will be at the employers discretion. You may have to take TOIL or annual leave.

Register for £30

Refreshments will be available throughout the day including a two course lunch

Gender, sexuality and gender based violence

I attended the National Centre for the Study and Prevention of Violence and Abuse International Women's Day conference on gender, sexuality and gender based violence last month. The NCSPVA was set up last year and opened by Baroness Scotland.

The main focus of the event was the presentation by Professor Catherine Donovan and Dr Rebecca Barnes of their recent research from the Coral Project; 'Making sense of abusive behaviours in LGB/Trans relationships'. The criminal justice system fails to recognise this area of DV and to intervene effectively. The Home Office definition does now recognise same sex abuse and this coupled with the Equality Act 2010 should make it easier to be reported and dealt with; however, there are still some issues that prevent the Equality Act being implemented. They concluded that this includes the wider political context of austerity and privatisation of probation.

I asked how they saw TR having a negative impact on LGB/T victims and perpetrators. It will come as no surprise that their main concern was the creaming off and

parking of offenders and victims. The small numbers will mean that private providers will fail to invest in this area or to run any pilots and LGB/T will be forgotten and new research prevented.

The research looked at relationship expectations, dynamics and the use of abusive behaviours and asked the question is abuse in LGB/T totally different? Whilst Northumbria Probation Trust had developed a 1:1 programme for LGB/T, to date no-one had been on the programme. There are no other interventions in the UK. None of the participants in this research would have met the criteria for a standard programme as the violence and abuse was much broader and less defined; indicating a need for bespoke programmes to be developed. The participants were much more open and honest than male perpetrators tend to be and exhibited far less denial.

ASHA

There was also a powerful performance by ASHA, a holistic resource centre that works with women with a variety of needs, from survivor to substance misuse to parent-

ing. The (incredibly moving) performance focused on poetry as a medium to explore the damage labels can do to individuals.

West Mercia Rape and Sexual Abuse also gave a presentation on their work and the recent funding they received to work with male victims and children. As a feminist organisation they have had to rethink their policy base in recent years to enable them to work with male victims but also to be able to work with LGB/T victims. They also made the point that it is easier to ignore this community as the numbers are much smaller but the need for services is still imperative. The final workshop was run by LGBT Birmingham who have recently started a service for victims and perpetrators of abuse.

It was clear from meeting with other delegates that there is growing concern amongst professionals about the future of provision for rehabilitation programmes for perpetrators and victim support agencies. I'm hoping to attend the NCSPVA AGM in June. I am also meeting with Ruth Jones to look at potential research on working with perpetrators in CRCs.

Tania Bassett

Reflections on the TUC Women's Conference 2015

TUC Women's Conference saw the launch of some new research into 'The Impact on Women of Recessions and Austerity'. Whilst some progress on gender equality is noted i.e. new flexible working and the new system of shared parental leave which will bring benefits for some women, the report concluded 'some women are facing new hardships and barriers to equality'. This includes zero hours contracts and more women in casual employment with no security, which coupled with new pension rules, mean the long term outlook for women is poor.

The report also evidenced that whilst women in full-time employment earn 9% less than their male counterparts, women in part-time work earn a staggering 38% less. The increased fees for employment tribunal claims mean that women face increased risks of discrimination and ill-treatment in the work place. Austerity cuts and sanctions to benefits hit single mothers who are obliged to find, usually low-paid and low-skilled, work. This coupled with the difficulties of juggling childcare is having far reaching consequences on women and children.

The Report concluded that the cuts in public spending over the past seven years means the UK has dropped to 26th place in the World Economic Forum gender gap

index compared to 13th in 2008. There is much work to be done to reverse this trend.

Other highlights included a flying visit by Harriet Harman who reminded the Conference about the age discrimination against women in the media.

A collection was made for the Essex FBU. Frances O'Grady, TUC General Secretary, said: 'The attempts by Essex Fire Service to impose shift changes on key control staff could easily result in many workers with caring responsibilities being simply unable to continue to work there'. The strike continues.

It was a privilege to hear the numerous motions from a range of unions members including Napo's motion on 'Restoring Services for Women in the Criminal Justice System' moved by Katie Lomas. The highlight was meeting a female member from Nautilus International, who joined the



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Merchant Navy at the age of 40 who was supporting the motion that 'women who work in male-dominated industries should not have to face barriers associated with any aspect of health and safety'. Angela was at the Conference on her own and joined Napo in our chorus of 'We are Napo and we know it clap our hands...'

Overall a great conference and I'm sure the findings will help inform the Napo Women's Conference on 12 June 2015.

**Frances Mason
Essex Napo**

Determining Pre-Sentence Reports – Napo's comments

Napo's Professional Committee has submitted comments on the draft Probation Instruction on determining pre-sentence reports. Napo has already commented on earlier iterations of this PI in 2009 and 2011. This latest draft continues what, in our view, is ultimately a misguided journey toward providing, perhaps swifter but ultimately less satisfactory justice in terms of sentencing outcomes.

Complexities of process have been heaped on what was once a relatively straightforward matter. In addition, certain targets have gained ascendancy and these have increasingly masked important aspects of Pre-Sentence Reports. OaSys, n-Delius, RSR, CAS, RAR and the split between the NPS and CRCs all add complexity.

Whilst there is undoubtedly a place both for FDRs and oral reports to court, in Napo's view, these report forms have become far too prevalent at the expense of SDRs. What suffers as a consequence? Over recent years, SDRs have become the exception rather than the rule in report writing. They have been deemed both expensive and time-consuming. Napo believes that proper investment of both time and resources in presenting thorough, well researched reports where information is checked and verified and where proposals are well-argued will pay dividends over time which more than outweigh the initial 'cost' of their preparation.

Professional Committee response

In its response, the Committee expressed concerns about levels of training and qualification for report writers and about what 'an appropriate probation presence' in court actually meant.

On the front sheet, the PI references the work of SBC (Specifications, Benchmarking & Costing) but then ignores it throughout the document – and indeed makes no reference at all to the Workload Management Tool. In the SBC Direct Service Costs and Assumptions paper (Table 2) the estimate is that 20% of all PSRs for magistrates courts will be standard delivery (SDR). Elsewhere in the (SBC) Operating Model, 30% is given as the estimated total number of reports that would be written as full SDRs on 15 day adjournments. Napo would question whether even this figure was an appropriate assessment of the number of reports that should be compiled in this way, but the PI moves much further from this figure through use of language such as only in 'exceptional' circumstances. The SBC work itself is now somewhat dated, having been undertaken before the Probation Service was split in two. Arguably it now underes-



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timates the workloadings associated with report writing as more assessments and tools have come on stream – e.g. RSR and CAS. Nevertheless, it remains the most authoritative set of evidenced timings and costings available to us – but it needs updating.

Lack of clarity

There is lack of clarity throughout about which assessments and checks are done pre or post sentence. This is of particular concern in respect of safeguarding and domestic abuse checks. Standalone curfews would be a case in point. The HMIP Report in December 2014 states (1.28) 'We saw some examples of curfews and unpaid work being proposed without sufficient checks on the suitability of the offender'. Safeguarding and DA checks are properly done in writing and not by phone. Verification of authenticity is thus assured and time is then available to carry out thorough checks. Rarely is it possible to do this during a busy Court session. Elsewhere, the HMIP Report (2.34) comments on domestic abuse and safeguarding checks – 'many of the underpinning arrangements have been made more complex due to fact that there are now two organisations in each area managing offenders' (CRCs & NPS)

There is facility in the draft PI to exercise professional judgement over the type of report to be undertaken (called moderation in the decision making process) but in the view of the committee this is too restricted.

Duplication of work

With communication exchange from NPS to CRC and vice versa needing to now happen at different stages of the court process, this is duplicating a good deal of work. Both CRCs and the NPS complain they don't have adequate information and the NPS is also under pressure to turn around sentenced cases within 24 hours. The PI seems to skim over the massive amount of additional work required to achieve this. This is in addition to the problems associated with getting information from social services and the police. All of this, on top of the

quite proper intention to achieve national consistency, can only be achieved with additional resourcing – both at court and in terms of administrative support. Ironically, many of these additional resourcing pressures might be eased, in Napo's opinion, by greater reliance on full SDRs completed on 15 day adjournment. The additional cost associated with the production of such reports could be set against the additional cost of resourcing court teams to deal with those pressures described above.

Resource problems

The current resourcing problems were highlighted in the HMIP report published in December – 'we heard that lack of availability of staff to prepare same day reports was often a problem'. This was seen as either due to insufficient staff assigned to the NPS to cover court work and/or new assessment processes of TR reducing the time available for staff to prepare oral reports.

In Napo's view, it is to the advantage both of defendants as well as providers of probation services, and importantly the courts themselves, for proper assessment to be done pre-sentence – hence the original purpose of Pre-Sentence Reports. At the point of sentence, the court was able to pass the appropriate sentence in full possession of both facts and advice. The court was thus in control of the process as quite rightly it should be. The defendant knew from the outset what was expected of him or her and, where engagement with Probation was to be the outcome, the 'contract' between supervisor and supervisee had been considered carefully before it became binding by sentence. Such reports also form a sound basis for sentence planning and management and are far easier to digest than the plethora of assessment and allocation tools with which our members are now faced.

Where's the evidence

The committee has indicated that it would be pleased to be provided with evidence in support of the assertion that 'swifter' justice based on oral and fast delivery reports ultimately produces a better, safer and more effective outcome in terms of sentencing, compliance, prison population and reduced re-offending rates.

The committee having made its comments remains hopeful that they will not fall on deaf ears and that the final version of this PI will be an improvement. The full version of the committee response is available on application from Chivalry Road but be aware that it does contain a lot of detailed references which will be largely meaningless without the original PI draft.

Mike McClelland

Women's health at work

In March I attended a conference organised by ETUI (European Trade Union Institute – part of European TUC) on Women's health at work – 'Sharing knowledge and experiences to enhance women's working conditions and gender equality'.

There were a number of areas of particular interest to Napo, one of which was part-time working. Women are much more likely to work in part time employment; one third of women work part time, but only 9% of men. Part time work is 'imposed' on women as a way of balancing work with home life. Reduced hours/part time working is generally good for women with caring responsibilities, but there is a price to pay in terms of pay and pensions and women can get stuck in these part time jobs due to having to balance work/home commitments and can therefore be working below their potential and skill levels, with poor training and low pay.

Combined hazards

The conference also looked at risks arising from the 'emotional work' connected with the sectors in which women most commonly work. Feminised jobs are often linked to care and then more care for others at home. Therefore women workers often have a lower level of exposure to health and safety hazards but

agreater exposure to psycho-social hazards such as high workloads, tight deadlines, lack of control of the work and working methods. There was also a workshop looking at recently commissioned EU research on older women and work.

Workers will now be working longer and are therefore more exposed to risks. Previously if workers were in the workplace post 65 it was because they chose to be – now this isn't the case, they are often just hanging on for their pension.

There are particular considerations for women workers in this. Research has shown that women get stuck in the same job and are therefore more likely to be affected by musculoskeletal diseases and posture related health problems accumulate over the years.

Another interesting piece of research is on working through menopause. The subject of menopause is still taboo, but simple steps can be taken at work to help. Later in the year Napo will be working with academics from Kings

College London who have written guidance on working through the menopause, they hope to work with our safety reps to produce similar Napo tailored guidance. The academics will be attending the WiN conference on 12 June – so please register to attend the con-

ference if you would like to speak to them.

Difficult questions

The conference was concluded by Karen Messing from Quebec University who is a worldwide recognized expert in women's occupational health – particularly workplace ergonomics and gender. Messing looked back on her career, explaining that when she started out in the 1960s there was little research in women's health at work. That's no longer the case but there are still gaps in research and some awkward questions to be asked, which included Messing's difficult questions for feminists: do we force women to choose between equality and health? Women who do the same physically demanding job as men may have an increased risk of injury – should we have sex-adapted standards? Should women whose cycles affect their well-being be allowed to vary production according to cycle time?

Messing said that people still adjust for gender – trying to come to universal truths about workplaces. But if simply dividing stats by gender – you lose sight of the fact that the workplace is composed of sub groups and information is lost on how age, domestic work ethnicity and social class interact. Those combined risks are a major issue for women and work.

Attending the conference has broadened my knowledge of women's occupational health. I plan to incorporate this in my work encouraging safety reps and employers to be aware of the factors highlighted at the conference.

Sarah Friday

Napo National Official (health and safety)



Letter: Affiliating to PSC – is the AGM being bypassed?

Dear Napo News

At the 2011 AGM a motion to affiliate to the Palestine Solidarity Campaign (PSC) was debated and defeated.

At the 2012 AGM a similar motion was debated and defeated.

At the 2014 AGM a motion to affiliate to the PSC was on the order paper. However, it came so low down in the ballot that decides the order of motions that there was no time for it to be debated.

At the National Executive (NEC) on 26 November 2014 a motion was put by two members of that committee to affiliate Napo to the PSC. This motion was debated by the NEC and passed. It is now Napo policy.

At a meeting of Greater London Branch

(GLB) on 28 November a motion was passed asking the NEC to rescind this motion because such policy should be made at the AGM. The NEC in February deemed that this motion from GLB constituted repetitive business and rejected it.

The motion passed in November will now have to be endorsed by this year's AGM. It will be in the NEC section of the Annual Report. Conference will be asked to accept or reject the report. There is no facility for further debate. Members can only ask questions.

The GLB representative at the NEC was given assurances by the original proposers that they intend to bring a motion to the AGM seeking endorsement of the NEC decision to affiliate to the PSC.

I have repeatedly asked our National Co-Chairs how this matter will be dealt with at AGM. Would such a motion be granted greater priority over other motions? What will happen if, as happened at last year's AGM, other motions are granted greater priority and there is no time for a full debate. As yet I have received no satisfactory answers to my questions.

It has long been a cherished principle that the AGM is the supreme policy making body of this trade union. Is it right then that a motion that was not passed at three AGM's should become Napo policy behind closed doors at the NEC?

Pat Waterman

Greater London Branch

Tolpuddle Festival 17–19 July 2015



The struggle of the six Tolpuddle Martyrs is celebrated with a three day festival in the small village of Tolpuddle in Dorset every year, culminating with a march through the village on the Sunday.

The Tolpuddle story

In the 1830s life in villages like Tolpuddle was hard and getting worse. Farm workers could not bear yet more cuts to their pay. In 1834, farm workers in west Dorset formed a trade union. Unions were lawful and growing fast but six leaders of the union were arrested and sentenced to seven years' transportation for taking an oath of secrecy.

A massive protest swept across the

country. Thousands of people marched through London and many more organised petitions and protest meetings to demand their freedom. The protest campaign proved successful and the Tolpuddle Martyrs returned home in triumph.

The Tolpuddle story is about how ordinary working people combined together to defend their families.

The idea of solidarity as a basic human right is now an international demand.

Napo at Tolpuddle

Napo always has a good presence at Tolpuddle through a loyal contingent from Hampshire and IOW Branch. This year we also plan to have a stall and we will be liaising with the branch about staffing it. If you are interested in going to Tolpuddle and



would like to volunteer to do a few hours on the stall while you are there let us know – kfalcon@napo.org.uk.

For more information on Tolpuddle 2015 and to register to attend visit the website <http://www.tolpuddlemartyrs.org.uk/>

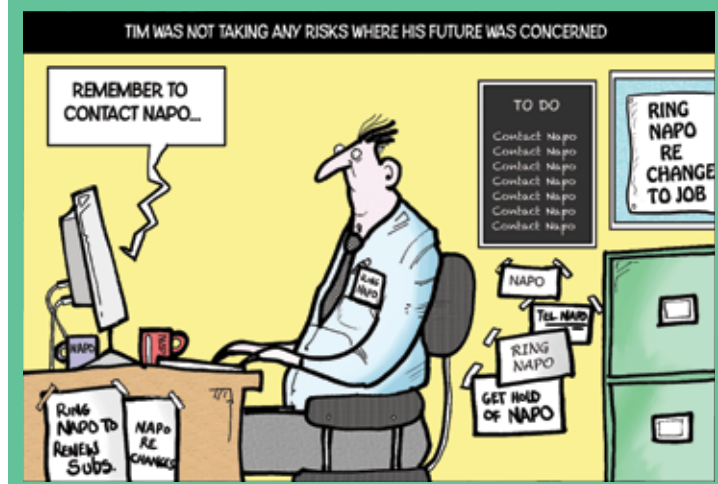


Changing Employers? Moving (or have moved) from CRC to NPS or vice versa

It is vital that you let Napo know so that our records are kept up to date to enable us to support you fully.

Also you will need to complete a new Salary mandate as the deduction of Napo subs cannot be transferred automatically – <https://www.napo.org.uk/salary> deduction form – and pass this to your payroll department as soon as possible so you don't get into arrears. Don't forget to check your subsequent payslips and let us know of any problems with the deduction of your subs immediately.

To contact us email membership@napo.org.uk



AGM 2015

15–17 October

Eastbourne

Register online from 1 June

www.napo.org.uk

