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## What to expect from the new Justice Secretary?

**The appointment of Michael Gove as Justice Secretary was one of Cameron's more interesting appointments following the general election. Not least because Mr Gove had previously been demoted to Chief whip, a decision seen by some as a reflection of the mess he had made during his time as Education Secretary. But can we expect the same from him with the Justice portfolio?**

Aside from the fact that yet again the Justice Secretary has no legal background, there are many political commentators that believe Gove could be the reformist that the justice system, and especially the prison system, needs right now as it tries to drag itself along after the devastating 'reforms' that Chris Grayling imposed.

### **Keeping an open mind**

Whilst it has been widely reported that Gove once wrote an article defending the death penalty, this may not be a true reflection of his politics around justice. In *The Guardian* on 20 May 2015, Ian Birrell compares his appointment with Texas in America where

the Conservatives have unleashed a revolution of reforms on crime and justice, cutting crime and the cost of incarceration. Whilst Napo would clearly have significant issues with moving even further towards an Americanised justice system, Texas has proved that good use of evidence based probation intervention can actually reduce reoffending and costs dramatically.

### **Ambitious**

There is certainly no love lost between the two men. Known for their shared strong ambitions in politics, Gove and Grayling are viewed by many as big rivals and no doubt Gove will be grateful for being given a second crack at the whip while Grayling is put out of harm's way as Leader of the House of Commons. John McDonnell said that although the two are similar, their approach can be very different. We are hopeful that Gove will at least engage with the unions, something that Grayling never did; and as Mark Leftly from the Independent said: 'We

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## Is Gove prepared to listen?

**I spoke with Michael Gove the new Secretary of State for Justice shortly after his appointment.**

I must say that he was extremely polite and personable and said that he welcomed engagement with us and was massively impressed by the work that our members carry out.

Expected pleasantries aside he was keen to hear what our top issues are at the moment and listened intently as I covered:

- The engagement agenda and how this

ought to be better than we managed with his predecessor; and how we need to stay in touch regularly so that he is sighted on key issues

- Our major concerns post TR around the problems identified by our own intelligence and the recent report from HMIP
- The morale of staff and the concerns we have around training provision and professional standards
- Our ongoing problems with Sodexo and the ongoing discussions and difficulties around EVR, the staff transfer agreement

and their huge job cuts agenda.

- The need to address long term pay problems in 2015 and beyond and our current discussions with ACAS about pay and a revised NNC bargaining machinery.
- Withdrawal of Check Off, and how this is costing us a considerable sum of money and problems exacerbated by the performance of Shared Services.

Finally, he made an offer to Napo to jointly visit areas in Probation and the FCS where he could find what he described as 'best practice'. This is something for us to carefully consider as an opportunity, but not at the expense of highlighting the problems faced by the majority of our members.

**Ian Lawrence**

**General Secretary**

## What to expect from the new Justice Secretary?

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may not like what he does but it will at least make more sense.'

Gove should be as angered and energised about Justice as he was about failing schools. That, combined with his right wing credentials and the need to make his mark, could see him review the whole system in the coming year. If nothing else he won't want Grayling's mess on his hands and that could see him moving to a more liberal reformist position to get his new department back on track.

### Distracting

Or maybe that's being too kind and we should take heed of Frankie Boyle's analysis

in *The Guardian* on 1 June 2015: 'That Gove is to Cameron as Robin was to Batman; someone to take the hits while Cameron gets on with the job. The distraction for the robbery that will take place elsewhere through welfare cuts and the planned Transatlantic Treaty Agreement (TTIP). Somewhere between a sardonic trolling of the justice system and a simple misdirection.'

Only time will tell which route Gove will take and what the real purpose of his appointment is. Needless to say Napo will be monitoring his performance closely and making sure that our members (the people who actually know what they are doing) are heard.

**Tania Bassett**



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## TUC Black Workers Conference

**The Annual TUC Black Workers Conference took place at Congress House in London on 17, 18 and 19 April. As one would expect with a general election looming, reflection on the last five years of this coalition government's performance was the main focus for debate. With the theme of 'fighting for decent jobs, decent hours and decent pay' conference expressed its outrage at government cuts and policies which have more harshly affected minority groups.**

Frances O'Grady's opening address asked how far equality has actually progressed when unarmed black men are shot dead in the US, migrants drown in the Mediterranean and we see the resurgence of European Neo-Nazism, with Islam's eradication from Europe this time its focus. The prospect of UKIP success on 7 May is placed into context when we learn that one of their candidates is a former National Front member, their party chair is recorded

making overtly racist comments whilst another member tweets his distaste at a picture showing a gathering at a mosque. The 'mosque' turned out to be Westminster Cathedral. The irony that it was the Neo-Byzantine design of the Cathedral combining Catholic and Islamic traditions which confused this particular historian, is perhaps lost on him.

### Napo motion

The government 'selling the family silver' by destroying our valuable public services was highlighted through the Napo motion moved by Ikki Bhogal of West Yorkshire Branch branch. Ikki spoke about the need to eradicate inequality within the criminal justice system; an inequality which has now been exacerbated by the TR agenda and contextualised by the continuing challenge of 'Sus' laws with the new dimension of police harassment of Muslim youths as highlighted by the Young Review. All of this

in the 50th anniversary year of the first Race Relations Act which the coalition celebrates by seeking to dismantle much of this hard fought equality legislation.

The Joseph Rowntree Foundation supported the plan to end zero hours contracts by demonstrating the disproportionate impact of poverty on BAME communities made worse by societal inequalities which reveal that even improved education does not change the uneven playing field.

With motions addressing reports of how young children in schools are being harassed for exploring their teenage boundaries and identity through misuse of the governments anti-terror legislation, when schools and educational institutions feel like a police state we know how much work is still needed!

**Urfan Amar**

**Thames Valley Branch**



# Napo's campaign against stress gains momentum

**Our Napo campaign against stress at work continues at both local and national level. Napo court member staff in Liverpool recently completed a risk assessment for managers to address health and well-being issues. Meanwhile Napo CRC reps in West Yorkshire used the local responses from the Napo stress survey to show that staff morale was low and that the TR additional workload pressures were putting members under increasing stress, and that therefore the CRC should withdraw its intention to name officers who had 'passed' or 'failed' a range of individual case performance targets.**

## NPS issues

Nationally, on behalf of Napo I recently responded to the NOMS consultation on the NPS Exemplar Regional Stress Action Plan, I asked them to include the following specific issues.

- **Stressors:** I asked NOMS to extend the range they had given to include: repetitive work, lack of job satisfaction, pay stagnation, no cover for absences, job insecurity, doing more with less, part time/job share staff being expected to do more than their hours, feeling undervalued, presenteeism caused by staff who are scared of the repercussions of going sick, ongoing problems with shared services, the high risk nature of all case work, skipping computer and refreshment breaks and working late.
- **IT:** I asked that the section on IT skills be more reflective of the scale of the problem. To support this I explained that Napo's recent stress surveys have shown that problems with IT systems are a significant contributory factor to workplace

stress, and quoted from a NPS PO member who wrote of having 'Feelings of rage and anger because of the baffling and confusing IT systems being unfit for purpose. Numbness and tingling in my arms and shoulders due to major increase in IT use and clumsiness of the systems'. I added that a section should be added to the exemplar to reflect the problems that AT users are having because equipment is not compatible with new systems.

- **Personal factors:** I explained that this should be gender sensitive. Probation work is 'emotional work' and the stress related problems this type of work may cause can be more problematic for women, as it is more likely that care responsibilities in the home fall to women, so their probation work related 'emotional work' and associated stress factors are compounded by the care related 'emotional' unpaid work they do in the home.
- **Support Managers:** Napo's stress survey results show that SPOs have felt particularly stressed recently partly due to additional tasks they have been allocated

since TR (for example around HR and health and safety) which they are now expected to do with little if any training on these issues and no extra money. SPOs are being squeezed between the demands of senior management and the problems of the staff they are responsible for.

Many of our amendments outlined above were accepted by NOMS in their amended stress exemplar.

## Sickness statistics

NPS has finally agreed to give us their sickness stats – only they have told us that we are not allowed to share the stats with anyone! The wrangle to get these stats (that we are entitled to see under safety legislation) has been going on for nearly a year. We can only assume that their procrastination is due to sickness levels having skyrocketed since TR, and NOMS don't want us to have official confirmation of this that we could use to highlight the damage TR has done. We will of course challenge their intention to not let us share this information.

**Sarah Friday**

## Probation Directories – Joined up thinking at its best!

**NPS members will be aware (from NPS News) that a Probation Directory is now available on the gov.uk website.**

This is basically a list of offices with just one phone number for each. Now Owen Wells/Sweet & Maxwell have also just pub-

lished the 'traditional' Probation Directory 2015 (Napo Directory as once was). It is 191 pages long including names of all CRC staff and staff in Scotland and the Republic of Ireland and lots of other useful information – and just 2 pages covering the whole of the NPS? Is someone making a point?



## Ian Lawrence writes



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### Napo defending jobs and our National Agreements

At the time of going to press, the Probation Unions were about to embark on the first major test of the National Negotiating Council (NNC) machinery since the CRC contracts were awarded in December.

A number of local disputes have recently been registered by Branch representatives. These have come about because of the employers' announcement of 600 job cuts just before Easter, and their paymasters' stated position to avoid paying the full terms of the Enhanced Voluntary Redundancy Scheme (EVR) that is enshrined within the National Staff Transfer Agreement. This from a commercial entity that is not only amongst the richest of its kind on Planet Earth but can find and spend money for fun when it wants to.

This Thursday's scheduled meeting of the NNC Joint Secretaries will be a pivotal event as we try and tackle the earlier registered disputes within South Yorkshire and Northumbria in what has already become an extremely complex (and it ought to be said at times very fractious) debate about why Sodexo should revisit their staffing plans. We have repeatedly demanded that they should pay up what they owe to those staff whom they have deemed to be surplus to requirement on the back of an untried and untested operating model that seems to be predicated on profit rather than good practice.

Of course the central point of their position is that this is a voluntary redundancy scheme, which people do not have to volunteer for; but regrettably this seemingly reasonable approach to managing the intended downsizing is underpinned by a sinister threat to sack people compulsorily if they do not sign up to their shabby cut price EVR 'offer' which, in some respects, is still about as clear as mud in terms of what entitlements staff might actually receive.

### Our forecasts prove correct

One of the principal reasons why Napo led the way in the campaign against TR was because of our fears about public safety in a post-share sale landscape. Naturally we do not want to see deaths or serious further offences occur to prove our point, but the other driver for our campaign was the need to defend the hard won terms and conditions of our members irrespective of whether they were likely to be transferred into the NPS or a CRC.

The cynical actions of Sodexo follow the pattern set by SERCO some time ago when they won the London Unpaid Work contracts and then promptly shed over a hundred staff (albeit on voluntary terms and without the same drama that we are encountering within the Sodexo CRCs). This time however, we are faced with an approach to a staff

reduction programme that I will politely describe as being somewhere between the farcical and the downright extortionate. It's worth remembering that we did forecast this possibility given the previous track record of this provider in other sectors, but that didn't seem to matter to those in high places within the MoJ and NOMS who signed off a bid that included such massively irresponsible job cuts whilst not satisfying themselves that the contractor actually had the means to pay for them.

### Tough choices

The next few days from now will be critical in terms of how this challenge pans out, and there will be little room for the faint of heart as we consult with our members and Napo Sodexo reps about the response that they want us to adopt on their behalf. I know that Napo members everywhere will be empathising with their situation and wishing them well.



Napo members joined the May Day protest, organised by the RMT union (which has its own dispute with Sodexo), outside the company's HQ in London on 1 May 2015. The demonstration was part of the annual London May Day parade.

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## Survey about gender and union effects of TR and the probation split

**Napo members in Probation will have received an email last month asking them to take part in an online survey about their experiences of TR and the probation split. The survey is being carried out by Professor Gill Kirton and Dr Cecile Guillaume of Queen Mary University of London as part of their research on the gender and union effects of TR.**

This research is about women and men,

and seeks to encompass the full diversity of Napo membership across dimensions of race/ethnicity, disability, sexual orientation, age, job grade, etc.

The survey doesn't close until 10 July, so if you haven't given us your views yet there is still time.

**For more information email [ssuleman@napo.org.uk](mailto:ssuleman@napo.org.uk) or visit the Napo website [www.napo.org.uk](http://www.napo.org.uk)**



# Women in Napo Conference 2015 – All different, All together

**It is easy when thinking of any of the specific groups within Napo or society at large to assume that all members of a group will share the same views, characteristics and needs. This year's women in Napo conference was designed to inspire women to become more active in Napo and in our communities.**

The theme – All different, all together – aimed to recognise the wonderful differences between us while recognising that we do face some common challenges..

I remain passionate about Women in Napo and was delighted to be part of the organising group for this year's conference. We were very mindful that this would be the first national event since the share sale and that Napo members across the country are feeling a range of emotions about the new world in which we find ourselves. We wanted to explore some of the issues

that women face in society as well as in our professional lives. We also wanted to make the conference relevant for members in Probation and in the Family Court Section. I hope that we achieved this.



Napo Co-Chair Chris Winters opened the conference by describing the history and context of Women in Napo and welcoming all to Yorkshire. Phyllis Opoku-Gyimah from the PCS inspired us to be more active and to fight against any attempts to stifle trade unions. She also reminded us to con-

sider intersectionality within diversity strands.

Hillary Barrett from Cafcass gave us an insight into being a woman leader in her organisation and encouraged us to consider our work as important, whatever level we work at. She reminded us that we all have value.

Sarah Champion, MP for Rotherham made a passionate speech in which she praised Napo for our opposition to TR and apologised for the fact that the fight was lost. She then spoke about Child Sexual Exploitation and made a plea for all agencies to work with her to find solutions to the issues which face young people, particularly young women. Sarah's moving speech

reminded us that many of the issues facing women begin in childhood and that we all need to work to make our society more

equal and less oppressive.

Lynda Marginson, NPS Deputy Director for the North East concluded the morning session by speaking about her career in Probation, including the choices she made and the voices that influenced her. Lynda's inspiring speech also covered her decision to take the NPS Deputy Director role and her hopes for the future. Lastly Lynda picked up on Sarah's topic of Child Sexual Exploitation and the role that Probation has in addressing this.

In the afternoon, after attending workshops, we heard an interesting panel debate on maintaining professional standards in outsourced services, Chaired by Jay Barlow, Napo Vice Chair for the Family Court Section. Sue Hall, Director of the Probation Institute (PI) and former Chair of the Probation Chiefs' Association and Chief of West Yorkshire Probation Trust made the first opening statement and discussed the role she feels that the PI has in promoting professionalism.



Phyllis Opoku-Gyimah

Professor Gill Kirton from Queen Mary University discussed some of the initial findings from her research and the concerns around potential depression of terms and conditions and the link to de-professionalising a workforce. Yvonne Pattison, Napo Co-Chair spoke about Napo's role in maintaining standards and challenging these risks.

Finally Alison Lowe of Touchstone spoke about how she manages professional standards in an organisation which works with Probation and other partners in the realm of mental health.

## Where next?

During my closing remarks I asked all of the delegates to speak to women in their workplace about getting more involved in Napo and what they could do locally. I also asked for a branch to volunteer to host the next Women in Napo conference in 2017; it's a fantastic event to be part of!

I took away two actions from conference: to collate all of the learning from the day around increasing women's participation in Napo (more on that in the next Napo News) and to make Napo more accessible. The second action may take some time and will need support from others but should benefit all members in the longer term.

**Katie Lomas**  
**National Vice-Chair**



# 'Children, Changes and Family Law' – Family Court Conference

**I am very pleased to be able to let you all know that the Family Court Section professional conference, 'Children, Changes and Family Law Proceedings' took place on 18 June in Birmingham and was a well-attended, very positive and well received event.**

Ian Lawrence addressed the conference and then there were three speakers in the morning and four workshops in the afternoon. The workshops were all repeated twice in order that people could each attend two. I was able to spend some time in each of the four and will try to give a very brief flavour of them below.

I will start, though, with the speakers from the morning session.

Ian reminded us that, despite the difficulties we have undergone, we in Cafcass are experienced and high achieving professionals. Nevertheless, 'the post-election landscape is bleak for those working in the public sector', with a further cut of £249 million to the MoJ budget alone, creating



Judge Martin Dancey.

further austerity. This cannot but impact on our resources and workloads and mean 'more for less', with fewer offices to work from and the accompanying isolation and reduction of peer and management support. Ian commented on the positive use of technology and flexible working but also on the difficulties which ensued when our Electronic Case Management System malfunctioned over a number of weeks recently. The increase in flexible working, often from home, also increases isolation.

Ian announced that he and I are planning



to meet with the new Justice Secretary, Michael Gove, with the aim to ensure that our issues continue to be raised at the highest political levels. He also advised that Napo will campaign against any possible Government proposal to privatise Children's Services. This formed the basis of a Napo motion to TUC last year and was a key topic at the recent GFTU conference.

Ian praised the work of Family Court Section reps and committees and reminded us of the importance of recruiting more members to Napo. He also advised us of the need to move to direct debit payments of Napo subscriptions in future in light of the refusal by the NPS to continue to pay Napo direct from salaries. It is vital that we all co-operate with this as without members' subscriptions we cannot continue to support our members.

## Rochdale

Sian Griffiths, who is an Independent Social Worker and report author of the Serious Case Review of Child Sexual Abuse cases in Rochdale (as well as our previous Vice-Chair of the Family Court Section) gave a very moving and evocative talk about the victims and perpetrators of child sexual exploitation. There have been six Serious Case Reviews between 2010 and 2015 with regard to CSE in Derby, Rotherham x 2, Torbay, Rochdale and Oxford. It was clear from Sian's talk that the victims were very vulnerable young people, generally from dysfunctional families, who had significant problems and whom the system failed to adequately understand or protect. Their credibility was questioned and health care too often focussed on clinical management rather than welfare. Interventions were reactive and lacked strategy. Sian also pointed out the need for greater understanding of the dynamics and knowledge about perpetrators.

## Dispute resolution

District Judge, Martin Dancey, who sits in Bournemouth, then gave a very interesting talk about 'Judicial Conciliation'. He described this as 'a form of dispute resolution, carried out by a Judge' in Court, in which the Judge will attempt, through the

conciliation process, to lower tension between parents, to help each parent to understand what may be causing difficulty to the other parent and to interpret or re-frame the issues and explore poten-

tial solutions. He pointed out that it is the child's parents who have parental responsibility and have the job of raising their children and are usually in the best position to make decisions about their child's upbringing. He described the means by which he helps parents to focus on their need to work together in the best interests of their child. This is not dissimilar to a mediation approach but is not confidential and can be more directional and advisory. He pointed out that often the problem is the breakdown of the parental relationship and trust. Although the Judge will consider the issues that the parents have brought to court, the main focus will be on finding a way that they can work together better for the benefit of their children.

## Contact Centres

Elizabeth Coe, who is the Chief Executive of the National Association of Child Contact Centres (NACCC) then gave us an upbeat and updating talk about child contact centres. She told us that NACCC volunteers must undertake ten mandatory training modules and all volunteers are enhanced DBR checked. She said that Cafcass and the Courts should not use contact centres that are not accredited to NACCC for either supported or supervised contact. She gave a history of contact centres which started in the early 1980s and in 1991, following implementation of the Children Act 1989, became a National Association. In 2001 some funding responsibilities passed to the newly formed Cafcass. A form of accreditation was devised to ensure compliance with new National Standards from 2002 onwards. This had a dual role of support and regulation.

Elizabeth made the point that 'Contact Centres are at the heart of the family justice system. They have huge potential to help parents when they are at their most vulnerable'. There are now 405 Contact Centres in England, Wales, Northern Ireland, Isle of Man and the Channel Islands run by over 4000 volunteers.

## Workshops

The afternoon workshops tackled such diverse topics as The Public Law Outline; Family Mediation and the Child Arrangements Programme; Transparency in Family Law Proceedings and Future directions for Cafcass.

Lucy Reed is a Family Barrister and Mediator. She spoke of transparency in the Family Courts associated with the (proposed) reforms driven by the President of the Family Division that the Family Court process should be more open to public scrutiny. She said that Unison research





Elizabeth Coe.

showed that there is a high level of anxiety among Social Workers about being named in Judgements or in the media. She looked at the issue of transparency throughout the Court process, including interview practice; pre-court discussions; advocates meetings; thinking about Judgements; reporting; naming of professionals; informing and involving children and the value of good contemporaneous recording. Lucy used some very relevant case studies to illustrate the various issues she raised.

### Just Medication

Peter Duff and Lana Sykes are mediators for a not for profit organisation called 'Just Mediation'. As well as family mediation, they are the approved provider of the Separated Parents Information Programme in Sheffield and manage a NACCC accredited supported contact centre. Lana and Peter discussed the Child Arrangements Programme which, since April 2014, requires all applicants to attend a Mediation Information and Assessment Meeting (there are a limited number of exemptions from this). They also talked about the issue of litigants in person since the reduction in the availability of Legal Aid and clients arriving for mediation with unrealistic expectations; more challenging attitudes and very little awareness of what their options are. They addressed the role of early access to SPIPs followed by mediation and the role of Child Inclusive Mediation. There is a cultural shift away from the adversarial process but progress requires the full involvement of both parents in the lives of their children.

Jas Tamber is a family Solicitor who is a member of the Children's Panel and Partner at Anthony Collins Solicitors. He spoke about 'the impact, good or bad, on children and families within the Family Justice

System of the Public Law Outline'. He discussed the 26 week deadline for final outcomes for children (the Court can extend this where this is necessary to resolve the proceedings justly) and the perceived reduction in the use of expert assessments. Jas discussed a number of case law precedents and the impact of these on children, families, professionals and outcomes. He added that the need for good evidence is best stated by a quote from Re B- S – that 'there must be proper evidence both from the local authority and from the guardian. The evidence must address *all* the options which are realistically possible and must contain an analysis of the arguments for and against each option'.

Hilary Barrett and Marie Gittins are Cafcass Senior Heads of Service. Their workshop addressed the Cafcass 'Current Initiatives in Private Law'. They started by stating the Cafcass 'vision' as being 'strengthening the voice of the child, building on our own unique role and capability to offer insight into innovative ways we can work'.

### Pilots

They discussed the various pilots currently being undertaken by Cafcass. These include the 'Supporting Separating Parents in Dispute' initiative for early advice and intervention via a Freephone helpline service by dedicated practitioners. This has received positive feedback from service users and has been extended to run until October. Hilary and Marie spoke about FHRA Family Meetings Pilots, which aim to bring children, families and wider support networks together to try to find solutions to family difficulties. Early evidence suggests that this is experienced as positive for chil-

dren and young people being involved in the decision making process. There have been Work After First Hearing pilots for children over age eight (after screening) to have the opportunity to meet with Judges during private and public law proceedings. This has been reported as well received by the children involved. There have also been pilots to look at 'timely response' Section 7 reports; drug and alcohol testing; DNA testing and a Psychologist pilot to provide advice to FCAs. All these initiatives will be subject to review.

In conclusion, the social aspect of the conference was also really important. It was great to spend such a positive day with like-minded trade unionists with shared ethical and professional values.

I am also very pleased to let you know that, after a long period without an editor for the *Family Court Journal*, John Mallinson and Brian Kirby have now come forward with a very welcome offer to co-edit. I am very confident that they will be a great team and keen to welcome them aboard.

**Jay Barlow**

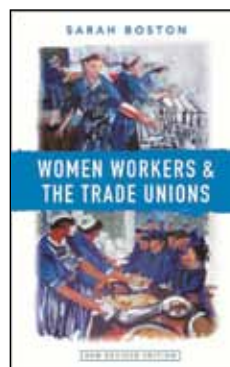
**Napo Vice-Chair**



Hilary Barrett.

## Women Workers and the Trade Unions by Sarah Boston

**In this highly-praised book, Sarah Boston recounts the story of women workers from the early nineteenth century to the present day: the struggles and strikes, successes and failures in their strenuous efforts to organise and win recognition from employers and male trade unionists. *Women Workers and the Trade Unions* is the only comprehensive account of this neglected overlap of women's history and labour history.**



women in the workplace.

Sarah Boston is an award winning documentary film maker and author and has been a union member (ACTT/BECTU) since 1967. Her experience in the early 1970s when she, with a small group of women, challenged their union's discriminatory practices, led her to embark on her research.

**Sarah Boston will be at Napo's AGM where she will take part**

**in a fringe meeting and also be signing copies of the book on the afternoon of Friday 16 October (Eastbourne).**

It is essential reading for anyone concerned with the history of industrial relations, but also with the history of feminism and of

## Profiles – Angela Thompson interviews Megan Key



**Megan Key is the Equalities Manager for the Midlands Division of the National Probation Service, a Napo member and volunteer for the charity Diversity Role Models. She is a finalist in the Probation Champion of the Year Awards, a nominee in the National Diversity Awards 2015 and will be representing Napo at the TUC LGBT conference in June. Here, she is (left) in conversation with the Napo Midlands Branch Equalities Officer, Angela Thompson.**

**Angela:** Congratulations on being nominated for the PCOTY2015 awards, can you tell me more about the background to your nomination?

**Megan:** Thanks Angela, I am so pleased about the nomination, it's a real privilege. I am in the Equality and Diversity category and I now know one of my colleagues put me forward for my work to raise awareness around transgender issues. I've worked for Probation for ten years and in 2012 I took a big steps to 'transition' to live as my true self, so I am a woman who also happens to be transgender (also referred to as 'trans'). At the time, SWM Probation had no previous experience of helping someone transitioning from one gender to another, so I was the guinea pig! I was terrified I'd lose my job or people would hate me, but it actually turned out to be a life affirming experience and I am very proud of the way the Trust handled it. Since then, I have shared my experience nationally in newsletters, in presentations and outside of Probation, using it as a template to help others navigate the transition process. I contribute to policy discussions around transgender issues and respond to queries from probation colleagues managing trans offenders. Society is moving towards greater accept-

ance of trans people and whilst there are still very real challenges, we are seeing more people taking steps to transition.

**Angela:** It sounds like a really positive experience for you, so did you find colleagues supportive and how did Napo help with the process?

**Megan:** It's a good question. I had really good support throughout the planning stages, which was over a couple of years, from the Trust Head of Equality, the Directors and HR Manager. This continued after I 'came out' and was crucial to me being able to stay at work, manage my anxieties and attend all the medical appointments that come

with the transition process. I felt really isolated at the time, because I didn't want colleagues in the local teams to know, as I was worried about their reactions, particularly when I had periods of feeling suicidal. And, being honest, I didn't want to approach Napo for support because I couldn't be sure they would know how to help me. There was no union literature about trans people that was readily available and so I assumed no one had specific training. I still don't think this is in place, and I am sure there are other members who would be more confident in making the transition if they felt supported. Maybe something that we could look in to addressing?

**Angela:** Certainly. I think there are always learning points and your experience shows where Equalities Officers in Napo can be vital in supporting colleagues through difficult issues. I am available to help members with a range of equalities matters.

**Megan:** Can you tell me more about what you do?

**Angela:** I can support members across the Protected Characteristics and have undertaken training on areas that I don't have personal experience of such as LGBT issues. I contribute to national discussions, for example, with Women in Napo to ensure the challenges members face are raised as priorities to address with our employers. And of course, I can work with you to resolve things at the lowest level, reducing stress for those concerned.

**Megan:** That's right Angela. As an Equalities Manager my focus is firmly on ensuring we, as an organisation, provide an inclusive working environment where people can thrive and individuality is respected and celebrated. Of course, diversity and equality is pertinent to everything we do

and we are always developing our strategy and working hard to identify and close gaps in our approach. Working with unions is fundamental to help me understand and resolve challenges faced by colleagues in our Division. I'd add that providing an inclusive space at work is the responsibility of all of us, and I would encourage members to celebrate local diversity in their communities and address ignorance where they find it. If you can engage Napo members from an equalities perspective that can only be a good thing.

**Angela:** How do we continue to celebrate diversity and promote inclusivity in our workplaces?

**Megan:** There are a range of strategies we can all utilise, some are already in place and others will be available in the coming months. We have already discussed the importance of communication through contributions to NPS newsletters, talking to yourself as Napo Equalities rep and ongoing dialogue between ourselves. There are some local existing support networks and nationally, NOMS is working with existing Staff Associations to devise new groups that will incorporate our Prison colleagues. I would advise colleagues to check these out, I am sure they will provide great support, providing people make the effort to contribute. From an organisational perspective, in the Midlands, we have a divisional Equalities plan with governance provided by the Midlands Equalities Team and I am in the process of forming a Diversity Champion Network, giving each LDU Cluster the opportunity to focus on local initiatives and feedback challenges that I can help to resolve. I really believe this is the beginning of exciting times for the Equalities agenda.

**Angela:** Do you think that the Equalities agenda has slipped off the radar during the changes in the Transforming Rehabilitation process?

**Megan:** Well, personally speaking, I think that the Equalities agenda is still alive and kicking in the NPS. We have secured Equalities Managers in each of the six divisions in England and a counterpart in NOMS Wales, and we are working with our colleagues at NOMS on a national plan as well as translating that into tangible, deliverable local objectives. There are still challenges around the framework because the NPS is still a relatively new organisation and structures and process are evolving, but we are focussed on managing that change. Colleagues on the ground are dealing with significant change which brings with it lots of information, so it's my job and, I guess, yours as Napo Equalities Officer, to ensure

*Continued on next page*



### Continued from previous page

we keep communicating and engaging staff. I send out a bi-monthly newsletter across the Midlands to keep people up to date and am always grateful for contributions from colleagues on local initiatives and issues.



**Angela:** Tell me more about the TUC LGBT conference and your involvement with that?

**Megan:** Sure. Since I came out as a trans woman I have got more involved with trans issues, both through educating others and, to a lesser extent, politically. Although it feels like that transgender community is

making progress now there are more visible role models such as Laverne Cox (US actress in *Orange Is The New Black*) and boxing promoter Kellie Maloney alongside more sympathetic press coverage (for example, the recent disclosure by Caitlyn Jenner on *Olympian* US television of her personal transition) it is still a fact that trans people are twice as likely to be unemployed or homeless, up to 40 times more likely to commit suicide and over

90% report harassment of some kind during their daily lives. Some of the issues we face are similar to those from the LGB community and I am determined to contribute to addressing that.

The TUC LGBT conference brings LGBT union members and our allies together in solidarity to tackle discrimination both here in the UK and around the world. Napo is tabling a motion to support the Human Rights organisation Transgender Europe (TGEU) who are seeking to end oppressive practices in 34 European countries that prevent trans individuals from changing their name and registered gender without undergoing invasive and abusive requirements such as sterilisation, having to divorce and being diagnosed as suffering with a mental illness. This means that trans people have documents such as driving licences and passports that do not match their gender identity. As a trans woman myself, it would be unthinkable to have a passport with a male name and gender marker. In fact, 73% of trans people in the EU think that better legal gender recognition laws would allow them to live more comfortably.

**Angela:** It's clear there are some real challenges still to be faced by the trans community and its positive that we can highlight that through Napo. Thanks for taking part in this interview, good luck in the Awards!

## Northern Ireland Branch campaigning against massive cuts

**Members will be aware that the Probation Board for Northern Ireland (PBNI) is currently facing massive cuts to its budgets as Westminster imposes its austerity measures.**

There are a number of issues that have arisen from this. The Prison service is undertaking a reorganisation in terms of the number of staff provided by PBNI and how much they are willing to pay for them. This will lead to redeployment of staff from the prison and increased workloads for those that remain. Field teams already have staff shortages and the introduction of the supervision of Conditional Early Release prisoners will increase workloads further.

National Co-Chair Yvonne Pattison and National Officials Tania Bassett and Ranjit Singh visited the branch in June to attend an extraordinary meeting on the cuts.

The trip began with a meeting with the Branch Executive to look at key issues and to discuss the results of an informal survey of members about what action to take to resist the cuts, including an option to ballot for industrial action. It was followed by a very well attended branch meeting. It is

clear that the Branch, under the direction of Chair Fiona Vaughan and Vice Chair Jen White, is working tirelessly to ensure that members concerns are being heard by PBNI, despite, on some occasions, a lack of consultation.

### Key Issues for NI Branch

The PBNI is not fully in control of the external pressures being exerted upon them with regards to cuts but it is also clear that they may not be fully utilising the union to gain staff support on some of the big decisions it faces. It appears to be rushing through a process, that is to the benefit of the prison service, without giving full consideration to the consequences to staff, workloads and safe delivery.

### There is need for meaningful consultation

There is also the issue of a number of staff being employed on a Fixed Term Contract basis which are all due to end on 31 August 2015. PBNI is currently unable to give an indication to these staff as to whether or not their contract will end or be extended. Napo will be urging PBNI to give some indi-

cation at the earliest opportunity to alleviate staff uncertainty.

### Campaign strategy

It was clear at the Branch meeting that members were keen to develop political lobbying as a strategy as an alternative to industrial action, at this stage. Tania Bassett has developed a campaign strategy that will focus on political lobbying both at Westminster and Stormont. This will begin with a meeting with Mark Durken MP from the SDLP and National Officers and Officials will be attending a reception at the House of Commons hosted by Sinn Féin where Napo will highlight the key issues facing PBNI and our members. It is hoped we can then move to a cross party meeting at Stormont to gain support for the service and critically securing greater levels of funding in the future. Ranjit Singh will be coordinating a series of visits to Northern Ireland in the coming months alongside Tania who will be providing training and guidance in lobbying. Formal meetings will be arranged with PBNI management as required in order to raise issues of concern.

# Changes at Edridge – but the good work continues

**I am sorry to tell members that Karl Deakin, Secretary to the Fund, will be leaving us at the end of August. Karl took up the post at the end of 2012 and since then has been an enormous asset to us, his first priority being to undertake a review and revision of the governance of the Fund. In particular he has completed a critical piece of work in bringing our Trust Deed up to date in line with Charity Commission guidance.**

Karl has also assisted the Trustees by creating a framework for the meetings structure that ensures all our responsibilities are timetabled throughout the year. Karl alerted the Trustees to an issue with our term logo, and it has now been registered as a trademark so our continued use is protect-

ed. He has also led a review of our policies and grant making processes, all of which have been important areas of work.

Karl's contribution has been very much appreciated by the Trustees and staff and he will be sorely missed. The process of recruitment for a new Secretary is in hand and we hope to conduct interviews in early August.

Also, after a period of over seven years, David Cox is handing over the role of Treasurer to Jeanne Peall. David has provided meticulous reporting and advice to the Trustees



David Cox.

throughout his period in the post and on behalf of the Trustees I want to give our sincere thanks to both Karl and David for their work on behalf of the Edridge Fund. David will continue to act as Business Officer for us, and we are grateful to Jeanne for agreeing to take over as Treasurer.

**Anne King**

**Chair of Trustees**



Jeanne Peall.



Karl Deakin.

## Statement to members

**STATEMENT TO MEMBERS ISSUED IN CONNECTION WITH NAPO'S ANNUAL RETURN FOR PERIOD ENDED 31 DECEMBER 2014 AS REQUIRED BY SECTION 32A OF TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992**

### Income and Expenditure

The total income of the union for the period was £2,067,484. This amount included payments of £1,940,253 in respect of membership of the union. The unions total expenditure for the period was £2,386,009. The union does not maintain a political fund.

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

The current General Secretary of the union was paid £67,102 in respect of salary and £1,500 in respect of Pension.

### Irregularity statement

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

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

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

### INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF NAPO

We have audited the financial statements of Napo for the year ended 31 December 2014, which comprise the Income and Expenditure Account, Balance Sheet, Statement of Total Recognised Gains and Losses and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

### RESPECTIVE RESPONSIBILITIES OF OFFICERS AND AUDITORS

As explained more fully in the Statement of Officers' Responsibilities, the officers' are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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

### SCOPE OF THE AUDIT OF THE ACCOUNTS

A description of the scope of financial statements is provided on the FRC's website at [www.frc.org.uk/apb/scope/private.cfm](http://www.frc.org.uk/apb/scope/private.cfm)

### OPINION ON THE FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the union's affairs at 31 December 2014 and of its results for the year then ended; and
- have been properly prepared in accordance with United

Kingdom Generally Accepted Accounting Practice the Trade Union and Labour Relations (Consolidation) Act 1992.

### MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations (Consolidation) Act 1992 requires us to report to you if, in our opinion:

Proper accounting records have not been kept by the union; or  
the union has not maintained a satisfactory system of control over its transactions; or  
the accounts do not agree with the accounting records; or  
we have not received all the information and explanations we require for our audit

**PK Audit LLP, Chartered Accountants, Statutory Auditor,**  
**22 The Quadrant, Richmond, Surrey TW9 1BP**

**Dated: 21 May 2015**

**Keith Stokeld, Treasurer**

**Ian Lawrence, General Secretary**

## Unity is strength: Resist Tory austerity: Defend union rights

**The theme of the TUCG annual Tolpuddle lecture this year is 'Resist Tory Austerity – Defend Trade Union Rights'**

6.30pm, Tuesday July 14, Jubilee Room, House of Commons (main entrance)

With the Tory Trade Unions Bill we face the biggest attack on trade union rights since the days of Thatcher. The unions ability to organise collectively in the workplace represents a major obstacle to the Tories' austerity agenda and the attacks on our living standards. We must defend our ability to organise ourselves collectively and fight back.

Speakers include: Mark Serwotka (PCS), Christine Blower (NUT), Michelle Stanistreet (NUJ), Steve Gillan (POA, Chair), John McDonnell MP, Natalie Bennett

(Leader, Green Party), Dave Smith (Blacklist Support Group).

Please come and join this important discussion.

**For more details email: [malonelp@parliament.uk](mailto:malonelp@parliament.uk)**

**or phone: 020 7801 2732**

**UNITY IS STRENGTH**  
**Resist Tory austerity**  
**Defend union rights**





## Obituaries

### Joyce Belcher

**We were kindly contacted by retired member, Keith Watson, to let us know of the sad death of a longstanding Napo member, Joyce Belcher, on 21 May. Both Keith and Joyce were interviewed for Napo's oral history of the union – *Changing Lives* – which was compiled by Harry Fletcher and Vicky Boroughs in 2007 to mark the centenary of the Probation Service.**

Joyce became a probation officer in 1950 and worked for the service until 1985, when she retired. She was a main grade officer throughout her career and was also membership secretary for Napo in Surrey.

Joyce told *Changing Lives*: 'I was in the WAAF during the war. Towards the end colleagues were talking about what we were going to do when we were demobbed, what training we were going to have. I decided to go to Southampton and do a two year social studies certificate. First I worked in psychi-

atric social work, then a youth club. I also worked as a Moral Welfare Worker dealing with unmarried mothers. And then on term I worked with a probation officer in Farnham and I decided that was the thing'.

When she was first appointed she was based in West Cumberland, moving to Surrey after a couple of years and later working in Greater London.

Keith and Joyce kept in touch with colleagues after retirement as part of what



Keith described as a 'Golden Oldies' group. Sadly over the years numbers in the group dwindled, but Keith was still meeting up with Joyce every six weeks or so. Joyce remained active and continued to work in the community through charity shops, the church and other organisations in her local area and was awarded a medal for

being a 'prize citizen' by Farnham Borough Council. She will be sadly missed by all who knew her.

### Owen Pennell

**Owen Pennell joined the Probation Service in Wiltshire in the 1970s as a Probation Service Assistant.**

He went on to qualify as a Probation Officer and worked in a generic team in Chippenham before moving into the Family Court Welfare team in Swindon in 1984. He moved into the Court Welfare team in Bristol in about 1991 and joined Cafcass at its inception in 2001. He retired in 2008.

Owen was always very much a team player, a popular colleague and highly respected professional who was very well liked by his colleagues. In the difficult early days of Cafcass his supportive approach was essential and ideal as bridges were built between public and private law practitioners.

Owen was a committed member of Napo during his career. He was active in Western Branch and then in the Family Court Section. He was a lone Health and Safety representative for a large region of Cafcass for a number of years and as such sat on Regional Partnership meetings.

Owen was always a fit and active person and had a great many interests and friends. He died suddenly after a short illness, leaving behind his wife, Mary and his daughter, Hannah, her husband and two grandchildren. He was well loved by family, friends and colleagues for his brilliant sense of humour, his love of life and his total dependability. He will be sadly missed.

**Jay Barlow**

### Ian Windows-Yule

**Many of you will be aware that Ian recently passed away and was cremated on 5 June. It was nice to see many of his colleagues attending, despite his enforced absence, effectively from the world, over the last five or six years.**

His wife and son were touched by the turnout and the feelings expressed on the day. At the funeral Dave Rogan gave the eulogy which brought to mind many happy memories, we shared many more after the service.

Ian was known through his Napo roles, as branch chair, chair of TUO committee, Chair of the PSO Forum, TUC delegate, National vice chair and many other roles which he always undertook with relish. He loved representing members and was committed to justice and equality.

But what of the memories of the real Ian that we both knew and loved as a friend? Mike first met Ian in 1993 and Richard in 1999. He led us and we happily followed. Without any doubt the man we first met was honest and dedicated, a truly committed trade unionist and a man unprepared to compromise his principles or integrity. A man who loved his family deeply and was there for his friends whenever he was needed. A man who would never let a Napo member down. A genuinely erudite man who was always good company and always amusing. Not a man who sought out popularity or shied away from controversy. Not a man to bear a grudge. Not a man for modern politics.

He has been described as idiosyncratic

which we think he would like. It's fair to say that he was often seen as eccentric, more so by those who knew him less well or did not recognise his tongue in cheek irony. He was certainly a one-off.

If you aren't aware he has been in a home for the last few years as he was badly afflicted by Dementia. It's not clear when that illness started to taint his personality but we are pretty sure that it was well before he retired from his job and from Napo. It's likely in this period that many who knew him excused him too often and many who did not know him excused him not at all. He wasn't the man at the end that we met at the beginning. Had he been aware and fully functioning I'm sure he would have insisted on making many apologies where they were needed and probably many more that were not. But hindsight is what it is, and it makes fools of us all.

For those of you who were helped by him, or know someone who was, for those who enjoyed his company or support, for those who considered him a friend and for those who missed him before his death and since, then I know you will have given him a moments thought and no doubt brought to mind a happy memory.

For those who want to give more than a moments thought his wife, Mary, suggested that a donation to a Dementia charity would be a good way to mark his passing.

Ian Windows-Yule, a man easy to love and hard to forget. May he rest in peace.

**Mike Weston and Richard Beard**

## AGM 2015

**The 2015 AGM will celebrate the role of Napo as a professional association as well as a trade union; as the upholder of professional values and standards in the face of divisions, cuts and the encroachment of market forces in both Probation and the Family Courts.**

While the full programme of fringe meetings on the Thursday and Friday evenings and Friday lunchtime will provide space for specific areas, interests and concerns.

### Speakers

Confirmed speakers so far for the Probation Professional Session, which will focus on work with victims and safeguarding, on the Friday morning are NUT General Secretary, Christine Blower; Sonia Crozier, NPS Deputy Director; Bridget Robb, Chief Executive of BASW; and Keir Starmer MP, former head of the Crown Prosecution Service and member of Labour's Victim's Taskforce.

The Family Court Section will also hold a professional session on Friday morning and the FCS AGM takes place from 11.00am to 1.30pm on Thursday 15 October before the start of the full Napo AGM.

### Friends and Family

Members are welcome to bring guests (though there will be a registration charge of £45 (early bird rate – before 25 September). Guests can attend all conference sessions, except closed sessions, fringe events and the evening entertainment.

There will be a free crèche (provided by the excellent Nipperbout Events Childcare, ages 0-16) throughout the duration of AGM

business including lunchtime and the evening fringe meetings. Staff will be happy to supervise any homework assignments for school age children, but there will also be lots of fun activities and outings. Register for a place when you register to attend AGM and BEFORE 25 September.

### Cuba Solidarity

Thursday evening entertainment this year is being hosted by the Cuba Solidarity Campaign, sponsored by Thompsons Solicitors – so get set for hot Latin rhythms, salsa dancers and free rum cocktails.

We are also delighted to have the Cuban Ambassador, HE Teresita Vicente, with us at AGM. Teresita will be addressing conference on the Thursday afternoon and joining us for the evening extravaganza.

There will also be a live band on the Friday evening. Both events take place in the atmospheric Floral Hall in the Eastbourne Winter Gardens from 8pm to 1.00pm. So don't forget to pack your party gear.

**Register online at [www.napo.org.uk](http://www.napo.org.uk) or download a registration form and return if with a cheque. You can request a paper registration form from [kfalcon@napo.org.uk](mailto:kfalcon@napo.org.uk) or ring 020 7223 4887.**



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