



# **Police and Justice Conference**

## **Final Agenda**

**Venue Cymru, The Promenade, Llandudno, Conwy, LL30  
1BB**

**12<sup>th</sup> – 14<sup>th</sup> October 2017**

**(Motions contained in this agenda will be debated on 12<sup>th</sup> October)**

**2017 Police & Justice Service Group Conference  
UNISON FINAL AGENDA  
Order of Business**

These are the motions and amendments approved for the 2017 Police and Justice Service Group Conference. Amendments ruled out of order are also included.

This year the Standing Orders Committee agreed a prioritisation process. The SGE, sector committees, regional service groups, national self-organised groups, national young members' and private contractor's forum were invited to prioritise up to four motions. They are listed below in ranking order in the order of business

**\* Denotes possible composite**

<b>Health and Wellbeing</b>	
<b>*27.</b>	Police Staff Wellbeing – North West Regional Committee
<b>*24.</b>	Raising Awareness – National Disabled Member's Committee
<b>*26.</b>	Mental Health Awareness in the Police Service – National Women's Committee
<b>*23.</b>	Austerity and the Impact on Police Staff Wellbeing – Suffolk Police Sector UNISON
<b>28.</b>	Dealing with the menopause in the workplace – National Women's Committee
<b>Professional and Occupational Issues</b>	
<b>6.</b>	Cuts and Crime – Police and Justice Service Group Committee
<b>6.1</b>	National Lesbian, Gay, Bisexual and Transgender Committee
<b>6.2</b>	Suffolk Police Sector UNISON
<b>2.</b>	Workload Management – Sheffield UNISON Metropolitan
<b>5.</b>	Police Staff Vetting Double Jeopardy – East Midlands Regional Committee
<b>14.</b>	Assistive Technology – National Disabled Member's Committee
<b>14.1</b>	Suffolk Police Sector UNISON
<b>3.</b>	Her Majesty's Inspectorate of Constabulary (HMIC) Come Clean about Cuts to Policing – Leicestershire Police & East Midland's Regional Committee
<b>11.</b>	Police Staff Apprenticeships – Police Staff Council – England and Wales

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11.1	Merseyside Police UNISON Branch
4.	Police Staff and the Independent Police Complaints Commission – East Midlands Regional Committee
<b>Pay, Terms and Conditions</b>	
16.	Should We Go For It? - Sheffield UNISON Metropolitan
17.	Fair pay for all probation staff – Police and Justice Service Group Committee
<b>Campaigning and Promoting UNISON against privatisation and cuts</b>	
32.	Shared Services – Implications for Police Staff – North West Regional Committee
31.	The case for local democratic control of probation – Police and Justice Service Group Executive
30.	The effects of austerity on our members and the service they provide – Eastern regional committee
30.1	National Lesbian, Gay, Bisexual and Transgender Committee
<b>Internal</b>	
33.	Format of Police and Justice Conference – Police and Justice Service Group Committee
<b>Equalities</b>	
20.	Promoting hope and saying no to hate in police and justice workplaces - National Lesbian, Gay, Bisexual and Transgender Committee
20.1	Suffolk Police Sector UNISON
19.	Beyond the binary in Police and Justice - National Lesbian, Gay, Bisexual and Transgender Committee
19.1	Suffolk Police Sector UNISON
19.2	Suffolk Police Sector UNISON
<b>MOTIONS NOT PRIORITISED</b>	
22.	Suicide Rates in the Police Service – Merseyside Police UNISON Branch
22.1	Suffolk Police Sector UNISON
1.	Working together with the IPCC – Staffordshire Police Staff UNISON

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<b>1.1</b>	Suffolk Police Sector UNISON
<b>29.</b>	Building Relationships with Fire and Rescue Trade Unions - Staffordshire Police Staff UNISON
<b>7.</b>	Needed Yesterday! – Norfolk Police UNISON
<b>18.</b>	Police Staff Pay – A Latent Threat – Police Staff Scotland (UPSS)
<b>8.</b>	The Integration of British Transport Police into Police Scotland - Police Staff Scotland (UPSS)
<b>8.1</b>	Police and Justice Service Group Executive
<b>9.</b>	Police Scotland’s VAT – The lost millions – Police Staff Scotland
<b>9.1</b>	Police and Justice Service Group Executive
<b>10.</b>	An end to false hopes apprenticeships – Suffolk Police Sector UNISON
<b>12.</b>	Opposing Police Officer Fitness Tests on Staff - Suffolk Police Sector UNISON
<b>13.</b>	Police Staff Careers for Life - Suffolk Police Sector UNISON
<b>25.</b>	Workplace Mental Health – Scottish Police and Justice Committee
<b>15.</b>	Probation: short staffed and short changed – Eastern Regional Committee
<b>21.</b>	Black Equality, A time for action - Suffolk Police Sector UNISON
<b>34.</b>	Police and Justice Branch Funding – a service group issue? – West Mercia Police Staff

## **2017 Police & Justice Service Group Conference UNISON FINAL AGENDA**

**These are the motions and amendments approved for the 2017 Police and Justice Conference. Amendments ruled out of order are also included.**

**The following have been identified as possible composites:**

**Composite A Motions 27, 24, 26**

**Composite B Motions 23, 30**

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### **Negotiating and Bargaining**

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### **Professional and Occupational Issues**

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#### **1. Working together with the IPCC**

Police Staff Council of England and Wales published Guidance on Police Staff Misconduct Procedures on 15th August 2011. These guidelines, where adopted, provide a reassuring framework for staff that are being investigated for cases of misconduct or gross misconduct.

Many investigations are conducted by warranted Police Officers in Professional Standards Departments who are more used to investigating crime and dealing with potential criminals than investigating employment issues. However, this is not the only threat police staff face, across the Police Service our members are placed at an increased risk liability in terms of litigation and investigation by the Independent Police Complaints Commission (IPCC).

Police staff fulfill many front facing roles, such as Enquiry Officers, Community Support Officers, Detention Officers, Investigation Officers, Camera Team Operators, Control Room staff and others. Each of these roles carries a very real possibility of playing a part in an incident whereby a member of the public or prisoner might sustain serious injury or death.

Police Staff are involved and/or affected by these procedures in the immediate aftermath of a serious incident and in some cases many months later. Post Incident Procedures do not just result through firearms incidents, we see more through any "Police Contact" which could result in serious injury or death, as a result of placing Officers, Police Staff and the Public at risk, or through failings in command. A significant number of branches have had to deal with this process through death in custody, but our Control Room Operators, Call Handlers, Police Community Support Officers and in some cases Scenes of Crime staff have also become involved.

Conference, our members are facing shocking treatment by the IPCC. We have examples on our force whereby cases are still ongoing some 2 years post incident, information and updates are sparse and lack detail. The IPCC are telling members that they are witnesses and do not require representation so our members give their statements and cooperate and then they are told their status has changed to a "person of interest" without explanation. More and more members are being told they must attend Coroners Court when the probability is that their evidence could have been accepted by statement.

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The risks for our members from any contact from Independent Police Complaints Commission (IPCC) cannot be underestimated if they are later called to court to account for their actions, be it criminal courts or at an Inquest. The length of these investigations is unacceptable, members go through month after month of stress and worry.

Conference calls on the Service Group Executive to:

- 1) look to establish a relationship with the IPCC so that the SGE can highlight concerns and enable branches to feed into this forum.
- 2) ensure that branches have access to clear guidance on how to support members who are under investigation.

### ***Staffordshire Police Staff UNISON***

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#### **1.1**

In action point 1) after 'concerns' add 'regional inconsistencies and practices' to now read:

- 1) look to establish a relationship with the IPCC so that the SGE can highlight concerns, regional inconsistencies and practices and enable branches to feed into this forum.

### ***Suffolk Police Sector Unison***

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## **2. Workload Management**

Stress kills yet every day we see ourselves and our colleagues struggling to juggle unmanageable caseloads and work demands, both within the National Probation Service and the Community Rehabilitation Companies.

Whatever happened to a Fair Days Pay For a Fair Days Work?

Conference we call upon the Service Group Executives and all relevant bodies to:

- 1) campaign against excessive workloads;
- 2) work with the National Probation Service and Community Rehabilitation Companies employers to create a fair and agreed workload measurement and management tool as a matter of urgency.

### ***Sheffield UNISON Metropolitan***

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## **3. Her Majesty's Inspectorate of Constabulary Come Clean About Cuts to Policing**

Over the course of a year, Her Majesty's Inspectorate of Constabulary (HMIC) undertakes a number of thematic inspections on the performance of Police Forces in England and Wales. These inspections assess how well a force is performing and

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how efficient they are. Recent inspections have paid little or no attention to the impact of the governments' austerity cuts and the impact upon the service. There seems to be an expectation that forces will continue to maintain the same level of service with less resources.

The purpose of Her Majesty's Inspectorate of Constabulary (HMIC) is to independently assesses police forces and policing. The question of independence is somewhat suspect given the lack of attention to the effects of austerity on policing.

In April 2017, the Chief HMIC Inspector claimed that only the role of Detective was affected by stress because of the complicated nature of their role. The view caused a severe backlash from the service, which created the "I took it home campaign" to highlight the absurdity of the remarks. This caused the Chief HMIC Inspector to withdraw the comments formally and issue an apology. This illustrated how out of touch the HMIC are with the effects of policing on service providers and the impact of austerity on our members.

Conference calls on the Service Group Executive to:

- 1) enter dialogue with the HMIC to determine what areas of their inspection are concerned with the impact of austerity;
- 2) discuss with the HMIC the potential and tangible impact that austerity is having on the Police Staff workforce;
- 3) where possible identify with the HMIC areas where inspections can be improved to better identify the issues facing our members because of austerity;
- 4) encourage the HMIC to put these findings into inspection reports.

***Leicestershire Police***

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#### **4. Police Staff and the Independent Police Complaints Commission**

Since the advent of the Police Reform act 2002, our members have been prevented from raising complaints about the level of service they have received as private citizens. The act specifically prevents our members from making a complaint when they receive a poor service from the police in their own force area. The act states that as employees, our members may not make a complaint about an issue that relates to their own force as any other member of the public would. Our members are excluded from the police complaints process and encouraged to use internal grievance procedures to resolve complaints that should be dealt with under the police complaints procedure.

Conference, we have attempted to resolve this matter on numerous occasions without success. These failures must not deter us in bringing justice to our members and redressing balance. All we are asking is for the same consideration that any other citizen has in raising legitimate complaints with the appropriate authority.

Conference therefore instructs the Service Group Executive to:

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- 1) raise the issue with the Home Office, Police Minister, Shadow Police Minister, Independent Police Complaints Commission and the Home Affairs select committee;
- 2) report developments to this conference in 2018;
- 3) inform branches by national circular on a regular basis as to any developments.

***East Midlands Region***

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### **5. Police Staff Vetting Double Jeopardy**

This conference is deeply concerned how the application of the national vetting procedures is affecting our members. There are numerous examples of staff going through misconduct procedures where the outcome has been short of dismissal. This often triggers a vetting review which will see vetting status diminished due to the outcome of the misconduct process.

The misconduct process is in place to determine an appropriate sanction when issues of discipline are identified. A change in vetting status as result of the misconduct process will very often result in dismissal, which was clearly not the wish of the employer.

This situation results in double jeopardy for our members, it is unfair and renders the misconduct process potentially invalid.

The vetting appeals process is not defined and does not follow the principles of natural justice. Appeals may be considered to be no more than a sham process, with decision makers often in possession of information that is not made known to the appellant.

Conference therefore instructs the Service Group Executive to:

- 1) develop a negotiating strategy;
- 2) make representations to the Police Staff Council, National Police Chief Council Vetting Group and College of Policing with a view to negotiating a fair process for members;
- 3) negotiate as far as is reasonably practicable, a fair and transparent appeals procedure for members who are subject to loss of vetting status;
- 4) develop guidance for branches on vetting once negotiations are concluded.

***East Midlands Region***

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### **6. Cuts and crime**

Conference notes that the government has cut 46,000 police jobs since 2010. These cuts have damaged the ability of the police service to keep the public safe and they are continuing despite government claims to the contrary. Conference also notes

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that since the end of 2013, serious crime against the person in England and Wales has risen sharply, as police numbers have fallen.

Conference is concerned that for the year ending September 2016 the following trends in police recorded crime for England and Wales, compared with the previous 12 month period, were reported by the Office for National Statistics: a 32% increase in public order offences, a 22% increase in violence against the person, a 22% increase in homicide, a 19% increase in possession of weapons, a 13% increase in rape, a 12% increase in other sexual offences, a 7.5% increase in overall recorded crime and a 6% increase in theft.

Despite these shocking figures, the government claims that crime is falling, because they choose to selectively quote from the Crime Survey of England and Wales (CSEW), and choose to totally ignore police force recorded crime figures.

Conference notes that the Crime Survey of England and Wales is an opinion poll. It doesn't include important questions on sexual offences. Moreover, it also excludes any data on any crime against businesses, or against residents of institutions, or tourists. So, it is not based on any hard facts, and it excludes a lot of serious and volume crime categories. This is why it is popular with the politicians!

Conference notes that by comparison police recorded crime is an official record of the actual number of crimes that are recorded by each police force in England and Wales.

Conference agrees that police recorded crime figures are a much more robust measure of crime that is affecting our communities than the subjective Crime Survey of England and Wales.

Conference calls upon the Service Group Executive to:

- 1) continue to highlight the link between police cuts and the rise in serious crime;
- 2) campaign for the Crime Survey of England and Wales to be withdrawn as a measure of crime that governments and others can rely upon to justify police cuts.

### ***Police and Justice Service Group Executive***

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#### **6.1**

In first paragraph, insert new third sentence: 'These cuts include many equality and specialist jobs, such as LGBT liaison and hate crime officers.'

In second paragraph, add at end of second paragraph: 'Figures for police recorded hate crime follow this upward trend. While the ONS, does not collect or hold police hate crime data, analysis of Home Office statistics by organisations such as Galop, which works on anti-LGBT hate crime, provide clear evidence of the increases.'

***National Lesbian, Gay, Bisexual and Transgender Committee***

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### 6.2

At the end add new action bullet point 3):

- 3) continue to collect available open sourced Home Office police officer and police staff reductions and reported crime data and provide branches with semi-annual county specific reports to enable and enhance local campaigns.

### *Suffolk Police Sector Unison*

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#### **7. Needed yesterday!**

Conference, it has been accepted that Post Incident Procedure (PIP) training needs to be made available for all branches but this isn't rolling out quickly and meanwhile branches are at a constant risk of not confidently being able to give members involved in a PIP the informed advice and support they are entitled to.

Conference we are not asking for the world – simply an aide memoire / instruction sheet to be made available to branch secretaries / nominated rep to have at hand when we get 'that call'.

Unlike police officers there is no expectation for us to manage the incident - we just want to know that when needed we can do our jobs and support our members without putting them or the branch in legal jeopardy.

There are a few courses coming through but an aide-memoire would also save money as it could reduce the need to attend a week long residential course for those branch secretaries and / or appropriate reps who are experienced enough to follow through the PIP process from a set of instructions.

Conference calls on the Police and Justice Service Group Executive to work with the national office to develop and then circulate via email an instruction sheet to all Police & Justice branch secretaries as a matter of urgency.

### *Norfolk Police Unison*

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#### **8. The Integration of British Transport Police into Police Scotland**

Conference notes that following the publication of the Smith Commission Report in 2015, the Scottish Government announced their plans to work towards integrating British Transport Police (BTP) into Police Scotland.

This is being pursued by the Scottish Government despite numerous alternative suggestions put forward by the British Transport Police Authority (BTPA), British Transport Police Federation and Trade Unions and the condemnation from wider stakeholders.

The entire framing of the argument is that BTP would be integrated as opposed to whether it should.

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There are significant unresolved questions around the implications of BTP officers having 'employee' status and what exactly this means for terms and conditions, bearing in mind the 'proposed merger' is due to be implemented in the midst of ongoing Police Scotland Staff harmonisation negotiations.

Conference calls on the Service Group Executive:

- 1) to examine what the terms and conditions implications for the integration of BTP into Police Scotland on officers and staff
- 2) to engage with stakeholders in the SPA, BTPA and Scottish Government
- 3) to challenge the proposals being developed by the SPA and Scottish Government.

### ***Police Staff Scotland (UPSS)***

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#### **8.1**

after "Conference calls on the Service Group Executive"

insert

"to work with Police Staff Scotland branch and UNISON Scotland"

### ***Police and Justice Service Group Executive***

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#### **9. Police Scotland's VAT – The lost millions**

Conference notes that during the 2017 General Election campaign the SNP Scottish Government launched a bid as part of their manifesto to see the return of the £140million of VAT paid by Scotlands National Police and Fire services to the UK Treasury since their creation on 1st April 2013.

Police Scotland are the only territorial emergency service in the UK, unable to reclaim VAT and this has taken £100 million out of Scottish Policing. This has been entirely to the detriment of our members and the service as a whole.

The situation was entirely avoidable, UNISON informed the Scottish Government of the implications of VAT liability in forming a single service. There is an opportunity to address the obvious inequality and build on a cross party political consensus in Scotland.

The pressures of the VAT liability are only going to get worse and increase the financial burdens facing Scottish Policing. There is political mileage for all parties across the UK to co-operate in the national interest to return the lost millions to Scottish Policing.

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Conference calls on the Service Group Executive to actively campaign and challenge the UK Government to support the reimbursement of the £100m and to develop policy ensuring that Scottish Policing isn't saddled with such a massive tax burden in future years.

*Police Staff Scotland (UPSS)*

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### **9.1**

After "Conference calls on the Service Group Executive"

insert

"to work with Police Staff Scotland branch and UNISON Scotland"

*Police and Justice Service Group Executive*

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### **10. An End to False Hope Apprenticeships**

Conference welcomes the introduction of Police Staff apprenticeships and the fantastic opportunities they present for a young person to start a career in policing. The police service can be vastly improved through the recruitment of bright and enthusiastic young people without the usual reliance on retired officers filling Police Staff roles, a practice that risks stifling both diversity and ingenuity.

It is however worrying that some police employers may not have the best interests of the apprentices at the forefront of their decision making. This could lead to some apprenticeship roles being used as nothing more than cheap labour, to fill gaps where redundancies have been made and without genuine intentions of a career in policing being available at the end of their service.

It's unacceptable for police employers to circumvent the Government imposed Apprenticeships Levy and provide false hope to aspirational young members of Police Staff.

UNISON should be at the forefront of campaigning for Police Staff apprenticeships with potential for a genuine career in policing.

Conference asks the Service Group Executive to engage with the Police Staff Council Sector Committee to seek to:

- 1) have apprentices on Police Staff Council terms and conditions;
- 2) have apprentices paid a fair wage;
- 3) develop guidelines that provide a real opportunity of jobs at the end of the apprenticeship;
- 4) publicise the Service Group's efforts to aid in recruitment of apprenticeships.

*Suffolk Police Sector Unison*

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### 11. Police Staff Apprenticeships

Conference notes that the police service is putting police staff apprenticeships in place to take advantage of the government's apprenticeship funding arising from the employer levy.

Conference welcomes the development of police staff apprenticeships in police forces in England and Wales as long as these provide genuine training and employment opportunities and do not undermine employment standards set by the Police Staff Council for England and Wales. There is a danger that the government's policy of setting hiring targets and a compulsory levy on employers runs the risk of apprenticeships in the police service being abused. Conference is concerned that the unregulated introduction of apprentices, at the same time as continuing cuts to police force budgets, creates the potential for these new employees to be exploited, and for existing labour standards to be undermined.

Conference wants the police service to provide apprenticeships which develop a highly skilled, diverse and motivated workforce that better reflects communities from which it recruits. Conference is opposed to quick and cheap apprenticeships which will tarnish the reputation of the police service.

Conference therefore calls on the Service Group Executive to seek to ensure:

- 1) A commitment from police forces and the police employers to offer higher level police staff apprenticeships
- 2) A guarantee of genuine employment opportunities and access to career mobility for police staff apprentices
- 3) A Police Staff Council agreement on pay for police staff apprentices, with all apprentice roles subject to job evaluation in each force
- 4) Full Police Staff Council terms and conditions, or force equivalents where local collective agreements exist, to apply to all apprentices
- 5) A joint working group involving the Police Staff Council Employers and Trade Unions and the College of Policing to agree minimum employment and quality standards for police staff apprenticeships.
- 6) The mainstreaming of public sector equality duties in the rolling out of police staff apprenticeships

***Police Staff Council - England and Wales***

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#### 11.1

After second paragraph insert new paragraph

'Conference further notes that police forces may offer placements to students studying degrees which include a year in industry. These students work full time for a year and do not have to be paid.'

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In the original third paragraph, after 'to provide apprenticeships' add 'and placements'.

In the original third paragraph, after 'quick and cheap apprenticeships' add 'and placements'.

In point 2, after 'police staff apprenticeships' add 'and placements'.

In point 3, after 'police staff apprentices' add 'and placements'.

In point 4, after 'all apprentices' add 'and placements'.

In point 5, after 'all apprentices' add 'and placements'.

In point 6, after 'police staff apprenticeships' add 'and placements'.

### ***Merseyside Police Unison Br***

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#### **12. Opposing Police Officer Fitness Tests on Staff**

Conference will know that the introduction of fitness testing was one of the more controversial Winsor Review recommendations. The review proposed the same fitness testing for officers and staff despite the vast differences in the operational requirements of the roles.

The initial recommendation (Recommendation 33) to implement fitness testing made in Winsor (Part 2) states: A fitness test should be introduced in September 2013 for all police officers and staff required to undertake personal safety training. Participants should be required to attain level 5:4 on a 15-metre shuttle run. From September 2014, those who fail the test three times should be subject to the appropriate disciplinary procedures.

If imposed, fitness testing has the potential to have a devastating impact on Police Staff members and could force the wide scale exit of dedicated and experienced police staff from the service. The recommendation to maintain a level of fitness is disjointed with the vast majority of Police Staff roles and also fails to provide exceptions for older and disabled members.

Through the work of the Police Staff Council Sector Committee, UNISON has been successful in clarifying that the recommendation has not been imposed on Police Staff and the Fitness Testing Working Group (FTWG) issued the following statement: "Fitness Testing for Police Staff - no decision has been made with respect to fitness testing for police staff. Winsor Recommendation 33, as it relates to these employees, remains outstanding. The FTWG is working in partnership with the Police Staff Council to address this."

Despite the FTWG's statement, many Forces are imposing a wide variety of different fitness tests on our members. Pre-recruitment fitness tests are excluding many excellent candidates from employment in Police Staff roles with women being disproportionately impacted.

Conference believes that Police Staff fitness tests should only be imposed on specific roles where a sound business based operational necessity can be

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demonstrated. In addition, considerations must be given to ensure that any fitness test is fair on our diverse workforce.

Conference requests that the Service Group Executive:

- 1) survey branches to better understand the variance of fitness tests currently imposed on Police Staff to include tests conducted as part of pre-recruitment;
- 2) to widely distribute the FTWG statement to branches to aid in resisting local tests;
- 3) conduct an Equality Impact Assessment on the impact a blanket fitness test would have on Police Staff;
- 4) to work with the Police Staff Council to seek a future decision on fitness testing of Police Staff that is necessary and fair.

### ***Suffolk Police Sector Unison***

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#### **13. Police Staff Careers for Life**

Conference knows when a member of the public talks about 'police', the natural thought is of a Police Officer often not understanding that Police Staff account for around 40% of the workforce.

The role of the warranted officer will always be at the core of policing, but the modern policing workforce provides a far more efficient service when Police Staff are used to carry out specialist roles.

Unfortunately, unlike Police Officers who can have a full and varied career from starting on the beat to the potential of Chief Officer, Police Staff roles have suffered from a lack of investment and career pathways, that could utilise their skills to the betterment of the service over the long-term.

The current forecast for a working career is around 50 years (starting work at around 18, retiring at around 68) and it's very likely to increase with recent national studies showing that the average person will have six different employers during their career, and six different jobs.

It is time that the service thought of Police Staff roles as long-term investments rather than as the first option to be lost to cuts, redundancies and reorganisation.

Conference calls on the Service Group Executive to:

- 1) liaise through the Police Staff Council in seeking the College of Policing to explore true career pathways for Police staff;
- 2) campaign nationally to highlight the cost benefits of Police Staff;
- 3) produce materials to raise the profile of Police Staff.

### ***Suffolk Police Sector Unison***

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### 14. Assistive technology

Assistive technology (AT) is an umbrella term that includes assistive, adaptive, and rehabilitative devices for people with disabilities and also includes the process used in selecting, locating, and using them. It is an instrument for the improvement of the well-being, full social participation, and quality of life of people with disabilities, their families and professionals involved in their care. The portfolio of services and products within AT field is very extensive and includes a great diversity of solutions, from prosthetics to IT, from social access to accessibility in the work place.

AT plays a fundamental role in breaking down the social barriers by equalizing opportunities and in improving the quality of life of people with disabilities, since it provides solutions oriented to the rehabilitation or compensation of functional abilities and helping in the elimination of barriers in all kinds of environments.

Overall, employers and society will have to deal with a situation where high rates of the population will be over 60 years (25% in 2010), which, in consequence, will include a large number of people with disabilities.

Police and probation staff are no different from the rest of society and are, therefore, in a situation of necessity, but also in front of an opportunity to effect real change for all workers.

But this opportunity presents challenges; challenges that we will have to face to take advantage of the situation. These challenges include: new Technologies; technological development is moving forward and AT manufacturers need to be aware of all new opportunities this development is raising and can offer important options for suitable solutions for disabled people.

Currently there are already a number of barriers to AT within a Police and Probation setting, including the length of time it takes for the individual to get the equipment and a lack of knowledge around what AT systems are available.

Further issues include:

#### 1) Security

- i) Use of Dictaphones, Livescribe smartpens etc and encryption of sensitive data. For example, some disabled members are struggling to get their force/employer to agree to their provision as reasonable adjustments
- ii) Lack of support for BYO (bring your own) devices, example: where someone uses an iPad as it has specific Apps that they need to use, are not allowed to use it because of data protection issues around transferring data from the iPad to organisational IT systems as well as incompatibility issues
- iii) Due to the nature of Police Services and Probation work it is not possible to put confidential high risk data on personal IT equipment.

#### 2. Compatibility

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Recommended software packages such as, Dragon or Clara Read are not compatible with bespoke dedicated systems. Example: Crime Recording System Niche is not very compatible for users of Dragon software

The National Disabled Members Committee calls on the Police and Justice Service Group to work with them to:

- 1) Provide advice and guidance to branches on assistive technology;
- 2) Develop a model policy for police and probation employers on assistive technology;
- 3) Raise the issue of assistive technology and the barriers currently faced within the police and justice national employer negotiating bodies to plan for future developments.

### ***National Disabled Members Committee***

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#### **14.1**

At the end of action point 1) add 'and the Access to Work Scheme' to read:

- 1) Provide advice and guidance to branches on assistive technology and the Access to Work Scheme.

### ***Suffolk Police Sector Unison***

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#### **15. Probation : Short staffed and Short changed**

Conference notes that the coalition government's Transforming Rehabilitation agenda, which saw the split and privatisation of the Probation Service, is now complete. As predicted by our members this has not only resulted in a significant loss of staff in the privatised Community Rehabilitation Companies (CRCs) but also in a reported decline of service provision.

Conference also notes that the CRCs continue to struggle to recruit and retain staff;

- i) As highlighted in a recent member survey workloads are unacceptably high and morale is low.
- ii) The private owners have also introduced models of working which in our opinion leave both service users and the public severely short changed when it comes to rehabilitative intervention and public protection.
- iii) The models are predicated on having a host of partnership agencies to undertake the work that probation staff used to do, however these agencies have also suffered the consequences of austerity and are often severely stretched themselves or are reliant on volunteers and are unable to meet the workload demands of the CRCs.

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- iv) We have always argued that introducing a payment by results model into Probation work would lead to a loss of staff and to a decline in public protection and we maintain this position.

Conference calls on the Service Group Executive to continue highlighting the flaws in the CRC models at every possible opportunity and to work with Labour Link to advise shadow ministers on best ways forward on eventuality of having a labour government in power.

### *Eastern Region Probation*

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#### **16. Should we go for it?**

Last year's conference saw much debate about whether we should allow the creation of separate bargaining bodies for the National Probation Service (NPS) and the Community Rehabilitation Companies (CRC).

Conference decision was that we should.

We have however tried to maintain a collective and consistent approach to pay bargaining across the NPS and the CRC's.

But, is this right? Should our members in the CRC's be fettered with Government pay freezes.

Our members in the CRC are not subject to the "protections" of the public sector, their experience in the workplace is not the same as their colleagues in the NPS.

We all face difficulties, but, work for our members in the CRC is constantly target driven, with high caseloads and threats against their job security.

We are all Probation, but, we are not all the same.

Conference allow our members in the CRC's to dictate their own paths.

Conference we call upon the SGE and all relevant bodies to give autonomy to the CRC collective bargaining bodies to negotiate the best pay deals for their members, whilst maintaining existing terms and conditions.

### *Sheffield UNISON Metropolitan*

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#### **Pay, Terms and Conditions**

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#### **17. Fair Pay for All Probation Staff**

Conference notes with concern that probation pay has risen only 1% since 2010, and that probation staff have therefore been treated even more harshly in relation to pay by comparison with other public sector workers. Conference notes in particular that:

- 1) The Government's public sector pay policy means that NPS staff will not get a pay increase for the next three years;

## **2017 Police & Justice Service Group Conference UNISON FINAL AGENDA**

- 2) The CRCs say that they are being starved of cash by the MOJ, so decent pay rises for CRC staff look equally unlikely over this period;
- 3) The lowest NPS and CRC pay point is about to be overtaken by the National Minimum Wage;
- 4) Government cost cutting in both NPS and the CRCs has slashed the value of probation pay to a level where it is no longer competitive;
- 5) The retail prices index (RPI) of inflation hit a recent high of 3.5% in April 2017.

Conference believes that the freeze on probation pay since 2010 is the direct result of Probation employees in the NPS and the CRCs paying the price of the government's failed Transforming Rehabilitation reforms. UNISON members in the service have been through a truly terrible experience of Transforming Rehabilitation and the fact that they have been denied any real pay increase in the last few years adds real insult to injury.

Conference believes that the interests of our NPS and CRC members when it comes to pay are the same. Conference therefore calls upon the Service Group Executive to work with the National Probation Service Sector Committee and the Community Rehabilitation Company Sector Committee to seek to:

- a) Maintain a broadly comparable pay and grading system across the NPS and the CRCs
- b) Ensure that a common pay and grading system is properly equality proofed
- c) Make the case for a common approach to pay and grading across the NPS and the CRCs by referring to the work being done on creating a new comprehensive professional framework for probation

***Police and Justice Service Group Executive***

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### **18. Police Staff Pay – The Latent Threat**

Conference notes Police Staff pay along with the rest of the public sector has stagnated for 6 years.

When viewed in conjunction with cost of living increases our rate of pay has depreciated.

The value of total police staff pay rises in England and Wales over the last six years has been 4.2%.

While in Scotland the approval for Police Staff pay awards falls under the remit of the Scottish Government 'Public Sector Pay Policy'. This has seen pay capped at 1% since the creation of Police Scotland and the Scottish Police Authority in 2013.

At the same time the value of the economy has increased by over 12%, the cost of living has risen by over 22%.

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There is a feature of our pay which is not widely appreciated and a level of risk which remains underestimated within public sector pay, amongst those who evaluate and administer it.

Our members deal with valuable information and are held to greater account. The longer police staff pay stagnates and staff are in precarious pay positions, the greater the risk around failing financial vetting and potential inducement from Serious and Organised Crime Groups (SOCG) increases for members and police forces across the UK.

This is not to say that members of Police Staff lack integrity, but in the face of unprecedented austerity measures the challenges facing even the most prudent of staff is extremely challenging.

Conference calls on the Service Group Executive:

- 1) to identify and study the impact of the threat of pay stagnation on our members and
- 2) to embed this vulnerability as a cogent risk factor in future pay claims and negotiations.

***Police Staff Scotland (UPSS)***

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### **Equalities**

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#### **19. Beyond the binary in police and justice**

Conference notes that a growing number of police staff, probation and CAF/CASS workers identify as gender fluid or non-binary – not identifying as solely male or female, rather identifying as both, neither or something entirely different. Some police and justice employers, following negotiations with UNISON, have adopted workplace policies and practice that are a best practice model across all service groups. However, this is far from the norm. Non-binary workers can face particular ignorance and prejudice at work, experience harassment and face policies, systems and procedures, from dress codes to personnel databases, which do not acknowledge or accommodate their identity.

The first UK survey of the experiences of non-binary people, which included UNISON respondents, found that the vast majority had worries about being respected at work, nearly half said their manager was never or only sometimes supportive, and a fifth had been referred to with the wrong name and pronoun on purpose. The survey also found significant issues with unnecessarily gendered dress codes or uniform policies.

Conference is clear that gender matters when it comes to tackling workplace sex discrimination, unequal pay and the host of other inequalities faced by women. However, conference believes that there are many gendered policies and practices across police and justice that have no place in furthering women's equality and which exclude and ignore the existence of non-binary workers.

Conference notes that while non-binary gender identity is not currently recognised in UK law, many organisations including the HMRC, DVLA and indeed UNISON's

## 2017 Police & Justice Service Group Conference UNISON FINAL AGENDA

membership records system acknowledge it. The 2016 parliamentary inquiry on trans equality recommended that the government look in to legal recognition. In the meanwhile, our equality negotiations and campaigns have always led, rather than followed, the law.

Such negotiations position UNISON as a contemporary and forward-looking union which boosts our ability to recruit the next generation of police and justice members and activists.

Conference therefore calls on the police and justice service group executive to:

- 1) Review national and company agreements and urge branches to review local policies for unnecessary gendering;
- 2) Work with the women's and LGBT self-organised groups on guidance on inclusive language in agreements which raises awareness of non-binary identities;
- 3) Encourage the negotiation of inclusive language in police and justice agreements and policies, and of inclusive practices and procedures across our police and justice workplaces;
- 4) Publicise UNISON's work for LGBT equality and non-binary inclusion in police and justice recruitment initiatives, particularly those aimed at younger workers.

### ***National Lesbian, Gay, Bisexual and Transgender Committee***

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#### **19.1**

In action point 2) after 'groups' delete the word 'on' and insert 'to produce a model agreement and provide' to now read:

Work with the woman's and LGBT self-organised groups to produce a model agreement and provide guidance on inclusive language in agreements which raises awareness of non-binary identities;

### ***Suffolk Police Sector Unison***

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#### **19.2**

In third action point after 'encouraging' add 'challenges to inappropriate behaviour and encouraging' to read:

3) promote training for police and justice reps in recognising hate crime and incidents, supporting members, encouraging challenges to inappropriate behaviour and encouraging reporting and signposting to specialist advice and support.

### ***Suffolk Police Sector Unison***

## 2017 Police & Justice Service Group Conference UNISON FINAL AGENDA

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### 20. Promoting hope and saying no to hate in police and justice workplaces

Conference notes that there has been a significant rise in reported hate crime and hate incidents since 2015. This impacts on police and justice workers in terms of workload - at the very time that we are under unprecedented pressure from cuts to jobs and specialist services. The climate in which hate incidents increase also impacts on workplace culture and police, probation and CAFCASS workplaces are not immune to this.

Conference notes that overt racism and xenophobia increased following the dirty EU referendum campaign. Disability, homophobic, biphobic and transphobic hate crime also increased and there is growing recognition of misogyny as a hate crime. Conference further notes that hate does not restrict itself to neat categories, with many hate incidents having more than one motivating factor.

Conference regrets the fact that the vast majority of hate crime and incidents continue to go unreported, both in and outside work. Too often, those targeted by hate do not have the confidence that reporting will make any difference. Indeed they may fear it will expose them to further prejudice and misunderstanding.

Conference believes UNISON has a key role in identifying and tackling hate and promoting workplace cultures across police and justice that are inclusive and foster dignity and respect for all. This can support campaigns such as National Hate Crime Awareness Week #NHCAW, the second to third Saturday in October each year, 21-28 October in 2017. It can raise UNISON's profile and promote our priorities among members and potential members.

Conference welcomes national UNISON initiatives including the development of guidance for branches and reps on identifying and tackling hate, including how to support members affected by hate, encouraging reporting and signposting advice and support services. This will be supported by activists training.

Conference calls on the police and justice Service Group Executive to:

- 1) encourage police and justice branches to take a proactive approach to challenging and tackling hate crime in all its forms, highlighting the fact that hate crime and incidents can have more than one motivating factor;
- 2) urge police and justice branches to negotiate policies and procedures on workplace hate, promoting national guidance on best practice;
- 3) promote training for police and justice reps in recognising hate crime and incidents, supporting members, encouraging reporting and signposting to specialist advice and support.

### ***National Lesbian, Gay, Bisexual and Transgender Committee***

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#### 20.1

In third action point after 'encouraging' add 'challenges to inappropriate behaviour and encouraging' to read:

## 2017 Police & Justice Service Group Conference UNISON FINAL AGENDA

3) promote training for police and justice reps in recognising hate crime and incidents, supporting members, encouraging challenges to inappropriate behaviour and encouraging reporting and signposting to specialist advice and support.

### *Suffolk Police Sector Unison*

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#### **21. Black Equality, A Time For Action**

Conference, you may not believe it, but most people today still find it really hard to talk about race and ethnicity, particularly in the police workplace. You will also find that Black workers are mostly concentrated in the lower positions and the poorly paid jobs in society. Data and research has identified those organisations that attract and develop individuals from a wide and diverse pool of talent, consistently performs better. Unfortunately, when compared to their white counterparts in, Black individuals are less likely to progress or be developed in the police service. Black individuals are more likely to be subjected to misconduct proceedings or face harsher sanctions than their white counterpart for the same offence. This also applies to the use of police powers such as stop and search and throughout the criminal justice system when it comes to sentencing.

Although racism and discrimination is not as overt as it was in the 1970's it still exists. The language that is now being used is more subtle, the police service now talks about unconscious bias. But unconscious bias is much more pervasive and potentially more insidious because of the difficulty in identifying it or calling it out.

Conference, disappointedly, "the experiences of many Black individuals are discrimination and bias at every stage of an individual's career, and even before it begins. From networks to recruitment and then in the workforce, it is there. BME people are faced with a distinct lack of role models, they are more likely to perceive the workplace as hostile, they are less likely to apply for and be considered for promotions and they are more likely to be disciplined or judged harshly". (Race in the workplace, The McGregor-Smith Review)

TUC General Secretary Frances O'Grady said:

"This report gives welcome guidance to businesses who want to unlock the talent of their black and minority ethnic workers. Unions stand ready to assist.

"But without government action, racist discrimination at work won't simply disappear. Actions must be taken on the report's recommendations, including requiring companies with over 50 employees to publish data on race and pay.

"Racism and discrimination at work won't be eliminated by talk – it's time for business and the government to act."

Obligatory information-gathering and monitoring can help reveal the real issues.

Conference calls on the Service Group Executive to:

- 1) survey Black Police Staff UNISON members with regards to their experiences of progression and development in their workplace;

## 2017 Police & Justice Service Group Conference UNISON FINAL AGENDA

- 2) widely publicise the results;
- 3) campaign for all police forces to publish workforce data on ethnicity of all Black staff with regards to grade and gender;
- 4) campaign for all police forces to publish ethnicity data on grievances, disciplinary and dismissal's;
- 5) campaign for all police forces to publish and report annually diversity data on promotions and representation.

*Suffolk Police Sector Unison*

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### Health and Wellbeing

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#### **22. Suicide Rates in the Police service**

Conference notes that, despite a range of observational evidence pointing towards a link between working in the police service and higher rates of suicide, no research has been undertaken to quantify this risk. It is well documented that certain professions, such as vets, farmers, pharmacists, dentists and medical practitioners have statistically significantly higher suicide rates, which has resulted in control measures and prevention strategies being implemented in these groups to try and reduce that risk.

A freedom of information request to the Office of National Statistics revealed that the number of police officers whose deaths were classified as suicides or undetermined intent almost doubled from 15 in 2009 to 29 in 2013.

These rising rates in suicides are likely attributable to job cuts and the resulting increase in workloads and stress, with a MIND survey into the mental health of emergency services workers showing that 87% of respondents had experienced poor mental health, stress and low moods and UNISON's own Police Staff Stress survey in 2014 showing that 32% of police staff reported they were very stressed and 62% reported that they were moderately stressed.

With cuts to welfare departments in many police forces, staff are more regularly turning to their UNISON reps for support with their mental health and it is therefore important that reps are suitably trained to be able to support and signpost members to agencies that can give them the help they need.

A number of charities and organisations such as MIND, Call4Backup and PIPS are doing important work to tackle mental health and suicide stigma and encourage additional support for those with poor mental health in the police service and it is important that UNISON supports and promotes organisations which are in line with its values.

Conference therefore calls on the Police and Justice Service Group Executive to

- 1) Work with organisations as it deems suitable to commission formal research into the rates and risks of suicide in the police service.

## **2017 Police & Justice Service Group Conference UNISON FINAL AGENDA**

- 2) Promote suitable organisations and charities working in the field of mental health and suicide awareness to Police and Justice Branches.
- 3) Consider suitable methods to ensure that training and awareness of identifying potential risks of suicide can be readily accessed by UNISON reps.

### ***Merseyside Police Unison Br***

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#### **22.1**

At the end of action point 1) add 'and share the findings with branches.' To read:

- 1) Work with organisations as it deems suitable to commission formal research into the rates and risks of suicide in the police service and share the findings with branches.

### ***Suffolk Police Sector Unison***

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#### **23. Austerity and the Impact on Police Staff Wellbeing**

Conference will know that the last seven years under a Conservative Government has resulted in a steady erosion of the police service through cuts to budgets.

Home Office figures show that more than twenty five thousand members of police staff and over twenty thousand police officer jobs have been lost since 2010, yet the demand on the service has steadily increased. Those left behind are trying to cope in an increasingly unmanageable situation and many are at breaking point particularly in the context of cuts and ongoing change.

Coupled with the unmanageable workload is a service that has seen its workforce starved of reasonable cost of living pay increases since 2010.

The Government's 1% annual cost of living pay cap has resulted in Police Staff wages being cut by almost 16% in real terms during the same period.

Not surprisingly Branches are seeing alarming increases in stress related illnesses where the increased pressures at work and financial pressures at home are understood to be factors.

Conference believes that effective future anti-cuts campaigning is reliant on understanding the link between austerity related pressures and mental health.

Conference calls on the Service Group Executive to:

- 1) survey Police Staff members to better understand the link between cuts to staffing levels and pay to their welfare and mental health;
- 2) produce a report on the findings and widely publicise;
- 3) use the results to campaign against further cuts and for fair cost of living increases;

## 2017 Police & Justice Service Group Conference UNISON FINAL AGENDA

- 4) work with Labour Link to oppose Government policy;
- 5) further publicise the outstanding UNISON publication 'Mental Health Matters' to the membership.

### *Suffolk Police Sector Unison*

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#### **24. Raising Awareness**

One in four people will experience mental ill health at some point in their lives. Despite the success of many charities raising public awareness and drawing employers and ACAS' attention to the mental wellbeing of staff there is still considerable stigma associated with mental health impairments, leaving some police and justice staff fearful of disclosing mental health issues in the workplace.

Disabled workers still face high levels of bullying and harassment and other forms of discrimination in the workplace. Low career expectations of disabled workers and social isolation within the workplace can cause anxiety and an increase in mental distress. The current context of cuts in police and justice services, so called austerity measures and excessive workloads are likely to increase the number of people experiencing mental health crises. All too often management remedies fail to take account of pre-existing impairments; it is vitally important that the provision of support for disabled people experiencing mental ill health takes account of their own specific access needs.

Conference notes that isolation at work can place particular communities at an even further disadvantage; Black, LGBT and disabled women and Deaf people (whose first or preferred language is British Sign Language) are at increased risk of mental ill-health.

Conference calls upon the Police and Justice Service Group to work with the National Disabled Members' Committee to lobby police and justice employers to:

- 1) meet their legal duties according to the Equality Act and provide reasonable adjustments to meet the needs of staff with mental health issues;
- 2) review their wellbeing policies to ensure they offer services that are appropriate and accessible to disabled Black, LGBT, women and Deaf (first/preferred sign language) workers;
- 3) raise awareness of mental ill-health as a workplace issue and ensure campaigns address the specific concerns of all disabled workers and work towards creating Mental Health Champions in the workplace;
- 4) identify and circulate good practice by branches and regions in supporting and representing disabled members experiencing mental ill health;
- 5) ensure that mental health awareness is a compulsory training for all managers

***National Disabled Members Committee***

## **2017 Police & Justice Service Group Conference UNISON FINAL AGENDA**

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### **25. Workplace Mental Health**

Conference notes mental ill-health within the Police and Justice Sector is a growing problem.

A recent MIND survey found that 92% of “Blue Light Workers” have experienced stress, low mood and poor mental health.

Yet less than half have taken the time off work due to poor mental health.

The independent research by MIND has also found that members of emergency services are more at risk of experiencing a mental health problem than the general population but they are also less likely to seek support.

UNISON’s latest stress report 'Feeling the pressure?' highlighted that the years of austerity, job cuts and uncertainty means that 90% of respondents felt the service they provide is suffering due to high pressure and workplace stress and almost 70% cite excessive demands of the job as causing them stress at work.

Almost 40% stated that stress was affecting their work life balance.

Due to the poor understanding of mental health and mental ill-health conditions, sufferers still recognise the negative stigma and labelling which surround them.

An institutionalised perception within policing of emotion as a weakness can make it difficult for our members to raise issues around their mental health.

However, with 1 in 20 workers having reported to MIND that they have attempted suicide there are ample warning signs and risks for our sector that more needs to be done to tackle mental health issues in policing.

Conference believes that the employer has a responsibility to address workplace stress and to support workers suffering from mental ill-health.

Conference believes the service group can play a key part in shaping policy and outcomes by raising awareness around mental ill-health within the sector.

Conference therefore calls in the Service Group Executive to:

- 1) work with UNISON’s Health and Safety National Unit to develop specific guidance on mental health for emergency services.
- 2) encourage all branches to raise the issue of mental ill-health with employers and push for better, more comprehensive policies, procedures and joint guidance.
- 3) provide branches with guidance to challenge occupational health care and employee assistance programmes in their respective Forces.

***Scottish Police and Justice Committee***

## 2017 Police & Justice Service Group Conference UNISON FINAL AGENDA

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### 26. Mental health awareness in the police service

Conference notes that UNISON is supporting the Blue Light Programme, which works in partnership with the emergency services to provide practical and positive ways for staff to stay well in work.

Men and women who work in the police service and other emergency services are more at risk of experiencing mental health problems than the general population, but are statistically less likely to seek support.

92% of staff have experienced stress, low mood and poor mental health at some point during their working life. Additionally, nearly two-thirds have contemplated leaving their job because of stress or poor mental health, and almost half feel that they would be treated negatively if they discussed their mental health problem. Shockingly 5% have made an attempt to take their own life.

The reasons for the levels of poor mental health are complex, but factors include experiencing distressing or traumatic events as part of their working lives; the culture of long hours, exacerbated by excessive workload, management pressure and uncertainty caused by organisations upheaval.

All of these factors are commonplace in the police workforce which has faced, and continues to face, organisational change and cuts in budgets and staffing levels, impacting hugely on staffs' working lives.

Reasons for failing to disclose mental health problems can also be complex, but staff failing to disclose may fall foul of sickness absence procedures which can further impact on the mental health issues. As women are more likely to have common mental health problem, and are almost twice as likely to be diagnosed with an anxiety disorder, this impacts significantly on their sickness absence record and potentially on their career.

Conference notes that UNISON has worked with the Blue Light Programme to produce the "Mental Health Matters" guide for branches and members working in the police and other emergency services.

The guide recommends that branches work with employers to:

- a) Sign the Mind Blue Light Time to Change pledge or deliver an existing pledge [www.mind.org.uk/bluelight](http://www.mind.org.uk/bluelight);
- b) Reduce the stigma that surrounds disclosing mental health issues by providing positive messages around mental health and ensuring line managers receive correct training on how to support staff with mental health issues. Including the Mind course for managers working in emergency services. ([www.mind.org.uk/bluelight](http://www.mind.org.uk/bluelight));
- c) Ensure that employers recognise that people experiencing mental ill-health can still be successful at work and offer the right levels of reasonable adjustment or support necessary to those who experience mental health issues;

## 2017 Police & Justice Service Group Conference UNISON FINAL AGENDA

- d) Review policies to ensure the right level of support for staff experiencing mental ill-health including proactive support for those managing complex mental health issues;
- e) Seek to reduce discrimination in recruitment and selection processes for people with mental health issues by using positive statements and ensuring practices are based on the Equality Act 2010

Conference calls upon the Service Group Executive to take positive action to promote and raise awareness of the guidance, and to encourage branches to enter into negotiations with employers to seek to ensure that the recommendations are implemented in full.

### *National Women's Committee*

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#### **27. Police Staff Wellbeing**

Conference recognises that Mental Health for all emergency service workers is high on the agenda of Unison and should be so for our employers and the in the eyes of the public as increasingly we see members becoming ill through work related stress and post traumatic injury, often as a result of dealing with the sights and consequences of serious incidents which have forced members to leave their roles because of the resultant trauma.

UNISON must be at the forefront leading and ensuring that the wellbeing and health of our members is fully recognised and dealt with by the employers quickly and effectively in order to reduce long term health issues.

Conference may recall the Deputy Chief Constable of Lancashire police and the National Police Lead for Wellbeing a few years ago extolling the importance of wellbeing, advising conference that this is taken seriously by all forces nationally for ALL staff not just police officers.

However conference , many branches will know that on the ground this is not the case and it is evident that very little has happened since, leaving branches to deal with extremely difficult situations as they occur and impact on our members, using locally negotiated policies that vary in their efficiency when there should be a national position on this serious issue.

Conference may also recall our Past president Eric Roberts, sadly no longer with us, who in chairing this conference last year spoke most eloquently on difficulties faced by emergency service staff when he proposed supporting Mind Blue Light as his chosen charity which conference fully endorsed.

In light of the atrocities that have taken place this year in London and Manchester this conference believes that our union should prioritise the issue of 'wellbeing' provision to its members. Given that it is in many more cases our members who receive the calls and are often first on the scene as was the case in Manchester. With all of the other North West Police Forces coming together as a shared resource for the incident in Manchester our members dealing with victims and the aftermath of

## 2017 Police & Justice Service Group Conference UNISON FINAL AGENDA

serious and brutal incidents, they care for and support those involved and affected in the most difficult of circumstances and whilst supporting each other. They deserve and need to know that the support they require is there for them and their colleagues. WHO CARES FOR THE CARER.

This Conference is more than disappointed at the overwhelming lack of progress made with our National Employers and the College of Policing. Therefore conference calls upon the Service Group Executive to:

- 1) make 'wellbeing' a priority within their work plan.
- 2) Raise with the Police Chiefs Council and the College of Policing issues around the provision of 'Wellbeing support' for police staff who are involved in a serious incidents including PCSO's, CSI's, Control Room Staff, Forensic Staff, Digital Media Officers, CCTV operators etc.
- 3) raise with the Police Chiefs Council that Police Staff should also be dealt with as part of Post Incident Management (PIM) process and that all policies should reflect this.

### *North West Region*

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#### **28. Dealing with the menopause in the workplace**

Conference notes with concern that little account is taken of factors which affect women going through the menopause in the police and probation service.

For some women, but by no means all, the menopause presents particular difficulties, which may include insomnia, tiredness, loss of concentration and forgetfulness, as well as the potentially lower levels of physical fitness which can affect both women and men. There are clear implications for women in policing for whom fitness may be a crucial factor in their ability to work, and for all women staff whose ability to be effective and efficient is essential to their role.

Simple adjustments to the working environment can make a huge difference to women's lives during this time, for example:

Flexible working/later start times to combat issues caused by sleep disturbance;

Alterations to shift patterns where appropriate;

- a) Flexible sickness absence procedures to cater for menopause-related sickness absence;
- b) Improved work facilities such as cooler office temperatures and increased ventilation; access to cold water, restrooms and private space; alternative uniforms if uniforms are worn at work (cooler fabrics, layers, more supplies if frequent changes are needed etc);
- c) Managers being mindful as to whether symptoms are affecting performance and/or attendance at work, and working closely with occupational health specialists to identify any other reasonable adjustments that may make working life easier for menopausal women.

## **2017 Police & Justice Service Group Conference UNISON FINAL AGENDA**

However, recent research on behalf of the British Association of Women in Policing has revealed that many women will not seek adjustments, often due to embarrassment at having to disclose personal issues to a manager, but also because the manager may not be sympathetic or knowledgeable, and their concerns would be dismissed. There is therefore a clear need for better information to be available to managers and colleagues in the service.

Conference calls upon the Service Group Executive to:

- 1) raise awareness of the UNISON and TUC guidance on the dealing with the menopause at work;
- 2) produce and promote guidance for branches on how to enter into discussions with employers on how to support women going through the menopause;
- 3) use all means possible to seek to ensure that the menopause is covered in appropriate training – such as diversity and health related training, both for managers and other staff.

***National Women's Committee***

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### **Campaigning and Promoting UNISON against Privatisation and Outsourcing**

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#### **29. Building Relationships with Fire and Rescue Trade Unions**

The Policing and Crime Act received Royal Assent on 31 January 2017, one of the main points of the act is to enable changes to the governance of fire and rescue services. It places a duty on police, fire and ambulance services to work together and enables police and crime commissioners to take on responsibility for fire and rescue services where a local case is made.

The Act seeks to collaborate all 'blue lights' through the sharing of estates, control room functions and support services. The work has started in many forces in Staffordshire, the business plan has already been accepted and work is being done to identify roles and functions that our Police Staff members are doing that can be moved to the Fire Brigade and vice versa.

Home Office statistics show that police budgets have been decimated through six years of austerity led cuts resulting in the reduction of Police Staff jobs by more than 20% and this threat will most certainly result in the loss of more Police Staff jobs. Additionally, once a service is transferred out of Force or a Local Authority, control is lost making it vulnerable to predatory private companies as a prime opportunity for privatisation.

UNISON must be progressive in forging relationships with sister trade unions and ensure that its Service Groups and structure is able to adapt to this cross sector working in an effort to minimise the impact on police staff jobs and the erosion of our hard fought terms and conditions. We believe that it is important that UNISON now recognises the changes and seeks to build a relationship with the national employer to consolidate the bargaining arrangements for our members.

Conference calls on the Service Group Executive to:

## 2017 Police & Justice Service Group Conference UNISON FINAL AGENDA

- 1) seek to establish organising protocols with trade unions working in the fire sector and establish collaborative forums where trade unions are working together on common issues for the benefit of all;
- 2) work to establish relationships within UNISON at a national, regional and local level that will protect UNISON members working within both sectors and prevent a two tier workforce;
- 3) oppose all attempts to privatise within the new working arrangements;
- 4) consult branches to develop a clear UNISON vision of the future of policing in England and Wales, to identify the necessary protections for our members in any change process;
- 5) look to identify all forums where the future of police structures are being discussed and seek to engage with key police stakeholders on our vision;
- 6) ask for appropriate negotiating arrangements to be put in place at the Police Staff Council for England and Wales to provide that any proposed changes to police force structures are accompanied by appropriate protections for UNISON police staff members;
- 7) ensure Regional Service Groups and Branches are in a position to respond to the challenges which will arise; it is important that we develop a coherent national strategy.

### *Staffordshire Police Staff UNISON*

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#### **30. The effects of austerity on our members and the service they provide**

Our members have lived with austerity for seven long years and as such we have seen the service to the public diminish and the consequences on our members health. In 2015 the chancellor of the exchequer announced in his budget that there would be no further cuts to policing. This was as a direct consequence of the Paris Terror attack on the 13th November. Before this attack occurred, it was expected that there would be another cut of 25% to police budgets.

The reality of the situation can best be explained with this example. if you had five red sweets and five yellow sweets, and took away four yellow and two red, you would have only four sweets left, but the proportion of red sweets would have increased.

Every day there are more calls and more crimes to investigate than there are officers and staff available.

The Home Office will tell us it has protected police budgets, but we all know a protected budget makes no allowance for increasing wage bills or inflation. And we are only now only starting to finish the cuts handed to forces in 2010.

Police budgets continue to be affected by austerity which will continue into the 2020's. Every day our members are fighting to find resources to answer demand. Our Police officer colleagues are under increasing pressure to fill the gaps. Policing has moved from being proactive to reactive. Crime is rising especially violent crime.

## **2017 Police & Justice Service Group Conference UNISON FINAL AGENDA**

The IPCC are conducting more investigations that our members are being pulled into because they have been unable to raise the resources needed.

All this must stop and we need to support our members as much as we can.

Conference instructs the Service Group Executive to:

- 1) work in partnership with our sister unions and Police Staff Associations in raising awareness of the effects of austerity on the police service and our respective members;
- 2) maximise media opportunities to get the message out to the public;
- 3) encourage branches to work together where possible, to raise awareness with members and the public;
- 4) publicise the efforts UNISON is making to support our Police Staff members by use of social media and UNISON publications;
- 5) engage with Labour Link to ascertain how we can maximise our political influence in fighting austerity in the police service.

### ***East Midlands Region***

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#### **30.1**

Insert new paragraph before action points:

Conference welcomes UNISON's campaigns to highlight this reality to our members, potential members and the public. For example, we welcome UNISON-commissioned research by NatCen Social Research into the impact of austerity on LGBT people and services, dated November 2016, which includes many police and justice examples. We also welcome UNISON's public service champions campaign.

Add new action points 5) and 6) and renumber remaining point:

- 5) work with the self-organised groups and young members to identify their specific issues and include these in the campaign;
- 6) feed the police and justice perspective into the public service champions campaign and promote the public service champions campaign among the police and justice service group;

### ***National Lesbian, Gay, Bisexual and Transgender Committee***

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#### **31. The Case for Local Democratic Control of Probation**

Conference notes the series of reports by Her Majesty's Inspectorate of Probation (HMIP) published during 2016/17, which are very critical of the performance of the privatised Community Rehabilitation Companies. Conference is particularly worried over the HMIP warnings that some CRCs are failing in their public protection duties.

Conference believes that most of the fault with CRC performance lies with the Ministry of Justice (MOJ), which privatised probation as part of a major cost-cutting

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exercise. Conference also believes that the MOH is too far away from the front line to successfully manage the private Community Rehabilitation Company (CRC) contracts which were let by the Government in 2015.

By all rights, Police and Crime Commissioners should have been involved in the commissioning of the CRC contracts, but they were kept firmly at arm's length by MOJ Ministers. The MOJ's instinct was to build a centralised command and control model for probation in the mould of the prison service. So PCCs were frozen out and with this any possibility of localism in the procurement process.

Conference notes that probation was first created as a local service, which was democratically accountable via local authority control in the form of the old Probation Committees. The local magistracy was also involved. This localism was the key to the success of probation which naturally had to work closely with the police, local authorities and health service in its area. Probation Boards were deliberately aligned with Police Authority boundaries for this reason.

Conference notes with regret that with each successive reform to probation governance by central government, by administrations of both political persuasions, the local democratic control of probation was gradually stripped out. As Probation Committees were changed into Probation Boards and then into Probation Trusts and finally into Community Rehabilitation Companies, all vestiges of localism were successfully removed. The co-terminosity of Probation and Police was dealt a final coup de grace by the creation of CRCs which crossed not only force areas, but also government regional office boundaries.

Conference believes that probation is a local service which should be run in the interests of local people. Reinventing local democratic accountability for probation would ensure that public safety, effective probation services and the reduction of reoffending became the key priorities again, rather than shareholder profits. For this reason alone, it is now more politically urgent than ever to restore political accountability to the probation service.

Conference therefore calls upon the Service Group Executive to work with the Community Rehabilitation Company Sector Committee, the National Probation Service Sector Committee, the Policy Development and Campaigns Committee and UNISON's Labour Link to:

- 1) Continue to oppose the failing privatisation of probation in England and Wales;
- 2) Campaign for democratic renewal for the Probation Service across England and Wales;
- 3) Work with supportive organisations who share our vision for a democratically controlled Probation Service.

***Police and Justice Service Group Executive***

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### 32. Shared Service – Implications for police staff

Conference notes the ever increasing moves across the public sector to create shared service provision following political pressure from this government and to address savings forced upon the public sector including police, despite the recent so called “protection” from budget cuts in the public sector.

Police staff are in the front line of the creation of large scale shared service provision and the implications for our members include the following-

- 1) Relocation to new work places often with 2 choices to either move or face redundancy.
- 2) The loss of identity and current focus on policing duties as larger organisations look to change the service within the community and cater for a wider agenda.
- 3) Threats to continuous service calculations particularly for redundancy purposes are taking place and affecting members as funding streams move from national to regional structures.
- 4) The failure by forces to release, calculate and be transparent on threats to future job security as police staff move from employer to employer albeit within the public sector.

Conference, the North West region is experiencing increasing issues of concern for members as they face uncertainty around devolution and what that will mean to services. Some specific examples of the world of shared services are:

- a) Lancashire council shared services in HR with Lancashire Police
- b) GMP shared service for HR/payroll with Trafford Council.
- c) A proposed creation of a single Shared Service centre at Cheshire Police HQ between Cheshire Fire and Cheshire Police.
- d) Prospective provision of a forensics service across England and Wales (a tri force provision involving Cheshire, Merseyside and North Wales forces)
- e) Potential creations of a volunteer hub across 4 councils and Lancashire Police.
- f) Regional serious crime prevention – TITAN, COVERT, OVERT

Conference, in the light of the above, calls upon the Police and Justice Service Group to:

- i) Provide advice on employment matters for members facing forced redundancy, TUPE, secondment or relocation to a shared service.
- ii) Campaign to oppose the creation of a shared service where there is no substantial saving to be made but more to reinforce a political ideology.

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- iii) Produce guidance to branches on how to maximise involvement and impact in negotiations that involve different public services in light of Regional devolution.

### ***North West Region***

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### **33. Format of Police and Justice Conference**

Conference notes that Police and Justice Conference has been a successful event since we combined policy making with a seminar agenda to create a two and a half day event. Conference also notes that the current arrangements whereby Retired Members Conference and Police and Justice Conference share a conference venue over one week, with the Police and Justice event taking place over Thursday, Friday and the Saturday morning is set to continue into the future as UNISON benefits from the efficiency costs of two conferences sharing the same venue.

However, Conference notes that it has proved challenging to attract outside speakers at our conference venues on Saturday and, in addition, attendance at the Saturday morning session of the event has fallen away, as some delegates travel home early on this day. Conference recognises that from a work-life balance perspective, Saturday is also a day which many delegates would like/need to spend time with family and friends.

This Conference therefore agrees to change the format of Conference as set out in the Police and Justice Service Group Constitution, from a two and a half day event to a two day event as set out below from 2018:

The format of Conference will be as follows:

Day 1, AM Session	Annual Report and motions
Day 1, PM Session	Plenary and workshop sessions
Day 2, AM Session	Plenary and workshop sessions
Day 2, PM Session	Motions

Conference notes that, under the current arrangements, the proposed two day event would be held on the Thursday and Friday of UNISON's week-long conference venue booking in October of each year. Conference believes that this format will be attractive to delegates, improve participation in all sessions of Conference and provide greater flexibility for inviting external contributors to plenary and workshop sessions.

Conference further recognises the responsibility of all delegates or their sharers to attend all sessions of Conference and encourages bodies sending delegations to stress the importance of attendance when making their nominations.

***Police and Justice Service Group Executive***

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### **34. Police and Justice Branch funding - a Service Group issue?**

Conference recognises the challenges that we smaller branches in UNISON face when it comes to funding. With a decline in membership and the job losses in our sector, coupled with mergers and restructures, funding in some branches is starting to become a barrier to organising and representing.

This challenge has come just as our services are even more greatly needed to deal with disciplinaries, redundancies, restructures and more fragmented workforces.

Conference recognises that the funding formulas are not a matter for the Service Group Executive or this conference, but it may be that the structures and best practice of some branches can help us meet this challenge and acknowledge where we are as a service group in assisting branches.

Conference calls upon the Police and Justice Service Group executive to:

- 1) Survey branches on whether current funding enables them to carry out representation and organising
- 2) Highlight best practice on good use of additional funding available from the GPF by branches in our service group
- 3) Highlight good use of regional pool funds which can assist branches in organising and help with recruitment and retention activities
- 4) Assess how the future financial and membership threats felt by branches in relation to funding can be mitigated and consider the risk to our Service Group
- 5) Provide a breakdown of the challenges and funding streams available to conference in 2018

***West Mercia Police Staff***

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**Amendment Ruled Out of Order**

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The following amendment was ruled out of order because it seeks to change fundamentally the intent of the original motion

**Amendment to Motion 22: Suicide Rates in the Police service**

In point 1)

delete

"commission formal research into the rates and risks of suicide in the police service"

and insert

"better understand the rates and risks of police staff suicide."

***Police and Justice Service Group Executive***