



Police and Justice Conference

Preliminary Agenda

**The Brighton Centre
8th – 10th October 2015**

(Motions contained in this agenda will be debated on 8th October)

2015 Police & Justice Service Group Conference

UNISON PRELIMINARY AGENDA

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2. Volunteers – A dangerous resource – *Lancashire Police*
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Pay, Terms & Conditions

5. Protecting National Collective Bargaining for the National Probation Service and Community Rehabilitation Companies – *Probation Committee*
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Negotiating and Bargaining

Professional and Occupational Issues

1. Volunteers Vs Citizens in Policing

Conference welcomes UNISON's Police & Justice report, "Home Guard' Of Police Support Volunteers To Fill In For Police Cuts", published in October 2014, which shows the disparity between police forces in England and Cymru/Wales in their use of Police Support Volunteers (PSV), the roles they are asked to undertake and the extortionate cost of PSVs in some forces.

The College of Policing is now responsible for the use of PSVs in the police service in England and Cymru/Wales, the responsibility sitting within its "Citizens in Policing" portfolio. One of the aims of the "Citizens in Policing" programme states that PSVs are used to add value, rather than replace the work carried out by paid staff. But, by highlighting the disparity in the use of PSVs between forces and the roles they are asked to do, the "Home Guard' Of Police Support Volunteers" report suggests that some forces are, at the very least, stretching the interpretation of this aim to the limit or ignoring it completely.

Of particular concern is the use of PSVs in roles like, for example, front counter/enquiry office, training and vetting and in some forces operational roles which should be done by paid police staff who have been trained and vetted to do the job and can be held accountable when/if things go wrong. PSVs are often moved into roles "under the radar", usually on the whim of a local area/district commander as a way of, perhaps, re-opening a front counter, closed because of cuts in staff but now wanting to be re-opened due to lobbying from the local community. This means there has been little, if any, consultation with the local UNISON branch about the roles PSVs are asked to undertake and it is only sometime later that the branch officials come to hear about it.

Some forces stated, even before the election, they were planning on doubling their use of PSVs. With the election of a Tory majority government the prospect of further cuts to police staff numbers is real and worrying which can only mean the use of PSVs will be much greater than forces had stated. Indeed, one force, North Yorkshire, seems to have taken the use of PSVs a step further by having a volunteer, 'contributing his time freely', "Chief Officer of Citizens in Policing", who will sit on the force's chief officer team alongside the Chief Constable (CC), Deputy CC and Assistant CCs – a worrying prospect as this can only mean this force wants to greatly increase its use of PSVs – and in a force that already has one of the highest uses of PSVs in terms of hours worked.

The "Home Guard' Of Police Support Volunteers" report highlights many of the issues and concerns Police Staff branches have about the use of PSVs by their force. These issues and concerns will only be exacerbated when Police and Crime Commissioners (PCC) and CCs have their budgets cut yet again by the Tory government and in trying to address the inevitable cuts in staffing look to PSVs to fill the gaps.

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With the likelihood of an increase in the use of PSVs, the disparity in their use between forces, with some more keen on their use than others, and the inconsistent way in which PSVs are used by some forces i.e. the roles they are asked to undertake, conference calls on the Service Group Executive to:

- 1) work with the College of Policing in publishing up to date and comprehensive guidance on the use of PSVs by forces including a list of acceptable/non-acceptable roles PSVs can undertake;
- 2) issue interim guidance and advice to Police Staff branches on how to pro-actively counter the use of PSVs in their force, especially in roles once done by paid police staff, prior to any guidance being forthcoming from the College of Policing to PCCs and CCs;
- 3) highlight in the media the extortionate cost of PSVs in some forces as a way of trying to reduce their use at the expense of paid Police Staff.

North Yorkshire Police

2. Volunteers – a dangerous resource

Conference notes that more and more every Police Force is looking to use Volunteers where Police Staff once worked. This has been the case for some time and many Branches are now struggling to address this and many Police Crime Commissioners are in support of their use and extending their use and numbers.

Many forces with the support of Police and Crime Commissioners are now looking to use Volunteers in ‘specialist’ areas of policing under the auspices of ‘building additionally into specialist departments’?

Conference believes that due to budget cuts and cuts to ‘vetting units’ many forces are not properly vetting volunteers this leaves force systems vulnerable to abuse and misuse and our members vulnerable to misconduct allegations for not monitoring volunteers in their departments.

Conference accepts that now the time is right to review the use of volunteers across forces, vetting practices and released volunteers due to issues of tenure.

Therefore conference calls upon the Service Group Executive to undertake a piece of work to:

- 1) identify numbers of Volunteers in each Force area;
- 2) roles performed by Volunteers, including those in specialist areas;
- 3) freedom of Information Request to ascertain how many volunteers have been subject to Misconduct procedures. Including how many left prior to misconduct investigation;

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- 4) what vetting procedures are undertaken in relation to volunteers;
- 5) report back to this conference in 2016.

Lancashire Police

3. Vetting

Conference understands the need to Vet Police staff both prior to and post-employment. Conference supports the Police Service in its aims to provide a safe and secure provision for the public and the staff who work within it. Threats from corruption and terror are very real and the vetting process is a useful tool in the prevention of both. The application of the vetting process is intrusive by nature and members will occasionally be subject to further investigation which may result in the withdrawal of vetting status.

Some of the forms used in the process are unclear and ambiguous; this conference believes that all forms should be clear and unambiguous, with precise questions that spell out clearly what information is required. Conference believes that where an anomaly is identified through the vetting process that the first action taken by the employer is to interview the individual concerned to check information that has been supplied.

Conference believes that immediately moving matters to a Professional Standards Department investigation is not in the best interest of the organisation or the individual concerned. The default position that an individual is either lying or disingenuous is unacceptable. Each case should be dealt with under its own circumstances and a proportionate response be forthcoming.

Conference instructs the Service Group Executive to:

- 1) contact branches requesting information about where the vetting process could be improved;
- 2) based on the information collected and taking into account the issues raised above, to call for a review of the vetting procedures through the National Vetting Working group of which UNISON has a seat.

Leicestershire Police

4. College of policing

Conference notes with concern that work being undertaken by the College Of Policing is failing to take into consideration the needs and concerns of Police Staff. Conference therefore calls upon the Service Group Executive to review its interaction and representation at the College. The purpose of this review will be to improve relations with the college and to ensure so far as is reasonably practicable better representation for Police Staff in the decisions of the College.

Leicestershire Police

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Pay, Terms and Conditions

5. Protecting National Collective Bargaining for the National Probation Service and Community Rehabilitation Companies

Conference notes with concern the threat to the future of the National Negotiating Council (NNC) for the Probation Service. The NNC was created in its current form in 2000 to cover the amalgamation of probation boards and the creation of a single-table bargaining machinery for all probation staff. Since that date, the NNC has been a very successful collective bargaining body which has consistently delivered quality pay and conditions to probation staff.

Conference acknowledges the high quality NNC Joint Secretarial function which for many years provided for effective dispute resolution between employees, recognised trade unions and employers, plus the employment advice service which the NNC provided to Probation Boards and then later Probation Trusts. Along with a very comprehensive national handbook of terms and conditions, and the ground-breaking 2006 probation pay and grading reforms, the NNC has much legacy work to be proud of. The NNC created a negotiating climate in which partnership could and did flourish for the benefit of employees and employers alike.

Conference is reminded that when the Con-Dem government abolished the 35 Probation Trusts in June 2014, to create the National Probation Service (NPS) and the 21 Community Rehabilitation Companies (CRCs), the probation unions fought long and hard to retain the NNC as a single table bargaining machinery to cover members across all these new employers. This was a significant achievement and one which required the threat of UNISON industrial action in December 2013 to see this protection for members incorporated into the NNC Staff Transfer and Protections Agreement.

Conference notes that since June 2014, the National Probation Service has made no secret of the fact that it wants to create a separate bargaining machinery for those ex-Probation Trust staff who now work for the NPS as core civil servants. On the face of it, any such development would see the demise of the NNC as a single table covering both NPS and CRC staff. This would leave UNISON members working for one of the 21 CRCs in a very vulnerable position, regarding the future of national bargaining for pay and conditions, given that the 21 CRCs are now owned by a small number of large private sector companies.

Conference recognises that the NNC needs to be reformed to fit the new employer environment, but believes that this can take place while still retaining a single table bargaining machinery covering both NPS and the CRCs. Conference is aware that part of the ACAS conciliation, following the UNISON call for strike action over probation pay 2014, did set up a process for the NNC parties to begin discussions on the future of national collective bargaining.

Conference therefore calls upon the Service Group Executive to work with our National Probation Committee to:

- 1) seek to defend national collective bargaining, in principle and practice, for UNISON probation members across the NPS and the CRCs;

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- 2) maintain the National Negotiating Council machinery for NPS and CRC members, but with flexibility to amend the constitution and national handbook of terms and conditions as necessary to achieve this aim;
- 3) liaise with our sister union Napo to help achieve this objective;
- 4) promote the value of national collective bargaining to NPS and CRC members.

Probation Committee

6. Defending National Collective Bargaining in Police and Justice

Conference recognises that National collective bargaining has delivered decent pay and conditions for our members in police, probation and CAFCASS over many years and is something worth defending.

Following the general election result, national collective bargaining may come under pressure from employers and politicians who do not support a national focus to pay and conditions for public sector workers. National collective bargaining is easy to understand, fair, transparent and democratically controlled by trade union members.

Conference believes that national collective bargaining is worth defending because:

- a) All staff are treated fairly and consistently, regardless of which employer they work for
- b) Decent pay and conditions raise staff morale and attract talented people to join the police, probation and CAFCASS
- c) Good terms and conditions are incorporated into staff contracts of employment
- d) Union members get a say in their pay and conditions via their trade unions
- e) Fairness and equality are protected

Conference is extremely concerned at the threats to national collective bargaining which have emerged in the police and probation services. Conference notes that Home Office funding for the Police Staff Council is only guaranteed until September 2015 and that the National Probation Service (NPS) has given notice that it wishes to dismantle the National Negotiating Council for the Probation Service and create separate machinery for NPS and the 21 Community Rehabilitation Companies (CRCs). Conference recognises that local bargaining risks downward pressure on the quality of our members' terms and conditions in both police and probation.

Conference acknowledges the achievements of both the Police Staff Council and the Probation Service National Negotiating Council over the many years since their creation in 1996 and 2000 respectively. These achievements include:

- i) The creation of single status pay and conditions agreements in 1996 and 2006
- ii) Collective agreements on annual pay revalorisation for every year since 1996

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- iii) Comprehensive national handbooks of terms and conditions
- iv) A partnership approach to collective bargaining
- v) Joint dispute resolution machinery
- vi) The maintenance of industrial peace for nearly 20 years

The Police Staff Council is currently involved in a major review of police staff pay and reward which it is hoped will deliver an offer which UNISON can recommend to members at ballot later this year. The National Negotiating Council is involved in seeking to settle the 2014 pay dispute with the assistance of ACAS.

Conference therefore instructs the Service Group Executive to work with the Police Staff Sector Committee and Probation Sector Committee, branches, activists and members to mount a campaign to:

- 1) Publicise to members the benefits of national collective bargaining;
- 2) Seek to defend national collective bargaining across all sectors within the Service Group;
- 3) Lobby key stakeholders, employers and politicians to retain support for national collective bargaining across all Service Group sectors;
- 4) Work with sister trade unions in all Sectors in defence of national collective bargaining.

Police and Justice Service Group Executive

7. Co-ordination of Pay Claims for all Police Staff in England and Wales

Conference notes that UNISON represents members working for police forces in England and Wales whose annual pay award is not decided by negotiations at the Police Staff Council for England and Wales. These members include:

- a) Police staff working for forces which are currently opted out of the Police Staff Council, namely: Kent Police, Surrey Police and Thames Valley Police
- b) Police staff working for private contractors providing services for police forces in England and Wales

Conference recognises that in those police forces currently opted out of the Police Staff Council, there are long established arrangements for negotiating the annual pay awards for police staff. There is no suggestion in this motion that these arrangements should change and Conference recognises that it is for the branches and members in those forces to determine their pay negotiating arrangements, taking relevant advice from the union at regional and national level in relation to matters such as equality proofing etc.

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However, Conference believes that it is in the interests of all our police staff members for UNISON to take a role in co-ordinating the pay claims in both PSC and non-PSC forces to ensure that there is collaboration in the construction of claims where appropriate and that key service group objectives in relation to pay equality are mainstreamed.

Conference is also aware that many of the private contractors working in the police service do not properly recognise UNISON for the purposes of collective bargaining and do not therefore allow the union to negotiate over the annual uplift in pay, if any, that is awarded periodically to their staff.

Conference believes that this is unacceptable and that UNISON should be playing an active role in pay bargaining for those private sector police staff that we represent.

Conference therefore instructs the Service Group Executive to work with the UNISON Police Staff Council (PSC) Committee to:

- 1) gather information on the current pay negotiating arrangements for police staff in England and Wales which are outside the Police Staff Council, both in the public and private sectors;
- 2) explore with those branches and regions covering police staff in forces opted out of the PSC a means of potentially co-ordinating pay claims on an annual basis where this is possible;
- 3) seek recognition for the purposes of collective bargaining with all private contractors working for police forces in England and Wales;
- 4) notwithstanding the outcome of the requests for recognition, work with the branches representing members working for private contractors to submit annual pay claims for these members;
- 5) seek to co-ordinate the pay claims for members working for the private sector with the PSC pay claim where possible;
- 6) provide a report to the 2016 Service Group Conference on the outcome of this work programme.

Police Staff Council - England and Wales

8. Future of the Police Staff Council

Conference is aware that Home Office funding for the Police Staff Council (PSC) for England and Wales is currently guaranteed only to September 2015. This funding provides for the offices of the Employers Side Secretariat, which has been delivered since the inception of the PSC in 1996 by the Local Government Association.

Conference is aware that since the demise of the Police Negotiating Board (PNB), the Home Office no longer funds the negotiating machinery for police officers, which has been replaced by the new Police Pay Review Body (PPRB), run from the Office of Manpower Economics (OME). Underneath the PPRB is a consultative body funded by the National Police Chiefs Council (NPCC) and the Association of Police

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and Crime Commissioners (APCC) where the police associations and the employers come together to discuss employment matters other than the annual pay award.

Conference believes that the continuation of Home Office funding for the Police Staff Council is absolutely essential for the following reasons:

- a) The PSC has been a successful negotiating machinery for the last 19 years and has maintained industrial peace for the entirety of its existence.
- b) The PSC is currently in the middle of a major negotiation on the future of police staff pay and reward, which will not be concluded by September 2015, and therefore any withdrawal of Home Office funding would seriously jeopardise the outcome of these negotiations.
- c) The government is providing significant public funding for the PPRB and it would therefore be unfair and unjust for government funding not to be provided for the equivalent police staff negotiating body.

Conference therefore instructs the Service Group Executive to work with the Police Staff Council to:

- 1) seek to ensure that Home Office funding for the Police Staff Council is maintained;
- 2) work with the Police Staff Council Employers Side to maintain the current funding arrangements;
- 3) work with the other PSC trade unions – Unite and GMB – to seek to safeguard PSC funding;
- 4) seek to ensure that there are contingency plans in place to protect the Police Staff Council as a national negotiating body.

Police Staff Council - England and Wales

9. Future of Police Force Structures in England and Wales

Conference recognises that the next five years will likely see changes to the structure of police forces in England and Wales. Although the Conservative government claims to have no plans to create force mergers, the onward march of collaboration and the ongoing bite of austerity cuts, which are expected to be no less than were experienced in the last parliament, will surely force changes to the present configuration of policing as we know it.

Conference also acknowledges that:

- a) It was the Association of Chief Police Officers' position that the current 43 force structure is no longer fit for purpose and that the creation of larger regional forces is the way forward.

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- b) The HMIC report 'Reshaping Policing for the Public' on the future of policing under continuing austerity proposes a radical solution to the pressure of cuts, which would see most protective and corporate services regionalised and some protective functions transferred to some form of national provision.
- c) The HMIC Efficiency Reference Group is proposing new ways of police forces doing business in order to maximise productivity in a time of further cuts to police budgets.

Conference believes that UNISON's voice must be heard in the debate which is now starting over the future structure of policing in England and Wales. Our members' interests and our members' vital role in delivering policing must be recognised by policy makers and politicians in this debate.

Conference therefore instructs the Service Group Executive and the Police Staff Council Committee to:

- 1) 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;
- 2) identify all forums where the future of police structures are being discussed and seek to engage with key police stakeholders on our vision;
- 3) seek to ensure that UNISON's vision is communicated with police leaders, policy makers and government ministers;
- 4) liaise with UNISON Labour link to influence the views of PCCs and MPs over our vision for the future of police structures;
- 5) 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.

Police Staff Council - England and Wales

10. Protecting UNISON Members in the National Probation Service

Conference notes that the National Probation Service (NPS) has embarked on its E3 programme to review and reform the delivery of probation services which it inherited from the 35 former Probation Trusts on 1 June 2014. The purpose of E3 is to design a new operating model for the NPS in the following areas of NPS work: courts, community supervision, integrated offender management, prisons, sex offenders, approved premises, commissioned services, youth offending, victims, ICT, HR and estates.

The E3 programme will therefore impact on all areas in which UNISON NPS members work. In the current austerity environment, Conference is concerned that the impact of E3 may result in:

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- a) fewer staff being employed to deliver more services
- b) downward pressure on job evaluation outcomes, as former Probation Trust pay and grading decisions are reviewed, or new posts are designed and evaluated
- c) staff being recruited on non-NNC terms and conditions, as has been the case with relief staff working in approved premises
- d) more services being outsourced to the private sector
- e) staff being forced to redeploy into different areas of work, as is happening with probation service officers who currently work in prisons
- f) greater health and safety risks as workloads expand without proper workload measurement and management systems

Conference notes that UNISON is a member of the NPS E3 Forum which provides for engagement between unions and employer on the E3. Conference instructs the Service Group Executive to work with the National Probation Committee to:

- 1) engage fully with the E3 programme to protect the interests of UNISON members working for the NPS;
- 2) seek to put UNISON representatives onto all the E3 programme work-streams to seek to maximise UNISON's influence on outcomes;
- 3) seek to protect the pay and conditions of UNISON NPS members as part of the E3 programme, particularly in relation to the harmonisation of pay across the NPS and in respect of the creation of new posts which might threaten to undercut rates for existing jobs;
- 4) oppose any privatisation proposed by the E3 programme;
- 5) consult members and branches on key issues coming out of the E3 programme;
- 6) use the E3 programme as an organising tool to recruit more members and activists.

Probation Committee

11. Attack on Facility Time

Conference, the Cabinet Office Guidance of Trade Union Facility Time & Facilities in the Civil Service, published in October 2012, by the union bashing Tory government has had a devastating impact on our public sector colleagues in the Civil Service and, as a consequence, our even closer colleagues in the Probation Service who are now part of the Civil Service.

The guidance applies to all government offices and departments but, because the Probation Service is now part of the Civil Service, Probation Service UNISON reps, branch officers, as well as their members are already experiencing firsthand the terrible impact of the Cabinet Office Guidance.

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The guidance hinders the ability of UNISON Police & Justice reps to represent their members and restricts activists' access to appropriate training and development, as it limits the overall time allowed as facility time spend to 0.1% of departmental budgets – shared between all recognised Trade Unions. Meaning, in some forces, UNISON reps and officials would have to split the allocation of facility time with their colleagues in the other unions that are recognised by their force.

The guidance, worryingly, curtails 100% facility time, meaning there will be restrictions on full-time branch officials, and it also limits the time a person can hold a Trade Union post to 3 years. This would not only hit our smaller Police & Justice branches particularly hard it could also mean the loss of experience and knowledge in all our branches as experienced branch officers and reps will effectively be forced out of post.

Some UNISON police staff branches may already be experiencing a review of facility time by their Police and Crime Commissioners and Chief Constables but, not on the same scale or to the same extent as our colleagues in the Probation Service, who are probably the first sector within the Police & Justice service group and maybe within UNISON as a whole to feel and suffer the full impact and consequences of the Cabinet Office Guidance, so this is very much a Police & Justice service group issue.

The Cabinet Office Guidance is nothing short of a direct attack on Probation Service branches' right, legal right, to organise, campaign and represent their members, and our colleagues in the Probation Service are doing all they can to counter the consequences of the Cabinet Office Guidance but, with the election of a Tory majority government there is a very real danger it will soon affect all sectors of the Police & Justice Service Group, including Police Staff branches.

So that UNISON Probation Service branch officers and reps can continue to represent their members effectively and to help ensure all other Police & Justice branches don't suffer the same fate as our colleagues in the Probation Service Conference calls on the Service Group Executive, by all appropriate means, including working with the National Probation Committee, to:

- 1) campaign to protect facility time;
- 2) seek to challenge the legitimacy of the Cabinet Office Guidance on Trade Union Facility Time;
- 3) Produce a toolkit to help and allow Police & Justice UNISON activists engage with the campaign to protect facility time by highlighting the impact the Cabinet Office Guidance has had on our Probation Service colleagues.

North Yorkshire Police

12. Changes to Shift Allowances - don't think this will not affect you

Proposals from the employers side to remove or reduce shift allowance from Police staff is a dangerous move which will have an impact on more than just shift workers.

Staff who work shifts are paid a shift allowance in recognition of the anti-social hours that they work. This pay makes up a large proportion of their pay. Loss or reduction

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of shift allowance will have a huge financial effect on their take home pay and will lead to a loss of skills and demotivated work force who will be looking for work elsewhere.

The flip side of this proposal will be that with no shift allowance payable, staff who traditionally work regular office hours could find themselves expected to work unsociable hours without any financial recompense.

This change would have an impact in a number of ways including increased costs around child care and difficulties getting to work if you rely on public transport.

Loss of shift allowance will be disastrous for all of us.

Conference calls on the Service Group Executive and Police Staff Sector Committee to fiercely defend our Terms and Conditions. To widely publicise proposals and their consequences to all members and to provide publicity materials to enable branches to get the message out to members that this attack on our terms and conditions is a step too far.

Eastern Regional Police and Justice Committee

Equalities

13. Bring back diversity

Conference notes that the Police Service, the National Probation Service and the 21 Community Rehabilitation Companies are facing ever deepening cuts. Equality and diversity officers, equality initiatives and diversity training can be seen as easy targets, a luxury for the good times, contrasted to so-called front line services.

Conference asserts that equality is never a luxury. Specialist equality posts and targeted equality actions, together with equality impact assessment of practices, procedures and changes should be an essential part of good employment and good service delivery across police and justice.

In the context of cuts to many equality posts and initiatives, Conference welcomes moves to revitalise the Gay Police Association in England as the National LGBT Police Network, involving both police officers and police staff. This is alongside the existing National Trans Police Association, which will have a seat on the national board of the new LGBT Network, and the Gay Police Associations in Scotland and Northern Ireland. While such equality groups should not be a substitute for mainstream organisational action on equality, or be used to bypass the unions on representing LGBT members or on negotiations, they can provide a vital lifeline, particularly with strong trade union involvement.

Conference notes that the diversity organisations within probation have survived drastic cuts to their funding and facilities. Despite these cuts, they continue to organise, with the support of UNISON and NAPO. A number of our activists are involved in LAGIP, which supports LGBT staff working within probation and family courts in England and Wales. They also work with Trusts and NOMS on equality impact assessments and other issues.

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

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- 1) continue to call for specialist equality posts and equality initiatives across police and justice services, as well as the mainstreaming of equality impact assessment as part of business as usual;
- 2) continue to promote UNISON engagement with equality networks within our sectors, alongside our own self-organisation.

National Lesbian, Gay, Bisexual and Transgender Committee

14. Equal marriage – equal divorce

Conference welcomes the vital role of Cafcass staff in safeguarding and promoting the welfare of children during family court proceedings. This includes promoting the welfare of children when their parents are separating or divorcing and can't agree on arrangements for their children, ensuring the children's voice is heard.

Conference notes that lesbian, gay, bisexual and transgender (LGBT) people have always had children. In the past, what were then known as custody proceedings would routinely rule that LGBT people were by definition unfit parents, so LGBT people would usually seek to avoid any contact with the courts over such issues, if they possibly could. But with changes in social attitudes and the introduction of civil partnership and now same sex marriage, more cases arising from the breakdown of LGBT families are coming before family courts.

Conference notes that such societal shifts are not always acknowledged and taken into account in staff training, particularly when budgets are being drastically cut. Conference is concerned that the £286 million budget reduction - that has led to a cut to staffing and a cut to training - places the remaining staff under considerable strain. This cannot but impact on service delivery. Cafcass officer reports based on uninformed views of LGBT people can lead to inappropriate orders being made by judges.

While Cafcass may provide specialist training when officers make the case for the professional need for it, conference notes that the people who most need the training are the least likely to identify this need.

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

- 1) seek information on the amount and type of equality training provided to Cafcass officers over the past five years and identify trends and gaps;
- 2) check in particular whether training on LGBT equality issues is up to date;
- 3) raise this as a negotiating issue.

National Lesbian, Gay, Bisexual and Transgender Committee

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15. A Shift in Equality

Conference has seen the damaging effect the cuts in the policing budget has had in the workplace over the last few years and with the Conservatives winning a majority at the General Election in May it offers a bleak outlook for all working in policing.

We have seen controls rooms reduced and centralised, Custody Suits moved into central lock ups and many services moved from local stations into city centre locations. Shift patterns for 24/7 staff have mirrored a more demand lead approach to resourcing.

Increasingly we are seeing staff who require reasonable adjustments due to disabilities being removed from these departments due to be unable fulfil a 24/7 shift pattern and placed in daytime roles at a significant detrimental financial cost to them. In the past it was common for forces Occupational Health Departments to make an adjustment for staff with certain disabilities not to work a night shift but continue to work earlies, lates and weekends as the condition didn't exclude them from working those hours. We now see no room for disabled staff in those areas as an approach of you have to work 24/7 or there is no room for you here.

Are we moving in a direction that due to a reduced workforce and a need to meet demand with fewer staff that forces will directly remove disabled people from certain areas of frontline policing and accommodate them in more of a Monday to Friday administration type roles.

Equality law recognises that bringing about equality for disabled people may mean changing the way in which employment is structured, the removal of physical barriers and/or providing extra support for a disabled worker or job applicant.

This is the duty to make reasonable adjustments.

The duty to make reasonable adjustments aims to make sure that as a disabled person, you have, as far as is reasonable, the same access to everything that is involved in getting and doing a job as a non-disabled person.

When the situation arises, your employer is under a positive and proactive duty to take steps to remove, reduce or prevent the obstacles you face as a disabled worker or job applicant.

Many of the adjustments your employer can make will not be particularly expensive, and they are not required to do more than it is reasonable for them to do. What is reasonable depends, amongst other factors, on the size and nature of your employer's organisation.

Conference this cannot only be an issue in the West Midlands and we call on the Service Group Executive to:

- 1) conduct a survey of all police forces to see the impact the cuts are having on disabled members in policing;
- 2) raise this to APCC and NPCC;

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- 3) work with the Disabled Members Committee to highlight the impact the austerity agenda is having on disabled members in policing.

West Midlands Police Staff Branch

16. Assistance Dogs as Reasonable Adjustments for Disabled People Working in Police and Justice Services

UNISON's disabled members are aware of their right under employment and occupation provisions within the Equality Act to request reasonable adjustments that will assist them to remain in the workforce. Recent reports however advise that some employers do not understand that assistance dogs can be a legitimate reasonable adjustment and in doing so lose the remedy to barriers faced by some disabled people in the workplace. Whilst police and justice members might actively support organisations that fund-raise to train assistance dogs to support disabled people who are visually impaired, those who are Deaf (first/preferred sign language users), people who are hard of hearing or those who require support of a physical nature etc, there is very little information available to disabled people themselves, employers or trade union activists about the role that assistance dogs can play in the workplace to remove barriers to work.

Assistance dogs are trained to the same high standard as guide dogs that support visually impaired people. They are evaluated from the first few weeks of their lives and this evaluation continues throughout the rigorous training programme they undergo and throughout their assignment to provide assistance to the disabled person. However, assistance dogs are not as common-place in the workplace as guide dogs and both employers and fellow employees can be ignorant of their value. There is little advice or guidance available about how an employer should go about preparing the workplace or staff for the arrival of an assistance dog and how to overcome misconceptions and ignorance.

Lack of information about the role of assistance dogs as a reasonable adjustment can lead to delays in implementing enabling facilities and cause a disabled worker to lose out on career development opportunities. Often disabled people themselves are expected to learn everything about the potential adjustment and to educate the employer about their new form of assistance. Dealing with other staff members' concerns and fears may also be left for the disabled person to deal with. This can include challenging spurious arguments about health and safety risks to other workers and risks to the public where front line jobs are concerned, which should be the role of the employer.

Conference therefore calls upon the National Police and Justice Service Group to work with the National Disabled Members Committee to:

- 1) Consult with regional police and justice service and disabled members' regional groups for advice on experience of negotiating agreements that include the provision of assistance dogs as a reasonable adjustment in accordance with the Equality Act.
- 2) Consult with appropriate dog training organisations with a view to developing guidance for UNISON Police and Justice branches

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- 3) Offer the guidance to the TUC to share among its affiliated unions.
- 4) Request the Department for Work and Pension and the Advisory, Conciliation and Arbitration Service produce guidance on Assistance Dogs as a reasonable adjustment.

National Disabled Members Committee

Health and Safety

17. Health and Safety

Conference is concerned that Health and Safety has fallen off the list of priorities for the service group. Many of our members continue to work in hazardous circumstances, such as environment and stressful situations. It is important that the Service Group ensure so far as is reasonably practicable, that Health and Safety remains a key part of the Service Group Executive work program.

Conference calls on the Service Group Executive to:

- 1) proactively engage with the College of Policing and other relevant bodies to enable Police and Justice Members issues to be raised where appropriate;
- 2) provide regular updates on Health and Safety matters relevant to Police and Justice Members arising out of the engagement above at 1.

Leicestershire Police

Health and Wellbeing

18. Health and Wellbeing

Conference welcomes all initiatives to improve the health and wellbeing of our members, however there are concerns that need addressing as part of these initiatives namely:

- 1) Staff are unable to take the refreshment breaks they are entitled to during working hours.
- 2) Staff are not being paid for overtime worked and pressure is being put on them to take this as time off at a later date.
- 3) Staff are being forced onto shift patterns in order to meet budget shortfalls, patterns that do not necessarily aid the work/life balance of our members and patterns that also lead to a reduction in income.
- 4) Scant consideration is given to our members caring responsibilities whether it be for children or other dependants.

Despite the reducing workforce there are ever increasing expectations from government and the public to maintain service delivery and our members are under continuous pressure to deliver the same level of performance with significantly reduced resources.

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The first steps to improving health and wellbeing must be to look at the management of the workplace, how work is organised and how staff are supported.

Whilst we welcome the work already done by some of our employers conference calls upon the Service Group Executive to:

- a) Conduct a survey of branches to ascertain what policies/procedures are in place to address health and wellbeing and to promote to branches areas of good practice.
- b) Seek to ensure that employers adopt the areas of good practice identified and with branch involvement introduce procedures to promote health and wellbeing that fully support our members.

Northumbria Police

19. Wellbeing

Conference notes with concern that since the release of the UNISON police staff stress survey in 2014, the situation has worsened.

In that survey, increased workload, uncertainty about job security, concerns about the cost of the living and lack of support from management were highlighted as major concerns.

The election of a Tory government, who will now press forward with further cuts and privatisation, will only increase those pressures, with little relief for staff who are struggling to balance their home and work lives, whilst facing potential public sector pay freezes and a lack of any cohesive stress management support in the majority of forces.

Conference welcomes UNISON's involvement with the College of Policing Wellbeing project and calls upon the service group executive to:

- 1) seek to ensure that the issues raised in the UNISON police staff stress survey are addressed in the work of the Wellbeing project;
- 2) work with the College of Policing and all other appropriate bodies to seek to improve occupational health provision for police staff in England and Wales
- 3) take any opportunity presented by the Police Scotland staff survey 2015 to enter into discussions on the similar issues affecting police staff in Scotland.

National Women's Committee

20. Workplace Mental Health Issues in Police and Justice Services

Official statistics produced by mental health charities advise us that 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

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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. Too often disabled members may feel their only option for survival is to leave work. However pension schemes may offer little financial security for members while they are out of work, and at the same time facing economic and social barriers as a result of discrimination.

Conference also 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 signed) are at increased risk of mental ill-health. However, being Black, LGBT a disabled woman or a Deaf worker with mental ill-health is particularly detrimental as many services do not recognise the complexities of multiple identities, or indeed offer appropriate access to their services.

Misconceptions about sexual orientation, race or ethnicity, gender identity and/or surdophobia do little to encourage disabled Black, disabled LGBT, disabled women and Deaf people to seek assistance or access the services they need. Some services that used to exist to meet the mental health needs of disabled Black and disabled LGBT people have lost funding due to the austerity measures of the past government.

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 and occupational pension issue and ensure campaigns address the specific concerns of all disabled workers;
- 4) Identify and circulate good practice by branches and regions in supporting and representing disabled members experiencing mental ill health;
- 5) Encourage the provision of employer training in mental health issues, particularly for those involved in human resource management and the management health and safety infrastructure;

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- 6) Encourage regions and branches to recognise that mental ill health is a workplace issue and that negotiations on local workforce sickness management policies should recognise and make provision for mental ill health;
- 7) Highlight to branches and regions what constitutes a disability with regards to mental ill health under the Equality Act 2010 and support members in seeking reasonable adjustments, including early retirement.

National Disabled Members Committee

21. Stress in the Workforce

Conference over recent years Police Staff numbers have declined drastically with the impact of the Austerity measures imposed by the Government. Since 2010 nearly 19% of the workforce has been cut- that equates to over 15,000 Police Staff and yet the work load has not reduced. It means less staff doing more work for the same pay in the same hours.

As job security is constantly under threat, Regionalisation is around every corner and everyday job pressures continue to be at the forefront of our world more and more Police Staff are feeling the ongoing pressure to perform well, hit ever reducing targets and deadlines with the fear of they may be next in line to go.

Police Staff are facing daily changes to working practices in the bid to stream line processes or reduce internal and external costs without little or no thought on extra training or longer term consequences by management – as long as the job is done. This adds extra pressure onto staff that are already working to full capacity and above with little or no time for them to actually read or take on-board new instructions.

Therefore we ask the Service Group Executive to:

- 1) Work with National and Regional Health and Safety Committee and the Wellbeing project on the findings of the 2014 Unison Police Staff Survey;
- 2) Work with the College of Policing to improve the access and provision of occupational health for Police staff – especially trained stress Counsellors;
- 3) Work with the TUC to develop dedicated Stress in the workplace training packages for Stewards.

Derbyshire Police

22. Stress in Control Rooms or Contact Centres

Conference notes with grave concern the impact that the Government's austerity measures are having on the health, safety and well-being of our members working in control rooms in Police Forces.

Many control rooms across our Police Branches are facing greater pressure than ever. They are dealing with an already stressful job with limited numbers of staff, and this has an effect on their health and well-being. The result of this pressure and resulting stress means that increasing numbers of members are being absent from

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work with work related stress or issues with existing health conditions which are exacerbated by the stress they have been placed under. This unfortunately compounds the stress and pressure on members of staff who are already under a great deal of stress in attempting to cover for those who are off because they are unwell.

Conference notes examples of staff members not taking their breaks, and in some extreme cases, of Supervisors actually recalling people from their lunch break to cover when things get busy. This is not only unsustainable as many members quit not being able to cope in these environments but is not fair on our members. Our members work hard in the control rooms to help keep the public safe, but who is making sure they are safe carrying out their work. Conference it is our job as UNISON representatives and as trade unions to make sure this situation does not continue.

We therefore call on the Service Group Executive to seek to:

- 1) Use the details from the Stress survey to highlight how austerity is having an impact on the health, safety and well-being of our members;
- 2) Survey control room/contact centre staff on the impact of stress with a short online survey
- 3) Highlight how stress is affecting staff in control rooms/contact centres;
- 4) Mount a campaign on how stress is affecting our members and the detrimental effect it is having on our members' health and private lives.

West Mercia Police Staff

Organising and Recruitment

23. Protecting UNISON members in the Community Rehabilitation Companies

Conference notes that on 1 June 2014, 8,000 former Probation Trust staff were transferred from the outgoing Probation Trusts to one of the 21 new Community Rehabilitation Companies (CRCs) as a result of the government's misguided Transforming Rehabilitation reforms. On 1 February 2015, the CRCs were sold into private ownership by the Ministry of Justice. Five large private companies/private-sector led consortia now own 18 of the 21 CRCs.

These new owners are now starting to put the proposed future operating models for their CRCs into the public domain. Although the full details of these models are not yet fully disclosed, we have already seen:

- CRCs proposing job cuts of up to 40% of their workforces.
- The use of biometric reporting machines replacing the work of employees.
- Closure of corporate service departments and the transfer of these functions to parent company shared service centres.

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- Attempts to worsen the terms of the national enhanced voluntary redundancy scheme.
- The use of private sector and voluntary sector sub-contractors to provide CRC services, thereby fragmenting the probation workforce further.
- A two-tier pension system coming into being, as CRCs offer new starters inferior defined contribution pension schemes.

Conference believes that these and other changes are going to fundamentally change the delivery of probation services to communities and service users for the worse, and place CRC staff in an increasingly vulnerable position in relation to workloads and stress.

Conference therefore calls upon the Service Group Executive to work with the National Probation Committee, Regional Police and Justice Committees and branches:

1. Monitor and review the CRC operating models as they emerge
2. Campaign against any CRC operating models which UNISON believe to be unworkable or unsafe, including press and publicity work as necessary
3. Seek to ensure that the health and safety of UNISON members working for the CRCs is protected
4. Campaign for each CRC to have a proper workload management tool which protects staff interests
5. Defend the terms and conditions of CRC staff
6. Recruit and organise effectively in the CRCs to seek to ensure that UNISON is highly visible in CRC workplaces
7. Support UNISON representatives in the CRCs

Probation Committee

24. Recruiting and Organising in Police and Justice

Conference notes that five years of public sector cuts to police and justice have taken their toll on UNISON membership levels across all Sectors within our Service Group. Conference recognises that these cuts are likely to be repeated over the course of this current parliament and will only intensify the pressure on our membership. While UNISON will oppose such cuts, and the damage that shrinking the workforce will do to public services, these dangers will present a very real threat to UNISON's strength in the workplace and needs a robust organising response from our union.

In addition to the cuts, Conference notes that we continue to also face major challenges to our current membership base from:

- a) The on-going privatisation of police and probation services

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- b) The increasing pace of police force collaboration and strategic partnerships, and
- c) The threat to national collective bargaining in both police and probation

Conference is particularly concerned at the decision of the Secretary of State for Justice in March 2015 to give notice on the removal of check-off facilities for UNISON members working for the National Probation Service from the end of September this year. Conference recognises that it is absolutely essential for UNISON to rise to the challenge of check-off being removed for these members and that we ensure that all NPS members successfully transfer onto direct debit payment of their UNISON subscriptions before the end of September. Conference welcomes the work that UNISON has put in place to achieve these ends and the efforts of UNISON branches, activists and staff in delivering the direct debit switch-over in the National Probation Service.

Conference acknowledges that UNISON branches within the Service Group have been successful in maintaining membership density levels at high levels and in hitting their recruitment targets, but realises the threats we face will place increasing demands on our ability to maintain our members and activists.

Conference therefore instructs the Service Group Executive to work with Regional Police and Justice Committees, branches and activists to develop an overall organising strategy in our Service Group to address these threats, with the following aims and objectives:

- 1) Raise membership and membership density in all sectors within the Service Group
- 2) Target employers and workplaces where density is lowest
- 3) Take into account the need to organise effectively in the growing outsourced workforce
- 4) Seek to ensure that all threats to check-off are responded to quickly and effectively to protect the union's membership and income
- 5) Review our branch structures as necessary to ensure that we are delivering an effective service to members
- 6) Support branches and activists with appropriate materials to assist with recruitment and organisation
- 7) Seek to recruit and support new activists
- 8) Work with sympathetic employers to promote the value of UNISON membership
- 9) Publicise the value of UNISON membership within police and justice as widely as possible

Police and Justice Service Group Executive

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Campaigning and Promoting UNISON against Privatisation and Outsourcing

25. Neighbourhood policing under attack

Conference with further attacks on the police budget scheduled under the new Tory government over the next 5 years, we will see the concept of neighbourhood policing severely damaged and in some forces disappear completely.

A recent report carried out by UNISON, the biggest union for police staff, shows that neighbourhood policing has taken more than its share of the Government's 20% cuts to police budgets.

In short, the Government has failed to protect the front line.

UNISON research shows that:

- In September 2013, there were 3,585 fewer police community support officers (PCSOs) in England than in March 2010;
- The Welsh Government has bucked this trend by funding an additional 409 PCSOs, over the same period, in the four Welsh forces;
- This equates to a 22% cut to PCSO numbers in England;
- This is a higher figure than the overall 20% cut to police budgets, showing that neighbourhood policing has been cut harder than other police functions;
- 61% of UNISON PCSO members report that neighbourhood policing teams in their force have been the subject of cuts in staffing or resources.

The impact of the cuts are being felt in the following key areas:

- I) Falling numbers of neighbourhood police officers and PCSOs
- II) Detrimental changes to overall resourcing for neighbourhood policing
- III) PCSOs having to cover much larger beats and more lone working
- IV) Frustration that PCSOs can no longer provide the service to communities they want to
- V) Cuts to transport, equipment, buildings and uniform

Conference calls upon the Service Group Executive to:

- 1) work with Labour Link and the APCC to help protect neighbourhood policing;
- 2) work with police branches to develop a strategy to protect PCSO;

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- 3) develop a campaign to highlight the importance of PCSO's within neighbourhood policing.

West Midlands Police Staff Branch

26. Save our PCSOs

Conference will be well aware that for the past 5 years we as a public service have suffered huge cuts, which have had a knock on effect to how we serve the public.

Police Community Support Officers (PCSOs) specifically have been hit, with 25% less PCSOs on the street since the coalition government gained power in 2010. This staggering statistic is likely to rise under this government

PCSOs have now been around for more than ten years, and in many towns and villages are “the police”. Safer Neighbourhood Teams (SNT) was once the buzz word, with teams being led by a sergeant then 2-3 beat officers per team, along with a 2-3 PCSOs. SNTs whose purpose is to actively engage with communities now are becoming used as a graveyard for police officers on restricted duties while PCSOs are being made redundant.

The election last May, meant that further cuts from front line policing are being implemented. This has already led to forces reducing PCSO numbers, either by recruitment freeze, or redundancies.

There are still pockets in certain communities that don't understand PCSOs, or what they do. Some members of the general public seem to be disillusioned that if the government binned PCSOs, we would be replaced with “police officers”.

The truth is this. PCSOs work hard, PCSOs are seen on the streets more than our regular officer colleagues. PCSOs have more local knowledge, PCSOs actually fill the void of regular police officers. If PCSOs go, who will fill the void?

There is a common misconception that PCSOs only do the “fluffy side” of policing. But what do they really do? Amongst other things, they:

- a) Issue fixed penalty notices.
- b) Take part in council, highways and housing meetings.
- c) Engage speeding drivers, keeping our roads safe, while carrying out speed checks.
- d) Crime reports.
- e) Door to door enquiries
- f) Assemblies for school children, to help them learn and develop.
- g) Delivered agony messages.
- h) Evacuations of households threatened by floods.

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- i) Assisting vulnerable adults with referrals to our NHS colleagues.
- j) Work with families with social needs and child protection issues.
- k) Submitting intelligence, as a result of “just walking around!”.
- l) Encountered neighbourhood youths to prevent antisocial behaviour
- m) Cordons for bomb scares, murders, road traffic collisions, etc.

PCSOs are well loved by the community they serve and an integral part of modern policing that must be saved. Don't be fooled, if PCSOs were not here, this void would not be filled by police officers.

Conference calls on the Service Group Executive to:

- 1) initiate and support a campaign to publicise the value of PCSOs to general public;
- 2) liaise with Labour Link to raise the profile of PCSOs explore how we can take the campaign further.

Suffolk Police Sector

27. Police staff are worth it

Conference is concerned that the creation of a single Police Service in Scotland has resulted in an unachievable savings target of £1.1 billion by 2026. Coupled with the Government led austerity agenda there are going to be further cuts to Police Staff jobs in order that the budget is balanced.

Conference also notes the employers' agenda of continuing to reorganise and restructure UNISON members into roles with detrimental terms and conditions. And this is happening before the threat of harmonisation, new pay and grading models and new job evaluations.

Conference calls on the Service Group Executive to:

- 1) Campaign for the Policing Budget to include the ring fencing of finance for Police Staff roles
- 2) Continue to promote the value of Police Staff in Policing and ensure that fair pay is at the top of the agenda for Police Staff
- 3) To Commission a Report in the spirit of The Stewart Research paper on ‘Civilianisation of Police in Scotland’.

Scottish Police and Justice Committee

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28. Police knowledge and experience

Conference notes that police staff occupy a wide range of roles throughout the police service, from Crime Scene Investigators to Intelligence Analysts, from Licensing Officers to Data Protection Officers. Police staff in these and other roles have a wealth of knowledge and experience that they have brought to the role and developed whilst in the role, all of which is vital to allow the police service to function.

Conference further notes that many police staff have lost their jobs, are at risk of losing their jobs or are working in teams where colleagues have lost their jobs.

Conference believes that the cuts being inflicted on police forces across the country put at risk the entire ethos of police staff within the police service.

Conference further believes that Chief Constables and Police and Crime Commissioners are making a marked choice to retain police officers in whatever capacity, with a tacit suggestion that police officers, with their police knowledge and experience, would be able to undertake any role currently done by police staff.

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

- 1) to campaign for a properly funded police service which includes, develops and retains police staff at its core;
- 2) work with the College of Policing to develop the roles, responsibilities, knowledge, experience and qualifications of police staff across the police service;
- 3) produce campaign materials highlighting the varied and valuable work undertaken by police staff;

Conference notes that many police staff have lost their jobs, are at risk of losing their jobs or are working in teams where colleagues have lost their jobs.

Merseyside Police

29. Modernisation Revisited

The last Labour Government's workforce modernisation agenda had a proven positive impact on policing in the UK, particularly with regard to community involvement.

However since 2010 the disproportionate cuts to the police and justice budget have had a severe impact on UNISON members and numbers of police staff, including PCSOs have dropped to dangerous levels.

With further attacks on public sector funding on the way it is essential for UNISON branches to continue to oppose cuts and engage forces in negotiations to try and minimise job losses.

Branches have worked tirelessly to keep job losses to a minimum however it is recognised that alternatives such as workforce modernisation will need to be explored further to defend our members against these attacks.

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Conference therefore calls upon the Service Group Executive to:

- 1) Launch a national campaign to highlight the benefits of workforce modernisation;
- 2) Remind Police and Crime Commissioners and Chief Constables that workforce modernisation is a best value option which will help provide a policing service to the public during continued budget cuts;
- 3) Conduct a survey of branches to highlight where workforce modernisation is taking place and to share best practice;
- 4) Encourage branches to raise workforce modernisation with forces as both a viable way to protect police staff jobs and improve the service.

Northern Regional Police and Justice Committee

30. Neighbourhood Policing – The Impact of Five More Years of Austerity

Despite promises made by the last coalition government that it would protect the front line it's draconian budget cuts left forces with no choice other than to do exactly the opposite.

Since 2010 we have seen a reduction in overall PCSO numbers of 25% impacting both on the service provided to communities and on those officers remaining in terms of greater workload and increasing frustration at being unable to deliver the service they want to.

We now face five more years of unfettered Tory rule and further damaging cuts to force budgets that will inevitably lead to further dismantling of Neighbourhood Policing.

Conference therefore calls on the Service Group Executive to work with the National Police Chiefs Council and Association of Police and Crime Commissioners so that we can together combat these cuts and that it mount a media campaign to bring the stark reality of the situation into the public arena.

Cleveland Police

31. Opposing the Closure of Public Access Points at Police Stations

Conference recognises the unsavoury and unpopular cost saving decisions that Police Forces are considering to meet the ruthless funding gap imposed through the comprehensive spending reviews which are being continued by this government.

The service cuts are putting the public, our members' lives and their families at risk.

The local Police and Crime Commissioners (PCCs) were supposed to put localism at the top of their agendas yet decisions to shut police stations and reduce public access is being made behind closed doors without public consultation or scrutiny.

The public expect to be able to contact the police in times of personal difficulty, but the assertion that the public can use their mobile phones or internet is no better than

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Marie Antoinette telling the starving peasants to eat cake! Many members of the public who attend police stations have a high expectation that they will receive a professional service from the person they speak to face to face. Many serious crimes are reported to front line staff due to the personal contact they receive at a front desk. The front desks at police stations are usually staffed by our members who provide a vast range of general local information which a call centre cannot offer. Front desks complement local control rooms forming an integral first line of support for an already overstretched public service.

Closures of police stations have the effect that crime in an area goes un-reported and therefore the crime figures show a diminution of offences which is not a true reflection of the facts.

Conference calls on the Service Group Executive to:

- 1) Lobby MPs to stop the cuts and consult with local communities;
- 2) Launch a campaign highlighting the grave dangers there are by closing or radically reducing opening hours;
- 3) Highlight the advantage of localism in front desks;
- 4) Lobby chief officers and PCCs to consult with communities about the value local services provide to the public
- 5) Develop a campaign to fight all future cuts to funding and staffs within the sector.

Suffolk Police Sector

32. Opposing the Collaboration of Force Control Rooms

Conference recognises the desperate cost saving initiatives forces are considering to meet the brutal funding gap imposed through the Governments comprehensive spending reviews.

The service cuts being imposed on an already decimated police service are putting our members and the wider public's lives at risk.

The recent attempt to collaborate the Norfolk and Suffolk control rooms highlight the desperate steps police forces are willing to take to make 'quick wins' in making the savings necessary to meet the funding gap. The 'quick wins' as they call them, protect police officer jobs, sacrifice police staff jobs and fail to consider the will and safety of the wider public.

The creation of the Officer of the Police and Crime Commissioner was supposed to put localism at the top of the agenda, yet decisions like the closure of force control rooms, where localism is at the heart of the functionality, where despite formal mechanisms are being made behind closed doors without public consultation or scrutiny.

Simply put, force control rooms are the front line of policing and their voice is the first response. Force control rooms answer the frantic calls from victims of crime and use local knowledge to ensure the expeditious deployment of a response, they listen to

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and assist callers as part of the police response until deployed officers arrive and are integral to the emergency response.

Conference calls on the Service Group Executive to:

- 1) Highlight the advantage of localism in force control rooms;
- 2) Lobby the National Police Chief's Council (NPCC) and Police and Crime Commissioner's (PCC) to more effectively consult with communities prior to such moves;
- 3) Develop an off the shelf campaign plan to combat future collaboration attempts;
- 4) Publicise the successful Suffolk campaign that save more than 120 police staff jobs and kept localism at the heart of policing;
- 5) Work with Labour Link to develop future Labour policies that recognise and protect force control rooms and think twice about reducing the number of police forces.

Suffolk Police Sector

33. National Police Air Support

Conference notes that the recent restructure proposed for the National Air Support service agreed by National Police Chiefs Council (NPCC) formerly known as ACPO. Conference believes this is also supported by the North West Lead PCC. The new structure clearly shows a North/South divide on future provision in this key area of policing.

We believe that UNISON alongside protecting members' jobs, terms and conditions, also have a duty to respond to service changes that affect our communities that rely on a valued crime fighting resource. UNISON believes that this position resonates with communities and the public as a whole and they should have been consulted as part of this cost cutting exercise due to the government's austerity measures.

Exposed by these proposals is a clear divide that have regional implications given the Tory's agenda to "look after their own" which in the North has and will continue to have significant impact on our members.

Conference calls on the Service Group Executive to:

- 1) work with Labour Link in order to liaise with ministers responsible for this area on the geographical differences;
- 2) make any recommendations necessary in relation to campaigns that could be run on a regional basis to Regional Police and Justice Committees or sectors.

North West Regional Police and Justice Committee

34. Retention of Police Staff Jobs

In light of the disastrous election result in May and the resulting announcements that further cuts will be made to public services including Police and Probation. Theresa

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May has clearly stated in her speech to the Police Federation on May 20th "there is no ducking the fact that police spending will have to come down again". So, there it is, a clear commitment by the government to reduce spending on police services across the country without any regard for the consequences to police staff and their families.

Conference is extremely concerned that as collaboration between forces moves forward in an effort to find the current and new savings, collaborating forces will focus solely on reducing police staff budgets rather than providing a high-quality service which has public confidence. The brunt of these new cuts to policing budgets will again be borne by Police Staff reflecting the actions taken by all forces faced with finding savings between 2010 and 2015. This will mean a further significant loss of police staff jobs across the UK.

Work that would have been done by police staff would then have to be completed by warranted police officers, thus reducing the number of operational hours the officers could spend working and fighting crime in local communities.

Those police staff who do remain in post will have to pick up more tasks and higher workloads as departments are cut to the bone. If this is allowed to continue in its present form, it will cause more stress and fatigue resulting in higher sickness/absence rates. Higher absence will ultimately result in more capability processes being conducted in individual forces and will lead to further losses of highly skilled and motivated police staff as they leave their organisations under the stress.

Conference we cannot go on like this, patching over the cracks, something will give and that will be our Police Service, a service which is respected worldwide.

Therefore Conference instructs the Service Group Executive to actively campaign in the media to highlight to the general public the problems facing Police Services and the inevitable loss of local policing as these drastic cuts take effect.

Conference further instructs the Service Group Executive as part of that campaign to continue the excellent work seen in the 2014 report and publish a further report in time for the 2016 Police and Justice Conference, highlighting the consequences on local economies and local policing the reductions to police staff across the UK have had since austerity measures were introduced.

Cambridgeshire Constabulary

35. Police and Crime Commissioner Elections 2016

Conference understands that along with the return of a Conservative Government comes the continuation of Police and Crime Commissioners (PCC) and their elections in May 2016. In 2012 when the first elections took place the turn out of the electorate was poor to say the least, we believe with many communities not understanding what the role of a PCC was/is or what they would be doing.

Whilst understanding that many branches have forged good working relationships with their PCC many have not.

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Conference believes that during the first round of the PCC nomination process in 2011/12 to choose a Labour Party candidate many Police Branches were very unhappy at the lack of discussion/consultation from our Labour Link Committees and to some degree our Police Staff Sector Committee. Only when Labour PCC Candidates were known did the Police Staff England and Wales Sector Committee managed to gain any input from our National Labour Link Committee, the same can be said of many Regional Labour Link Committees yet the Labour Party expected UNISON Police Branches to get behind their candidate? Which many did whether they supported them or not!

Conference is extremely concerned that the same will happen again and they will have had no say or input around who they believe would be the best candidate for PCC in their force area. Given the ongoing attacks on policing we need PCCs that would support and deliver for policing and staff, fighting a cuts agenda and supporting the continuation of a national negotiating body for terms and conditions and pay.

Conference supports the links between our Labour Link Committees and the Labour Party (nationally and regionally) and believes some good policy and campaigning work is undertaken but on this issue we need Labour Party candidates who will take the fight of police budgets and cuts to the heart of the Home Office in order to deliver for the communities they are meant to protect.

Conference is aware that in May 2016 when PCC elections will take place there are local and mayoral elections in many areas, we are fearful that the PCC elections will get lost in the ether or be deemed not important enough to put any effort into.

Therefore conference calls upon the Service Group Executive to:

- 1) liaise with the National Labour Link Committee on a national strategy on a campaign around the elections for Police and Crime Commissioners;
- 2) through our National Labour Link Committee request that all regional Labour Link Committees work with Police Staff Branches when it comes to choice of candidate in their work with Regional Labour Party Committees;
- 3) undertake work for a national campaign to promote taking part in PCC elections in 2016.

Lancashire Police

36. Service Group and Link Liaison

The General Election results mean that the austerity program and cuts to the Police Service will continue in earnest. It is important that Police & Justice members have a political voice and we must take every opportunity to engage through the Link to raise our concerns and inform politicians about our campaigns.

The Service Group has run an event previously which proved to be successful and the time is now right to revisit and revitalise our connection with the Link.

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Conference therefore calls upon the Service Group Executive to liaise with Labour Link for the purpose of arranging a Police and Justice event. The purpose of this event will be for Police and Justice Levy payers to engage with officers of the Labour Link, to identify ways in which the Link may support Police and Justice Members.

Leicestershire Police

37. The price of the privatisation of probation

Conference notes that the tory government's success in the general election means that they will now, undoubtedly, continue with their plans for the privatisation of the probation service.

Clearly this has major implications for all UNISON members in the service, but there are particular issues facing women workers:

- 1) The majority of the redundancies in the privatised section of probation will be coming from administrative functions - these are roles are more likely to be filled by women and therefore women will be the biggest affected group by these moves;
- 2) The centralisation of probation offices, which is happening in both the National Probation Service (NPS) and Community Rehabilitation Companies (CRCs), will greatly affect those with care commitments as it means people travelling further and for longer. Once again the greatest impact will be on women as they are still, primarily, the carers in family relationships;
- 3) The majority of domestic violence cases have been and will continue to be assessed as medium risk, meaning that they will be supervised by the CRCs - profit making organisations, where cutting costs is the primary objective. Ensuring protection for victims and interventions for perpetrators is not something that can successfully happen within an austerity framework. This impacts not only on women in society, but on members who may themselves be the victims of domestic abuse, and on the staff who previously provided the services;
- 4) Staff will, inevitably, have to do much more work with less resources, within a context where austerity measures are affecting other services where probation staff would normally look for additional support - for instance mental health services, women's community support services, drug and alcohol services.

Conference calls upon the Service Group executive to continue to campaign for a unified Probation Service, one which is fully staffed and based local to the communities in which they should be serving.

National Women's Committee

38. It's not too late! Bring back a Public Probation Service

Conference condemns the decision of the previous Coalition Government to split the Probation workforce into the National Probation Service (NPS) and 21 Community Rehabilitation Companies (CRCs) and the subsequent sale of the CRCs to the private sector.

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Since the split of the service there has been a proliferation of new processes which duplicate and increase work leading to a fragmentation of services and a division of previous working relationships. This is expensive and demoralising for staff and many of our members have chosen to depart leading to a loss of skilled staff and a high level of agency staff having to be temporarily employed to fill vacancies at a time when a significant number of redundancies within the CRCs are expected to take place.

Probation Officers in the CRCs are not able to present to court and therefore have to provide information to NPS staff about offenders that the NPS do not manage. NPS staff in turn are expected to write reports on offenders and present information to courts to assess in appropriate sentencing disposals when the offenders are not known to them. Cases where risk levels change would have previously been retained by one probation officer are now 'risk escalated' and are transferred from the CRCs to the NPS. The restrictions placed on access to offender records via Delius and OASys has left both the NPS and the CRCs staff fearful of sharing information which may place them in breach of data protection, this has dangerous implications and limits the ability of staff to manage risk effectively.

Staff in both the NPS and the CRCs are being directed to take on additional responsibilities without appropriate re-evaluation of job descriptions taking place to ensure compliance with the existing NNC and SCCOG Job Evaluation Schemes which were incorporated as part of the transfer process. It is clear that a two tier training scheme is also now in place with CRC employees hoping to commence training as probation officers placed at a disadvantage due to a lack of clarity by the CRCs shareholders regarding a clear career progression route, currently all trainees are placed within the NPS.

Conference calls upon the Service Group Executive to:

- 1) write a letter to the Justice Minister requesting the reversal of the fragmentation of, and part privatisation of the Probation Service;
- 2) ensure that the protection of terms and conditions is paramount by continuing to engage in effective negotiations with both the NPS and the CRCs;
- 3) develop an ongoing strategy to adequately support membership growth in both the NPS and the CRCs to ensure that a strong and effective trade union organisation across the NPS and CRCs remains in place;
- 4) provide information in the form of leaflets and posters to all of our branches to ensure that all staff remain aware of current developments within both the NPS and the CRCs, in particular the work that Unison nationally is undertaking to support our campaign;
- 5) increase the awareness of our campaign by producing publications of information via social media to ensure that the public are kept duly informed;
- 6) continue to collaborate with sister unions Napo and GMB to ensure that the detrimental effects of the split of Probation Services including planning an appropriate industrial action strategy if necessary;

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- 7) utilise Labour Links to support a campaign for reversal of privatisation of Probation Services.

Eastern Regional Police and Justice Committee

39. IT'S THE END OF CENTRALISATION AS WE KNOW IT !!

Conference notes that over the last few years it has been evident that the Police Service of Scotland is reducing public services through the closure and centralisation of localised contact, command, control centres, the custody estate and the implementation of a centralised computer system (i6).

This has resulted in the collapse of contact, command and control and the custody estate. As a consequence staff are faced with having to deal with an increase in workload which is having a detrimental effect on their physical and mental wellbeing with a rise in members contacting UNISON for advice.

This ethos of centralisation is having reverberations not just on the most vulnerable members of society but on partnership agencies who require to access the Police on a regular basis but feel that the Police are becoming ever increasingly an 'arms length' organisation.

Conference asks the Service Group Executive to write to the Scottish Police Authority to ensure that the best value principle enshrined within the Police & Fire Reform Act (2012) is not undermined by the centralisation agenda.

Police Staff Scotland (UPSS)

40. Police Force Alliances and Shared services - Learning the Lessons

Conference notes that in 2013 MP Damien Green spoke to the delegates at Police and Justice Conference and spoke about the great alliance going on between West Mercia and Warwickshire Police. As was pointed out the great success he was celebrating was not as great as he was trying to convince us. Not only had he jumped the gun as at that point we were nowhere near being an alliance, only being in the first part of the process. But even at this point we knew this was not a great success for our members.

Two years on it's certainly not the success he hailed it to be, in fact it is only a necessary evil to meet the cuts imposed on police forces by the Tory Led coalition government. What this has meant is a cut in our members' jobs, more of the work carried out by skilled Police Staff now pushed back to the officers and more Police officers sat behind desks not out on the streets where the public want to see them. In fact in lots of circumstances the balance sheet may show it as a saving but how can it ever be a saving when one of our members used to do a task now carried out by a Police officer for more than three times the salary.

West Mercia and Warwickshire are now finalising their work to bring the forces into one aligned service across two policing areas. All departments are being run across both forces, but what still remains in place is each Chief Officer Structure within each individual force, along with two Police and Crime Commissioners (PPC). It is our members jobs that have borne the brunt of the cuts, and even where they have managed to continue to secure employment some of the hard fought terms and

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conditions have been rolled back meaning a drop in pay for lots of members. We ask the Police and Justice Service Executive Group to ensure that no police branch wanders into these kind of negotiations without being forewarned.

We call on the Police and Justice Service Executive Group to:

- 1) learn the lessons of any alliance or shared services from forces like West Mercia and Warwickshire;
- 2) to highlight that the cost of pushing police staff tasks/roles back to Police Officers is showing a false saving;
- 3) work with West Mercia and Warwickshire Police Branch to identify issues and problems, and also identify opportunities to increase the membership and strengthen representation in such difficult times;
- 4) continue to support branches whilst undergoing consultation about alliances and partnership working, and ensure lessons learnt from these two branches and others across our service group are shared to assist every branch in negotiations.

West Mercia Police Staff

41. Loss of Localism

Conference recognises that due to collaboration between Forces there is a loss of local knowledge and understanding of the demographics of the different counties.

The importance of local policing, which builds strong links with all types of communities, is being eroded rapidly and the void is difficult to fill due to the loss of staff and their local knowledge. This will lead to a reduction in crime reporting and intelligence gathering as trust and confidence in the local policing role inevitably deteriorates.

Collaboration between local Forces may be seen as positive but in reality means of a loss of jobs and local Force investment. As a result the local community suffers from a drop in confidence in their local police force.

Therefore Conference instructs the Service Group Executive to:

- 1) conduct a survey in all forces on the impact collaboration has on the local policing and how this has affected the local communities' trust and confidence in their own Force.
- 2) ensure that this information is published to all branches and also made available to the general media.

Cambridgeshire Constabulary

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42. Employment not service

Conference understands that all Police Staff are employees and as such are covered by employment law etc. As employees we have certain rights and responsibilities which are supported by statutory legislation. Our Police officer colleagues having sworn an allegiance to the crown are in service and are therefore covered by Police regulations. Conference understands that forces aim to treat officers and staff equally and in general terms this is accepted.

Conference is continually frustrated by the lack of understanding on the part of the Home Office, College of Policing and Chief Officers in recognising this important difference. This manifests itself in assumptions being made about Police Staff as though they were officers or Police Staff issues being ignored altogether.

This is nothing new, however it is important that it stop and the aforementioned make the effort to understand the important differences between service and employment.

Conference instructs the Service Group Executive to mount a campaign of information in its dealings with the Home Office, College of Policing and Chief Officers.

Leicestershire Police

43. VAT LIABILITY FOR THE POLICE SERVICE OF SCOTLAND

The formation of the Police Service of Scotland by the Scottish Government in their Police and Fire Reform Act (2012) has left the service unable to recover VAT. HM Treasury has made a decision to not allow the Scottish Police or Fire & Rescue services to reclaim VAT due to the construction of that Act which created a new "significant public body" and removed the Police from local authority control.

Despite this, the Scottish Government pressed ahead with the formation of a single service for Scotland required to make efficiency savings which are being realised through the loss of staff jobs throughout Scotland. The removal of this estimated £23 million could go significantly to realising savings and alleviate the pressure causing the reduction of police staff.

Conference asks the Service Group Executive to:

- 1) write to HM Treasury asking for VAT liability for Police Scotland to be reviewed;
- 2) write to Angus Robertson MP as the leader of the Scottish National Party Parliamentary Group in Westminster asking the SNP MP's group to raise the issue in the UK Parliament.

Police Staff Scotland (UPSS)

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Internal

44. Regional Devolution - The Implications for Police

Conference will be aware that Regional devolution in the North West will be a testing ground for future public sector provision as the funding changes and commissioning responsibilities involved in these new arrangements are put into practice.

Devolution in the context of austerity and ever tightening budgets creates a significant concern that there is a risk of passing down unpopular decision making to regions and therefore blame is removed from the government. For devolution to succeed it must involve an increase in the resources available to be spent on hard pressed public services especially policing.

The Mayor's role in the Manchester Combined Authorities devolution and prospective Merseyside devolution impacts on the Police as the new Mayors undertake the functions of the Police and Crime Commissioner.

Conference is concerned that as a result of the creation of Mayors in the North West and other areas of the country, provision/issues for members are at risk of being subsumed or compromised as decision makers have their attention drawn to a wider range of services and issues.

Further concerns for our members in Police and beyond are on: access to decision makers, accountability, democratic deficit, and the impact of competing budgets. In addition members face a third change in governance arrangements at a time when pressure is being put on forces by the government agenda to provide a blue light service only, and these moves create more insecurity for UNISON members working within forces.

In the light of the changes, risks and outright attacks ahead, Conference calls on the Service Group Executive to engage with UNISON's Local Government and Health Service Groups to look at coordinating across service group sectors to address the ramifications for Police Service members and branches involved in regional devolution.

North West Regional Police and Justice Committee

45. Regional collaboration

Many forces across the country will have an experience of shared service arrangements between forces sometimes known as collaboration. The North West is no exception to this but is concerned at the growth of collaboration arrangements that have, in our experience, proved to be an excuse for empire building and an opportunity to try and reduce jobs, grades and other terms and conditions. Unfortunately, despite UNISON in the North West exposing these issues, forces will continue on this path as they try to meet ongoing demand for cuts.

Conference understands that there is a varying degree of experiences as collaboration arrangements take place across the country, covering a wide area of subjects such as:

- i) Secondments

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- ii) Reduction of terms and conditions to the lowest level
- iii) Lead force responsibility
- iv) Who controls the budget
- v) Tenure of contract
- vi) Consultation

In order to create some consistency and coordinate experiences across the country, Conference calls upon the Service Group Executive to:

- 1) undertake to bring together a working group comprising of members of the National Police Staff Council (England & Wales) and a small number of Regional Delegates who are dealing with collaboration to produce guidance for branches.

North West Regional Police and Justice Committee

46. Regionalisation and the Need to Organise

Conference notes that since the formation of the Regional Special Operations Units, (RSOU), the numbers of Police Staff being moved through TUPE into RSOU has shown an increase with more moves being muted. At the current rate there will be limited local intelligence resources left in Force. This migration, into a centralised resource, has the following impacts:

- a) As current staff leave post and are replaced with, local to RSOU Staff, a dying off of local knowledge will occur. This may result in a reduction in the overall performance of the unit and in some cases, potentially, loss of life.
- b) A migration of UNISON membership from local Branches to the more centralised location.

This would appear to be a direction being led by Central Government, ostensibly on the grounds of budget reductions, leading to all out regionality of the myriad Police Forces across England and Wales. Although the apparent efficiencies and cost savings can be recognised at a high level the real impact is in loss of local roles to support what is in effect a local force.

This is a concern, to local members impacted by the proposed merging of Intelligence roles into a centralised location, but is also a concern in the event of the “bigger picture” of regionalisation revealing itself in due course; a weakening of the local UNISON Branch as members migrate, leave or are made redundant will occur.

Currently information sent out to all Branches Secretaries, of the Forces involved, is sparse with Out Of Force meetings called at minimum notice and no one Branch is taking the lead in this assimilation.

The current demands are such that Branch Officers can only really address the immediate issues and do not have the bandwidth to address the more strategic impact. Invariably they are unable to attend regional meetings, with little notice given,

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to address the regionalisation of the post in question. This is resulting in changes being carried out with little challenge.

Once the moves have been completed members could find themselves working in a totally different county to the Force that employs them. At this point they are at their most vulnerable taking the new position, usually with greater distances to travel, higher demands on their caring responsibilities and having to interact with total strangers from four different forces all of whom work in a different way. This is the time when they invariably need their Workplace, Health and Safety and Welfare Representatives the most to help them deal with a highly emotive, stressful life change.

Organisation of a sub branch within the regional Unit, which is part of the new employers force, is essential with agreed facility time for the reps etc. This will allow the transition to be as smooth as possible for members, which in turn will help to retain membership, and have the potential to recruit new members. If the relevant organisation is not in place Police Staff that are being moved to the new unit may fall through the cracks in the system resulting in little or no UNISON support.

We cannot expect stewards from a different force to represent people who are not covered by the same terms and conditions and facility agreement. The current scenario is in place and unless steps are taken to "plug the gap" may result in lack of robust UNISON Representation within the RSOU. This in itself may result in the withdrawal of Members from the Union and difficulties in attracting new Members.

Conference calls on the Service Group Executive to:

- 1) Survey members already RSOU's to understand the impact of the fragmentation workforce as a result of the TUPE's;
- 2) Work with regions to understand the importance of facilitating the protocols for the creation of a UNISON branch at the RSOU level with agreed facility time to represent its Members.

Suffolk Police Sector

47. Collaboration

With austerity set to continue, there is a greater emphasis on forces to seek savings through collaboration. There are already a number of arrangements in place which are both good and bad examples.

Conference believes we need to get smarter in how we support branches who are involved in a collaboration process.

We therefore call upon the Service Group Executive to:

- 1) collate and disseminate examples of good practice;

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- 2) publish a regular update of where collaboration has taken place and what staff have been affected;
- 3) raise the profile of collaboration within regions.

Leicestershire Police

48. Direct Elections to the National Police Staff Sector Committee England and Wales.

Conference notes that the Police Staff Sector Committee is the only Sector within the Service Group Constitution with the option for 'indirect or direct elections'. Currently the arrangements are for indirect elections, this means members of Regional Police Staff Sector Committees elect 2 of its membership to the National Police Staff Sector Committee. The effect of this is that Police Staff members have had no say who they want to represent them as members of the Regional Committees are elected by Branches?

Conference believes that 'direct elections' should take place in respect of our National Police Staff Sector Committee England and Wales, this committee negotiates with the Employer Side of the Police Staff Council on National Terms and Conditions, Pay and any other issue affecting members within our Sector.

UNISON is proud to have a history of being a member led union therefore it is important that our members have a say in who represents them and negotiates on their behalf in respect of Terms and Conditions and Pay. Members have a vote on who represents them on our Service Group Executive and our National Executive Council. Many members believe that the people they have elected to the Service Group Executive will negotiate on their behalf in relation to their Terms and Conditions and Pay, when this is clearly not the case. We believe that all Police Staff members are entitled to elect representatives to the body that negotiates the important elements that affect their employment. Not to do this would beg the question are we truly a member led union?

Therefore conference calls upon the Service Group Executive to:

- 1) Liaise with the Membership Participation Unit and any other relevant section of the union or its officers in order that a timetable for direct elections to the National Police Staff Sector Committee as provided for under UNISON Rule D3.7.3 is put in place ready for the next election process.

Lancashire Police

49. Facts not fiction

We are all experiencing the effects of government cuts and the impact upon the police service. Officers and Staff are best placed to observe the difficulties the austerity program is causing to the service and the people who work within it. It is therefore important that these difficulties are reported accurately and the facts are provided to support them.

The Police Service is being put under more and more strain as forces seek to reorganise in a bid to make savings. We must do all we can to bring to the attention

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of the public and the government the real issues that are affecting our members. In our reporting we must back up our evidence with indisputable facts and resist the temptation to use rhetoric.

Conference will be aware of the Home Secretary's comments to the Police Federation at their annual conference and her assertion that they were "crying wolf". We cannot allow ourselves to be put in the same category and our experiences rubbished in the same way.

Conference instructs the Service Group Executive to provide that information it publishes or makes use of in the fight against austerity is accurate, factual and backed up by evidence.

Leicestershire Police

The following motions were ruled out of order because they are considered to be issues for National Delegate Conference:

NEIGHBOURHOOD POLICING

Leicestershire Police
(SOC 0020)

Conference notes with concern the gradual erosion of Neighbourhood Policing. We are seeing a steady reduction in PCSOs and a change in emphasis of the work they undertake. This mission creep is taking PCSOs away from front line policing and the core responsibilities of reassurance and anti-social behaviour.

Conference therefore calls upon the Service Group Executive to mount a campaign in support of Neighbourhood Policing and the vital role of PCSOs in delivering much needed front line services.

SNEAKY, SNEAKY YOU'VE BEEN HAVING A PEEKY

Police Staff Scotland (UPSS)
(SOC 0035)

On the 16th May 2015, the people's daily Morning Star revealed that the Metropolitan Police Demonstration Squad (SDS) had monitored activities of the Fire Brigades Union (FBU) General Secretary and had also spied on activists from the Communications Workers Union (CMU), the National Union of Teachers (WUT) and UNISON.

Conference asks the Service Group Executive to write to all UK police services and ask them to declare their level of surveillance of UNISON activists engaged in legitimate political, industrial and trade union duties both historically and currently.

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The following motions were ruled out of order because they conflict with Rule K:

MISUSE OF REGULATION OF INVESTIGATORY POWERS ACT (RIPA) IN MISCONDUCT CASES

Lancashire Police
(SOC 0005)

Conference is increasingly concerned in relation to the use of the Regulation of Investigatory Powers Act (RIPA) in misconduct cases, therefore gaining the ability to access members personal mobile phone accounts, Facebook accounts, Twitter accounts, email and Instagram to name but a few.

They do this under the auspices of 'the investigation might lead to Criminal Allegations'. This conference believes that this is an abuse of our Human Rights and breaches aspects of the Human Rights Act.

Conference calls upon the Service Group Executive to:

- 4) obtain a legal perspective on the use of RIPA in Misconduct cases;
- 5) Provide guidance to branches on how to combat this with employers.

A UNIQUE SET OF CIRCUMSTANCES

Leicestershire Police
(SOC 0023)

Police staff are in a very unique position with regard to their conduct both within the workplace and in their private lives. Policies and procedures such as Ethics, business interests, notifiable associations, unmanageable debt, standards of professional behaviour and vetting to name but a few, put Police Staff under immense scrutiny.

What makes Police Staff unique is that they are scrutinised and investigated by the police. No other UNISON members are subject to such scrutiny in the course of their work or private lives by the police.

To enable representatives to be best prepared in supporting our members when going through these processes, it is important to provide them with skills, knowledge and legal support.

Conference therefore calls upon the Service Group Executive to seek to secure dedicated training for Police Staff Stewards and appropriate legal support for members subject to these procedures.

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PRIVATISATION

*Leicestershire Police
(SOC 0024)*

This conference is opposed to the outsourcing of police staff jobs into the private sector. Now that we have a government that supports the outsourcing of public services and the reduction in the state, we will likely be seeing more and more examples. It is important that the Service Group Executive devise a strategy that best supports branches, activists and members in fending off these transfers. It is also important to identify ways in dealing with threats from existing agreements, in particular, where forces have signed up to save having to tender at a later date.

Conference instructs the Service Group Executive to:

1. provide support and guidance to branches who are subject to outsourcing;
2. seek legal advice with a view to challenging existing agreements where contracts have yet to be settled such as the 10 force G4S contract.

The following motion was ruled out because it is not competent for the conference agenda:

POLICE AND JUSTICE SERVICE GROUP CONSTITUTION

*Lancashire Police
(SOC 0003)*

Conference recalls at the Police and Justice Conference 2011 that a motion was passed agreeing the Police and Justice Service Group Constitution. This branch along with other Police Staff branches spoke against the motion in relation to 'indirect and direct' elections to the Police Staff Sector Committee as we believe that the representatives of this committee should be 'directly elected'. It was explained by the Service Group Executive at the time that in order for 'direct elections' to take place a rule change would need to take place.

At National Delegate Conference 2012 a rule change was submitted and subsequently carried in order for Sector Committees to undertake 'direct or indirect' elections UNISON Rule D 3.7.3 refers. Following this amendment no amendments have been put forward to reflect the changes within our constitution.

The agreed Service Group Constitution 2011 is:

Police and Justice Service Group Constitution

1. Regional Structures
- 1.1 UNISON Rule D 3.6.1 applies within the Police and Justice Service Group.

Rule D 3.6.1 states that:

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“Except where the Service Group is organised on a non-regional basis, or where the Service Group’s Executive decides otherwise, there shall be in each Region of the Union be a Service Group Regional Committee, elected in accordance with a scheme of representation adopted by the Service Group Executive.”

1.2 In light of this decision:

- Each UNISON region/devolved nation will have a Regional Police and Justice Service Group Committee (except in Northern Ireland where UNISON does not organise Police and Justice members and London where UNISON does not organise police staff members).
- This body will need to come together as required to nominate regional representatives to the Police and Justice Service Group Conference and to submit motions to the conference and to comply with any additional rule book requirements.
- Each region will need to ensure that separate meetings of the Regional Service Group sectors can be facilitated as required if there are issues that need to be discussed and, in particular, to ensure there can be indirect elections to the national sector committees.
- Regions should determine a method for representation from branches that meet proportionality and fairness requirements.
- In effect, provided the above recommendations can be implemented; regions can determine their own structures. It is unlikely that a region will need to replicate the national structure by having a standing regional Police and Justice Service Group Committee and two sector committees. It is more likely that regions will follow one of the following options: set up a regional Police and Justice Service Group Committee which can split into sectors as required or two sectors which can meet jointly to form the regional Police and Justice Service Group Committee as required.
- Regions will provide the Police and Justice SGE with the constitution of Regional Service Group Committees, and any subsequent amendments for ratification.

2. Police & Justice Service Group Executive (SGE)

2.1 The role of the SGE should be to:

- Agree the priorities and objectives of the whole Service Group (including its committees)
- Approve the Group’s (and its committees) work programmes
- Approve the Group’s budget bid and monitor expenditure
- Monitor activities of the Group to ensure that work programmes are being carried out and conference decisions actioned
- Take a strategic overview of the group’s activities
- Monitor fair representation and proportionality with regard to national committees and service group conference
- Liaise with national self-organised groups
- Support branch development as appropriate
- Seek to resolve policy conflicts within the Group
- Agree group policy on relevant issues

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- Provide advice, guidance and support to regions and branches.
- 2.2 The composition of the SGE will be:
- Police Staff 20 seats - directly elected by police staff members on a regional basis – 1 general and 1 female seat per region
- Probation 5 seats – directly elected by probation members on a national basis – 2 general and 3 female seats
- CAFCASS 2 seats – directly elected by CAFCASS members on a national basis – 1 general and 1 female seat
- Police and Justice NEC representatives 2 seats directly elected on a national basis – 1 general and 1 female seat
- Total 29 seats
- NB: “Directly elected” means members are elected by a ballot of all members.
- “Indirectly elected” means members are elected to a national committee by a regional committee.
- 2.3 Where national sector committee chairs are not directly elected onto the SGE, they become additional members of the SGE.
- 2.4 Representatives of the SGE should meet with National Self-Organised Group (SOG) representatives and National Young Members’ Forum on a formal basis and attend SOG Conferences as a practical way of involving Self-Organised Groups in the work of the Service Group.
3. Sector Committees
- 3.1 The following National Sector Committees in accordance with Rule D 3.7 will be established, recognising that currently, in accordance with Rule 3.7.3, any sector committee established shall be indirectly elected according to the scheme of representation determined by the Service Group for the sector in question.
- Police Staff (England & Wales) Sector Committee
 - Police Staff (Scotland) Sector Committee
 - Probation Sector Committee
 - CAFCASS Sector Committee
- In accordance with Rule D.3.7.1, these sector committees will be established as the basis for policy formulation, collective bargaining and the representation of occupational and professional interests.
- 3.2 Police Staff Sector Committee (England and Wales)

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The Police Staff Sector Committee (England and Wales) will consist of two representatives per region, (1 general seat and 1 female seat). Members will be elected for a 2 year term of office;

either:

- 3.2.1 Indirectly elected by regional police staff sector committees (current arrangements)

or

- 3.2.2 Directly by members of the sector in each region. (This option would require a rule change to allow direct elections to National Sector Committees.)

The Chair of the Sector Committee will be elected by the members of the Sector Committee at its first meeting for a 2 year term of office.

The UNISON representatives on the Police Staff Council Trade Union Side will be elected by and from the Police Staff Sector Committee (England and Wales) at its first meeting for a two year term of office.

3.3 National Probation Sector Committee

The National Probation Sector Committee will consist of two representatives per region, with 1 general seat and 1 female seat. Members will be indirectly elected by regional probation sector for a 2 year term of office. The Chair of the Sector Committee will be elected by the members of the Sector Committee at its first meeting for a two year term of office.

The UNISON representatives on the Probation National Negotiating Council will be elected by and from the National Probation Sector Committee at its first meeting for a two year term of office.

3.4 Police Staff Sector Committee (Scotland)

The Police Staff Sector Committee (Scotland) will have 12 members. Each Force area or dedicated police branch will have 1 representative, and the Scottish Police Services Authority Sub Group will have 2 representatives. In addition, the Secretary and Chair of the Regional Service Group will be members.

3.5 CAFCASS National Sector Committee

The CAFCASS Sector Committee will comprise a maximum of 3 representatives from each Area, i.e. 3 from North, Central and South (total of 9 members). There will be co-opted members from any group not represented such as Family Support Workers, Office Managers, Specialist Service Managers, and Specialist Business Support Staff.

4. Proportionality and Fair Representation

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UNISON PRELIMINARY AGENDA

- 4.1 On the basis of information available, the proposed scheme of representation to the SGE and Sector Committees is reflective of proportionality. The SGE will have an important role in monitoring and ensuring that this is the case.
- 4.2 Fair representation may prove more difficult in application. The rule book defines fair representation on the broad balance of representation of members of the electorate, taking into account such factors as age and low pay, the balance between part time and full time workers, manual and non-manual workers, different occupations, skills, qualifications, responsibilities, race, sexual orientation, disability and gender identity.
- 4.3 It is important that all these principles are observed, therefore:
 - The SGE in conjunction with regions monitor the composition of all national committees to ensure that the principles of proportionality and fair representation are met in accordance with guidelines drawn up by the NEC.
 - The SGE be authorised to take whatever action within the Rule Book, which it believes necessary to ensure these principles are adhered to.
 - That branches and regions adhere to the principles of fair representation and proportionality when making nominations to national bodies.
 - That regions be authorised to monitor and take appropriate action to ensure these principles are adhered to.

5. Police and Justice Service Group Conference

The scheme of branch representation to future Service Group conferences should be as follows:

- Branches with up to 500 police and justice members are entitled to elect 2 delegates per 500 members or part thereof
- Branches with over 500 police and justice members are entitled to elect 1 additional delegate per 500 members or part thereof
- In accordance with NEC guidelines the third delegate's seat will be reserved for low paid women members earning less than £8.91 per hour and the fourth delegate's seat will be reserved for a young member age 26 or under
- Branches unable to populate seats for low paid or young members have the right of appeal to their region.

The Service Group Standing Orders Committee (SOC) shall comprise:

- 2 representatives from the National Delegate Conference SOC
- 1 Police Staff member per region
- 2 Probation members (nominated by the National Probation Sector Committee)
- 1 CAFCASS member (nominated by the National CAFCASS Sector Committee)

6. Format of Conference

The format of Conference will be as follows:

2015 Police & Justice Service Group Conference

UNISON PRELIMINARY AGENDA

- Day 1: 9:30 am to 5 pm - Annual Report, Motions
- Day 2: 9:30 am to 5 pm - Plenary and Workshop Sessions including external speakers
- Day 3: 9:30 am to 1 pm - Plenary and Workshop Sessions including external speakers

Arrangements for future conferences to be reviewed in light of the experience

Conference therefore calls upon the Service Group Executive to make the following amendments to the Police and Justice Service Group Constitution to allow for direct elections to the Police Staff Sector Committee:

- 6) In 1.2 bullet point 3 AFTER 'to ensure there can be' INSERT 'direct or'
- 7) In 1.2 bullet point 3 at end AFTER 'committees' INSERT 'as allowed for under UNISON Rule D 3.7.3'
- 8) In 3.1 DELETE ', recognising that currently,'
- 9) In 3.1 AFTER 'established shall be' INSERT 'directly or'
- 10) In 3.2.1 DELETE '(current arrangements)
- 11) In 3.2.2 AFTER 'Directly' INSERT 'elected'
- 12) In 3.2.2 DELETE '(This option would require a rule change to allow direct elections to National Sector Committees.)
- 13) In 6 AFTER 'The format of Conference will be' DELETE 'as follows.' INSERT 'over a 3 day period and conference arrangements reviewed in light of experience.'
- 14) In 6 DELETE all from 'Day 1' to end

SUPPORTING OUR ACTIVISTS

*Leicestershire Police
(SOC 0029)*

Police and Justice Activists have spent five long years in the trenches fighting against the effects of austerity and the government's ideological attack on public services. The outcome of the 2015 General election means that this program will continue with enthusiasm. More and more is being put onto already hard pressed activists who are feeling the strain. It is therefore important that the SGE seek information about what support is available to activists who are feeling the stress.

Conference calls on the Service Group Executive to:

1. seek out available support and to publicise and relevant information to branches;

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UNISON PRELIMINARY AGENDA

2. where support does not exist, to seek advice and support of the appropriate organs of the union in achieving this aim.

The following motions were ruled out because they were beyond the remit of conference:

THE NPS AND THE CRCS – FIGHT FOR FACILITY TIME!

*Eastern Region Probation Committee
(SOC 0007)*

Conference acknowledges that the previous Coalition Government sought to unfairly restrict the legitimate work of public sector trade unions with the utilisation of the Cabinet Office Guidelines on Trade Union Facility Time and yet it has always been evident that the provision of agreed facility time leads to increased workplace performance and greater efficiency.

Probation Services have had to endure the significant stress and uncertainty placed upon them by the split of probation services into the National Probation Service (NPS) which forms part of the Civil Service and therefore continues to be governed by the Cabinet Office Guidelines on Trade Union Facility Time and 21 Community Rehabilitation Companies (CRCs) now in private ownership which is not governed by the Guidelines.

The NPS will be required to continue to take account of both the NNC/SCCOG National Agreement on Staff Transfer and Protections and the Offender Management Act 2007 (Probation Services) Staff Transfer Scheme 2014 whilst the CRCs are no longer required to comply.

It is evident that individual arrangements with the CRCs are likely to differ from agreed facility time arrangements within the NPS which will in turn have a detrimental impact on the successful recruitment of branch officers within both the NPS and the CRCs as staff continue to struggle to manage existing workloads whilst undertaking additional union duties. If facility time is not provided our branches will not be able to recruit and provide adequate support to our members.

Conference calls upon the Service Group Executive to:

1. ensure that a strong collaborative working relationship continues with sister trade unions Napo and GMB to strengthen negotiations at regional and national level to defend the availability of facility time.
2. support Probation Branch Education Co-Ordinators and Probation Union Learning Representatives to negotiate formal Learning Agreements which incorporate agreed facility time arrangements both in the NPS and the CRCs.
3. ensure that the agreed facility time arrangements across both the NPS and the CRCs remain consistent as far as is possible.

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UNISON PRELIMINARY AGENDA

4. develop a strategy to recruit and organise at local employer level to ensure that Unison remains in the strongest possible position to defend members interests across both the NPS and the CRCs.

FORMAT OF POLICE AND JUSTICE CONFERENCE

Leicestershire Police
(SOC 0030)

Conference, generally delegates have found the current format of our conference to be beneficial, however it has proved difficult on occasions to get the external speakers we would like to invite to attend the Friday or Saturday Conference sessions. Unfortunately some delegates have not stayed for the Saturday morning session, this maybe because the content of the final day has not been sufficiently attractive to those delegates.

It is also noted that in recent years it has been difficult to fit in all the motions on the final agenda within the time given on the single day conference. Some motions have been rushed with speakers being limited and we have been close to not being able to hear all the listed motions.

Conference therefore agrees to change the format of Conference from 2016 and requests that the Police and Justice Standing Orders Committee adopts a new format that would spread the debates on the motions in the "Final Agenda" across the two and a half days of conference with a mixture of external speakers, workshops and plenary session on each day of Conference. This would give external speakers the option of attending on one of 3 days. This would also allow potentially more time for debating motions and to possibly link workshops and plenary sessions to the motions being debated in that or the following session of Conference.

ARMED POLICING

Police Staff Scotland (UPSS)
(SOC 0033)

That this Conference deplores the appearance on the streets of Inverness, or anywhere else, of Police officers on beat or patrol duty, wearing side-arms especially without public consultation, or warning.

Police and people in Scotland have long enjoyed a very good established relationship, based on policing by consent, and would wish and expect to maintain that.

Conference, recognising that that there has been a u-turn on this occasion, calls on the Service Group Executive to secure reassurance from the Scottish Government, the Scottish Police Authority and the Police Service of Scotland against recurrence of such an abrupt, unannounced decision, which we believe to have been rendered both possible and more likely, by over centralisation of the service - a change foreseen and opposed.

Conference therefore calls on the Service Group Executive to:

2015 Police & Justice Service Group Conference

UNISON PRELIMINARY AGENDA

1. write to the Scottish Government and voice the concern that the Police & Fire Reform Act (Scotland) 2012 has removed the fine balance between consent and enforcement;
2. write to the Scottish Government, the Scottish Police Authority and the Police Service of Scotland to seek reassurances that Police officers will no longer be deployed on beat or patrol duty whilst carrying authorised firearms.

BTP DERAILED

Police Staff Scotland (UPSS)
(SOC 0036)

That Conference notes the recent Smith Commission recommended devolving responsibility in Scotland for British Transport Police (BTP) to the Scottish Parliament but made no reference about the absorption of the BTP into Police Scotland.

We are dismayed at the announcement by the Scottish Government on 10 March 2015 that the specialist British Transport Police is to be absorbed into Police Scotland and this announcement has been made without any public consultation.

It is further noted that the BTP themselves have made it clear that they wanted to continue providing this service, with oversight by the Scottish Government instead of Westminster but the Scottish Government has IGNORED that specialist advice.

There are extreme concerns that the skills and expertise in dealing with specialist policing needs on the railways will be lost, meaning an inferior policing service, which will adversely impact on the safety and security of rail workers and passengers....the reality being a 'beat cop' will attend at a railway incident.

It was also noted that the principle of merging the BTP into a single Police force has previously been subject to a full Parliamentary inquiry by the Westminster Transport Select Committee who opposed such a move.

Conference calls on the SGE to support the campaign of the rail affiliates (RMT, ASLEF and TSSA) on this issue and calls on the Scottish Government to reverse this decision and not to make any further proposals without a full public consultation.

The following motions were ruled out because they were submitted after the published deadline:

POLICE STAFF AS VICTIMS OF CRIME

South East Regional Committee
(SOC 0061)

We are increasingly concerned at the way that Police Staff are sometimes treated when they are victims of crime.

The service they receive from the police should be no better or worse than any other member of the public, but we are aware of cases where this does not happen.

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UNISON PRELIMINARY AGENDA

Already staff are disadvantaged because they are not able to make a complaint to the IPCC, they can only report the conduct of named officers to their Professional Standards Department.

It is not acceptable that our members can receive a substandard service because of their employment, nor can we accept our members being subject to ultra intensive investigation of irrelevant matters that lead to internal misconduct proceedings.

Conference calls upon the Service Group Executive to:

1. conduct a survey of Police Staff members and branches to ascertain how common this is;
2. to raise the matter with relevant bodies, e.g... College of Policing, Home Office and HMIC;
3. produce guidance for branches with information on what they and members can do in these circumstances, including any helpful legal advice.

AMENDMENT TO ‘POLICE AND JUSTICE CONFERENCE SCHEME’

*South East Regional Committee
(SOC 0062)*

The foundation stones of the Union are formed by a recognition that Equalities are fundamental to everything we do. This is without question the guiding light of our democracy and must continue to be upheld.

However, Conference notes that there are particular and unique issues for Police and Justice Branches that are not apparent in other sectors of the Union. For example, it is a fact that members within the Police and Justice Sector enjoy a level of pay at least 80p above the Living wage level set by the Union. It is also a fact that very few if any of the branches that make up our sector have members or can recruit members from that group of workers who would fall within the “Low paid Woman” rules, for attendance at Conference. Why is this? The simple answer is that, we do not have those people in the Police and Justice Sector who would qualify for membership of our Branches.

This fact has a detrimental effect on the ability of branches to send Activists to the Police and Justice Conference and dilutes the democracy within the Conference and within the Sector itself. Democracy must be about participation and when guidelines designed to ensure that proportionality is recognised damage the ability to be democratic, then the guidelines need to be adapted to suit the current working environment within the Service Group.

Conference notes that Rule D 1.4 refers to the issue of maintaining Proportionality and Rule D.3.4.5 provides that a Service Group may have a “scheme” by which they elect delegates to their conference.

Scheme changes such as this have been applied with other Unison Conferences such as the LGBT conference.

2015 Police & Justice Service Group Conference

UNISON PRELIMINARY AGENDA

Conference therefore calls upon the Police and Justice Service Group Executive to take to amend the Police And Justice Conference scheme in accordance with Rule 3.4.5 and absolve any Branch, who is able to demonstrate that they cannot meet the criteria for the above reasons, from the rule concerning "Low Paid Women" when attending Conference and Meetings, to include an undertaking that:

1. Proportionality is maintained in Branch delegations where possible.
2. Where a branch does not have any Low Paid Women members, another member of the branch may take the seat, within the rules of proportionality.
3. The application of this dispensation to be in the control of the Regional Secretary.