

**Police and Justice Conference 2019**

**Preliminary Agenda**

**Venue: Southport Theatre and Convention Theatre**

**3 – 4 October 2019**

**Negotiating and Bargaining**

1. Shame On You, End Low Pay in Probation Now – *Yorkshire and Humberside Region, Sheffield Metropolitan*
2. National Collective Bargaining and Protecting Members’ Terms and Conditions – *Police and Justice Service Group Executive*
3. How Many Bites of the Cherry? – *Leicestershire Police*
4. IOPC Investigations – *Leicestershire Police*
5. Misconduct Interviews – *Leicestershire Police*
6. Serious Further Offences – *National Probation Sector Committee*
7. Remember EVR and other Broken Promises? – *Yorkshire and Humberside Region, Sheffield Metropolitan*
8. Away From Home Overnight Allowance – *Hampshire and Isle of Wight Police and Justice*
9. Facility Time Shambles – *Yorkshire and Humberside Region, Sheffield Metropolitan*
10. Maintaining the Pressure on Sexual Harassment – *Leicestershire Police*
11. Negotiating Disability Leave Polices with Police and Justice Employers – *National Disabled Members’ Committee*
12. Police and Justice Employers and Workplace Adjustment Passports – *National Disabled Members’ Committee*

**Organising and Recruitment**

1. A Call to End Overly Intrusive Vetting Practices – *Suffolk Police Sector*
2. Two Bites of the Misconduct Cherry – *North West Region*
3. Organising for Probation Reunification – *National Probation Sector Committee*
4. Race Religion and Belief a New Strategy – *Leicestershire Police*
5. Supporting LGBT Members in Police and Justice – *National Lesbian, Gay, Bisexual and Transgender Committee*
6. Police Forces at Pride Events – *National Lesbian, Gay, Bisexual and Transgender Committee*

**Efficient and Effective Union**

1. Time for a Police Staff Mobile App – *Suffolk Police Sector*

**Campaigning**

1. PCC’s and Precept Increases 2019 – *North West Region*
2. Career Progression for Police Staff – *Cheshire Police*
3. Custody –Is it Time for a Detention Officer to Cell Capacity Ratio? – *Suffolk Police Sector*
4. Privatisation of Approved Premises – *East Midlands Probation*
5. Bring All of Probation Back into Local Democratic Control – *Community Rehabilitation Sector Committee*
6. No Place for Profiteers in Probation – *Eastern Region Probation*
7. Future Model of Probation – *Police and Justice Service Group Executive*
8. Pay Progression is a Contractual Entitlement – *Community Rehabilitation Sector Committee*
9. Dealing with the Effects of Post-Traumatic Stress – *Leicestershire Police*
10. Police Force Gender Pay Gaps – *Police Staff Council – England and Wales*
11. The Macpherson Report: Twenty Years On – *Police Staff Council – England and Wales*
12. Trade Union Rights for all Employees Within Policing – *Leicestershire Police*

**Southport Theatre and Convention Centre**

**3 - 4 Oct 2019**

**Negotiating and Bargaining**

**1. Shame on You, End Low Pay in Probation Now**

When it comes to low pay, the Private Sector Community Rehabilitation Companies (CRCs) have put the Civil Service to shame.

The vast majority of CRCs have abolished Band 1.

They have got rid of a pay scale that would have paid staff less than the minimum wage.

The National Probation Service (NPS) on the other hand have not got rid of pay Band 1 and continue to insult staff with this derisive payment.

The recent announcements within the Probation Service could see hard working staff, staff who have campaigned against low pay, and won, being re-banded into a scale that they thought was extinct.

No one who works for the Probation Service should be on Band 1.

Enough is Enough.

Conference calls upon the Service Group Executive to work with the relevant bodies to seek to negotiate an end to Pay Band 1 within the NPS and any remaining CRC pay scales.

***Yorkshire and Humberside Region***

***Sheffield Metropolitan***

**2. National Collective Bargaining and Protecting Members’ Terms and Conditions**

Conference recognises the importance of national collective bargaining for the protection of members’ terms and conditions across all sectors in the Service Group. The Police Staff Council for England and Wales and the Police Scotland and the Children and Family Court Advisory and Support Service (CAFCASS) negotiating machineries are essential for this protection. National collective bargaining allows UNISON and our sister trade unions to reflect the strength and depth of our respective memberships and to come together to work in partnership on behalf of those members.

Conference notes with concern the fragmentation of collective bargaining in probation with the breakup of the Probation National Negotiating Council (NNC) in 2015. The dismantling of the NNC was part of a government attempt to weaken the influence and strength of the trade unions in probation. Since the end of the NNC, the National Probation Service took four years to call a meeting of the replacement Joint Negotiating Committee for its workforce and the joint negotiating arrangements in some of the Community Rehabilitation Companies have, either failed to materialise, or been a grave disappointment in negotiating terms. Community Rehabilitation Companies have in some cases paid lip service to collective bargaining.

Conference believes that it is essential that national collective bargaining is re-established for the Probation Service in England and Wales.

Conference therefore calls on the Service Group Executive to seek to ensure that our goal of a locally run and accountable probation service in England and Wales is accompanied by the re-establishment of national collective bargaining for all probation workers.

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

**3. How Many Bites of the Cherry?**

Police Staff are probably under the most stringent scrutiny and procedural process than any other employees. At present we can be subject to a criminal investigation, an Independent Office for Police Conduct (IOPC) investigation, a misconduct procedure and vetting all at the same time.

If an employee is acquitted through criminal process, they will usually go through misconduct, vetting and the risk being placed on the barred and advisory list. It is also worth noting that capability process may also be used.

The combination of these processes means that matters are not dealt with quickly and may run into years in the worst examples. This delay in matters being resolved has a profound effect on members' mental health particularly when it is protracted.

Members who are exonerated at court, may receive a final or written warning in a misconduct hearing which will mean that they are re-vetted and the status they require to do their job is withdrawn, therefore threatening their immediate and future employment, should they also be placed on the barred and advisory list. There is also a possibility that the IOPC may not be satisfied with the outcome and they have to go through it all again.

This level of scrutiny for employees is in this conference's opinion, overly intrusive and due to the fact that members can be sanctioned through a variety of means which may ultimately lead to dismissal, when that was not the intention of the employer.

The misconduct process is in place to deal with matters that relate to the contract of employment, learning where applicable and the application of appropriate and proportionate sanctions. Where an employee receives a sanction of a written or final written warning, it is clear that the employer had made the decision not to dismiss the employee. It would seem unreasonable to then use a separate process for the purpose of dismissal. In these circumstances Vetting is used for this purpose.

Vetting for all intents and purposes, is a risk assessment process, where control measures may be put in place to mitigate against any likelihood of threat to the organisation. It would not be unreasonable to believe, given the evidence, that the downgrading of vetting status following a misconduct hearing, is abused in such a way as to effect dismissal where none was intended by the employer. The criteria for these decisions is often hidden from the individual, therefore affecting a minimal chance of overturning a decision on appeal.

The vetting appeal process is heavily weighted on the side of the employer; balance, disclosure and justification for the decision is often obscured by the organisations belief that to provide that detail would put it at risk. The Appeals process is flawed as it does not follow the rules of natural justice. The downgrading of vetting following a misconduct outcome undermines the misconduct procedure. It is very often impossible to understand the rational for a vetting decision as the reasons are neither explained nor disclosed. The criteria for the decision making following a misconduct outcome is a closely guarded secret, which makes appeals very difficult to overturn.

Should members be dismissed, they are then likely to be put on the barred and advisory list which will prevent them from being part of the police service.

Conference believes that our members in policing deserve to be treated fairly and not subject to multiple processes that threaten their livelihoods.

Conference therefore calls on the Service Group Executive (SGE) to:

1. Collate information from branches for the purpose of analysing and assessing the instances of dismissal by means other than through misconduct procedures;
2. Consider publishing the results to the PSC, NPCC and IOPC dependent on the findings;
3. Provide advice and guidance to Police Branches based on the findings;
4. Make findings known to Labour MPs via Labour Link in particular the shadow policing minister;
5. Examine the feasibility of negotiating through the PSC, a fair and transparent vetting appeals procedure;
6. Examine the feasibility of negotiating through the PSC, a formalised process/procedure for the redeployment of staff who have vetting status reduced.

***Leicestershire Police***

**4. Independent Office for Police Conduct (IOPC) Investigations**

IOPC investigations continue to be an area of concern to our members. Very often the involvement in these investigations is a cause of great anxiety. Members are always concerned and worried about the potential outcomes of such investigations which is often the cause of the anxiety. Reassurance is of vital importance to members who are subject of investigation together with information about the process and their rights within it. UNISON in partnership with the IOPC produced a document that provided information and reassurance to members and activists when dealing with these investigations. The fact that members could see that UNISON had been involved with the setting up of these procedures was of great comfort.

Conference therefore calls upon the Service Group Executive to:

1. Seek to produce a guide to police staff investigations in partnership with the IOPC;
2. Seek to produce a guide on the process/procedure of an investigation in partnership with the IOPC, to include the role of the representative and the investigator with an emphasis on the fair use of equipment and the rights of members and representatives.

***Leicestershire Police***

**5. Misconduct Interviews**

Police Staff who are subject to a misconduct investigations will be interviewed by Professional Standards Department (PSD) as part of the investigation. These interviews are often undertaken by detectives who are serving police officers and will be very similar if not the same as a criminal interview. These interviews will often be recorded and later transcribed. The language and attitude of the investigators is often that of the police and not an employer and confusion of what is and is not appropriate from an employment context.

Conference, our members are not criminals, there are employees and deserve to be treated as such. The methods used by PSD with regard to misconduct are most likely unique in comparison to other areas where UNISON organises. With this in mind, it is reasonable to assume that the training provided by UNISON does not cover this method of interview.

UNISON lists the below as the model process for misconduct:

1. An informal chat in private to identify whether disciplinary action is required;
2. An investigation, where you and others may be interviewed;
3. A letter from your employer setting out clearly the reason for the disciplinary action;
4. A formal meeting to allow you to state your case;
5. A formal letter explaining the result of the case;
6. An invitation to appeal within a set time frame.

In policing a notice of investigation is served on an employee outlining a brief overview of the allegations. Members are asked to respond either immediately or within a given time frame. The next stage will involve a disclosure of information prior to a formal recorded interview. At this point the interview brings us into territory that is not covered by UNISON training.

The process of interview under these conditions can be stressful for both member and the representative.

As a trade union, we owe it to our members to afford them the best representation possible and in offering that representation, our representatives be so far as is reasonably practicable, competent to do so.

Conference recognises the unique situation Police Staff are in with regard to misconduct interviews. It further acknowledges that our stewards and representatives are in need of training to enable to them to deal with misconduct interviews for employees within the police service.

Conference therefore instructs the Service Group Executive (SGE) to:

1. Survey Police branches to identify the specific operating model used by their employer for the purpose of misconduct interviews;
2. Assess the information gained through for the purpose of identifying any commonality of process and method;
3. Explore the possibility of providing bespoke training for police branches/stewards;
4. Seek support and advice from Learning and Organising Services (LAOS) to assess the potential for the development and delivery of training centred on dealing with Police Staff misconduct interviews.

***Leicestershire Police***

**6. Serious Further Offences**

Conference notes that the current process for Serious Further Offences (SFO’s) in the National Probation Service is to assess the quality of practice in the management of an individual case leading up to the SFO.

Conference further notes that during this investigation, information is gleaned in order to improve future practice. The process is not intended to ‘apportion blame’. However, Conference believes that the design of the SFO process fails to protect those under investigation.

Conference recognises that any SFO is a highly emotional process, given that a significant event has occurred causing the most serious level of harm to a victim, in some cases fatal. Given this, the practitioner whose work is subject of the SFO review is left with the daunting feeling of being held ‘responsible’ and therefore becomes totally reliant on the investigation being impartial and fair.

Conference notes that any practitioner would wish to learn and develop their practice in managing people who present the most significant risk, but also recognises that practitioners expect this to be done within an employer capable of resourcing effective practice from beginning to end.

Conference therefore believes that, given the potential career altering outcomes of the process following an SFO, the failing of the Transforming Rehabilitation reforms and the findings by the Inspectorate of Probation that there are ‘...pressing national issues for the National Probation Service’ it is imperative that the National Probation Service is resourced adequately to ensure that policies and procedures can be followed to reduce the incidence of SFOs.

Conference therefore calls on the Service Group Executive to work with the National Probation Service, Her Majesty’s Prisons and Probation Service and other key probation stakeholders to review the policy and process for SFOs, along with associated resourcing issues, to seek to ensure that outcomes from the SFO process are learning based, for both practitioners and the organisation.

Additionally, Conference calls on the Service Group Executive to seek workforce data from the NPS to seek to ascertain what effect SFO investigations have had on its ability to recruit and retain probation staff.

***National Probation Sector Committee***

**7. Remember Enhanced Voluntary Redundancy (EVR) and Other Broken Promises?**

During Transforming Rehabilitation (TR1) UNISON worked extremely hard to protect staff during the split and staff transfer.

We managed to secure a staff transfer agreement to ensure additional protections to the staff transfer scheme and an Enhanced Voluntary Redundancy scheme to remunerate staff who were asked to leave the Probation Service.

We are now facing Strengthening Probation (TR2).

UNISON has worked hard to secure training opportunities within the Community Rehabilitation Companies (CRCs).

UNISON has worked hard with the CRCs to progress and promote staff in to new innovative roles.

We need to ensure that our loyal, hardworking and long suffering staff are protected in round 2 of this failed debacle.

Conference calls upon the Service Group Executive (SGE) to work with the relevant bodies to seek to negotiate a robust Staff Transfer and Protections Agreement.

Conference calls upon the SGE to work with the relevant bodies to seek to ensure that the previously agreed Enhanced Voluntary Redundancy Scheme is available and applies to all Staff involved in the Forthcoming Probation Restructure and Staff Transfers.

Conference calls upon the SGE to work with the relevant bodies to seek to ensure that staff are not stripped of their promotions and that staff engaged in training continue to be funded and supported.

***Yorkshire and Humberside Region***

***Sheffield Metropolitan***

**8. Away from Home Overnight Allowance**

The Police Staff Council (PSC) Handbook 2017 introduced payment of an overnight allowance payable to police staff in certain circumstances. Sadly many months after its welcome inclusion in the handbook the circumstances under which the allowance can be paid remains unclear in many police forces. Conference therefore calls for those entrusted to negotiate with the employers side of the Police Staff Council to seek to determine the circumstances under which a member of police staff can successfully and legitimately claim the allowance and that this determination be shared with branches who should be free to negotiate any local agreements in relation to the allowance, as they deem appropriate.

***Hampshire and Isle of Wight Police and Justice***

**9. Facility Time Shambles**

Effective organisation. Effective representation and effective negotiation can only take place when we have effective trade union facility time agreements.

We have again seen the Private Sector Probation Services put the National Probation Service (NPS) to shame, with their facility time agreements and their negotiating structures.

The NPS are fettered by Cabinet Office Guidelines on facility time. The overall cost of facility time cannot exceed 0.01% of overall budget. This equates to roughly 10 people half time across the whole of England and Wales.

The NPS is the only sector in UNISON fettered with this Cabinet Office diktat.

Recruitment and organisation is an expectation of our trade union, it is an absolute requirement if we are to be organised in the workplace.

When Offender management is moved into the NPS all the hard work in the Community Rehabilitation Companies (CRCs) will be lost. The ability to organise will be gone.

The ability to train new stewards and build in any form of progression will be gone.

DOCAS will be gone.

Conference calls upon the Service Group Executive to work with the relevant bodies to seek to campaign against the Cabinet Office diktat.

Conference calls upon the Service Group Executive to work with the relevant bodies to seek to negotiate effective Trade Union Facility Time Agreements.

***Yorkshire and Humberside Region***

***Sheffield Metropolitan***

**10. Maintaining the Pressure on Sexual Harassment**

Conference commends the Service Group Executive (SGE) for its successful campaign on eliminating Sexual Harassment in policing. Working in partnership with the National Police Chiefs Council (NPCC), the union has been able to establish strict guidelines and standards for the police service. As with most things, there is often a flurry of activity and interest in any new initiative that often fades shortly after its introduction. Unfortunately for many of our members, these issues do not fade away and they may continue to suffer as a result of other people’s poor behaviour and standards.

It is the duty of all UNISON members and activists by virtue of our rules and contracts of employment to challenge inappropriate behaviour and to join the fight against sexual harassment.

Conference therefore calls upon the Service Group Executive to:

1. Monitor incidences and reports of sexual harassment within the knowledge of police branches;
2. Provide a written report on an annual basis of the data collated by virtue of the monitoring;
3. Use the data for the purpose of raising awareness and introducing new or refreshing existing initiatives to combat sexual harassment;
4. Continue to work with partners to keep up the pressure and to seek joint ways of working.

***Leicestershire Police***

**11. Negotiating Disability Leave Policies with Police and Justice Employers**

Disability leave is time off from work for a reason related to someone’s disability. It is an example of a reasonable adjustment which Police and Justice employers have a duty to provide to disabled staff under the Equality Act 2010. It is different to sick leave – in many cases the worker is not actually sick – and it can be planned or un-planned.

Not all disabled workers need to take disability leave. However those that do often find that Police and Justice employers refuse to acknowledge their legal duty. These workers can find that what should be counted as disability leave is instead logged as sick leave and they end up on a capability, with the potential to lose their job.

However, if jointly negotiated workplace policies are in place, then this can overcome this reluctance to recognise the right to disability leave as a reasonable adjustment by some Police and Justice employers and managers. Some Police and Justice employers have already agreed a disability leave policy and where this is done jointly with the union it can give guidance to both managers and staff and ensure fairness and consistency.

UNISON has produced bargaining guidance for branches to help negotiate with employers and this includes a model policy that Police and Justice employers can agree with the union. The guide gives some examples of disability leave including:

1. Rehabilitation training for a newly disabled worker learning to manage a condition.
2. Cancer treatment and rehabilitation.
3. Waiting for the employer to make reasonable adjustments.
4. Assessment for conditions such as dyslexia.
5. Counselling for a mental health problem.
6. Period of sickness related to disability.

UNISON’s key bargaining aims when negotiating with Police and Justice employers are that disability leave should be:

1. Paid leave.
2. Counted separately to ordinary sick leave.
3. Removed from trigger calculations in capability procedures etc.
4. Of no maximum duration - the legal test is what is “reasonable”.

Agreeing a disability leave policy with Police and Justice employers not only helps individual members and reduces the time our stewards spend on case work but it can also be a good news story about the benefits of collective bargaining to use in recruiting new members.

Conference therefore calls on the Service Group Executive to:

1. Collect information from Police and Justice branches to identify existing policies on disability leave and share good practice;
2. Circulate the UNISON Disability Leave bargaining guide and model policy to Police and Justice branches and regions and urge them to raise and negotiate disability leave policies with their employers;
3. Support appropriate campaigns for disability leave to be a statutory requirement written into legislation.

***National Disabled Members’ Committee***

**12. Police and Justice Employers and Workplace Adjustment Passports**

Conference notes that although disabled workers are legally entitled to reasonable adjustments under the Equality Act 2010, some Police and Justice employers continue to delay or seek to avoid implementing reasonable adjustments. In particular adjustments agreed with one manager may disappear when staff move teams or change managers.

Some employers have implemented workplace adjustment passports. This is an agreement between the staff member and their manager which outlines the barriers faced and the adjustments the employer has agreed to put in place, including but not necessarily limited to the legal requirement for “reasonable” adjustments. This passport approach allows the adjustments to follow the worker when they move teams or line management changes, and minimises the need to renegotiate adjustments.

The Department of Health has recommended both workplace adjustment passports and Wellness Recovery Action Plans in its “Advice for employers on workplace adjustments for mental health conditions”. There are examples of workplace adjustments passports in Police and Justice employers such as the Surrey Police Adjustment Passport and the West Midlands Police Reasonable Adjustment Passport. However there is no consistent approach to reasonable adjustments across Police and Justice employers.

Conference notes that UNISON has recently published an updated edition of the comprehensive ‘Proving Disability and Reasonable Adjustments’ guide which can be used to negotiate with employers.

Conference therefore calls on the Service Group Executive to:

1. Encourage Police and Justice branches to negotiate for workplace adjustment passports with their employers;
2. Publicise UNISON’s ‘Proving Disability and Reasonable Adjustments’ guide to branches and regions;
3. Seek to include workplace adjustment passports as a model of best practice recommended to Police and Justice employers through national negotiating bodies.

***National Disabled Members’ Committee***

**Organising and Recruitment**

**13. A Call to End Overly Intrusive Vetting Practices**

Conference recognises the necessity for all police staff and officers to undergo vetting checks before a career in the police service begins. It is also acknowledged that these checks need to be reviewed at regular intervals, for the safety of staff, the public and the police service.

However, many Forces are overreaching their authority by demanding that staff being vetted provide details of personal email accounts, social media accounts, user names for interactive gaming and more. Article 8 of the European Convention of Human Rights guarantees respect for a person’s private and family life, yet in search of what is deemed ‘open source material,’ Force vetting is demanding that our members provide their personal details without the contractual authority to do so.

Once details are provided, our members' personal social media accounts are being thoroughly trawled through and members are being threatened with failed vetting and some are being disciplined through gross misconduct hearings. Postings or repostings of a political nature, anything with swear words or news items that mention the Force have all been deemed inappropriate despite no mention in the social media account that the person works for the constabulary.

Open sourced information is material that can be found through a basic internet search of a person’s name; there is no requirement for the member to provide the details themselves.  Of equal concern is what is done with the information found, where individuals are being managed as though the postings were on an official Force social media account.

Conference calls on the Service Group Executive to consider necessary guidance to Branches and members on what members must provide to Force vetting departments and what information is inappropriate to be asked.

***Suffolk Police Sector Unison***

**14. Two Bites of the Misconduct Cherry**

Conference notes the practice of many Police Professional Standards Departments using evidence gathered for the purpose of a criminal investigation during internal misconduct proceedings of Police Staff Employees.

Conference is appalled at this practice. Conference believes the data and information gathered for the purpose of a criminal investigation should not be used for any other purpose.

Conference believes that this could be a breach of the General Data Protection Regulations (GDPR) and the practice must be resisted and challenged at all levels and in all workplaces.

Conference therefore calls on the Service Group Executive to:

1. Undertake a survey of UNISON Branches with Police Staff members to properly understand how widespread this practice is and to determine what support Branches require to challenge this practice;
2. Act on the survey findings to provide support to Branches in challenging this practice;
3. Seek to raise UNISON’s concerns with the Police Staff Council employers.

***North West Region***

**15. Organising for Probation Reunification**

Conference notes the government’s announcement that all offender management work currently undertaken by the Community Rehabilitation Companies (CRCs) in England will transfer to the National Probation Service (NPS) in spring 2021 and in Wales by the end of 2019. This is likely to involve the transfer not only of approximately 7,000 staff from the CRCs to NPS Wales/NPS, but also the re-tendering of unpaid work, programmes and other rehabilitative services to the private or voluntary sectors.

Conference also notes that the transfer of work and UNISON members from the CRCs to NPS Wales/NPS represents both opportunities and threats to UNISON from an organising point of view. On the positive side, the transfer is an opportunity to recruit and organise those CRC staff not in any trade union. On the negative side, under the current government, the civil service and therefore the NPS is a hostile environment for trade unions in relation to restrictions on facility time and the removal of the ability of members to pay their subscriptions by check-off.

The need to also organise existing NPS staff who are not in any trade union, as well as the CRC staff who are not due to transfer to NPS Wales/NPS is also a priority for UNISON.

Conference therefore instructs the Service Group Executive to:

1. Draw up a comprehensive organising strategy to cover the transfer of staff from the CRCs to NPS Wales/NPS and the transfer of staff from the CRCs to other private/voluntary sector providers. This strategy should seek to mobilise UNISON at branch, regional and at England and Wales level;
2. Seek to maximise UNISON membership in the CRCs and in the NPS in the run up to the transfers in 2021.

***National Probation Sector Committee***

**16. Race Religion and Belief a new strategy**

There is now more than ever a need for our service group to refresh its strategy on Race Religion and Belief. The representation of Black members in branches, regions and national bodies is woefully poor. UNISON operates a system of self-organised groups for Women, Black members, Disabled members and LGBT members. This system is well established within UNISON, but are we making best use of it?

Our levels of representation should reflect the membership and we should be ensuring that Self-Organised Groups are given a voice throughout our structures. How are we to challenge discrimination if our own structures are disproportionate? We need to be engaging, encouraging and supportive of Black activists within our service group. It is high time that we develop a service group wide strategy of inclusion, mentoring and support for Black members.

Conference calls on the Service Group Executive to:

1. Contact all Police and Justice Branches to determine the racial profile of the branch membership and its activist base;
2. Monitor demographic information collected at (1) above on an annual basis to identify trends and movement;
3. Seek guidance and support from UNISON Black members Self-Organised Group;
4. Provide information and advice to enable branches to encourage positive action in the recruitment of activists;
5. Develop a Service group wide strategy to increase representation from Black members.

***Leicestershire Police***

**17. Supporting LGBT+ members in police and justice**

Conference notes that despite the government telling us that ‘austerity is over’ cuts to our public services continue, with lack of funding to police and justice services causing mass job losses, department closures, and outsourcing. Whilst UNISON leads the way in the fight to save jobs there are times when jobs cannot be saved, such as the Norfolk constabulary decision last year to axe its entire Police Community Support Officer (PCSO) workforce. The prospect of looking for a new job can be daunting for anyone, but for some members, there are additional barriers. For our lesbian, gay, bisexual and transgender (LGBT+) members, working in their current police and justice role can feel like a relatively safe environment due to managers and colleagues having more diversity awareness and training than in some other areas of employment. There can be additional anxiety about having to find work with an unknown employer. Being open about being LGBT+ on an application form can feel like a barrier to being offered a job interview, and once in the work place the decision to be open about one’s sexuality, or gender identity/gender history can cause huge anxiety.

Mental health problems, including anxiety and depression, are more prevalent in the LGBT community. Trans workers face particularly high levels of workplace discrimination and harassment. A national government LGBT+ survey updated in February 2019 states that 51% of trans people have hidden their identity at work for fear of discrimination. Even more shocking is that 1 in 8 trans employees have been physically attacked at work by a colleague or customer in the last year.

In a Stonewall survey, 19% of those questioned stated they had not been open about their sexuality or gender in their work place. This is not surprising when 23% of those who are out reported negative reactions including inappropriate comments, insults, harassment, and being outed to other colleagues without their permission.

Conference notes that LGBT+ members may need additional support at the time they are facing being made redundant, or lose their employment. Facing job loss can be a traumatic experience, and knowing that the union can support members through this can soften the blow. As well as challenging redundancies, UNISON police and justice branches may be able to offer support and advice in looking for jobs, applying for them and preparing for interviews. A small piece of work could make all the difference to our members in the Police and Justice service group.

Conference calls on the Police and Justice Service Group Executive, working with the National LGBT Committee, to consider and investigate how branches and/or UNISON activist education could assist with this.

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

**18. Police Forces at Pride Events**

Conference notes that increasing numbers of police forces sponsor or support their local Lesbian, Gay, Bisexual, Transgender Plus (LGBT+) pride events, seeing them as opportunities to build confidence in the community, showcase their commitment to diversity and equality, and recruit new staff.

Conference believes that Pride events offer a similar opportunity to UNISON police and justice branches. Prides bring together large numbers of the local community in an atmosphere of celebration, where branch activists can talk to current members, including those not currently engaged with the branch, and recruit new members.

Pride events vary enormously in size and the extent to which they have become commercialised, with the smaller, more community based events usually offering the best opportunity for a high profile and effective UNISON presence.

Conference notes that many regional LGBT+ groups are willing and able to support branches in preparing for and attending Prides, but branch activists have the advantage of knowing about local issues and being able to connect members and potential members straight into their branch. Further, branches can access UNISON resources, including the UNISON Pride organising guide and LGBT+ recruitment materials, together with branded materials available from UNISON Plus partners.

Conference welcomes examples of where this is already working well, such as Wiltshire Police and Justice UNISON and Swindon Pride.

Conference calls on all police and justice branches to check what LGBT+ pride events take place in their area and:

1. Contact their regional LGBT+ group to find out about any plans for a UNISON presence;
2. If nothing is already planned, seek to organise a UNISON recruitment and information stall at the event;
3. Make use of UNISON LGBT+ resources available online and as stock items, including the Pride Organising Guide ‘Putting politics back into Pride’, and from UNISON Plus partners.

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

**Efficient and Effective Union**

**19. Time for a Police Staff Mobile App**

Conference will note that since the introduction of the revised Police Staff Council Pay & Conditions of Service Handbook in April 2017 many of our members continue to struggle to understand their workplace rights.

Our members often have to make immediate decisions and will most likely not have quick access to the Handbook and Guide that explains their rights and the associated compensation for working beyond their contractual hours, working on a rest day and many other changes.

Conference believes that having quick access to the Handbook and quick referencing information can easily be achieved through the development of a mobile data application.

The app could also be used to ‘push out’ negotiated changes to the existing Handbook, provided consultation updates and other information vital to organising our members.

The vast majority of our members will already possess a smart phone where the app could be uploaded and readily available when they need it.

Conference calls upon the Service Group Executive (SGE) to discuss with appropriate UNISON communications staff to seek to develop a Police Staff app that will provide access to the above.

***Suffolk Police Sector***

**Campaigning**

**20. PCC’s and Precept Increases 2019**

This Conference notes that the government raised the maximum amount that the Police Precept portion of Council Tax could be increased by. The majority of Police and Crime Commissioners (PCCs) therefore used this offer from government to increase their Police Precept by this increased maximum amount. Many PCCs used the justification that it was to properly fund policing and put more ‘officers’ on the beat and increase Police Staff numbers.

Conference believes that there is a significant element of hypocrisy and shortsightedness from PCCs as many Branches are still reporting cuts to Police Community Support Officers (PCSOs) and a move away from a Neighbourhood and Community Policing ethos. Conference believes that this totally undermines the valued work undertaken by our PCSO’s and Police Staff who are also providing a service that all communities value.

Conference asks that the Service Group Executive:

1. Write to the Association of Police and Crime Commissioners raising the fact that cutting PSCO and Police Staff numbers whilst increasing the Police Precept to pay for policing is not acceptable;
2. Work with Labour Link to raise this issue with all Labour PCCs.

***North West Region***

**21. Career Progression for Police Staff**

In the recent survey that UNISON undertook into wellbeing amongst Police Staff nearly 80% of respondents said that they had no defined career structure. Conference rightly agrees that this is unacceptable to both the individual staff members and also the forces. Forces need to work harder to retain talented and hardworking police staff.

Conference also notes that promoting further workforce modernisation is a strategy for retaining and potentially growing police staff jobs.

In order to facilitate better career development and opportunities for police staff, conference asks the Service Group Executive (SGE) to:

1. Produce a report on workforce modernisation to help branches negotiate with their employers, which should highlight best practice around the country and also highlight areas for ambitious opportunity.
2. Work with branches to develop an organising and bargaining agenda that focusses on training, development and career progression for Police staff in order to provide better value for money and improve the service to the public.
3. Work with the College of Policing to map existing training for police staff investigators and to explore new opportunities for training that would allow for further workforce modernisation.
4. Link in with UNISON’s national ‘Money well spent’ campaign and work towards a day of action specifically to promote Police staff and begin to change the current narrative.
5. Request that equality impact assessments are conducted for any new development opportunities to ensure they are in line with UNISON’s equality agenda, with a view that workforce modernisation plans should improve opportunities for underrepresented groups.

***Cheshire Police***

**22. Custody – Is it Time for a Detention Officer to Cell Capacity Ratio?**

Conference will recognise the devastating impact on staffing levels in the police service as a result of Austerity led reductions in funding to the service.

Many cell blocks have been closed and staff made redundant or not replaced when they leave to save money. As a result, our members in Custody are often being forced to work in departments with less staff and more demand; causing risks to their physical and mental wellbeing and an inability to properly provide care for those detained.

Without suggested or mandated detention officer to cell ratios, forces will continue to roll the dice with our members by failing to staff custody suites at reasonable levels.

Conference calls on the SGE to:

1. Survey all Branches to know minimum and maximum cell to detention office staffing;
2. Highlight the findings and seek to provide guidance on safe staffing levels;
3. Where possible, share information with the Police Staff Council, National Police Chiefs Council (NPCC), Association of Police and Crime Commissioners (APCC) and College of Policing;
4. Report the findings to the members of the service group.

***Suffolk Police Sector***

**23. Privatisation of Approved Premises**

Conferences notes that Approved Premises or AP’s are one of the core elements of the Probation Service’s responsibilities. They accommodate, in local communities, recently released prisoners to support and enable them to return to society post release from custody, most often from lengthy sentences. The National Probation Service (NPS) is moving its AP estate from Public Protection to Interventions in what can be anticipated as a forerunner to making the estate marketable in readiness for privatisation. In 2016 during the Transforming Rehabilitation Programme part of the duty staffing at night was outsourced to a private contractor. This has been beset by problems, namely shortfalls in staffing whereby the NPS staff have had to meet such a shortfall. Third party staff have been refused to return for numerous reasons including unreliability, unacceptable behaviour towards residents and staff, undisclosed convictions and a basic inability to communicate in English towards those they are there to support.

AP’s house in local communities some of the highest risk offenders the NPS manages, many lead chaotic lifestyles more often beset by underlying mental health issues. NPS AP staff are committed to and devote much time to their work. It is one of the mainstays of Probation work and achieves many positive results. Moreover, it maintains confidence in managing risk in communities and protecting the public. A change to an outsourced contractor as already evidenced would serve to undermine this and place local communities at greater risk with hostels that could potentially be poorer managed and with significantly diminished oversight by the introduction of an external contractor.

Conference requests that the Service Group Executive should make representations to the Ministry Of Justice and any other bodies of influence that the AP estate should remain under the management and staffing of Probation service employees whereby local communities, the management of risk and the assistance of those offenders they are tasked with are better served.

***East Midlands Probation***

**24. Bring All of Probation Back Into Local Democratic Control**

Conference notes the government’s decision to bring all offender management work currently carried out by privately owned Community Rehabilitation Companies (CRCs) back into the public sector from the Spring of 2021.

This is an admission that the government’s Transforming Rehabilitation (TR) reforms have failed despite the best efforts of CRC staff and some CRCs to make a flawed system work.

However, Conference also notes that unpaid work, accredited programmes and other rehabilitative interventions and resettlement services, currently provided by the CRCs, are not to be transferred to the National Probation Service (NPS) and will be offered to the private and voluntary sector in a new bidding process.

The devastating criticisms of TR set out in the National Audit Office report published on 1 March 2019 and the Chief Inspector of Probation’s Annual Report published on 29 March 2019 confirmed what UNISON members working in CRCs have known for some time, that splitting the provision of probation services based on whether offenders were categorised as high or low risk was a grave mistake because probation services work best as a unified service.

UNISON has campaigned for the return of all probation services to public sector ownership and control since the CRCs were privatised in February 2015. This was and still is the right thing to do and is the only outcome which will put probation back on its feet again.

Conference agrees that returning offender management to the public sector, as part of the NPS, could be an initial step in the right direction. However, this conference endorses UNISON’s ‘Let’s Fix Probation’ campaign which makes the case for all probation work, including unpaid work, accredited programmes and other rehabilitative interventions and resettlement services, to be brought back under public ownership via the re-creation of Local Probation Services.

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

1. Campaign for all probation work to be brought back under public ownership;
2. Campaign for the re-creation of Local Probation Services, under local control and management.

***Community Rehabilitation Sector Committee***

**25. No Place for Profiteers in Probation**

The privatisation experiment of Transforming Rehabilitation has shown that there is no place for profiteering in Probation services.

Many of the Community Rehabilitation Companies ran into trouble very quickly as a result of unachievable contracts which inevitably lead to reductions in staff, service quality and standards. Conference should be reminded that all of these Probation areas were deemed as Good or Excellent under the previous manifestation of Probation.

Our union campaigned under the Probation Not For Sale banner and we strongly believe that this sentiment stands stronger than ever.

Private profit holds no place in any area of public service delivery and we call on the Service Group Executive (SGE) to ensure that this message remains at the forefront of all of our campaigning.

***Eastern Region Probation***

**26. Future Model of Probation**

Conference notes the government’s intentions to dismantle its failed Transforming Rehabilitation reforms by bringing all offender management work currently undertaken by the private Community Rehabilitation Companies (CRCs) under the control and direction of the public sector National Probation Service (NPS).

Whilst Conference welcomes the return of this important part of probation to public ownership, Conference notes that it is UNISON policy to see probation delivered via local Probation Services and not by the National Probation Service.

Conference therefore believes that the proposed transfer of offender management work to the NPS from the CRCs must not frustrate our aim to see the full decentralisation of probation to local level and control, and must not be seen as an end in itself.

Conference welcomes UNISON’s ‘Let’s Fix Probation’ campaign and endorses our existing strategy to achieve a decentralised, publically owned and locally controlled probation service, via:

1. The 21 CRCs brought back into public ownership;
2. Probation Reunification;
3. The re-creation of Local Probation Services, as public sector bodies/employers;
4. All CRC and NPS work/staff in England to be transferred into the new Local Probation Services;
5. Local democratic accountability and funding for the new Local Probation Services via the offices of Police and Crime Commissioners and/or Elected Mayors;
6. The work of NPS Wales and the Wales CRC to be combined in a new unified, delivery organisation, or organisations, following an all Wales consultation on appropriate boundaries;
7. The reform of Her Majesty’s Prisons and Probation Service (HMPPS) to protect the integrity and independence of Probation and to devolve political control of Probation from Ministers to local level;
8. A guarantee of no compulsory redundancies for staff in NPS and CRCs and the protection of pay and conditions, including pensions, via a national collective agreement with the employers;
9. Funding from the Treasury to provide for the reconstruction of Probation in recognition of the failure of the TR experiment, including money for pay reform and harmonisation across the probation service.

Conference therefore calls on the Service Group Executive to continue to promote the aims of UNISON’s ‘Let’s Fix Probation’ Campaign and to seek the support of other probation stakeholders for the objectives of the campaign.

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

**27. Pay Progression is a Contractual Entitlement**

Conference notes that at the point of transfer of probation staff to Community Rehabilitation Companies (CRCs) and the National Probation Service (NPS) on 31 May 2014 the “National Agreement on Staff Transfer and Protections” provided that “the CRCs and NPS will adopt the existing Agreements on Pay and Conditions of Service for all staff”. Conference also notes that those conditions state that “Pay progression is applicable annually on 1 April”, Section A2, Paragraph 9.

Conference is therefore concerned that some CRCs have sought to not pay this contractual entitlement to an increment, to defer payment of annual increments to a later date, or to consider this payment as replacing the annual pay award for a cost of living increase.

Conference calls on the Service Group Executive (SGE) to support branches and members and their negotiators in campaigning to ensure that the payments of contractual increments by CRCs are honoured.

***Community Rehabilitation Sector Committee***

**28. Dealing with the effects of post-traumatic stress**

Many of our members work with the public in the best and worst of situations. Our call management staff can be dealing with a missing from home one minute and a murder the next. Very often our call management staff are the first port of call for those intending to complete a suicide and the police are their last chance for help. Our Police Community Support Officers (PCSOs) can deal with abused children and adults or be dealing with the aftermath of a murder or suicide. This exposure has an impact upon their mental health and wellbeing and will ultimately have consequences if not checked.

Those staff working in control rooms are just as prone to the effects of post-traumatic stress as any other operational employee. Employers have a duty of care to ensure the health and wellbeing of their employees, and this includes their mental health. This conference believes that the employer should have something in place to assess workers who are at most risk. The provision of clinical support should be considered to provide intervention and support when needed. It is not sufficient to leave it to chance.

Conference therefore instructs the Service Group Executive to:

1. Contact police branches to gain information about the incidence of mental health related sickness within operational Police staff roles;
2. Request information from branch about what is in place within their forces to support mental health and wellbeing for operational staff;
3. Based on responses received, develop advice and guidance for branches on how to encourage forces to put measure in place to support our members.

***Leicestershire Police***

**29. Police Force Gender Pay Gaps**

Conference notes with concern the evidence of gender pay gaps for police staff in forces in England and Wales.

From 6 April 2018 all public sector employers, including police forces, have been required by law (Gender Pay Gap Regulations) to publish details of their gender pay gap. The requirement is for this data to be published every year in April. Forces have now published their gender pay gap data in April 2018 and April 2019.

Conference understands that there are likely to be multiple causes of the gender pay gap in police forces, including the following possibilities:

1. Some police force job evaluation schemes may undervalue the types of work and skills associated with work predominantly carried out by women;
2. Some job evaluation schemes used by police forces may not fully recognise the full range of skills in predominantly female jobs;
3. Occupational segregation can affect the police workforce, either horizontally where men and women are segregated in different parts of the workforce, or vertically where men tend to occupy the more senior roles within the workforce, and women occupy the more junior roles;
4. The unequal sharing of family responsibilities, such as the day-to-day care of children and relatives, coupled with a lack of flexible working arrangements often found in higher paid roles, can depress women’s rates of pay and means that they may be overrepresented in lower paid jobs than men;
5. Women may be over-represented in the part-time workforce.

Conference further notes that there were large differences in the gender pay gaps reported by forces in April 2018. The highest mean gender pay gap was 15.4% and the lowest 2.5%. The highest median gender pay gap was 27% and the lowest 0%.

Conference recognises that the publication of police force gender pay gaps is an opportunity for UNISON to seek to tackle gender pay discrimination on behalf of our women members. We need to understand what strategies those forces with lower gender pay gaps have in place and to learn from their success.

Conference therefore calls on the Service Group Executive to:

1. Encourage branches to discuss the gender pay gap data for their force with their employer;
2. Seek to ensure that every force has a gender pay gap action plan to address the gender pay gap;
3. Encourage branches to seek to ensure that the gender pay gap action plan which has been produced by their force is the subject of collective bargaining going forward;
4. Gather evidence of good practice in forces on tackling the gender pay gap;
5. Work with the National Women’s Committee to keep the gender pay gap high on the agenda of police forces and police staff branches and to produce advice and guidance for branches on how to tackle the gender pay gap.

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

**30. The Macpherson Report: Twenty Years On**

Conference welcomes UNISON’s submission to the Home Affairs Select Committee Inquiry into ‘The Macpherson Report: Twenty Years On’.

Conference notes with concern the following statistics on the representation of Black staff within the police workforce set out in our submission to the Committee:

1. The proportion of Black police staff and in particular Black Police Community Support Officers (PCSOs) in their respective workforces is currently falling, as shown in the following Home Office data;
2. The % of police staff who are Black increased from 7% in 2005 to 7.5% in 2012/13, but has since fallen back to 6.8% in 2018;
3. The % of PCSOs who are Black hit an all time high of 15% in 2006, but has since declined substantially to 9.5% in 2018;
4. These trends are in contrast to the slow but steady increase in the proportion of Black police officers.

Conference believes that the fall in Black staff representation in the combined workforce and in the police staff and PCSO workforces is, at least in part, likely to have resulted from the government cuts to the police workforce since 2010. Conference further believes that work is needed to understand these negative diversity trends in the police staff and PCSO workforces and an action plan required from the Home Office and the Police Service to arrest and turn them around.

Conference therefore calls on the Service Group Executive to campaign to seek the following outcomes:

1. Police staff and PCSO employment statistics to be mainstreamed in all future investigations into Black staff/officer representation in the overall police workforce in England and Wales.
2. A recognition by the Home Office and police leaders that there is a problem with falling levels of Black staff representation in the police staff and PCSO workforces.
3. Investigation into whether the PCSO workforce was a more attractive entry point into policing for members of Black communities, and, if so, why?
4. Analysis of any link between the police cuts since 2010 and the fall in Black staff representation in the police staff and PCSO workforces, including a literature review of any equality impact assessments of the police cuts which may have been carried out by forces, National Police Chiefs Council (NPCC), Association of Police and Crime Commissioners (APPC), Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), the College of Policing, or the Home Office.
5. Investigation of the performance of individual police forces in achieving a level of Black staff representation in their workforces which reflects their own particular community.
6. An action plan to be developed by the Home Office, NPCC, APCC and the College of Policing, working in partnership with the police staff trade unions, staff associations and the police diversity support organisations to turn round the negative trends in the police staff and PCSO workforces identified in this motion and to increase Black staff representation to reflect local communities in the whole police staff workforce.
7. An investigation into the existence of any race pay gap in the police staff workforce.

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

**31. Trade Union Rights for All Employees within Policing**

We have a group of employees who desperately want to join UNISON. These are a unique group of staff who find themselves prevented from joining a union. These staff who are employed by the Police Service want to be able to join a trade union and have the same rights as other employees and to take part in the activities of the union and the benefits of membership.

These employees are police officers who have taken career breaks to take up employment as police staff in areas of the business that they would never get access to as a police officer. The status of these individuals is not clear and the Home Office have been unable to provide exact evidenced detail of why these employees cannot join a union. This unique situation leaves them in a vulnerable position without anywhere to turn should the need arise.

This motion is not about jobs for the boys or giving police officers better access to anything that is not available to Police Staff. The majority of employees affected are women; women who have often taken time out to raise a family. These women have gone through a competitive selection process to gain employment, but now find themselves unable to get any employment protection as any other employee would. This is unjust and unfair and they should be able to join a trade union and take part in its activities.

Conference therefore requests that the Service Group Executive make representations to the Police Staff Council of whom the Home Office are a member, with a view to resolving the situation of trade union membership for these employees.

***Leicestershire Police***

**Motions Ruled Out of Order**

Action not specific to the Conference

**Bring Back All Probation Work into the Public Sector at Local Level**

Conference notes that the government intends to leave unpaid work, programmes and other rehabilitative services out in the private or voluntary sector when offender management is transferred into National Probation Service (NPS) Wales/NPS in 2019 and 2021.

Conference is totally opposed to this latest arbitrary split in probation which will only serve to extend and exacerbate the damage done to probation by the Transforming Rehabilitation (TR) reforms. Conference believes that the intention to keep Probation divided and outsourced is a dangerous mistake, as proved by the calamitous split forced on the Service by TR. Probation works best as a unified service with all functions under single control.

Conference notes the referral which the probation unions made to the International Labour Organisation (ILO) in 2013 that the UK government was in breach of the ILO Forced Labour Convention by privatising unpaid work. Conference notes that the government is still in breach of the ILO Forced Labour Convention and that it will continue to be until unpaid work is brought back under public ownership and control.

Conference therefore instructs the Service Group Executive to campaign to seek to bring back unpaid work, programmes and other rehabilitative services back into public ownership and control as part of a decentralised, locally run, publically accountable and controlled probation service.

***National Probation Sector Committee***

Beyond remit of the Conference

**Learning from past mistakes**

Conference notes, with tentative optimism, the government’s admission that the privatisation experiment of Transforming Rehabilitation (TR) has been an unmitigated failure.

The move to renationalise part of the privatised element of probation is welcomed as a positive first step however we remain very concerned that Strengthening Probation will repeat the same mistakes as TR.

Conference calls on the Service Group Executive (SGE) to use all possible avenues to influence any decision making around Strengthening Probation in order to ensure that the views of our members, frontline workers and evidence based practice is at the forefront of the future of Probation.

***Eastern Region Probation***

**Do Crime Scene Examiners Receive Enough Support?**

Scene examiners are often one of the first attendees at a crime scene. During their careers they photograph hundreds of scenes and are exposed to a variety of traumatic and distressing situations. Do they get enough time, guidance and support to help come to terms and process this regular exposure?

Scene Examiners are dealing with the examination of bodies, close up views of post-mortems, fingerprinting the deceased and subsequent follow up work and hearing 1st hand the circumstances of these crimes!! Even dealing with the personal stories of people whose houses are broken into and the emotional turmoil that can cause scene examiners are required to show empathy and this in itself can cause stress.

In our experience it is commonly answered by office bound management with "they knew the demands when they accepted the job" or it is just "something they have to put up with".

In reality there is very little analytical study of what impact performing this particular job has on those who deliver it or what effect increased demands on account of slashed budgets have had on workers delivering more with less.

For instance, in Scotland Scene examiners are single crewed, therefore, they cannot rely on other colleagues even for a quick debrief in the van afterwards.

Are the mechanisms employers have in place sufficient? Are examiners given enough time to properly and meaningfully engage with support mechanisms to identify and reduce the impact of poor mental health?

Not everyone is aware they have an issue, sometimes people are afraid of being seen as weak and what is witnessed cannot be discussed with family and friends.

Surely our scene examiners should be brought into line with other 'first responders' and be guaranteed the support they require during the course of their career?

Reducing the instances of work-related stress and trauma not only benefits the employee but is of huge benefit to the employer.

Conference calls for the Service Group Executive (SGE) to work with branches in developing a survey to identify the impact of demands on our examiners and the wider service.

Conference further calls for the SGE to provide advice to branches working with employers to ensure support for scene examiners robustly protects not just their health and safety at scenes but their health and welfare after the scene.

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

Conflicts with an Existing Rule

**Improving the PIP Process**

Conference calls upon the Service Group Executive to discuss with the Independent Office for Police Conduct (IOPC), National Police Chiefs Council (NPCC) and any other interested parties with a view to determining, standardising and enforcing a national criteria for incident types that require a Personal Independence Payment (PIP) be called.

Additionally, conference calls upon the Service Group Executive to carry out necessary work with a view to extending the provision of UNISON's legal cover to members who are subject of a delayed investigation as a consequence of a PIP not being called at the time of an incident occurring.

***Hampshire and Isle of Wight Police and Justice***

Not sufficiently clear

**Recruitment and retention within the police service for Black workers**

This year marks the 20th anniversary of the Stephen Lawrence Inquiry. 70 recommendations were made and recommendation 64 addresses the recruitment and retention of Black officers and staff. The recommendation states that the Home Secretary and police authorities’ policing plans “should include targets for recruitment, progression and retention of minority ethnic staff”.

The Home Office’s Police Workforce breakdown, which was last updated on the 31st March 2018 for England & Wales, states that BME workers make up 6.8% of Police Staff, 9.5% of PCSO and 6.6% of Police Officers. These figures are from 43 Police Forces and show a considerable underrepresentation of Black workers.

We know very few of the recommendations have been put in place to protect Black police staff jobs and we know from the figures that the numbers of Black staff in the police service do not represent the numbers of Black people in our communities.

The Police Service still has a stigma within our communities – Stop and Search, institutional racism, abuse of power, videos of officers assaulting Black people and seeming to get away with it. A dedicated recruitment drive within Black communities may go some way to reassuring Black people that they can be a part of the Police Service.

Conference calls on the Service Group Executive to:

1. Lobby the Police and Crime Commissioner to take steps to fair representation of Black workers within the police force by diversifying recruitment streams.
2. Seek figures on the recruitment, retention and progression of Black Police Staff.

***National Black Members' Committee***

**National Probation Service Pay Band 1**

The National Probation Service (NPS) have not deleted pay Band 1. This is an insult to our workers as, in some cases, staff members are being paid less than the minimum wage. This is appalling and should not be happening. This has a direct and adverse impact on our Black workers, who are over represented in these low paid roles and work hard to keep their jobs.

How can this be seen to encourage Black staff to work for Probation? What incentive is there to undertake high workloads for such a paltry sum?

Conference calls upon the Service Group Executive (SGE) to seek to negotiate an end to Pay Band 1 within the National Probation Service and any remaining Community Rehabilitation Company (CRC) pay scales.

***National Black Members' Committee***

**Gender Self identification and Policing**

This year has brought an increasing level of contention around the impact of gender self identification and the perception that its application in publicly used shared spaces poses a relative risk to the rights of women.

Conference recognises that the Equality Act is a legislative framework deployed to provide fairness and protect the rights of groups who share protected characteristics and not to promote the rights of one group over another.

Conference notes the speech by Leeds Councillor Sarah Hall in presenting the risks in public space policy considerations based on gender and not sex, can have in undermining the rights of women.

In policing there is a level of complexity (as highlighted in the Scotsman newspaper article “Police Scotland criticised over allowing suspects to self-identify gender”) which demonstrates that some of our employers aren’t entirely equipped to meet the challenges presented by current and developing legislation which promotes positive progress on equality.

Conference notes there is a great deal of confusion and lack of information available on how we can better tackle these challenges. In order to support and protect our members delivering police services we need to provide considered and balanced guidance which helps to safeguard the rights and dignity of women and all protected groups.

Conference calls on the Service Group Executive (SGE) to work with UNISON self organised group committees to develop bespoke guidance for police branches in order to inform, assist and protect our members.

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

Received past the deadline

**Community Payback**

Conference notes that Community Payback (CP) ensures offenders who are sentenced to such are managed in the community to undertake reparation work. This function under Transforming Rehabilitation (TR) was transferred to the Private Sector in 2016. The Ministry of Justice has now seen to draw back TR and reintegrate the Probation Service with the exception of Programmes and Community Payback.

Whilst CP undertakes much good work within local communities it also underpins a lot of local authority work. This includes for example grounds maintenance of local parks, litter picking in communities and the like. A good deal of this work remains undertaken for free to those local authorities or charged at a very nominal amount. Whilst this fits within the ideology of CP it also serves to underpin austerity measures within local authorities who use such services in replacement of employing staff to undertake such work. CP over a number of years has suffered with poor investment and is now bearing the strain of such.

Conference requests that the Service Group Executive makes representation to the ministry of justice and any other bodies of influence that in any future third party outsourcing of CP, investment is made into the operation wholesale, but furthermore the tasks they undertake are either contracted for a fair and equitable rate and in particular it is not used to underpin austerity measures and take away jobs from local authorities that would and ordinarily should be within the sphere of those local authorities and their amenities.

***East Midlands Probation***

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***East Midlands Region***

Statement not a motion

**Branch Delegations - Requirement for low paid woman worker**

The present requirement for the third delegate to conference to be a low paid woman worker, earning less than £10.20 per hour, or approximately £19,650 per annum, creates difficulties for some Police & Justice branches.

This is not generally representative of the salaries paid to our staff. Most police staff, male or female, earn in excess of this hourly rate, and that is reflective of the knowledge, skills and attributes necessary to perform their various roles.

This motion is not intended to disenfranchise low paid women, and of course where there are women members who meet the criteria they should be encouraged and facilitated to attend. But, the current requirement effectively means that others earning more than the £10.20 hourly rate are denied the opportunity to participate in the important business of the union.

***Hampshire and Isle of Wight Police and Justice***