



Police and Justice Conference 2022

Preliminary Agenda

**Venue: The International Centre Telford
20 –21 October 2022**

**2022 Police & Justice Service Group Conference
UNISON PRELIMINARY AGENDA**

2022 Police & Justice Service Group Conference

UNISON PRELIMINARY AGENDA

Organising and Recruitment

1. Cost of Living

Conference recognises the nature of poverty has changed and that even people on what may be considered to be reasonable salaries are struggling and in need of support. Unrealistic rhetoric from politicians who are out of touch with reality, who use offensive commentary to describe people in need and how they should be living, drives a perception that does not reflect the facts.

Unfortunately, we do have Police and Justice Staff who need to use food banks. People who are in full time employment struggling to feed their families, heat their homes and fuel their vehicles are being driven down by the escalating cost of living. Public Sector Pay has been in decline since 2010 and comes nowhere near to keeping up with inflation.

Public Sector employees kept the country going during the pandemic, putting themselves and their families at risk. They were seen as heroes until it came to rewarding them and the government soon forgot their sacrifices.

Inflation is having a direct effect on all aspects of our lives, the cost of essentials, energy, fuel, housing, travel, housing and the inevitable rise in interest rates.

The last Police Staff pay settlement of 2.1% did not even scrape the surface as most of it was eaten up by the rise in national insurance.

Conference believes that members should not be forced into vulnerable positions by the impact of the cost of living. The public expects the highest standards from Police Staff and it is reasonable that our members are paid reasonably for what they do and that reasonable pay increases are considered a priority.

Conference calls on the SGE to monitor the impact of inflation on Police Staff wages and:

- 1) Consider a further pay claim for 2022/23 if inflation continues to rise.
- 2) Seek to increase the mileage allowance in line with current costs.
- 3) Survey members as to the impact of the cost of living.
- 4) Develop a strategy following the results of the survey for the use in any negotiations relating to pay and reward.

Leicestershire Police

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2. Cost of Living Crisis

Conference recognises that the cost of living crisis now affecting UNISON members in the UK is the worst for 30 years.

Inflation is currently running at 9% (March 2022), which is the highest level in three decades. For the value of police, probation and CAF/CASS staff salaries not to fall back even further, they must at least keep pace with predicted rises in the cost of living. Treasury forecasts for inflation put this at 7.4% in 2022.

Police and justice members have experienced an enormous surge in costs over the last year, including:

- 1) A 29% increase in gas bills;
- 2) A 21% increase in petrol prices;
- 3) A 19% increase in electricity bills;
- 4) A 10% rise in the price of buying a house and a 9% jump in rent for a new rental property.

These demands on pay packets will be even greater against the background of the 1.25% increase to National Insurance contributions over 2022/23.

Conference therefore calls upon the Service Group Executive to work with each of the sectors in the Service Group to highlight the ongoing impact of the cost of living crisis and to support the work of sectors in seeking to raise the living standards of members via annual pay claims and other associated claims.

Police and Justice Service Group Executive

3. The Risk of Financial Inducements is Greater Because Our Members Aren't Being Given Salary Increases That Even Meet the 'Cost of Living'

Our Police Staff Members are fairly unique when it comes to those that work within the public sector. They are required to be vetted to various levels depending on the post that they are being employed to do including financial vetting. They are expected to maintain a level of vetting clearance including good and proper financial management of any and all debt throughout their careers in the justice sector.

Members experiencing financial difficulty are considered to be more susceptible to financial inducements from sources that would benefit from our members access to information within police systems or interference with forensic examinations and submissions. The potential serious implications to the justice system that could occur cannot be underestimated and as such members are obliged to report any changes of circumstances that could affect their vetting including financial status.

With real term pay cuts failing to meet 'cost of living' rises over previous years our members are struggling more than ever to make ends meet. Inflation this year

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expected to run at 10%, increases in interest rates affecting mortgage payments, rising fuel costs and prices our members are now at greater risk of falling into debt without proper and decent pay rewards to our hard-working members.

Conference calls on the SGE to:

- 1) Commission a study to highlight the real financial difficulties our members face including the potential risk of financial inducement without substantial increases in pay.
- 2) Raise awareness with negotiating bodies and committees in order to recognise this as a risk and factor in all discussions around pay highlighting the employers' responsibilities to minimise this risk with meaningful dialogue.

Police Staff Scotland

4. Tax Allowance Fairness for Uniform Laundering

Conference notes that:

- 1) Police staff who are required to launder items of uniform at home are entitled to claim an annual allowance from HMRC to assist with the associated cost;
- 2) Currently, PCSOs are entitled to claim £140 tax allowance but other police staff can only claim £60;
- 3) Police officers are also entitled to claim £140.

Conference notes that this disparity between PCSOs and other uniformed police staff is unfair, as it is not the case that PCSOs are required to launder more items of uniform than staff who carry out other roles.

Conference believes that the allowance should be levelled up to allow all uniformed police staff to claim £140, which with the increased energy costs we all face does not seem unreasonable.

Conference therefore calls upon the Service Group Executive to work with the Police Staff (England & Wales) Sector Committee to:

- a) Lobby the NPCC Uniform Working Group to support a campaign for parity of tax allowance for all uniformed police staff roles;
- b) Publicise this work widely via branches and members;
- c) Seek the support of police forces for this change in the allowance.

Police Staff Sector Committee - England and Wales

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5. Vexatious Complaints

Conference notes with concern that a number of complaints relating to our members that could be considered as vexatious (purely to cause annoyance to the subject). We have seen examples within the workplace and from members of the public who have used the police complaints procedure to damage members, particularly where there is a relationship outside of the workplace.

Where complaints of a vexatious nature have been established, there is more often than not, no action taken against the complainant. On occasion these complaints may result in a criminal investigation being initiated against members which causes undue stress and anxiety and impacts on the subject's work, home life, vetting and career prospects.

Conference calls on the SGE to:

- 1) Conduct a survey with branches to gauge the incidences of evidenceable complaints of a vexatious nature.
- 2) Dependent on the outcome of the survey, develop a campaign to challenge vexatious complaints.

Leicestershire Police

6. IOPC Investigations

Conference is concerned by certain IOPC (Independent Office of Police Complaints) investigations relating to Police Staff are failing to be investigated proportionately. Some cases relating to police contact are demonstrably targeted at Police Staff unjustifiably. It has been shown that investigations are centred in apportioning blame to our members when evidence suggests that they are not responsible for the consequences of certain cases.

Where this is occurring, our members are being put under a massive amount of stress, which is impacting on their mental health, wellbeing and that of their families.

The length of time some of these investigations are taking also has a toll on the health and wellbeing of our members.

Conference therefore call upon the SGE to:

- 1) Consult with branches to determine the extent of the problem and seek evidence to support their experiences;
- 2) Raise our concerns with the IOPC where evidence exists following branch consultation;
- 3) Seek to develop a guide for Police Staff under investigation, highlighting their rights during the investigation;

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- 4) Encourage local IOPC directors to meet with and develop relationships with UNISON branches/regions, so that matters may be raised in a timely fashion;
- 5) Report back to Police & Justice Conference in 2023.

Leicestershire Police

7. Resist Any Cuts to Probation Services

Conference was dismayed to learn about the proposed cuts to civil service jobs, the proposals of which are anything between 20% and 40%. Prime Minister Boris Johnson asked his Ministerial team and Permanent Secretaries to develop proposals to return the civil service to the size it was in 2016. It is noted that the Probation Service was not wholly part of the Civil Service in 2016 so therefore we believe we should not be part of this job cutting exercise.

The Probation Service as was, suffered significant job losses as a result of Transforming Rehabilitation

and the redundancies that were made through the process of privatisation therefore, significant vacancies exist in all areas and we have never fully recovered.

The reunification of the service in June 2021 has failed to deal with several systemic issues such as pay, workload and vetting, which has meant that the service is now at crisis point in terms of staffing in both recruitment and retention.

To suggest that the Probation Service could tolerate any sort of staffing cuts is unthinkable. The result of these proposed cuts could be truly damaging to our communities with the cost being further victims of crime, more Serious Further Offences and the vicious cycle of re-offending continuing unabated.

We call on the SGE to launch a visible and sustained campaign to resist any suggestion of job cuts in the Probation Service.

Eastern Region Probation

8. Opposing Potential Job Cuts in the Probation Service

Conference notes that on 16th May 2022, the government announced an ambition to reduce staffing levels in the Civil Service to 2016 levels by cutting 91,000 jobs. In this government's distinctive style, these plans appeared hastily drawn up and vague, with no concrete indication of the Civil Service departments where these cuts may fall.

Conference may be aware that HMPPS have previously announced ambitious plans for the future of the Probation Service. These plans require a significant increase in staffing levels to a service that has been appallingly understaffed for many years. If the government's recently stated aims of reducing Civil Service staffing directly impacts on the Probation Service, our already overworked members will face the prospect of workloads increasing even further as a result of the Target Operating

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Model which will significantly increase the levels of workplace stress, making what is already a difficult job virtually impossible.

Conference, this may, as a result, lead to a haemorrhage of staff from the Probation Service, making the lives of those members who remain, intolerable.

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

- 1) Organise a national campaign along with regions and branches to seek to oppose any proposed job cuts within the Probation Service in England and Wales by all means at their disposal;
- 2) Strongly and convincingly promote to HMPPS and the Probation Service the need not only to maintain current staffing levels but to implement the planned increase in these levels in order to realise the proposed plans and aspirations of HMPPS for the future of a Probation Service fit for purpose, which can effectively rehabilitate People on Probation and significantly reduce re-offending.

Probation Service Sector Committee

9. Challenging Sexism, Harassment and Misogyny

This conference condemns any behaviour that falls within the categories of sexism, harassment and misogyny. We are a union that at its core, has values that support the inclusion of women at all levels within our organisation. Women make up the majority membership within UNISON which is reflected within our Service Group.

We all have a duty to challenge this sort of behaviour, wherever we witness or experience it either as union representatives or as employees. Women must feel safe within the workplace and the activities of our union and importantly feel supported as victims and survivors.

Any complaints must be taken seriously, and victims and survivors given the opportunity and reassurance that their complaints will be taken seriously and investigated.

Conference commends the leadership shown by the Police and Justice Service Group in recent years. In 2018 they published the results of a major survey of sexual harassment in police forces in England, Scotland and Wales, undertaken in partnership with the London School of Economics (LSE). This partnership led to a successful major National campaign within policing called “know the lines”.

Other initiatives such as #MeToo have highlighted the difficulties women and girls face on a regular basis. The terrible murder of Sarah Everard by a serving police officer was a stark reminder that predators can exist in any position of authority and be enabled by a hostile culture.

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We must do all we can to support women against these threats by monitoring and challenging our own behaviour. UNISON members and officials must set the standards and enforce our values.

Conference therefore calls upon the SGE to:

- 1) Put out a statement affirming its commitment to supporting victims and survivors and challenging sexism, harassment and misogyny within our membership and our employers;
- 2) Survey members to identify patterns and concerns that women have in the workplace and report back to the next Service Group Conference on a strategy to support women who experience such behaviour;
- 3) Encourage men to be part of the solution and not the problem;
- 4) Produce Service Group specific materials re-establishing our values and support for women's safety at work, union activities and, where possible, wider society.

Police and Justice Service Group Executive

10. Happy Birthday PCSOs

Conference wishes to thank all those pioneers that made up the PCSO workforce 20 years ago. Their dedication and commitment embedded the role into modern policing and made the role of PCSO an integral role in the service and to the public we serve.

Our PCSOs deal with many more issues today than was envisaged by the legislation of 20 years ago. They are professionals in their own right and dedicated servants to the public they serve.

Conference offers a vote of thanks to all PCSOs and congratulates them on their 20th anniversary. Long may they continue and develop.

Conference calls upon the SGE to continue its campaign of support for PCSOs beyond the anniversary.

Leicestershire Police

11. Funding Cuts and Ethnicity Pay Gap in Police and Justice

Conference, funding cuts and the government's long-delayed plans to address social inequalities is one of the major causes of in-work poverty experienced by Black Workers and the cause of severe inter-generational inequality in Black communities.

Recent funding increases have not undone £15bn of cuts in central government grants to public services between 2010 and 2020, coupled with the disproportionate impact of the Covid-19 pandemic on the Black community.

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Conference also notes that the situation has been exacerbated by the impact of over a decade of austerity, resulting in cuts to equality departments and very low level of recruitment in police support sector.

In 2017, the Government committed in its manifesto to “ask” large employers to publish information on their ethnicity pay gaps. In 2020, only 11% of companies had published this information.

The National Black Members Committee believe the introduction of this important measure is needed to identify the disparities within the police, probation and CAF/CASS workforces and for employers to be accountable.

In February 2022, the Women and Equality Committee published a new report clearly stating that the EPG should be mandatory. Gender pay gap reporting is growing in prominence, however the drive for ethnicity pay gap reporting has not progressed as far

UNISON Black workers are committed to addressing issues on racial equality and believe this campaign must be a priority for the police and justice service group.

This conference calls on the Police and Justice Service Group Executive to work with the National Black Members Committee to:

- 1) Develop an action plan for use in the workplace including a collective bargaining fact sheet for branches to use when tackling racial pay inequality in the workplace;
- 2) Encourage branches to make racial pay inequality part of their diversity strategy to engage with employers to publish the information on their ethnicity pay gap.

National Black Members' Committee

12. Social Model of Disability in Policing

Conference notes and accepts that the social model of disability identifies that it is not an individual's medical condition, but the attitudes of society that makes them disabled. The social model is a civil rights approach that suggests that if the workplace was set up in a way that was accessible for people with disabilities then they would not be excluded or restricted.

The police service has a strong tradition of leading the way in equalities and has been responsible for some notable innovation. With this mind conference calls upon the SGE to campaign to bring the social model of disability to all forces within England Scotland and Wales.

In achieving this aim conference instructs the SGE to:

- 1) Provide all Police branches with the definition of the social model of disability;
- 2) Encourage branches to contact their disabled members and discuss the model;

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- 3) Encourage branches to raise the social model of disability with their own force;
- 4) Consider setting up a national focus group to identify best practice within policing that supports the social model of disability
- 5) Liaise with the disabled members self-organised group to seek advice and guidance in support of the campaign;
- 6) Report back to Police & Justice Conference 2022.

Leicestershire Police

13. Securing the Legacy of the Year of Disabled Workers in Police and Justice Workplaces

Conference notes the success of UNISON's Year of Disabled Workers 2022. Although the year is not yet complete, we have seen renewed focus on the experience of disabled members in our union, in the workplace and in society, including those in the Police and Justice service group.

We have used the year to highlight the important contribution our disabled members make to the union, to improve terms and conditions for disabled workers including in police and justice workplaces, and to campaign for improved rights for all disabled workers.

Conference notes the letter sent to all service groups by General Secretary Christina McAnea which called on the Police and Justice service group to get fully behind the initiative, including by making the year of disabled workers a standing item on service group executive agendas and encouraging regions and branches to do likewise.

Christina also called for the following actions from the police and justice service group:

- 1) Encourage all Police and Justice branches to elect a disabled members officer or contact and register them for national training.
- 2) Support branches to negotiate with their employer to agree reasonable adjustment passport and disability leave policies, based on UNISON's bargaining guides, and raise these at a national bargaining level where appropriate.
- 3) Work with and support regional and branch disabled members groups.

Conference welcomes the work that the Police and Justice Service Group has undertaken over the year with the Disabled Police Association and on the National Police Chiefs Council Diversity Equality and Inclusion Committee and on the Probation Service Diversity Equality and Inclusion Sub-Committee to support disabled members.

Conference acknowledges that tackling systemic and ingrained discrimination against disabled workers will take more than one year and we need to use the

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success of the year of disabled workers to continue our work and secure a lasting legacy for our members working in police and justice.

Conference therefore resolves to ask the service group executive to work with the national disabled members committee to:

- a) Carry out an audit of police and justice branches to assess:
 - i) where there is no agreed reasonable adjustment passport or policy;
 - ii) where there is no agreed paid disability leave policy;
 - iii) where there is no elected disabled members officer.
- b) Implement a disability equality bargaining strategy to address these policy gaps using UNISON's two bargaining guides (Disability Leave guide and Reasonable Adjustments Policy and Passport guide) to negotiate locally;
- c) Publicise UNISON's now regular online Disabled Members Officers and Contacts training to police and justice branches and consider setting a target for the number attending each year;
- d) Circulate UNISON's new stewards guide to representing disabled members and our guide to representing deaf (British Sign Language users) members to activists in police and justice workplaces.

National Disabled Members Committee

14. Trans Equality in Police and Justice – Louder and Prouder!

The toxic debate ignited by the United Kingdom government's consultation on reforming the Gender Recognition Act underlined the importance of our union, including branches in the Police and Justice service group, supporting and representing our trans members effectively.

Attacks on trans rights have escalated further in the past year. There has been a sustained attack on Stonewall's trans inclusive Diversity Champions programme, which some employers in the Police and Justice service group are members of, and repeated false claims that Stonewall is misinterpreting the Equality Act's protected characteristic of gender reassignment in its advice to organisations. The tactics being used, particularly the vilification of trans women, by those campaigning to roll back the existing rights of trans people, including 'gender critical' and anti-trans groups, are almost identical to the tactics seen around the time of Section 28, when gay men were portrayed as sexual predators and a danger to children to spread fear and mistrust.

There is also growing evidence that the concerted international campaign against trans people is linked to far right and religious-right groups. Targeting a minority, and spreading false information to provoke hatred and distrust by preying on people's fears, are classic far right recruitment tactics.

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Conference acknowledges that Trans members working within the Police and Justice service group may be experiencing discrimination and transphobia and/or feeling that their workplace is not a safe place to disclose their gender identity.

The National LGBT+ Committee was pleased that a similar motion was passed at the National Delegate Conference in June 2022. Conference recognises the need for all service groups, including the Police and Justice service group, to become more visible and more vocal – louder and prouder – in supporting and promoting Trans equality.

This must include the Police and Justice Service Group Executive continuing to encourage the negotiation of inclusive language in all Police and Justice agreements and policies, and of inclusive practices and procedures, across our Police and Justice workplaces, but there are some practical steps that branches can take alongside this.

Some workplaces in the Police and Justice service group already use, and actively encourage the use of pronouns on name badges, ID cards and email signatures, but not enough. If more did, this would help alleviate the awkward questions that some Trans and non-binary members can face on a day-to-day basis, and also allow other members to show their understanding of the importance of respecting people's pronouns. Conference therefore welcomes the UNISON 'Why pronouns are important' factsheet which can be used by branches to raise these issues with employers.

Some of our Trans and non-binary members also work in contact centres or regularly speak to service users by phone as part of their jobs. They can face upsetting assumptions about their gender identity, including hostility and confrontation. Similarly, Trans and non-binary service users can face unintentional misgendering on the phone from some staff.

Conference therefore welcomes the guidance being produced by the National LGBT+ Committee on the best practice words and phrases for staff to use when dealing with people on the phone, which can then be used to assist in the training of call taking staff and by individual members as a learning resource.

Conference therefore calls on the Police and Justice Service Group Executive to work with the National LGBT+ Committee and other parts of the union as appropriate to:

- 1) Explore ways to increase the strength and visibility of UNISON's work to promote Trans equality in the service group;
- 2) Urge branches to promote the fact sheet 'Why pronouns are important' and to ask employers to adopt a policy that allows all staff to have their pronouns on name badges, ID cards and email signatures;
- 3) Encourage branches to urge employers to join the Stonewall Diversity Champions programme if they are not already members;

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- 4) Publicise and promote the guidance on best practice in dealing with people on the phone;
- 5) Promote the UNISON fact sheet 'How to be a Trans ally' and trans ally training widely within the service group;
- 6) Encourage members in the service group who have been on the Trans ally training to join the Trans ally's network being set up by the National LGBT+ Committee;
- 7) Work with the National Trans Police Association (NTPA) and promote materials, when available, to help members in the service group to counter the 'gender critical' narrative and provide information on the links between the gender critical movement in the UK and the far right.

National Lesbian, Gay, Bisexual and Transgender plus Committee

15. Support for Newly Qualified Probation Officers and PQiP staff

Conference may be aware that The Probation Service has experienced an ongoing difficulty with the recruitment and retention of Probation Officers. The latest figures available from the Ministry of Justice indicate that over a third of staff have been in post for less than three years and recruitment and training of Probation Officers since March of 2020 indicates a national shortfall of qualified probation officers of approximately 2,500 staff. Of these staff, the latest Ministry of Justice statistics indicate that between 5 and 8.5 percent left their posts in the previous year.

Although HMPPS is clearly making an effort to train staff to fill these posts, it is also clear that the retention of Probation Officers remains a significant problem. Should this situation continue, the impact of almost 10 percent of officers leaving the Service will have a continuing negative impact on those that remain within the Service in terms of workloads and stress. This is without considering the impact on those staff who do not feel able to remain in post.

UNISON calls upon the Service Group Executive to work with HMPPS and the Probation Service to enhance support for newly qualified Probation Officers and improve staff retention by:

- 1) Offering NQOs and PQiP staff the opportunity to visit new places of work to acclimatise, in advance of taking up permanent posts away from the location of training;
- 2) Offering NQOs placements in work areas where observations have only previously been available in order to undertake work in these area (e.g. Courts) in order to become more familiar with tasks and processes;
- 3) Offering the opportunity to shadow experienced officers before undertaking new practices, especially during the parole process and work with people convicted of sexual offences;

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- 4) Offering the continued provision of a mentor for NQOs for the first six months following qualification, regardless of the location of any permanent post and offering a mentor ratio to PQiP staff of no more than two trainees to one experienced officer;
- 5) Promoting the NQO allocation policy with middle managers to ensure that workloads are manageable and that the workload for PQiPS remains manageable;
- 6) Offering the opportunity for NQOs and PQiPS staff to be represented at SFO review interviews, should this become necessary.

Probation Service Sector Committee

16. Police Staff Health & Safety

Conference is concerned that Health & Safety within the service group has fallen down the priority list in recent years. Our members work in some of the most hazardous environments in public service. The need for the police service to reduce or eliminate the threats of such work has never been more prevalent.

It is a priority for our Service Group to be represented with the NPCC and to maintain a relationship with the HSE in the support of our members. Health & Safety is not always seen as the priority, but it should be, it is time for the SGE to demonstrate its commitment.

Conference therefore calls on the SGE to:

- 1) Write to the HSE to determine who has responsibility for policing, fire and probation;
- 2) Invite the responsible person to liaise with the SGE and where possible meet with them;
- 3) Take up its seat on UNISON's national health and safety committee;
- 4) Take up any seats offered by the NPCC and or the college of policing with regard to health and safety;
- 5) Consult with branches to identify issues of concern that may be fed into the appropriate bodies;
- 6) Provide regular reports to branches regarding matters discussed at 3 and 4 above.

Leicestershire Police

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17. Don't Forget Our Outsourced Members

There are pockets of policing which are still outsourced to private enterprise. This means that there are staff working for our policing services who are subjected to less favourable terms and conditions than those which many of our colleagues have managed to secure through the Police Staff Council and union influence. The staff affected need the platform to be able to influence the employers to improve terms and conditions, but better still for Police services to have all staff insourced.

Action is needed as the staff are suffering with a combination of low pay, rotating shift work, inconsistent shift patterns and duty changes at short notice meaning difficulty in managing work life balance. Many people rely on overtime to make ends meet. Sick pay is statutory at £99.35 per week so they avoid calling in sick at all costs and they come to work when they are unwell, it is only when they cannot manage any more that they take time off and it is usually for a more extended period. Mileage rates barely cover the actual cost of driving to and from other places of work and many staff are contracted to work at more than one station or office, meaning that they do not receive any mileage or time for travelling between, taking this into account their actual income can be below minimum wage. HR and Wellbeing services are all remote and therefore not easy to access. Training and development are at bare minimum. The staff are surrounded by employees in other departments that are paid better with lots of support and development opportunities. The outsourced staff really are annexed off from the rest of the workforce and it is completely demoralising, staff attrition is a constant issue.

We have been successful and had services returned to public sector employment, but we haven't finished, we cannot give up on those that are left behind, don't forget the outsourced. We must ensure that they have a voice to be able to raise the difficulties that they face and prevent further erosion of their T&Cs and living standards. We need to make sure that outsourced staff are represented at all levels to discuss the impact that privatisation has on service provision and to influence the Police and Justice organisations to see that outsourcing is not the way forward if they want to be seen as a fair and responsible public service.

Conference, we call on the Service Group Executive (SGE) to:

- 1) Mount a recruitment campaign to reach all members of outsourced staff in Policing services;
- 2) Support branches to continue to seek out and include activists and reps from within outsourced functions and to encourage them in their continued involvement at all levels and at Private Contractor Seminar;
- 3) Encourage branches to recognise the difficulties outsourced staff representatives have in taking facility time and with support from Regional and National staff negotiate obtaining recognition agreements where they don't exist.

Lincolnshire Police Branch

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18. Police & Justice Presence and Visibility

This conference believes that the social media presence and visibility of our service group on the UNISON website needs improvement. It is reasonable for members to expect to be kept updated and to identify with issues that are affecting them. For example, the official service group twitter feed has not been populated since 15/03/2020 and has 63 followers at time of writing.

Social media has become a primary source of news and information for members, and it is important that the service group control the introduction of legitimate material.

Social media is an excellent way of engaging with all those that work within the police, probation and CAF/CASS services, for campaigning, recruiting and connecting with politicians and public who we would seek to influence and educate about the issues facing our sectors.

The national web page should be the go-to source of information for members and activists and should contain up to date and relevant information.

Conference calls upon the SGE to:

- 1) Work with the UNISON Communications Digital section to properly understand the national website and social media facilities available to service groups;
- 2) Audit its current arrangements for managing social media and online presence and assess the suitability and effectiveness.
- 3) Survey Branches on what they would like to see as content and how they access platforms and social media;
- 4) Apply any reasonable improvements and develop an infrastructure in support of an improved presence.

Police and Justice Service Group Executive

19. Bring Back the Joint Secretariat

Conference notes that:

- 1) The Probation Service has a long history of good industrial relations and joint working;
- 2) It has taken years of hard work to maintain commitment to the National Negotiating Council (NNC) joint agreement on pay and conditions which was introduced in 2006;
- 3) The custodians to this agreement were the Joint Secretaries, one from the employer and one from the trade unions;

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- 4) Their signatures were required for all national agreements, policies and any guidance on the interpretation and application of said policies and staff terms and conditions;
- 5) The strain of Transforming Rehabilitation has had a massive impact on industrial relations and the Joint Secretariat role has sadly ceased.

Conference believes that this has unfortunately impacted on how we work together with the employer, we have ended up in disputes caused by the unilateral interpretation and implementation of jointly owned terms and conditions.

Conference therefore calls on the Service Group Executive to support the Probation Service Sector Committee to work with all relevant bodies to seek the reintroduction of the joint secretariat role.

Probation Service Sector Committee

20. PCSO 20th Anniversary

Conference welcomes UNISON's PCSO20 campaign to celebrate the 20 year-anniversary of the creation of the PCSO role.

Conference notes that PCSOs provide a highly visible police presence. They deter anti-social behaviour, provide reassurance, gather intelligence and work with businesses, schools and statutory partners to keep communities safe. PCSOs are a force for good.

People love PCSOs' visibility, their in-depth knowledge of local areas and their approachability. The PCSO role attracted the highest ever proportion of Black, Asian and Minority Ethnic new joiners to the police service. Conference acknowledges that PCSOs are key to maintaining public confidence in policing.

Conference notes with extreme concern, however, that PCSO numbers in England have been cut by 45% since 2010. In Wales, by contrast, the Welsh Government has invested in additional PCSOs, showing very clearly that where there is political will, neighbourhood policing can be actively grown.

Conference therefore calls on the Service Group Executive to:

- 1) Continue to lobby the UK Government, MPs, Senedd Members, Chief Constables, Police and Crime Commissioners, Council Leaders and Elected Mayors, to commit to support the PCSO workforce for the next 20 years;
- 2) Campaign for extra funding to increase PCSO numbers in England by an additional 7,600 PCSO posts to replace those lost since 2010.

Police Staff Sector Committee - England and Wales

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22. For Safety - End Support For the Nordic Model

Conference notes that policing has never faced the crisis in public confidence that it faces at this time. Recent serious allegations in respect of the treatment of women and girls have worsened the situation prompting the introduction of the National Police Chiefs' Council and the College of Policing to introduce their Violence Against Women and Girls Outcomes and performance framework in December 2021.

Conference recognises that the great majority of sex workers are women. Conference also recognises a significant number of women sex workers identify as LGBT+, and there are many gay, bisexual and trans sex workers who do not identify as women.

Conference notes that the National Delegate Conference 2022 agreed that UNISON's policy on sex work, adopted in 2010, will change to stop supporting the introduction of a 'sex buyers' law' criminalising those who purchase those services.

Conference notes that national LGBT+ conference policy:

- 1) Recognises that criminalisation of any kind, including of buyers, increases the risks for sex workers;
- 2) Opposes the introduction of a sex buyers' law;
- 3) Recognises sex workers as workers who should have the same rights and protections as workers in other industries.

Conference further notes:

- a) Significant developments since 2010 include Amnesty International's 2016 policy on sex workers, which includes advocating for the decriminalisation of all aspects of consensual adult sex work;
- b) Full decriminalisation is supported by many other organisations including the World Health Organisation (WHO), the Royal College of Nursing, trade unions, the Global Alliance Against Traffic in Women, Anti-Slavery International, and sex workers' organisations;
- c) The rejection by 2018 UNISON women's conference of the motion "Nordic Model Now!" which called for it to affirm its policy of supporting the Nordic Model, a legal model based on decriminalising the selling of sexual services while introducing a 'sex buyers' law';
- d) Poverty, benefit cuts and sanctions have led to an increase in the number of women working in the sex industry, and long waits for Universal Credit payments have led to some turning to 'survival' sex work to pay rent and put food on the table.

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Conference further notes New Zealand decriminalised sex work in 2003. The legislation recognises sex work as work, and therefore covered by employment law. The law treats sex workers' consent as crucial and gives them the legal right to refuse any client for any reason at any point.

Conference recognises that decriminalisation is not about 'encouraging' sex work – it's about the safety of people who sell sex. No legal model anywhere in the world has been shown to increase, or decrease, the number of people who sell sex. All that laws can change is whether people do sex work in dangerous conditions or in safer conditions.

The policing of sex work brings our members into conflict with sex workers, and sex buyers, and opens our members to corrupting influences in dealing with these issues. Policing should never involve moralistic determinations. Even consensual relationships with sex workers can result in disciplinary actions against our members who haven't bought sex.

Conference believes that UNISON should not call for laws that put sex workers, including women and LGBT+ sex workers, at greater risk. Conference further believes that UNISON should not support laws that create an environment where our members may have to choose between a relationship, and their employment.

Conference therefore resolves that UNISON should not call for the introduction of a 'sex buyers' law' and:

- i) Instructs National Service Group Executive to begin a dialogue with the national LGBT+ committee, national women's committee and other appropriate bodies within the union with a view to reviewing and advancing UNISON policy in this area
- ii) Create resources and guidance for our police and justice members, who through their duties, encounter sex workers.

National Lesbian, Gay, Bisexual and Transgender plus Committee

23. Vetting Following a Misconduct Outcome

This conference understands that members may find themselves in a situation that warrants a disciplinary sanction and as a consequence this sanction may be a written or final written warning. Under these circumstances vetting may be withdrawn, thus having the effect of rendering them unable to continue in their role. This for all intents and purposes is a dismissal. Some forces have a redeployment process in place and other look at it as capability.

The vetting appeals process is far from transparent unlike an appeal process for misconduct or grievance.

Very often the outcome of a misconduct will be used years after the event in making judgements about vetting. These are employment matters that should run no longer than the sanction itself. Even criminal convictions have sell-by dates.

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Conference believes it is unfair to maintain a sanction beyond its normal lifespan and unless there are exceptional circumstances, these sanctions should be lifted as soon as possible.

Conference instructs the SGE to::

- 1) Raise the issue with the NPCC (National Police Chief's Council) seeking support for:
 - a) The introduction of a clearly defined appeals procedure;
 - b) The creation of a specific procedure for assessing vetting post misconduct outcome.
- 2) Raise the issue with the NPCC vetting group:
 - a) Seeking to develop guidance on the duration of vetting bans emphasising appropriate reasonable time scales and
 - b) Requesting that the subject receive full disclosure of reasons and rationale for the removal/change of vetting status following a misconduct outcome.
- 3) Bring the issues to the attention of the PSC to explore the potential impact on the terms and conditions of Police Staff and if identified, seek appropriate negotiated solutions;
- 4) Raise our concerns with the College of Policing seeking to amend the APP (Approved Professional Practice) to reflect the desired changes.

Leicestershire Police

24. Probation Needs a Pay Rise

Conference notes that:

- 1) The damage caused to Probation by Transforming Rehabilitation is deep seated and profound. It will take many years of concerted investment to put right the mistakes of the past. This investment cannot just be in additional staff, although this is essential to address the workloads crisis in probation, it must also involve a substantial increase in the value of probation pay;
- 2) Paying probation staff decently is one of the easier ways in which the employer can show that it cares about the probation workforce and that it understands that valuing employees is vital to future performance. Failure to reward staff properly sends the opposite message;
- 3) Our members have come to work every day to deliver their best in the most trying circumstances possible; they are not to blame for the state in which the Probation Service now finds itself. We have been told that the Probation Service got a good outcome from the last comprehensive spending review. This must now feed into serious investment in the Probation Service workforce and its pay and conditions;

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- 4) The current cost-of-living crisis is rapidly eroding the purchasing power of our members' salaries. The fact that this crisis comes at the tail end of a ten year pay freeze for our members in probation means that a real and substantial pay rise is now urgently needed.

Conference believes that without such a pay rise, the Probation Service will fail in its attempt to build a successful organisation following last year's merger of the NPS, CRC, parent company and sub-contractor workforces. UNISON remains committed to pay modernisation, but in the past, this has been implemented without any increase in the actual value of most probation pay points. This outcome cannot be acceptable again this year, or in 2023 or 2024.

Conference therefore calls upon the Service Group Executive to work with the Probation Service Sector Committee to seek:

- a) A three-year award to cover the 2021, 2022 and 2023 pay years;
- b) An increase in the value of all pay points of 3% above the Retail Prices Index (RPI) of inflation on 1 April 2021, 1 April 2022, and 1 April 2023;
- c) An increase in the value of all Probation Service cash allowances of 3% above the Retail Prices Index (RPI) of inflation on 1 April 2021, 1 April 2022, and 1 April 2023;
- d) Shorter Pay Bands to allow staff to reach the top of Pay Band in a shorter time;
- e) Removal of Pay Band Overlaps;
- f) An increase in the HMRC Fixed Profit Car Allowance.

Probation Service Sector Committee

25. Confusion Over Probation Service Policies and Procedures

Conference notes that:

- 1) Feedback from UNISON workplace representatives is that there is increasing confusion within the ranks of Probation Service middle managers regarding the use of appropriate HR policies when dealing with UNISON member issues;
- 2) At present, it would appear that the use of either Probation Service or wider HMPPS policies is a matter of happenstance;
- 3) The Probation Service EQUIP system makes no clear distinction between HMPPS and Probation Service policies, leading to increased confusion for Probation Service managers. Trigger points for sickness absence and the potential for compensation payments to those dismissed on the grounds of medical inefficiency, for example, differ between HMPPS and Probation Service and so, the selection of which policy is used in formal HR processes can have a significant impact on UNISON members.

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Conference therefore calls upon the Service Group Executive to work with the Probation Service Sector Committee in order to seek to encourage clarity from the Probation Service /HMPPS in relation to the policies used in formal HR Processes.

Probation Service Sector Committee

26. Operation Uplift – Career Pathways

Operation Uplift is part of this government's pledge to recruit 20,000 additional Police Officers by March 2023. As of 31st March 2022 13,576, Officers had been recruited.

This increase in Police Officer numbers is having an adverse effect on Police Staff. Many Police Officers are now taking up roles that have previously been held by Police Staff and the additional burden on training means that any attempt to upskill Police Staff is hindered by this pressure.

The College of Policing is committed to the creation of career pathways for Police Staff particularly around investigative and neighbourhood policing roles. However, the reality is that this commitment is not being put into effect.

At present the only real opportunity for career progression for Police Staff is by applying for new roles, often outside law enforcement, rather than by developing and enhancing current skills and knowledge with the opportunity for advancement. This leads to a real crisis in both recruitment and retention.

Conference calls upon the Police and Justice Service Group Executive to enter into discussion with the College of Policing to introduce, without delay, a career pathway for Police Staff which reflects the experience and value that the work of Police Staff bring to policing. Such work may include but not limited to; creating guidance on why police staff roles should be done by police staff; tackling the 'blue' ceiling of manager roles being 'required' to be police officers; guidance on the civilianisation of roles; workforce mapping to identify where we have had some success such as PCSO managers.

North West Region

27. Time to Pause and Reflect

Conference, reunification into one Probation Service was a triumph for the trade unions and proof that privatisation has no place in the work that we do. Probation staff in both the privatised and public parts of the organisation absorbed the huge amounts of turmoil and change whilst striving to continue delivering the service to our communities.

Reunification has been a welcome move but it has not been without it's problems and we are still working through the impact of another huge programme of change.

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Conference, Probation staff are tired. We are overworked and we are underpaid. We need a period of reflection and pause to assess where we are now and how we can function in the context of the staffing crisis that we are experiencing.

We want the organisation to stop trying to introduce policy after policy, initiative after initiative change after change after change.

Conference, we are clear as to what our role is, we work to protect the public, to engender positive change in the people we supervise, to make our communities safer. We need an opportunity to JUST do this.

We call on the SGE to work with the employer to hold back on the rate of change, to work within our existing policies and procedures and to give time for the new service to settle and for the service to provide some consistency for staff and People on Probation

Eastern Region Probation

28. Protect Probation Identity

The Probation Service has existed since 1907 when the Probation of Offenders Act was passed in Parliament and work that had previously been carried out through missionaries, was given official status.

The mantra of Advise, Assist and Befriend gave the Probation Service its rehabilitative ethos within which it functioned for many years.

The 1990's saw a distinct shift towards Public Protection and Enforcement but nevertheless its early rehabilitative roots and caring stance was not lost.

The huge blow that our service suffered as a result of Transforming Rehabilitation shook our identity as a service. A third of it went to the Civil Service whilst the rest went out to various bidders of varying quality, in the private sector. At senior levels talk of support and rehabilitation was lost to a language based on targets and profits.

The inevitable collapse of the TR model has meant re-nationalisation into the public sector but now the Civil Service. This has meant being a step closer to the will of ministers and their political agendas. Since reunification it is clear that at senior management and ministerial level they do not appreciate that Probation has a distinct and very separate job of work than our colleagues in the Prison Service. Our early roots are still embedded in the work that we do and maintaining this identity is vital in order for our work not to become simply an off-shoot and an add on to what happens in the Prison Service.

The Probation Service has its own collective bargaining structures and its own recognised Trade Unions and this feels under constant threat.

We call on the SGE to resist attempts by the employer to impose policies which are designed for the Prison Service, which have been agreed and developed with Prison Service unions and which are often a poor fit for Probation

2022 Police & Justice Service Group Conference

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Eastern Region Probation

29. Support for Trainee Probation Officers (PQiPS)

Conference notes with concern how many Trainee Probation Officers (PQiPS) are reporting work place stress, feeling inadequately supported, going off sick and in the worst scenarios, abandoning their training.

The Probation Service has placed a huge financial investment into recruiting new trainee Probation Officers however, however have failed to ensure that there is enough support for these staff to be able to properly learn, develop and flourish in their new careers.

Training to be a Probation Officer requires not only the academic support from a university but also the input of a Practice Tutor Assessor, peer support and mentoring from their colleagues, an opportunity to experience different workplaces and working with different agencies. Trainees benefit from the the support and guidance of a Senior Probation Officer and the time and space to learn the multitude of policies and guidance which are inherent in the work we do. It also requires workloads to be properly protected during the training period and NQO period.

Without a whole staffing group that has time, space and manageable workloads how can we expect our trainee officers to succeed.

We call on the SGE to work with the employer in reaching an understanding that recruitment must be approached holistically, that we cannot talk about recruitment without thinking about retention. It is not enough to keep recruiting PQiPS if everyone else around them is buckling under the weight of unmanageable workloads and we require our trainee officers not only to join and thrive in our service but to see it as a long term career.

Eastern Region Probation

30. JRFT - Not For Police Staff

As a result of the release of Part 1 of the Winsor report, there became a requirement for police officers to prove their ability to remain fit for their role and for this to be tested annually. The JRFT became the test that to be successfully completed before personal safety training could be taken.

It was never intended to be used for members of police staff and has never been discussed at the Police Staff Council.

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Some forces, despite objections made at the time by UNISON, took the decision to apply the JRFT to groups of police staff employee's e.g. PCSOs and Detention Officers.

The standards applied to the JRFT make no allowances for either the nature of the police staff role.

Nor does the JRFT make any allowances for any person with disabilities, menopausal woman or the fact we have an ageing workforce.

Increasingly the failure of police staff to successfully complete the JRFT is leading to disciplinary, redeployment and dismissals.

In summary we say the JRFT is not fit for purpose.

Conference this motion calls upon the Service Group Executive to survey branches to collect data on the use of the JRFT: Open discussion with relevant bodies including the Police Staff Council, NPCC and C.o.P. with a view to eradicating this risk to our members continued employment.

Hampshire and Isle of Wight Police and Justice

31. Why Are We Still Waiting?

Conference many of you will be aware that even today many organisations are comfortably functioning in an environment that not only contributes to, but condones racism. In the Probation Service commendable work had been done which revealed that people of colour had experienced racism and the Service had developed a strategy they agreed to immediately implement. Despite a questionable report which stated that there was no institutional racism within the Probation Service, they admitted that the service needed to make significant changes to institute a working environment which reflected equality.

It has been identified that some attention has been given to develop staff to better engage people on probation but the work promised to create a more equal environment for staff has been minimal and unsatisfactory. Therefore the question is posed Why are we still waiting? When a public service openly recognises that there is a problem that enslaves the identity of its staff and chooses not to give the humane attention to effectively implement its promise to address this issue then action must be taken. Have we learned nothing from the Stephen Lawrence Inquiry, the Macpherson Report and more recently the issues raised by the Lammy Review.

If it's a much bigger problem than they first thought, then let's talk about it.

If there is not enough resources, then let's see how we can collaboratively get enough

If it a lack of understanding of how to implement change, then let's talk to those who have done it already

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If it is a fear of openly addressing racism, then do us the justice of knowing that people of colour have survived continued oppression for centuries so have confidence in our ability to manage this much needed change.

Conference calls on the SGE and the Sector Committee to:

- 1) Work with Probation Service management to revisit its action plan and begin to implement events every month to develop staff and promote equality within the work place;
- 2) Work with the Probation Service to openly share with staff the changes they are making to progress this area of concern and to enable this forum to be a safe place to challenge the steps with the aim of collaborative progression;
- 3) Work with the Probation Service to give immediate attention to its staffing structure at all levels so that it fairly reflects a diverse working environment, supports, provides opportunities for personal career progression for minority staff and therefore is more representative of the community we serve.

Eastern Region Probation

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Motions Ruled Out of Order

Beyond remit of the Conference

Black Member Representation within the SGE

Conference notes with concern the absence of Black member representation in our SGE and Sector committees. This absence of Black representation at this level is unacceptable and the SGE must do all in its power to change this.

There are many workstreams within the sectors that demand input from Black members who work within policing and probation. A lived experience is essential in providing a realistic and representative view on matters relating to race.

The SGE needs to show its commitment to being truly representative of our membership and to be seen to as well as encourage members from under represented groups to become active, engaged and visible.

Conference therefore instructs the SGE to:

1. Seek ways to facilitate greater representation of Black members within the SGE and its constituent parts.
2. Consider proposing a rule change to National Delegate Conference through the appropriate machinery to enable direct election to the SGE from National Black Members or for the provision of reserved seats for Black members within police and probation.
3. Examine ways to realise greater inclusion of Black members within the activities of the SGE and sector committees.
4. Survey branches to ascertain what commitment and support there is for Black members self-organisation within branches.
5. Consider the utilisation of positive action for the purpose achieving greater inclusion and engagement.
6. Develop a strategy for greater inclusion in the business and activities of the service group for Black members within police and justice.
7. Report back to Police and Justice conference 2023 as to any progress or lack of progress.

Leicestershire Police

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Repeal the Offender Rehabilitation Act 2014

Conference notes that:

- 1) the Offender Rehabilitation Act (ORA) 2014 is the Act of Parliament that accompanied the Transforming Rehabilitation (TR) programme. The Act made changes to the sentencing and releasing framework to extend probation supervision after release to offenders serving short term sentences. It was also supposed to create greater flexibility in the delivery of sentences served in the community;
- 2) Since the failure of the TR programme and the formation, in its wake, of the new Probation Service it is recognised by many that this legislation, which is 8 years old, is not fit for purpose;
- 3) Due to the existing staffing and recruitment issues faced by the Probation Service alongside the pay issues and extremely high workloads carried by Officers, changes to the way the organisation works are required to ensure that Probation Service resources are utilised more effectively to ensure that re-offending rates do not rise any further;
- 4) The ORA required that supervision be extended to approximately 45,000 additional low risk service users a year who are released from short prison sentences of less than 12 months. This measure has resulted in Probation resources being stretched to extreme which has arguably led to People on Probation (POP) receiving a watered-down service compared to the service that may have been delivered prior to TR;
- 5) UNISON members have acknowledged that those POP who are assessed as a High Risk of Serious Harm and those at a higher risk of re-offending are not being managed as effectively as they were prior to ORA due to the extra numbers now on Post-Sentence Supervision (PSS). This shift in working practice does not serve POP well and creates more victims of crime in the long run. The addition of another 20,000 Police Officers on the streets will also result in further arrests being made and will probably result in more POP in the future.

Conference therefore calls on the SGE to work with the Probation Service Sector Committee and the UNISON Labour Link Committee to lobby opposition parties to seek to repeal the legislation in order to seek to refocus the limited resources of the Probation Service on medium and high risk clients for the purposes of rehabilitation and public protection.

Probation Service Sector Committee

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Not competent

Queen's Platinum Jubilee

Conference wishes to extend our congratulations and gratitude to Her Majesty Queen Elizabeth in recognition of her Platinum Jubilee. Her dedication to duty and service is an inspiration to us all.

Conference calls on the SGE to endorse the above statement and communicate it to branches and appropriate bodies.

Leicestershire Police

Not sufficiently clear

Maintaining our identity

Conference is fatigued by the constant struggle in asserting the legal and employment status of Police Staff. We are not members of the police service, we are not servants of the crown. We are employees and as employees we have certain rights through our contracts of employment, our terms and conditions and employment legislation.

Conference calls on the SGE to assert our status with the Home Office PSC, APCC, College of Policing and NPCC.

Leicestershire Police

Disability awareness training - more than a tick box exercise

Conference notes that a number of employers in police and justice now offer disability awareness training for staff. While we welcome this there are concerns at the quality and range of such training.

With the increasing use of computer based training as a cost saving measure, it is not always clear that 'tick box' training properly challenges both managers and workers in police and justice to address their underlying assumptions about disabled people.

With staff also increasingly asked to carry out such training in 'bite sized chunks' to reduce the impact on service delivery, there is often a very minimal level of information included.

Gaps can include ensuring a full understanding of the social model of disability, as compared to the medical model traditionally used. It is vital that managers in police

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and justice understand this. Too many managers focus on what workers can't do rather than on what they could do if they got the adjustments they need.

Some training also focuses on those with physical impairments and lacks any understanding of those with non-apparent impairments, including workers who are neurodiverse or have mental health problems. Due to the jobs that we do, added to the impact of Covid, mental health is an issue in police and justice workplaces and should be included in disability awareness training.

Conference further notes that non-police staff have historically been overlooked when it comes to training and this needs to be continually challenged.

Conference therefore resolves to ask the service group executive to work with the national disabled members committee to:

- A) Seek ways of encouraging employers in police and justice to provide good quality and more comprehensive disability awareness training
- B) Raise awareness of the social model of disability with police and justice activists by circulating UNISON's Quick Guide to the Social Model of Disability to branches and regions.

National Disabled Members Committee

Could place the union in legal jeopardy

Not printed

21. The Misunderstood Service Group

Lancashire Police