

Andrea/ Chair/ colleagues good afternoon. Thanks for your invitation and hospitality and I bring you warm greetings from Napo members working within the whole CJS and our best wishes to the PGA for a successful conference.

Having read the excellent address from your President earlier on, (its known in the trade as coming out swinging, and ably followed just now by Nick Hardwick, let's see if I can tap into that prevailing mood) for those contributions confirmed my intention to focus on what I will describe as the need to find 'common ground', as unions and professional associations try to cope with the fact that despite Ministerial assurances and claims that Government policy is starting to correct the many problems in our CJS, its still very much in meltdown.

That meltdown manifests itself in the serious number of senior managerial vacancies in the Prison Estate, the continuing issue of safety for staff and clients and self-harm. And lets be clear, the deployment of PAVA, whilst no doubt well intentioned has as we heard earlier some hidden problems, **and its deployment is merely a palliative and not a cure for the systemic failure by successive governments to address overcrowding in our Prisons;**

add to this the endemic problem of Psychoactive substances and the subsequent deleterious social impact of drug addiction on our communities, and the disgraceful failure of successive Ministers to implement the recommendations of the Prison pay review body in

full and Houston, we not only have problems but are veritably mired in some serious cack.

So much then for fulsome praise on the one hand from Messrs Gauke and Stewart about how great Prison Staff are, and a waving away of your real concerns and problems with the other.

So my message to you all today is that in terms of the issues being faced by yourselves, our colleagues in the POA whose members you and Napo's work alongside and indeed, where our members face the prospect of increased interaction with yourselves as a result of the OMIC review, (btw described by Peter Clarke HMI for prisons at a seminar we both spoke at some time back, as a fundamentally flawed strategy) we need unity and solidarity to better the interests of our respective members, and President, if there is anything that Napo can do to assist in that tripartite process then I stand ready to help.

As you know, Napo for its part, has had any number of issues to deal with these last four years, and they are ones that our membership have recently decided I should stick around for another 5 years to grapple with. So no early release on Licence for me.

We've had the dreadful impact of Transforming Rehabilitation; the so called 'Rehabilitation Revolution' implemented by that serial failure Chris Grayling who against all conventional advice and that contained in his own risk assessments, ploughed ahead and destroyed an award winning public service, fragmenting it into a

state run Probation arm and 21 Community Rehabilitation Companies.

Since then we've seen more failure, such as enacting the laudable but appallingly resourced 'Through the Gate' support scheme, despite the tremendous efforts of staff in and outside of the prison estate

Failure by the CRC's to enact effective anti Domestic Violence strategies with the inevitable impact on community safety, such as in Greater Manchester for example, where a reliable media source tells me of 26 current Murder investigations of which 19 are alleged to be linked to a Domestic Violence perpetrator..

A rehabilitation revolution that we were told would have no discernible impact on Community safety but in terms of serious further offences showed in 2016 a 23% increase in murders by people on Licence conditions or under immediate supervision by the Probation service. We wait for the latest figures but somehow I suspect it will be a long one.

But let me repeat here what I told our own AGM on Saturday, that Napo will not stand idly by while Ministers who preside over a fragmented probation service desperately and increasingly seek out scapegoats to explain away their failures to the understandable questions that are raised by victims families arising from an SFO. I totally get that this scenario is one that is faced by your members as well, which is another important reason for us to work together to resist this development.

The solution to these problems in probation along with many more, is simply to throw more money at failing CRC providers, not awarding penalties for operational delivery failures that by now really should have brought the termination of these contracts, and now, the most staggering suggestion even by this Government's standards: to merely ignore what has occurred and seek to re-marketise Probation once again, this time into 10 new contract package areas! You couldn't make it up, but what it shows is how bereft of ideas the architects of TR really are.

But let me help them out, because if it's good enough to make an exception and return Offender Management work back to the National Probation Service in Wales then it's good enough to do the same in England as well.

Napo members at our conference last week had some very good news on an NPS pay offer which I can tell you a bit about in the questions session; but they universally supported our campaign for reunification of the probation service to be put back where it belongs and that's under public control and public ownership. I hope that we can work together on this as well as the myriad problems faced by your members going forwards.

Conference, these issues represent Common Ground and we should do what we can and where we can to collectively and vigorously seize it back from those who have stolen it.

Thank you so much for listening and I look forward to meeting as many of you as possible this evening.

Prison officers across the country will be equipped with incapacitant spray to help keep them safe and maintain order, Prisons Minister Rory Stewart announced today (9 October 2018).

Following a successful pilot conducted by HMPPS, who have made the decision to roll out nationally, a £2 million investment will ensure every prison officer in the adult male estate is equipped with PAVA - a synthetic pepper spray which temporarily incapacitates those it is sprayed upon.

PAVA can help to prevent serious harm to staff and prisoners alike, as well as being a tool to persuade prisoners in the act of violence to stop. It will be a crucial step to help reduce serious harm in prisons.

It will only be deployed in limited circumstances when there is serious violence or an imminent risk of it taking place, and where its deployment will reduce the risk of serious injury. All prison officers will receive specialist training before being allowed to carry the spray. It will be delivered in prisons where 'keyworker' training has already been rolled out. This will allow officers to build more positive relationships with prisoners, support their rehabilitation and manage difficult behaviour – before the need for any force is required.

This is the latest of a number of measures taken by government to protect prison officers, which include doubling the maximum sentence for those who assault them as well as rolling out body worn cameras, 'police-style' handcuffs and restraints. Meanwhile more than 3,500 additional officers have been recruited since October 2016.

It comes amid a wider drive to bring stability to prisons, with a £40 million investment announced over the summer to improve the prison estate and tackle the problems that drive much of the violence, including drugs and mobile phones.

This funding will allow the introduction of more airport-style body scanners, phone-blocking technology and drug-detecting dogs, and there will be a particular focus on the country's 10 most challenging prisons.

The PAVA roll-out will start early next year, giving time for essential training to take place first.

Prisons Minister Rory Stewart said:

Prison officers' ability to keep control of prisons, and the chaotic individuals within them, is vital to ensuring everyone's safety.

Violent individuals are as much of a danger to other prisoners as they are to prison officers. Most prisoners want to keep out of trouble and see the prison authorities given the means to keep control, so that they can focus on rehabilitation.

Safer prisons means dealing effectively with a dangerous minority, while allowing more offenders into education and work and reducing the likelihood of them reoffending.

The PAVA pilot took place at HMP Hull, Preston, Risley and Wealstun over a 6 month period, and it will now be rolled out across the adult male estate.

Notes to editors

- This was decision taken by HMPPS as part of their safety programme.
- Prison officer numbers are at their highest level since 2013. The majority of the new recruits are already on the landings, joining our dedicated officers who play a vital role in making sure prisons are safe, secure and decent.
- The Assaults on Emergency Workers Bill received Royal Assent which will increase the maximum sentence for assaults against prison officers to double from 6 to 12 months in prison.
- In July we announced a £30 million investment including £16 million to improve conditions for prisoners and staff and £7 million on new security measures, including airport-security style scanners, improved searching techniques and phone-blocking technology. This also includes £1 million on a digital tool which assesses information from various law enforcement databases to create a central 'risk rating' for each prisoner.

- In August we announced another £10 million would be invested in 10 difficult prisons to curb the flow of drugs and phones, while also improving conditions as those jails and improving leadership. This will tackle drug supply by enhancing physical security at the jails; with investment in drug-detection dogs, body scanners, and improved perimeter defences.

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