

Justice Committee – Prison operational workforce survey (PRI0066)

Survey results

Methodology

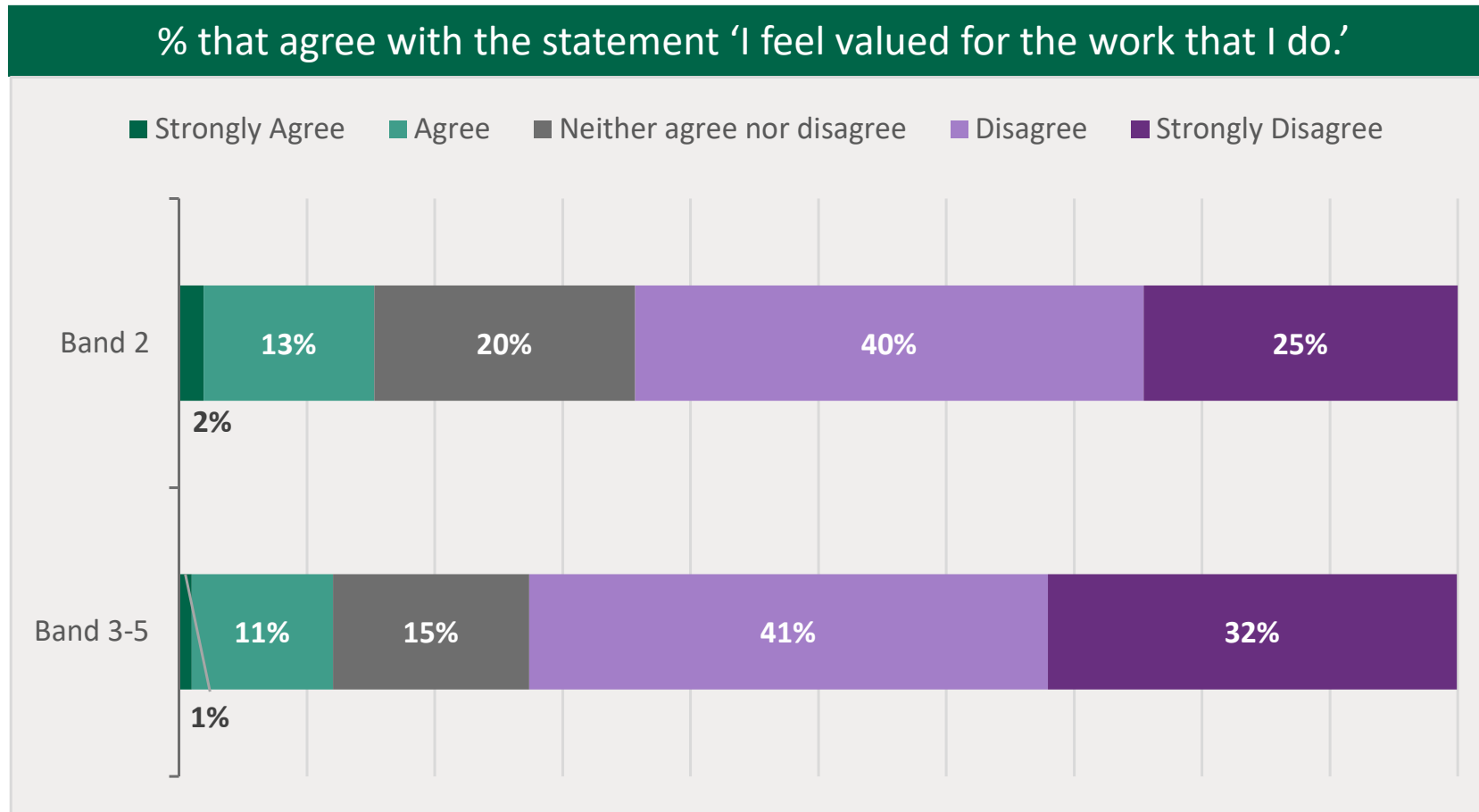
- The House of Commons Justice Committee surveyed 6,582 prison workforce staff in the UK between 10 February and 6 March 2023
- The survey was advertised internally by the Ministry of Justice and by the Prison Officer Association
- Respondents included 1,298 working at Band 2 and 5,113 working at Bands 3-5
- As at December 2022 there were 5,159 FTE Band 2 and 21,632 FTE Band 3-5 staff in post (public sector prisons), indicating a response rate respectively of 25% and 24%.

Workload and wellbeing





Nearly two thirds of Band 2 and three quarters of Band 3-5 staff say **they do not feel valued for the work that they do**

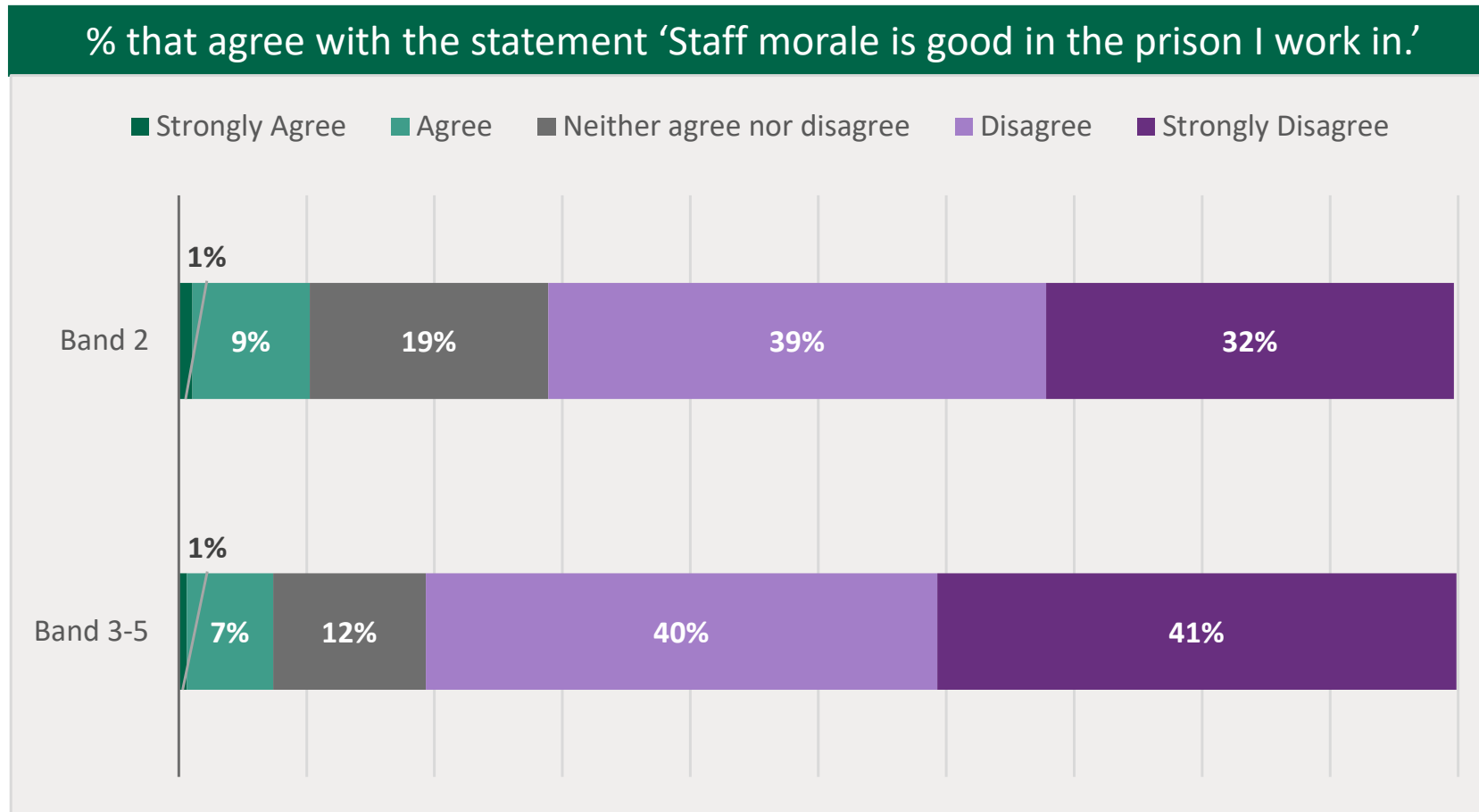


Source: Q1: "Please tell us to what extent you agree or disagree with the following statement: I feel valued for the work that I do."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Over 70% of Band 2 staff and over 80% of Band 3-5 staff say that **staff morale is not good** at the prison they work in

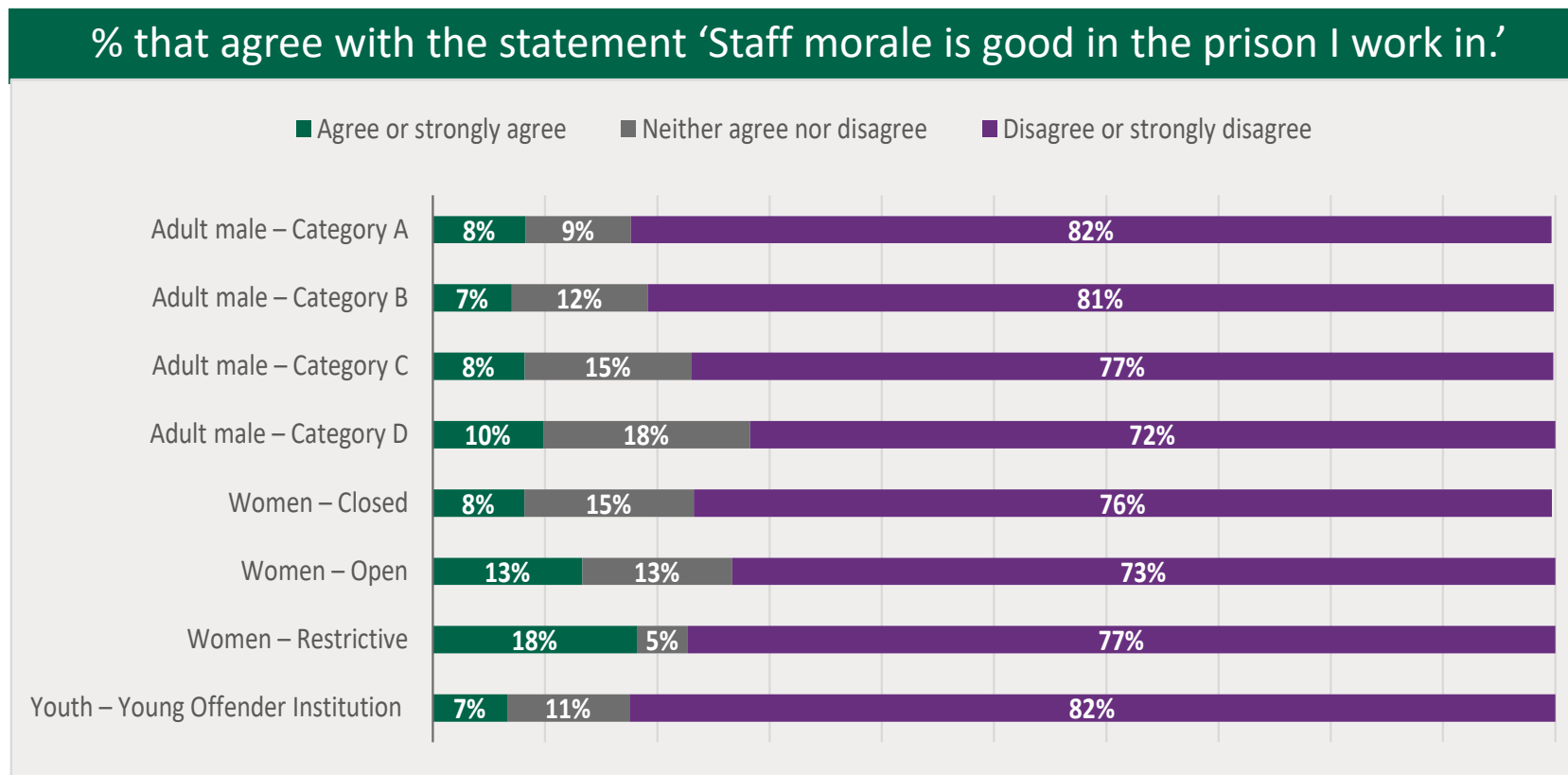


Source: Q2: "Please tell us to what extent you agree or disagree with the following statement: Staff morale is good in the prison I work in."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



In general, those working in men’s prisons are less likely to say staff morale is good compared to those working in women’s prisons*



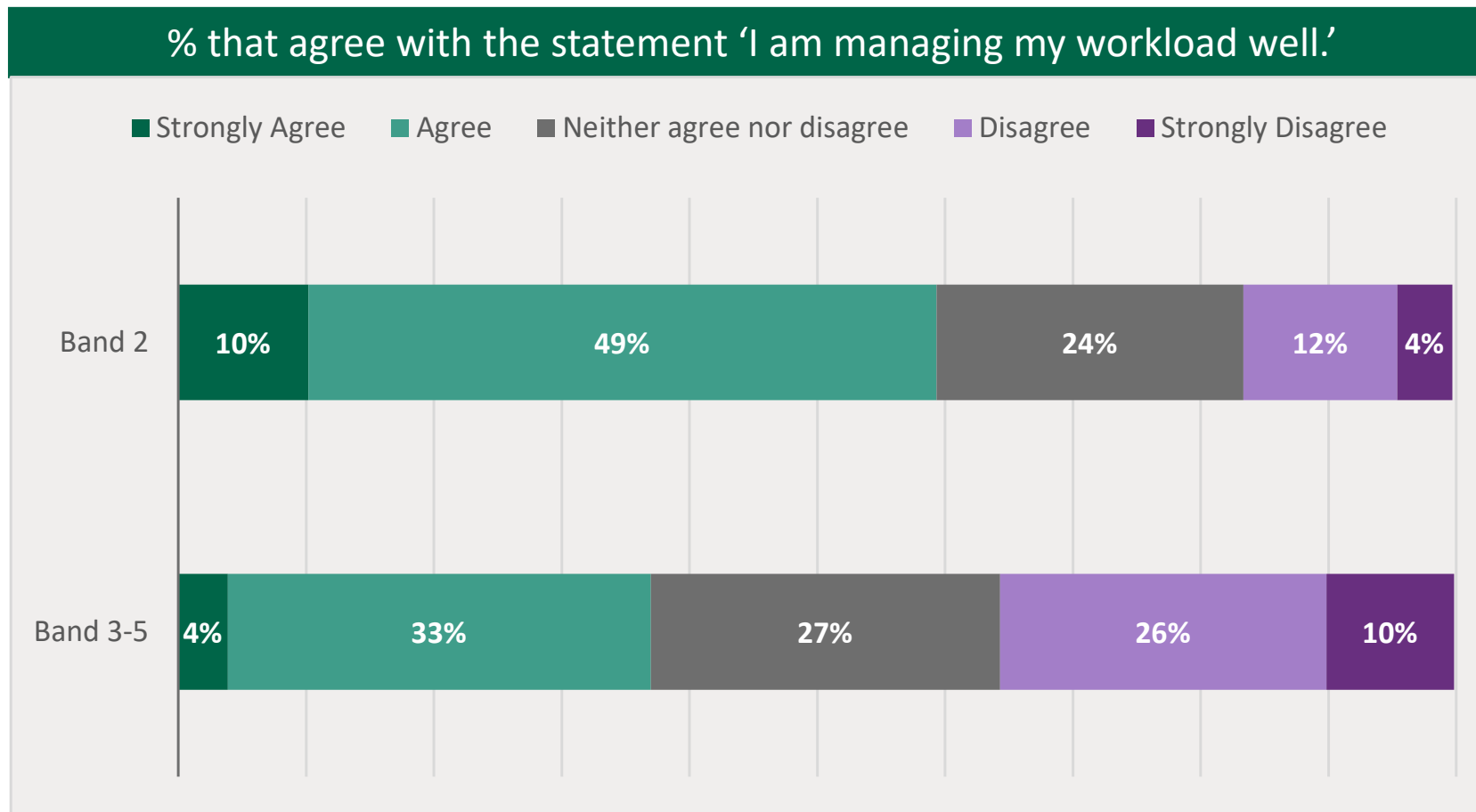
*Please note base sizes for Women – Open (n=60) and Women – Restrictive (n=22) are small and figures for these groups should be treated with caution

Source: Q2: “Please tell us to what extent you agree or disagree with the following statement: Staff morale is good in the prison I work in.”

Base: All respondents who are Band 2-5 who work in: Adult male – Category A (n=930); Adult male – Category B (n=1,934); Adult male – Category C (n=2,442); Adult male – Category D (n=407); Women – Closed (n=344); Women – Open (n=60); Women – Restrictive (n=22); Youth – YOI (n=257).



A higher proportion of Band 2 staff say they are managing their workload well (59%) than Band 3-5 staff (37%)

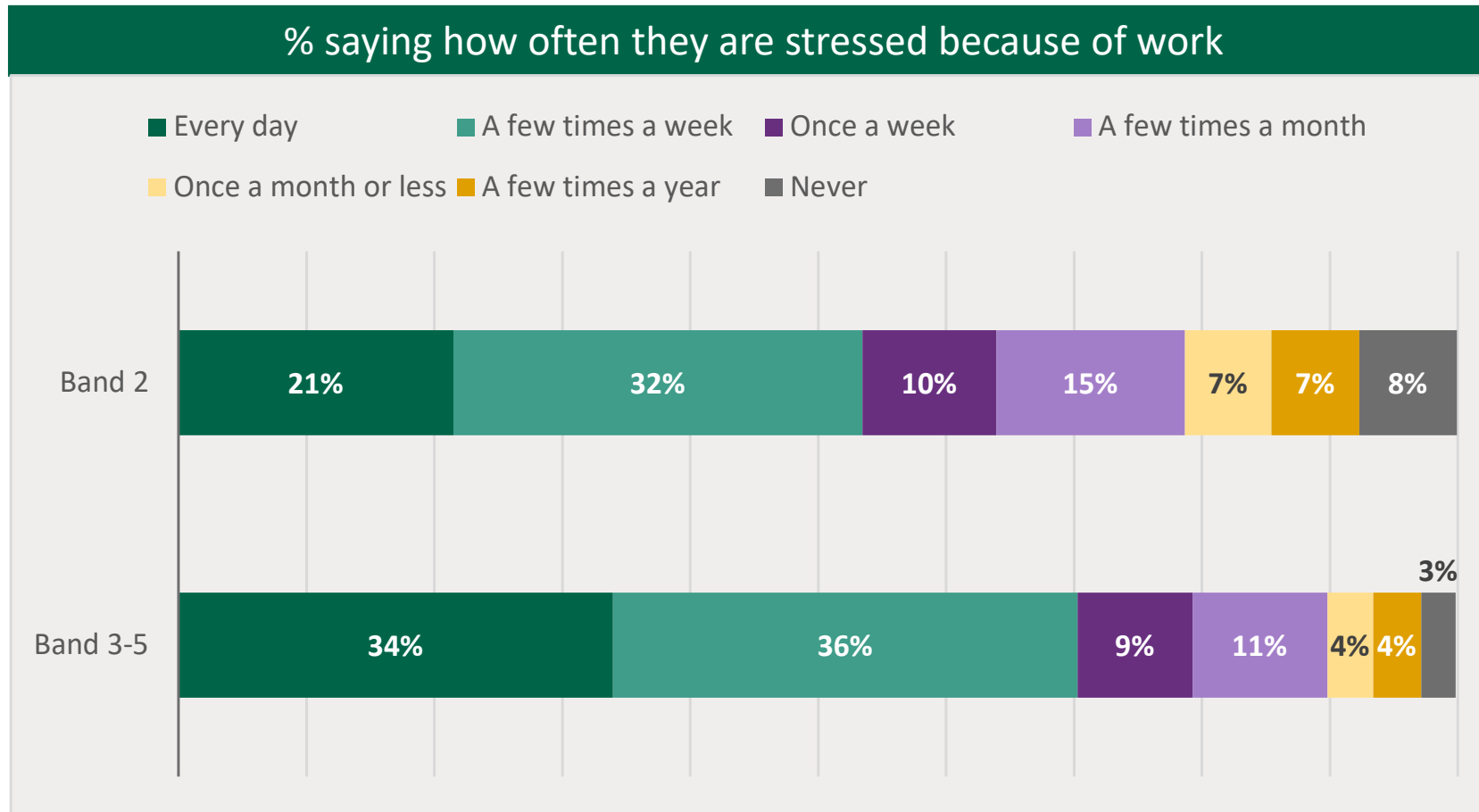


Source: Q3: "Please tell us to what extent you agree or disagree with the following statement: I am managing my workload well."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



7 in 10 Band 3-5 staff say **they are stressed a few times a week or more at work**; around half of Band 2 staff say the same

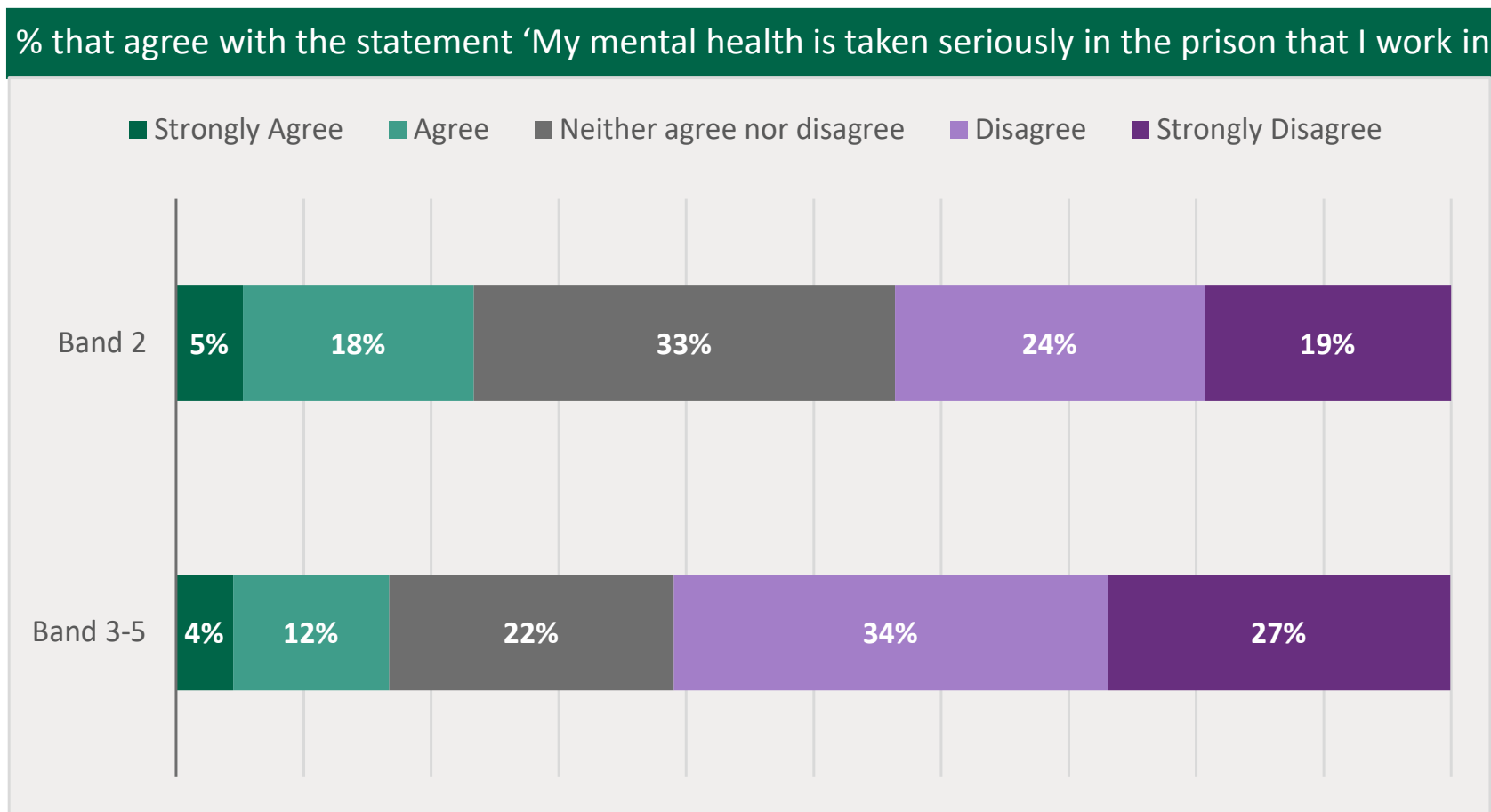


Source: Q4: “How often do you feel stressed because of work?”

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



61% of Band 3-5 staff do not feel their mental health is taken seriously at work; 43% of Band 2 staff also feel this way



Source: Q5: "Please tell us to what extent you agree or disagree with the following statement: My mental health is taken seriously in the prison that I work in."

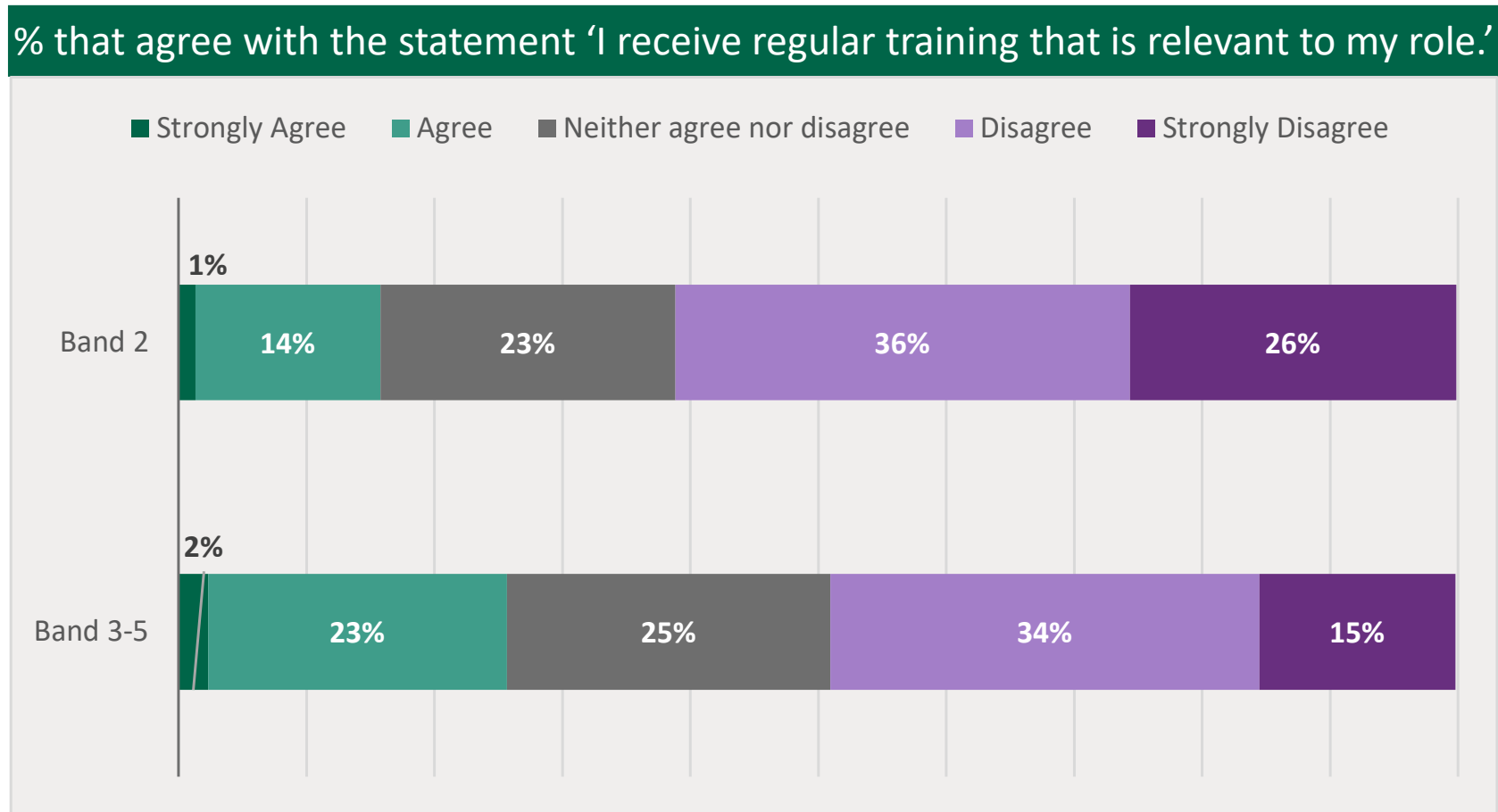
Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)

Learning and development





Only 15% of Band 2 staff say they receive regular training that is relevant to their role; 25% of Band 3-5 staff say this

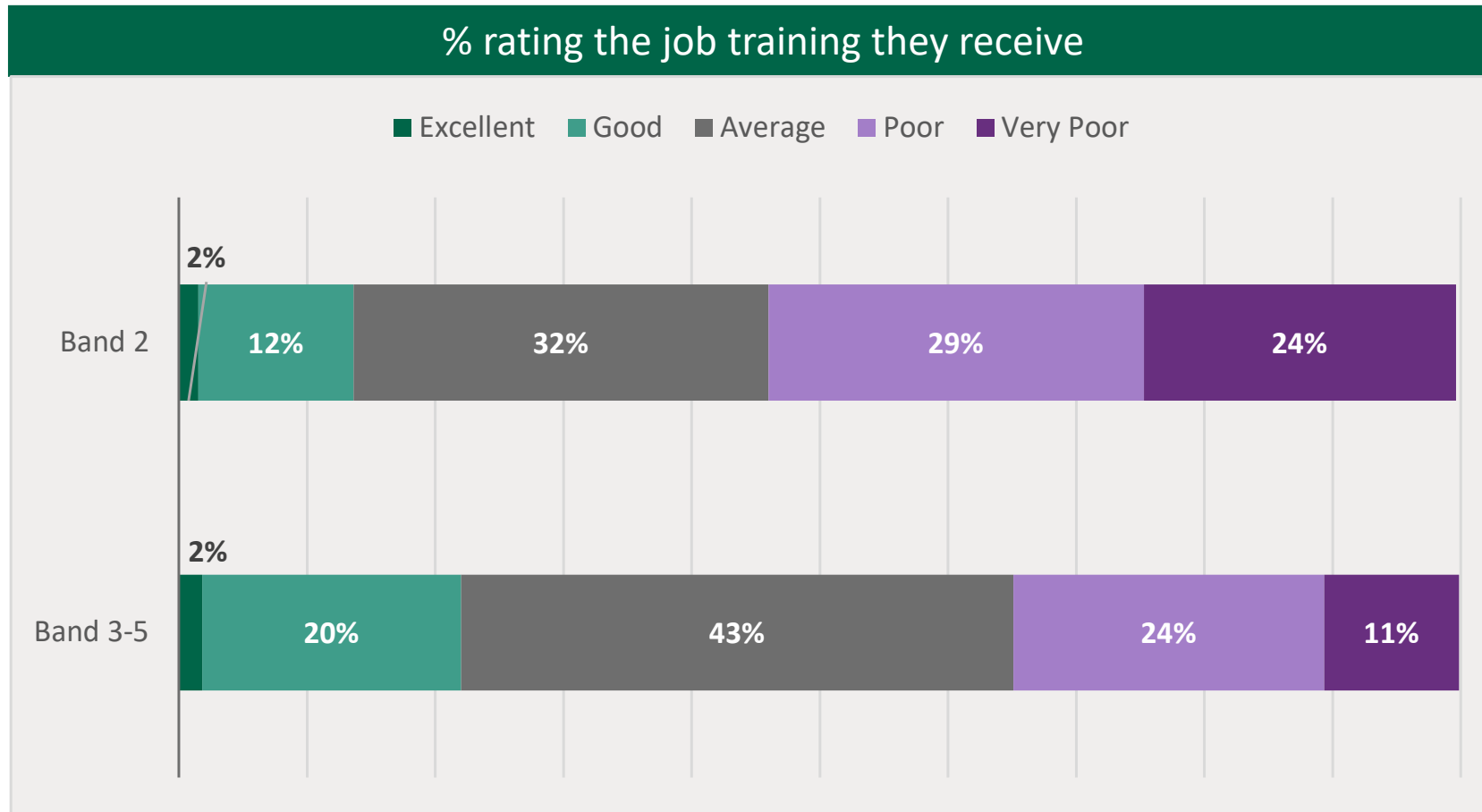


Source: Q8: "Please tell us to what extent you agree or disagree with the following statement: I receive regular training that is relevant to my role."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Over half of Band 2 staff rate their job training as ‘Poor’ or ‘Very poor’; around a third of Band 3-5s rate their training as poor

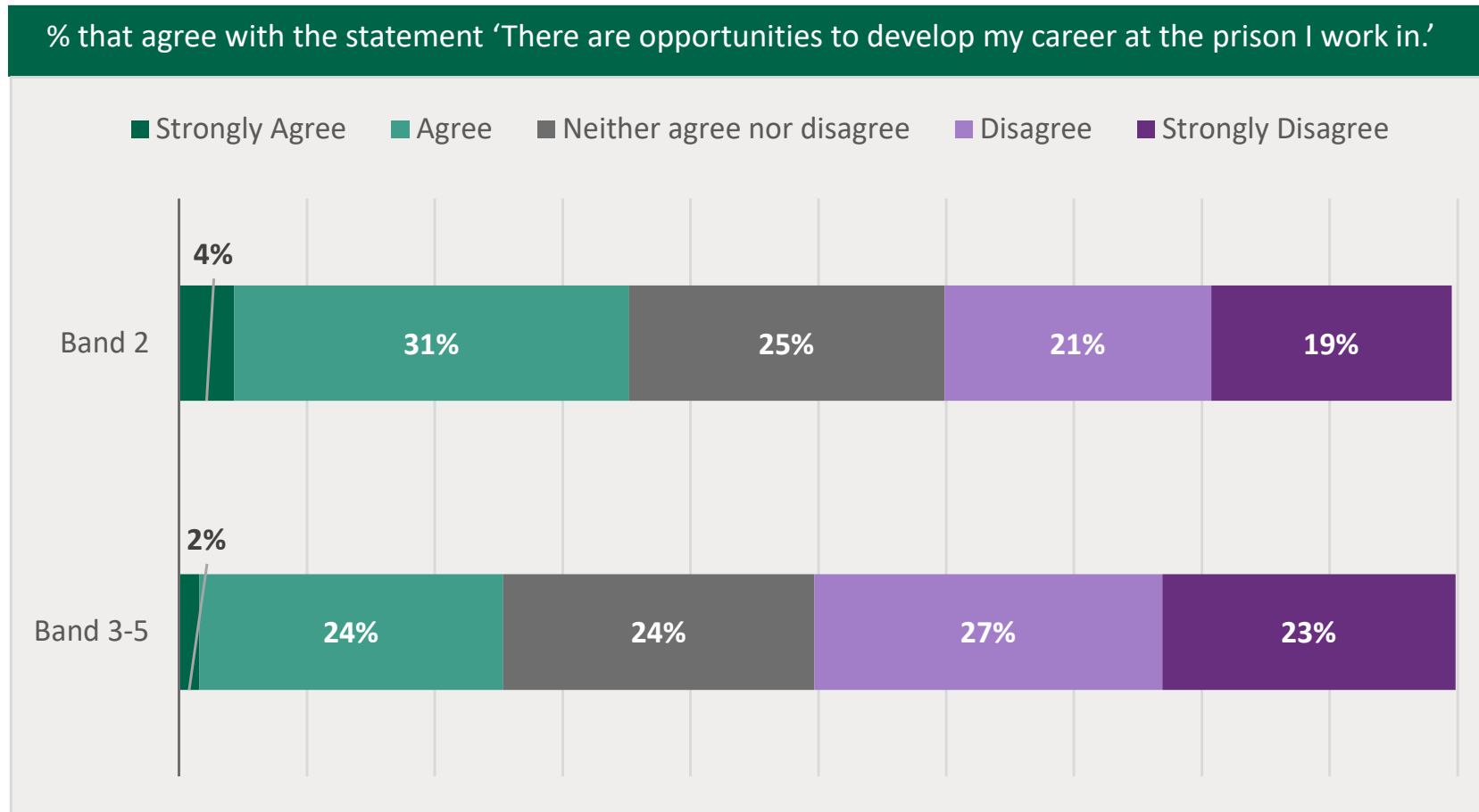


Source: Q9: “How do you rate the job training that you receive?”

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Higher proportions of Band 2 staff (35%) believe there are opportunities to develop their career than Band 3-5 staff (26%)



Source: Q16: "Please tell us to what extent you agree or disagree with the following statement: There are opportunities to develop my career at the prison I work in."

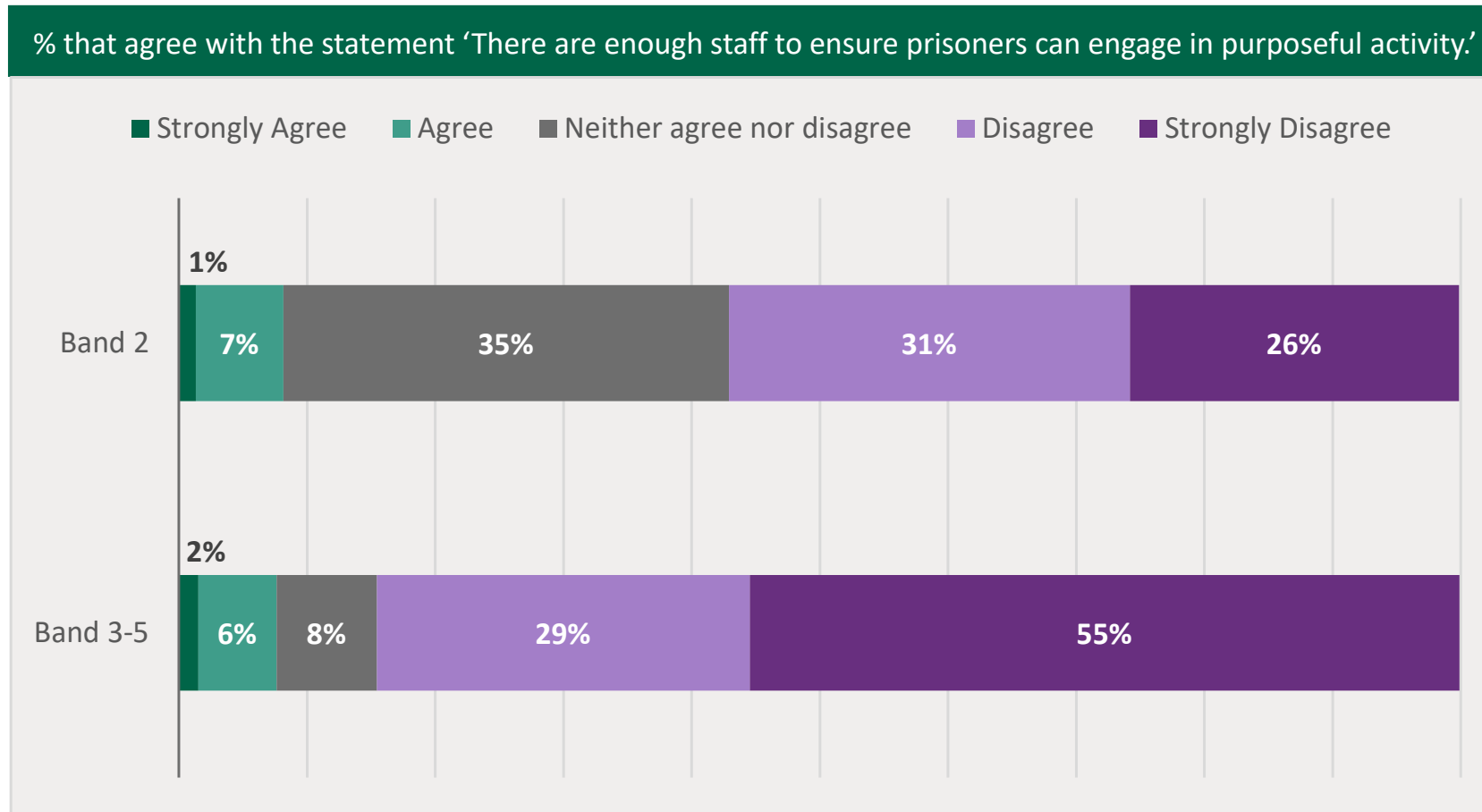
Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)

Working conditions and environment





Band 3-5 staff are more likely to believe there aren't enough staff to ensure prisoners can engage in purposeful activity

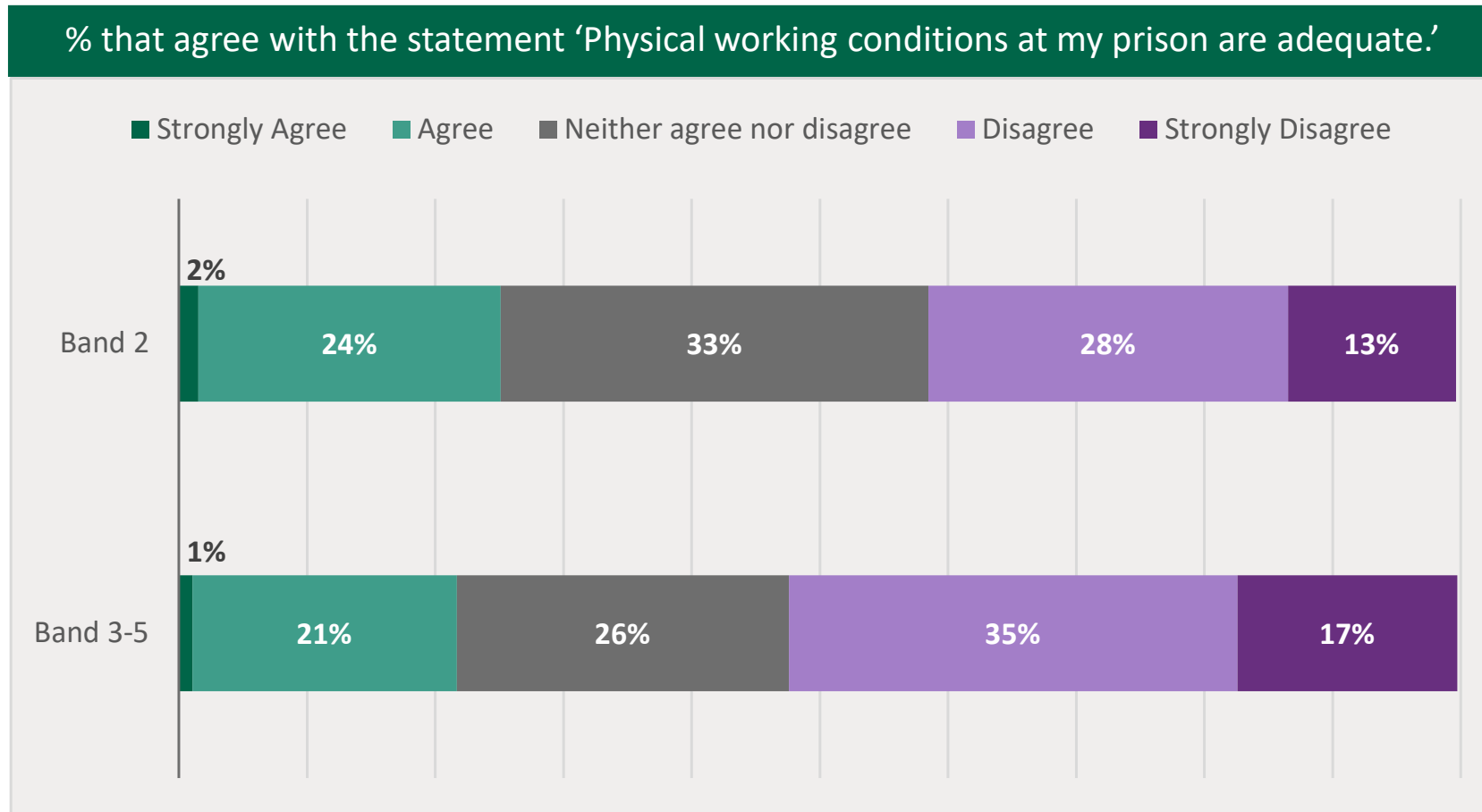


Source: Q10: "Please tell us to what extent you agree or disagree with the following statement: There are enough staff to ensure prisoners can engage in purposeful activity."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Less than a quarter of Band 2-5 staff agree that physical working conditions at their prison are adequate

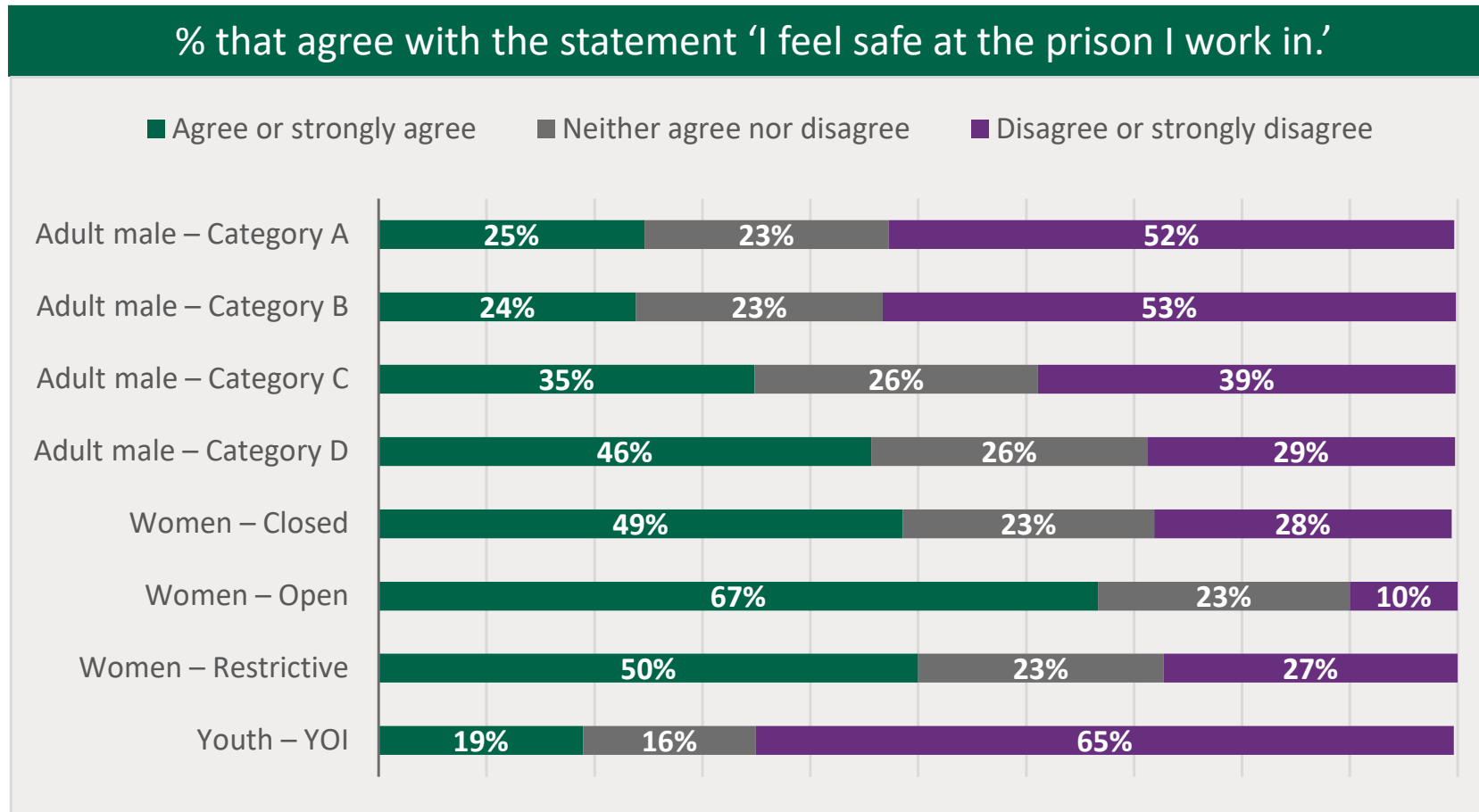


Source: Q11: "Please tell us to what extent you agree or disagree with the following statement: Physical working conditions at my prison are adequate."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Higher proportions of those working in women’s prisons* report feeling safe than those working at men’s prisons

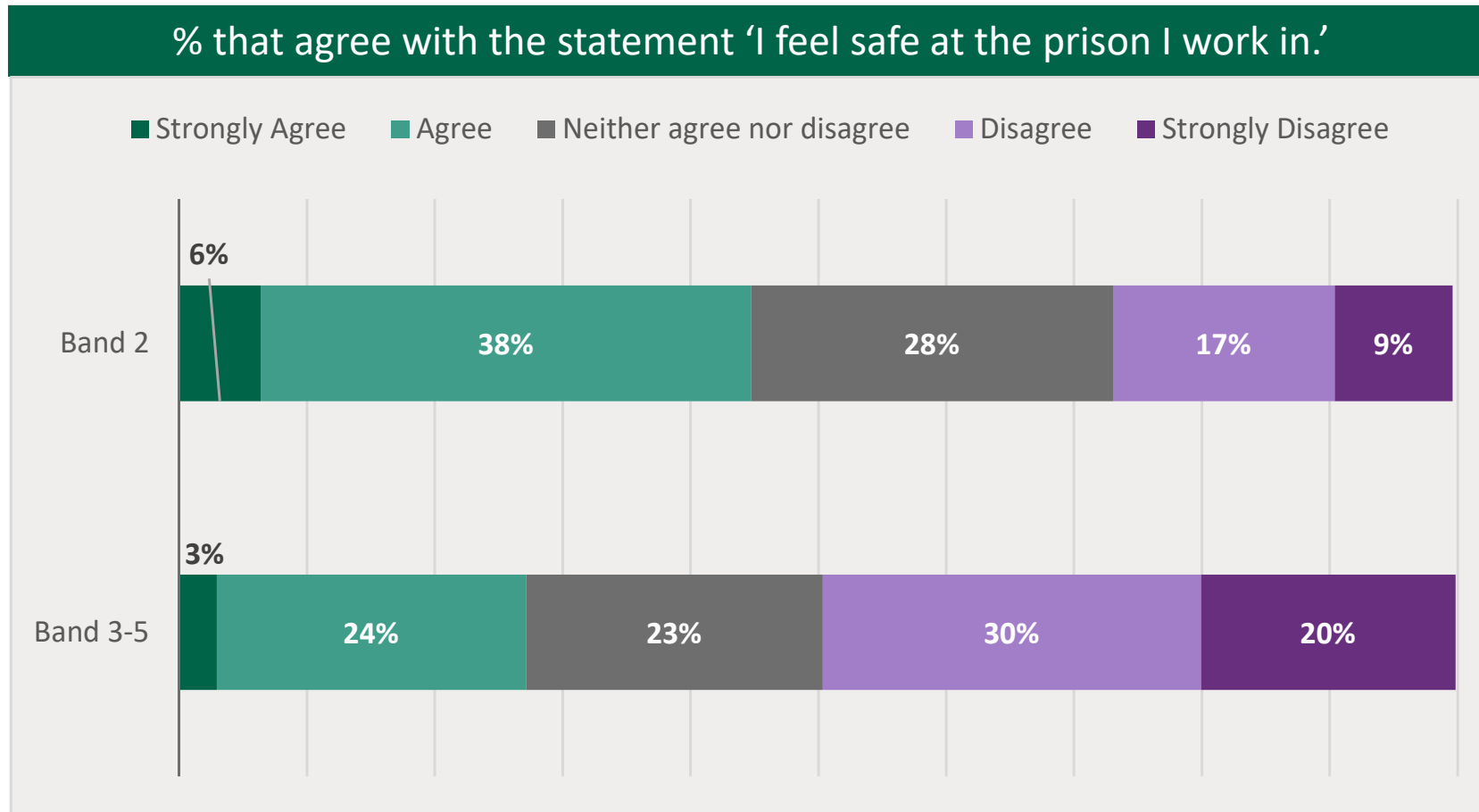


*Please note base sizes for Women – Open (n=60) and Women – Restrictive (n=22) are small and figures for these groups should be treated with caution

Source: Q12: “Please tell us to what extent you agree or disagree with the following statement: I feel safe at the prison I work in.”
Base: All respondents who work in prison category Adult male – A (n=950); Adult male – B (n=1,978); Adult male – C (n=2,499); Adult male – D (n=414); Women – Closed (n=352); Women – Open (n=60); Women – Restrictive (n=22); Youth – Young Offender Institution (n=269)



Half of Band 3-5 staff do not feel safe at the prison they work in (50%)



Source: Q12: "Please tell us to what extent you agree or disagree with the following statement: I feel safe at the prison I work in."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Excluding Band 2, the higher the band, the higher the proportion of respondents feel safe in the prison they work in

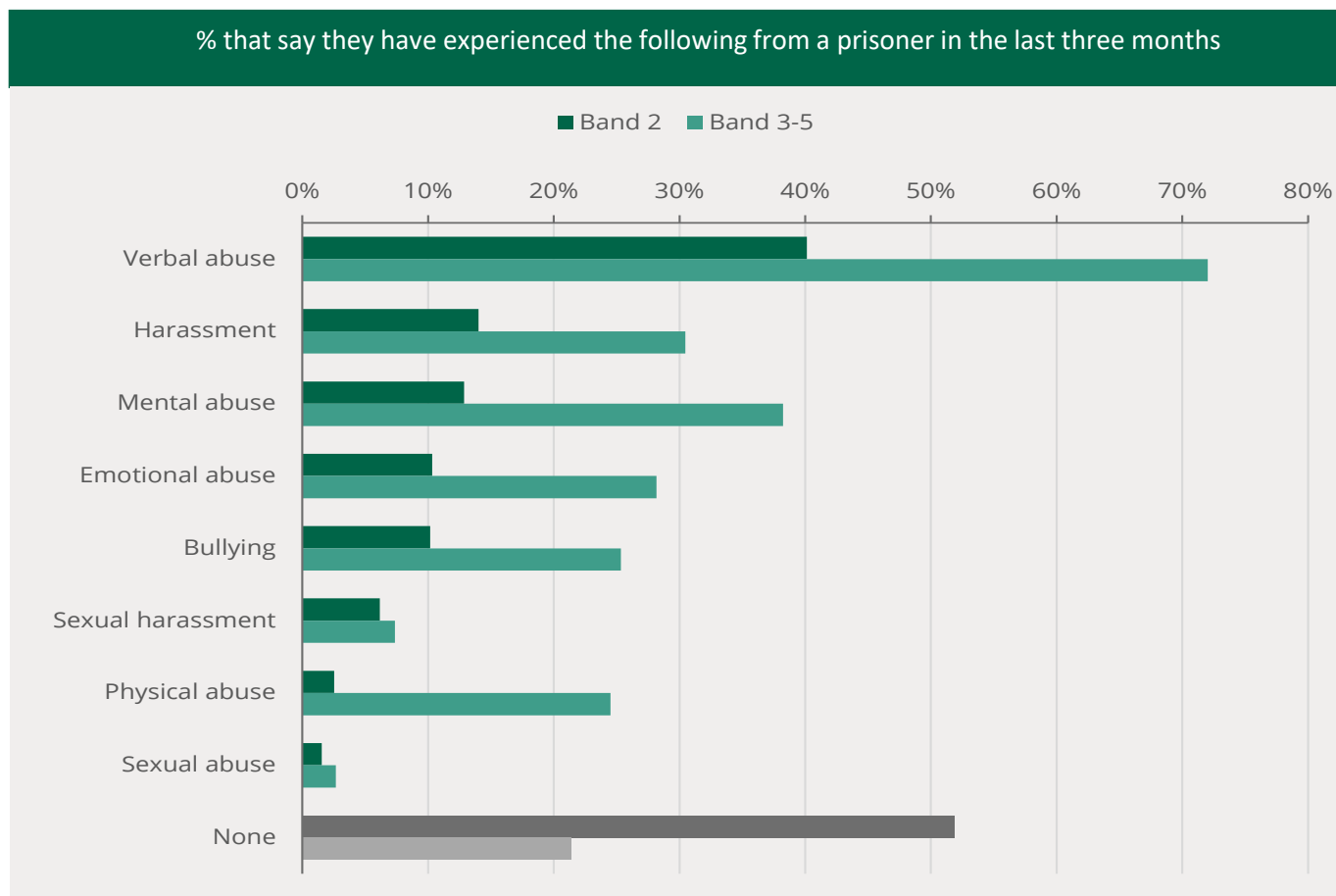


Source: Q12: "Please tell us to what extent you agree or disagree with the following statement: I feel safe at the prison I work in."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-4 (n=3,768); who are Band 4 (n=727); who are Band 5 (n=618); who are Band 6-8 (n=99); who are Band 9-11 (n=17)



Nearly three quarters of Band 3-5 staff and 40% of Band 2 staff experienced verbal abuse from prisoners in the last 3 months

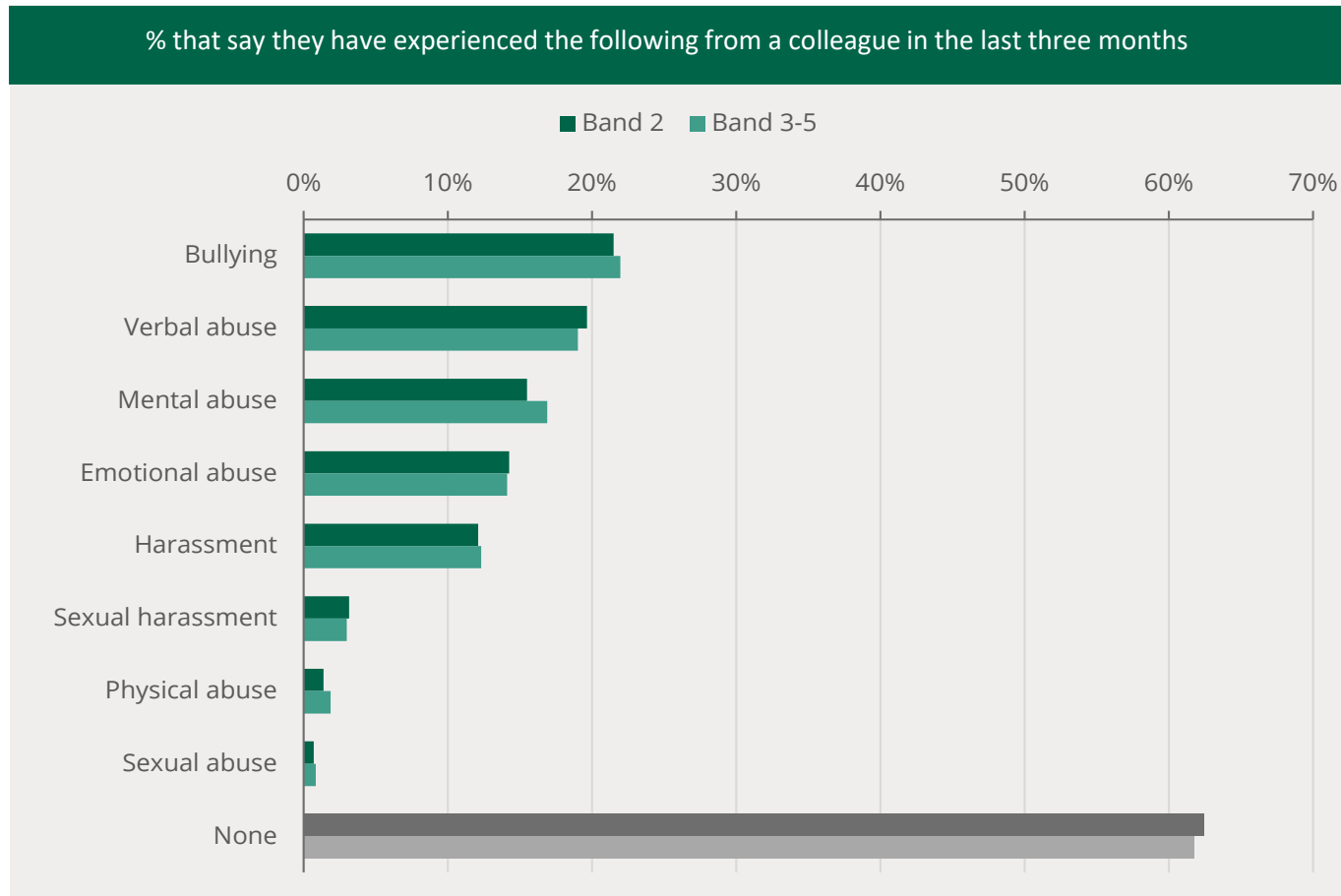


Source: Q20: “Have you experienced any of the following from a prisoner within the last three months? Please select all that apply.”

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Around 1 in 5 Band 2-5 staff experienced bullying and/or verbal abuse from a colleague in the last three months

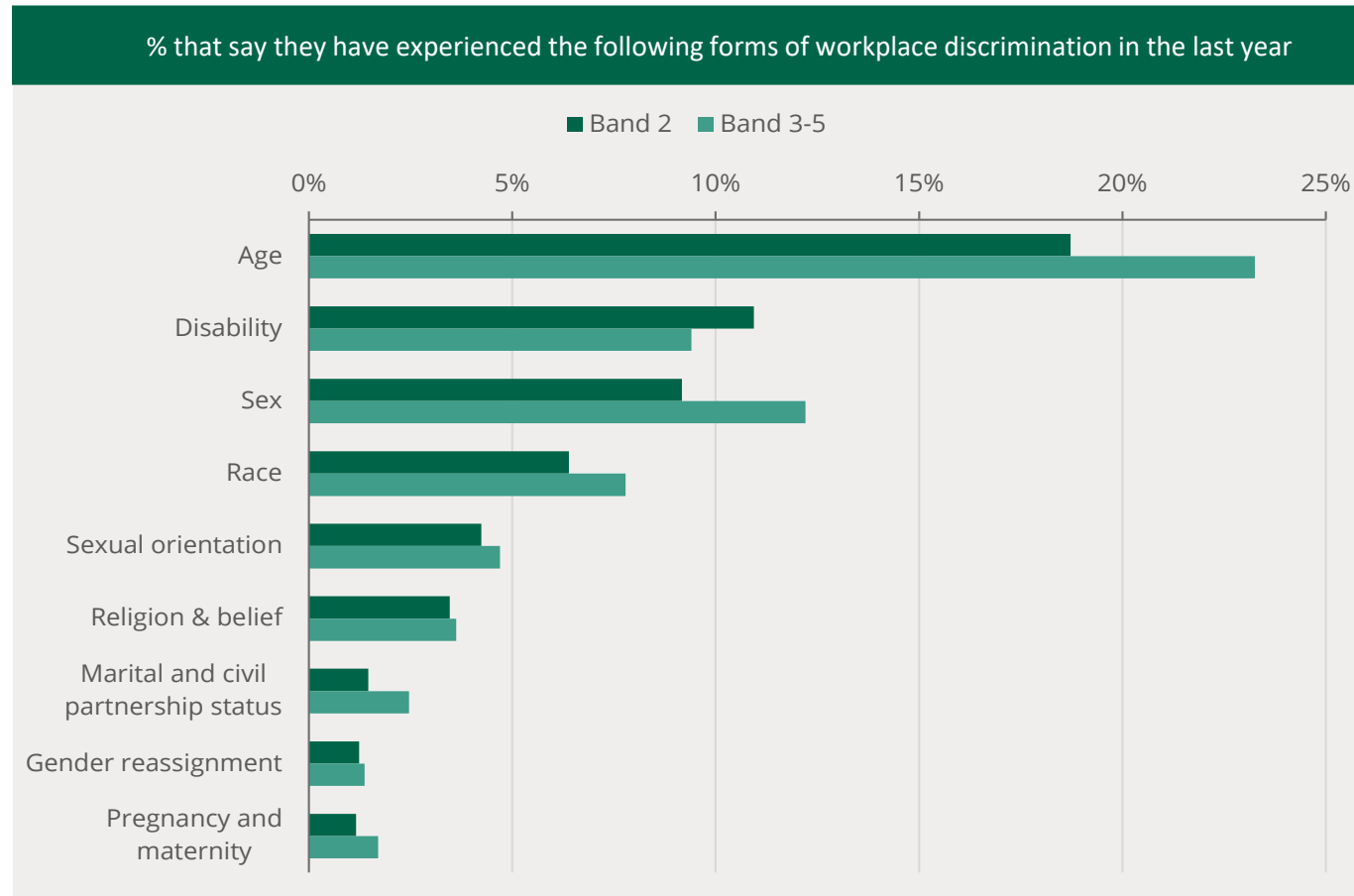


Source: Q21: “Have you experienced any of the following from a colleague within the last three months? Please select all that apply.”

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Around 1 in 5 Band 2-5 staff experienced age-based discrimination in the workplace in the last year

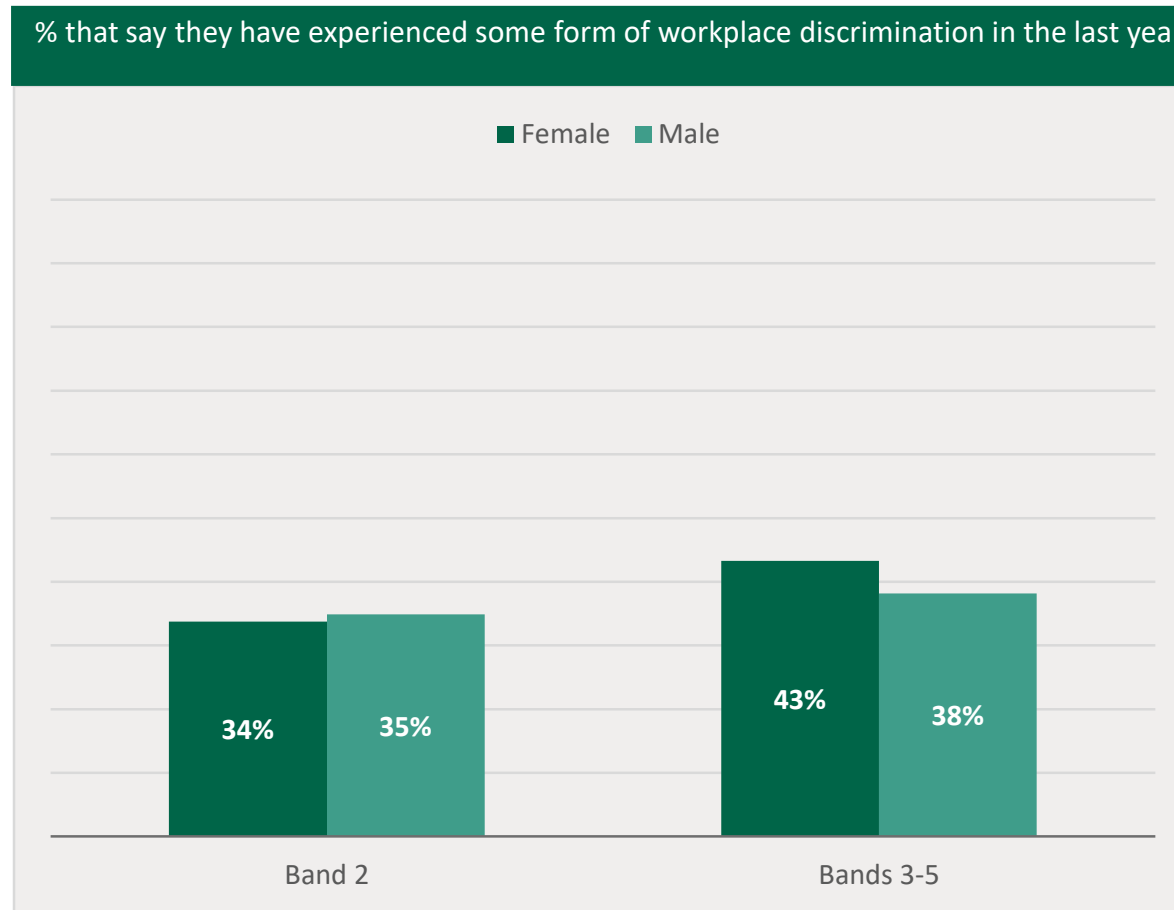


Source: Q22: “Have you experienced any of the following from a colleague within the last three months? Please select all that apply.”

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Women at Bands 3-5 are slightly more likely to say they have experienced some form of discrimination than men



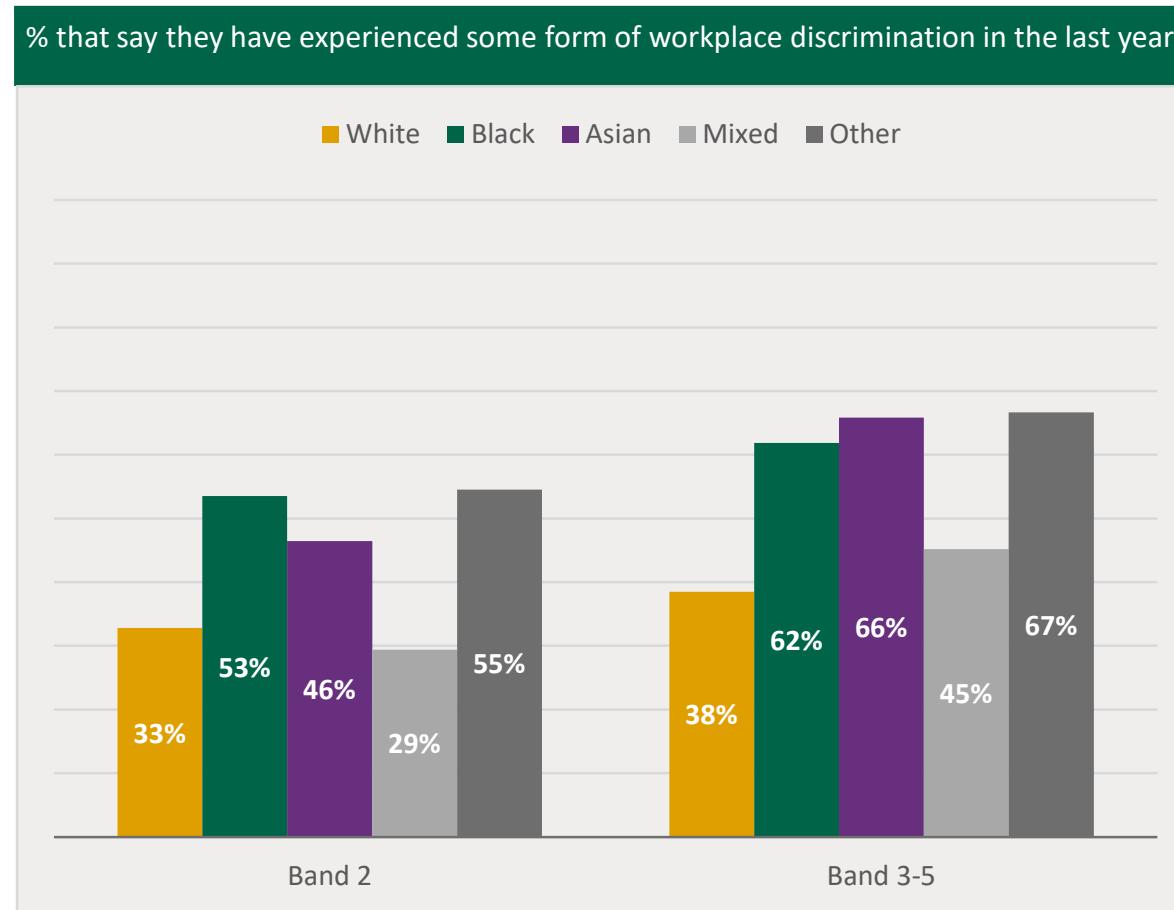
Please note this represents respondents experiencing any form of workplace discrimination. Respondents will not necessarily have experienced sex or gender-based discrimination specifically.

Source: Q22: “Have you experienced any of the following from a colleague within the last three months? Please select all that apply.”

Base: All respondents who are Band 2 and female (n=578); Band 2 and male (n=599); Band 3-5 and female (n=1,157) and Band 3-5 and male (n=3,510).



Higher proportions of Asian and Black respondents had experienced discrimination than those of White or Mixed ethnicity



Please note this represents respondents experiencing **any** form of workplace discrimination. Respondents will not necessarily have experienced ethnicity or race-based discrimination specifically.

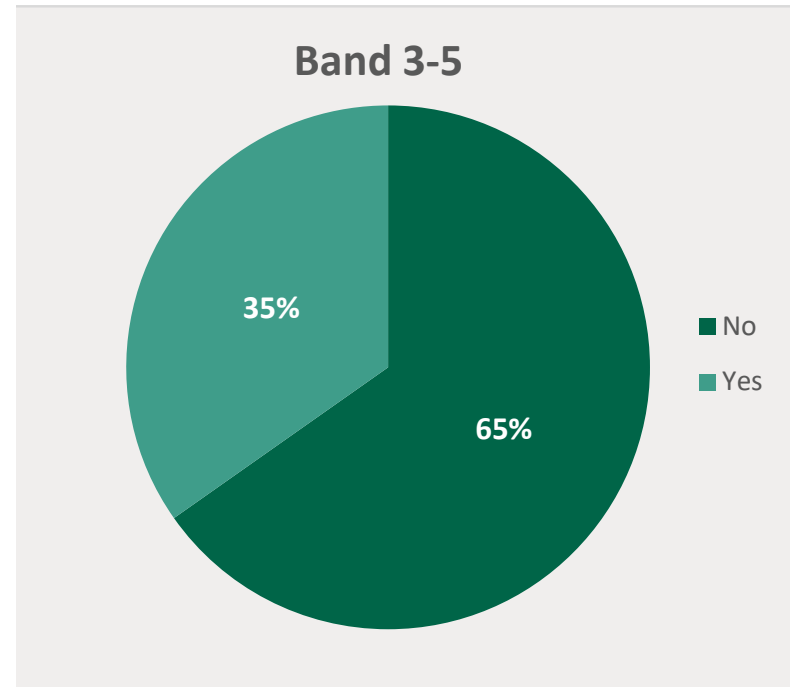
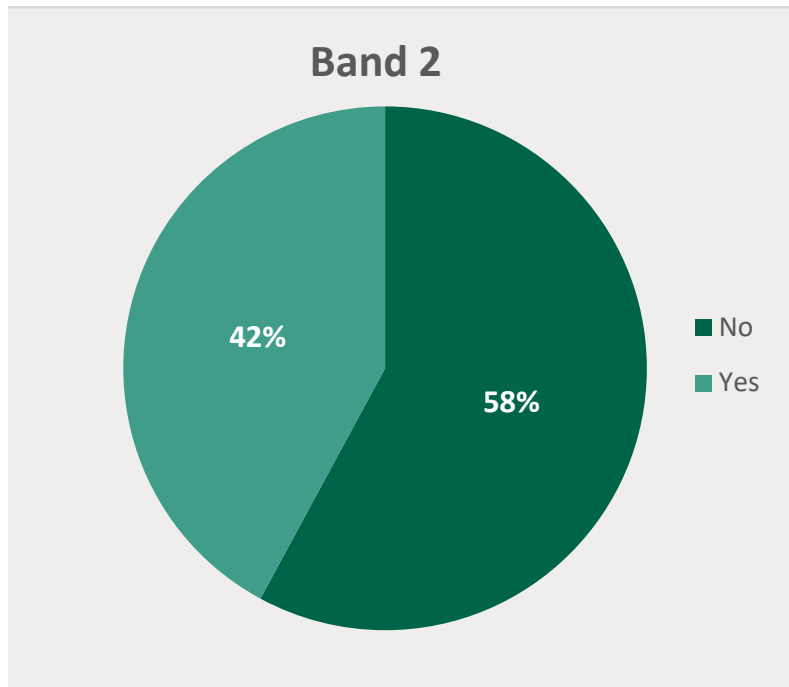
*Please note base sizes for ethnic groups other than White for Band 2 staff, and Band 3-5 staff who are Asian, Mixed ethnicity or of an 'Other' ethnic group, are small, and figures for these groups should be treated with caution.

Source: Q22: "Have you experienced any of the following from a colleague within the last three months? Please select all that apply."
Base: All respondents who are Band 2 and: White (n=1,083); Black (n=43); Asian (n=28); Mixed (n=27) and Other ethnic background (n=11). All respondents who are Band 3-5 and: White (n=4,315); Black (n=118); Asian (n=82); Mixed (n=73) and Other ethnic background (n=18)



Around 2 in 3 staff across Bands 2-5 feel they do not have the tools and resources to do their job effectively

% that believe they have the tools and resources needed to do their job effectively



Source: Q6: “Do you believe you have the tools and resources needed to do your job effectively?”

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Requested tools and resources centred around management and staffing; facilities and equipment and health and safety

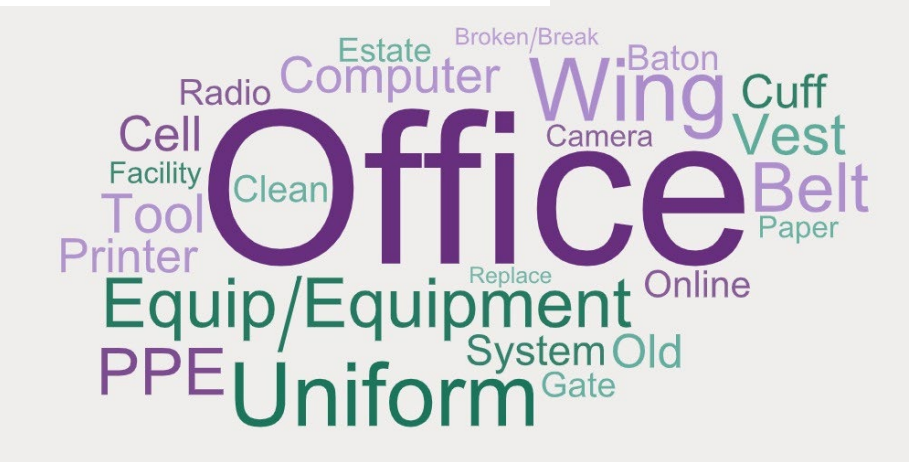
Management and staffing



Health and safety



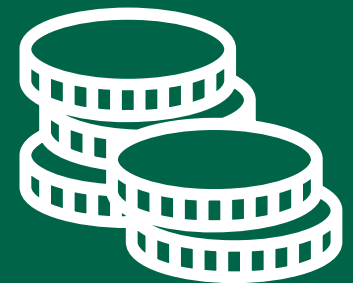
Facilities and equipment



Source: Q7: "Please tell us what tools or resources you would like to see?"

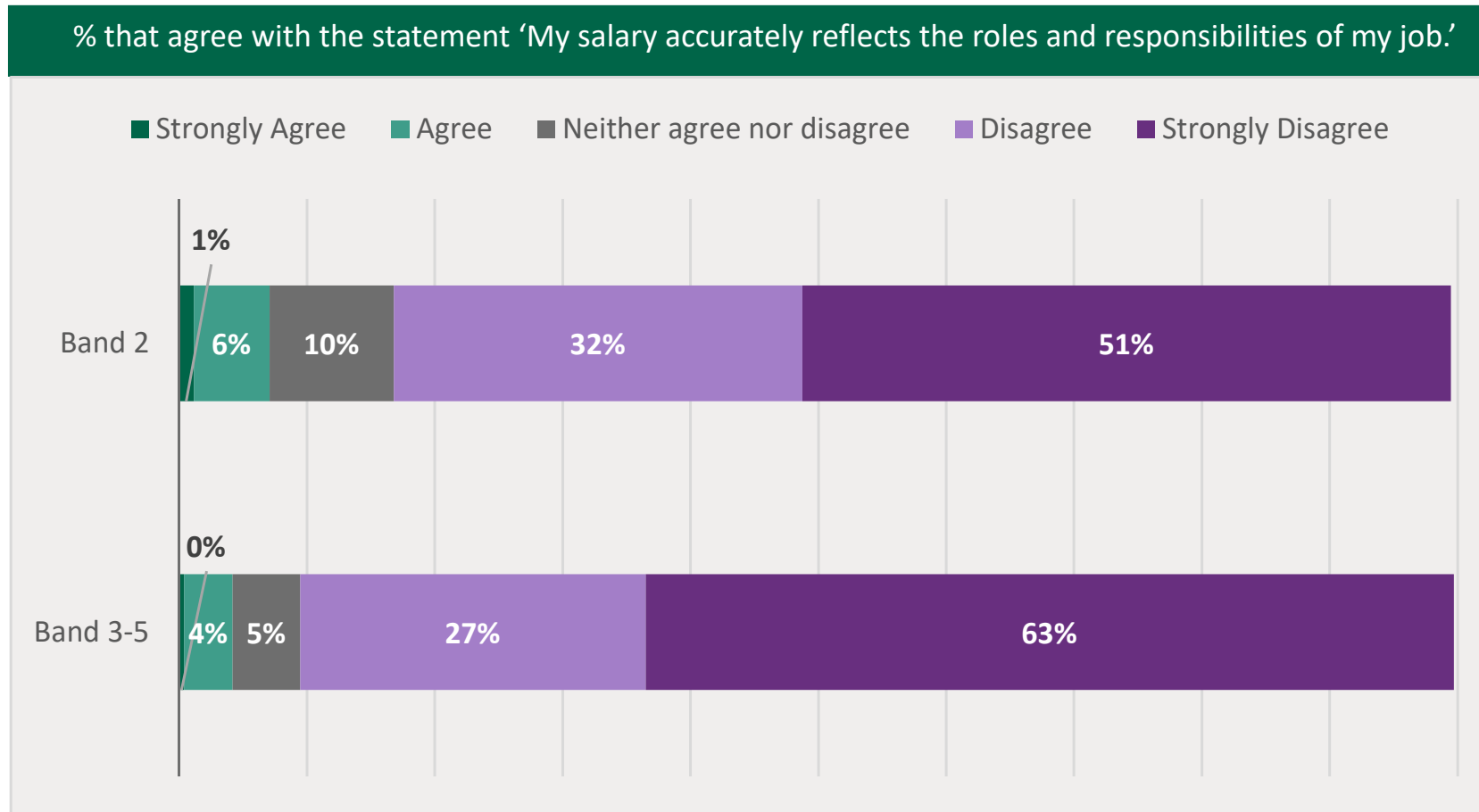
Base: All respondents who answered 'No' to Q6: 'Do you believe you have the tools and resources needed to do your job effectively?' (n=4,219) ²⁶

Pay and benefits





The large majority of Band 2-5 staff do not feel their salary accurately reflects the roles and responsibilities of their job

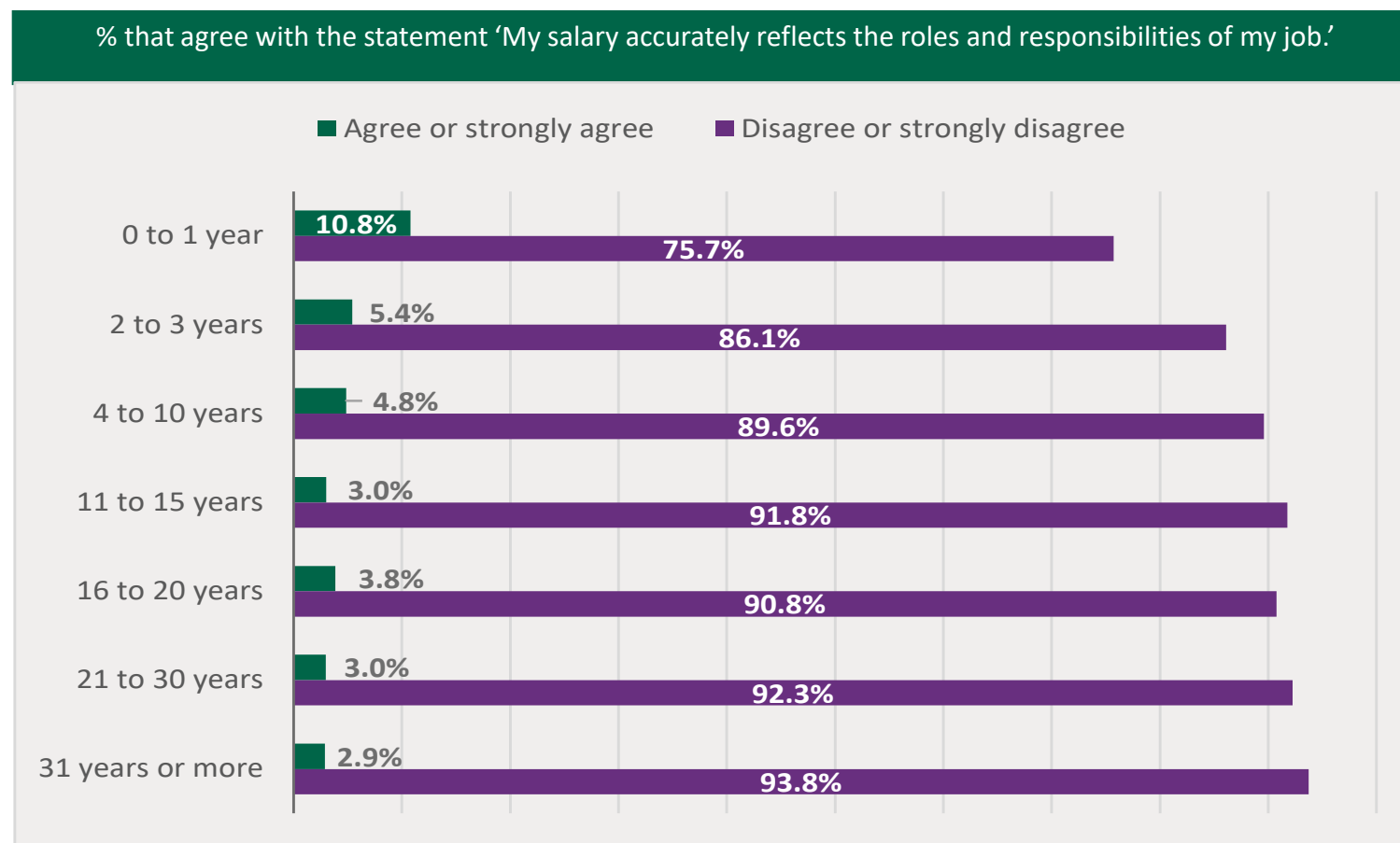


Source: Q13: "Please tell us to what extent you agree or disagree with the following statement: My salary accurately reflects the roles and responsibilities of my job."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Large majorities of respondents across length of service feel their salary does not reflect their role and responsibilities

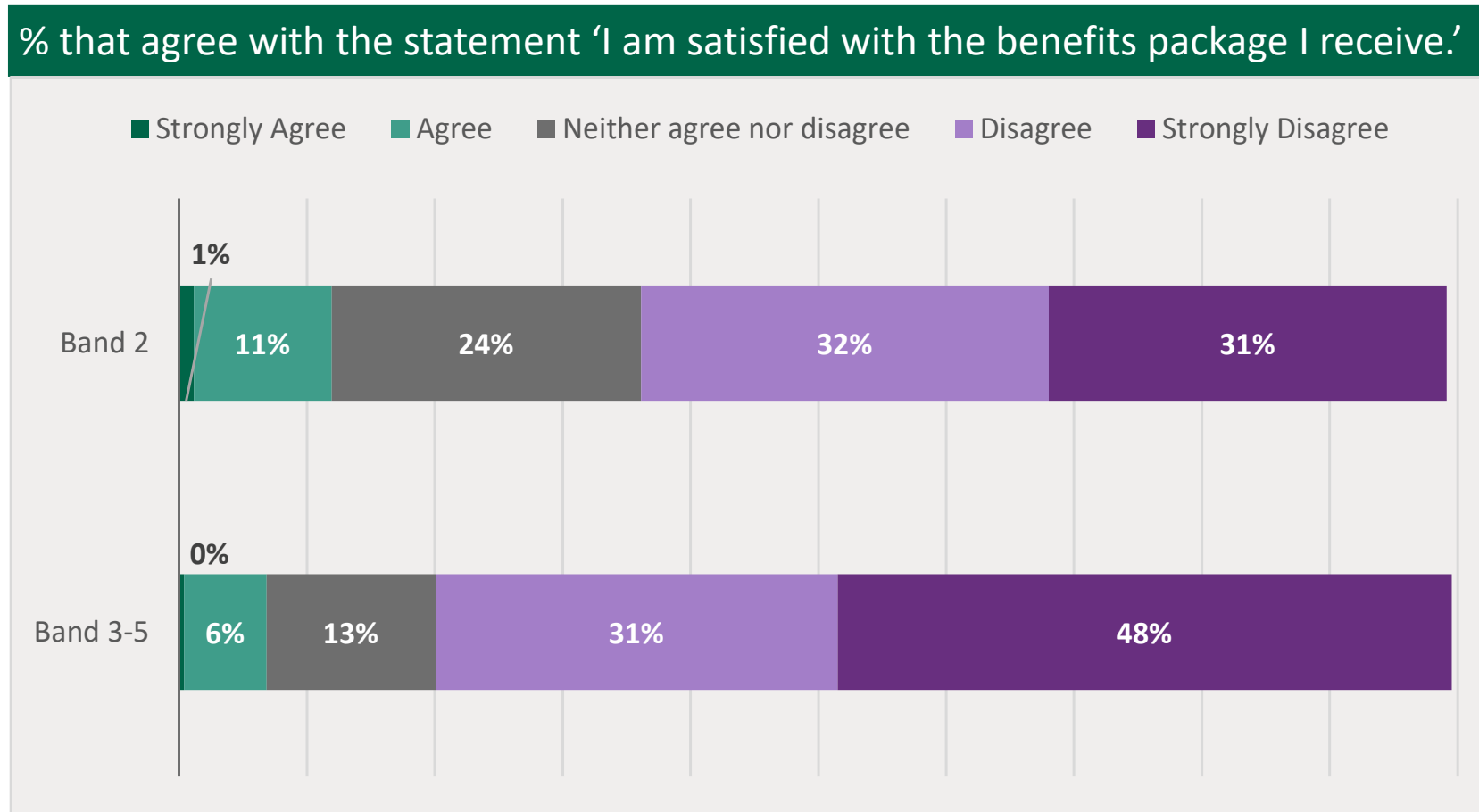


Source: Q13: "Please tell us to what extent you agree or disagree with the following statement: My salary accurately reflects the roles and responsibilities of my job."

Base: All respondents who have served in the prison service for: 0-1 years (n=779); 2-3 years (n=885); 4-10 years (n=1,633); 11 to 15 years (n=499); 16 to 20 years (n=963); 21 to 30 years (n=1,073); 31 years or more (n=624)



Around 8 in 10 Band 3-5 staff and 6 in 10 Band 2 staff are not satisfied with the benefits package they receive

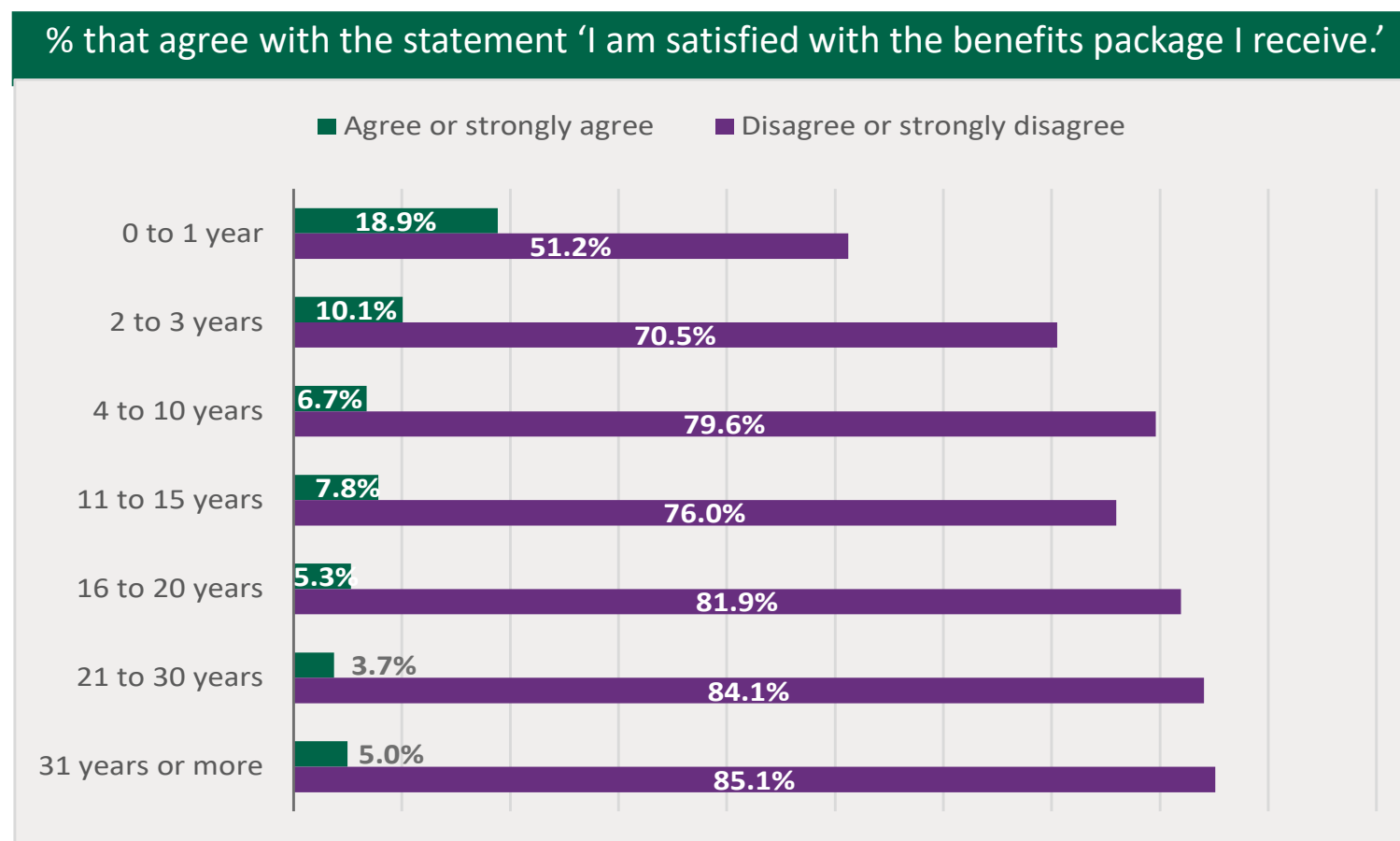


Source: Q14: "Please tell us to what extent you agree or disagree with the following statement: I am satisfied with the benefits package I receive (excluding salary)."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



In general, the longer spent in the prison service, the less satisfied respondents report being with their benefits package

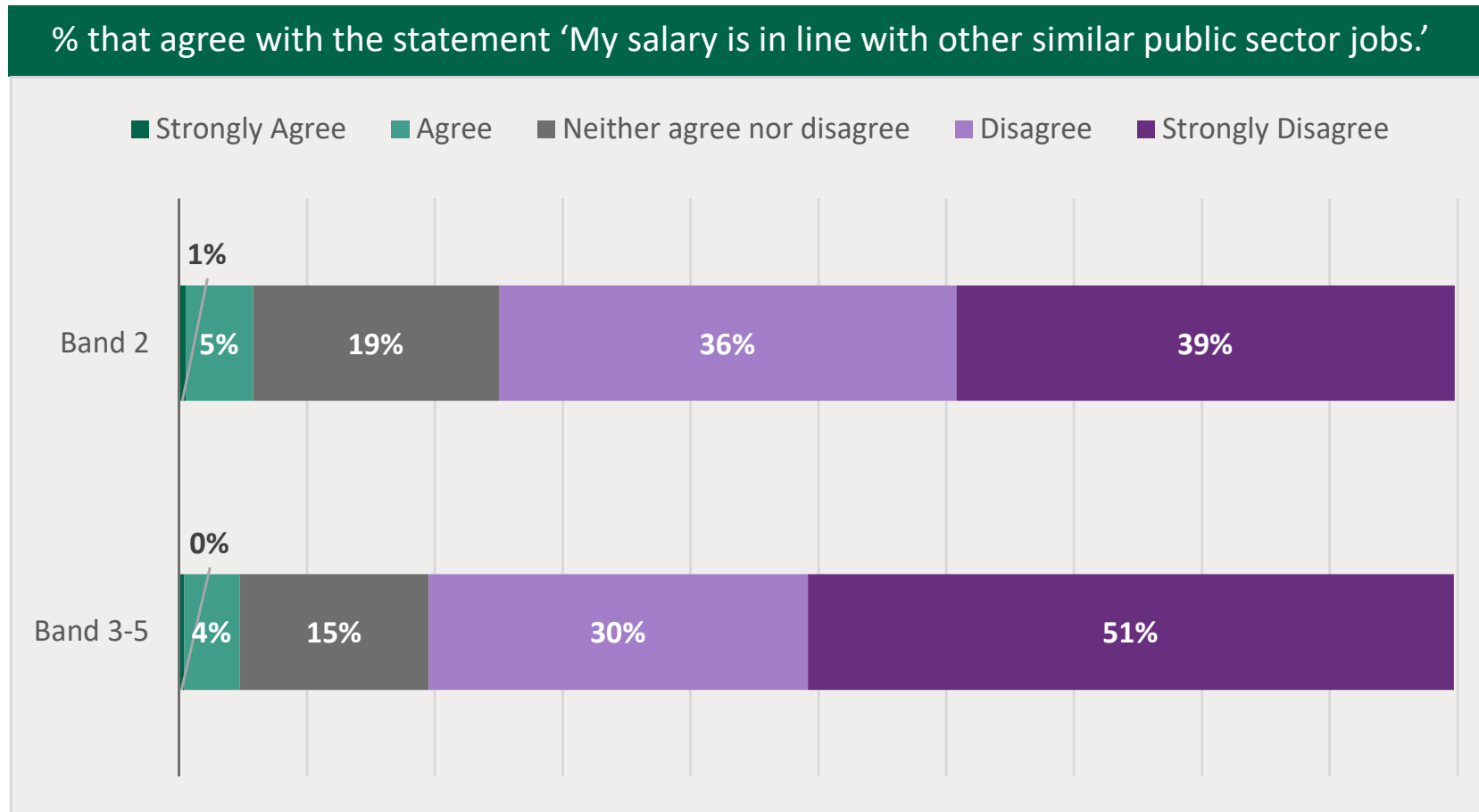


Source: Q14: "Please tell us to what extent you agree or disagree with the following statement: I am satisfied with the benefits package I receive (excluding salary)."

Base: : All respondents who have served in the prison service for: 0-1 years (n=779); 2-3 years (n=885); 4-10 years (n=1,633); 11 to 15 years (n=499); 16 to 20 years (n=963); 21 to 30 years (n=1,073); 31 years or more (n=624)



Similar proportions of Band 2 and Band 3-5 staff do not believe their salary is in line with other public sector jobs



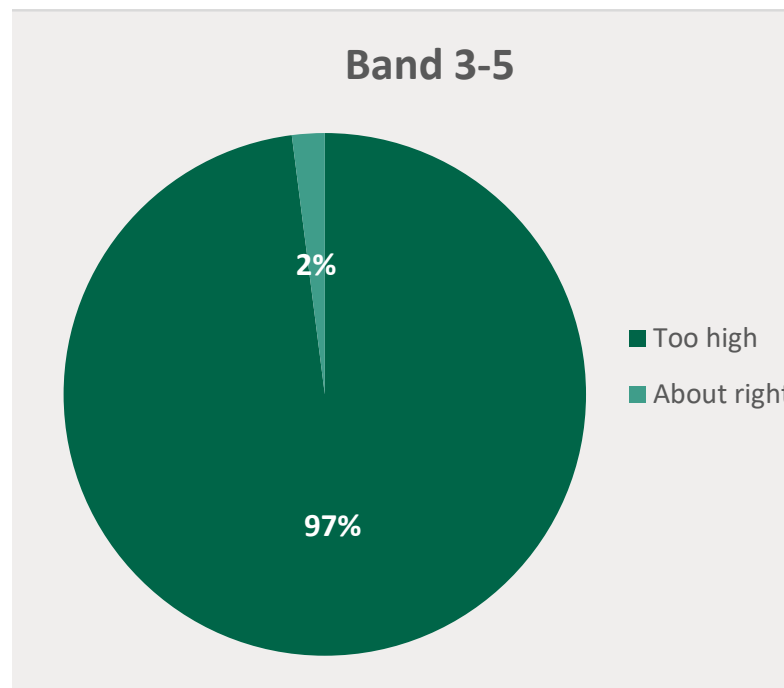
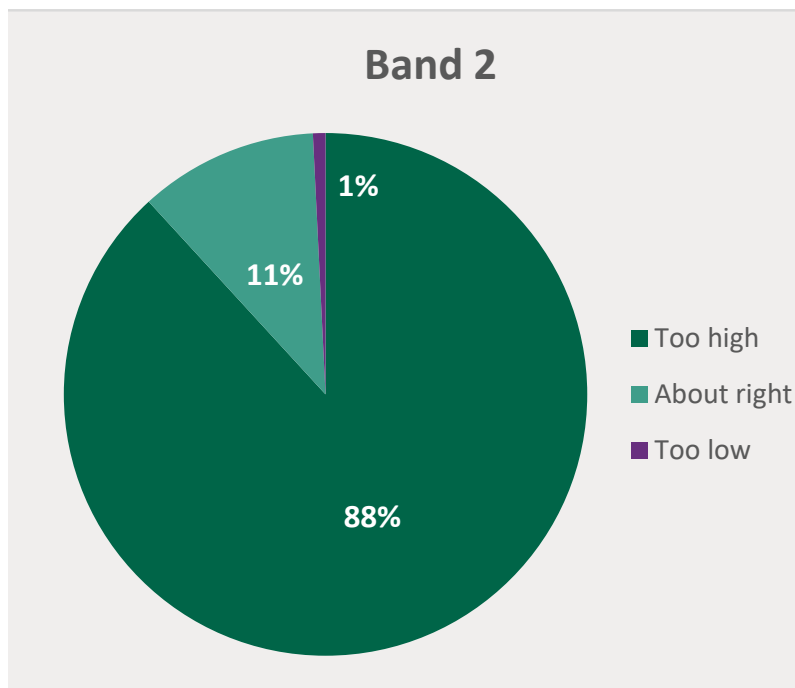
Source: Q15: "Please tell us to what extent you agree or disagree with the following statement: My salary is in line with other similar public sector jobs."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Over 90% of Band 2-5 staff feel the retirement age of 68 is too high

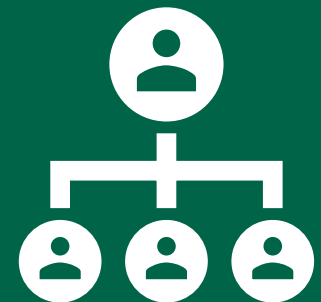
% that believe the current retirement age is too high, about right, or too low



Source: Q17: “The current retirement age is 68. Do you believe this is too high, about right, or too low?”

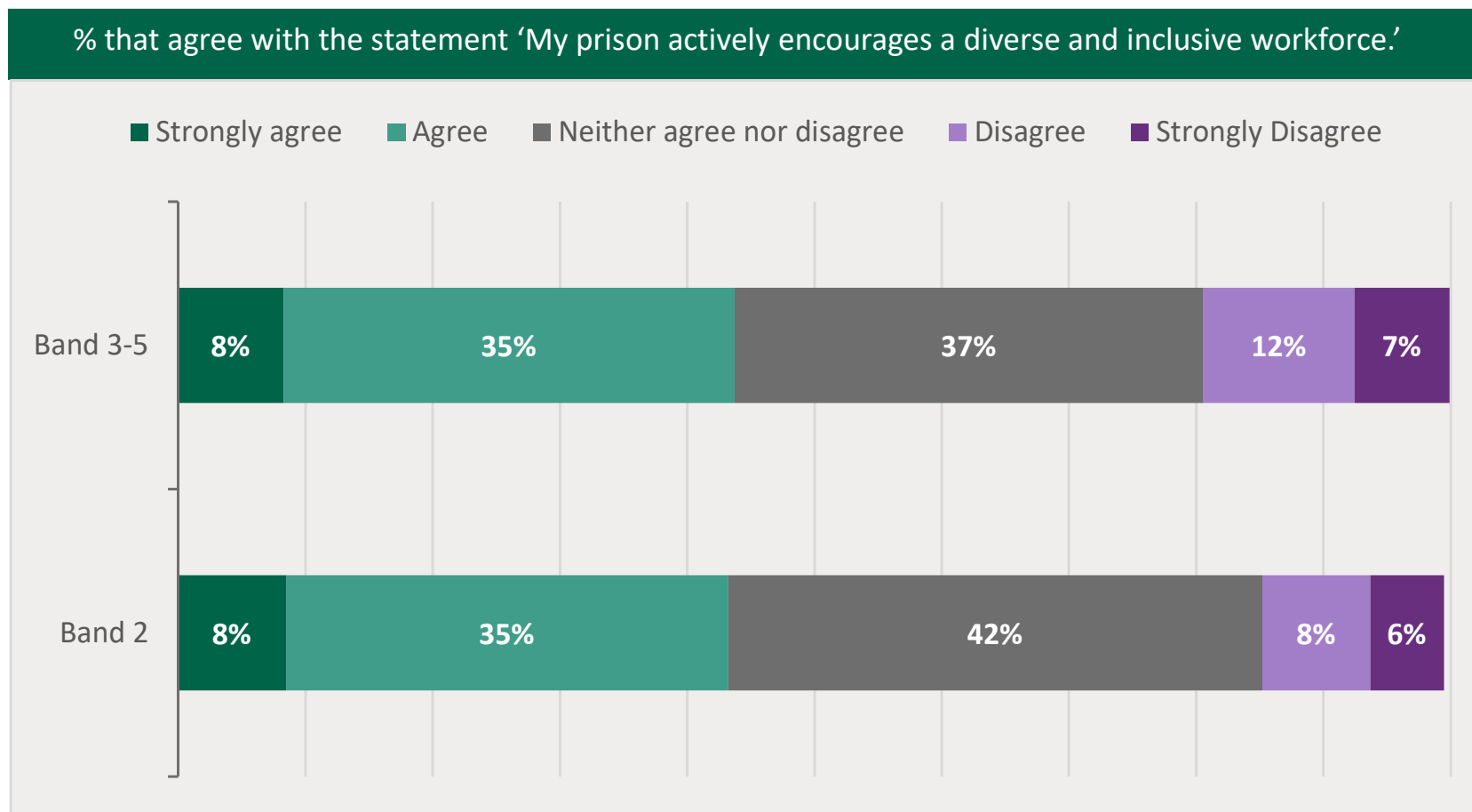
Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)

Senior management





Around 1 in 5 Band 3-5 staff do not feel that their prison actively encourages a diverse and inclusive workforce

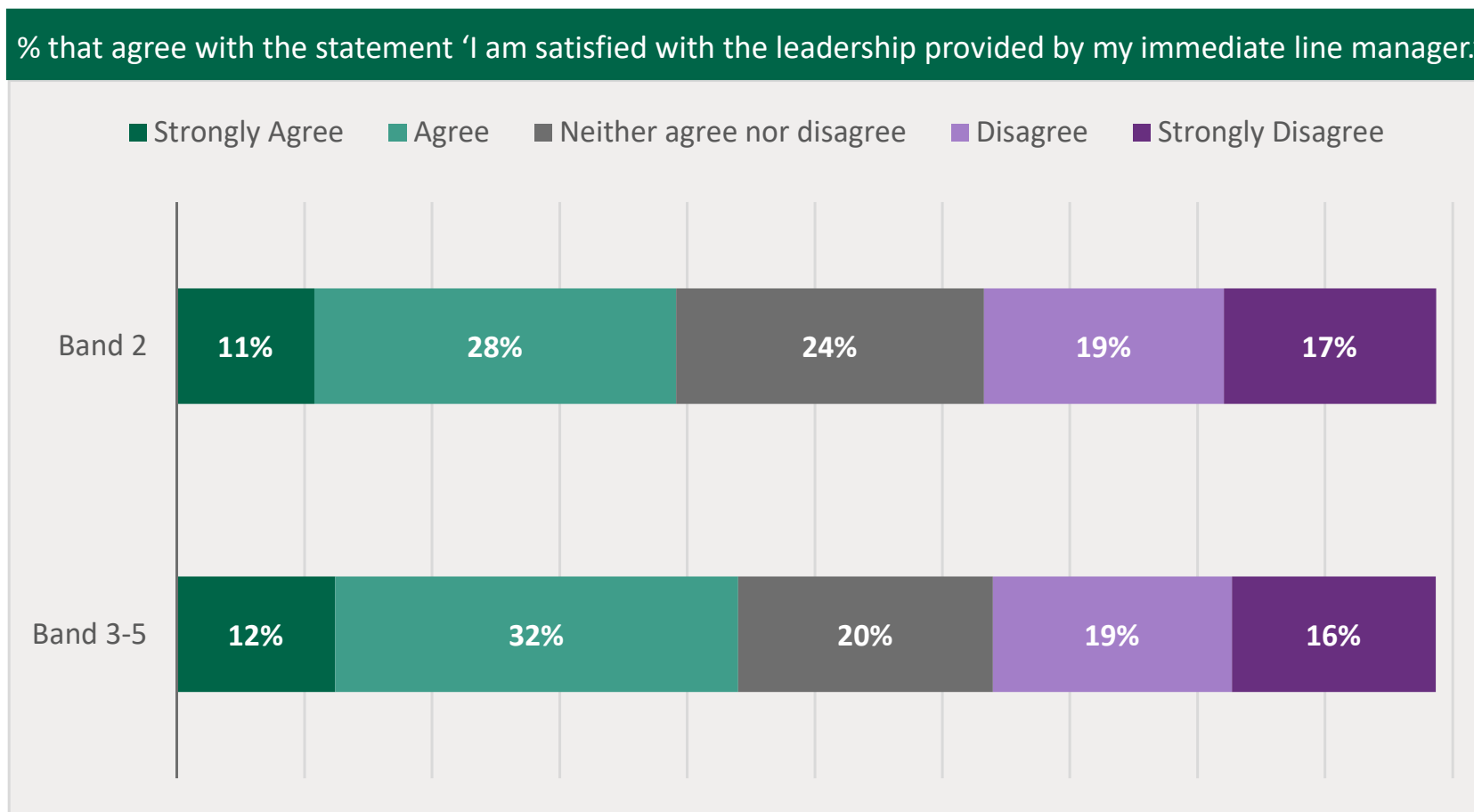


Source: Q23: "Please tell us to what extent you agree or disagree with the following statement: My prison actively encourages a diverse and inclusive workforce."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Around 4 in 10 Band 2-5 staff are happy with the leadership provided by their line manager

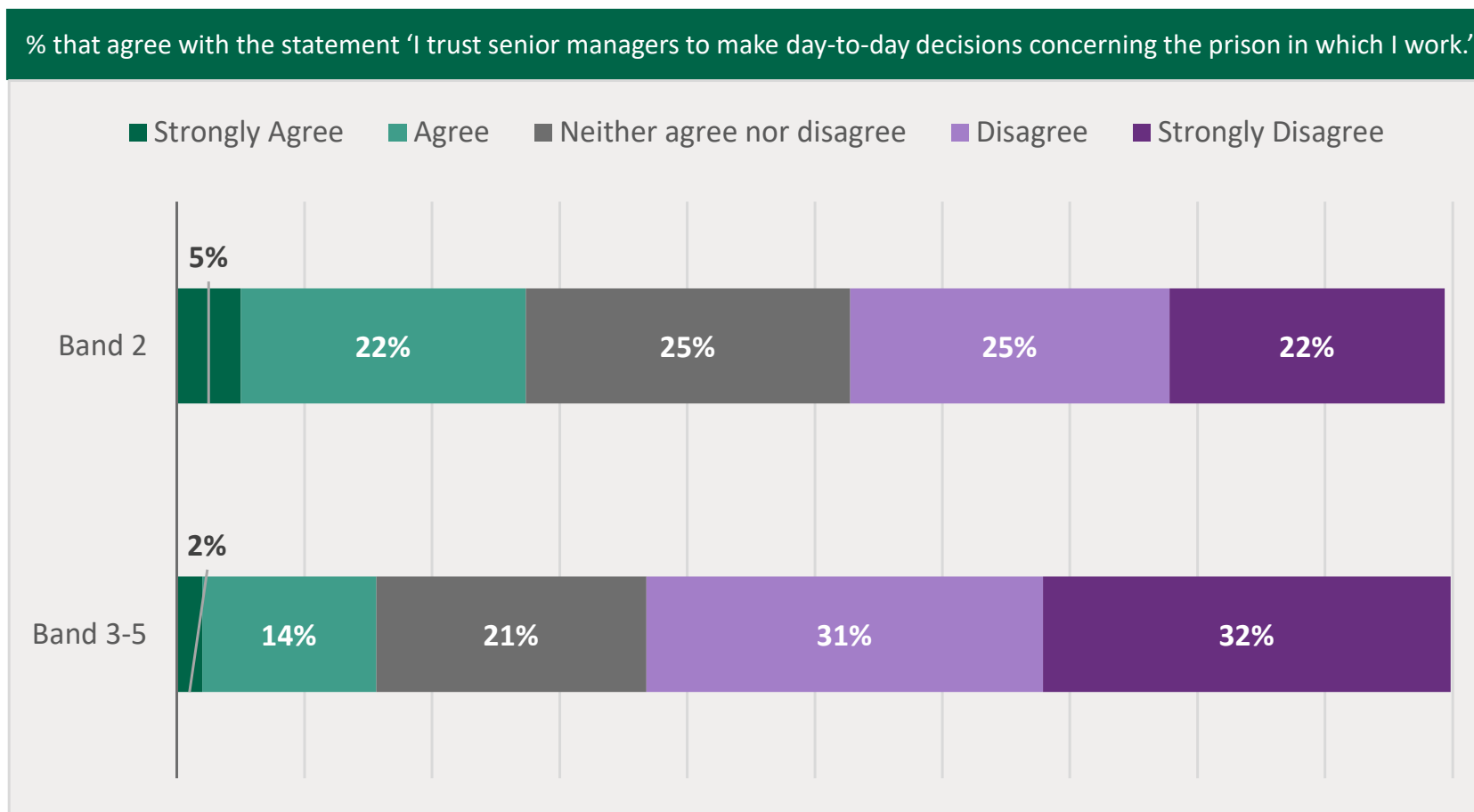


Source: Q24: "Please tell us to what extent you agree or disagree with the following statement: I am satisfied with the leadership provided by my immediate line manager."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Nearly two thirds of Band 3-5 staff do not trust senior managers concerning decisions about the prison they work in



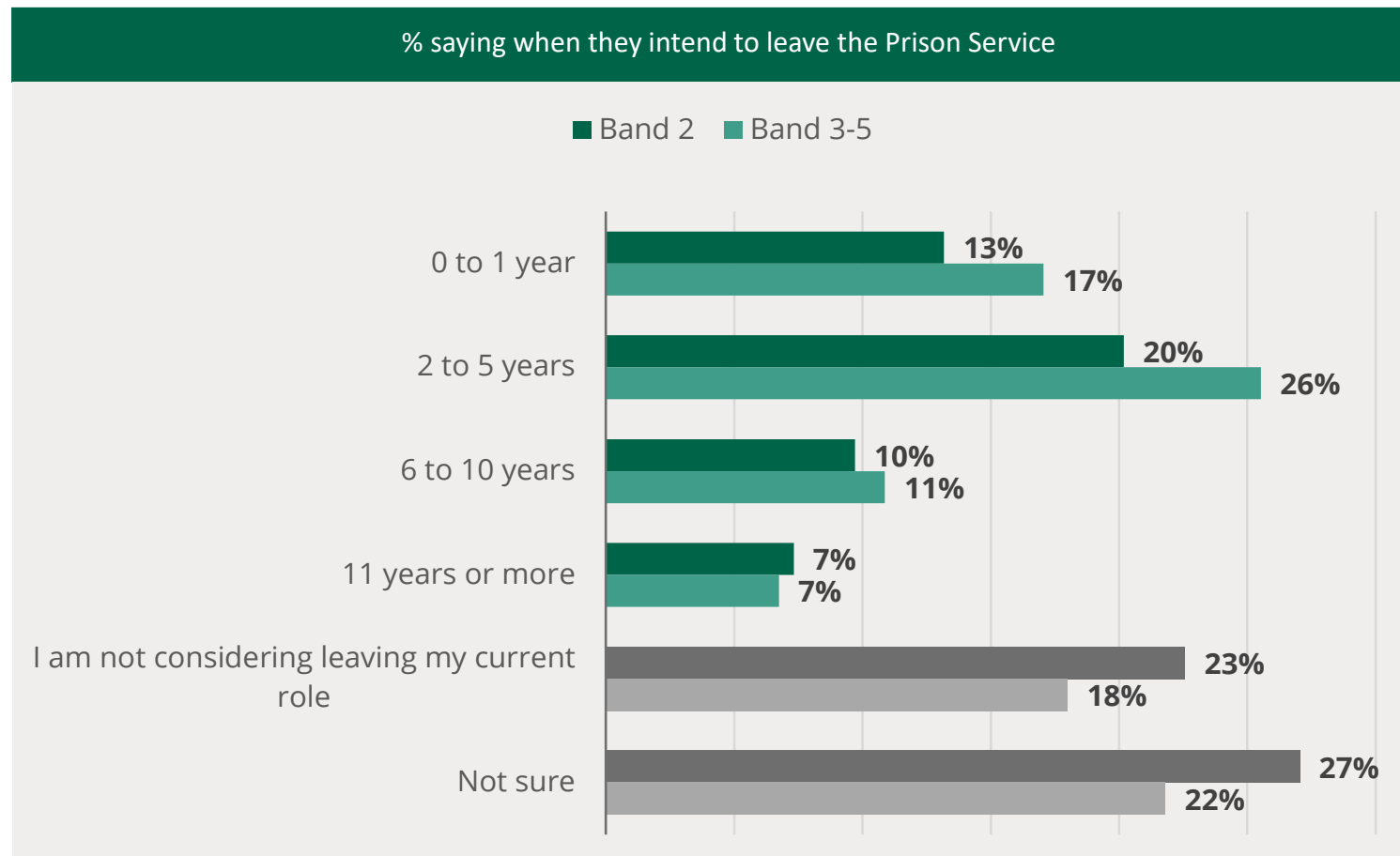
Source: Q25: "Please tell us to what extent you agree or disagree with the following statement: I trust senior managers to make day-to-day decisions concerning the prison in which I work."

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)

Future plans



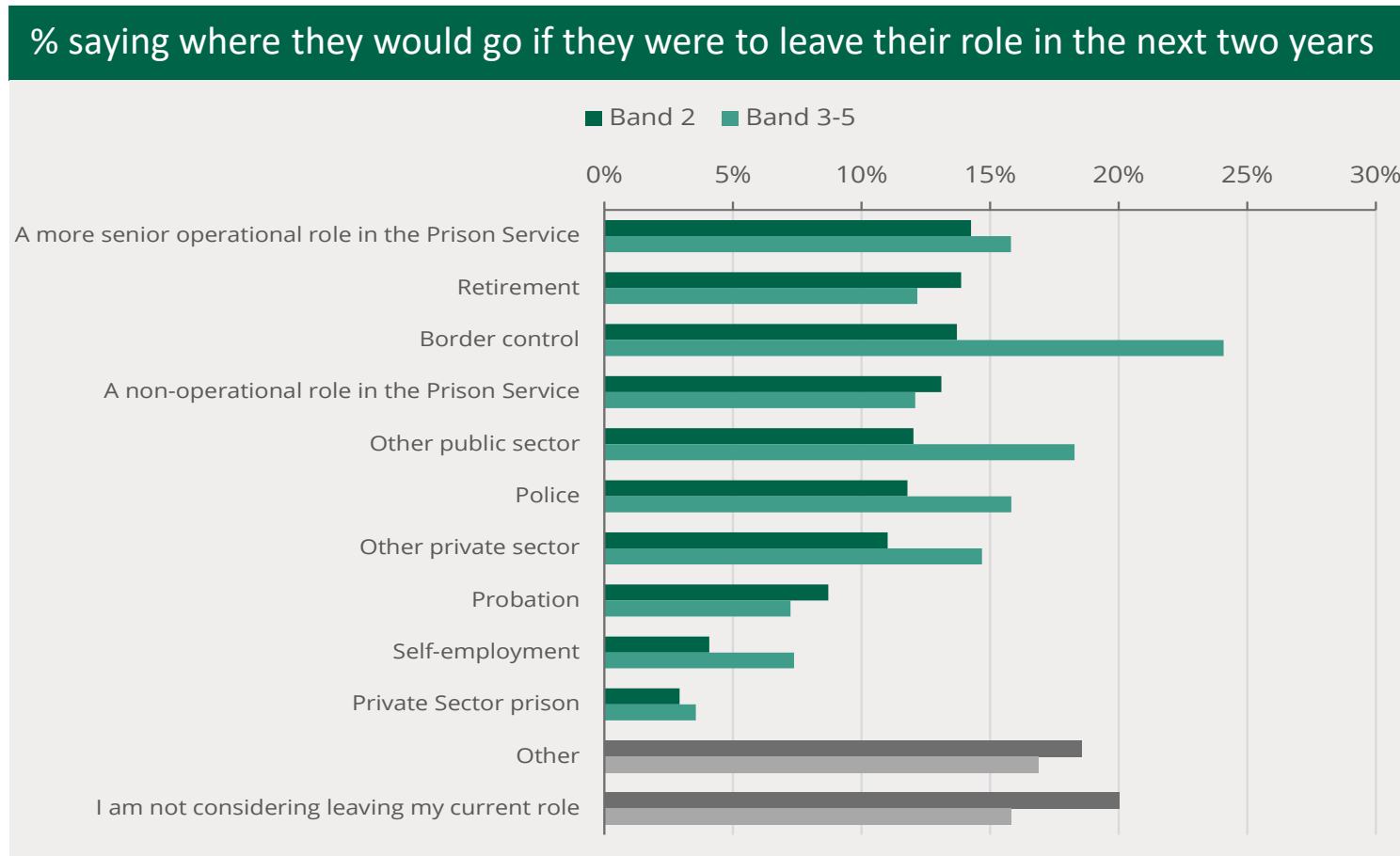
Around 1 in 3 Band 2 staff, and over 2 in 5 Band 3-5 staff, plan on leaving the Prison Service in the next 5 years



Source: Q18: "When do you intend to leave the Prison Service?"

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)

Around a quarter of Band 3-5 staff say they would go to Border Control if they were to leave their role in the next two years



Source: Q19: “If you were to leave your current role in the next two years, where would you go?”

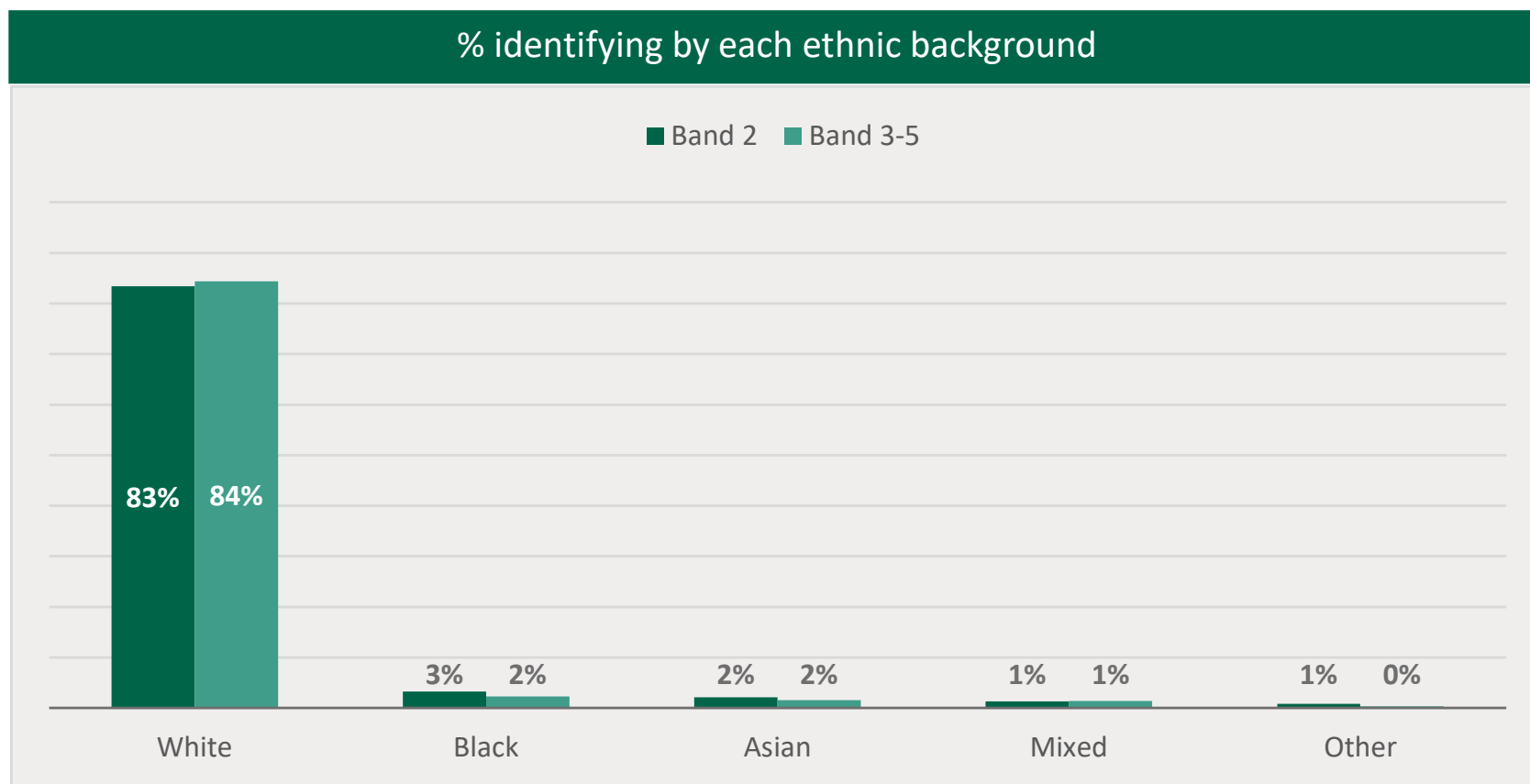
Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)

Respondent demographics





Over 4 in 5 respondents at Bands 2-5 identify as being from a White ethnic background



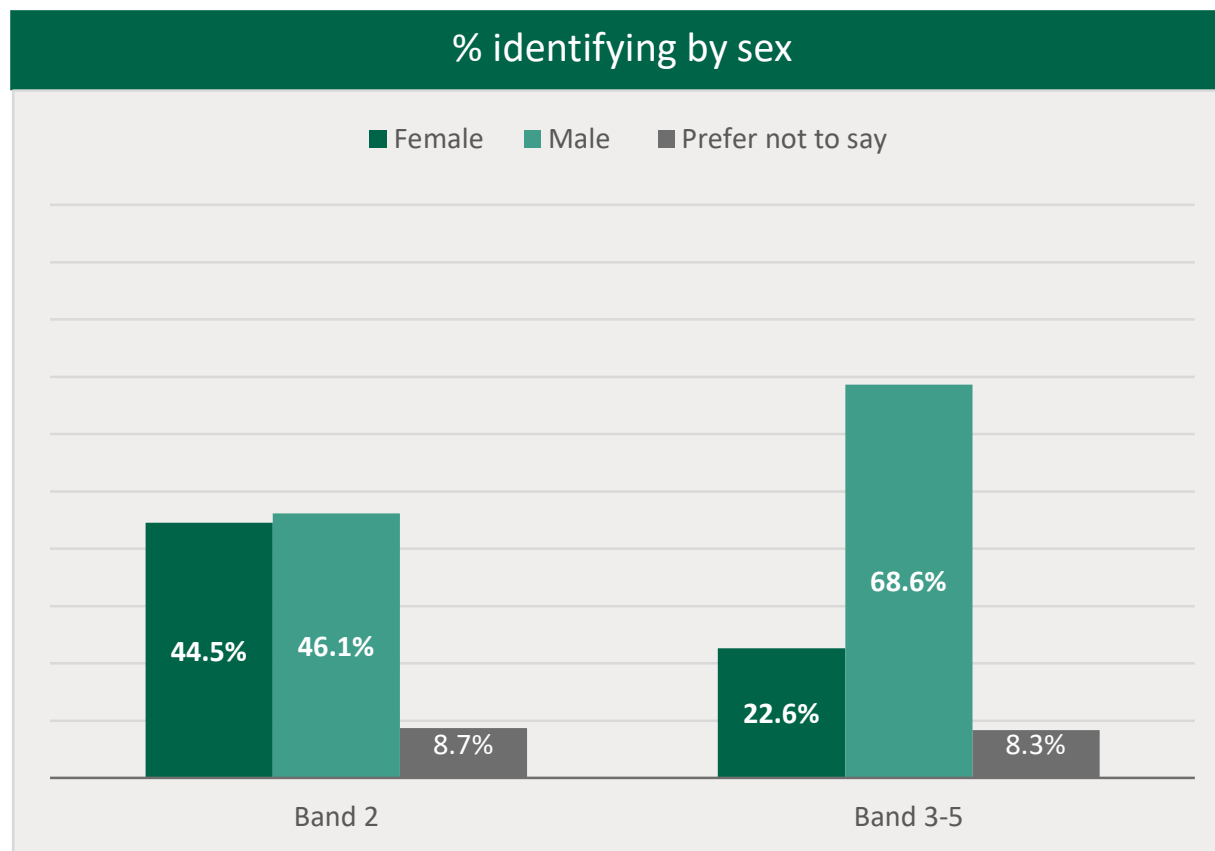
These figures are aggregate sums of ethnicity data disaggregated at a lower level; for example the total %s for 'White' reflect the sum of those identifying as 'White – British'; 'White – Irish'; 'White – Roma'; 'White – Gypsy or Irish Traveller' and 'Any other White background'.

Source: Q34: "What is your ethnicity?"

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



More than two thirds of Band 3-5 staff are male, compared to less than half of Band 2 staff*



This question concerns sex (male/female) rather than gender (man/woman). A separate slide on gender identity is below.

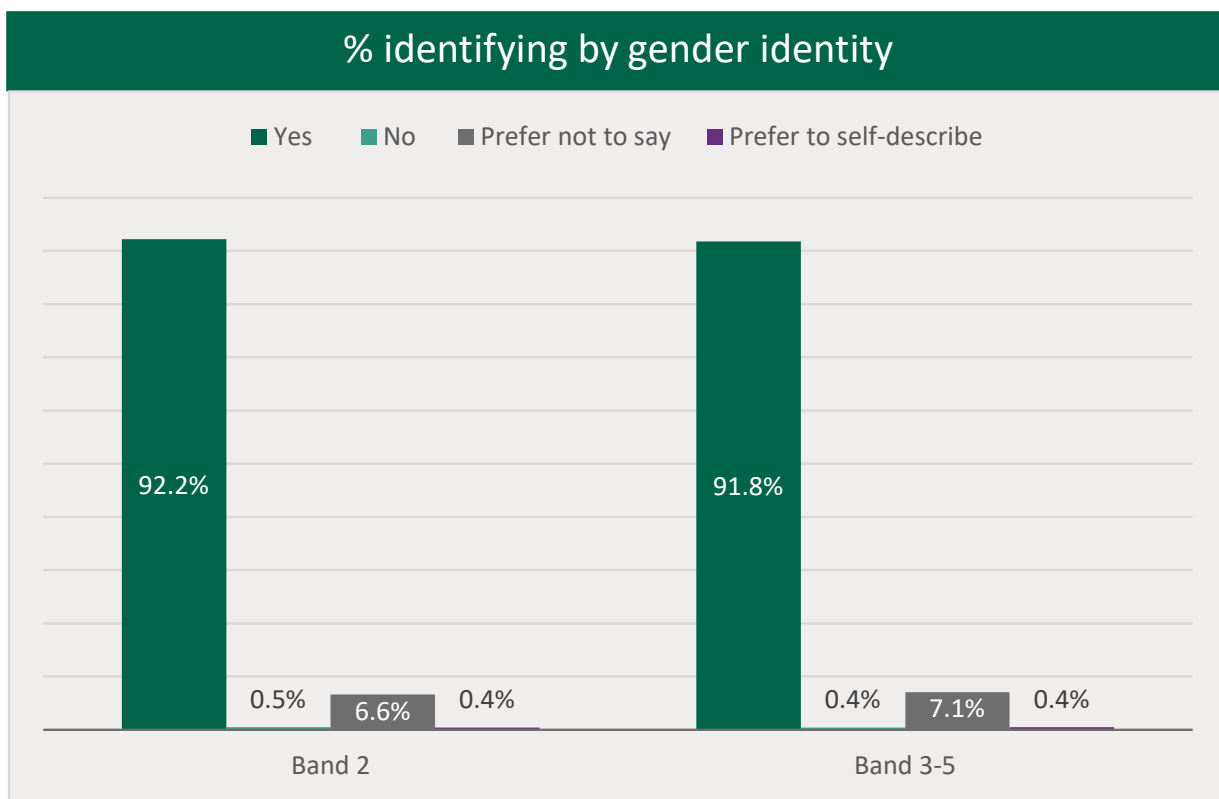
* For whom we have data – 8.7% of Band 2 staff preferred not to disclose their sex.

Source: Q31: “What is your sex?”

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Over 9 in 10 Band 2-5 staff say their gender identity is the same as their sex registered at birth



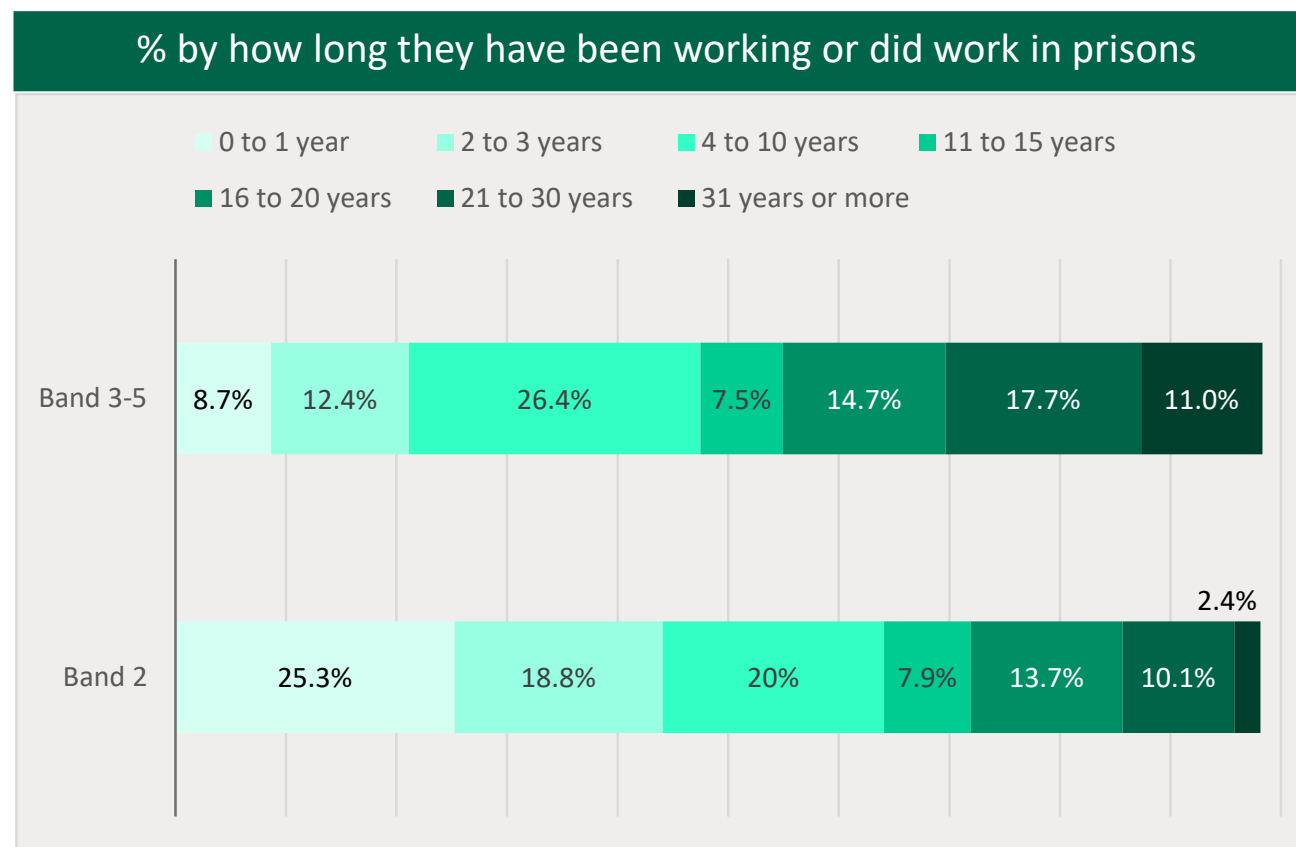
This question concerns what gender a person identifies as. This may be the same or different to the sex which they were assigned at birth.

Source: Q32: “Is the gender you identify with the same as your sex registered at birth?”

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)



Higher proportions of Band 3-5 staff have worked in prisons for 16 years or more than Band 2 staff



Source: Q30: "How long have or did you work in prisons?"

Base: All respondents who are Band 2 (n=1,298); who are Band 3-5 (=5,113)