



Ministry  
of Justice

## Prison Officer and Operational Support Grade (OSG) Recruitment, diversity statistics

### *Experimental Official Statistics*

**Quarterly estimates: 1 July 2017 to  
30 June 2019**

#### **Main Findings**

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**Around one-fifth of applicants in the period Q3 2017 to Q2 2019 were from BAME backgrounds**

Between 1 July 2017 and 30 June 2019 21.1% of Prison Officer applicants and 19.6% of Operational Support Grade (OSG) applicants were from BAME backgrounds.

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**Around three percent of applicants in the period Q3 2017 to Q2 2019 declared themselves disabled**

For the period covered, 3.2% of Prison Officer applicants and 4.7% of Operational Support Grade applicants declared themselves as disabled.

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**About two-fifths of applicants in the period Q3 2017 to Q2 2019 were female**

For the period covered, 40.8% of Prison Officer applicants and 49.9% of Operational Support Grade (OSG) applicants were female.

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**There is evidence of a disparity in outcomes when comparing BAME applicants to white applicants**

The ethnicity Relative Rate Index (RRI) was 0.54 for Prison Officer applicants and 0.78 for OSG applicants for the 24-month period to June 2019.

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**There is evidence of a disparity in outcomes when comparing female applicants to male applicants, for Prison officer but not OSG candidates**

The Relative Rate Index (RRI) for gender was 0.68 for Prison Officer applicants, but 1.02 for OSG applicants for the overall period covered by this report.

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**There is evidence of a disparity in the outcomes for disabled applicants for OSG but not Prison officer candidates**

The disability Relative Rate Index (RRI) was 0.98 for Prison Officer applicants and 0.72 for OSG applicants for the period 1 July 2017 to 30 June 2019.

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Feedback on this experimental official statistics release should be sent to:  
[statistics.enquiries@justice.gsi.gov.uk](mailto:statistics.enquiries@justice.gsi.gov.uk)

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## Background

- Following the Lammy review<sup>1</sup>, HMPPS made a public commitment that 14% of new Prison Officer recruits will come from BAME backgrounds by December 2020.
- As at 30 June 2019, 10.0% of all HMPPS staff declared themselves to be from a BAME background. On the same date, 7.7% of all Public Sector Prisons staff were from a BAME background.
- Prison Officer and Operational Support Grade (OSG) campaigns are run in different parts of the country, recruiting from local populations, at different times. It should therefore be expected that the percentage of BAME applicants will fluctuate over time.
- The Lammy review also recommended that new data should be collected and published with a full breakdown by ethnicity. This experimental statistical release sets out to meet that recommendation.

As there have now been several editions of these statistics, we would like to receive feedback as to how useful they are, whether a different analysis would be preferable, or any other comments about them. **If you wish to send any views you may have about these experimental statistics, please use the contact details at the end of this bulletin.**

Statistics are shown for the following stages of the Prison Officer and Operational Support Grade application process, for campaigns that were run between 1 July 2017 and 30 June 2019:

- applications;
- invitations to assessment/interview;
- provisional offers;
- formal offers; and
- acceptances of a formal offer.

These experimental official statistics are used to monitor and evaluate the diversity of applications and appointments. These are newly developed statistics and are currently considered experimental so that users and stakeholders can be involved in the assessment of their suitability and quality.

It is important to note that some candidates are still working their way through the recruitment pipeline. Where this is the case, the candidates' progress is shown up to the last stage they passed prior to 30 June 2019. As a result, the numbers relating to recent quarters will show lower totals for all the stages after initial application.

**In the next release of these statistics, numbers will be updated if any information has been recorded to reflect candidates' further progress. This means that figures shown for the more recent quarters are currently based only on a small proportion of the eventual final data, particularly for the later stages of the recruitment process. As the data is updated in future publications there could possibly be significant changes in the proportions and Relative Rate Index values (RRI – please see below) used to compare the rate of success between groups. For this reason, the figures for the stages after application for the latest quarter have not been shown in Tables 2 and 3. Additionally, figures for the most recent quarters should be treated with caution as candidates are still working their way through the application process.**

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<sup>1</sup> [www.gov.uk/government/organisations/lammy-review](http://www.gov.uk/government/organisations/lammy-review)

In some cases, campaigns may hold a merit list, whereby candidates who are successful at assessment/interview are put onto a waiting list until a suitable vacancy opens up. Where this is the case, a candidate may not be offered a post until sometime after the initial application and assessment/interview stages.

The diversity of candidates is monitored at various stages throughout the recruitment process. To assess the relative levels of success we examine the progress of all the candidates who have applied for posts on a quarterly basis. Candidates may apply for multiple roles but only one application per candidate per quarter is included in the analysis, and the application that is included is the one that made it furthest through the process.

A cohort approach is used in the accompanying data tables, with the progress of people through all later stages of the recruitment process shown in the quarter the candidate applied in, regardless of when the subsequent stages happened. For example, if a candidate applied in March 2018 their progress would be represented in Q1 2018 in the data tables, even if the subsequent stages happened in Q2 2018 or later. If the candidate applied at the very end of the latest quarter they are likely to only be in the application stage and not represented in any of the later stages of the process.

For the prison officer and OSG recruitment campaigns included in this bulletin we examine the volumes of candidates who have progressed through each of the following stages of the recruitment process:

<b>Public Sector Prison Officer Recruitment Stage</b>	<b>Description</b>
Application	The candidate submits an online application for a role as a prison officer. To progress to the next stage the candidate will have to pass an online test, which tests candidates' situational judgement and the mathematical skills needed for the role. Some prisons also invite candidates to attend a familiarisation tour prior to their invitation to the assessment day.
Applicants invited to assessment	All candidates who pass the online tests will be invited to attend an assessment day. The assessment day consists of a literacy and language test, a fitness test, role-playing tests with actors playing the part of prisoners, and retake the situational judgement and mathematical skills test.
Applicant successful at assessment	If the assessment is passed the candidate will then either immediately be made a provisional offer, or if there is not an immediate vacancy at the prison, the candidate may be placed on a merit list until a vacancy arises and will be made a provisional offer when one does.
Applicant made provisional offer	Candidates who have been made a provisional offer will now undergo pre-employment checks including security vetting.
Applicant made formal offer	A candidate will be made a formal offer when they pass all the pre-employment checks.
Applicant accepts formal offer	Candidate has confirmed acceptance of Formal Offer and this has been recorded on the recruitment system.

For OSG recruitment there are the following stages:

<b>OSG Recruitment Stage</b>	<b>Description</b>
Application	The candidate submits an online application for a role as an OSG.
Applicants invited to interview	Applications are reviewed through a sift process and successful applicants will be invited to Interview.
Applicant successful at interview	If the candidate passes the interview they will then either immediately be made a provisional offer, or if there is not an immediate vacancy at the prison, the candidate may be placed on a merit list until a vacancy arises and will be made a provisional offer when one does.
Applicant made provisional offer	A candidate who have been made a provisional offer will now undergo pre-employment checks including security vetting.
Applicant made formal offer	A candidate will be made a formal offer when they pass all the pre-employment checks
Applicant accepts formal offer	Candidate has confirmed acceptance of Formal Offer and this has been recorded on the recruitment system.

### Representation percentages

Within the bulletin, representation percentages are presented for the following stages of the recruitment process:

- Initial applications;
- invitations to assessment/interview;
- provisional offers;
- formal offers; and
- acceptances of formal offer.

The diversity statistics in this report are based on self-declared information that applicants have provided on the Oleo recruitment system. Completion of the data on Oleo is voluntary, and the information is not considered during the recruitment process. The declaration rates are typically high at above 98 per cent. Some applicants choose not to declare their ethnicity, disability status or gender, or do not complete the information – these applicants are grouped together and included in the ‘Unknown’ group. As this is not a meaningful category those who do not declare their information are not included within the analysis.

The **declaration rate** is calculated as the total number of valid declarations divided by the total number of cases. Where the declaration rate of a diversity characteristic is in excess of 60 per cent, the **representation** rate is also presented; this is calculated as the known declarations from the particular group divided by the total number of valid declarations of the characteristic. This represents the best estimate of the true level of representation among all candidates. To date, declaration rates in this data have far exceeded the 60 per cent threshold to allow us to present representation percentages for every stage in the recruitment process. However, it should be noted that for some campaigns in some quarters, the numbers involved can be very small and so any interpretation of them should be treated with caution. In addition, where there are two or fewer individuals in a cell in the accompanying Excel tables, these numbers have been suppressed to avoid disclosure.

Representation percentages allow comparison of the diversity proportions at the various recruitment stages outlined above. This is particularly useful for the application stage, as it

provides a picture of the diversity of the pool of applicants, and how closely they represent the general population, or the diverse make-up of a local population where a Prison Officer and OSG recruitment campaign is localised to a particular geographic area. It is also particularly useful at the formal offer stage to illustrate any differences in the diversity proportions at the final stage. However, representation among those receiving a formal offer reflects both the representation among applicants and rates of success for each group at the preceding stages.

To make valid comparisons across time or across different groups requires a measure of disparity of outcomes on a standard scale. This standardised measure of disparity of outcomes is described as the **Relative Rate Index (RRI)**.

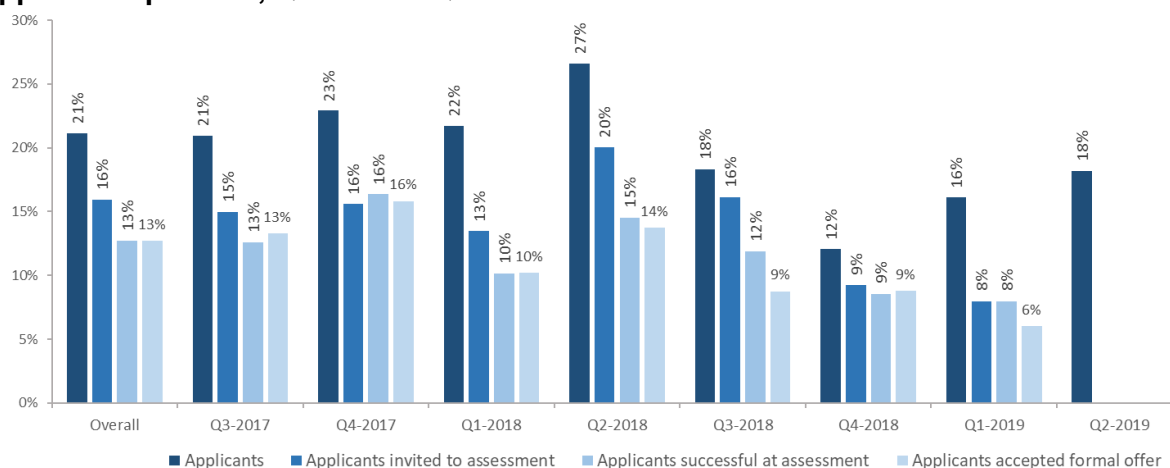
Further details on the RRI can be found in the Further Information section at the end of this publication. RRIs calculated on a quarterly basis are presented for information only. Caution should be used interpreting these figures as in many cases they may not be statistically significant, particularly where they are based on very low number of applicants. Statistically significant values are indicated in the tables by a '\*\*\*'.

## Detailed Results

For the two-year period covered by this report, there were 154,066 applicants for Prison Officer recruitment campaigns, of which 142,005 were for Public Sector Prison and 12,061 were for Youth Custody Services (YCS) campaigns. There were also 19,060 applicants for the Operational Support Grade (OSG) recruitment campaigns run in the period 1 July 2017 to 30 June 2019.

### Prison Officers (Summary Table 1a and Table 2)

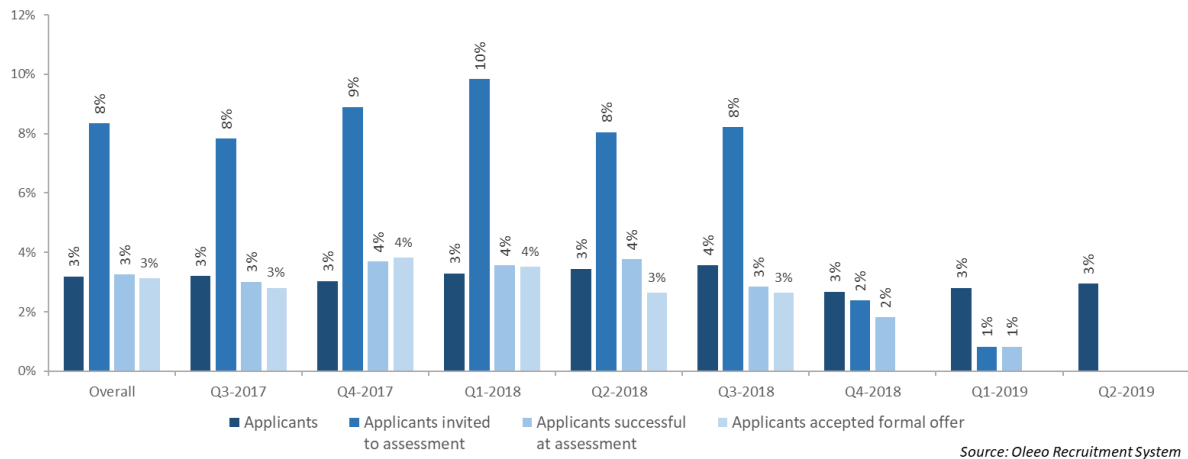
**Figure 1: BAME representation for Prison Officer candidates at each stage of the application process, Q3 2017 to Q2 2019**



Source: Oleeo Recruitment System

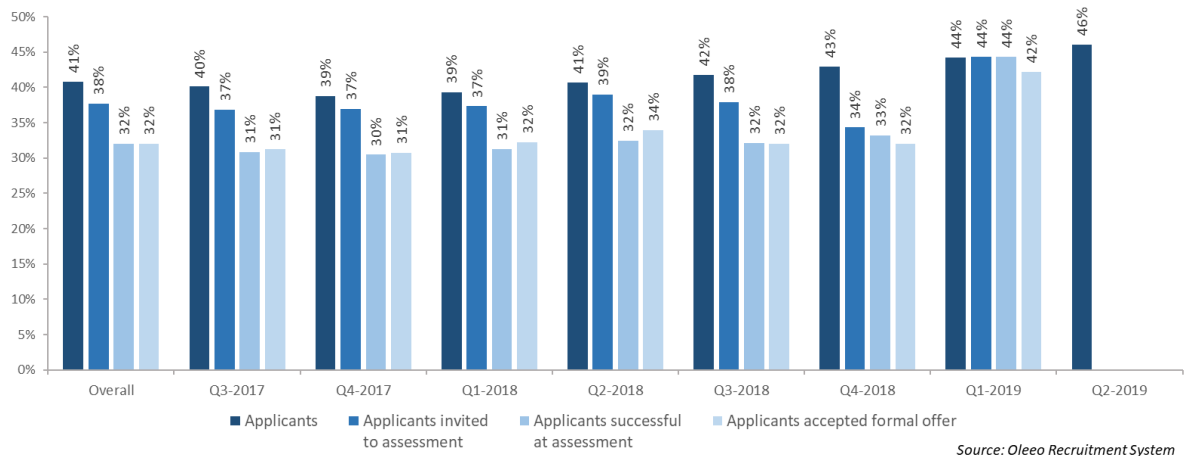
**BAME candidates made up 21.1% of all Prison Officer applicants, and 12.7% of formal offers accepted between July 2017 and June 2019.** These proportions varied over the quarters of the 24-month period covered by this report, ranging from 12.0% to 26.6% for applicants, and 6.0% to 15.8% for offers formally accepted. These variations would have been dependent on where in the country the campaigns were being run at any particular time, and the makeup of the local working population being recruited from. For example, in Q2 2018 there was a higher percentage of BAME applicants than in other quarters covered in this report, reflecting the large-scale recruitment for inner-London prisons during that quarter, in contrast to those campaigns which started in Q4 2018 in areas where the BAME working population was lower.

**Figure 2: Disability representation for Prison Officer candidates at each stage of the application process, Q3 2017 to Q2 2019**



**Disabled candidates made up 3.2% of all Prison Officer applicants, and 3.1% of formal offers accepted between July 2017 and June 2019.** These proportions generally remained similar over the quarters of the 24-month period. The large drop seen in the proportion of disabled applicants invited to assessment since Q4 2018 has been mainly due to the Guaranteed Interview Scheme (GIS) being replaced in October 2018 by the Reasonable Adjustment Scheme, with the aim of ensuring a fairer process for all candidates, such that they are now all required to complete the online tests as part of the selection process.

**Figure 3: Female representation for Prison Officer candidates at each stage of the application process, Q3 2017 to Q2 2019**



**Female candidates made up 40.8% of all Prison Officer applicants, and 32.0% of formal offers accepted between July 2017 and June 2019.** These proportions also generally remained similar over the quarters of the 24-month period.

Summary

In general, the proportion of BAME candidates decreased during the selection process from application to the offer accepted stage. In contrast, up until Q4 2018, for disabled candidates there was a higher proportion invited to assessment than applicants, after which it dropped and remained stable for the remainder of the process, such that the proportion of applicants and those who accepted a formal offer was almost the same. For female candidates, the



proportion dropped after the invitation to assessment stage, but remained relatively stable thereafter.

**Relative comparison of the overall rates for the 24-month period by ethnicity gave a statistically significant RRI value of 0.54**, indicating a disparity of outcomes<sup>2</sup>, with BAME candidates having around half the rate of success compared with white candidates. Similarly, **a statistically significant RRI value of 0.68 when comparing the overall rates by gender** indicated a level of disparity in the success between male and female applicants.

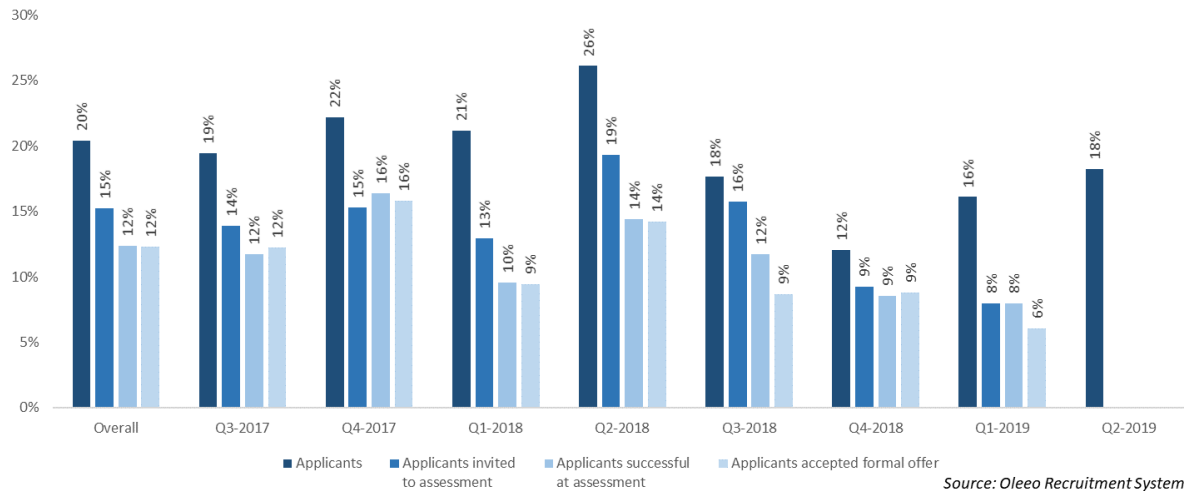
**The RRI value for disability over the same period was 0.98**, which was not statistically significant and therefore did not provide an indication of a disparity in the outcomes for disabled candidates.

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<sup>2</sup> RRI values falling outside the range 0.80 to 1.25 are outside the range within which the magnitude of the difference in rates would not normally represent evidence of a disparity of outcome.

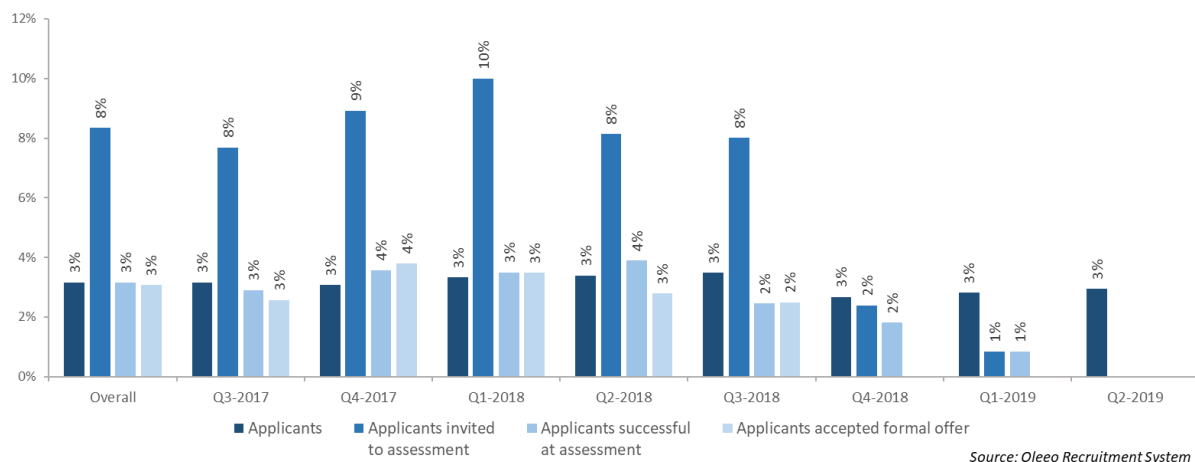
## Public Sector Prisons (PSP) Prison Officers (Summary Table 1b and Table 2a)

**Figure 4: BAME representation for PSP Prison Officer candidates at each stage of the application process, Q3 2017 to Q2 2019**



**BAME applicants made up 20.4% of all PSP Prison Officer applicants and 12.3% of formal offers accepted over the last 24 months.** The proportion of BAME candidates varied over the quarters (for applicants from 12.0% to 26.1% and for offers accepted from 6.0% to 15.8%), in part due to the campaigns being run in different areas and differences in the makeup of their local working populations. For example, as mentioned for all PO applicants, in Q2 2018 there was a higher percentage of BAME PSP applicants than in other quarters covered in this report, whilst for Q4 2018 the proportion was lower due to differences in the BAME working population levels of the surrounding area.

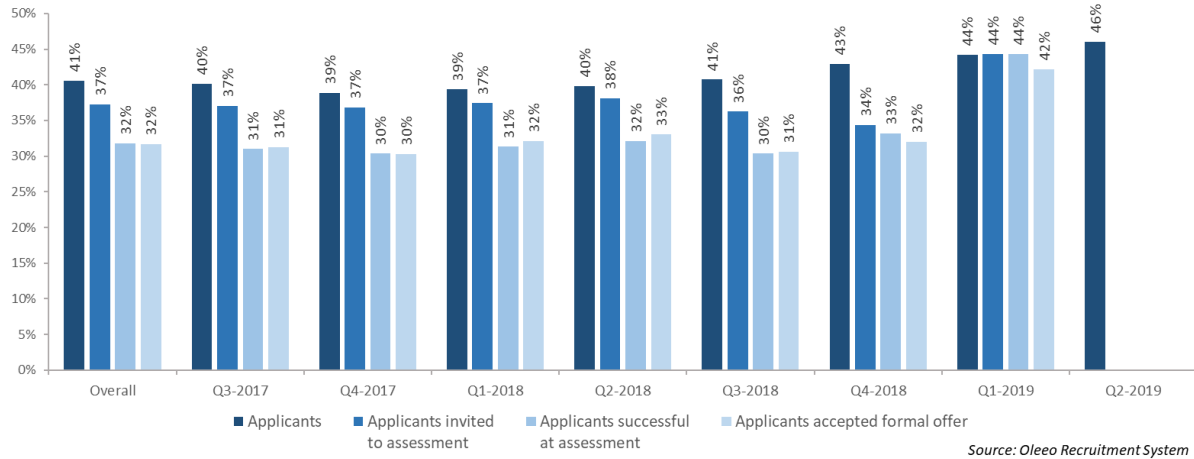
**Figure 5: Disability representation for PSP Prison Officer candidates at each stage of the application process, Q3 2017 to Q2 2019**



**In line with findings for all Prison officers, disabled PSP PO candidates made up 3.2% of all PSP applicants, and 3.1% of formal offers accepted between July 2017 and June 2019.** These proportions generally remained similar across all stages of the process over the quarters of the 24-month period, with the exception of the stage where applicants are invited to assessment, where the proportion of candidates who declared themselves disabled varied from 0.8% to 10.0% over the period covered by this report. As described for all PO

candidates, the large drop seen in Q4 2018 was mainly due to the GIS being replaced in October 2018 by the Reasonable Adjustment Scheme.

**Figure 6: Female representation for PSP Prison Officer candidates at each stage of the application process, Q3 2017 to Q2 2019**



**Female PSP Prison officer candidates made up 40.6% of all PSP applicants, and 31.7% of formal offers accepted between July 2017 and June 2019.** In line with findings related to all prison officers, these proportions generally remained similar across the quarters of the 24-month period.

### Summary

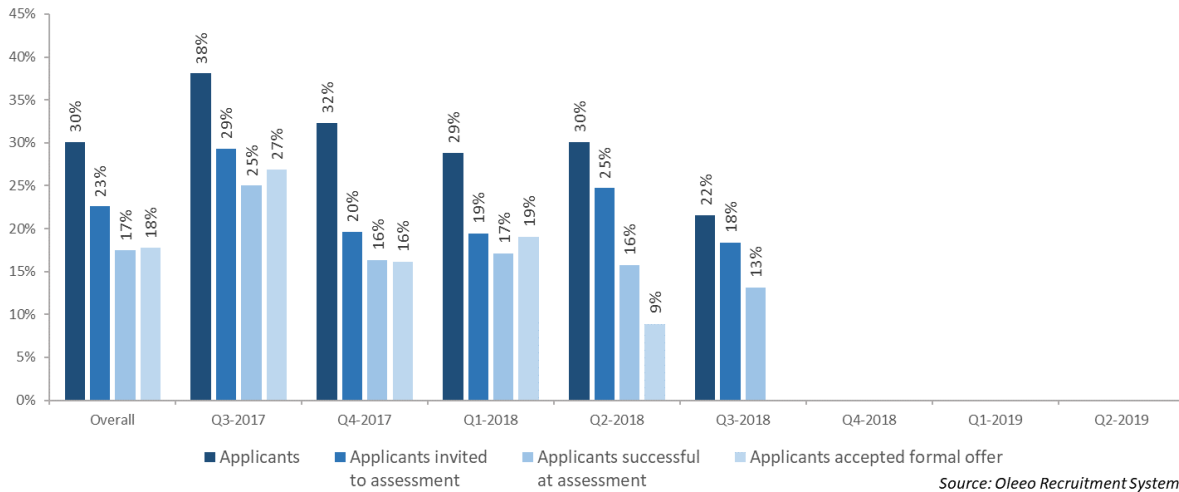
**The RRI values for ethnicity and gender were similar for PSP applicants as for all Prison officers, with statistically significant values of 0.55 and 0.68 respectively for the whole period,** indicating that BAME and female candidates had lower rates of success compared with white and male candidates over this period.

**The overall RRI value for disability over the same period was 0.97** but this was not statistically significant and therefore did not provide evidence of a disparity in the outcomes for disabled candidates.

## **Youth Custody Service (YCS) Prison Officers** (Summary Table 1c and Table 2b)

The number of overall applicants for YCS Prison Officers was much smaller (12,061 applicants) compared with PSP POs (142,005 applicants) during the 2-year period covered by this report. However, from Q4 2018 onwards there have been no active recruitment campaigns for Prison Officers in YCS sites. These sites currently have merit lists in place from previous campaigns to fill any vacancies.

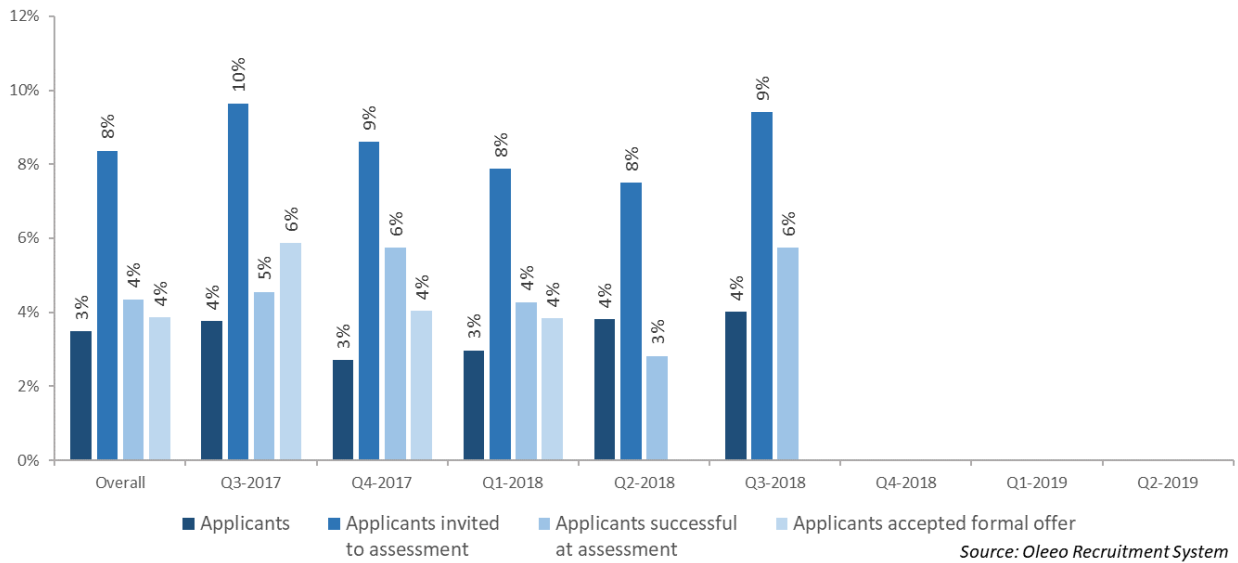
**Figure 7: BAME representation for YCS Prison Officer candidates at each stage of the application process, Q3 2017 to Q2 2019**



**BAME applicants made up 30.1% of YCS Prison Officer applicants and 17.7% of formal offers accepted over the whole period.** These proportions of BAME applicants for YCS Prison Officer roles were higher than for those PSP Prison Officers. This is because YCS establishments are generally located in urban areas where the BAME proportion in the local working population is higher, particularly in the case of Feltham the largest of the YCS establishments which based in London with its higher BAME population.

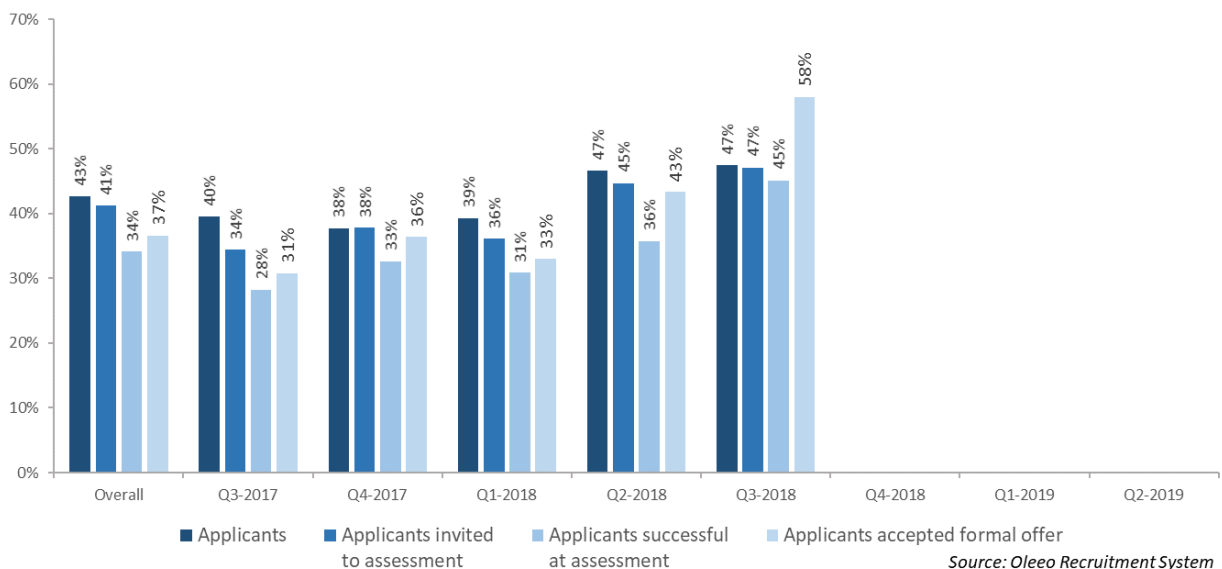
**As with PSP Prison Officers, the proportion of BAME YCS applicants varied between quarters, from 21.6% to 38.1%.** The BAME of those applicants who accepted a formal offer also varied, from 8.9% to 26.9%, but it should be noted that these figures are more likely to fluctuate due to the low number of applicants in some quarters.

**Figure 8: Disability representation for YCS Prison Officer candidates at each stage of the application process, Q3 2017 to Q2 2019**



**Disabled YCS Prison Officer candidates made up 3.5% of all YCS applicants and 3.9% of formal offers accepted between July 2017 and June 2019.** Again, these proportions (for the quarters where YCS campaigns occurred, and not suppressed due to small numbers) generally remained similar across the quarters of the 24-month period. Again, the exception was at the second stage, where the proportion of candidates who declared themselves disabled varied from 7.5% to 9.6% over the period.

**Figure 9: Female representation for YCS Prison Officer candidates at each stage of the application process, Q3 2017 to Q2 2019**



**Female YCS prison officer candidates made up 42.6% of all YCS applicants and 36.6% of formal offers accepted between July 2017 and June 2019.** These proportions generally remained similar across the quarters of the 24-month period with a slight rising trend in the latest quarters with campaigns, albeit based on small numbers which should therefore be treated with caution.

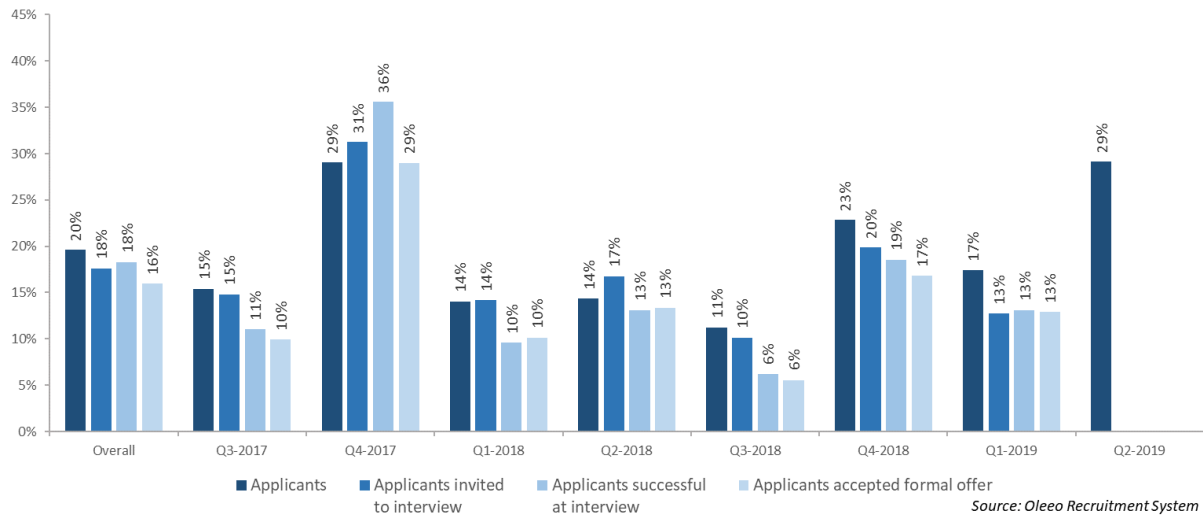
## Summary

**Looking at the RRI, the overall value was 0.50 for ethnicity and 0.78 for gender, for the whole period, which were statistically significant**, indicating that BAME and female candidates had a lower rate of success compared with white and male candidates, respectively.

**The overall RRI value for disability for YCS prison officers over the same period was 1.11.** This was not statistically significant, and suggests that there appeared to be no disparity between disabled and non-disabled candidates.

## Operational Support Grades (Summary Table 1d and Table 3)

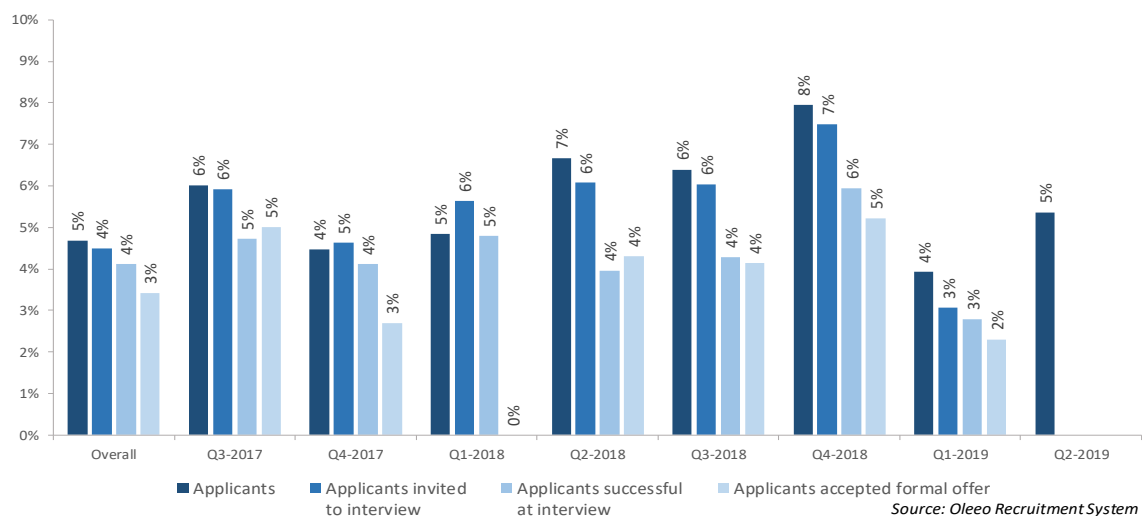
**Figure 10: BAME representation for Operational Support Grade (OSG) candidates at each stage of the application process, Q3 2017 to Q2 2019**



Due to the very small numbers involved, the campaigns for Public Sector Prisons and the Youth Custody Service for Operational Support Grades have been combined; however, the numbers involved in each quarter are still relatively small and therefore any conclusions should be treated with caution.

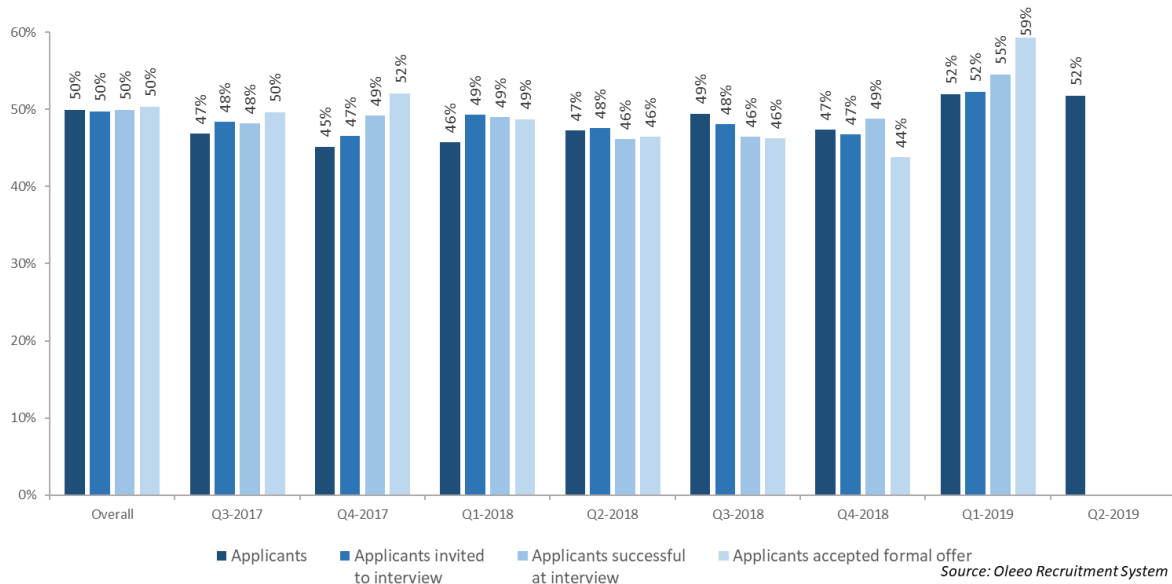
For the period 1 July 2017 to 30 June 2019, **BAME candidates made up 19.6% of applicants and 15.9% of formal offers accepted.** There were large variations between the quarters; the proportion of applicants who were from BAME backgrounds was 29.0% in Q4 2017 and 29.1% in Q2 2019 (reflecting large-scale OSG recruitment in Inner and Outer London) whereas the proportion of BAME applicants in other quarters was much lower. A similar pattern was observed for offers accepted where BAME candidates made up 29.0% of offers accepted in Q4 2017 compared to between 5.6% and 16.8% in all other quarters.

**Figure 11: Disability representation for Operational Support Grade (OSG) candidates at each stage of the application process, Q3 2017 to Q2 2019**



**Disabled OSG candidates made up 4.7% of all OSG applicants, and 3.4% of formal offers accepted between Q3 2017 and Q2 2019.** These proportions (where not suppressed due to small numbers) were generally similar across the quarters of the period covered by this report.

**Figure 12: Female representation for Operational Support Grade (OSG) candidates at each stage of the application process, Q3 2017 to Q2 2019**



**Female OSG candidates made up 49.9% of all OSG applicants, and 50.4% of formal offers accepted between Q3 2017 and Q2 2019.** These proportions remained similar across the quarters of the period covered by this report.

Summary

**The ethnicity and disability RRI for OSG candidates over the period overall was 0.78 and 0.72, respectively, which were statistically significant,** suggesting that BAME and disabled candidates had a lower rate of success compared with white and non-disabled candidates respectively.

**The overall RRI value for gender was 1.02.** This was not statistically significant, and suggests that there appeared to be no disparity in outcome between male and female candidates.



## Further information

### Technical information

The diversity statistics in this report are based on self-declared information that applicants have provided on the Oleeo recruitment system. Completion of the data on Oleeo is voluntary. Some applicants choose not to declare their details or do not complete the information – these applicants are grouped together and included in the ‘Unknown’ group. This is not a meaningful category, and accordingly those who do not declare their information cannot be included within analysis of the outcomes.

Any records downloaded from the Oleeo system with a time stamp after 23:59 on the last day of June 2019 have been removed. Some records do not have a timestamp for some of the recruitment stages. Where this is the case we have assumed that where a candidate has reached a particular stage, he or she passed all the previous stages, even if they don’t actually have the relevant timestamps for all those earlier stages.

A single candidate can make multiple applications. Where this is the case duplicates have been removed to leave a single instance of each candidate in each quarterly cohort (an individual can appear a maximum of 6 times in the table). The application which got furthest in the process is selected. In the case of several from each quarter at the same stage the earliest submission is selected. This selection is done before we split the data into Public Sector Prisons and Youth Custody Service; this is done to ensure that individuals are not counted twice in the overall totals, and if an individual applies to both PSP and YCS in the same quarter only one application is reported. This ensures that the volumes in PSP and YCS tables sum to give the volumes in the overall table.

Applications are categorised as Youth Custody Service (YCS) if the Oleeo ‘building/site’ field corresponds to Cookham Wood, Feltham, Medway Secure Training Centre, Werrington or Wetherby. All other applications are considered to be for a PSP. Oleeo does not separate Feltham A and B sites, so all Feltham applications are categorised as YCS in the tables in this report.

Within the prison officer applications, the vast majority of roles are advertised as “Prison Officer”; however, recently there have been a small number that are advertised as “youth officer”. This is a prison officer role that aimed particularly at prison officers who will work with juvenile offenders in the YCS. This Youth Officer role has been included with Prison Officers in this publication.

### Relative Rate Index (RRI)

The RRI, or Relative Risk<sup>3</sup> is a standard statistical metric, which provides a standardised, comparable measure of disparity of outcomes between groups. This metric is independent of variation in the overall rate of successful outcomes in different time periods in binary comparisons. This has been adopted in line with the Judicial Appointments Commission use of the RRI for presenting similar data, and the RRI was widely used within the Lammy Review<sup>4</sup>. These statistics use this metric to give a standardised, meaningful and straightforward view of any disparity of outcomes on recruitment by diversity.

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<sup>3</sup> Altman DG (1991) Practical statistics for medical research. London: Chapman and Hall

<sup>4</sup> [www.gov.uk/government/organisations/lammy-review](http://www.gov.uk/government/organisations/lammy-review)

The RRI is calculated by dividing the rate of success for one group by the rate of success for the other group, thus creating a single standardised ratio measure of relative disparity. If the rates were the same, the result would be a value of 1, which would indicate identical rates for both groups (that is a parity of outcomes). Deviation from 1 in either direction suggests a difference in the rates of outcomes.

Considering differences in the two rates on a relative basis on a standard scale, enables direct comparison of any disparity of outcomes between groups across exercises and across time. By convention, the RRI has been calculated with the under-represented group as the numerator, with the baseline reference group as the denominator. However, calculation in the reverse direction is equivalent and would result in the same interpretation.

When comparing rates and the RRI, it is important to consider uncertainty, to avoid the over-interpretation of fluctuations in outcomes that may be the result of chance alone.

Tests of statistical significance have been conducted on the estimates in this publication that are based on the full 24-month period in order to ensure the interpretation of the RRI values take full account of the probability that the observed outcome may be the result of chance alone. Where a RRI is significant at the 95% confidence level, this has been denoted against the RRIs in Table 1 with a ‘\*\*\*’.

In addition to consideration of the extent to which chance variation is involved in any apparent difference in the rates, it is important to consider what is known as the effect size – whether the actual magnitude of the apparent difference in the rates is sufficient to have a material impact, or whether the difference is small and of little material impact. To represent a meaningful disparity of outcomes, an apparent difference must be both statistically significant (unlikely to be the result of chance alone), and of sufficient magnitude to be of material effect.

As well as significance testing the RRIs in Table 1, this bulletin has also adopted a simple rule of thumb with a long history of use with the RRI in establishing whether an apparent disparity may be of sufficient magnitude to be representative of evidence of disparity of outcome. From the basis of a 1971 US Supreme Court ruling<sup>5</sup>, in 1978 the US government adopted the ‘Uniform Guidelines for Employee Selection Procedures’<sup>6</sup> that were developed by the Technical Advisory Committee for Testing (TACT) for testing employment and personnel processes for disproportionality, taking into account the likelihood that effects were not the result of chance variation, and that the magnitude of such effects were sufficient to represent disadvantage. This is the **4/5 rule of thumb for disparity of outcome**<sup>7</sup>.

From this rule, **an RRI within the range of 0.8 to 1.25 should generally not be considered as evidence of a disparity of outcome**. This sets a range around parity, within which fluctuations at least in part due to natural variation would not be taken as evidence of a disparity of outcomes representative of adverse impact to one group.

An important note is that while values falling within the range 0.8 to 1.25 are not considered as evidence of a disparity of outcome, it does not necessarily follow that values outside of this range would be considered evidence of a disparity of outcome, should the RRI not differ significantly from parity. This is particularly pertinent with smaller samples, where the margin of error (the range of natural volatility that would be anticipated due to chance variation alone) will be wider. As such, both statistical significance and an effect size where an RRI

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<sup>5</sup> Griggs v. Duke Power Co., 401 U.S. 424, 431-2 (1971).

<sup>6</sup> [uniformguidelines.com/uniformguidelines.html#18](https://www.eeoc.gov/technical-guidelines/uniform-guidelines.html#18)

<sup>7</sup> [adverse-impact.com/research/](https://www.adverse-impact.com/research/)

falls outside of the range 0.8 to 1.25 should be generally required to establish evidence of a disparity.

Findings suggestive of a disparity of outcome do not necessarily imply issues within the selection exercise process and may reflect other differences between groups, such as level of experience. As rates are the combined result of representation among applicants and application success, it is essential that a disparity of outcomes is interpreted in conjunction with a view on representation among applicants and success at each stage of the process.

This is a framework within which to consider outcomes. However, it should not be applied prescriptively without fully considering the context. Systematic trends in one direction, where significant results of small effect are found, may also be considered evidence of an underlying issue.

## Notes and Conventions

The following symbols are used within the tables in this experimental statistics release:

~	values of two or fewer which have been suppressed
*	percentage suppressed due to small numbers. Where small numbers are present, percentages are highly volatile and potentially misleading.
-	denotes relative rate index not calculated due to suppressed values
..	denotes data not available.

## Experimental Statistics

The statistics in this report are classified as experimental official statistics. Experimental statistics are statistics that are in the testing phase and not yet fully developed. This report has been designated experimental as it is the first time the methodology has been used and the results published. As such, the methods and approach used in this report are subject to modification. More information about the different types of Official Statistics can be found here:

[www.statisticsauthority.gov.uk/about-the-authority/uk-statistical-system/types-of-official-statistics/](http://www.statisticsauthority.gov.uk/about-the-authority/uk-statistical-system/types-of-official-statistics/)

Feedback relating to the content of this release should be sent to:  
[statistics.enquiries@justice.gsi.gov.uk](mailto:statistics.enquiries@justice.gsi.gov.uk)

## Related statistics

These experimental Official Statistics have been published alongside Her Majesty's Prison and Probation Service (HMPPS) Workforce Statistics Bulletin, as at 30 June 2019.

## Contact

Press enquiries should be directed to the Ministry of Justice press office:

Tel: 020 3334 3536

Email: [newsdesk@justice.gsi.gov.uk](mailto:newsdesk@justice.gsi.gov.uk)

Other enquiries about these statistics should be directed to:

**Wincen Lowe**

Data Science and HR Analytical Services

Ministry of Justice

10 South Colonnade

London

E14 4PH

Email: [statistics.enquiries@justice.gsi.gov.uk](mailto:statistics.enquiries@justice.gsi.gov.uk)

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