



Published 21 May 2020

# Her Majesty's Prison and Probation Service (HMPPS) Workforce Statistics Bulletin, as at 31 March 2020

## Main Points

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<b>50,015 full time equivalent (FTE) staff in post</b>	This is a similar number of FTE staff in post since 31 March 2019 and a minimal change of 162 (0.3%) since 31 December 2019. Of the staff in post, there were 33,884 in Public Sector Prisons (PSP), 9,414 staff in the National Probation Service (NPS), 5,187 FTE staff in HQ and Area Services, and 1,530 in the Youth Custody Service (YCS).
<b>21,928 FTE band 3-5 prison officers in post</b>	This is a decrease of 702 (3.1%) since 31 March 2019 and a slight decrease of 226 (1.0%) FTE prison officers compared to 31 December 2019.
<b>4,733 FTE band 2 operational support staff in post</b>	This corresponds to a slight increase of 59 (1.3%) since 31 March 2019 and a slight increase of 68 (1.4%) FTE operational support staff since 31 December 2019.
<b>3,420 FTE band 4 probation officers in post</b>	This figure is an increase of 88 (2.7%) since 31 March 2019 and a slight decrease of 25 (0.7%) FTE probation officers compared to 31 December 2019. In addition to the band 4 probation officers, there were 2,712 FTE band 3 probation services officers: a slight increase of 30 (1.1%) since 31 March 2019 and an increase of 178 (7.0%) since 31 December 2019.
<b>Leaving rate of 12.2% amongst band 3-5 prison officers</b>	This is a slight increase of 0.7 percentage points compared to the year ending 31 March 2019. The overall leaving rate across HMPPS over the past year stood at 10.5%, which is no substantial change (0.5 percentage points) compared to the year ending 31 March 2019.

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*This publication provides details of staffing levels, staff inflows and outflows, sickness absence rates, and protected characteristics for the directly employed workforce of HMPPS. Information presented covers PSP, the NPS, the YCS, and HMPPS headquarters, which includes Area Services that provide direct operational support to prisons. Technical details and explanatory notes can be found in the accompanying Guide to HMPPS Workforce Statistics.*

**Statistician's comment**

Overall the number of HMPPS staff in post remains broadly unchanged in the last year, but within HMPPS there was a significant increase in HQ staff primarily due to the movement of staff from the National Probation Service to the Community and Interventions directorate at the end of the year.

Whilst there has been a large drop in joiners to HMPPS, compared to the previous year, this follows the commitment to recruit an extra 2,500 prison officers which was achieved during 2018. As anticipated, recruitment levels were therefore lower in 2019. There has been an increase in leavers more recently with leaving rates being the highest for relatively new staff.

Average Working Days Lost for sickness absence currently does not include coronavirus (COVID-19) related absences, however an increase in all areas since the same period a year earlier can be seen.

## **Points to note**

### **Her Majesty's Prison and Probation Service**

On 1 April 2017, Her Majesty's Prison and Probation Service (HMPPS) replaced the National Offender Management Service (NOMS), an agency of the Ministry of Justice. HMPPS is focussed on supporting operational delivery and the effective running of prison and probation services across the public and private sectors. HMPPS works with a number of partners to carry out the sentences given by the courts, either in custody or the community. This publication covers the reporting period up to 31 March 2020 and therefore considers in detail quarterly staffing levels and staff inflows and outflows, for both NOMS and HMPPS, since April 2013.

For ease, the statistics in this publication will be referred to as those of the HMPPS workforce (i.e. staff working in HMPPS and with a contract of employment with HMPPS, excluding those on career breaks and those on secondment or loan outside of HMPPS but including staff on secondment or loan into HMPPS). In April 2017, the Youth Custody Service (YCS) was launched and forms another distinct arm of HMPPS. In terms of how these particular staffing figures appear in the statistics, central YCS units are categorised within HQ and Area Services whilst the Youth Custody Estate element of this new YCS category is now included separately in the publication tables. This covers staffing figures relating to Cookham Wood, Feltham, Werrington, and Wetherby Youth Offending Institutions (YOIs) as well as Medway Secure Training Centre (STC). Historically these figures would have been included within the wider Public Sector Prisons (PSP) category. Historical and latest figures for the Youth Custody Estate have been separated out to allow comparisons to be made and to establish the trends over time for these YOIs and Medway STC.

Further information on the introduction of the YCS has been set out in the accompanying Guide to Workforce Statistics. Only staff in PSP, YCS, HMPPS HQ and Area Services, as well as the National Probation Service (NPS), are directly employed by HMPPS and therefore staffing in private sector establishments, community rehabilitation companies and other contractors are excluded.

### **Coronavirus (COVID-19)**

There are no specific figures relating to effect of the coronavirus (COVID-19) on HMPPS staff in this edition of the bulletin. Information on all COVID-19 related sickness absence up to the end of March 2020 was not recorded centrally in the same method as the non-COVID-19 sickness data used in this bulletin, and so a number of data issues need to be overcome before this information can be reported consistently with non-COVID-19 sickness absence. Once these issues have been satisfactorily addressed, the intention is to present COVID-19 sickness figures in future bulletins.

Any deaths of HMPPS staff involving COVID-19 are included within the "Deaths" category of the Reason For Leaving tables of this bulletin. However, they are not specifically recorded in the central MoJ database and so cannot be separately identified. Please note that the Office for National Statistics published a new release on deaths involving the coronavirus on 11 May 2020, which includes figures by occupation, as defined by using the Standard Occupational Classification 2010, and can be found here: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/causesofdeath/bulletins/coronaviruscovid19relateddeathsbyoccupationenglandandwales/deathsregistereduptoandincluding20april2020>

### **Annex on Prison Officer recruitment diversity**

The annex with the experimental statistics on Prison Officer recruitment has not been produced for this quarter, as it has now been moved to a six-monthly production cycle due to a need, in light of the COVID-19 pandemic, to focus resources on priority analysis and statistics.

### **Annex on Probation Officer Vacancies and Trainees**

As of the June 2019 publication, a new experimental statistics annex has been added to this bulletin which presents figures on Probation Officers in post, their required staffing level, in addition to the number of trainee and qualified Probation Officers.

## **Reporting of figure differences**

Full time equivalent figures are rounded to the nearest whole number, while percentages and working days lost are rounded to one decimal place. Due to this rounding, reported differences may appear not to match the apparent difference between the reported figures. For example, if a previous percentage was reported as 46.7% (rounded from 46.74%) and the new percentage 46.9% (rounded from 46.86%), then the difference reported would be 0.1 percentage points (rounded from 0.12).

## **Organisational Changes**

- From 20 August 2018, HMPPS exercised its right to step in and take over the running of HMP Birmingham for an initial period of six months, while the existing G4S management remained in place. This was further extended in February 2019, until HMP Birmingham transferred back into HMPPS on 1 July 2019. HMP Birmingham is therefore included in the figures within this publication as of the July to September 2019 quarter.
- In November 2019, over 1,200 NPS FTE staff were moved into the Community and Interventions directorate (part of HMPPS HQ and Area Services). These changes are included in this bulletin as of the September to December 2019 quarter.
- During December 2019, 274 FTE NPS staff were transferred from the privately-run CRC in Wales to HMPPS, as the new establishment NPS Wales UM Transition. Their figures are included in this bulletin as of the September to December 2019 quarter.

## **Future Plans**

For future publications we are considering ways in which we can improve the bulletin, and some of the issues we may look into are as follows:

- The frequency of the bulletin - for example, whether it is better suited as a bi-annual publication.
- How to make the tables and presentation of the figures more user-friendly.
- Whether to and how to expand the range of information provided.
- A review of the Experimental Recruitment Diversity annex to determine whether it is fit for purpose, and if not, how it might be changed, or even whether to cease its production.

If you have any particular comments or views on the above, or any other aspects you would like to be considered about this bulletin, please contact us at the address given at the end of the publication.

## 1. Total HMPPS staff in post

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### 50,015 full time equivalent (FTE) staff in post (as at 31 March 2020)

This is a similar number of FTE staff in post since 31 March 2019 and a minimal change of 162 (0.3%) since 31 December 2019. Of the staff in post, there were 33,884 in Public Sector Prisons (PSP), 9,414 staff in the National Probation Service (NPS), 5,187 FTE staff in HQ and Area Services, and 1,530 in the Youth Custody Service (YCS).

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As at 31 March 2020, there were **50,015** staff in post in HMPPS on a full time equivalent (FTE) basis (Figure 1). This includes **33,884** FTE staff in PSP (making up 67.7% of all HMPPS staff), **9,414** in the NPS (18.8% of all HMPPS staff), **5,187** in HMPPS HQ and Area Services (10.4% of all HMPPS staff), and **1,530** in the YCS (3.1% of all HMPPS staff).

Compared to 31 March 2019, the overall FTE remained the same: FTE in PSP slightly decreased by **300** (0.9%), FTE in the NPS decreased by **465** (4.7%), FTE in HQ and Area Services increased by **1,154** (28.6%), and FTE in the YCS decreased by **257** (14.4%). These changes are affected by the organisational changes described on page 2, namely the movement of 1,200 FTE staff from NPS to HQ and Area Services, and the transfer of 274 (FTE) NPS staff from private CRC in Wales into HMPPS during Q3 of 2019/20

Since 31 March 2014, a number of organisational changes have occurred, such as the creation of the NPS, movements to and from the private sector, and transfers into MoJ<sup>1</sup>. Excluding all these changes, the number of staff in post has increased by 7,098 FTE (21.2%) between 31 March 2014 and 31 March 2020. This increase would have been primarily driven by the government commitment to recruit 2,500 extra prison officers by the end of 2018

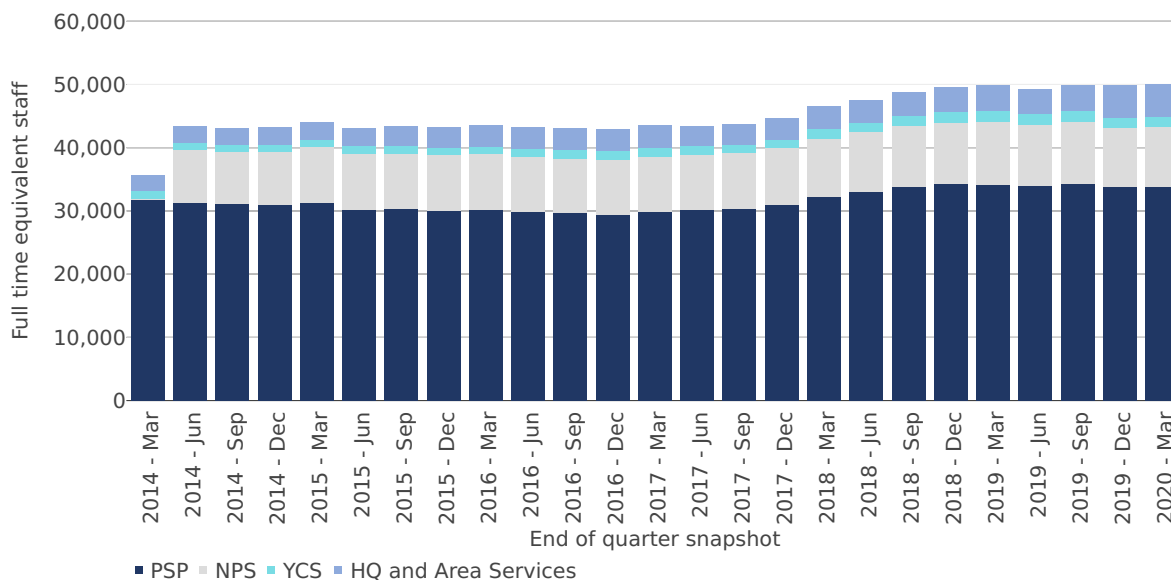
As at 31 March 2020, there were **27,627** FTE (55.2% of HMPPS staff) operational prison service staff (including YCS staff). This is a decrease of **604** FTE staff (2.1%) compared to 31 March 2019. Non-operational roles across PSP, YCS, and HMPPS HQ accounted for **11,934** FTE posts (23.9% of HMPPS staff), which is an increase of **323** FTE (2.8%) since 31 March 2019. In the NPS grades there were **10,453** FTE staff<sup>2</sup> (20.9% of all HMPPS staff): an increase of **413** (4.1%) since 31 March 2019.

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<sup>1</sup>The NPS was created on 1 June 2014. Please refer to footnote 1 of tables 6a and 6b for further information on main recent structural changes.

<sup>2</sup>This includes staff in NPS grades working in other parts of HMPPS.

**Figure 1: Number of HMPPS staff in post on a FTE basis, 31 March 2014 to 31 March 2020 (Source: Table 1)**



Source: HMPPS - Oracle HRMS and Single Operating Platform.

### 1.1 Length of Service

Length of service information has been calculated for HMPPS staff from the most recent hire date. Where staff have transferred in from another government department or have transferred in through HMPPS taking over a function, length of service is calculated from entry to HMPPS.

Across HMPPS overall, **32.4%** of FTE staff in post had less than 3 years' service, which was no substantial change since 31 March 2019 and a slight decrease from 33.0% at 31 December 2019. Meanwhile, **38.1%** of HMPPS FTE staff in post overall had 10 years or more of experience, representing a slight decrease from 39.9% at 31 March 2019 and no substantial change since 31 December 2019.

It should be noted, however, that the NPS was created on 1 June 2014 and the service of NPS staff in Probation Trusts prior to the creation of the NPS is not included. Therefore, the figures relating to the length of service of NPS staff, which are included in the HMPPS overall figures, do not necessarily represent their full experience but rather the length of service from entry to HMPPS.

Excluding the NPS, **33.3%** of FTE staff in post across HMPPS had less than 3 years' service as at 31 March 2020. This is a slight decrease of 0.7 percentage points compared to 31 March 2019. The non-NPS staff with 10 years' experience or more made up **46.4%** of the workforce, which is a 3.1 percentage points decrease compared to 31 March 2019.

## 2. Band 3-5 prison officers and band 2 operational support staff

### 21,928 FTE band 3-5 prison officers in post (as at 31 March 2020)

This is a decrease of 702 (3.1%) since 31 March 2019 and a slight decrease of 226 (1.0%) FTE prison officers compared to 31 December 2019.

### 4,733 FTE band 2 operational support staff in post (as at 31 March 2020)

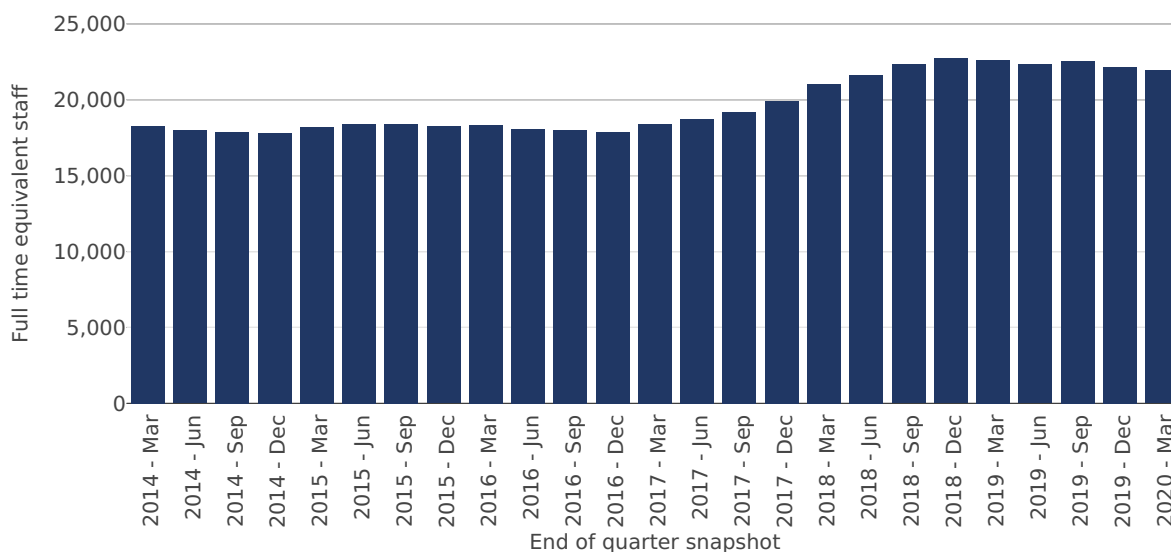
This corresponds to a slight increase of 59 (1.3%) since 31 March 2019 and a slight increase of 68 (1.4%) FTE operational support staff since 31 December 2019.

The key operational grades in public sector prisons are the band 3 to 5 prison officers. They consist of band 3 prison officers, band 4 officer specialists, band 4 supervising officers, and band 5 custodial managers.

As at 31 March 2020, there were **21,928** FTE band 3 to 5 officers, which is a decrease of **702** (3.1%) compared to 31 March 2019 and a slight decrease of 226 (1.0%) FTE prison officers since the previous quarter (Figure 2).

The number of band 2 operational support grade (OSG) FTE staff slightly increased by **59** (1.3%) against the previous year and slightly increased by **68** (1.4%) compared to the previous quarter, to stand at **4,733** for 31 March 2020.

**Figure 2: Number of band 3-5 prison officers in post on a FTE basis, 31 March 2014 to 31 March 2020 (Source: Table 3)**



Source: HMPPS - Oracle HRMS and Single Operating Platform.

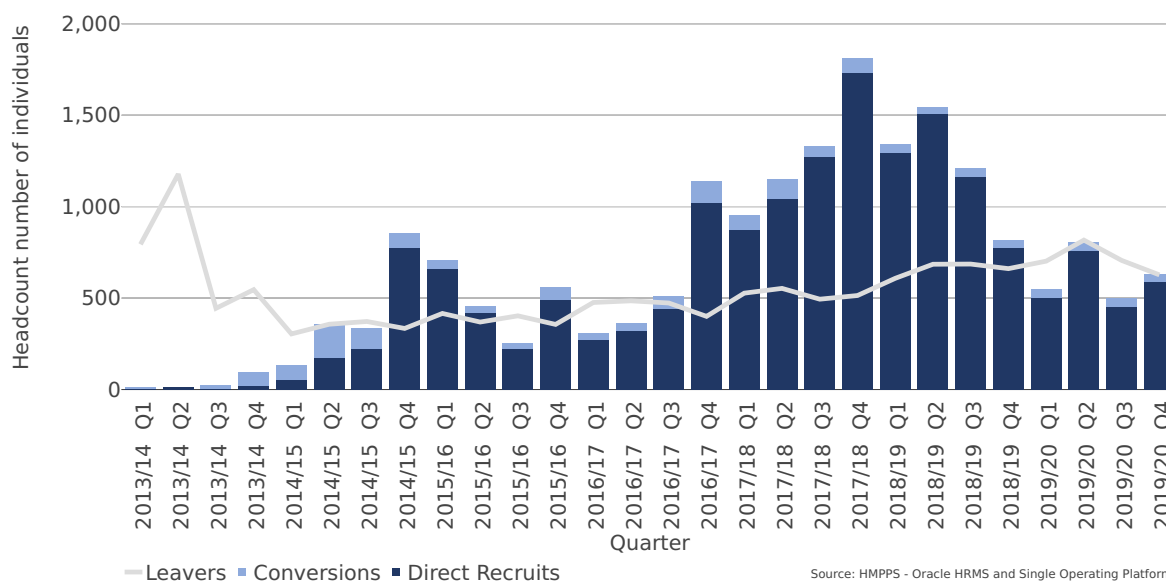
The proportion of band 3-5 prison officers with less than 3 years' service at 31 March 2020 fell to **39.7%** compared to 41.6 as at 31 March 2019. The proportion of officers in post with 10 years or more of experience decreased by 2.5 percentage points from 46.2% at 31 March 2019 to **43.7%** at 31 March 2020. This corresponds to 9,576 FTE staff with 10 years or more of experience at 31 March 2020, which is a fall of **869** FTE, or **8.3%** since 31 March 2019.

The proportion of band 2 OSG FTE staff with less than 3 years' service slightly increased from 35.3% at 31 March 2019 to **36.3%** at 31 March 2020, and the proportion of those with 10 years or more of experience decreased from 46.5% at 31 March 2019 to **44.8%** at 31 March 2020.

Figure 3 shows a quarterly trend of band 3 appointments and band 3 to 5 officers leavers since 2013/14. Over the year to 31 March 2020, **2,483** band 3 officers were appointed (consisting of direct new recruits and existing staff who converted to a band 3 officer grade), a decrease of **2,422** (49.4%) compared to 4,905 in the previous year. This difference is primarily due to the governments commitment to an increase of 2,500 of Prison Officers by the end of 2018. The headcount of new band 3 officer appointments increased by 138 (27.8%) from 496 between October and December 2019 to **634** between January and March 2020 (Table 17).

The headcount of band 3 to 5 prison officers who left HMPPS in the year ending 31 March 2020 was **2,852**, which is an increase of **212** (8.0%) compared to the year ending 31 March 2019. Examining reasons for leaving, **64.7%** of prison officers who left in the year ending 31 March 2020 resigned from their roles (up from 62.2% in the year ending 31 March 2019). Of the other prison officers who left HMPPS, **14.3%** were dismissed and **8.7%** retired in the year ending 31 March 2020: down from 15.3% and up from 8.1%, respectively, compared to the previous year.

**Figure 3: Newly appointed band 3 prison officers and band 3 to 5 prison officer leavers, April 2013 to 31 March 2020 (Source: Table 17)**



Source: HMPPS - Oracle HRMS and Single Operating Platform.

The number of band 2 OSG staff who joined HMPPS in the year ending 31 March 2020 was **786**: a decrease of **140** (15.1%) compared to the previous year ending 31 March 2019, reflecting the nationally run OSG recruitment campaign for London and Thames Valley prisons at the end of 2017 which accounted for the higher number of OSG joiners in 2017/18 and 2018/19, and the pause in OSG recruitment activity in the middle of 2019. There was an increase of **59** (8.1%) since the year ending 31 December 2019. The headcount number of band 2 OSG staff who left HMPPS was **627**, which is an increase of **45** (7.7%) compared to the year ending 31 March 2019 and an increase of **6** (1.0%) compared to the year ending 31 December 2019.

Joiners and leavers are not the only movements into and out of the band 3 to 5 officer grouping. There are also typically differences in the proportion of new joiners and older officers who work part time as well as movements between grades. For these reasons, the change in FTE does not directly reflect the difference between the number of joiners and leavers. Changes such as staff switching from full time to part time have the effect of reducing the FTE of officers available as they progress through their career.



### 3. Probation practitioners and senior probation officers

#### 3,420 FTE band 4 probation officers in post (as at 31 March 2020)

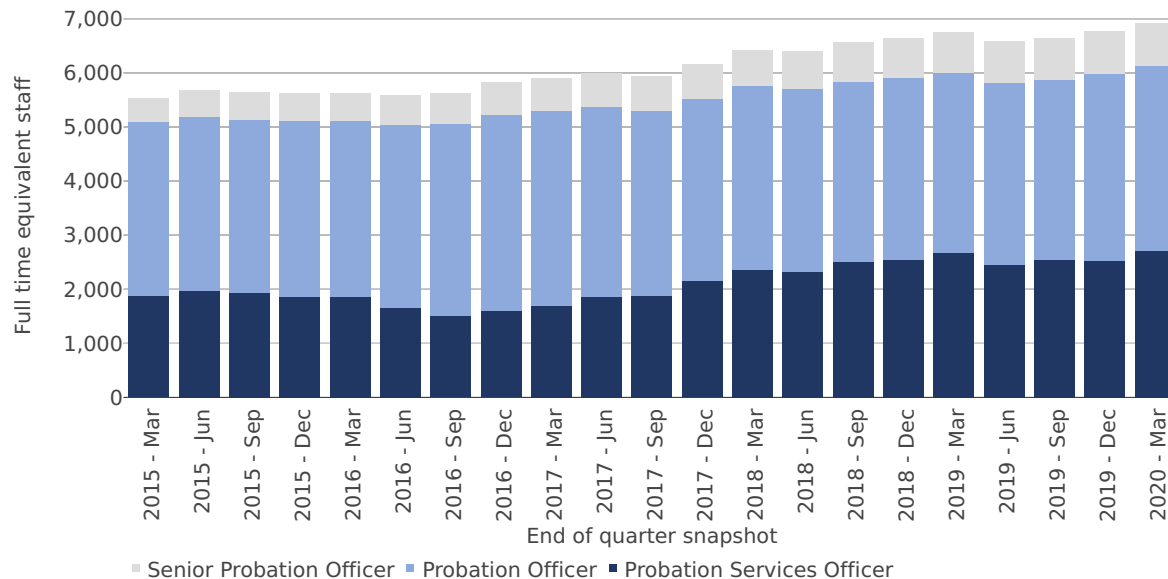
This figure is an increase of 88 (2.7%) since 31 March 2019 and a slight decrease of 25 (0.7%) FTE probation officers compared to 31 December 2019. In addition to the band 4 probation officers, there were 2,712 FTE band 3 probation services officers: a slight increase of 30 (1.1%) since 31 March 2019 and an increase of 178 (7.0%) since 31 December 2019.

Key grades in the NPS include band 3 probation services officers, band 4 probation officers (collectively known as probation practitioners), as well as band 5 senior probation officers. Staff who are training to be a probation officer work as a probation services officer during their training, so a proportion of the probation services officers in post will be working towards the professional probation officer qualification.

As of the June 2019 publication, a new experimental statistics annex has been added to this bulletin which presents figures on Probation Officers in post, their required staffing level, in addition to the number of trainee and qualified Probation Officers.

As at 31 March 2020 there were **2,712** FTE band 3 probation services officers in post, a slight increase of **30** (1.1%) over the past year and an increase of **178** (7.0%) over the quarter; **3,420** FTE band 4 probation officers, representing an increase of **88** (2.7%) over the past year and a slight decrease of **25** (0.7%) compared to the previous quarter; and **778** FTE band 5 senior probation officers, showing an increase of **35** (4.7%) over the previous year and no substantial change since the last quarter (Figure 4).

**Figure 4: Number of probation officers, probation services officers and senior probation officers in post on a FTE basis, 31 March 2015 to 31 March 2020 (Source: Table 3)**



Source: HMPPS - Oracle HRMS and Single Operating Platform.

In the past year, **435** probation services officers were appointed, some of whom will be training to become qualified probation officers. This is a decrease of **189** (30.3%) compared to the year ending 31 March 2019 and an increase of **41** (10.4%) compared to the number appointed in the year ending 31 December 2019. In the past year, **233** probation services officers left the service. This is a slight increase of **4** (1.7%) compared to the year ending 31 March 2019 and a slight increase of **4** (1.7%) compared to the number who left in the year ending 31 December 2019.

## 4. Joiners and Leavers

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### Leaving rate of 12.2% amongst band 3-5 prison officers (for the year ending 31 March 2020)

This is a slight increase of 0.7 percentage points compared to the year ending 31 March 2019. The overall leaving rate across HMPPS over the past year stood at 10.5%, which is no substantial change (0.5 percentage points) compared to the year ending 31 March 2019.

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Over the past year, **5,206** staff joined HMPPS, which is a decrease of **3,268** (38.6%) compared to the year ending 31 March 2019. This drop is again primarily due to the governments commitment to increase the number of Prison Officers by 2,500 more by the end of 2018. These joiners consisted of **3,829** across PSP, **103** in the YCS, **969** in the NPS, and **305** in HMPPS HQ and Area Services. Compared to the year ending 31 March 2019 these numbers of joiners represent a decrease of **38.6%** for PSP, a decrease of **79.0%** for YCS, a decrease of **30.2%** for NPS, and a decrease of **14.8%** for HMPPS HQ and Area Services.

There were **5,631** leavers in the year ending 31 March 2020, an increase of **421** (8.1%) compared to the year ending 31 March 2019. This includes **4,239** leavers from PSP (an increase of 9.1%), **202** from YCS (an increase of 18.8%), **849** from the NPS (a slight decrease of 0.8%), and **341** from HMPPS HQ and Area Services (an increase of 14.4%).

### 4.1 Leaving Rates<sup>3</sup>

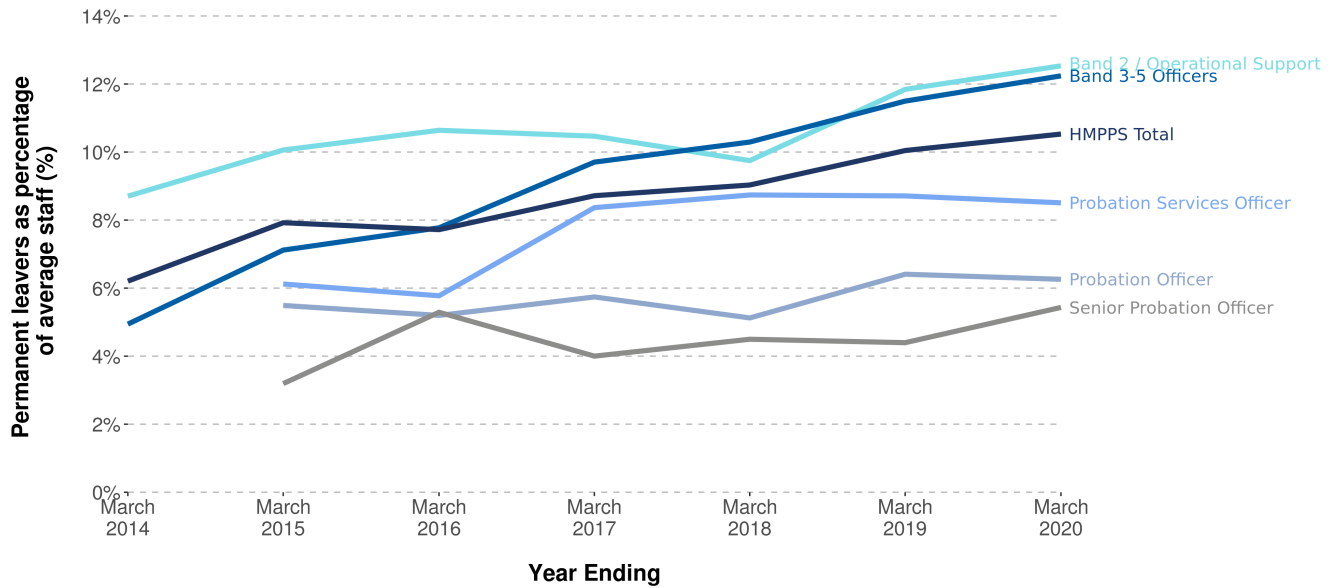
The overall HMPPS leaving rate for the year to 31 March 2020 was **10.5%**, which is broadly the same as for the year to 31 March 2019 (Figure 5). Specifically for band 3 to 5 prison officers, the leaving rate of **12.2%** in the year ending 31 March 2020 represented a slight increase of **0.7 percentage points** since the year ending 31 March 2019. The leaving rate for band 2 OSG staff was **12.5%** in the year ending 31 March 2020, which is a slight increase of **0.7 percentage points** compared to the year ending 31 March 2019.

The leaving rate for staff at the NPS overall in the year ending 31 March 2020 was **8.0%**, which is no substantial change (**0.1 percentage points**) since the year ending 31 March 2019. In the operational grades within the NPS, the leaving rate was highest amongst probation services officers at **8.5%**: no substantial change (**0.2 percentage points**) from the year ending 31 March 2019. Leaving rates for probation officers and senior probation officers stood at **6.3%** (no substantial change of **0.2 percentage points**) and **5.4%** (a slight increase of **1.0 percentage point**), respectively, compared to the year to 31 March 2019.

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<sup>3</sup>Percentage of staff with a permanent contract of employment who left HMPPS, including individuals who have retired early, but excluding staff who left due to voluntary early departure schemes and redundancy (VEDSR).

**Figure 5: Annual leaving rates of permanent staff in key operational grades (excluding VEDSR), from the 12 months to 31 March 2014 to the 12 months to 31 March 2020 (Source: Table 11)**



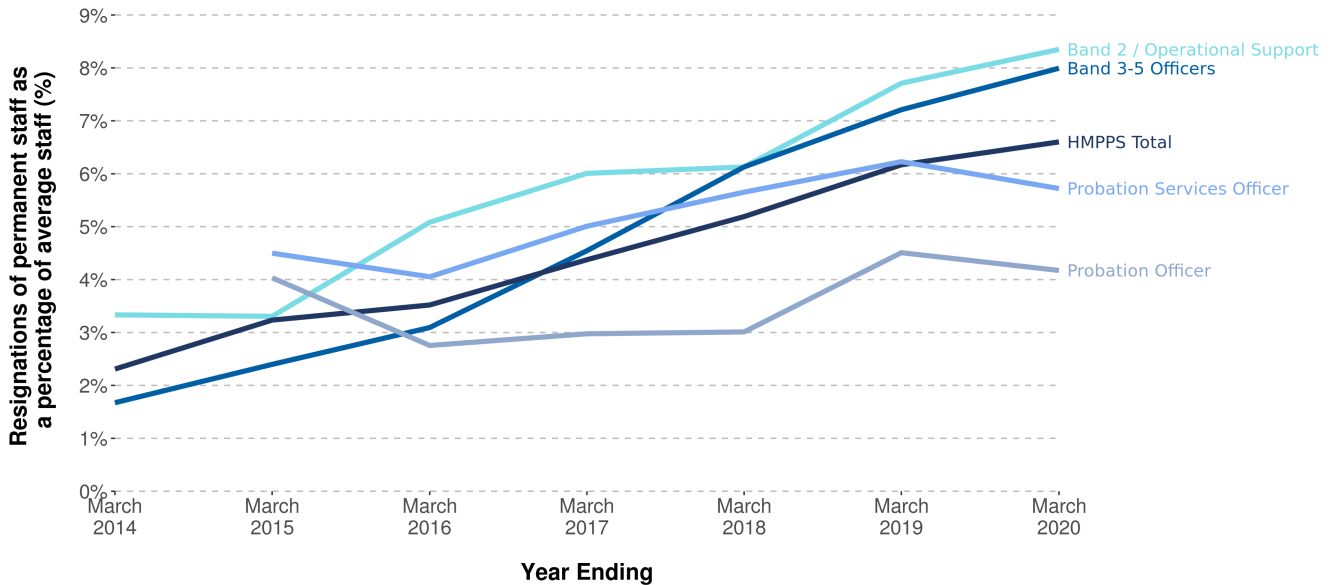
Source: HMPPS - Oracle HRMS and Single Operating Platform.

## 4.2 Resignation Rates<sup>4</sup>

The overall HMPPS resignation rate for the year to 31 March 2020 was **6.6%**, which is broadly the same (6.2%) as for the year to 31 March 2019 (Figure 6). Specifically for band 3-5 officers, the resignation rate was **8.0%** in the year ending 31 March 2020, which is a slight increase of **0.8 percentage points** since the year ending 31 March 2019. The resignation rate for OSG staff was **8.3%** for the year ending 31 March 2020, which is a slight increase of **0.6 percentage points** since the year ending 31 March 2019.

For NPS overall, the resignation rate was **5.1%** for the year ending 31 March 2020. This represents no substantial change (**0.3 percentage points**) compared to the year ending 31 March 2019. Amongst the operational grades within the NPS, probation services officers had the highest resignation rate at **5.7%**, a slight decrease of **0.5 percentage points** since the year ending 31 March 2019. Resignation rates for probation officers stood at **4.2%** (no substantial change (**0.3 percentage points** since the year ending 31 March 2019).

**Figure 6: Annual resignation rates of permanent staff in key operational grades, from the 12 months to 31 March 2014 to the 12 months to 31 March 2020 (Source: Table 12)**



Source: HMPPS - Oracle HRMS and Single Operating Platform.

<sup>4</sup>Percentage of staff with a permanent contract of employment who resigned from HMPPS.

## 5. Sickness absence

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### HMPPS staff lost an average of 10.0 working days to sickness absence in the year ending 31 March 2020

This represents an increase of 0.6 average working days lost (AWDL) compared to the year ending 31 March 2019.

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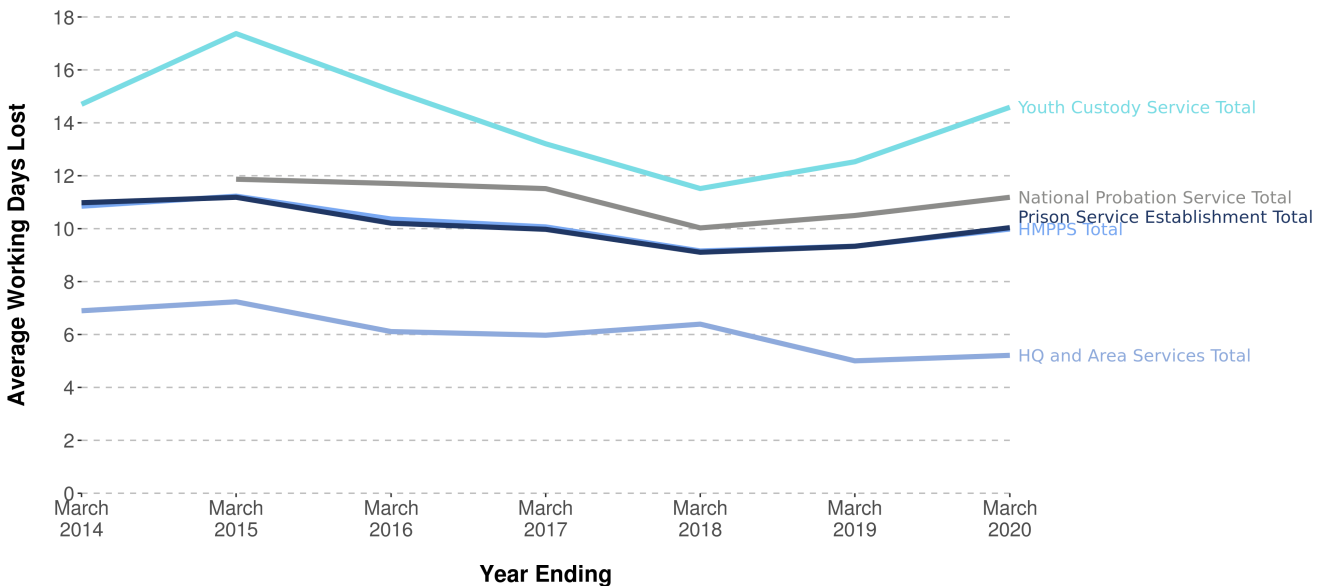
There are no specific figures relating to the effect of the coronavirus (COVID-19) on the sickness absence of HMPPS staff in this edition of the bulletin. Please see the Points to note on page three.

In the year ending 31 March 2020, HMPPS staff lost an average of **10.0 working days** to sickness absence. This is an increase from 9.3 average working days lost for the year ending 31 March 2019.

YCS staff had the highest sickness absence rate at **14.6 AWDL**, followed by NPS (**11.2 AWDL**), PSP (**10.0 AWDL**), and HQ and Area Services (**5.2 AWDL**) (Figure 7). Compared to the year ending 31 March 2019, these represent an increase of **2.1 days** for YCS, an increase of **0.7 days** for NPS, an increase of **0.7 days** for PSP, and an increase of **0.2 days** for HQ and Area Services staff.

The rate for HMPPS overall has varied between 9.2 and 11.2 AWDL in the years since 2013/14.

**Figure 7: Average working days lost to sickness absence, 12 months to 31 March 2014 to 12 months to 31 March 2020**  
(Source: Table 18)



Source: HMPPS - Oracle HRMS and Single Operating Platform.

The most common category of sickness absence in terms of days lost is mental and behavioural disorders, corresponding to **36.2%** of absences in the past year. This category was most prevalent for probation officers, where **52.7%** of working days lost were attributed to mental and behavioural disorders.

The category that accounted for the second largest proportion of working days lost was musculoskeletal system (**22.7%**). Together the top two categories accounted for **58.9%** of all working days lost.

## 6. Equality and Diversity

Data on the protected characteristics of ethnicity, disability, sexual orientation, and religion/belief are collected from self-declared, non-compulsory fields. Consequently, only figures for which declaration rates have reached a threshold of 60% or above have been reported in the following section.

For staff in post as at 31 March 2020 the main representation rates were as follows; 49.0% of staff were female, 10.4% were BAME, 13.7 disabled, 6.2% were LGB and 8.2% were Non Christian

For new staff joining in the 12 months to 31 March 2020 the main representation rates were as follows; 54.1% of staff were female, 9.9% disabled, 7.7% were LGB and 8.0% were Non Christian.

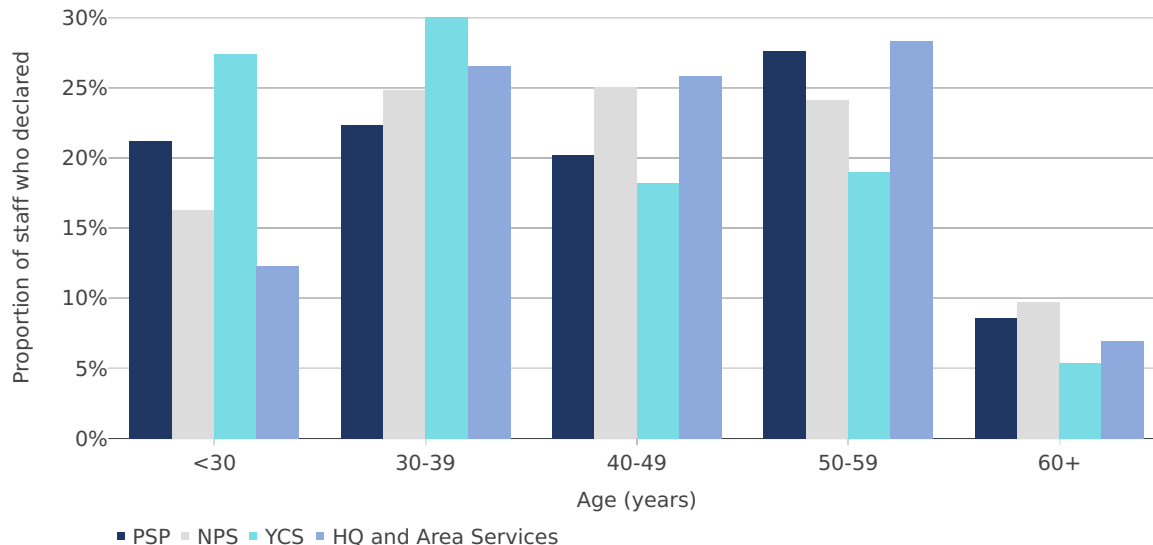
For staff leaving in the 12 months to 31 March 2020 the main representation rates were as follows; 45.0% of staff were female, 10.9% were BAME and 13.3% disabled.

### 6.1 Age

The largest individual age group across all of HMPPS at 31 March 2020 was 50-59 year olds with **14,175** staff (26.8%). The number of staff aged under 30 slightly decreased by **185** in the 12 months to 31 March 2020 compared to the previous year and made up **19.5%** of the HMPPS workforce. HQ and Area Services had the oldest workforce, consisting of **61.1%** of staff who were aged 40 or over. This is compared to **58.8%** among NPS staff, **56.4%** among PSP staff, and **42.5%** among YCS staff.

Those aged under 30 make up the highest proportion of joiners (**50.3%**) overall, and those aged under 30 make up the highest proportion of leavers (**31.8%**) overall.

**Figure 8: Age of HMPPS staff, as at 31 March 2020 (Source: Table 5)**



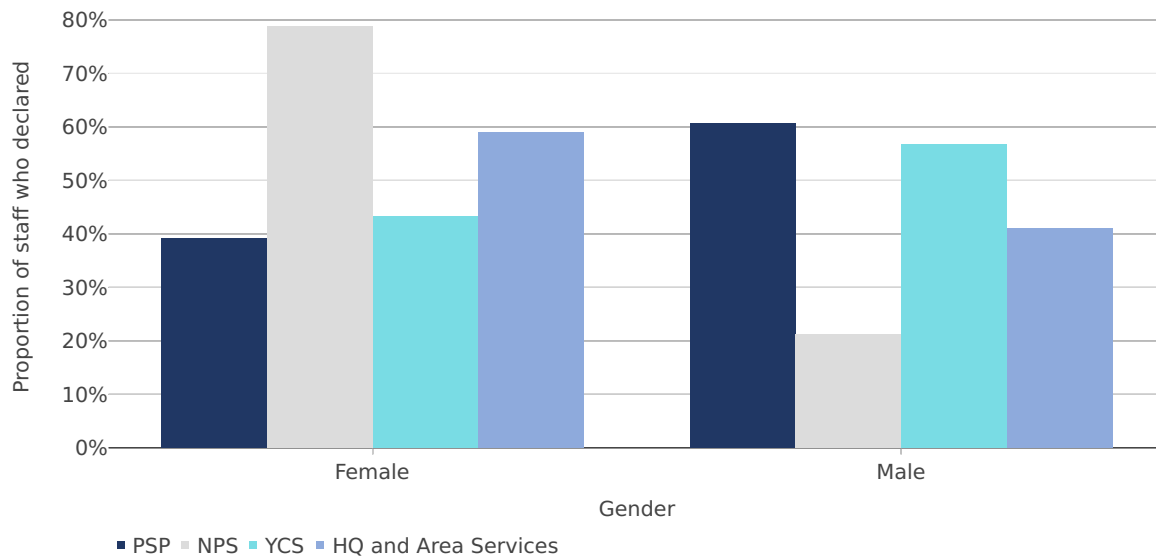
Source: HMPPS - Oracle HRMS and Single Operating Platform.

### 6.2 Gender

As at 31 March 2020, **49.0%** of HMPPS staff overall were female, which is a slight increase compared to 47.9% the previous year. Female representation was highest within the NPS at **78.8%**, compared to **59.0%** in HQ and Area Services, **43.2%** in the YCS, and **39.3%** in PSP.

Across all of HMPPS, over the 12 months to 31 March 2020, **54.1%** of joiners and **45.0%** of leavers were female.

**Figure 9: Gender of HMPPS staff, as at 31 March 2020 (Source: Table 5)**



Source: HMPPS - Oracle HRMS and Single Operating Platform.

### 6.3 Full time/part time status

Full time/part time is a status that may fluctuate across an individual's career. Part time as a grouping covers a wide range of working patterns and working hours. Within HMPPS overall, **14.1%** of the workforce were identified as working part time, representing a slight increase of **0.8 percentage points** compared to the previous year. Working on a part time basis is more common amongst staff in the NPS. As at 31 March 2020, **24.2%** of NPS staff were working part time, compared to **12.3%** of staff in HQ and Area Services, **11.7%** of staff in PSP, and **8.5%** of staff in YCS.

Only **4.9%** of joiners identified as working part time, which is to be expected given this period usually marks the start of an individual's career, whilst **14.5%** of leavers were recognised as having part time status.

**Figure 10: Working pattern of HMPPS staff, as at 31 March 2020 (Source: Table 5)**



Source: HMPPS - Oracle HRMS and Single Operating Platform.

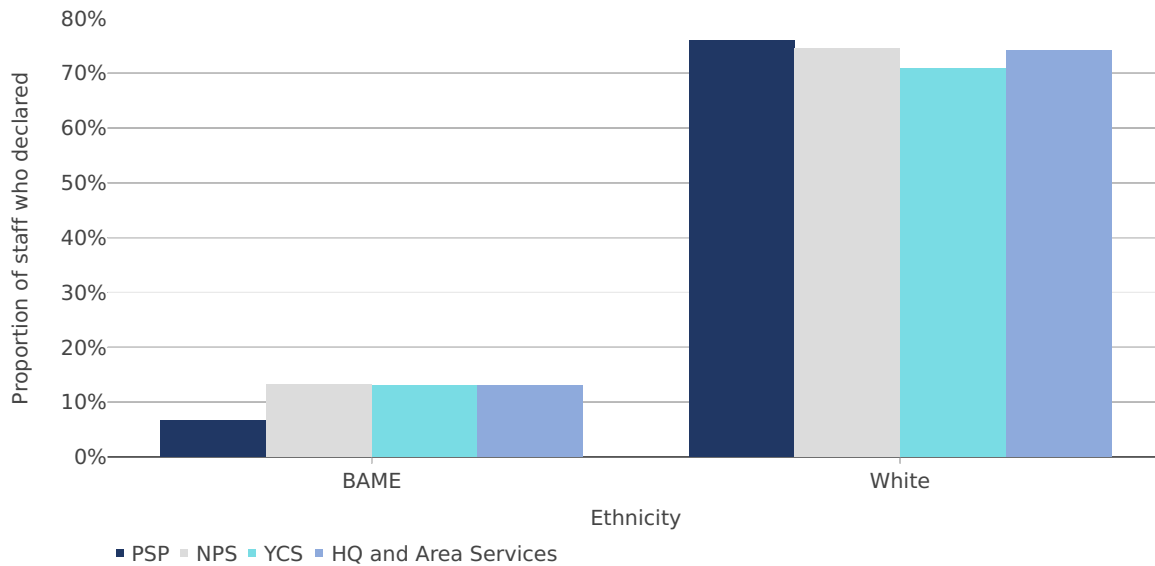
#### 6.4 Ethnicity

As at 31 March 2020, **10.4%** of HMPPS staff who had declared their ethnicity were from Black, Asian, and Minority Ethnic (BAME) backgrounds, which is a slight increase of **0.8 percentage points** compared to the previous year. PSP had the lowest representation rate with **8.0%** of staff who declared their ethnicity being BAME (a slight increase of **0.7 percentage points** since 31 March 2019), compared to **15.0%** of staff in HQ and Area Services (an increase of **3.4 percentage points** since 31 March 2019), **15.0%** of staff in NPS (no substantial change since 31 March 2019), and **15.6%** of staff in YCS (a slight increase of **0.6 percentage points** since 31 March 2019).

In the 12 months to 31 March 2020, 10.9% of leavers across all of HMPPS who had declared their ethnicity were from BAME backgrounds.



**Figure 11: Ethnicity of HMPPS staff, as at 31 March 2020 (Source: Table 5)**



Source: HMPPS - Oracle HRMS and Single Operating Platform.

### 6.5 Other Protected Characteristics

During 2019, most of the declaration rates for disability, religion/belief, and sexual orientation for HMPPS overall, PSP, YCS, HQ & Area Services, and NPS were for the first time above the 60% threshold for reporting.

As at 31 March 2020, 13.7% of HMPPS staff who had declared their disability status were disabled. PSP had the lowest representation rate with 11.2% of staff who declared their disability status being disabled, compared to 11.2% of staff in YCS, 13.5% of staff in HQ and Area Services, and 20.6% of staff in NPS. In the 12 months to 31 March 2020, 9.9% of joiners and 13.3% of leavers across all of HMPPS who had declared their disability status were disabled.

As at 31 March 2020, LGB staff represented 6.2% of HMPPS staff who had declared their sexual orientation. NPS had the lowest representation rate with 5.2% of staff who declared their sexual orientation identifying as LGB, compared to 5.4% of staff in HQ and Area Services, 6.6% of staff in PSP, and 7.5% of staff in YCS. In the 12 months to 31 March 2020, 7.7% of joiners across all of HMPPS who had declared their sexual orientation were LGB.

As at 31 March 2020, 8.2% of HMPPS staff who had declared their religion or belief followed another (non-Christian) religion. PSP had the lowest representation rate with 7.1% of staff following a non-Christian religion, compared to 9.5% of staff in HQ and Area Services, 9.7% of staff in NPS, and 12.8% of staff in YCS. In the 12 months to 31 March 2020, 8% of joiners across all of HMPPS who had declared their religion were non-Christian.

No data are currently available for the other protected characteristics of Marriage and Civil Partnership, Pregnancy and Maternity.

Data are not collected for Gender Reassignment as those in receipt of gender recognition certificates are recorded as their legal gender, and are not identified as being transgender in accordance with the Gender Recognition Act 2004 and the Equality Act 2010.

## Further Information

### Accompanying files

As well as this bulletin, the following products are published as part of this release:

- A technical guide providing details of the HMPPS workforce structure as well as how the data are collected and processed. Information on the revisions policy and disclosure relevant to HMPPS staffing data is also included.
- A set of summary tables for the latest quarter and year as well as over time.
- A supplementary annex presenting experimental statistics on Probation Officers in post, their required staffing level, and the number of trainee and qualified Probation Officers.

### Official statistics

The statistics in this bulletin are classified as official statistics. The Statistics and Registration Service Act 2007 defines 'official statistics' as all those statistical outputs produced by the UK Statistics Authority's executive office (the Office for National Statistics), by central Government departments and agencies, by the devolved administrations in Northern Ireland, Scotland, and Wales, and by other Crown bodies (over 200 bodies in total). The statistics in this bulletin comply with all aspects of the Code of Practice for Official Statistics. The Code encourages and supports producers of statistics to maintain their independence and to ensure adequate resourcing for statistical production. It helps producers and users of statistics by setting out the necessary principles and practices to produce statistics that are trustworthy, high quality and of public value.

### Experimental Statistics

The statistics in the Probation Officer recruitment annex are experimental statistics. Experimental statistics are a subset of newly developed or innovative official statistics undergoing evaluation. They are developed under the guidance of the Head of Profession for Statistics (HoP) and published to involve users and stakeholders in the assessment of their suitability and quality at an early stage. Therefore, 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 below.

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