



Ministry of
JUSTICE

National Offender
Management Service

Equalities Annual Report

2010 – 2011

October 2011

Foreword



I am very pleased to introduce this report, which for the first time brings together the equalities data that we have on staff and offenders.

I am proud of the work that NOMS has already done to tackle inequality, and this report includes a final update on the programme of work that we set out in our last Single Equality Scheme, the vast majority of which has now been delivered.

However, the data published here show that there are persistent differences in interventions and outcomes for staff and offenders from different groups. In some cases this is the result of a service that is responsive to the different needs of different groups. But in some others the data suggests that there may be potential unfairness and where this is the case I am committed to work to identify contributory factors and take further action to address them.

The national data published here is aggregated from data collected in Prisons and Probation Trusts across England and Wales. This data is used to monitor and help focus attention on certain areas where ultimately we need to drive action to tackle unfairness locally, as well as to inform the equality impact assessments that we undertake as a way of ensuring that both national policies and local implementation are sensitive to the needs of all groups. A national report such as this cannot do full justice to the range of activity that is being undertaken across the service.

At the national level, the Equality Act 2010 requires us to set equality objectives before the start of the next business year. This report includes our draft objectives, which capture what we think our priorities should be based on the information we have, and invites comments on them before we finalise them for publication in our Business Plan for 2012/13. I welcome all contributions to the consultation launched in this document.

Amongst the draft objectives is a commitment to improve our data collection so that in future years this report can be as comprehensive as possible in its coverage of all protected characteristics, and of outcomes across all the services that NOMS provides. It is only when we have this data that we will be able to identify and tackle the inequalities that remain.

I believe that this report captures an important element of the performance of our organisation. Equality is at the heart of what NOMS does, because it is only when we treat staff and offenders fairly and in accordance with their needs that we are able to deliver our core business of protecting the public and reducing reoffending.

A handwritten signature in blue ink that reads "Michael Spurr". The signature is written in a cursive, slightly slanted style.

Michael Spurr
Chief Executive

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Introduction

NOMS Equality Policy Statement

“NOMS is committed to fairness for all. We treat our staff properly and ensure equality of opportunity. We deliver our services fairly and respond to individual needs. We insist on respectful and decent behaviour from staff, offenders and others with whom we work. We recognise that discrimination, harassment and bullying can nevertheless occur and we take prompt and appropriate action whenever we discover them.”

This report contains data on our performance during 2010/11, allowing an assessment of the extent to which we have complied with this statement, and the legislation that underpins it. It includes the following sections;

Equalities Activity

A brief summary of some of the work undertaken to prevent and tackle inequalities.

Staff – NOMS Headquarters (HQ) and public sector prisons

Analysis of and commentary on the monitoring data included in the annexes.

Offenders

Analysis of and commentary on the monitoring data included in the annexes.

Equality objectives

Draft equality objectives, developed in anticipation of the legislative requirement and published for consultation purposes prior to being finalised in the NOMS Business Plan 2012/13.

Progress on the Single Equality Scheme 2009-2012

A final update on the programme of work to ensure equality in service delivery that was published in 2009.

Background to this report

During 2010/11 NOMS was subject to the Race Relations (Amendment) Act 2000, the Disability Discrimination Act 2005 and the Equality Act 2006 which required public bodies to publish data and to assess the impact of services on different racial groups, disabled staff, and men and women.

In line with the NOMS commitment to equality of treatment and in recognition of the Equality Act 2010 which came into force from October 2010, we also publish data with regard to the other protected characteristics of age, religion and belief, and sexual orientation, where it is available.

Please note that this report refers to staff within NOMS HQ and Her Majesty's Prison Service (HMPS) only. Probation Service staff are not included because they are not directly employed by NOMS.



Guidance and Technical Notes

Datasets

There were several areas where the data was unavailable for some protected characteristics. Across both staff and offender sections the data available for sexual orientation and religion and belief was limited. In addition offender's disability data was also limited. Efforts are being made to improve the coverage of this data. For example a pilot of data collection on offenders in a number of prisons carried out in March 2011 showed nearly a doubling of prisoners with a disability status and an almost 7-fold increase in the number of prisoners with a sexual orientation code recorded. The guidance developed from this pilot will be rolled out across the prison estate in the 2011-12 business year. It is therefore hoped that future iterations of this report will see an improvement in the completeness of datasets.

Throughout the 2010/11 period data on Adjudications, Complaints, Home Detention Curfew, Incentives and Earned privileges, Re-Categorisation, Release on Temporary Licence, and Segregation were collected at establishment level through the Systematic Monitoring and Analysis of Race Equality Tool (SMART). This tool was designed to allow analysis by race however given the structure of the prison estate it has been possible to extrapolate outcomes by sex. It was not possible to use this data to provide analysis on Age (given the number of establishments that provide services to young offenders and adults) or religion, nor would it be possible to extrapolate data by Disability or Sexual Orientation. Therefore these sections of this report deal only with Race and Sex.

Statistical Significance

Throughout the analysis several statistical tests have been conducted to assess the differences in outcome between the groups (e.g. men and women) within each function (e.g. promotion, recruitment). The term "statistical significance" means that there is less than a five per cent chance that the finding identified could have occurred by chance alone and we can therefore be almost certain that the result represents a real difference.

Significance tests are typically used on a sample of the parent population, significance then tells us the probability of finding this result in other samples. However, as all of the data presented represents the actual population, significance testing in this case has been used as a means of discriminating among the differences found.

About the Data

Data in this report were drawn from administrative IT systems. Although care is taken when processing and analysing the data, the level of detail collected is subject to the inaccuracies inherent in any large scale reporting system.

It is important to note that the data presented highlights areas where there were differences in the results between groups and where practitioners and others may wish to undertake more in-depth analysis to understand further the reasons for such differences. This should not be equated with discrimination as there are many reasons why apparent disparities may exist.

Percentages

In most cases percentages have been rounded and therefore differences may occur. Unless otherwise stated, the percentage figures presented represent the proportion (e.g. Black and Minority Ethnic staff) within a particular population (e.g. joiners).

Use of technical terms and abbreviations

Where terms are abbreviated the full term is used in the first instance thereafter abbreviations are used. A full list of all abbreviations used in this report can be found in the glossary at Annex D.

We have tried to avoid technical terms as much as possible but where this acts as a useful means to avoid repetition we have provided an explanation in the glossary found at [Annex D](#) on page 95.



Prison Service Orders and Instructions

Relevant Prison Service Orders (PSOs) and Prison Service Instructions (PSIs) are referred to in this report. These can be found on the Justice Website at www.justice.gov.uk/guidance/prison-probation-and-rehabilitation/index.htm

Cover Payments

NOMS policy for cover payments was changed on April 2010. Staff required to cover a higher role temporarily no longer actually move to the higher pay band but remain in their existing grade / pay band and receive an additional monthly payment whilst covering the higher role. Substantially fewer cover payments were made within 2010/11. Less than 1 per cent of staff were receiving a cover payment, therefore it has not been possible to carry out analysis within this report.

Period of the report

This report covers the period 1st April 2010 to 31st March 2011. Any references to 2010/11 refer to this period.



Equalities Activity 2010/11

[Annex A](#) provides the final update on the action plan set out in the NOMS Single Equality Scheme 2009-2012. This chapter picks out the key high level actions that we have taken in the past year to meet our legal obligations and to address some of the differences in outcomes that are reflected in the data published in this report.

Equalities policy framework

We have ensured that we have a legally compliant policy framework in place that meets our duties across all the protected characteristics in the Equality Act 2010. We did this by developing Prison Service Instruction (PSI) 32/2011 and Agency Instruction (AI) 10/2011 on ensuring equality, and AI 11/2011 – PSI 33/2011 on equality of treatment for employees, for implementation from April 2011. During 2010/11 we also developed an audit tool to be used by the NOMS Audit and Corporate Assurance group to measure compliance with the Instructions and ensure that equalities risks are properly managed in establishments.

In March 2011 we issued PSI 07/2011 on the care and management of transsexual prisoners. This sets out our policy on medical treatment, living in an acquired gender role, location in the estate, and searching, and explains the legal position to staff. It includes comprehensive guidance on a range of operational issues that arise from caring for and managing transsexual people in prisons.

Monitoring data

We have developed detailed guidance on the best way of asking for and managing the information on protected characteristic that we ask prisoners to disclose in order to compile our monitoring data. This guidance was tested at a number of prisons during 2010/11, and these prisons achieved improvements in the levels of coverage of the data. It will be further improved on the basis of these pilots, and made available to all prisons during 2011/12.

Equality impact assessments

We remain committed to ensuring that we assess the impact of our policies and practices on staff, prisoners and other stakeholders from different groups. All new national policies are impact assessed, and in establishments local practices where a risk or issue of unfair treatment was identified were assessed. Over 300 equality impact assessments were completed during the year, and these are available from the NOMS Equalities Group at Equalities.Group@noms.gsi.gov.uk.

Structured communications in prison

Building on learning from the aviation, medical and military sectors, we have developed a suite of tools that are designed to help staff to achieve greater consistency, and therefore operational effectiveness. We believe that, as well as bringing improved overall performance, these tools will help to reduce the incidence of unequal outcomes caused by unconscious bias in the use of discretion. We have been testing and refining these tools in a number of prisons during 2010/11. We have commissioned an external evaluation of them from the London School of Economics and Political Science which will report in 2011/12.

Equality and Human Rights Commission action plan

We have continued to take forward the actions on the Equality and Human Rights Commission action plan, including supporting and monitoring the roll out of the 'Challenge It, Change It' training package.

As agreed with the Commission, we submitted a further report on progress. This report was considered by the Commission's Regulatory Committee, who confirmed that they were satisfied with the progress that had been made against the action plan. The Committee specifically mentioned the effective management systems and data capture procedures for



complaints and investigations that were now in place and the continued drive for the completion of 'Challenge It, Change It' training that was supported by the NOMS Board.

The Commission was satisfied that NOMS had complied with the terms of the conditional agreement and informed us that they will not be proceeding with a formal investigation.

Staff networks

Three recognised staff networks provide support for prison service and NOMS staff. These are;

- RESPECT, the network for Black and Minority Ethnic (BME) staff
- GALIPS, the network for Gay, Lesbian, Bisexual and Transgender staff,
- Disability, the newest of the staff networks, for disabled staff.

Following a review, new arrangements for staff support networks for NOMS HQ and public sector prisons were introduced from April 2010. Staff networks continued to support their members, working under streamlined terms of reference that allowed for central focus and coordination and best practice delivery. Each network increased its membership by over 500 members over the year, with the Disability network membership up by 645.

Staff performance and development records (SPDR)

Responding to the differences in markings on SPDRs between White and BME staff, and between disabled staff and their non-disabled colleagues, we developed a package of measures designed to improve the SPDR process. This package consists of guidance and checklists for staff, line managers and managers' managers which aim to ensure consistency throughout the process, as well as guidance on how to introduce and operate a moderation panel that operates as a quality assurance mechanism across the establishment or headquarters group.

Discretion and unconscious bias

We developed materials that encourage managers and staff to engage with the idea of unconscious bias and the ways in which it may influence behaviour. This included presentations for Governors and senior management teams which were delivered in a number of prison establishments.

The September 2010 issue of the Prison Service Journal took race as its focal point, and included a series of articles that engaged with the issue of the disparity in outcomes between BME and White groups and explored the ways in which unconscious bias in the use of discretion may be involved.

Probation

NOMS formed a national network of the managers and staff who are responsible for equality issues within Probation Trusts. This network met on a number of occasions. In addition, we provided service delivery support on equalities issues to a number of trusts.



Staff - NOMS HQ & Public Sector Prisons

This Staff section looks at a range of outcomes for Staff in NOMS HQ and public sector prisons between April 2010 and March 2011. It focuses on differences identified in relation to a number of protected characteristics primarily Race, Sex, Age and Disability.

NOMS Workforce Profiles

At the end of 2010/11 there were 49,210 staff in post within NOMS; 45,965 were based within prison establishments and 3,245 were in NOMS HQ. During 2010/11 the number of staff within NOMS fell by 2,002; this included the transfer of approximately 1,300 staff to the Ministry of Justice HQ in June 2010.

Race

At the end of 2010/11, 6.6 per cent of NOMS staff, with a declared ethnicity, were from a Black or Minority Ethnic (BME) background – just above the 6.5 per cent target. This was the third successive year that NOMS met the target and reflected the steady increase in BME representation over the last ten years. 43 per cent of BME staff were Black or Black British and 28 per cent were Asian or Asian British which gave NOMS a profile different to that of the overall population (11 per cent BME of which 24 per cent were Black or Black British and 49 per cent were Asian or Asian British)¹.

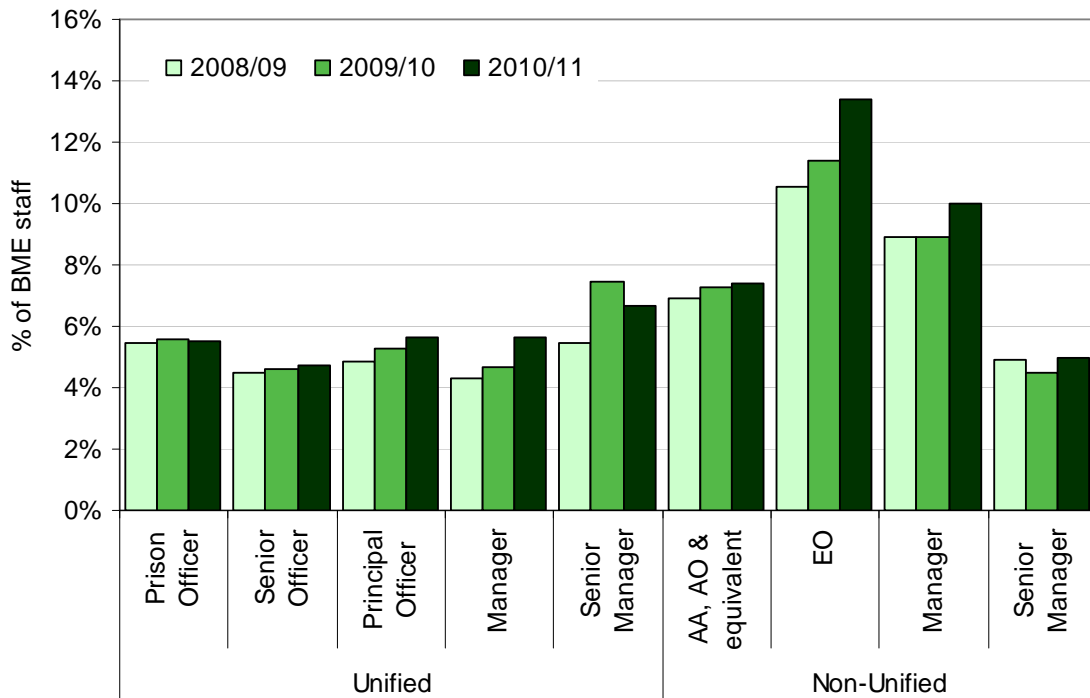
BME representation was highest among Chaplains (75 per cent of all BME chaplains were Muslim Imams) and healthcare grades (85 per cent of whom were nurses). As can be seen in *Figure 1*, BME representation increased in most grades and the decrease among non-unified senior managers that was seen last year was reversed.

A significantly higher proportion of Black or Black British men than men from any other minority group were in an Administrative Assistant (AA), Administrative Officer (AO) or equivalent role; they were also far less likely to be in a management position compared to White men.

¹ Source: Office of National Statistics Adjusted 2009 Population Estimates by Ethnic Group for England and Wales.



Figure 1: BME representation by grade



Sex

At 36 per cent, representation of women within NOMS remained relatively constant to last year. 75 per cent of administration grades were women, 76 per cent of unified grades were men.

Consistent with the findings of last year, representation of women within the Administration grade group declined as seniority ascended - 85 per cent of all AA/AO's and equivalents were women, compared to 27 per cent among SCS. Further analysis showed that men were twice as likely to be employed as managers and four times as likely to be in senior manager grades as women.

Among unified grades, there was no significant difference in the grade profiles between men and women. Around three quarters of unified grade women were prison officers, and a further 5 per cent were managers; a profile which was shared by their male counterparts.

Disability

Of those staff that disclosed their disability status, almost 6 per cent declared a disability. During 2010/11 there was a slight reduction in non-recording of disability status (2 percentage points). Some 40 per cent of staff did not record their disability status.

Of those who reported a disability the highest proportion were in the administrative senior manager grade.

Overall, unified grades had a lower proportion of declared disabled employees in comparison to other grade groups. Disability representation peaked at the senior officer grade (7 per cent) and fell to just over 4 per cent among unified senior managers.

Age

The average age of NOMS staff was 44.2, slightly up on last year. Overall, the age profile of NOMS employees remained relatively unchanged.

Average age tended to increase with seniority - ranging from 40 years for Administration grades to 50 years for SCS. A similar pattern was evident in the unified grades, although age rose less steeply from the Principal Officer level onwards.



New Joiners

During 2010/11, a total of 2,152 people joined NOMS. This was a 351 increase on 2009/10. The majority of new joiners (2,041) were recruited to work in establishments and almost two thirds of these were either unified staff or operational support grades.

Race

During 2010/11, 8 per cent of all joiners who declared their ethnicity were from a BME background, down from 9 per cent in 2009/10. The level of non-recording amongst new joiners increased; in 2010/11 a third of all new recruits did not provide details on their ethnicity.

BME representation continues to be highest among Chaplains (31 per cent). Less than 5 staff were recruited to SCS of which none were declared as BME similarly of those recruited to senior management positions in 2010/11 none were declared as BME. This was in contrast to 2009/10 in where 18 per cent of senior manager recruits were BME.

Sex

43 per cent of new joiners were women; up from 41 per cent in 2009/10. Women continued to have a high representation in professions such as Psychology (90 per cent) and Healthcare (80 per cent). By contrast, 13 per cent of industrial recruits and 30 per cent unified recruits were women.

Disability

Just under 3 per cent of all new recruits declared a disability. Non-recording rates among new joiners fell by half during 2010/11; less than 7 per cent of new joiners did not record their disability status. Disability representation was highest amongst the psychology grade group (7 per cent) – whilst none of the Chaplain or Healthcare recruits declared a disability.

Age

Just under half of all new joiners (47 per cent) were between 20 and 29 years old -the average age of 2010/11 recruits was 33 years. Psychological assistants continued to be the youngest recruits (average age 26 years) whilst SCS were typically the oldest group (average age 45 years).

Promotion

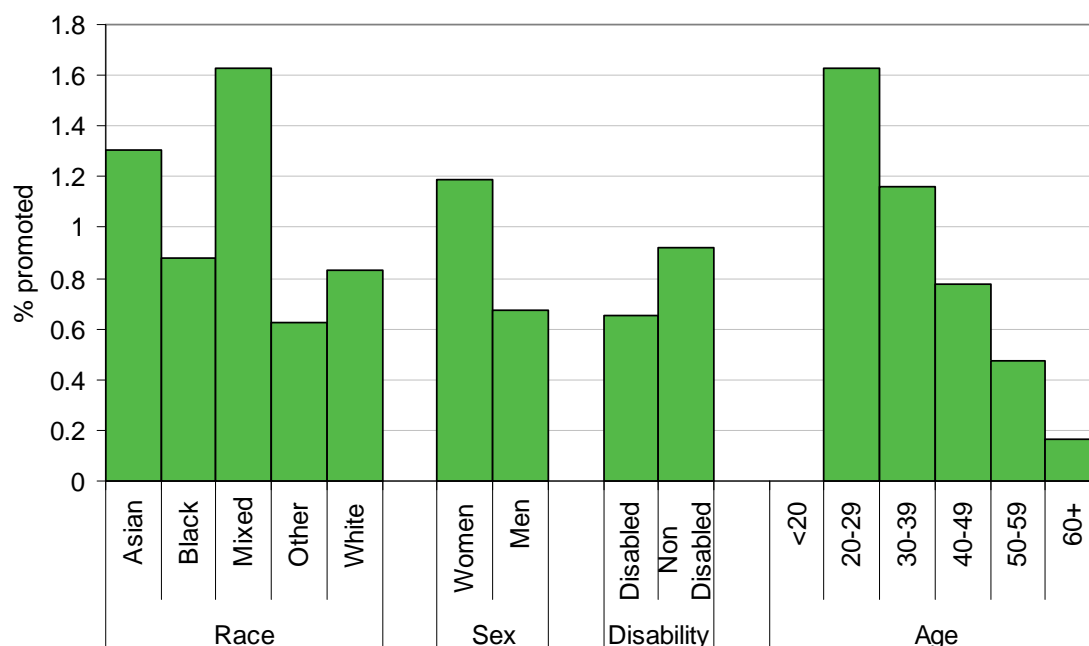
The figures presented within this section show the proportion of staff promoted in relation to the entire available pool of eligible staff rather than the success (or failure) of candidates who applied for a promotion. Therefore the propensity of a group (e.g. women) to apply had an influence on their success rate.

In 2010/11 there was a further fall in the number of promotions down to 357 from 482 in 2009/10. These small numbers consequently mean it was not possible to provide a detailed analysis of the promotion prospects across all grades.

In the unified grades there were 138 promotions during the year, an increase on the 88 reported in 2009/10. *Figure 2* shows the proportion of all permanent staff in grades with an avenue of promotion who were promoted during 2010/11.



Figure 2: Promotions as a percentage of average permanent staff in post in grades with an avenue of promotion



Race

Across all BME groups the rate of promotion² was 1.1 per cent, slightly higher than the rate for White staff of 0.8 per cent. Only in the Chinese and Other Ethnic group was the rate of promotions lower than for White staff. The higher rate of promotion of BME groups was only evident however in NOMS HQ where there was also a higher underlying rate of promotion. In establishments the promotion rate of White and BME staff was almost equal.

Sex

A substantially higher proportion of women were promoted than men. The rate of promotion for women was 1.2 per cent against 0.7 per cent for men. Women also had higher rates of promotion in both establishments and NOMS HQ. Comparison of promotions between the sexes within establishments was heavily influenced by an unusually high number of promotions to trainee psychologist which had a high proportion of women. There were 31 women promoted to this grade compared to only 5 men. However, promotions among women were higher even when promotions to trainee psychologists were not considered.

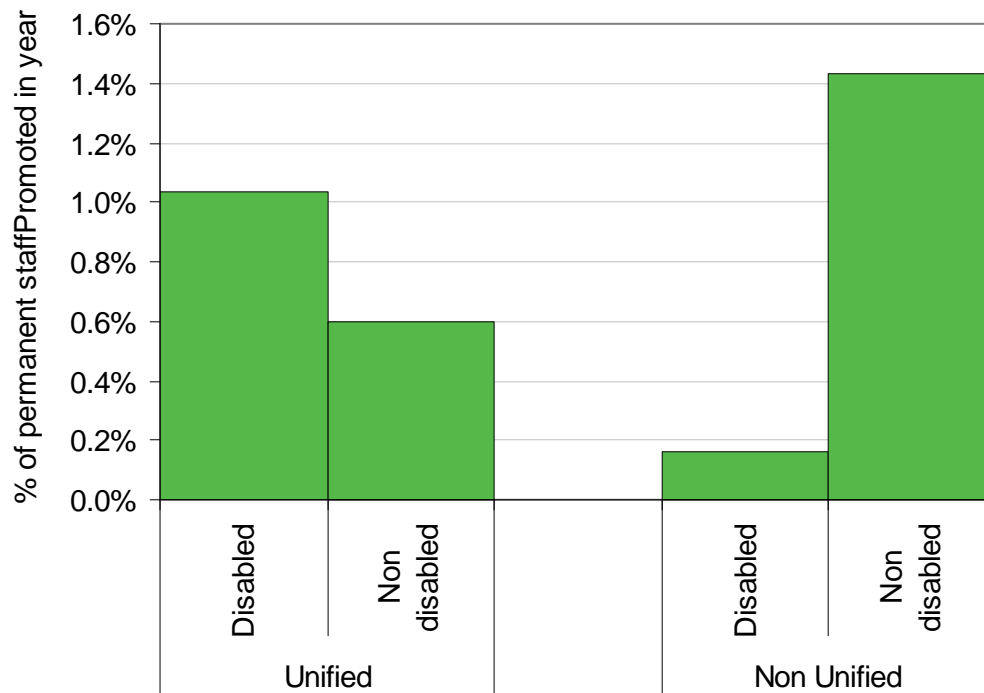
Disability

Staff declaring themselves as non-disabled had a rate of promotion of 0.9 per cent compared to a rate of 0.7 for staff who declared that they had a disability. Only 9 disabled staff were promoted during the year. In unified grades, although the difference was small, the rate of promotion was higher amongst declared disabled staff (1.0 per cent) than those declared as non-disabled (0.6 per cent).

² The promotion rate is calculated as the number of promotions during 2010/11 divided by the average number of permanent staff who have an avenue of promotion stated in percentage terms. The only grades with no avenue of promotion are operational support grades.



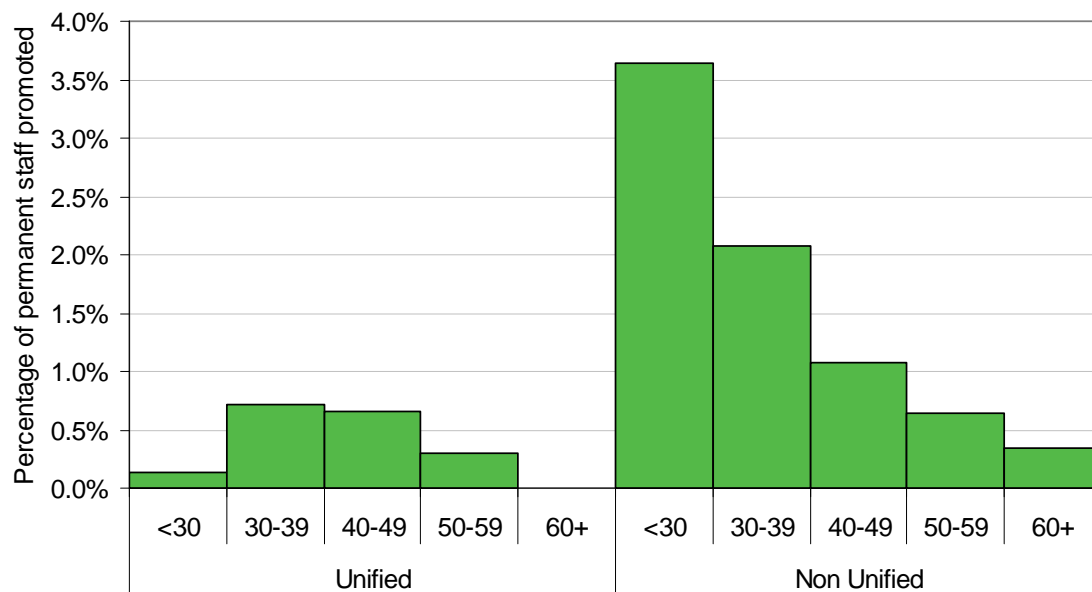
Figure 3: Rate of promotion by grade group and disability status



Age

As can be seen in *Figure 4* below, promotion rates were higher in the younger age groups compared to older staff. This pattern was only seen in non-unified grades. For unified staff promotion rates increase in their 30s and 40s and then fall off again. These two patterns and the underlying lower promotion rates in unified grades are illustrated in *Figure 4*. As with sex the large number of promotions to trainee psychologist has influenced the figures in the younger age groups.

Figure 4: Rate of promotion by grade group and age



Staff Performance and Development Record (SPDR)

45,911 SPDR performance level markings were awarded which represents 93 per cent of staff in post on 31st March 2011.

There are 4 performance level markings;

'Exceeded' is awarded where most of the Core Duties and Objectives have been delivered to standards significantly higher than those set, whilst all others have been achieved.

'Achieved' is awarded where all Core Duties and Objectives have been delivered to the standard required, or some have not been delivered to the required standard but this is not critical and is outweighed by other work that has been delivered to an exceeded standard. If any have been delivered to an unacceptable standard, 'achieved' is not appropriate.

'Almost Achieved' is awarded where some Core Duties and Objectives have not been delivered to the standard required and are not outweighed by other work delivered to an exceeded standard. Elements may be unacceptable but they should not be critical

'Unacceptable' is awarded where the required standards have not been reached to a critical extent.

This year slightly fewer staff received an Exceeded marking (22 per cent, down from 25 per cent).

Achieved markings increased by 3 percentage points. There has been limited change in the proportion of unacceptable and almost achieved SPDR markings awarded.

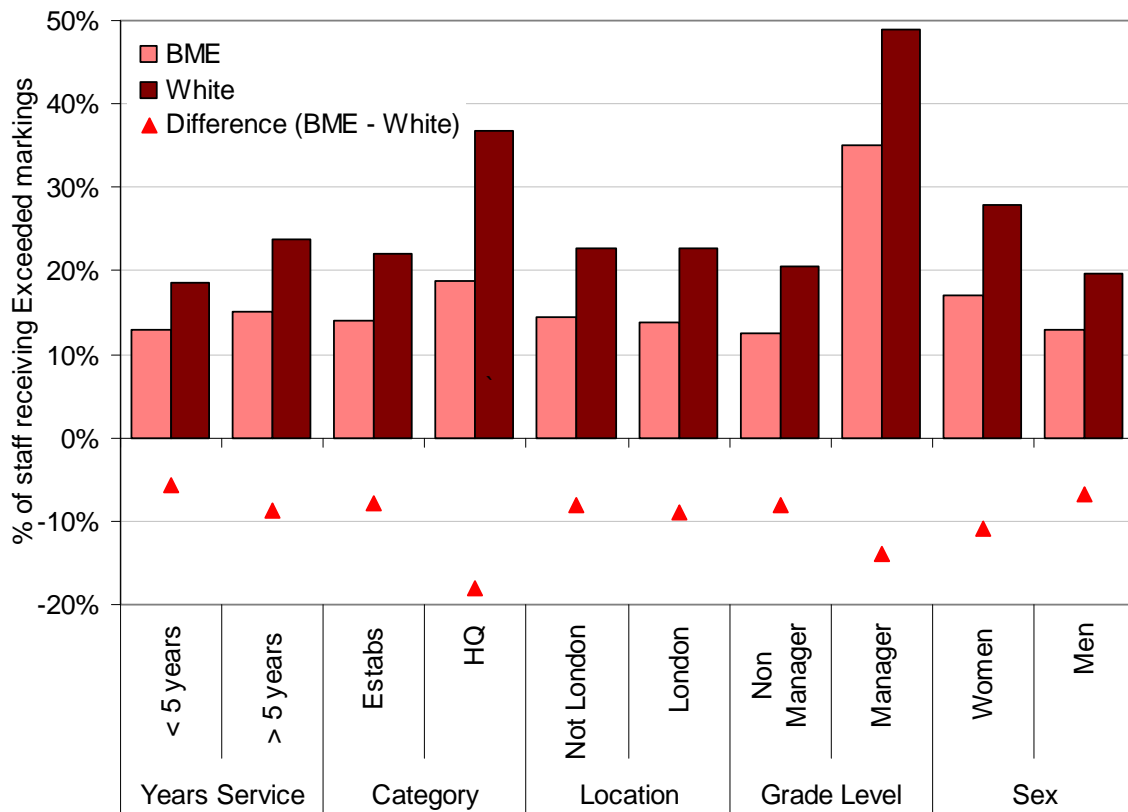
Race

BME staff remained significantly less likely to receive an Exceeded marking compared to their White counterparts (14 per cent and 23 per cent respectively). Although the overall rate of Exceeded markings has fallen for both groups since 2009/10, the percentage point difference has remained virtually unchanged over the last 3 years.

Further analysis explored whether the disparity persisted amongst each of the factors shown in *Figure 5* below. BME staff were in all cases, less likely to receive an Exceeded marking compared to White staff; with the largest difference being within NOMS HQ (18 percentage points). Exceeded markings were highest among BME managers (35 per cent) however they were still significantly less likely to receive an Exceeded marking than White managers (49 per cent).



Figure 5: SPDR markings percentage with an Exceeded marking by race



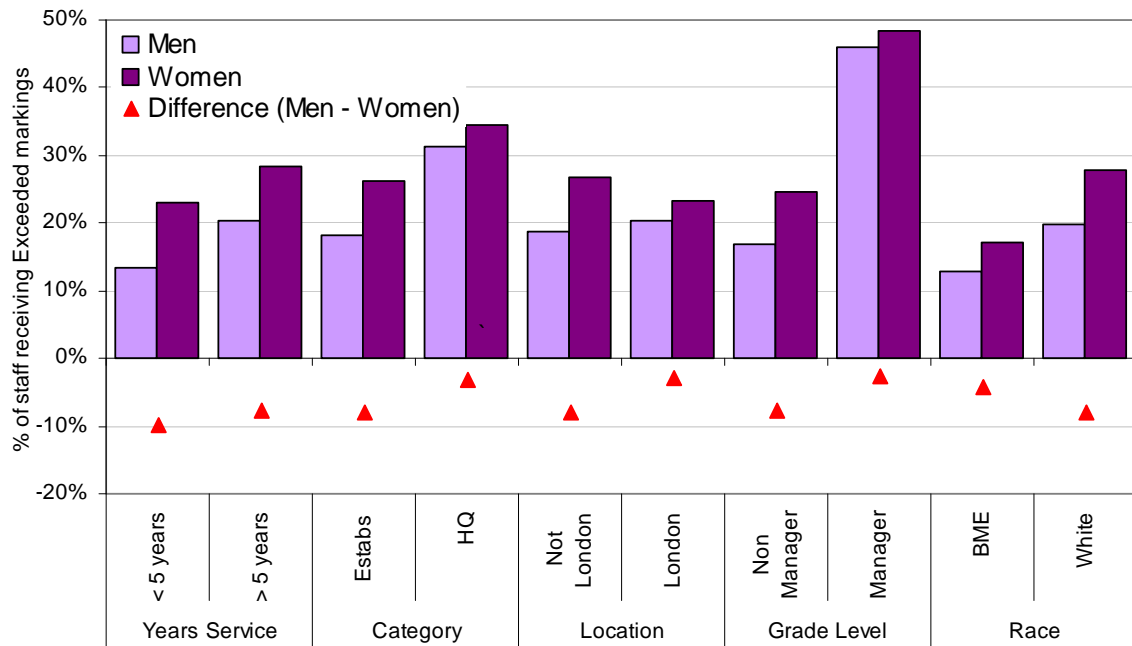
Sex

A significantly higher proportion of Women receive an Exceeded marking compared to men (27 per cent and 19 per cent respectively). The number of Exceeded markings awarded to both men and women declined since last year however the difference remains virtually unchanged.

Without exception a higher proportion of women received an Exceeded marking for each of the factors as shown in *Figure 6* below. The largest difference being between those staff with less than five years service (10 percentage points) and those with 5 years service or more.



Figure 6: SPDR markings percentage with an Exceeded marking by sex



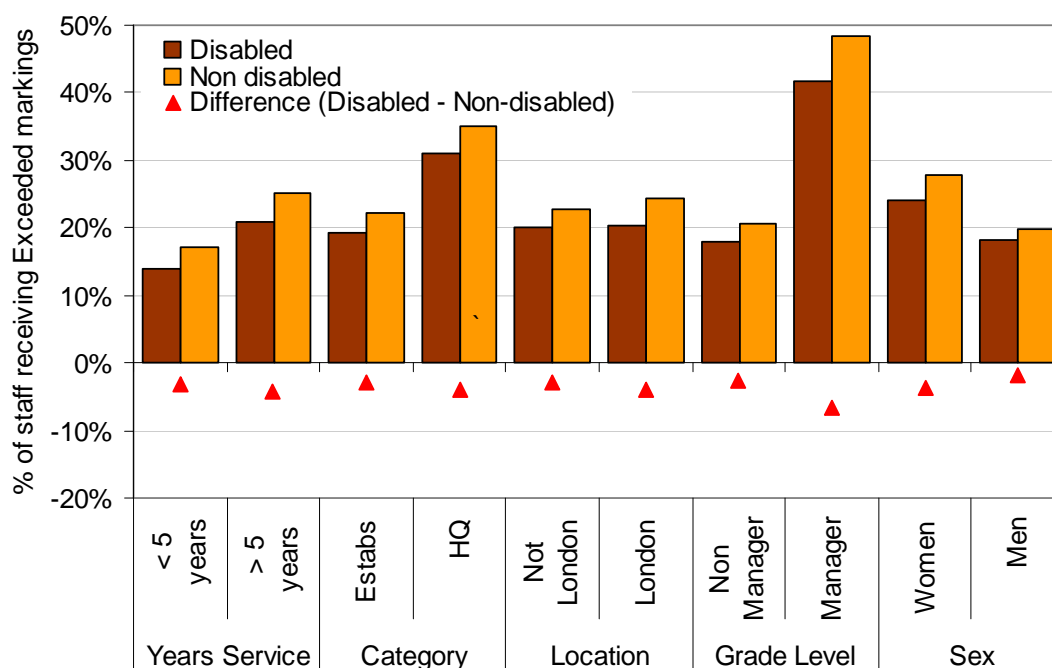
Disability

20 per cent of declared disabled staff were awarded Exceeded markings compared to 23 per cent of those that were declared as non-disabled. This three percentage point difference has remained relatively unchanged since 2008/09.

Further analysis explored whether the difference persisted across each of the factors as shown in *Figure 7* below. Results revealed that without exception, disabled staff were less likely to receive an Exceeded marking.



Figure 7: SPDR Markings percentage with an Exceeded marking by disability



Age

A higher proportion of Staff under 50 received an Exceeded marking compared to those 50 or over (23 per cent and 20 per cent respectively); this 3 per cent difference was 1.5 percentage points lower than that reported last year. Further analysis showed that this difference continued across all factors (years service, category, location, race, grade level and sex).

Special Bonus Scheme

NOMS Special Bonus Scheme³ enables local management to reward any member of staff for exceptional performance in a particularly demanding task or situation by a one-off lump sum payment. It allows managers to award, subsequent to appropriate line management approval, a special bonus payment of up to £2,000. In exceptional circumstances it allows managers to award, subsequent to Chief Executive Officer approval, a special bonus payment of between £2,001 and £20,000.

PSI 30/2010 Recognising Performance Policy provides further detail on the scheme.

The percentages in this section were calculated using average staff in post over 2010/11 excluding SCS.

The number of special bonuses reduced substantially during 2010/11. 1,706 bonuses were awarded⁴; equal to 3.4 per cent of staff compared to 2,773 payments in 2009/10.

The total service-wide expenditure on special bonuses in 2010/11 was £966,852. On average, staff receiving special bonuses were awarded £566 - slightly less than the amount awarded last year (£580).

There were a range of variables which affected the likelihood of a member of staff receiving a special bonus. A higher proportion of staff within HQ received a special bonus compared to

³ Special Bonus payments referred to within this report include Special Bonus payments that were recorded on the Oracle HR Database. This does not include vouchers and corporate gifts or end of year bonuses paid through the performance appraisal process.

⁴ Senior Civil Servants are excluded from the base as recorded payments for this group relate to both Special Bonus and performance related bonuses, which are indistinguishable.

those within establishments (5.8 per cent and 3.2 per cent respectively). Furthermore, the average value of the special bonus awarded to HQ staff was larger (£706) than that awarded to staff within establishments (£547). A higher proportion of managers and staff with longer service (five years or more) received a special bonus.

Figure 8 below shows the proportion of staff who received a special bonus.

Figure 8: Percentage of staff receiving special bonus payments

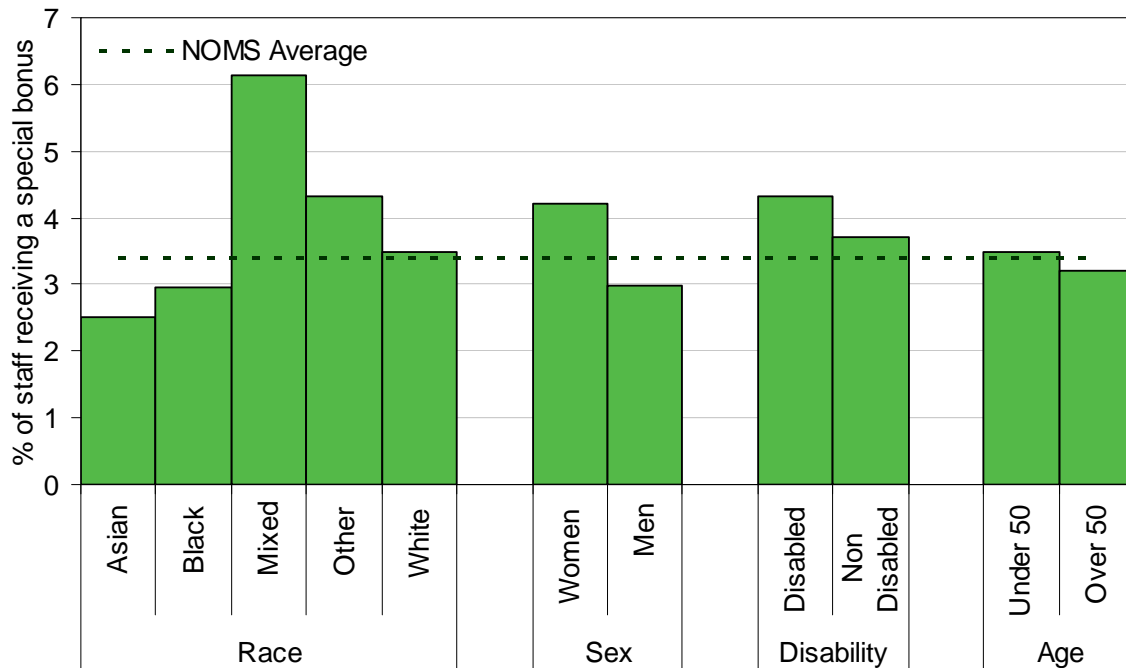
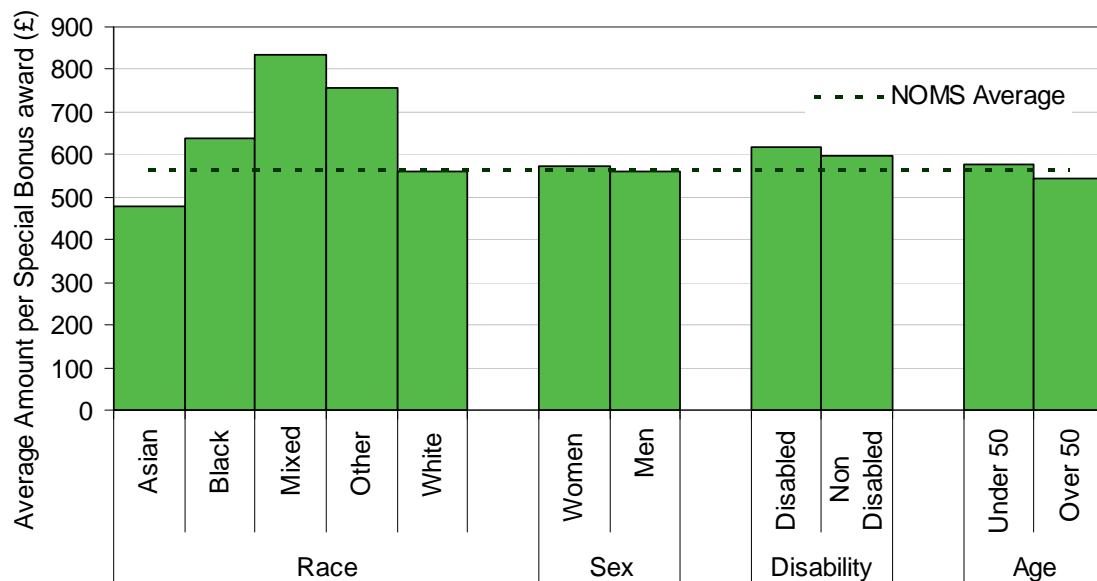


Figure 9 below shows the average special bonus amount awarded by protected characteristic. BME staff received a significantly higher bonus payment than White staff. None of the other differences within each of the protected groups were statistically significant.

Figure 9: Average special bonus payments amount received



Race

Findings showed that BME staff were as likely to receive a special bonus as their White counterparts. On average BME staff who received a special bonus throughout 2010/11 were awarded £685, which was significantly higher than the average award made to White staff of £561. This finding was consistent with the outcome in 2009/10.

Figure 8 above shows the Mixed ethnic group were most likely to receive a special bonus and were twice as likely to receive a special bonus compared to Black or Black British and Asian or Asian British staff which was similar to last year.

In NOMS HQ the average special bonus payment awarded to BME staff was substantially lower than that awarded to White staff (£533 and £715 respectively). This was largely because a higher proportion of BME special bonuses were awarded to staff in the lower grade levels, who tend to receive more modest bonus payments. However even when looking at comparable grades special bonuses awarded to BME staff within HQ tended to be lower than those awarded to White staff.

Special bonus awards within establishments were more aligned with the overall position and in most grades BME staff received a higher bonus payment than their White counterparts.

Sex

A higher proportion of Women received a special bonus compared to men (4.2 per cent and 3.0 per cent respectively). This trend was sustained within HQ, however there was no difference between the two groups within establishments. Results showed there was no difference in the actual bonus amount awarded.

Disability

4.3 per cent of staff who declared a disability received a bonus payment which was slightly more than those without a declared disability (3.7 per cent). However a higher proportion of staff in HQ without a declared disability received a special bonus compared to staff with a disability (6.5 per cent and 4.5 per cent respectively). Overall, there was no notable difference in terms of the amount awarded to each of the two groups.

Age

A higher proportion of Staff under 50 received a special bonus and were, on average, awarded a slightly higher payment (£576 compared to £542). This was in contrast to the findings in 2009/10 where a higher proportion of staff age 50 or over received a special bonus of a higher value.

Staff Survey 2010

The NOMS Staff Engagement Survey is an annual survey delivered in partnership with the Cabinet Office. The survey is available to more than half a million civil servants across over 100 Civil Service organisations. The survey covers various areas including leadership, managing change and team work. Employee Engagement is a key aspect of the survey and is measured using the 'stay, say, strive' construct which was used to calculate the Employee Engagement Index (EEI). For more information about the Civil Service Engagement Survey please see: www.civilservice.gov.uk/about/improving/engagement/index.aspx

The NOMS response rate for the 2010 Staff Engagement Survey was 44 per cent - a fall of 12 percentage points since 2009. Overall, results showed increases in positive ratings across several areas (many of which were statistically significant). The NOMS 2010 EEI was 55 per cent, an increase of three percentage points over the last 12 months. This difference was statistically significant.

Reports of discrimination, bullying and harassment have remained similar to 2009. This year, 20 per cent of staff stated that they had been discriminated against (up by 1 percentage point). 18 per cent stated that they had experienced bullying and harassment over the previous year (down by 1 percentage point).



Race

There was very little difference between BME and White staff in relation to employee engagement (57 per cent and 56 per cent respectively). However BME staff tend to respond more positively to the survey statements compared to White staff.

A substantially higher proportion of BME staff said they had been discriminated against compared to White staff (28 per cent and 20 per cent respectively). 32 per cent of BME staff said their race was the cause of the discrimination compared to 4 per cent of White staff. A higher proportion of BME staff cited religion as the reason they were discriminated against.

A higher proportion of BME staff stated that they had been bullied or harassed during the last 12 months than White staff, (22 per cent and 17 per cent respectively). A higher proportion of BME staff stated that they were bullied or harassed by their manager (33 per cent compared to 29 per cent amongst White staff). White staff tended to state that they were bullied or harassed by a manager in another part of the Service (36 per cent compared to 30 per cent amongst BME staff).

Sex

In general women were more positive than men across most survey items. As in 2009, women had a substantially higher EEI (59 per cent) compared to their male counterparts (53 per cent).

In line with last year's findings, a higher proportion of men said they had experienced discrimination during the last 12 months (21 per cent compared to 19 per cent for women). Men and women were equally likely to state that their grade / pay band was the reason for being discriminated against (30 per cent). For men, the next most common reason was their working pattern and working location (25 per cent and 23 per cent respectively). Whilst women tended to indicate that it was their sex or working location that was the main reason for being discriminated against (19 per cent each).

At 18 per cent, the incidence of bullying and harassment during the last 12 months was equal amongst men and women. However, a higher proportion of women stated they were bullied or harassed by a colleague (37 per cent compared to 27 per cent for men); a higher proportion of men stated they were bullied or harassed by a manager in another part of the Service (41 per cent compared to 27 per cent for women).

Disability

Consistent with the outcome in 2009, employee engagement was highest amongst non-disabled staff; 56 per cent compared to 49 per cent for non-disabled staff.

Staff with disabilities were more than twice as likely to state they had been discriminated against during the previous 12 months (40 per cent and 19 per cent respectively). 39 per cent of disabled staff indicated that their disability was the reason for the discrimination. 4 per cent of non-disabled staff also suggest that they have been discriminated against on the basis of disability - this may suggest that some staff within this group do consider themselves to have a disability; however this outcome could be partially due to miscoding.

Twice as many staff with a disability stated they had been bullied or harassed during the previous 12 months; 35 per cent compared to 17 per cent among non-disabled staff. A higher proportion of disabled staff stated they had been bullied or harassed by their manager; 36 per cent compared to 28 per cent among non-disabled staff. In most other areas, there was no material difference between disabled and non-disabled staff as to the reason for the bullying.

Age

In line with last years findings, employee engagement tended to decline as age increased with the exception of staff over 60 who had the second highest EEI. This finding was influenced by length of service which was typically longer amongst those staff in the older age groups.

A higher proportion of staff in their 40s stated they had experienced discrimination (21 per cent). Those in the oldest (over 60) and youngest (under 20) age groups were least likely to indicate that they had been discriminated against over the previous 12 months (17 and 18 per

cent respectively). However staff in these groups were most likely to state that their age was the reason for the discrimination (34 per cent and 38 per cent respectively).

The incidence of bullying and harassment tended to be slightly more prevalent amongst staff in their 40s (19 per cent). Again, experience of bullying and harassment was lowest amongst staff in the youngest and oldest age groups – (9 per cent and 14 per cent respectively). In terms of the reasons for the bullying or harassment, a higher proportion of staff in their 20s (40 per cent) indicated that they were bullied or harassed by a colleague, whilst 41 per cent of staff in their 40s stated they were bullied by a manager in another part of the Service.

Sexual Orientation

Heterosexual staff had an EEI of 56 per cent - equal to gay and lesbian staff. Similar to 2009, bisexual staff had a lower level of employee engagement (50 per cent).

Heterosexual staff reported the least discrimination (19 per cent) and staff of Other sexual orientations reported the most (33 per cent). Reporting of discrimination was 27 per cent amongst gay and lesbian staff and 30 per cent amongst bisexual staff. Of the gay and lesbian staff who stated they had been discriminated against 50 per cent stated that this was because of their sexual orientation, this compares to 20 per cent amongst bisexual staff and 3 per cent amongst heterosexual staff.

33 per cent of bisexual staff indicated they had experienced bullying or harassment as did 23 per cent of gay and lesbian staff and 17 per cent of heterosexual staff.

Religion and Belief

Muslim staff had the highest level of employee engagement (66 per cent) whereas Jewish staff had the lowest level of employee engagement (47 per cent).

Muslim, Jewish and Buddhist staff experienced the highest rate of discrimination (30 per cent each) whereas Christian staff (19 per cent) experienced the lowest. The proportions of those who indicated that the discrimination they experienced was because of their religion was highest amongst Muslim staff (47 per cent) followed by Jewish staff (19 per cent) and lowest amongst Buddhist staff (5 per cent). A higher proportion of Buddhist staff indicated that it was their grade or working location that was the cause of the discrimination (24 per cent each).

A higher proportion of Muslim, Jewish and Buddhist staff stated that they had been bullied or harassed over the previous 12 months (27 per cent, 26 per cent and 24 per cent respectively) than other religions. 39 per cent of Buddhist staff and 33 per cent of Muslim staff said they were bullied or harassed by their manager. 53 per cent of Jewish staff said they were bullied by a manager in another part of the Service.

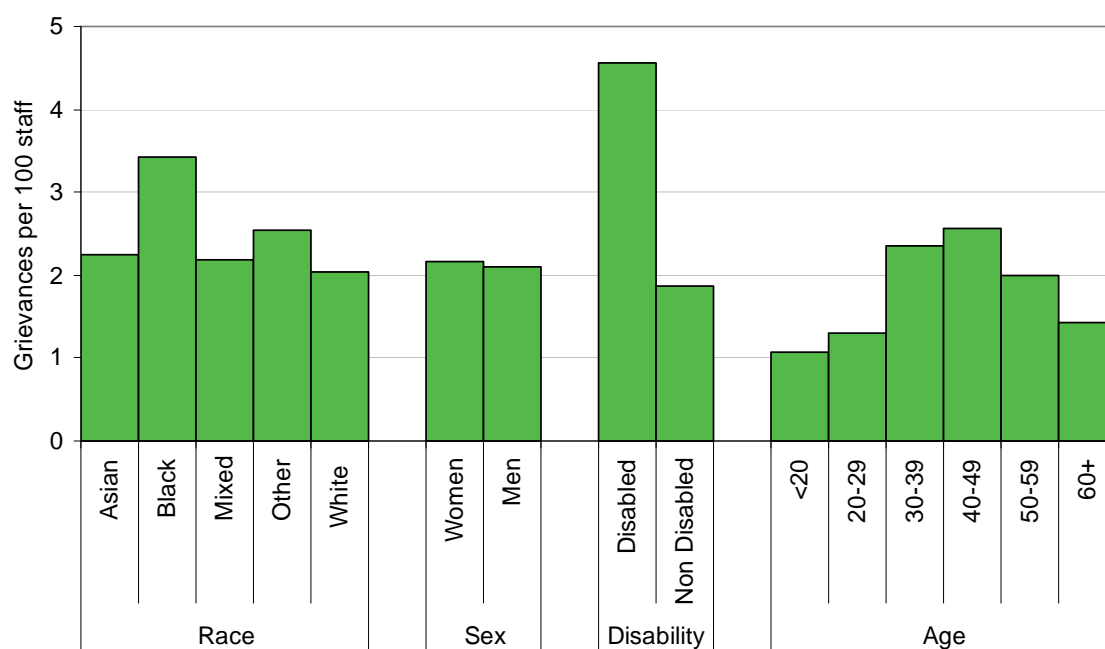
Grievances

There were 1,272 grievances raised by 1,056 different NOMS employees during 2010/11. The proportion of staff raising a grievance was similar to last year at 2.1 per cent. A substantially higher proportion of unified staff raised grievances than other grades (2.7 per cent against 1.5 per cent). Reflecting that difference, grievances were also less common in NOMS HQ than in establishments.

Percentage figures in this section were calculated using the average staff in post over 2010/11.



Figure 10: Grievances raised per 100 staff



Race

The rate of grievances, in unified grades, was higher amongst BME staff (3.9 per cent) than White staff (2.5 per cent). This difference (1.4 per cent) was larger than last year (when it was 0.7 per cent). There was also a difference, although less marked, across non-unified grades in the proportions of BME staff (1.8 per cent) and White staff (1.5 per cent) who raised grievances. Black or Black British staff had the highest rate of grievances (3.4 per cent) of all the ethnic groups.

In over a quarter of cases BME staff reported that race was at least partially involved in the grievance they raised. Almost three quarters of BME staff raising a grievance reported they had been bullied, discriminated against or victimised.

Sex

In relation to grievances the difference between men and women was hidden when looking at the NOMS-wide figures. Overall the difference was very small but when unified and non-unified grades were looked at separately a higher grievance rate amongst women was evident in the unified grades. In these grades 3.2 per cent of women raise a grievance compared to 2.5 per cent of men.

Less than one in ten grievances raised by women cited sex discrimination as a contributory factor. Sex discrimination was cited as a very small proportion of grievances raised by men.

Disability

Staff with disabilities had far higher levels of grievances compared to staff declared as non-disabled. Almost 1 in 20 staff with a disability raised a grievance in 2010/11. A higher proportion of these grievances were, at least, partially upheld (57 per cent of the total) than grievances raised by non-disabled staff (39 per cent).

In more than a third of grievances brought by disabled staff disability formed at least a part of their grievance. A higher proportion of grievances amongst staff with a disability involved bullying, discrimination and victimisation than for those staff not declaring a disability.

Age

The rate of grievances were highest amongst staff in their 30s and 40s and lowest amongst staff under 30. Staff over 60 did not raise a substantial number of grievances however in this age group age was a significant issue; 16 per cent of grievances mentioned age as a reason, compared to only 2 per cent across all other ages.



Investigations

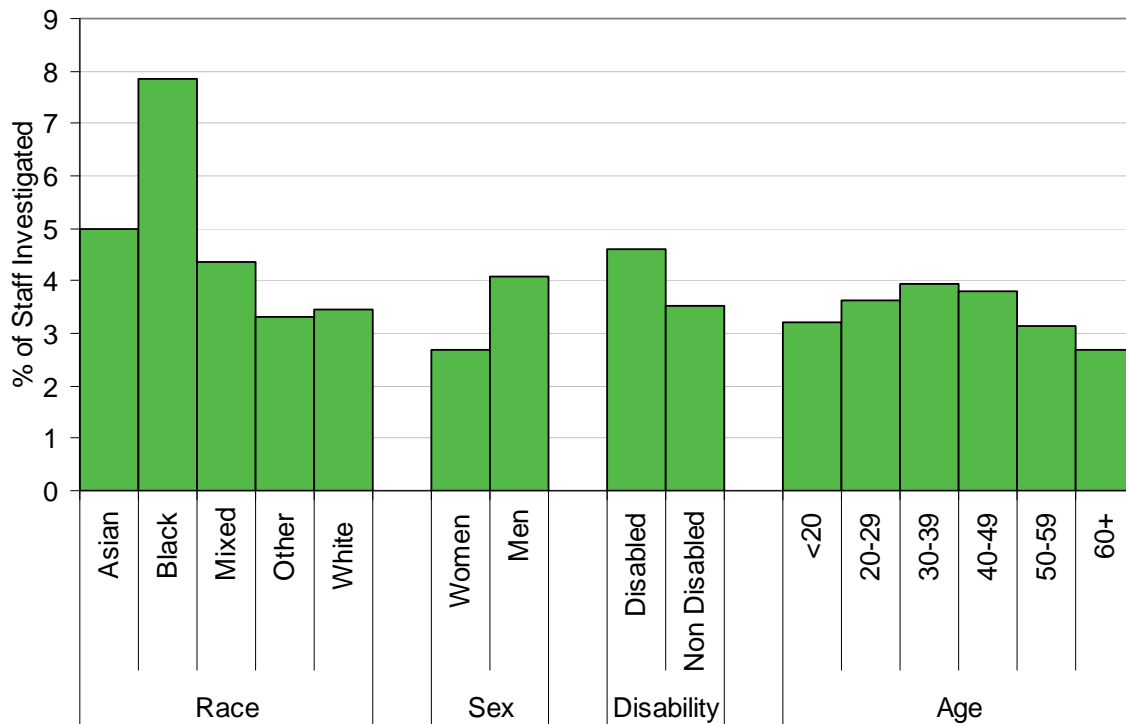
Investigations take place whenever an incident occurs or an allegation of misconduct is made; the circumstances of the incident or allegation must be assessed by the appropriate manager who will determine whether and how the allegation or incident will be investigated. Responsibility for investigations normally rests with line management, as does the decision about the level of investigation.

Prison Service Instruction (PSI) 06/2010 and AI 05/2010 Conduct and Discipline provides further details of this policy.

Percentage figures in this section were calculated using the average staff in post over 2010/11.

Of the NOMS workforce 1,780 staff (3.6 per cent) were subject to an investigation. For 841 (47 per cent) of these individuals disciplinary action was recommended. The rate of investigations was far greater in establishments (3.7 per cent) than in NOMS HQ (1.7 per cent). Unified grades also had the highest rate of investigations (4.4 per cent) compared to non-unified grades (2.6 per cent).

Figure 11: Percentage of staff investigated



Race

A higher proportion of BME staff were investigated compared to White staff (5.9 per cent and 3.4 per cent respectively). The Asian or Asian British, Black or Black British and Mixed groups had a higher proportion of staff investigated than White staff. The difference was particularly marked for Black or Black British staff where 7.9 per cent were investigated compared to 3.4 per cent of White staff.

The higher rates of investigations for BME staff persisted across both men and women. 7.0 per cent of BME men were subject to investigations during the year compared to 3.9 per cent of White men. Amongst women the rates were 4.2 per cent for BME staff and 2.5 for White staff.

Sex

A substantially higher proportion of men were investigated than women (4.1 per and 2.7 per cent respectively). Investigations involving men resulted in a recommendation to take disciplinary action in 48 per cent of cases compared to 45 per cent of cases involving women.



The reason for investigation varied between men and women; 8 per cent of cases involving women related to inappropriate relationships compared to only 3 per cent of men's cases. In contrast, 32 per cent of investigations into men involve abusive or violent conduct compared to 22 per cent for women.

Disability

There was a small difference between the two groups in relation to investigations. 4.6 per cent of staff who declared a disability were investigated compared to 3.5 per cent of non-disabled staff.

Age

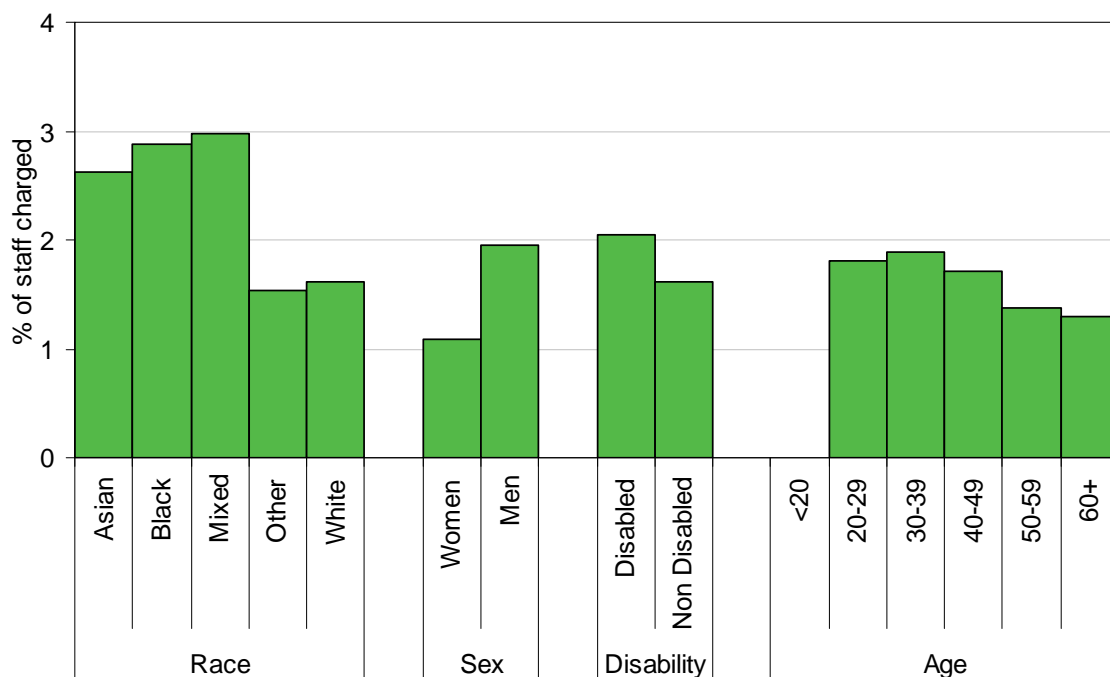
The highest rate of investigations occurred for staff in their 30s (3.9 per cent of staff). After that investigations fell to 2.7 per cent for staff over 60.

Although they have the lowest levels of investigations, staff in the oldest (over 60) and youngest (under 30) age groups had the highest proportion of cases where disciplinary action was recommended - 61 per cent and 53 per cent respectively.

Conduct and Discipline

During 2010/11 820 staff were found guilty in a conduct and discipline case. The spread of these cases across protected characteristics were similar to those found within investigations.

Figure 12: Conduct and discipline percentage of staff charged



Race

The pattern of charges and penalties given varies between BME and White staff. A higher proportion of cases involving White staff related to negligence or corruption than cases involving BME staff. A higher proportion of cases involving White staff involved abusive behaviour, assault or harassment while at work. In contrast cases involving BME staff related to criminal convictions or police cautions outside of work (18 per cent of cases compared to 8 per cent of cases amongst White staff). In 23 per cent of cases, charges amongst BME staff resulted in a dismissal compared to 19 per cent of cases amongst White staff.



Sex

Almost twice as many men as women were charged with an offence. More of the men were charged for abusive, violent or harassing behaviour (17 per cent of cases) compared to women (13 per cent of cases). Inappropriate relationships were at least part of the charge in 10 per cent of women's cases compared with 3 per cent of men's cases.

It was more common for women to receive a verbal warning, (14 per cent) compared men where this was applied in only 7 per cent of cases. 27 per cent of men received a final written warning compared 21 per cent of women.

Disability

There was no notable difference between disabled and non-disabled staff in being involved in conduct and discipline cases (2 per cent and 1.6 per cent respectively).

The most common charge (32 per cent of cases) against staff with a disability was abusive, violent or harassing behaviour (compared to 15 per cent of non-disabled staff). However negligence (29 per cent against 39 per cent of charges) and corruption (32 per cent against 15 per cent of charges) were both more common charges for non-disabled staff.

Age

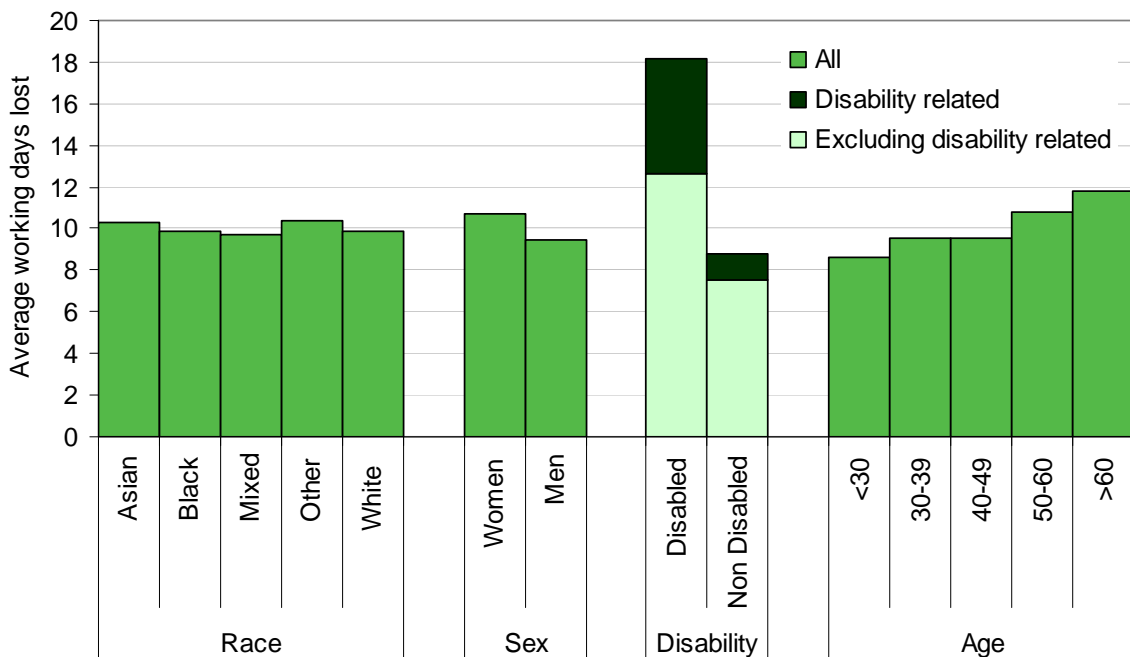
The lowest rate of conduct and discipline charges were against staff over 60. The rate tended to increase towards the younger age groups with the exception of the under 30s. Staff under 30 had slightly lower levels of conduct and discipline cases than the 30-40 age group.

Sickness Absence

The target rate of sickness absence for 2010/11 was achieved with a rate of 9.9 working days lost per person against the target of 10.0. Sickness absence has consistently fallen over recent years. There was a fall of 8.1 per cent over 2009/10 and since 2002/3, when the rate was 14.7 working days per person, sickness absence has fallen by 33 per cent.

Percentage figures in this section were calculated using the average staff in post over 2010/11.

Figure 13: Average working days lost to sickness absence



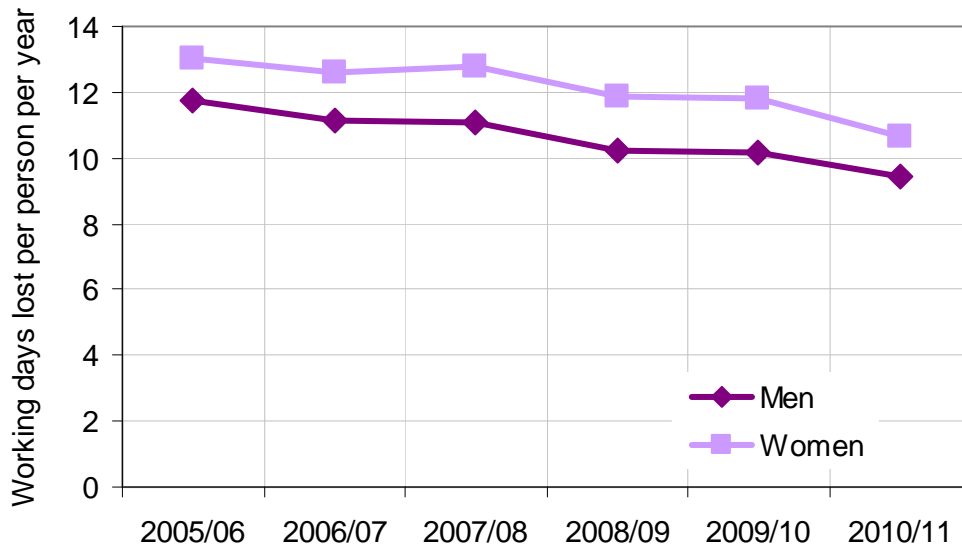
Race

There was virtually no variation in sickness absence by race. Across the groups the rate varied from 9.7 for the Mixed ethnic group to 10.4 for the Chinese and other ethnic group.

Sex

In common with most organisations the sickness absence rate amongst women was higher than men. The headline sickness rates of men and women were around 7 per cent apart. The consistency of this result is shown in *Figure 14*.

Figure 14: Sickness absence by sex 2006/07 to 2010/11



Women accounted for a higher proportion of the workforce within non-operational grades, which tend to have lower absence levels. The bias towards non-operational roles has the effect of reducing the overall level of absence among women and obscuring the underlying difference in absence rate on a like-for-like basis. Having adjusted the overall sickness absence to account for the different pattern of representation across grades, and having excluded pregnancy related sickness absences, women's sickness was 21 per cent higher than men's.

Disability

Disabled staff had the highest rate of sickness absence. Their rate was more than twice that of staff declared non-disabled. Though large, the differential was smaller than it has ever been. Five years ago (2005/06) the rate for disabled staff was more than 30 days per person in 2010/11 it was 18.

Almost a third of the working days lost among disabled staff were recorded as absences related to their disability but even after excluding these absences their sickness absence rate remained higher than non-disabled staff.

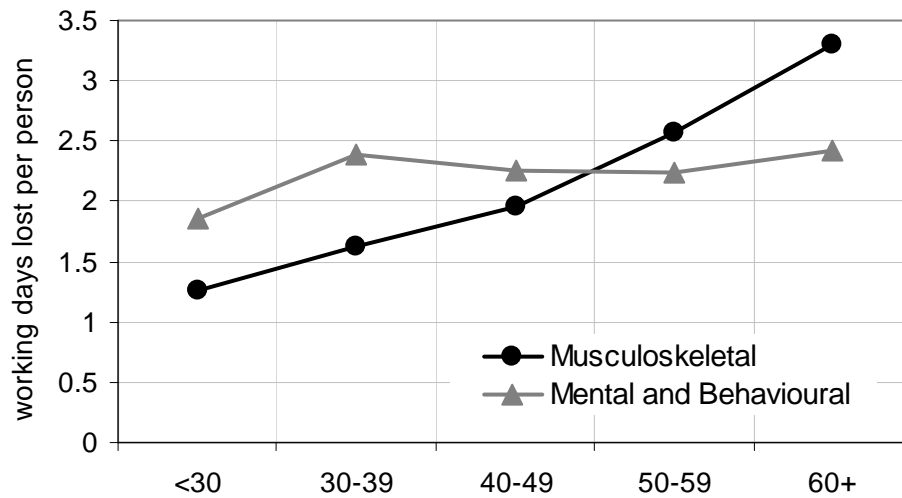
A small proportion of non-disabled staff had disability related sickness absence. This may suggest that some staff within this group do have a disability, however this outcome could be partially due to miscoding.

Age

Sickness absence increased with age although the pattern was not evident for every sickness reason. Whereas the rate of musculoskeletal absence follows the trend absences categorised as Mental and Behavioural Disorders, such as stress, did not vary substantially with age. The two patterns are shown in *Figure 15*.



Figure 15: Musculoskeletal and mental and behavioural sickness absence by age group



There was also a trend for absences to be longer on average in older age-groups. The average absence for staff over 50 was 20.2 calendar days in length compared to 9.5 days for under 30 year olds.

Leaving Rates

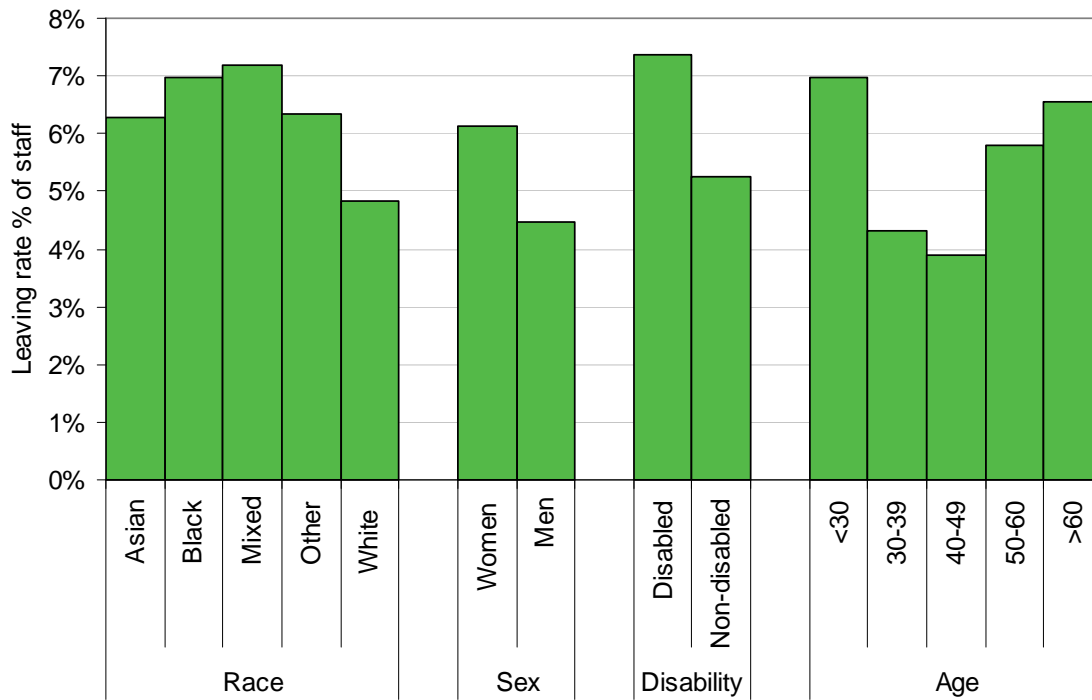
The proportion of staff leaving NOMS has been unusually low for the past two years. In 2010/11 the underlying low rate of leaving was counteracted by the running of a number of voluntary early departure schemes during the year – including a large scheme involving nearly 500 departures at the end of the March 2011.

In total 3,218 permanent staff left NOMS in 2010/11, of which 731 were retirements and 661 were early departure schemes. In addition approximately 1,300 staff transferred to the Ministry of Justice HQ.

Percentage figures in this section were calculated using the average number of permanent staff in post over 2010/11.



Figure 16: Leavers as a percentage of average staff in post excluding retirements



Race

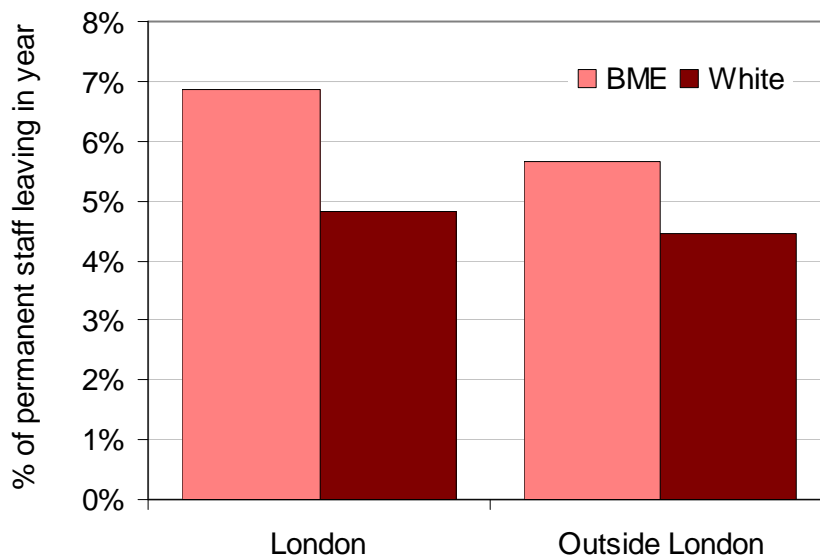
On average, BME staff had higher leaving rates than their White counterparts. This difference was consistent across each ethnic group with the highest leaving rate being among Black and Black British (7.0 per cent) and Mixed ethnic group staff (7.2 per cent).

The higher leaving rates for BME staff were evident across most grade groups in NOMS - Chaplaincy and Other groups were the only exception. Healthcare staff had an unusually high leaving rate due to the transfer of some staff from NOMS to Primary Care Trust employment. These changes particularly affected BME staff as 17 per cent of all BME leavers were in healthcare grades.

The higher BME leaving rate was also evident both inside and outside of London, as illustrated in *Figure 17*.



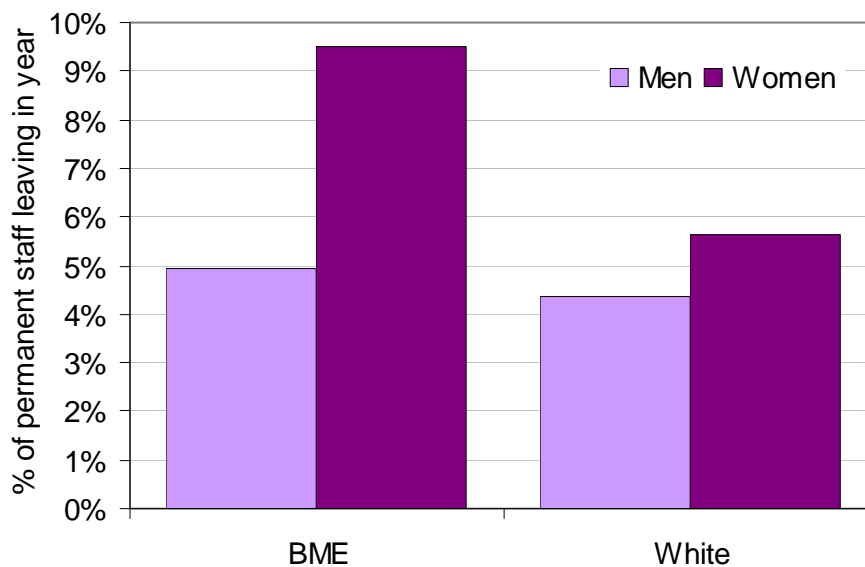
Figure 17: Annual leaving rate of NOMS establishment staff by race and region



Sex

A higher proportion of women left NOMS than men. The difference was clear and found among both BME and White staff, as illustrated in *Figure 18*. A higher proportion of women resigned than men. 49 per cent of women leavers were resignations compared to 26 per cent for men. In contrast 30 per cent of men leaving were retirements compared to just 11 per cent among women.

Figure 18: Annual leaving rate of NOMS staff by race and sex



Disability

A substantially higher proportion of disabled staff left than staff without a disability. Disabled staff have lower rates of resignation, but higher rates of medical retirement, dismissal and departure on early exit schemes.

In unified grades there was a higher rate of leaving amongst disabled staff (7.4 per cent) compared to staff without a disability (4.0 per cent).



Age

Staff in the under 30 age group had the highest leaving rate at 7.0 per cent. This was consistent with the tendency of newly joined staff who leave at a relatively high rate. The reason for leaving was heavily dependant on age. Resignations were highest amongst younger staff and application for the early exit schemes was far more common at older ages with 64 per cent of exit scheme departures aged 50 and above. Retirements were exclusively found amongst older staff.



Offenders

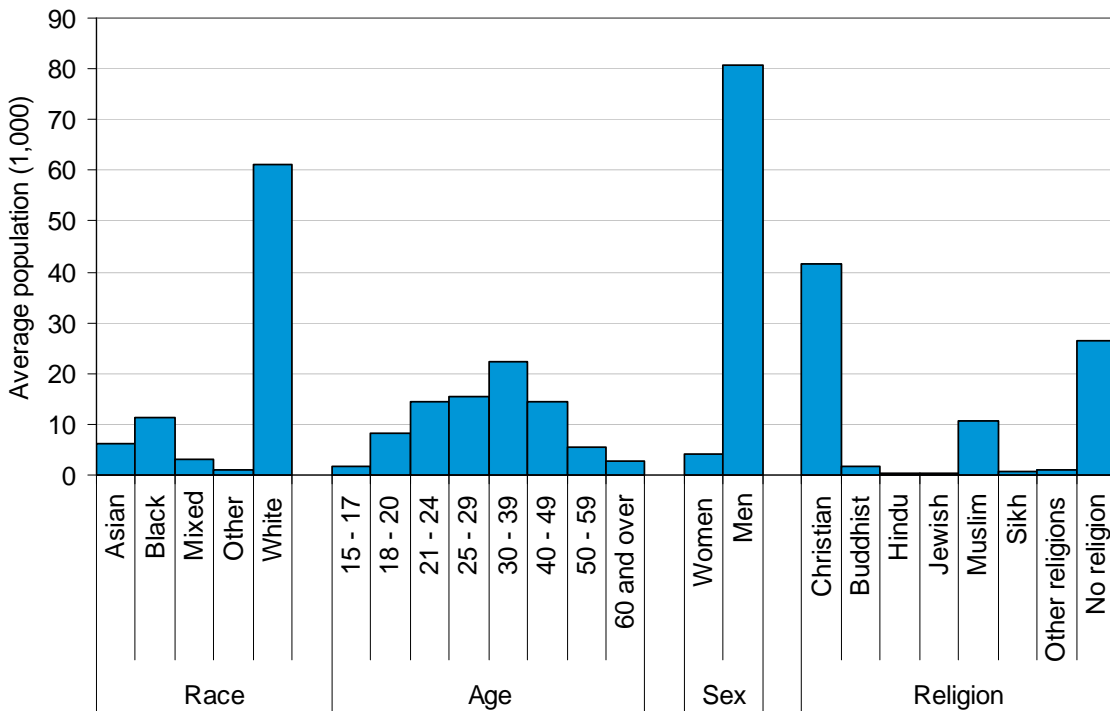
This Offenders section looks at a range of interventions and outcomes for offenders in public and contracted out prisons as well as offenders under supervision in the community between April 2010 and March 2011. It focuses on differences identified in relation to a number of protected characteristics primarily Race, Sex, Age and religion and belief.

Prisons Population

The prison population primarily includes prisoners that are sentenced or held on remand. In addition, there are a small number with alternative status, including those that have been convicted but are unsentenced and those that are held in Immigration Removal Centres. The sentenced population makes up 75% of the prison population.

The prison population remained fairly static during 2010/11 ending the year with 314 more prisoners whereas last year saw an increase of over 2,000 prisoners.

Figure 19: Average prison population by sex, age, race and religion

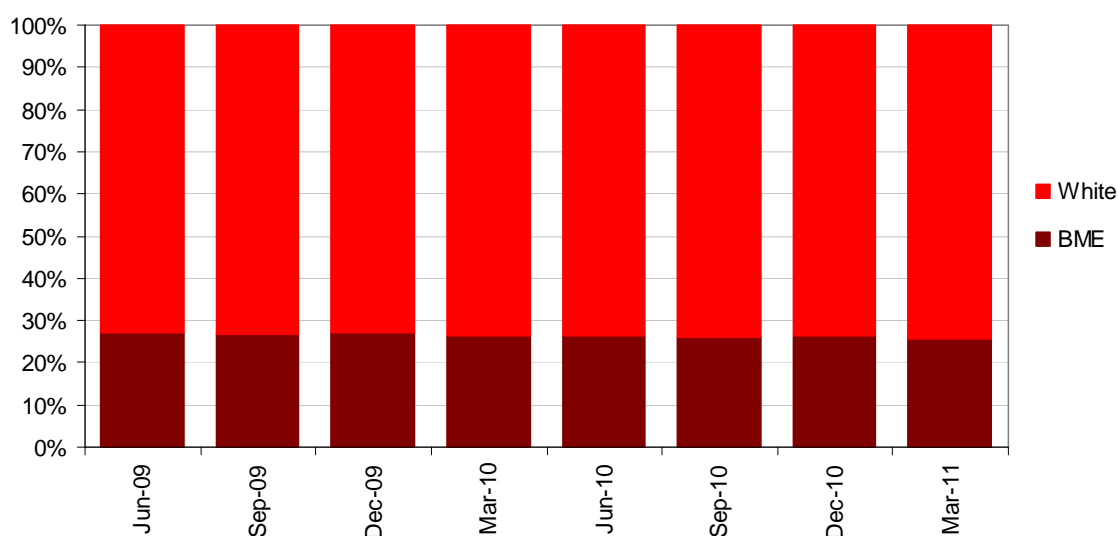


Race

There has been a very slight decrease in the proportion of the BME population in prisons which can be seen over the last 2 years from 27 per cent of the prison population in April 2009 to 25 per cent in March 2011.



Figure 20: Proportion of prison population by race 2009 – 2011



The proportion of BME prisoners (26 per cent) was different to the population figures for England and Wales (11 per cent) from the 2009 adjusted population estimates by ethnic group⁵. This was most notable in the Black or Black British Group which accounted for 13 per cent of the average prison population in 2010/11 but accounted for 3 per cent of the 2009 population estimates.

The numbers of Black or Black British, Chinese and Other prisoners dropped slightly (down 995 for both groups combined) and there was an increase in other groups. However there was also an increase in the number of prisoners with no race on record from 1.6 per cent to 2.4 per cent of the prison population. While the numbers of prisoners with no ethnicity code rose over the first 7 months of the year it appeared to have stabilised over the latter part of the year.

The picture was almost identical in the sentenced prison population.

Sex

The numbers of men in prisons increase slightly (390 more prisoners) and the number of women decreased (79 fewer prisoners). However the proportion of men and women in prisons remains static with men accounting for 95 per cent of the prison population and women 5 per cent.

The picture was very similar in the sentenced prison population.

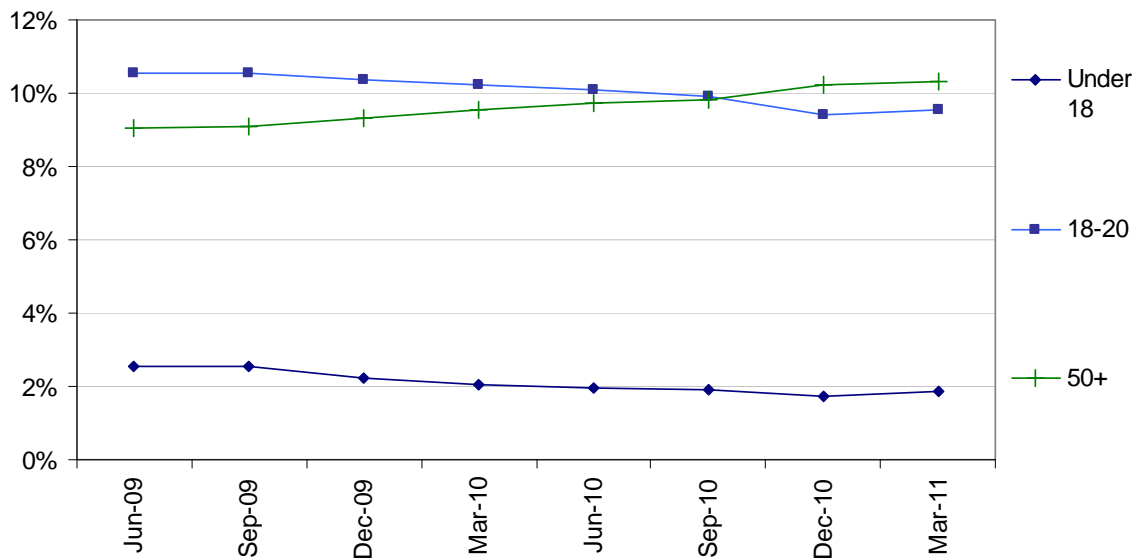
Age

There was a decrease in the proportion of 15-17 year olds (0.7 percentage points) in the prison population between April 2009 and March 2011 and an increase in the population age 50 years or over (1.7 percentage points) over the same period.

⁵ Source: Office of National Statistics Adjusted 2009 Population Estimates by Ethnic Group for England and Wales.



Figure 21: Proportion of younger and older prison population 2009 – 2011



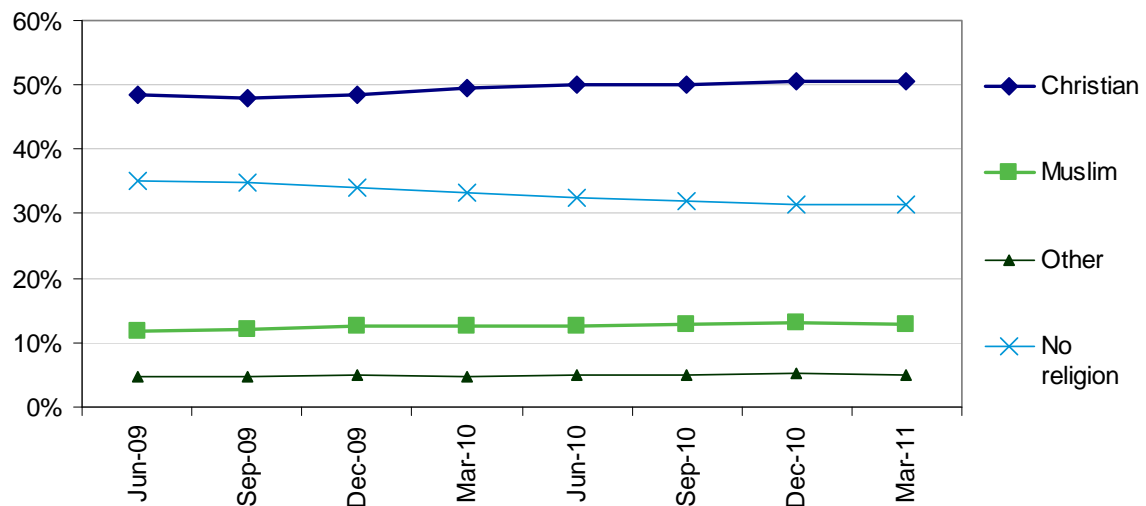
In 2010/11 there was a slight shift in the age of prisoners with fewer prisoner under the age of 30 (1,051 less) and more aged 30 and over (1,365 more). This year saw the continuation of a trend in decreasing proportion of prisoners aged 20 or under (from 13.1 per cent in April 2009 to 11.4 per cent in March 2011) and an increase in the proportion of prisoners over the age of 50 (from 8.9 per cent in April 2010 to 10.3 per cent in March 2011).

The picture for sentenced prisoners was almost identical the only difference being that the decrease in sentenced prisoner numbers was limited to those aged 20 or under (497 less).

Religion

Over the 2 years from April 2009 to March 2011 there has been a gradual decrease in the proportion of prisoners stating they have no religion (down 3 percentage points) and an increase of Christian prisoners (up 2 percentage points).

Figure 22: Proportion of prison population by religion 2009 – 2011



In 2010/11 there was a slight increase in Christian prisoners (3 per cent) and a corresponding decrease in prisoners with no religious belief. Other religions remained largely static with the largest changes seen in the Muslim population (up by 3.4 per cent) and in the number of prisoners recorded as having no religion (down 4 per cent).

The picture was similar in the sentenced prison population.



Resettlement and Settled Accommodation

This looks at the settled accommodation outcomes for those at the end of probation supervision and those released from prison sentences of less than 12 months. It excludes prisoners released from sentences of 12 months or more as they are subject to supervision by the probation service upon release and their accommodation outcomes will therefore be picked up in the probation element. Settled accommodation is essentially any housing which provides permanent independent housing.

There were positive settled accommodation outcomes for 87 per cent of offenders up from 84 per cent last year.

Race

There was an increase in positive outcomes across all groups. However the relative positions of the groups remained the same as last year with higher than average outcomes for Asian or Asian British offenders (90 per cent), average for White offenders (87 per cent), slightly lower than average for Black or Black British and Mixed offenders (86 per cent) and lower for Chinese or Other offenders (83 per cent).

Sex

Overall the figures for settled accommodation were the same for men and women (86.7 per cent). The outcomes however were different when looking at offenders released from prison (men 87.2 per cent and women 89.3 per cent) and those at the end of their probation supervision (men 86.3 per cent women 85.6 per cent).

Age

Figures for settled accommodation at the end of probation supervision were not available from the existing data sources. However when looking at outcomes for prisoners released there is a clear pattern with a higher proportion of younger offenders (15-17 year) being released into settled accommodation (93 per cent) decreasing with age so that the age group 60 and over had the lowest rates of settled accommodation (79 per cent).

Religion

Figures for settled accommodation at the end of probation supervision were not available from the existing data sources. Those prisoners released from prison stated as having no religion had the highest outcomes (89 per cent), Muslim prisoners (88 per cent), Christian prisoners (86 per cent) and the lowest outcomes were for prisoner with other religious beliefs (85 per cent).

Resettlement and Employment

This looks at the employment status for those at the end of probation supervision and those released from prison sentences of less than 12 months. It excludes prisoners released from sentences of 12 months or more as they are subject to supervision by the probation service upon release and their employment status will therefore be picked up in the probation element. Employment can be full or part time employment or self-employment or temporary / casual work. Offenders are classed as unemployed if they are available for work but are not in employment at the time, regardless of whether they are receiving benefits.

There were positive employment outcomes for 38 per cent of offenders up from 35 per cent in 2009/10.

Race

As with accommodation outcomes there was a general increase in positive employment outcomes across all groups. Patterns of positive employment outcomes remained the same as last year, with higher than average for Asian or Asian British (45 per cent) and Chinese or Other (41 per cent) offenders about average for White offenders (38 per cent)



and below average for Black or Black British (33 per cent) and Mixed (32 per cent) offenders.

Sex

The figures remained much higher for men (39 per cent – up from 36 per cent last year) than for women (28 per cent – up from 26 per cent last year). Difference was greater (6 percentage points greater) when looking at positive employment outcomes for those release from prisons where 27 per cent of men and 10 per cent of women had employment upon release.

Age

Figures for employment outcomes at the end of probation supervision were not available from the existing data sources. Employment outcomes were very low in the 15 – 17 age group (6 per cent) and low for the 18 – 24 age group (22 per cent), where highest for the 21 – 24 age group (29 per cent) then getting progressively lower the older released prisoners got (25 per cent for the 50 – 59 age group). Prisoner aged 60 and over had lower employment outcomes (12 per cent) as might be expected as a proportion of these would have been over retirement age.

Religion

Figures for employment outcomes at the end of probation supervision were not available from the existing data sources. Released Muslim prisoners had the highest employment outcomes (28 per cent) with prisoners from all other or no religions about the same (25 per cent).

Drug Treatment programmes

Drug Treatment or substance misuse programmes are designed to address both substance use and offending. Programmes are designed to target a wide range of risk factors such as, anti-social attitudes and feelings, poor self-management, decision making and problem solving skills. Correctional Services Accreditation Panel (CSAP) accreditation ensures that programmes are based on 'what works' literature and existing and emerging clinical guidelines which show significant improvement in the outcomes for those offenders misusing drugs and alcohol.

Drug treatment programmes were started by 13 per cent of the average sentenced prisoner population and completed by 10 per cent, down from 15 per cent and 11 per cent respectively in 2009/10.

Amongst those who started programmes approximately 78 per cent finished them slightly up on last year (75 per cent).

Race

Both starts and completions were lower than average for Asian or Asian British (8 and 7 per cent), Black or Black British (10 and 8 per cent) and Chinese or Other ethnic groups (3 and 3 per cent). The Mixed group were about average (13 and 10 per cent) and the White group above average (14 and 11 per cent). These were similar findings to last year with the exception of the Mixed group who were slightly above the average.

Completions as a proportion of starts were higher than average for the same groups (Asian or Asian British, Black or Black British and Chinese or other ethnic groups) and slightly below average for the Mixed and White groups.

Sex

As with last year the figures for women were higher for both starts (17 per cent) and completions (13 per cent) than for men (13 and 10 per cent respectively).



Age

Both starts and completions were higher than average for the age groups under 40 (16 per cent starts and 12 per cent completions compared to the average of 13 and 10 per cent respectively) and lower than average for those 40 or older (6 and 5 per cent). However a higher proportion of prisoners over the age of 30 completed drug treatment programmes (81 per cent) than younger prisoners (75 per cent).

Religion

When looking at outcomes by religion both starts and completions were lower than average for Muslim prisoners (11 per cent starts and 8 per cent completes) and those with other religious beliefs (8 and 7 per cent). For Christians and those with no religious belief the figures were slightly above average (14 and 11 per cent).

Offender Behaviour and Sex Offender Treatment Programmes

Offender Behaviour Programmes (OBPs) are rehabilitation programmes designed to identify the reasons why offenders offend and reduce and monitor these factors. As well as reducing risk, programmes support risk assessment and the risk management of offenders. These are fully or provisionally accredited by CSAP.

For monitoring purposes, OBPs include Domestic Violence completions but exclude drug treatment programmes which are reported separately.

Sex Offender Treatment Programmes (SOTPs) aim to reduce offending by adult male sex offenders. A range of programmes are available for sexual offenders according to the level of risk and need of the offender.

OBPs and SOTPs were completed by 13 per cent of the average sentence prisoner population.

Race

As with drug treatment programmes completions of OBPs and SOTPs were below average for the Asian or Asian British (9 per cent), Black or Black British (12 per cent) and Chinese or other ethnic groups (4 per cent) and above average for the Mixed (14 per cent) and White (13 per cent) groups.

Sex

The figures for women were lower (11 per cent) than for men (13 per cent). This was similar to the findings last year.

Age

Completions of OBPs and SOTPs were higher than average for those between the ages of 18 and 29 year (15 per cent compared to the average of 13 per cent) and lower than average for those younger than 18 (7 per cent) and 30 and over (11 per cent).

Religion

Completions of OBPs and SOTPs were lower than average for Muslim prisoners (12 per cent) average for Christian and those prisoners recorded as having no religion (13 per cent) and slightly above average for other religions (14 per cent).



Order and Licence completions

The probation service is responsible for supervising offenders in the community under two main types of supervision: orders and licences. Orders are non-custodial sentences of the court. Licences are statutory periods of supervision that offenders serve in the community upon release from custodial sentences of 12 months and over.

Successful completions of orders and licences are those which are recorded on the case management system as having expired normally (i.e. without being revoked for failure to comply or for a further offence) or which have been terminated early by the court for good progress.

Drug rehabilitation requirements are included in the calculation.

76 per cent of orders or licences were successfully completed

Race

Outcomes for Asian or Asian British (82 per cent), Chinese or Other (82 per cent) and Black or Black British (78 per cent) groups were higher than average, and for Mixed (73 per cent) and White groups (75 per cent) were lower than average.

Sex

Outcomes were different for women (78 per cent) than for men (75 per cent).

Disability

Outcomes were roughly equal for those with a declared disability (74 per cent) as those declared non-disabled (75 per cent).

Age

Outcomes were above average for those aged 30 or over (80 per cent) and below average for those under 30 (72 per cent).

Self Harm

Self-harm in prison custody is defined as, "any act where a prisoner deliberately harms themselves irrespective of the method, intent or severity of any injury."

There were over 26,000 reported incidents of self-harm during 2010/11 an average of 31 incidents per 100 prisoners over the year.

Race

Self-harm was highest in the White group (36 per 100) the next highest group was the Mixed group (21 per 100) all other groups had a lower incidence of self-harm i.e. less than 10 per 100).

Sex

Women accounted for 44 per cent of incidents while accounting for only 5 per cent of the population. The rate of self-harm in women was 272 incidents per 100 prisoners compared to 18 per 100 among men.

Age

There was above average incidence of self-harm seen in prisoners aged 24 and under and in particular in the 18 to 20 age group (60 per 100).



Deaths in prisons

There were 183 deaths in prison custody during 2010/11 approximately 2 per 1,000 prisoners. 54 of which were self-inflicted (0.6 per 1,000), 117 were from natural or other causes (1.4 per 1,000) and 12 where the cause of death was unclear or has yet to be established.

Race

The rates of death were highest amongst White prisoners (2.6 per 1,000) and lowest in the Chinese or Other groups who had no recorded deaths in 2010/11.

Sex

Men had a higher rate of death than women at 2.2 and 1.9 per 1,000 prisoners respectively.

Age

As might be expected there was a direct correlation between age and death.

All deaths in prisoners aged 24 and under were self-inflicted. Self-inflicted deaths also accounted for the majority of deaths in the 25-29 age group (69 per cent).

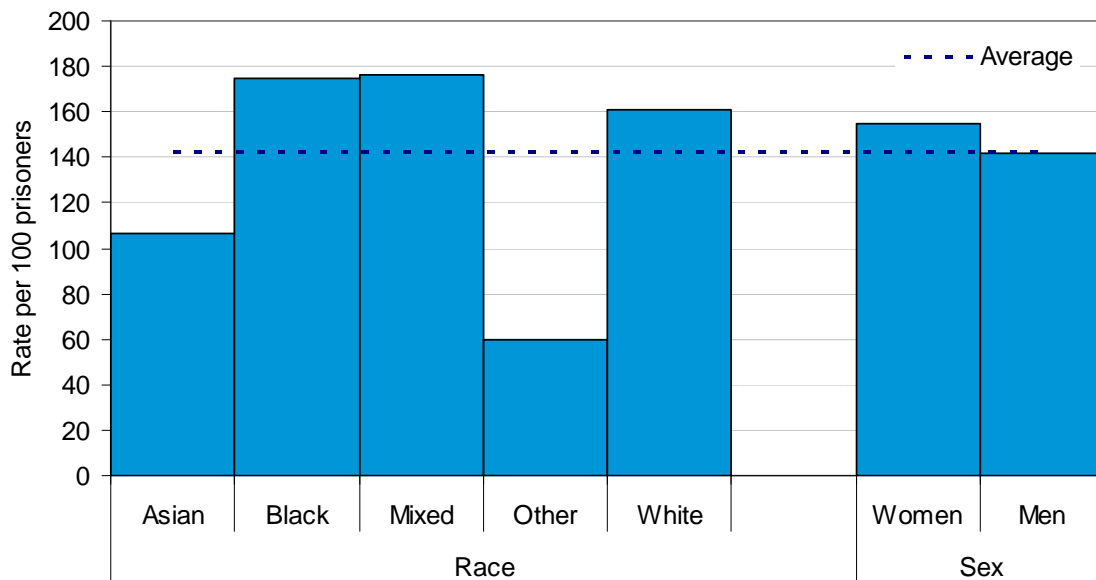
Adjudications

Adjudications are the formal discipline system. The Prison and YOI Rules authorise the Governor or, in a contracted establishment, the Director to conduct adjudications. The Governor may under certain circumstances delegate adjudication powers and duties. In all disciplinary hearings the adjudicator must be satisfied beyond reasonable doubt that the accused committed the offence(s) with which s/he is charged before deciding the charge is proved. Charges that, if proved, could warrant a punishment of additional days, are referred to Independent Adjudicators who are District Judges or Deputy District Judges approved by the Lord Chancellor to inquire into disciplinary charges referred to them. For more information on the Adjudications processes see PSI 47/2011.

There were over 120,000 adjudications during 2010/11 which was on average 142 adjudications per 100 prisoners over the year down from 159 last year.

67 per cent of adjudications were proven, 16 per cent were dismissed and 17 per cent were referred to an independent adjudicator.

Figure 23: Rate of all adjudications by race and sex



Race

The rate of adjudications was highest for Black or Black British and Mixed prisoners (175 and 176 per 100 respectively) and the lowest rate was for prisoners from a Chinese or Other ethnic background (60 per 100).

The percentage of adjudications dismissed within each group was largely similar i.e. between 18 per cent (Chinese or Other) and 15 per cent (Black or Black British and Mixed). However there was slightly more variation in the other outcomes; between 62 (Chinese or Other) and 69 per cent (Mixed) were proven and between 16 (Mixed) and 20 per cent (Chinese or Other) were referred.

Sex

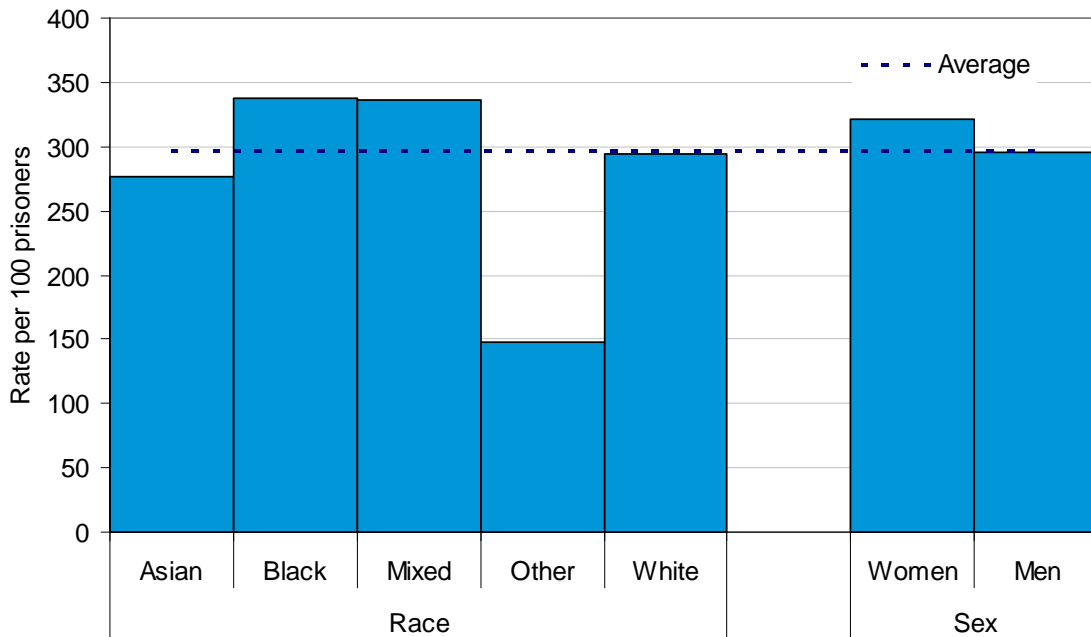
The rate of adjudications was higher for women at 155 adjudications per 100 prisoners compared to 141 per 100 men. There were also differences in outcomes; men have 16 per cent of adjudications dismissed whereas for women it was 22 per cent. Women have 10 per cent of cases referred whereas for men it was 18 per cent.

Complaints

Complaints are the number of initial formal complaints received from prisoners. Complaints do not include Racist Incident Reporting Form submissions. For more information on the complaints process see PSO 2510.

There were over 250,000 complaints logged during 2010/11. This is, on average, equivalent to each prisoner submitting nearly 3 complaints per year.

Figure 24: Rate of prisoner complaints by race and sex



Race

The rates at which prisoners submit complaints varies with the lowest levels (147 complaints per 100 prisoners) from Chinese or Other prisoners and the highest levels from Black or Black British prisoners (337 per 100).

Sex

There was also a difference in the rates between the sexes with women submitting complaints at 321 per 100 compared to men at 296 per 100.

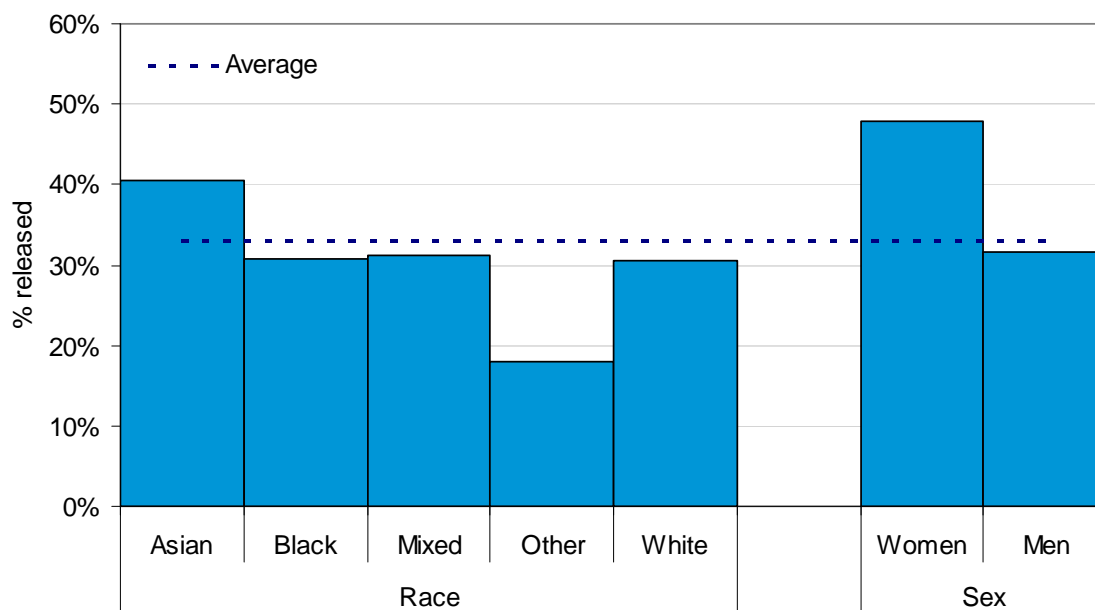


Home Detention Curfew (HDC)

The HDC scheme was introduced following the passage of the Crime and Disorder Act 1998. The purpose of HDC is to manage more effectively the transition of offenders from custody back into the community. Prisoners who are not subject to a statutory exclusion may be released on licence after serving a required period, determined by their sentence length. For most eligible prisoners HDC is viewed as a normal part of his or her progression through the sentence. Prisoners will normally be released on HDC unless there are grounds to indicate the prisoner is unlikely to complete successfully the period on HDC. Once released on HDC licence, the prisoner is electronically tagged and compliance with his or her licence conditions monitored. For more information on HDC see PSO 6700.

Prisons received over 36,000 eligible applications for HDC and nearly 12,000 prisoners were granted HDC; on average 33 per cent.

Figure 25: Percentage of eligible applicants released on HDC



Race

Higher proportions of Asian or Asian British prisoners were granted HDC (40 per cent). Black or Black British prisoners were granted HDC in 31 per cent of cases. With the lowest proportion being amongst the Chinese or Other ethnic group (18 per cent).

Sex

The proportions were different between men (32 per cent granted HDC) and women (48 per cent).

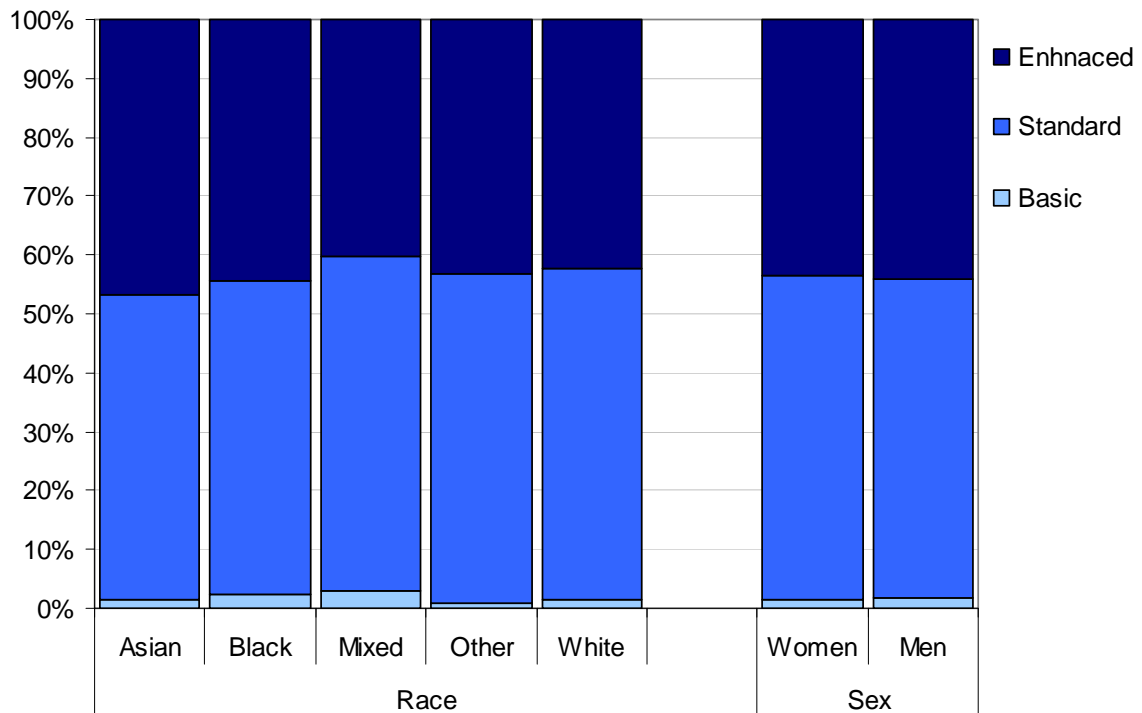
Incentives and Earned Privileges (IEP)

IEP is a system where privileges can be granted to prisoners or young offenders in addition to the minimum entitlements subject to their reaching and maintaining specified standards of conduct and performance. The IEP scheme rewards good behaviour and performance and removes privileges if expected standards are not maintained. In addition to any local aims, it is intended to encourage prisoners and young offenders to behave responsibly, to participate in constructive activity, and to progress through the system. For more information on IEP see PSI 11/2011.



On average 1.7 per cent of the total prison population was on the basic level of the privileges scheme, slightly up on last year (1.5 per cent). 44 per cent were on enhanced level also up on last year (41 per cent).

Figure 26: Proportions of groups on different IEP levels by race and sex⁶



Race

Higher proportions of Black or Black British prisoners (2.4 per cent) and Mixed prisoners (3 per cent) were on the basic regime. Asian or Asian British and Chinese or Other prisoners were less likely to be on basic (1.5 per cent and 0.9 per cent respectively).

The proportions of prisoners on enhanced regime ranged from 40 per cent for Mixed to 47 per cent for Asian or Asian British prisoners with Black or Black British around average (44 per cent) and White and Chinese or Other prisoners slightly below average (42 per cent and 43 per cent respectively).

Sex

There was little difference in the IEP scheme between the sexes. 1.4 per cent of women were on average on the basic level compared to 1.7 per cent of men and 43.4 per cent of women were on the enhanced level compared to 43.9 per cent of men.

Re-categorisation

Re-categorisation is where a prisoner's security category is changed. This does not include initial categorisation after sentencing. Re-categorisation up is where prisoners are moved to a higher security category i.e. one with greater security constraints (with the exception of decisions to upgrade from Category B to Category A (the highest), which are not included in these figures). Re-categorisation down is where prisoners are moved to a lower security category. The systems for women, adult male and young adult male

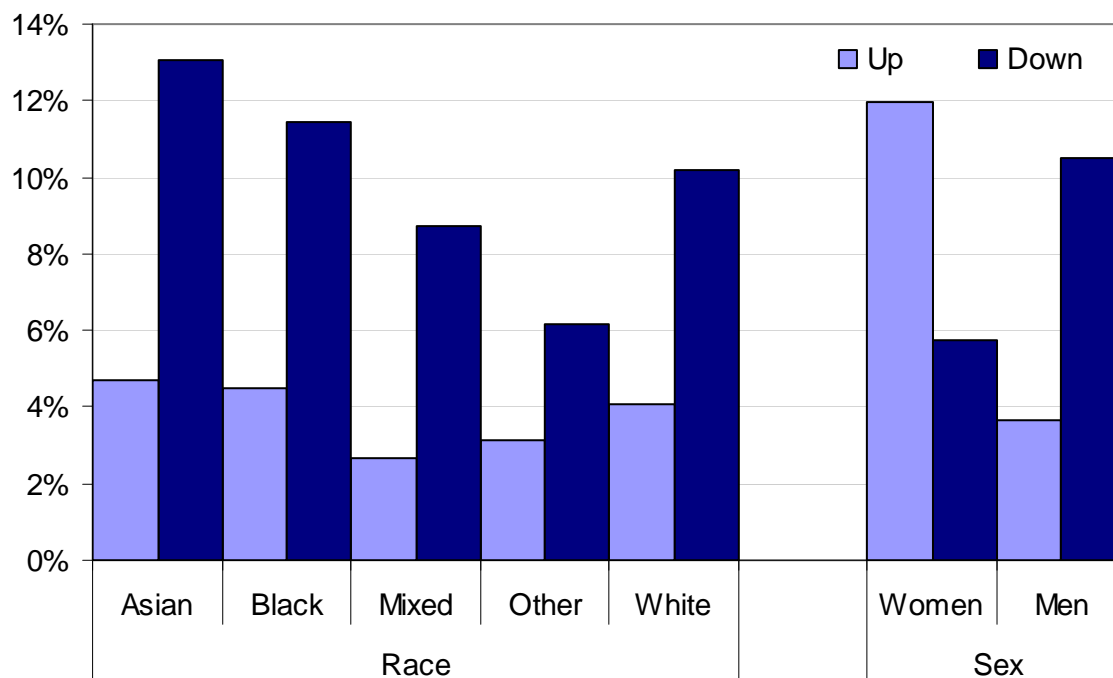
⁶ Percentages were calculated from the totals on each level of IEP i.e. a total of prisoners recorded as being on basic plus standard plus enhanced. As IEP data would have been collected on different days to the population figures these totals may differ from the prison population figures published.



prisoners are different and are explained in more detail in PSIs 39/2011, 40/2011 and 41/2011 respectively.

During 2010/11 7,319 prisoners were re-categorised down and 2,897 were re-categorised up. On average 10.3 prisoners per cent of the sentenced population were re-categorised down and 4.1 prisoners per cent were re-categorised up.

Figure 27: Prisoners re-categorised on average by race and sex



Race

Re-categorisation down was highest for Asian or Asian British and Black or Black British prisoners (13.1 and 11.4 per 100) and lowest for Mixed and Chinese or Other prisoners (8.7 and 6.2 per 100).

Re-categorisation up was also highest for Asian or Asian British and Black or Black British prisoners (4.7 and 4.5 per 100) and also lowest for Mixed and Chinese or Other prisoners (2.7 and 3.2 per 100).

Sex

Re-categorisation down for women was 5.7 per 100 and 10.5 per 100 for men. Re-categorisation up was 11.9 per 100 for women and 3.7 per 100 for men.

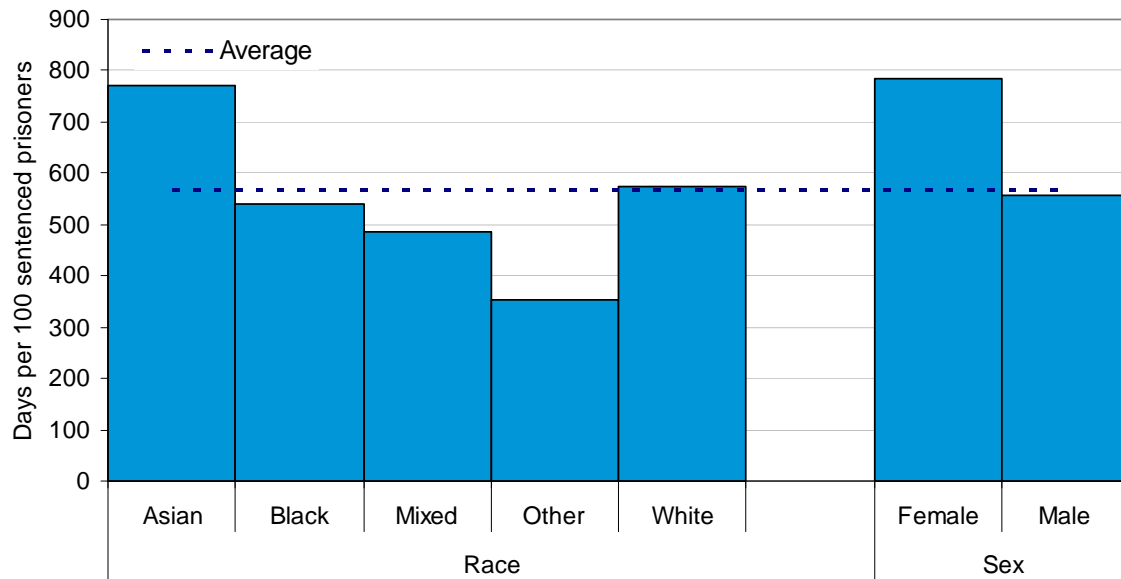
Release on Temporary Licence (ROTL)

Release on temporary licence is the mechanism that enables prisoners to participate in necessary activities, outside of the prison establishment, that directly contribute to their resettlement into the community and their development of a purposeful, law-abiding life. There are 4 types of temporary release licence: 1) Resettlement day release 2) Resettlement overnight release, 3) Childcare resettlement, 4) Special purpose. For more information on ROTL see PSI 6300.

Over the year, on average, there were 568 days ROTL per 100 sentenced prisoners which was similar to last year (573 days).



Figure 28: Days of ROTL per 100 sentenced prisoners by race and sex



Race

The rate of ROTL was highest for Asian or Asian British prisoners (770 days per 100 sentenced prisoners) and lowest for Chinese or Other prisoners (353 days per 100). For the Black or Black British group this was 540 days per 100.

Sex

Over the year, on average, women had 784 days ROTL per 100 sentenced prisoners and men had 557 days per 100 prisoners.

Segregation

Prisoners may be segregated, under Prison Rules, for 4 reasons:

- good order or discipline;
- own protection,
- while awaiting an adjudication; or
- as a punishment of cellular confinement following a guilty finding at an adjudication.

The procedures for segregating a prisoner, including those for safeguarding the prisoner's wellbeing whilst segregated, are set out in PSO 1700.

The figures here count the number of days a prisoner is segregated. A day is counted when a prisoner is first unlocked at the beginning of each day.

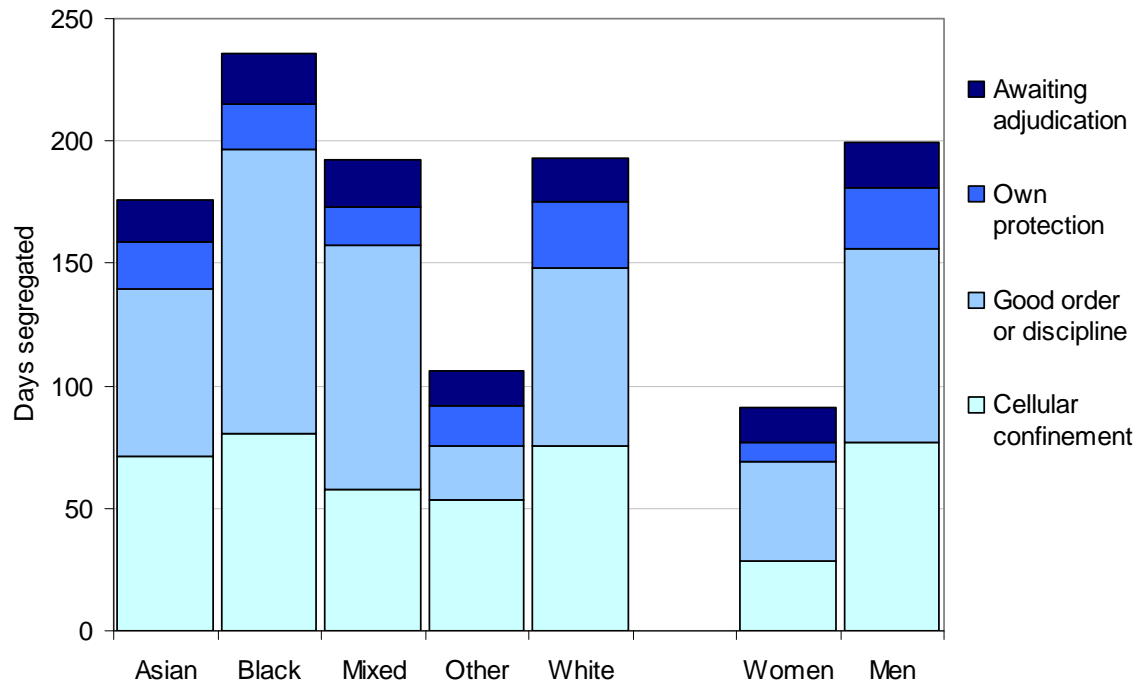
We improved the quality of the data collection of segregation data in September 2010 by re-issuing instructions to count days rather individuals. This had an impact on the recorded days which gives a discontinuity to our series. Analysis therefore will be limited to data collected since September.

For segregation on the grounds of Good Order or Discipline and Own Protection, the base population used for analysis is the total prison population, as decisions on these processes are made on the basis of risk and any prisoner could be subject to them. For segregation awaiting adjudication, the base population is the total of adjudications, as this may be applied - on the basis of risk - to any prisoner who is charged with an offence as part of the adjudication process. For cellular confinement, the base population is the total of proven or referred adjudications, as it is only after a guilty finding at an adjudication that this punishment can be imposed.



For every 100 proven or referred adjudications there were, on average, 75 days of cellular confinement. For every 100 prisoners there were, on average, 77 days segregation for good order or discipline and 24 days for own protection. For every 100 proven, referred and dismissed adjudications there were 24 days awaiting adjudication.

Figure 29: Average days of type of segregation by race and sex⁷



Race

Cellular confinement: There was a variance between ethnic groups ranging from 80 days for every 100 proven or referred adjudications for the Black or Black British group to 53 days for the Chinese or other group.

Good order or discipline: For every 100 prisoners the Black or Black British and Mixed groups had more days segregated (116 and 100 days respectively) than White prisoners (73 days).

Own protection: For every 100 prisoners BME groups were segregated for fewer days between 15 (Mixed) and 19 (Asian or Asian British and Black or Black British) than White prisoners who were segregated at the rate of 27 days.

Awaiting adjudication: For every 100 adjudications Black or Black British prisoners had the highest rate of segregation (21 days) and Chinese or Other prisoners had the lowest (15 days).

Sex

Overall rates of segregation were consistently less for women than men.

⁷ Figures shown here are rates per 100. For Cellular confinement this is the rate per 100 proven or referred adjudications. For good order or discipline and own protection this is the rate for every 100 prisoners. For awaiting adjudications this is the rate for every 100 proven, referred and dismissed adjudications. E.g. for every 100 proven or referred adjudications Asian or Asian British prisoners were on average segregated for 71 days.

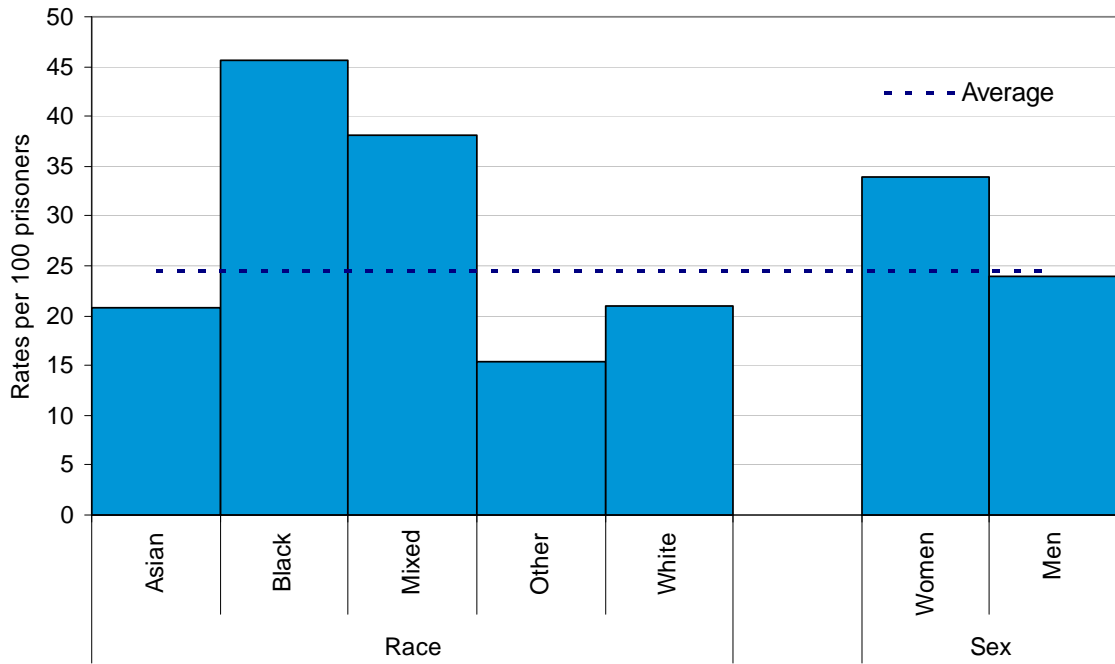


Use of Force

The use of force is a last resort response to a violent or potentially violent or disruptive situation and only that amount of force that is reasonable and proportionate to the circumstances may be used. The term "use of force" covers techniques ranging from personal protection techniques to control and restraint carried out by a three officer team. Staff receive training including regular refresher training in the application of the various techniques. All incidents of use of force are recorded and monitored within the establishment. Policy on the use of force is set out in PSO 1600.

Force was used over 20,000 times in prisons during 2010/11 at a rate of about 25 times per 100 prisoners which was the same rate as last year.

Figure 30: Rates of use of force by race and sex



Race

Force was used on Black or Black British prisoners at a rate of 46 times per 100 prisoners compared to 21 times per 100 for White prisoners and 15 times per 100 for Chinese or Other prisoners.

Sex

Force was used on women more than men with rates of 34 times and 24 times per 100 prisoners.



Equalities Objectives 2011/12

Background

The final report on the action plan published in our Single Equality Scheme 2009-2012 is at Annex A. In place of the duty in previous equalities legislation to publish equality schemes, regulations derived from the Equality Act 2010 will require public sector organisations to set equalities objectives from 2012 onwards.

This chapter sets out the objectives that we are minded to set. We welcome comments on them and will revise them and publish the final version in our Business Plan for 2012-2013. In the meantime they will guide our equalities work this year.

Probation trusts are employers in their own right, and are separately subject to the equalities legislation. They will be responsible for setting and publishing their own equalities objectives. The NOMS corporate objectives are therefore principally concerned with issues in prisons and for directly-employed NOMS staff.

Objective 1 is concerned with ensuring that we have a complete set of monitoring data on which to base future actions. Objectives 2, 4 and 5 are intended to respond to the disparities that we have identified in the monitoring data that is published in this report. Objective 3 aims to ensure that we consistently identify and respond to the needs of a group of prisoners who have historically often been overlooked – those with learning disabilities. Objective 6 reflects the fact that our operating model increasingly involves delivery of services through other providers and aims to ensure that this is done in a way that is consistent with our responsibilities. Objective 7 reflects the need to continue to focus on the distinct needs of women offenders.

Draft Objectives

Objective 1 – Equalities Monitoring Data

Collect accurate monitoring data on all protected characteristics for all offenders in prisons and in the community and all directly employed staff;

Collect and publish monitoring data on key outcomes for offenders and staff;

Identify disparities in outcomes for different groups.

Objective 2 – Race: Reduce Disparities in Key Outcomes for Prisoners

Further investigate disparities in key outcomes reported in Equalities Annual Report through more detailed analysis of monitoring data and use of Equality Impact Assessment process;

Put in place actions to reduce disparities in outcomes.

Objective 3 – Disability: Prisoners with Learning Disabilities

Ensure comprehensive screening is in place so that all prisoners with learning disabilities are identified;

Ensure that appropriate adjustments are made for all prisoners with learning disabilities.

Objective 4 – Staff Appraisal Process: Reduce Disparities in Outcomes

Put in place actions to reduce disparities in outcomes between White and BME staff and between disabled and non-disabled staff reported in Equalities Annual Report.

Objective 5 – Disabled Staff: Investigate and Address Issues

Identify issues causing inferior outcomes and staff survey results for disabled staff and put in place a programme of work to address them.



Objective 6 – Contracted Services: Effective Management of Equalities Issues

Put in place measures – and equip contract managers with the skills and knowledge necessary – to ensure that contractors are aware of and comply with our equalities policy statement and legal responsibilities.

Objective 7 - Women: Improve Outcomes for Women Offenders, and Women Prisoners Held on Remand

Increase the ability of NOMS staff and partners to appropriately meet the different needs of women involved in the criminal justice system through providing access to multi-agency training and improved advice and guidance.

Consultation

We welcome views on the draft objectives set out above.

Please send your comments to:

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LONDON
SW1H 9EX

Equalities.group@noms.gsi.gov.uk



Annex A – Single Equality Scheme Action Plan Update

Outcome	Action	Responsible Owner	Completion Date	Progress Status
Policy				
<i>Comprehensive policy framework that is legally compliant and effective in driving action</i>	Produce national policy statement for NOMS	Equalities Group	30 September 2010	Completed. This new policy statement is included in the Agency Instruction and has been sent to establishments.
	Review policy documents for prison establishments and probation areas (PSOs, PSIs and PCs) across all equalities issues and develop coherent and comprehensive policy framework	Equalities Group	31 March 2011	Completed. Agency Instructions and Prison Service Instructions on equalities policy for staff and prisoners have been published. No instruction will be issued for probation as the probation trust contract is sufficient to ensure legal compliance and drive action.
Performance Management				
<i>Appropriate measures in place, with monitoring of performance against them and support for improvement</i>	Monitor and support prison performance against KPT	Equalities Group /Deputy Director of Custody (DDCs)	Ongoing	Ongoing
	Introduce revised visitor survey to KPT	Equalities Group	30 September 2009	Completed. Revised visitor survey developed. However, the performance management arrangements are subject to further review and the new survey will not form a part of the KPT.
	Assess probation area SESs	Equalities Group	30 June 2009	Completed. All 42 probation areas were supported in the development of compliant Single Equality Schemes.
	Devise KPT for probation areas on race/equalities issues	Equalities Group	Postponed	Postponed. After further consideration it was decided to give priority to ensuring that probation monitoring data is available and analysed.
	Monitor and support probation area performance against KPT	Equalities Group / DDCs	30 June 2010 and ongoing	No longer applicable. No KPT has been developed.



Outcome	Action	Responsible Owner	Completion Date	Progress Status
Involvement and Consultation				
<i>Effective mechanism for involving and consulting with stakeholders from all groups</i>	Review existing national arrangements, including Race Advisory Group, and ensure effective and consistent approach across all equalities issues	Equalities Group / Directorate of Commissioning and Operational Policy	31 March 2010	Completed. In order to gain advice and support from our stakeholders, NOMS has established an Independent Equalities Advisory Group, which includes representatives from groups with interests and expertise in each of the equalities issues.
	Consider prison establishment level involvement and consultation arrangements and develop new framework, building on prisoner and external representation on REATs	Equalities Group / Directorate of Commissioning and Operational Policy	31 March 2010	Completed. New arrangements form part of the policy framework described above.
	Implement new framework	Directors of Offender Management (DOMs)	31 March 2011	Completed.
Prison Establishment Management Arrangements				
<i>Effective arrangements for managing equalities issues in place in all prisons</i>	Review management arrangements to ensure effective and consistent approach, building on success of REATs on race issues	Equalities Group	31 March 2010	Completed. New management arrangements form part of the policy framework described above.
	Consider diversity roles – Diversity Manager, REO, DLO etc – with a view to greater consistency and more effective working	Equalities Group	31 March 2010	Completed. New management arrangements form part of the policy framework described above.
	Implement new framework	DDCs	31 March 2011	Completed.



Outcome	Action	Responsible Owner	Completion Date	Progress Status
Awareness and Promotion				
<i>Staff fully aware of responsibilities and diversity promoted effectively to prisoners</i>	Training for staff is covered in the Staff SES	Equalities Group	Ongoing	Ongoing. Challenge It Change It training has been rolled out with a target of delivery to all staff by December 2011.
	Devise and disseminate good practice guidance on prisoner induction	Equalities Group	30 September 2011	No longer applicable. Superseded by Early Days specification.
	Develop diversity training materials for use with prisoners and disseminate to establishments	Equalities Group	31 May 2010	Completed. The Racially Motivated Offender Training Package has been made available to all prisons. This includes generic diversity training suitable for all prisoners.
Monitoring				
<i>Comprehensive and accurate monitoring data on all strands that is sensitively handled and effectively analysed and used</i>	Work with P-NOMIS programme to develop IT capacity for monitoring of all strands in prisons	Equalities Group	31 March 2012	Ongoing. Current version of P-NOMIS has designated fields for gender, ethnicity, disability, age, sexual orientation and religion & belief. Guidance on collecting and entering Disability Data has been issued. Further guidance on collecting and handling sensitive information developed.
	Review arrangements for data sharing – improving functionality of partnership working and meeting Data Protection Act requirements	Equalities Group	31 March 2010	Ongoing. Equalities Group has initiated work with the Information Advice Division in the Ministry of Justice to ensure data sharing arrangements support equality data collection. Guidance is due to be published in the 2010/11 business year. Equalities Group has also initiated work with the Prison-NOMIS team to develop care plans which can be shared between healthcare providers and prison staff.
	As part of review reception and induction arrangements in prisons, put in place more sensitive way of capturing accurate monitoring data	Equalities Group	31 March 2012	Ongoing. Guidance on the collection and treatment of sensitive information will be issued in the business year 2011/12.
	Review probation monitoring arrangements with a view to introducing monitoring of all strands	Equalities Group	31 March 2012	Ongoing. Probation currently collect gender, ethnicity, disability and age related data. Equalities Group are working with Business Change team to ensure the Probation Case Management System is able to meet the requirement to capture equality data and will develop guidance on equality monitoring for probation trusts.

Outcome	Action	Responsible Owner	Completion Date	Progress Status
	Ensure publication of monitoring data in appropriate formats	Equalities Group / Internal Communications	30 September 2009 and ongoing	Ongoing. 2010/11 data is published in this report.
Equality Impact Assessments				
<i>All national policies and functions are subject to EIA, and all delivery units are conducting EIAs of areas where local issues arise</i>	Introduce new arrangements described in annex J	Equalities Group	30 September 2009	Completed. PSI 25/2009 & AI 04/2009 issued. Subsequently replaced by PSI 32/2011.
	Complete national EIAs to programme set out in annex K	Directors	According to programme	Ongoing. Publication arrangements described in Equality Activity chapter.
	Equalities Group support for policy leads conducting national EIAs	Equalities Group	Ongoing	Ongoing.
	Equalities Group guidance for delivery units conducting local EIAs	Equalities Group	30 September 2009 and ongoing	Completed. Electronic tool NOMS Equality Impact Assessment Tool (NEAT) and supporting DVD published along with guidance.
	Complete local EIAs to agreed schedules	DDCs	30 September 2009 and ongoing	Ongoing. Establishment schedules agreed. Publication arrangements described in Equality Activity chapter.
	Ensure publication of EIAs in appropriate formats	Equalities Group / Internal Communications	30 September 2009 and ongoing	Ongoing.
Complaints and Incident Reporting				
<i>Effective system for making complaints /reporting incidents for all strands</i>	Develop system to ensure that complaints and incidents relating to all equalities issues can be reported and recorded, building on learning from RIRF system	Equalities Group	31 March 2011	Completed. Details of a new complaints and incident reporting system form part of the policy framework described above.
<i>Address findings of Race Review 2008 around fear of victimisation,</i>	Issue good practice guidance and toolkit	Equalities Group	30 September 2010	No longer applicable. Guidance on the new system has been issued.

Outcome	Action	Responsible Owner	Completion Date	Progress Status
<i>outcomes and lack of prisoner confidence, and apply across all equalities issues.</i>				
Procurement and Partnerships				
<i>Ensure duties are met in delivery of all services that are procured or delivered in partnership</i>	Identify contracts where the risk of not meeting our equalities duties may be high and ensure that effective systems and processes are put in place to monitor compliance with equalities legislation;	Procurement Directorate	31 March 2010	Completed. High risk contracts – for example the probation trust contracts – have strong equalities clauses, including regular reporting to ensure compliance.
	Ensure that an equality clause is included in all new contracts that are awarded	Procurement Directorate	30 September 2009 and ongoing	Ongoing.
Race				
<i>Ensure continued compliance with duties by addressing key areas for further action identified in Race Review 2008 around communication; management and leadership; and use of discretion.</i>	Produce and issue good practice guidance on the role of prisoner race representatives	Equalities Group	31 March 2012	Ongoing. NACRO has produced Prisoner Equality Representative guidance and training. This will be issued in the year 2011/12.
	Develop and test a structured communication tool	Equalities Group	31 March 2012	Ongoing. Three structured communication tools are being piloted in a number of sites with an externally commissioned evaluation to assess effectiveness.
	Improved communication of ethnic monitoring data and analysis	Equalities Group	31 March 2010 and ongoing	Ongoing. Quarterly regional reports for DOMS include data from a number of sources. Recent enhancements to this report include a summary of SMART data and the inclusion of centrally held demographic data.
	Improved support for Governors and REATs in using ethnic monitoring tools	Equalities Group	30 September 2010 and ongoing	Ongoing. Guidance on interpreting SMART data and identifying actions to address disparities issued. Equalities Group has begun a programme of support for regions, providing more detailed analysis of the data and attending regional meetings to discuss the issues identified by it.

Outcome	Action	Responsible Owner	Completion Date	Progress Status
Disability				
<i>Ensure compliance with duties</i>	Through policy measures above ensure appropriate revision to framework set out in PSO2855	Equalities Group	31 March 2011	Completed. This forms part of the policy framework described above.
	Ensure involvement of disabled prisoners and other relevant stakeholders through changes to establishment management arrangements described above	Equalities Group	31 March 2011	Completed. New management arrangements form part of the policy framework described above.
	Introduce comprehensive screening for learning disabilities	Offender Learning and Skills	1 August 2009	Completed. All offenders undertaking learning activities are screened.
Gender				
<i>Ensure compliance with duties</i>	Ensure that new EIA arrangements are effective in ensuring that specific needs of women prisoners are met	Women's Team	Ongoing	Ongoing.
	Review the programmes in place in some women's prisons aiming to reduce self harm to assess effectiveness for the different women's populations.	Women's Team / Directors of Offender Management	31 March 2010	Completed
	Gain accreditation for women specific offending behaviour programme – CARE – and roll out delivery	Rehabilitation Services Group/ Directors of Offender Management	31 March 2011	Completed. CARE now accredited.
Gender Identity				
<i>Ensure compliance with duties</i>	Through policy measures above ensure appropriate arrangements for management and care of transgender prisoners	Equalities Group / Women's Team	31 March 2011	Completed. PSI on care and management of transsexual prisoners has been published.

Outcome	Action	Responsible Owner	Completion Date	Progress Status
Age (Younger Prisoners)				
<i>Ensure fair treatment, and in particular that the needs of younger prisoners are met</i>	Implement recommendations of reviews of restraint and of safeguarding	Young People's Team / Directors of Offender Management	31 March 2010	Completed.
Age (Older Prisoners)				
<i>Ensure fair treatment, and in particular that the needs of older offenders are met</i>	Through policy measures above ensure appropriate arrangements for management of older prisoners, including separation of issue from that of disability as appropriate	Equalities Group	31 March 2011	Completed. Proposals for new management arrangements form part of the policy framework described above.
	Share good practice with regard to services for older prisoners	Equalities Group	31 March 2010	Completed. NACRO have revised and published a toolkit / resource pack and delivered 15 workshops in prisons.
Sexual Orientation				
<i>Ensure fair treatment and in particular that LGB prisoners are protected from harassment</i>	Identify best method of collection of sexual orientation data through small scale pilot project	Equalities Group	31 March 2011	Completed.
	Share good practice on management of gay prisoners, including gay prisoner forums and safeguarding measures	Equalities Group	31 March 2010	Completed. Good practice guidance - developed in conjunction with NACRO - has been issued.
Religion and Belief				
<i>Ensure fair treatment and that the needs of prisoners of all faith groups are met.</i>	Revise PSO4550 on Religion	Chaplaincy	31 March 2012	Ongoing. Faith and Pastoral Care specification under development.
	Continue to work to improve provision for all faith groups	Chaplaincy/DDCs	Ongoing	Ongoing.
<i>Explore further the reasons for the less</i>	Introduce faith awareness training for staff	Training Services / Chaplaincy	30 September 2009	Completed. Faith awareness course successfully piloted and made available.



Outcome	Action	Responsible Owner	Completion Date	Progress Status
<i>positive perceptions of Muslim prisoners and develop appropriate action to address this issue.</i>	Complete scoping work on Muslim prisoner issues and propose next steps	Equalities Group	30 September 2009	Scoping study completed and recommendations actioned.



Annex B – Statistics on Staff



Table B1: Workforce profiles

2010-11	Headcount
All Staff	49,210
Sex	
Women	17,520
Men	31,690
Age	
<20	73
20-29	6,589
30-39	9,648
40-49	16,988
50-59	12,245
>60	3,667
Race	
Asian or Asian British	819
Black or Black British	1,263
Chinese or Other ethnic group	357
Mixed ethnic Groups	501
White	41,918
Not known	4,352
Disability	
Declared Disabled	1,677
Declared Non Disabled	26,631
Not known	20,902

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.

Table B2: New Joiners

2010-11	Headcount
All Staff	2,152
Sex	
Women	922
Men	1,230
Age	
<20	93
20-29	1,010
30-39	435
40-49	369
50-59	231
>60	14
Race	
Asian or Asian British	40
Black or Black British	51
Chinese or Other ethnic group	7
Mixed ethnic Groups	13
White	1,321
Not known	720
Disability	
Declared Disabled	58
Declared Non Disabled	1,935
Not known	159

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table B3: Promotions

2010-11	Promotions
All Staff	357
Sex	
Women	174
Men	183
Age	
<20	0
20-29	85
30-39	102
40-49	118
50-59	48
>60	4
Race	
Asian or Asian British	9
Black or Black British	9
Chinese or Other ethnic group	2
Mixed ethnic Groups	7
White	300
Not known	30
Disability	
Declared Disabled	9
Declared Non Disabled	206
Not known	142

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table B4: Staff Performance and Development Record (SPDR) Markings

2010-11	Exceeded	Achieved	Almost Achieved	Unacceptable
All Staff	9,940	35,178	703	90
Sex				
Women	4,360	11,771	212	29
Men	5,580	23,407	491	61
Age				
<20	1	31	1	2
20-29	1,076	4,542	105	12
30-39	2,009	6,858	144	16
40-49	3,908	11,932	208	27
50-59	2,442	8,956	175	27
>60	504	2,859	70	6
Race				
Asian or Asian British	112	590	21	5
Black or Black British	107	998	36	6
Chinese or Other ethnic group	69	280	9	1
Mixed ethnic Groups	106	364	15	0
White	8,891	29,819	532	69
Not known	655	3,127	90	9
Disability				
Declared Disabled	318	1,229	37	6
Declared Non Disabled	5,648	18,650	341	50
Not known	3,974	15,299	325	34

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table B5: Special Bonus Scheme

2010-11	Special bonuses awarded
All Staff	1,706
Sex	
Women	747
Men	959
Age	
<20	0
20-29	134
30-39	352
40-49	722
50-59	414
>60	84
Race	
Asian or Asian British	20
Black or Black British	38
Chinese or Other ethnic group	17
Mixed ethnic Groups	31
White	1,482
Not known	118
Disability	
Declared Disabled	72
Declared Non Disabled	985
Not known	649

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table B6: Staff Survey

2010-11	Respondents	Employee Engagement Index
All Staff	21,865	55
Sex		
Women	8,331	59
Men	11,974	53
Not known	1,560	52
Age		
<20	45	66
20-29	2,935	57
30-39	4,341	56
40-49	7,120	54
50-59	5,015	55
>60	1,117	60
Not known	1,292	49
Race		
Asian or Asian British	326	63
Black or Black British	365	57
Chinese or Other ethnic group	72	48
Mixed ethnic Groups	333	53
White	19,465	56
Not known	1,304	50



Disability

Declared Disabled	1,294	49
Declared Non Disabled	19,520	56
Not known	1,051	52

Religion

Buddhist	128	51
Christian	12,247	57
Hindu	78	62
Jewish	71	47
Muslim	189	66
No religion	6,692	54
Sikh	71	57
Any other religion	769	50
Not known	1,620	50

Sexual Orientation

Bisexual	240	50
Gay or Lesbian	565	56
Heterosexual / Straight	18,944	56
Other	379	47
Not known	1,737	50

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table B7: Grievances

2010-11	Grievance raisers
All Staff	1,056
Sex	
Women	383
Men	673
Age	
<20	1
20-29	89
30-39	234
40-49	440
50-59	241
>60	51
Race	
Asian or Asian British	18
Black or Black British	44
Chinese or Other ethnic group	10
Mixed ethnic Groups	11
White	870
Not known	103
Disability	
Declared Disabled	76
Declared Non Disabled	501
Not known	479

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table B8: Conduct and Discipline Actions

2010-11	Individuals charged
All Staff	820
Sex	
Female	194
Male	626
Age	
<20	0
20-29	124
30-39	188
40-49	295
50-59	167
>60	46
Race	
Asian or Asian British	21
Black or Black British	37
Chinese or Other ethnic group	6
Mixed ethnic Groups	15
White	686
Not known	55
Disability	
Declared Disabled	34
Declared Non Disabled	431
Not known	355

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table B9: Investigations

2010-11	Individuals Investigated	Charge Upheld
All Staff	1,780	841
Sex		
Women	475	212
Men	1,305	629
Age		
<20	3	0
20-29	250	134
30-39	394	182
40-49	656	287
50-59	381	179
>60	96	59
Race		
Asian or Asian British	40	24
Black or Black British	101	39
Chinese or Other ethnic group	13	6
Mixed ethnic Groups	22	14
White	1,468	699
Not known	136	59
Disability		
Declared Disabled	77	41
Declared Non Disabled	941	449
Not known	762	351

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.

Table B10: Sickness and Absence

2010-11	Average Working Days Lost per Person
All Staff	9.9
Sex	
Women	10.7
Men	9.4
Age	
<20	3.6
20-29	8.7
30-39	9.5
40-49	9.5
50-59	10.8
>60	11.8
Race	
Asian or Asian British	10.3
Black or Black British	9.9
Chinese or Other ethnic group	10.4
Mixed ethnic Groups	9.7
White	9.9
Not known	9.9
Disability	
Declared Disabled	18.2
Declared Non Disabled	8.8
Not known	10.6

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table B11: Leaving Rates

2010-11	Permanent staff leavers
All Staff	3,218
Sex	
Women	1,206
Men	2,012
Age	
<20	5
20-29	460
30-39	427
40-49	665
50-59	890
>60	771
Race	
Asian or Asian British	55
Black or Black British	99
Chinese or Other ethnic group	29
Mixed ethnic Groups	40
White	2,713
Not known	282
Disability	
Declared Disabled	155
Declared Non Disabled	1,748
Not known	1,315

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Annex C – Statistics on Offenders

Table C1: Prison Population

	30th Apr-10	31st May-10	30th Jun-10	31st Jul-10	31st Aug-10	30th Sep-10	31st Oct-10	30th Nov-10	31st Dec-10	31st Jan-11	28th Feb-11	31st Mar-11	Year End Average
All Prisoners	85,086	85,018	85,002	84,750	85,173	85,429	85,224	85,473	83,055	84,255	85,177	85,400	84,920
Sex													
Women	4,328	4,323	4,267	4,201	4,257	4,279	4,237	4,299	4,001	4,089	4,224	4,252	4,230
Men	80,758	80,695	80,735	80,549	80,916	81,150	80,987	81,174	79,054	80,166	80,953	81,148	80,690
Age													
15 - 17	1,711	1,657	1,656	1,620	1,671	1,647	1,606	1,580	1,438	1,448	1,537	1,577	1,596
18 - 20	8,748	8,608	8,578	8,517	8,481	8,450	8,391	8,286	7,802	8,032	8,213	8,159	8,355
21 - 24	14,423	14,429	14,274	14,291	14,296	14,343	14,382	14,327	13,895	14,084	14,227	14,208	14,265
25 - 29	15,760	15,707	15,686	15,556	15,643	15,655	15,696	15,763	15,260	15,423	15,555	15,647	15,613
30 - 39	22,143	22,162	22,220	22,195	22,367	22,537	22,374	22,539	22,002	22,339	22,446	22,418	22,312
40 - 49	14,139	14,225	14,325	14,284	14,328	14,403	14,328	14,479	14,171	14,316	14,491	14,587	14,340
50 - 59	5,380	5,418	5,414	5,450	5,536	5,540	5,567	5,578	5,565	5,684	5,775	5,829	5,561
60 and over	2,782	2,812	2,849	2,837	2,851	2,854	2,880	2,921	2,922	2,929	2,933	2,975	2,879
Race													
Asian or Asian British	5,974	6,033	6,042	5,967	6,035	6,085	6,140	6,124	6,054	6,123	6,127	6,160	6,072
Black or Black British	11,860	11,729	11,639	11,558	11,478	11,437	11,372	11,411	11,208	11,277	11,295	11,209	11,456
Mixed	2,989	2,984	2,995	2,961	3,010	3,060	3,052	3,063	3,010	3,034	3,042	3,125	3,027
Chinese or Other	1,271	1,232	1,202	1,190	1,174	1,124	1,073	1,033	1,016	1,003	985	967	1,106
White	61,599	61,285	61,229	61,071	61,403	61,572	61,390	61,664	59,816	60,706	61,548	61,884	61,264
Not Stated	1,391	1,753	1,894	2,002	2,073	2,151	2,196	2,176	1,949	2,110	2,179	2,055	1,994
1991 census codes	2	2	1	1	0	0	1	2	2	2	1	0	1.16667

Religion

Christian	41,040	41,079	41,277	41,212	41,193	41,664	41,709	42,006	41,050	41,463	41,906	42,288	41,491
Buddhist	1,857	1,845	1,872	1,895	1,893	1,855	1,850	1,842	1,823	1,819	1,857	1,846	1,855
Hindu	421	434	435	447	452	472	486	488	462	476	490	469	461
Jewish	221	222	233	234	226	228	230	231	235	236	229	237	230.167
Muslim	10,308	10,393	10,437	10,505	10,712	10,663	10,641	10,662	10,525	10,579	10,597	10,661	10,557
Sikh	655	643	669	668	658	683	691	702	714	722	731	713	687.417
Other religious groups	859	847	884	895	902	912	922	914	924	918	927	952	904.667
No religion	27,426	27,016	26,830	26,547	26,641	26,603	26,453	26,417	25,412	25,931	26,357	26,303	26,495
Not Stated	2,299	2,539	2,365	2,347	2,496	2,349	2,242	2,211	1,910	2,111	2,083	1,931	2,240

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table C2: Sentenced Prison Population

	30th Apr-10	31st May-10	30th Jun-10	31st Jul-10	31st Aug-10	30th Sep-10	31st Oct-10	30th Nov-10	31st Dec-10	31st Jan-11	28th Feb-11	31st Mar-11	Year End Average
All Prisoners	71,091	70,963	71,000	71,197	71,213	71,744	71,477	71,835	70,277	70,651	71,605	72,166	71268
Sex													
Women	3,484	3,465	3,439	3,409	3,425	3,470	3,408	3,472	3,264	3,306	3,391	3,448	3415
Men	67,607	67,498	67,561	67,788	67,788	68,274	68,069	68,363	67,013	67,345	68,214	68,718	67853
Age													
15 - 17	1,215	1,191	1,185	1,183	1,228	1,219	1,189	1,157	1,074	1,040	1,082	1,124	1157
18 - 20	6,755	6,652	6,628	6,626	6,550	6,552	6,460	6,395	6,110	6,162	6,323	6,349	6464
21 - 24	11,937	11,953	11,845	11,947	11,873	11,939	11,996	12,013	11,672	11,764	11,876	11,939	11896
25 - 29	13,105	13,044	13,027	13,014	13,024	13,153	13,102	13,209	12,878	12,899	13,078	13,185	13060
30 - 39	18,455	18,448	18,566	18,599	18,647	18,800	18,696	18,827	18,482	18,597	18,797	18,907	18652
40 - 49	12,241	12,258	12,297	12,311	12,318	12,472	12,416	12,566	12,368	12,399	12,540	12,638	12402
50 - 59	4,800	4,815	4,821	4,876	4,925	4,946	4,950	4,961	4,984	5,083	5,187	5,254	4967
60 and over	2,583	2,602	2,631	2,641	2,648	2,663	2,668	2,707	2,709	2,707	2,722	2,770	2671
Race													
Asian or Asian British	4,676	4,689	4,673	4,660	4,741	4,762	4,763	4,789	4,790	4,801	4,826	4,885	4755
Black or Black British	9,399	9,348	9,338	9,395	9,279	9,285	9,229	9,270	9,164	9,173	9,227	9,192	9275
Mixed	2,439	2,419	2,441	2,444	2,472	2,511	2,493	2,533	2,516	2,502	2,543	2,609	2494
Chinese or Other	797	782	789	781	769	763	732	698	679	649	663	637	728
White	52,767	52,498	52,441	52,542	52,544	52,942	52,737	52,941	51,620	51,937	52,717	53,345	52586
Not Stated	1,011	1,225	1,317	1,374	1,408	1,481	1,522	1,602	1,506	1,587	1,628	1,498	1430
1991 census codes	2	2	1	1	0	0	1	2	2	2	1	0	1



Religion

Christian	34,967	34,959	35,126	35,213	35,095	35,610	35,618	35,832	35,200	35,373	35,850	36,298	35428
Buddhist	1,630	1,609	1,645	1,663	1,676	1,660	1,643	1,640	1,614	1,616	1,644	1,633	1639
Hindu	311	312	319	336	354	365	369	381	376	378	384	361	354
Jewish	199	202	211	210	203	208	209	212	212	214	206	211	208
Muslim	8,273	8,343	8,380	8,489	8,658	8,604	8,595	8,663	8,594	8,550	8,663	8,755	8547
Sikh	493	481	479	490	502	521	536	532	558	572	570	563	525
Other religious groups	753	761	786	794	796	802	824	829	836	822	843	856	809
No religion	23,038	22,721	22,499	22,426	22,352	22,408	22,274	22,331	21,612	21,769	22,105	22,226	22313
Not Stated	1,427	1,575	1,555	1,576	1,577	1,566	1,409	1,415	1,275	1,357	1,340	1,263	1445

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table C3: Resettlement and Settled Accommodation

	Prison and Probation		Prison		Probation	
	discharges/ terminations	positive accommodation outcomes	discharges (less than 12 month sentence)	positive accommodation outcomes	terminated orders and licences	positive accommodation outcomes
2010/11						
All	132,642	114,938	52,335	45,735	80,307	69,203
Sex						
Women	16,584	14,374	4,886	4,361	11,698	10,013
Men	116,051	100,559	47,449	41,374	68,602	59,185
Not Known	7	5	0	0	7	5
Age						
15 - 17	..	..	1,623	1,505	..	..
18 - 20	..	..	7,153	6,489	..	..
21 - 24	..	..	9,166	8,209	..	..
25 - 29	..	..	9,976	8,780	..	..
30 - 39	..	..	13,994	12,033	..	..
40 - 49	..	..	7,442	6,302	..	..
50 - 59	..	..	2,081	1,687	..	..
60 and over	..	..	551	435	..	..
Not Known	..	..	349	295	..	..



Race						
Asian or Asian British	6,166	5,567	2,531	2,271	3,635	3,296
Black or Black British	9,470	8,155	3,786	3,303	5,684	4,852
Mixed	3,308	2,838	1,447	1,263	1,861	1,575
Chinese or Other	1,042	860	396	327	646	533
White	105,335	91,163	41,125	35,972	64,210	55,191
Not Known	7,321	6,355	3,050	2,599	4,271	3,756
Religion and belief						
Christian	..	..	24,112	20,774	..	..
Muslim	..	..	3,593	3,150	..	..
No Religion	..	..	19,531	17,390	..	..
Other	..	..	1,510	1,288	..	..
Not Known	..	..	3,589	3,133	..	..

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table C4: Resettlement and Employment

	Prison and Probation		Prison		Probation	
	discharges/ terminations	positive employment outcomes	discharges (less than 12 month sentence)	positive employment outcomes	terminated orders and licences	positive employment outcomes
2010/11						
All	121,038	45,525	52,335	13,220	68,703	32,305
Sex						
Women	13,612	3,831	4,886	494	8,726	3,337
Men	107,420	41,692	47,449	12,726	59,971	28,966
Not Known	6	2	0	0	6	2
Age						
15 - 17	..	..	1,623	101	..	..
18 - 20	..	..	7,153	1,540	..	..
21 - 24	..	..	9,166	2,644	..	..
25 - 29	..	..	9,976	2,736	..	..
30 - 39	..	..	13,994	3,638	..	..
40 - 49	..	..	7,442	1,890	..	..
50 - 59	..	..	2,081	513	..	..
60 and over	..	..	551	64	..	..
Not Known	..	..	349	94	..	..



Race						
Asian or Asian British	5,818	2,613	2,531	804	3,287	1,809
Black or Black British	8,491	2,798	3,786	840	4,705	1,958
Mixed	3,029	956	1,447	339	1,582	617
Chinese or Other	928	378	396	109	532	269
White	96,037	36,024	41,125	10,321	54,912	25,703
Not Known	6,735	2,756	3,050	807	3,685	1,949
Religion and belief						
Christian	..	..	24,112	6,054	..	..
Muslim	..	..	3,593	990	..	..
No Religion	..	..	19,531	4,823	..	..
Other	..	..	3,589	910	..	..
Not Known	..	..	1,510	443	..	..

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table C5: Drug Treatment Programmes

2010/11	DTP Starts	DTP Completions
All	9,389	7,319
Sex		
Women	578	454
Men	8,780	6,858
Not known	31	7
Age		
18 - 20	941	693
21 - 24	1,854	1,381
25 - 29	2,194	1,681
30 - 39	3,138	2,550
40 - 49	1,095	890
50 - 59	125	107
60 and over	11	10
Not Known	31	7
Race		
Asian or Asian British	403	344
Black or Black British	940	764
Mixed	329	251
Chinese or Other	20	21
White	7,459	5,776
Not Known	238	163



Religion and belief

Christian	4,819	3,734
Muslim	903	720
No Religion	3,050	2,412
Other	294	230
Not Known	323	223

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table C6: Offender Behaviour Programmes and Sex Offender Treatment Programmes

2010/11	Completions
All	8,981
Sex	
Women	377
Men	8,604
Not Known	0
Age	
Under 18	80
18-20	961
21-24	1,827
25-29	1,789
30-39	2,218
40-49	1,372
50-59	452
60 and over	238
Not known	44
Race	
Asian or Asian British	437
Black or Black British	1,092
Mixed	348
Chinese or Other	26
White	6,936
Not Known	142



Religion and belief

Christian	4,452
Muslim	1,011
Other	510
No Religion	2,873
Not Known	135

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table C7: Accredited Offender Behavioural programmes in the community and those that met the OGRS eligibility criteria

2010/11	Accredited programmes that meet the criteria	Total accredited programmes
All	14,479	15,421
Sex		
Women	1,370	1,468
Men	13,109	13,953
Age		
Under 18	18	19
18-20	2,781	2,886
21-24	3,294	3,463
25-29	2,811	2,988
30-34	1,851	1,989
35-39	1,328	1,448
40-49	1,577	1,728
50+	536	593
Not Known	283	307
Race		
Asian or Asian British	609	667
Black or Black British	813	857
Mixed	419	448
Chinese or Other	77	86
White	11,840	12,579
Not Known	721	784

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table C8: Orders and Licences Successfully completed

2010/11	Total orders and licences	Successfully completed
All	198,707	150,666
Sex		
Women	28,288	22,126
Men	170,419	128,540
Age		
18-20	29,847	20,205
21-24	38,250	27,979
25-29	35,938	26,472
30-39	49,908	38,223
40-49	30,416	25,588
50-59	9,544	8,589
60 and over	4,804	3,610
Race		
Asian or Asian British	9,912	8,151
Black or Black British	13,962	10,901
Mixed	6,053	4,436
Chinese or Other	2,577	2,113
White	162,373	122,062
Not known	3,830	3,003
Disability		
Declared Disabled	24,574	18,282
Declared Non-Disabled	123,054	92,763
Prefer not to say	507	361
Not known	50,572	39,260

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.

Table C9: Self-Harm Incidents

2010-11	Self-Harm Incidents
All	26,285
Sex	
Women	11,517
Men	14,768
Age	
15-17	675
18-20	5,029
21-24	5,507
25-29	4,592
30-39	5,887
40-49	2,431
50-59	729
60 and over	186
Not known	1,249
Race	
Asian or Asian British	471
Black or Black British	791
Mixed ethnic groups	644
Chinese or Other ethnic group	102
White	22,024
Not stated	7
Not known	2,246

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table C10: Deaths in Prison by Cause

	Total deaths in prison custody	Self-Inflicted Deaths	Deaths from natural and other causes	Cause of Death Unknown
All	183	54	117	12
Sex				
Women	8	2	2	4
Men	175	52	115	8
Age				
15-17	0	0	0	0
18-20	5	5	0	0
21-24	6	6	0	0
25-29	13	9	3	1
30-39	24	7	10	7
40-49	50	19	28	3
50-59	31	7	23	1
60 and over	54	1	53	0
Race				
Asian or Asian British	8	1	7	0
Black or Black British	12	2	8	2
Mixed ethnic groups	2	1	1	0
Chinese or Other ethnic group	0	0	0	0
White	161	50	101	10

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.



Table C11: Adjudications

	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Year End Total
Adjudications Dismissed													
All prisoners	1,587	1,522	1,676	1,577	1,640	1,472	1,569	1,737	1,610	1,572	1,492	1,815	19,269
Asian or Asian British	87	83	109	97	102	70	98	97	82	76	69	118	1,088
Black or Black British	264	258	252	257	274	243	260	276	240	255	263	251	3,093
Mixed	86	68	56	72	68	54	66	57	66	74	66	72	805
Chinese or Other	9	7	5	12	7	9	21	15	8	6	13	10	122
White	1,133	1,096	1,236	1,125	1,176	1,084	1,107	1,281	1,190	1,147	1,071	1,348	14,991
Not Stated	8	10	18	14	13	12	17	11	24	14	10	16	167
Women	97	97	116	136	141	128	110	122	111	113	116	151	1,438
Men	1,490	1,425	1,560	1,441	1,499	1,344	1,459	1,615	1,499	1,459	1,376	1,664	17,831
Adjudications Proven													
All prisoners	6,394	6,527	7,052	7,385	6,856	6,501	6,823	6,787	6,270	6,330	6,151	7,433	80,509
Asian or Asian British	335	344	345	380	330	319	386	324	320	328	348	387	4,146
Black or Black British	1,069	1,038	1,161	1,134	1,127	1,042	1,190	1,060	1,031	1,132	1,037	1,202	13,223
Mixed	316	289	316	341	367	288	339	265	288	250	275	334	3,668
Chinese or Other	28	32	37	38	46	28	62	30	23	28	28	30	410
White	4,622	4,802	5,012	5,401	4,923	4,771	4,791	5,054	4,523	4,546	4,423	5,420	64,497
Not Stated	24	22	181	91	63	53	55	54	85	46	40	60	774
Women	428	420	426	436	423	344	346	377	270	347	296	378	4,491
Men	5,966	6,107	6,626	6,949	6,433	6,157	6,477	6,410	6,000	5,983	5,855	7,055	76,018



Adjudications Referred

All prisoners	1,682	1,737	1,798	1,904	1,712	1,663	1,514	1,678	1,744	1,913	1,622	1,969	20,936
Asian or Asian British	92	104	82	118	105	85	122	85	102	116	77	127	1,215
Black or Black British	292	271	328	334	316	302	250	285	266	346	342	366	3,698
Mixed	60	55	62	99	59	94	54	58	80	72	84	75	852
Chinese or Other	13	2	11	10	17	3	25	12	7	7	11	15	133
White	1,218	1,298	1,311	1,330	1,207	1,173	1,049	1,227	1,278	1,362	1,101	1,372	18,991
Not Stated	7	7	4	13	8	6	14	11	11	10	7	14	112
Women	61	64	58	75	67	38	54	38	46	30	47	50	628
Men	1,621	1,673	1,740	1,829	1,645	1,625	1,460	1,640	1,698	1,883	1,575	1,919	20,308

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.

Definitions

Adjudications dismissed: An actual count of those charges dismissed or not proceeded with at a Governor's adjudication for the month.

Adjudications proven: An actual count of those adjudications which are proven disciplinary charges at a Governor's adjudication for the month.

Adjudications referred: An actual count of those adjudications which are referred to the independent adjudicator for the month.



Table C12: Complaints

	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Year End Total
All prisoners	20,639	19,404	22,769	21,752	21,651	22,109	21,469	22,510	19,889	19,439	19,409	21,177	252,217
Asian or Asian British	1,323	1,206	1,444	1,430	1,562	1,487	1,469	1,597	1,350	1,208	1,325	1,410	16,811
Black or Black British	3,054	3,002	3,457	3,212	3,197	3,373	3,292	3,464	3,084	3,090	3,054	3,349	38,628
Mixed	813	764	914	873	840	881	964	884	827	778	815	846	10,199
Chinese or Other	156	101	135	153	160	163	129	134	133	117	127	119	1,627
White	14,847	14,040	16,429	15,700	15,454	15,712	15,160	15,963	14,132	13,840	13,647	14,993	179,707
Not Stated	446	291	390	384	438	493	455	468	363	406	441	460	5,035
Women	1,332	1,171	1,354	1,154	1,205	1,091	1,127	1,247	1,046	896	909	1,039	13,571
Men	19,307	18,233	21,415	20,598	20,446	21,018	20,342	21,263	18,843	18,543	18,500	20,138	238,646

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.

Definition

Complaints: An actual count of the number of initial formal complaints (Stage 1) received in the month. This figure does not include Racist Incident Reporting Forms.



Table C13: Home Detention Curfew

	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Year End Total
Eligible Applications													
All prisoners	2,833	2,917	2,982	3,047	2,801	3,222	3,292	3,320	2,822	2,753	2,832	3,344	36,165
Asian or Asian British	180	211	193	185	181	244	230	236	218	198	189	225	2,490
Black or Black British	274	248	290	284	247	285	291	331	240	274	246	286	3,296
Mixed	50	63	68	72	79	76	85	95	76	90	64	100	918
Chinese or Other	29	30	21	35	22	23	35	27	35	24	24	30	335
White	2,298	2,357	2,400	2,443	2,257	2,566	2,610	2,590	2,220	2,148	2,278	2,663	28,140
Not Stated	2	8	10	28	15	28	41	41	33	19	31	40	296
Women	229	244	244	258	216	240	288	293	269	204	208	271	2,964
Men	2,604	2,673	2,738	2,789	2,585	2,982	3,004	3,027	2,553	2,549	2,624	3,073	33,201
Total Released													
All prisoners	869	877	998	1,066	946	1,207	1,001	1,051	1,086	835	961	1,028	11,925
Asian or Asian British	81	68	81	82	71	92	104	82	103	82	76	84	1,006
Black or Black British	75	69	80	81	81	99	93	85	94	75	89	91	1,012
Mixed	19	20	18	25	24	19	28	32	24	21	21	35	286
Chinese or Other	5	0	8	10	2	4	2	3	9	2	6	9	60
White	688	716	810	865	766	990	770	844	844	650	762	805	8,570
Not Stated	1	4	1	3	2	3	4	5	12	5	7	4	51
Women	126	87	127	127	114	116	137	126	136	82	95	149	1,422
Men	743	790	871	939	832	1,091	864	925	950	753	866	879	10,503

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.

Definitions

Home detention curfew: The total number of eligible applications received and total number of prisoners released each month.

Table C14: Incentives and Earned Privileges

	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Year End Average
Basic Regime													
All prisoners	1,220	1,281	1,333	1,422	1,305	1,345	1,403	1,427	1,242	1,569	1,483	1,536	1,381
Asian or Asian British	95	87	75	91	73	79	93	71	88	96	92	100	87
Black or Black British	240	266	262	257	231	270	285	344	258	300	272	317	275
Mixed	71	73	74	98	85	74	88	104	87	109	95	110	89
Chinese or Other	18	8	9	11	10	13	7	12	10	8	8	5	10
White	780	835	895	953	880	887	901	870	780	1,027	980	971	822
Not Stated	16	12	18	12	26	22	29	26	19	29	36	33	23
Women	50	49	64	66	58	58	64	45	35	58	73	72	58
Men	1,170	1,232	1,269	1,356	1,247	1,287	1,339	1,382	1,207	1,511	1,410	1,464	1,323
Standard Regime													
All prisoners	46,598	45,963	46,072	45,557	45,562	46,038	45,662	45,551	43,021	44,800	45,677	45,738	45,520
Asian or Asian British	3,121	3,090	3,139	3,107	3,116	3,020	3,032	3,021	2,901	2,948	3,006	3,023	3,044
Black or Black British	6,466	6,259	6,237	6,045	5,987	6,011	5,851	5,903	5,773	5,850	5,846	5,830	6,005
Mixed	1,682	1,678	1,682	1,637	1,690	1,754	1,728	1,741	1,677	1,681	1,705	1,778	1,703
Chinese or Other	695	685	663	661	691	646	661	550	509	475	501	513	604
White	33,895	33,277	33,200	32,867	32,700	33,215	33,057	33,048	31,115	32,631	33,271	33,380	33,699
Not Stated	739	974	1,151	1,240	1,378	1,392	1,333	1,288	1,046	1,215	1,348	1,214	1,193
Women	2,376	2,421	2,341	2,251	2,221	2,353	2,301	2,382	2,142	2,208	2,383	2,362	2,312
Men	44,222	43,542	43,731	43,306	43,341	43,685	43,361	43,169	40,879	42,592	43,294	43,376	43,208



Enhanced Regime

All prisoners	36,249	36,448	36,125	36,833	36,911	36,671	37,352	37,152	36,492	36,920	37,292	36,257	36,725
Asian or Asian British	2,639	2,682	2,618	2,649	2,651	2,750	2,776	2,837	2,817	2,892	2,851	2,791	2,746
Black or Black British	5,013	5,089	4,968	5,128	5,042	4,962	5,020	5,045	5,005	5,053	4,938	4,867	5,011
Mixed	1,178	1,188	1,213	1,215	1,196	1,206	1,203	1,193	1,201	1,216	1,219	1,205	1,203
Chinese or Other	521	489	407	470	507	511	495	453	444	459	440	395	466
White	26,651	26,685	26,612	27,042	27,148	26,847	27,377	27,118	26,530	26,790	27,051	26,545	25,402
Not Stated	247	315	307	329	367	395	481	506	495	510	793	454	433
Women	1,800	1,802	1,778	1,824	1,881	1,832	1,838	1,843	1,833	1,815	1,760	1,779	1,815
Men	34,449	34,646	34,347	35,009	35,030	34,839	35,514	35,309	34,659	35,105	35,532	34,478	34,910

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.

Definitions

Incentives and earned privileges: A single snapshot of the number of prisoners on each level of the incentives and earned privileges scheme at the end of the month across each of the ethnic groups. The sum of prisoners on the three levels is not the same as the total prison population figure in annex B, because these figures are derived from differently-timed snapshots from different sources.



Table C15: Re-Categorisation

	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Year End Total
Re-categorisation Up													
All prisoners	225	220	207	275	210	261	249	272	250	321	187	220	2,897
Asian or Asian British	13	23	9	22	19	14	17	25	21	27	17	17	224
Black or Black British	23	34	37	43	36	27	34	31	44	43	34	32	418
Mixed	2	5	3	6	4	8	5	6	8	6	6	8	67
Chinese or Other	3	2	3	2	1	2	2	5	1	1	0	1	23
White	181	153	153	201	149	207	191	205	176	243	129	162	2,402
Not Stated	3	3	2	1	1	3	0	0	0	1	1	0	15
Women	20	25	14	35	34	38	59	57	19	52	14	41	408
Men	205	195	193	240	176	223	190	215	231	269	173	179	2,489
Re-categorisation Down													
All prisoners	621	696	732	595	604	676	584	618	549	516	518	610	7,319
Asian or Asian British	52	59	54	48	54	65	52	58	55	37	41	46	621
Black or Black British	90	90	113	77	67	101	90	95	90	70	92	86	1,061
Mixed	14	19	25	17	20	12	20	27	13	12	14	25	218
Chinese or Other	0	9	8	5	5	4	1	0	4	1	1	7	45
White	462	517	530	447	458	492	420	435	385	392	370	443	5,777
Not Stated	3	2	2	1	0	2	1	3	2	4	0	3	23
Women	10	29	19	12	16	10	18	15	11	18	19	19	196
Men	611	667	713	583	588	666	566	603	538	498	499	591	7,123

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.

Definitions

The total number of prisoners re-categorised up to a higher security level. This includes decisions to alter a prisoner between 'suitable for closed conditions' and 'suitable for open conditions'. Initial categorisation after sentencing and decisions to upgrade from Cat B to Cat A are not included. The total number of prisoners re-categorised down to a lower security level.

This includes decisions to alter a prisoner between 'suitable for closed conditions' and 'suitable for open conditions'. Initial categorisation after sentencing and decisions to downgrade from Cat A to Cat B are not included.



Table C16: Release on Temporary Licence

	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Year End Total
All prisoners	29,264	33,101	33,447	34,779	35,696	35,639	37,280	36,181	32,684	31,002	31,925	33,550	404,548
Asian or Asian British	2,591	2,979	3,120	3,247	3,383	3,292	3,398	3,304	3,023	2,760	2,770	2,750	36,617
Black or Black British	3,511	4,039	4,311	4,504	4,502	4,327	4,535	4,655	4,150	3,712	3,864	3,954	50,064
Mixed	684	929	1,019	1,041	1,035	1,093	1,119	1,182	1,150	904	974	1,015	12,145
Chinese or Other	248	189	214	212	209	194	328	293	267	138	150	130	2,572
White	22,229	24,929	24,717	25,721	26,502	26,632	27,765	26,618	23,975	23,174	24,051	25,515	301,828
Not Stated	1	36	66	54	65	101	135	129	119	314	116	186	1,322
Women	2,017	2,046	2,278	2,437	2,384	2,444	2,450	2,450	2,519	1,932	1,776	2,030	26,763
Men	27,247	31,055	31,169	32,342	33,312	33,195	34,830	33,731	30,165	29,070	30,149	31,520	377,785

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.

Definition

Release on temporary license: An actual count of the number of approved days for the month.



Table C17: Segregation

	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Total
Cellular Confinement								
All prisoners	6,612	6,419	6,118	5,514	6,487	6,398	6,048	43,596
Asian or Asian British	306	354	302	256	287	322	406	2,233
Black or Black British	1,111	1,233	1,082	1,095	1,268	1,150	977	7,916
Mixed	152	243	225	200	168	202	276	1,466
Chinese or Other	11	38	55	21	4	23	13	165
White	5,025	4,535	4,449	3,940	4,750	4,684	4,370	34,277
Not Stated	7	16	5	2	10	17	6	63
Women	130	149	129	52	111	79	113	763
Men	6,482	6,270	5,989	5,462	6,376	6,319	5,935	42,833
Good Order or Discipline								
All prisoners	9,250	9,148	9,787	9,780	9,942	8,302	9,261	65,470
Asian or Asian British	605	452	465	571	681	624	763	4,161
Black or Black British	1,619	1,774	2,079	2,017	2,119	1,708	1,833	13,149
Mixed	439	501	452	453	418	389	409	3,061
Chinese or Other	48	37	17	43	28	16	40	229
White	6,503	6,328	6,700	6,639	6,665	5,527	6,170	42,119
Not Stated	36	56	74	57	31	38	46	338
Women	301	245	238	253	212	150	306	1,705
Men	8949	8,903	9,549	9,527	9,730	8,152	8,955	63,765



Own Protection

All prisoners	3,209	3,192	2,648	2,473	2,597	2,981	3,404	20,504
Asian or Asian British	147	201	195	129	122	197	181	1,172
Black or Black British	301	268	290	230	352	352	328	2,121
Mixed	93	118	49	32	29	70	81	472
Chinese or Other	22	52	26	4	5	25	31	165
White	2,646	2,552	2,088	2,078	2,089	2,337	2,783	21,609
Not Stated	0	1	0	0	0	0	0	1
Women	100	61	35	27	27	55	6	311
Men	3109	3,131	2,613	2,446	2,570	2,926	3,398	20,193

Awaiting Adjudication

All prisoners	1,940	1,917	1,688	1,762	1,746	1,573	1,907	12,533
Asian or Asian British	125	77	85	98	67	96	95	643
Black or Black British	356	400	302	303	341	320	370	2,392
Mixed	121	72	87	87	57	61	88	573
Chinese or Other	6	13	2	12	3	11	10	57
White	1,327	1,352	1,210	1,261	1,275	1,083	1,325	12,297
Not Stated	5	3	2	1	3	2	19	35
Women	105	65	43	69	62	87	87	518
Men	1835	1,852	1,645	1,693	1,684	1,486	1,820	12,015

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.

Definition

Segregations cellular confinement: An actual count of days, taking place at first unlock, of Cellular Confinement.

Segregations good order or discipline: An actual count of days of Good Order or Discipline (G.O.o.D) taking place at first unlock.

Segregations own protection: An actual count of days of Own Protection taking place at first unlock.

Segregations awaiting adjudication: An actual count of days, taking place at first unlock, of Prison Rule 53(4) / YOI Rule 58(4) i.e. Awaiting Adjudication.

Table C18: Use of Force

	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Year End Total
All prisoners	1,599	1,685	1,778	1,812	1,754	1,746	1,786	1,763	1,561	1,676	1,675	1,981	20,816
Asian or Asian British	72	91	99	126	110	106	82	108	121	97	128	122	1,262
Black or Black British	393	415	446	435	402	423	506	439	369	453	439	499	5,219
Mixed	62	74	96	96	119	100	99	101	91	93	109	116	1,156
Chinese or Other	23	16	7	13	10	17	11	9	16	16	15	17	170
White	1,045	1,087	1,116	1,129	1,106	1,082	1,072	1,083	929	999	967	1,205	13,176
Not Stated	4	2	14	13	7	18	16	23	35	18	17	22	189
Women	132	166	109	109	167	134	104	116	101	101	87	111	1,437
Men	1,467	1,519	1,669	1,703	1,587	1,612	1,682	1,647	1,460	1,575	1,588	1,870	19,379

N.B. These figures have been drawn from administrative IT systems. Care is taken when processing and analysing returns but the detail is subject to the inaccuracies inherent in any large scale recording system. Although shown to the individual they may not be accurate to that level.

Definition

Use of Force: An actual count of the total number of times Use of Force has taken place over the month.



Annex D – Glossary of term and abbreviations

Term	Explanation
AA	Administrative Assistant
Administrative Grades	The collective term for Administrative Assistance, Administrative Officers, Executive Officers, and non-unified managers/senior managers
AI	Agency Instruction
AO	Administrative Officer
BME	Black and Minority Ethnic
CSAP	Correctional Services Accreditation Panel
DDC	Deputy Directors of Custody
DOM	Director of Offender Management
E EI	Employee Engagement Index
EO	Executive Officer
HDC	Home Detention Curfew
HMPS	Her Majesty's Prison Service
HQ	Headquarters
IEP	Incentives and Earned Privileges
NACRO	UK's largest Criminal Justice related charity (National Association of the Care and Resettlement of Offenders)
NOMS	National Offender Management Service
Non-operational	The collective term for all staff excluding operational support grades, officers, operational managers and operational senior managers
Non-Unified	The collective term for all staff excluding officer grades, operational managers and operational senior managers
OBP	Offender Behaviour Programme
Operational	The collective term for operational support grades, officers, operational managers and operational senior managers
OSG	Operational Support Grades



PSI	Prison Service Instruction
PSO	Prison Service Order
ROTL	Release on Temporary Licence
SCS	Senior Civil Servant
SOTP	Sex Offender Treatment Programme
SPDR	Staff Performance and Development Record
Unified Staff	The collective term for all officer grades, operational managers and operational senior managers

