



Ministry
of Justice

Statistical Note and Consultation -

Changes to the National Offender
Management Service (NOMS) Annual
Staff Equalities Report 2016/17

30 November 2017

Introduction

The National Offender Management Service (NOMS) Annual Staff Equalities Report 2016/17 presents staff processes (Staff in post, recruitment, temporary cover, promotions, staff appraisals, special bonuses, grievances, investigations, conduct and discipline cases, sickness absence and leavers) with reference to protected characteristics (sex, age, race, disability, sexual orientation, and religion/ belief).

These statistics are produced to help monitor changes to NOMS staff numbers and to the structure of the organisation over time. These statistics are also used to inform policy development, to monitor impact of changes over time and to model future changes and their impact on the system.

Aims of the consultation

This consultation reflects an internal review by producers of the NOMS Annual Staff Equalities Report and seeks to gain feedback on the scope of this report. The consultation outlines one key change and invites feedback from users by Friday 5 January 2018.

In the latest publication, published Thursday 30 November 2017, covering the period to 31 March 2017, staff processes by location (including East Midlands, East of England, HQ, London, North East, North West, South East, South West, Wales, West Midlands and Yorkshire and the Humber) were not included given the differing ways in which the three main parts of NOMS (NOMS HQ, HMPS and NPS) are structured and have changed in recent years. Users' feedback is therefore sought on whether table breakdowns by location are helpful and, if so, which geographical splits are likely to secure maximum public value. Users' views are invited on this change and the report in general. If feedback confirms user needs for these tables by location then they will be reinstated, including the possible release of 2016/17 figures by geography in the future.

The key questions for users are:

1. Do you agree with the removal of the staff process tables by location?
2. If you would like to see a breakdown of tables by location, which of the geographical splits below would you find most useful?

If tables by geography were to be re-instated in the next Her Majesty's Prison Service (HMPPS)¹ Annual Staff Equalities Report 2017/18, the geographical breakdown options are:

- (a) London, Outside London, HMPPS HQ
 - (b) North East, North West, Yorkshire and the Humber, East Midlands, West Midlands, East of England, London, South East, South West, Wales and HMPPS HQ
 - (c) HMPPS HQ, Prison Service regional structure, NPS divisions. Further details regarding this option are outlined in the section 'Breakdown of statistical tables by geography' later in this document.
3. If you would like to see a breakdown of tables by location, please could you outline what you would use the statistics for?

How to contact us with your comments

Comments are requested by Friday 5 January 2018.

Enquiries and responses in relation to this consultation should be directed to Maryam Ahmad at the address below.

Please put 'Consultation Response' in the title of any emails:

Email: statistics.enquiries@justice.gsi.gov.uk

Data Science & HR Analytical Services

Ministry of Justice 10th Floor
102 Petty France, London, SW1H 9AJ

What we will do with your comments

We will publish a response to the consultation and confirm any changes to the publication with the Statistics Authority in April 2018.

¹ The next staff equalities publication will cover the reporting period 2017/18, i.e. following the replacement of NOMS with HMPPS. The report will therefore refer to HMPPS staff.

Breakdown of statistical tables by geography

Previous presentation of geographical breakdowns

The previous NOMS Annual Staff Equalities report 2015/16 featured tables broken down by the following location splits:

- London, Outside London, NOMS HQ
- North East, North West, Yorkshire and the Humber, East Midlands, West Midlands, East of England, London, South East, South West, Wales and NOMS HQ

However, given the differing ways in which the three main parts of NOMS (NOMS HQ, HMPS and NPS) are structured and have changed in recent years, users' feedback is sought on whether table breakdowns by location are helpful and, if so, which geographical splits would secure maximum public value.

If tables by geography were to be re-instated in the next HMPPS Annual Staff Equalities report 2017/18, the geographical breakdown options are:

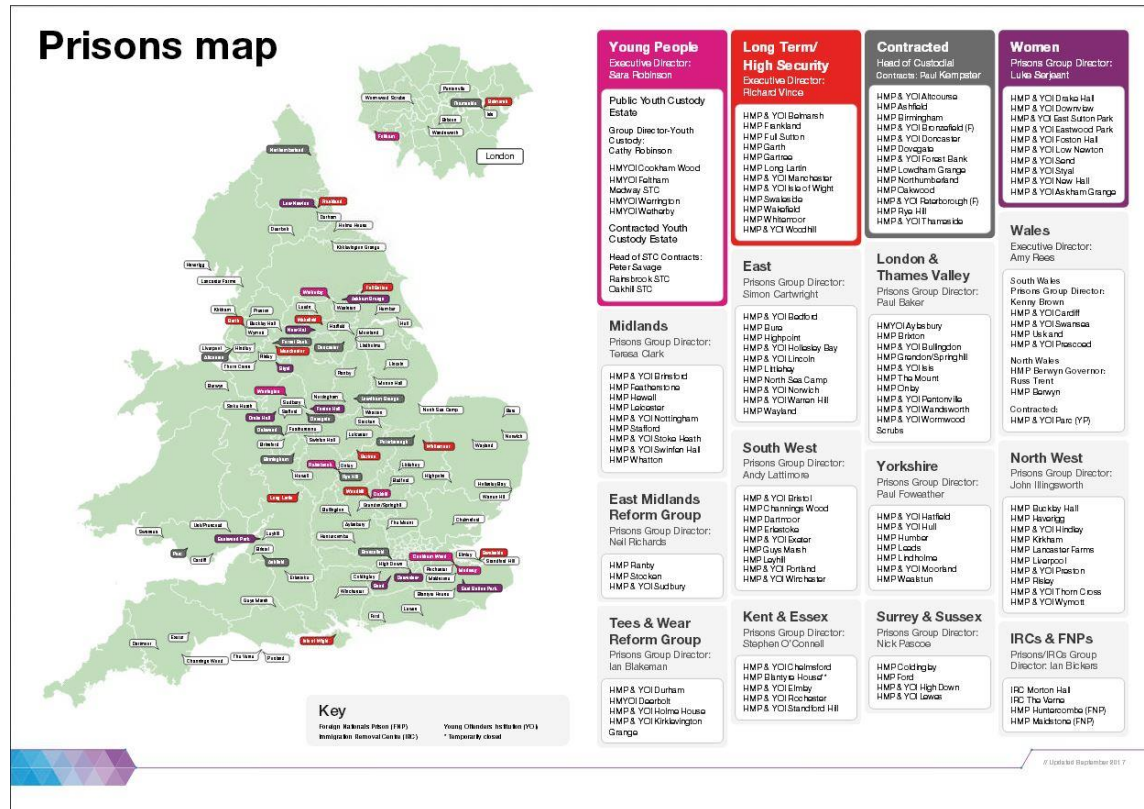
- (a) London, Outside London, HMPPS HQ
- (b) North East, North West, Yorkshire and the Humber, East Midlands, West Midlands, East of England, London, South East, South West, Wales and HMPPS HQ
- (c) HMPPS HQ, Prison Service regional structure, NPS divisions

Further details regarding option (c) are outlined in the next section.

Prison regional structures and NPS divisions

The group structure of public sector prisons, reflected in Figure 1 below were made on 1 April 2017.

Figure 1: Prison Service structure



A functional group structure has been adopted for the management of some Prison Service establishments (i.e. for 'young people' within a distinct Youth Custody Service; for 'long-term/high security' prisons; and prisons for women) whilst others are based on prison management regions (which do not always represent geographic areas). It is for this reason that regionally named groups cannot necessarily be interpreted as a breakdown by geographical area.

The NPS is divided into six divisions in England which are not coterminous with prison regional groupings. In Wales, prison and probation services are delivered together under a single directorate called HMPPS in Wales. Figure 2 provides the breakdown by NPS divisions.

Figure 2: NPS divisional structure

London Probation Service
Midlands Probation Service
North East Probation Service
North West Probation Service
South East and Eastern Probation Service
South West and South Central Probation Service
Wales Probation Service

Contact Details

We would welcome views on the proposed changes detailed above and any further comments on the accessibility, content or structure of future HMPPS Annual Staff Equalities Report publications to ensure we meet user needs in an efficient and effective way. Please provide comments to:

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