



Ministry
of Justice

Consultation Response

Changes to the Her Majesty's Prison and Probation Service (HMPPS) Annual Staff Equalities Report 2017/18

29 November 2018

Introduction

Her Majesty's Prisons and Probation Service (HMPPS) Annual Staff Equalities Report 2017/18 (previously the National Offender Management Service (NOMS) Annual Staff Equalities Report) 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 HMPPS 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

Last year we issued a consultation, the aim of which was to gain feedback on the scope of the report. Specifically, the consultation outlined one key change and asked for feedback from users by Friday 5 January 2018. This note sets out the outcome of that consultation.

In the last publication (published 30 November 2017), staff processes by location were not included given the differing ways in which the three main parts of HMPPS (HQ, HMPS and NPS) are structured and have changed in recent years. Users' feedback was sought on whether table breakdowns by location are helpful and, if so, which geographical splits are likely to secure maximum public value.

The key questions for users were:

- 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) 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?**

Outcome of the consultation

We received no responses to the consultation, and so will not publish staff processes by location in the 2017/18 edition of the Staff Equalities Report. We can review this decision in future, should there be a need to publish information by location.

Contact Details

If you have any views on the outcome outlined above, or have any further comments on the accessibility, content or structure of this or future HMPPS Annual Staff Equalities Report publications to ensure we meet user needs in an efficient and effective way, you can provide comments to:

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