



Published 20 August 2020

Her Majesty's Prison and Probation Service (HMPPS) Workforce Statistics Bulletin, as at 30 June 2020

Main Points

50,397 full time equivalent (FTE) staff in post	This is an increase of 1,063 (2.2%) FTE staff in post since 30 June 2019 and a slight increase of 382 (0.8%) since 31 March 2020. Of the staff in post, there were 34,232 in Public Sector Prisons (PSP), 9,383 staff in the National Probation Service (NPS), 5,266 FTE staff in HQ and Area Services, and 1,516 in the Youth Custody Service (YCS).
22,169 FTE band 3-5 prison officers in post	This is a slight decrease of 153 (0.7%) since 30 June 2019 and a slight increase of 241 (1.1%) FTE prison officers compared to 31 March 2020.
4,805 FTE band 2 operational support staff in post	This corresponds to an increase of 138 (3.0%) since 30 June 2019 and a slight increase of 72 (1.5%) FTE operational support staff since 31 March 2020.
3,613 FTE band 4 probation officers in post	This figure is an increase of 196 (5.7%) since 30 June 2019 and an increase of 150 (4.3%) FTE probation officers compared to 31 March 2020. In addition to the band 4 probation officers, there were 2,546 FTE band 3 probation services officers: an increase of 60 (2.4%) since 30 June 2019 and a decrease of 197 (7.2%) since 31 March 2020.
Leaving rate of 11.1% amongst band 3-5 prison officers	This is a slight decrease of 1.2 percentage points compared to the year ending 31 March 2020. The overall leaving rate across HMPPS over the past year stood at 9.5%, which is a slight decrease of 1.1 percentage points compared to the year ending 31 March 2020.

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

Statistician's comment

COVID-19 is naturally the main theme that runs through this latest bulletin:

- In the latest quarter, there was a large increase in prison officer appointments due to the decision to allow staff to join early before being trained (and helping in OSG duties) during the covid period, whilst in contrast there was a large drop in the number of leavers, which was predominantly driven by a drop in the number of resignations.
- The increased uncertainty in the employment market following COVID has most likely been one of the primary factors for the drop in the number of resignations in recent months, thus impacting on the reduced leaving rates seen in the latest quarter across all main grades, not just prison officers.
- COVID-19 also most likely had an impact on the latest AWDL (non-COVID) sickness figures which showed a drop from 10 to 9.3 days compared to the previous year.
- Specific information about COVID-19 amongst HMPPS staff can be found in the new annex published alongside this bulletin.

Points to note

Her Majesty's Prison and Probation Service

On 1 April 2017, Her Majesty's Prison and Probation Service (HMPPS) replaced the National Offender Management Service (NOMS), an agency of the Ministry of Justice. HMPPS is focussed on supporting operational delivery and the effective running of prison and probation services across the public and private sectors. HMPPS works with a number of partners to carry out the sentences given by the courts, either in custody or the community. This publication covers the reporting period up to 30 June 2020 and therefore considers in detail quarterly staffing levels and staff inflows and outflows, for both NOMS and HMPPS, since April 2014.

For ease, the statistics in this publication will be referred to as those of the HMPPS workforce (i.e. staff working in HMPPS and with a contract of employment with HMPPS, excluding those on career breaks and those on secondment or loan outside of HMPPS but including staff on secondment or loan into HMPPS). In April 2017, the Youth Custody Service (YCS) was launched and forms another distinct arm of HMPPS. In terms of how these particular staffing figures appear in the statistics, central YCS units are categorised within HQ and Area Services whilst the Youth Custody Estate element of this new YCS category is now included separately in the publication tables. This covers staffing figures relating to Cookham Wood, Feltham, Werrington, and Wetherby Youth Offending Institutions (YOIs) as well as Medway Secure Training Centre (STC), which closed on 31 March 2020. Historically these figures would have been included within the wider Public Sector Prisons (PSP) category. Historical and latest figures for the Youth Custody Estate have been separated out to allow comparisons to be made and to establish the trends over time for these YOIs and Medway STC.

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

Coronavirus (COVID-19)

Figures relating to effect of the coronavirus (COVID-19) on HMPPS staff are published alongside this edition of the bulletin as a separate annex. They are experimental statistics and include information about covid related testing, sickness and deaths of HMPPS staff.

Annex on Prison Officer recruitment diversity

As noted in the previous bulletin, the annex with the experimental statistics on Prison Officer recruitment has been moved to a six-monthly production cycle, and has been produced this quarter. It should be noted that a review of this annex is currently in progress and further information will be provided in the next bulletin.

Annex on Probation Officer Vacancies and Trainees

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

Reporting of figure differences

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

Organisational Changes

- From 20 August 2018, HMPPS exercised its right to step in and take over the running of HMP Birmingham for an initial period of six months, while the existing G4S management remained in place. This was further extended in February 2019, until HMP Birmingham transferred back into HMPPS on 1 July 2019. HMP Birmingham is therefore included in the figures within this publication as of the July to September 2019 quarter.
- In November 2019, over 1,200 NPS FTE staff were moved into the Community and Interventions directorate (part of HMPPS HQ and Area Services). These changes are included in this bulletin as of the September to December 2019 quarter.
- During December 2019, 274 FTE NPS staff were transferred from the privately-run CRC in Wales to HMPPS, as the new establishment NPS Wales UM Transition. Their figures are included in this bulletin as of the September to December 2019 quarter.
- Medway Secure Training Centre closed on 31 March 2020.
- The NPS moved to a new regional reporting structure on 1 April 2020 in anticipation of the transition to the new probation unified model in 2021.

Future Plans

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

- The frequency of the bulletin - for example, whether it is better suited as a bi-annual publication.
- How to make the tables and presentation of the figures more user-friendly.
- Whether to and how to expand the range of information provided.

We are now actively reviewing the Experimental Recruitment Diversity annex to determine whether it is fit for purpose, and if not, how it might be changed, or even whether to cease its production.

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

1. Total HMPPS staff in post

50,397 full time equivalent (FTE) staff in post (as at 30 June 2020)

This is an increase of 1,063 (2.2%) FTE staff in post since 30 June 2019 and a slight increase of 382 (0.8%) since 31 March 2020. Of the staff in post, there were 34,232 in Public Sector Prisons (PSP), 9,383 staff in the National Probation Service (NPS), 5,266 FTE staff in HQ and Area Services, and 1,516 in the Youth Custody Service (YCS).

As at 30 June 2020, there were **50,397** staff in post in HMPPS on a full time equivalent (FTE) basis (Figure 1). This includes **34,232** FTE staff in PSP (making up 67.9% of all HMPPS staff), **9,383** in the NPS (18.6% of all HMPPS staff), **5,266** in HMPPS HQ and Area Services (10.4% of all HMPPS staff), and **1,516** in the YCS (3.0% of all HMPPS staff).

Compared to 30 June 2019, the overall FTE increased by **1,063** (2.2%): FTE in PSP slightly increased by **306** (0.9%), FTE in the NPS decreased by **367** (3.8%), FTE in HQ and Area Services increased by **1,366** (35.0%), and FTE in the YCS decreased by **243** (13.8%). These changes are affected by the organisational changes described on page 2, namely the movement of 1,200 FTE staff from NPS to HQ and Area Services, and the transfer of 274 (FTE) NPS staff from private CRC in Wales into HMPPS during Q3 of 2019/20

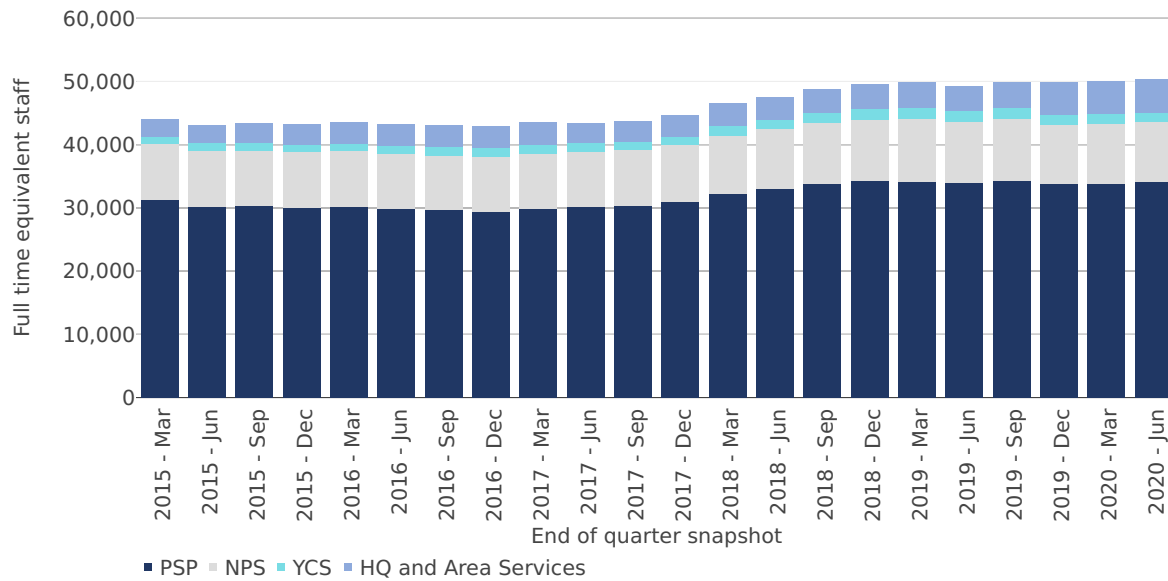
Since 31 March 2015, a number of organisational changes have occurred, such as the creation of the NPS, movements to and from the private sector, and transfers into MoJ¹. Excluding all these changes, the number of staff in post has increased by 7,463 FTE (17.8%) between 31 March 2015 and 30 June 2020. This increase would have been primarily driven by the government commitment to recruit 2,500 extra prison officers by the end of 2018.

As at 30 June 2020, there were **27,944** FTE (55.4% of HMPPS staff) operational prison service staff (including YCS staff). This is the same number of FTE staff compared to 30 June 2019. Non-operational roles across PSP, YCS, and HMPPS HQ accounted for **11,990** FTE posts (23.8% of HMPPS staff), which is an increase of **520** FTE (4.5%) since 30 June 2019. In the NPS grades there were **10,464** FTE staff² (20.8% of all HMPPS staff): an increase of **520** (5.2%) since 30 June 2019.

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

²This includes staff in NPS grades working in other parts of HMPPS.

Figure 1: Number of HMPPS staff in post on a FTE basis, 31 March 2015 to 30 June 2020 (Source: Table 1)



Source: HMPPS - Oracle HRMS and Single Operating Platform.

1.1 Length of Service

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

Across HMPPS overall, **32.0%** of FTE staff in post had less than 3 years' service, which was a slight decrease from 33.1% at 30 June 2019 and no substantial change from 32.4% at 31 March 2020. Meanwhile, **37.5%** of HMPPS FTE staff in post overall had 10 years or more of experience, representing a slight decrease from 39.3% at 30 June 2019 and a slight decrease from 38.1% at 31 March 2020.

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

Excluding the NPS, **33.2%** of FTE staff in post across HMPPS had less than 3 years' service as at 30 June 2020. This is a slight decrease of 1.3 percentage points compared to 30 June 2019. The non-NPS staff with 10 years' experience or more made up **45.5%** of the workforce, which is a 3.3 percentage points decrease compared to 30 June 2019.

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

22,169 FTE band 3-5 prison officers in post (as at 30 June 2020)

This is a slight decrease of 153 (0.7%) since 30 June 2019 and a slight increase of 241 (1.1%) FTE prison officers compared to 31 March 2020.

4,805 FTE band 2 operational support staff in post (as at 30 June 2020)

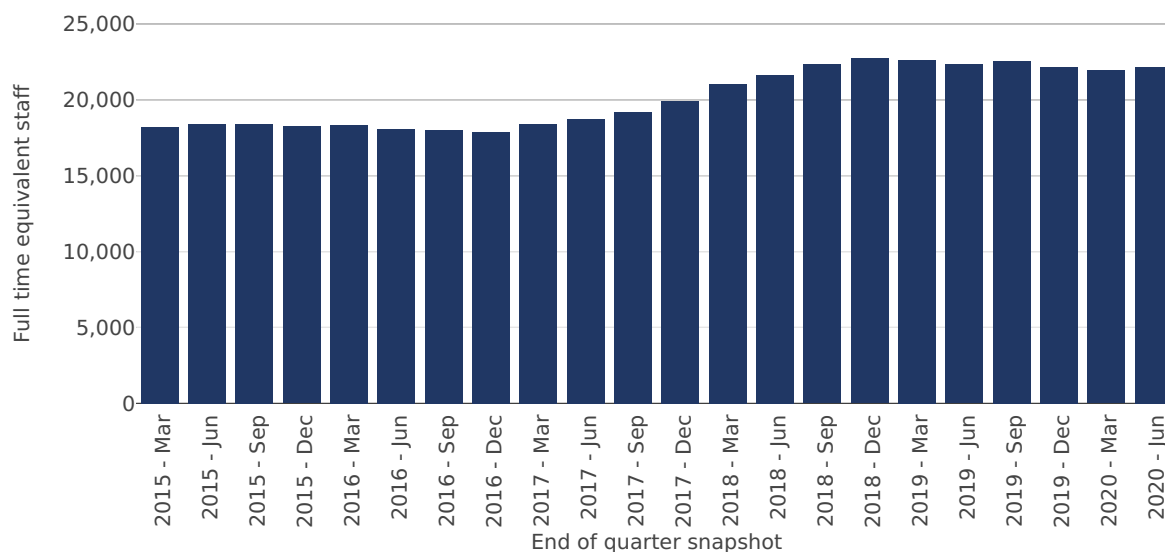
This corresponds to an increase of 138 (3.0%) since 30 June 2019 and a slight increase of 72 (1.5%) FTE operational support staff since 31 March 2020.

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

As at 30 June 2020, there were **22,169** FTE band 3 to 5 officers, which is a slight decrease of **153** (0.7%) compared to 30 June 2019 and a slight increase of 241 (1.1%) FTE prison officers since the previous quarter (Figure 2).

The number of band 2 operational support grade (OSG) FTE staff increased by **138** (3.0%) against the previous year and slightly increased by **72** (1.5%) compared to the previous quarter, to stand at **4,805** for 30 June 2020.

Figure 2: Number of band 3-5 prison officers in post on a FTE basis, 31 March 2015 to 30 June 2020 (Source: Table 3)



Source: HMPPS - Oracle HRMS and Single Operating Platform.

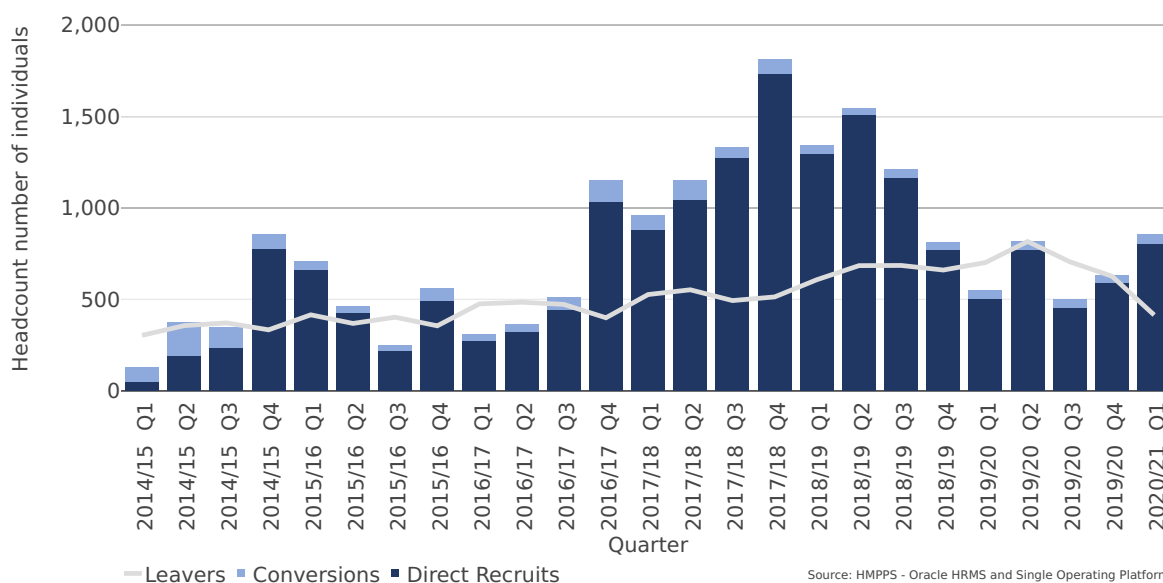
The proportion of band 3-5 prison officers with less than 3 years' service at 30 June 2020 fell to **39.4%** compared to 42% as at 30 June 2019. The proportion of officers in post with 10 years or more of experience decreased by 3.0 percentage points from 45.4% at 30 June 2019 to **42.4%** at 30 June 2020. This corresponds to 9,406 FTE staff with 10 years or more of experience at 30 June 2020, which is a fall of **730** FTE, or **7.2%** since 30 June 2019.

The proportion of band 2 OSG FTE staff with less than 3 years' service remained broadly the same between 30 June 2019 and 30 June 2020, standing at **36.6%**, and the proportion of those with 10 years or more of experience decreased from 45.6% at 30 June 2019 to **43.7%** at 30 June 2020.

Figure 3 shows a quarterly trend of band 3 to 5 appointments and band 3 to 5 officers leavers since 2014/15. Over the year to 30 June 2020, **2,807** band 3 to 5 officers were appointed (consisting of direct new recruits and existing staff who converted to a band 3 officer grade), a decrease of **1,313** (31.9%) compared to 4,120 in the previous year. This difference is primarily due to the governments commitment to an increase of 2,500 of Prison Officers by the end of 2018. The headcount of new band 3 to 5 officer appointments increased by 224 (35.3%) from 634 between January and March 2020 to **858** between April and June 2020 (Table 17). This is because during the COVID period Police Officer Entry Level Training was suspended for a period of time and HMPPS agreed to bring new starters in to the organisation based on the candidates availability only and looked to deploy staff to non-prisoner facing duties to support the wider running of establishments.

The headcount of band 3 to 5 prison officers who left HMPPS in the year ending 30 June 2020 was **2,565**, which is a decrease of **169** (6.2%) compared to the year ending 30 June 2019. The number of leavers dropped in the latest quarter by a third compared to January to March, and this was predominantly driven by a drop in the number of resignations. Examining reasons for leaving, **64.2%** of prison officers who left in the year ending 30 June 2020 resigned from their roles (up from 63.4% in the year ending 30 June 2019). Of the other prison officers who left HMPPS, **14.3%** were dismissed and **9.3%** retired in the year ending 30 June 2020: no substantial change and up from 8.1%, respectively, compared to the previous year.

Figure 3: Newly appointed band 3 to 5 prison officers and band 3 to 5 prison officer leavers, April 2014 to 30 June 2020 (Source: Table 17)



The number of band 2 OSG staff who joined HMPPS in the year ending 30 June 2020 was **793**: a decrease of **33** (4.0%) compared to the previous year ending 30 June 2019, reflecting the nationally run OSG recruitment campaign for London and Thames Valley prisons at the end of 2017 which accounted for the higher number of OSG joiners in 2017/18 and 2018/19, and the pause in OSG recruitment activity in the middle of 2019. There was a slight increase of **7** (0.9%) since the year ending 31 March 2020. The headcount number of band 2 OSG staff who left HMPPS was **569**, which is a decrease of **41** (6.7%) compared to the year ending 30 June 2019 and a decrease of **58** (9.3%) compared to the year ending 31 March 2020.

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

3. Probation practitioners and senior probation officers

3,613 FTE band 4 probation officers in post (as at 30 June 2020)

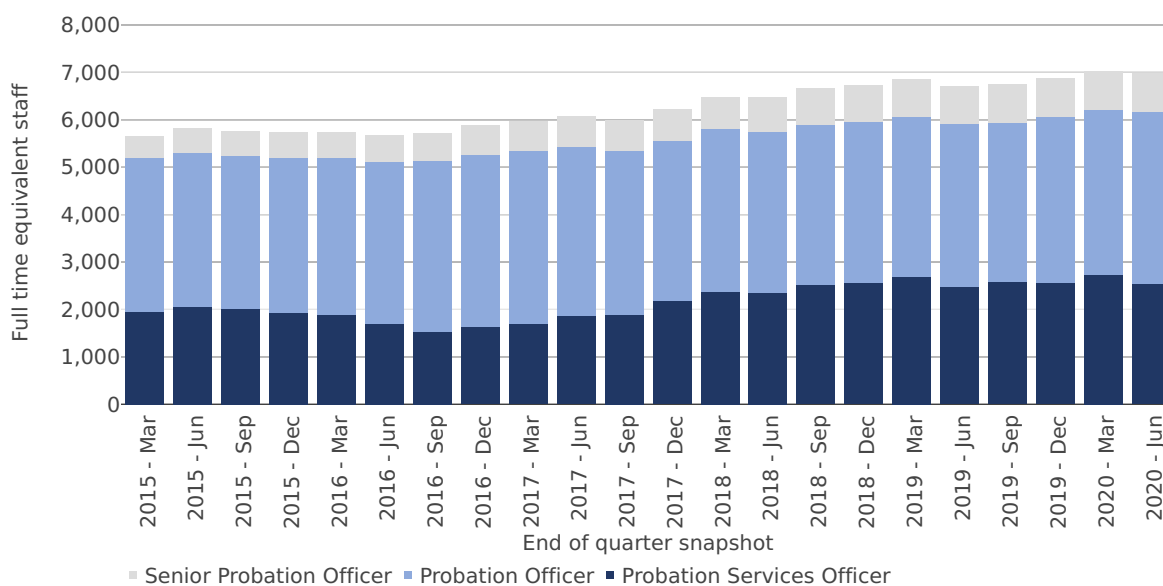
This figure is an increase of 196 (5.7%) since 30 June 2019 and an increase of 150 (4.3%) FTE probation officers compared to 31 March 2020. In addition to the band 4 probation officers, there were 2,546 FTE band 3 probation services officers: an increase of 60 (2.4%) since 30 June 2019 and a decrease of 197 (7.2%) since 31 March 2020.

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

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

As at 30 June 2020 there were **2,546** FTE band 3 probation services officers in post, an increase of **60** (2.4%) over the past year and a decrease of **197** (7.2%) over the quarter; **3,613** FTE band 4 probation officers, representing an increase of **196** (5.7%) over the past year and an increase of **150** (4.3%) compared to the previous quarter; and **816** FTE band 5 senior probation officers, showing a slight increase of **15** (1.9%) over the previous year and a slight increase of **6** (0.7%) since the last quarter (Figure 4).

Figure 4: Number of probation officers, probation services officers and senior probation officers in post on a FTE basis, 31 March 2015 to 30 June 2020 (Source: Table 3)



Source: HMPPS - Oracle HRMS and Single Operating Platform.

In the past year, **450** probation services officers were appointed, some of whom will be training to become qualified probation officers. This is a decrease of **171** (27.5%) compared to the year ending 30 June 2019 and this reduction in PSO joiners over the period reflects a drop following the large numbers of PSOs joiners to NPS over the last few years. There was an increase of **11** (2.5%) compared to the number appointed in the year ending 31 March 2020. In the past year, **207** probation services officers left the service. This is a decrease of **44** (17.5%) compared to the year ending 30 June 2019 and a decrease of **31** (13.0%) compared to the number who left in the year ending 31 March 2020.

4. Joiners and Leavers

Leaving rate of 11.1% amongst band 3-5 prison officers (for the year ending 30 June 2020)

This is a slight decrease of 1.2 percentage points compared to the year ending 31 March 2020. The overall leaving rate across HMPPS over the past year stood at 9.5%, which is a slight decrease of 1.1 percentage points compared to the year ending 31 March 2020.

Over the past year, **5,490** staff joined HMPPS, which is a decrease of **1,869** (25.4%) compared to the year ending 30 June 2019. This drop is again primarily due to the governments commitment to increase the number of Prison Officers by 2,500 more by the end of 2018. These joiners consisted of **4,098** across PSP, **84** in the YCS, **930** in the NPS, and **378** in HMPPS HQ and Area Services. Compared to the year ending 30 June 2019 these numbers of joiners represent a decrease of **23.2%** for PSP, a decrease of **80.1%** for YCS, a decrease of **27.0%** for NPS, and an increase of **16.0%** for HMPPS HQ and Area Services.

There were **5,052** leavers in the year ending 30 June 2020, a decrease of **375** (6.9%) compared to the year ending 30 June 2019. This includes **3,813** leavers from PSP (a decrease of 5.1%), **177** from YCS (a decrease of 4.8%), **744** from the NPS (a decrease of 17.4%), and **318** from HMPPS HQ and Area Services (a slight decrease of 0.6%).

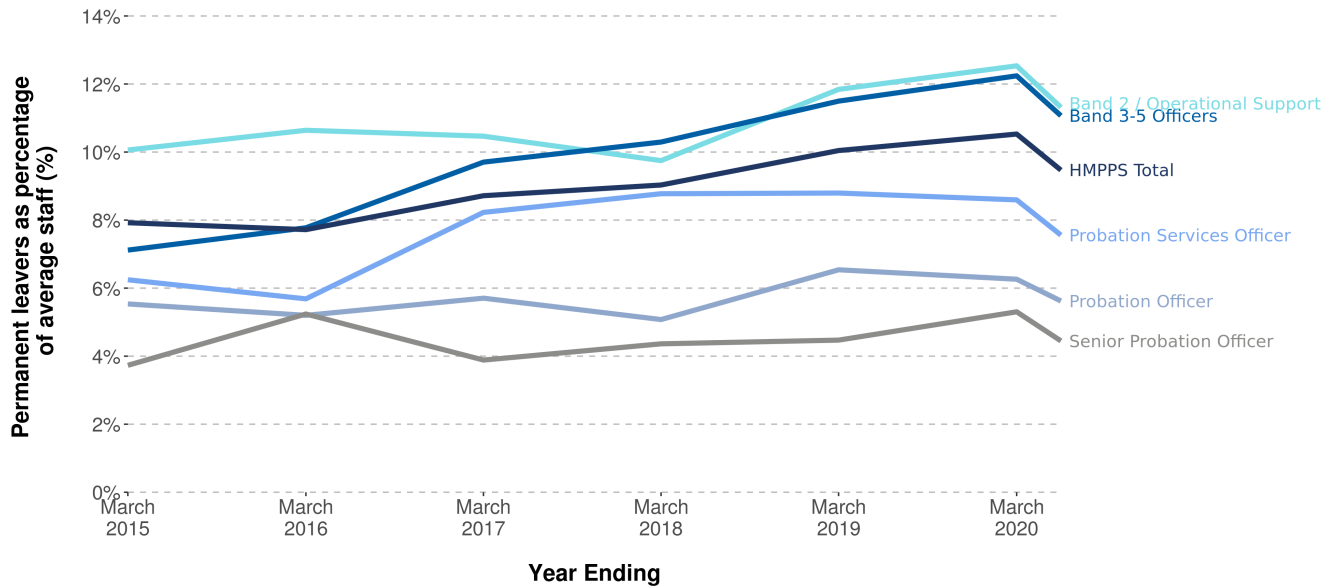
4.1 Leaving Rates³

The overall HMPPS leaving rate for the year to 30 June 2020 was **9.5%**, compared to 10.5% for the year to 31 March 2020 (Figure 5). The increased uncertainty in the employment market following COVID has most likely been one of the primary factors for the drop in the number of resignations in recent months, thus impacting on the overall reduced leaving rates seen in the latest quarter. Specifically for band 3 to 5 prison officers, the leaving rate of **11.1%** in the year ending 30 June 2020 represented a slight decrease of **1.2 percentage points** since the year ending 31 March 2020. The leaving rate for band 2 OSG staff was **11.3%** in the year ending 30 June 2020, which is a slight decrease of **1.2 percentage points** compared to the year ending 31 March 2020.

The leaving rate for staff at the NPS overall in the year ending 30 June 2020 was **7.1%**, which is a slight decrease of **0.9 percentage points** since the year ending 31 March 2020. In the operational grades within the NPS, the leaving rate was highest amongst probation services officers at **7.6%**: a slight decrease of **1.0 percentage point** from the year ending 31 March 2020. Leaving rates for probation officers and senior probation officers stood at **5.6%** (a slight decrease of **0.6 percentage points**) and **4.4%** (a slight decrease of **0.6 percentage points**), respectively, compared to the year to 31 March 2020.

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

Figure 5: Annual leaving rates of permanent staff in key operational grades (excluding VEDSR), from the 12 months to 31 March 2015 to the 12 months to 30 June 2020 (Source: Table 11)



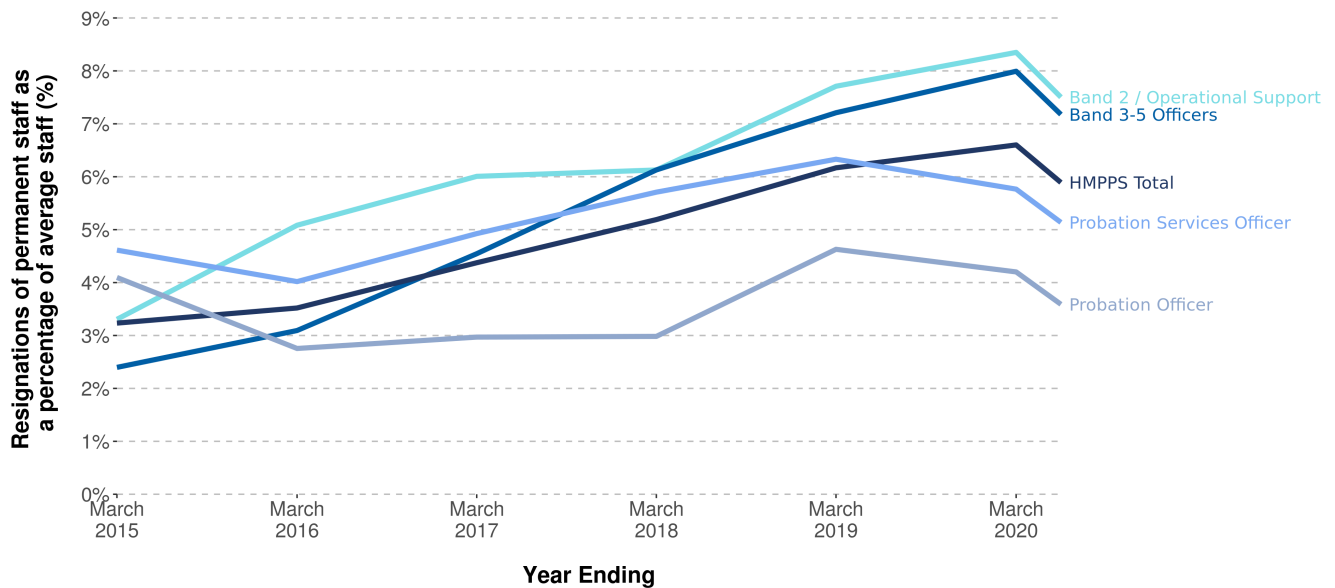
Source: HMPPS - Oracle HRMS and Single Operating Platform.

4.2 Resignation Rates⁴

The overall HMPPS resignation rate for the year to 30 June 2020 was **5.9%**, compared to 6.6% for the year to 31 March 2020 (Figure 6). The increased uncertainty in the employment market following COVID has most likely been one of the primary factors for the drop in the number of resignations in recent months, thus impacting on the overall reduced resignation rates seen in the latest quarter. Specifically for band 3-5 officers, the resignation rate was **7.2%** in the year ending 30 June 2020, which is a slight decrease of **0.8 percentage points** since the year ending 31 March 2020. The resignation rate for OSG staff was **7.5%** for the year ending 30 June 2020, which is a slight decrease of **0.8 percentage points** since the year ending 31 March 2020.

For NPS overall, the resignation rate was **4.3%** for the year ending 30 June 2020. This represents a slight decrease of **0.7 percentage points** compared to the year ending 31 March 2020. Amongst the operational grades within the NPS, probation services officers had the highest resignation rate at **5.1%**, a slight decrease of **0.6 percentage points** since the year ending 31 March 2020. Resignation rates for probation officers stood at **3.6%** (a slight decrease of **0.6 percentage points** since the year ending 31 March 2020).

Figure 6: Annual resignation rates of permanent staff in key operational grades, from the 12 months to 31 March 2015 to the 12 months to 30 June 2020 (Source: Table 12)



Source: HMPPS - Oracle HRMS and Single Operating Platform.

⁴Percentage of staff with a permanent contract of employment who resigned from HMPPS.

5. Sickness absence

HMPPS staff lost an average of 9.3 working days to sickness absence in the year ending 30 June 2020

This represents a decrease of 0.7 average working days lost (AWDL) compared to the year ending 31 March 2020. However, it should be noted that not only are days lost to COVID-19 related sickness not included in these figures, but also that COVID-19 would likely have had an impact on other sickness reasons.

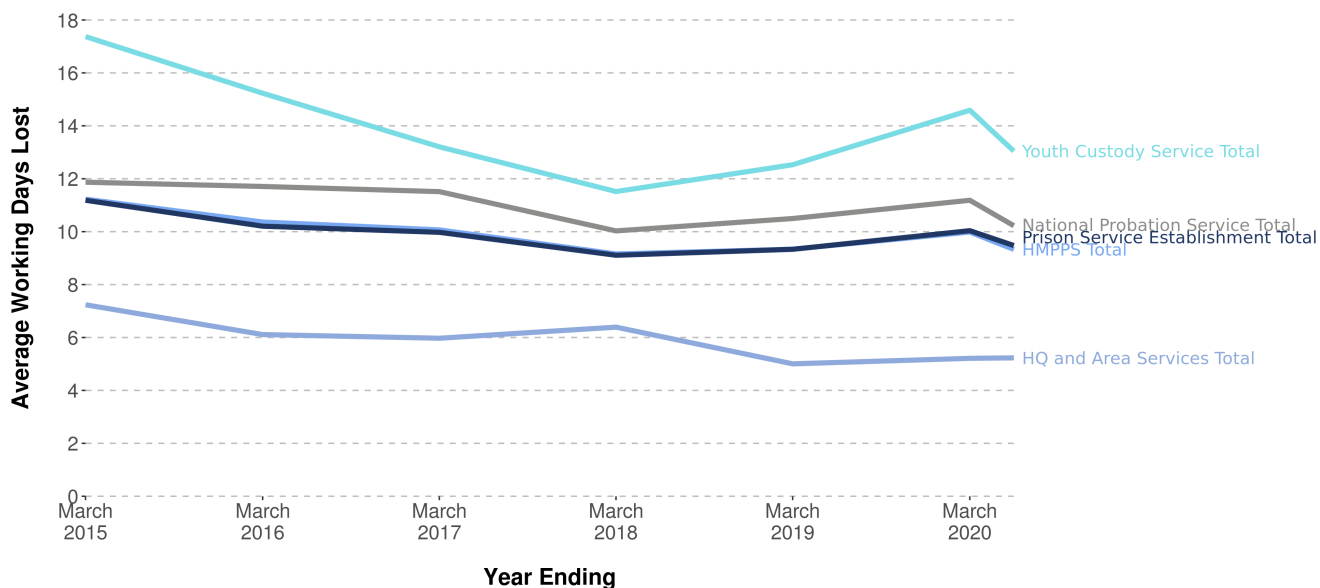
These sickness figures do not contain any COVID-19 related absence data. Please see the new annex with experimental statistics on COVID-19 and HMPPS staff, which includes information on sickness.

In the year ending 30 June 2020, HMPPS staff lost an average of **9.3 working days** to sickness absence. This is a decrease from 10.0 average working days lost for the year ending 31 March 2020.

YCS staff had the highest sickness absence rate at **13.0 AWDL**, followed by NPS (**10.2 AWDL**), PSP (**9.5 AWDL**), and HQ and Area Services (**5.2 AWDL**) (Figure 7). Compared to the year ending 31 March 2020, these represent a decrease of **1.5 days** for YCS, a decrease of **1.0 days** for NPS, a decrease of **0.6 days** for PSP, and no substantial change (**0.0 days**) for HQ and Area Services staff.

The rate for HMPPS overall has varied between 9.2 and 11.2 AWDL in the years since 2014/15.

Figure 7: Average working days lost to sickness absence, 12 months to 31 March 2015 to 12 months to 30 June 2020 (Source: Table 18)



Source: HMPPS - Oracle HRMS and Single Operating Platform.

The most common category of sickness absence in terms of days lost is mental and behavioural disorders, corresponding to **37.8%** of absences in the past year. This category was most prevalent for probation officers, where **54.2%** of working days lost were attributed to mental and behavioural disorders.

The category that accounted for the second largest proportion of working days lost was musculoskeletal system (**22.0%**). Together the top two categories accounted for **59.8%** of all working days lost.

Further Information

Accompanying files

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

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

*A set of experimental statistics on the gender, ethnicity and disability status of prison officer and operational support grade (OSG) recruitment campaign applicants for Public Sector Prisons and the Youth Custody Service

*A supplementary annex on the effect of the coronavirus (COVID-19) on HMPPS staff. They are experimental statistics and include information about covid related testing, sickness and deaths of HMPPS staff

Official statistics

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

Experimental Statistics

The statistics in both the Prison Officer recruitment diversity annex, the Probation Officer recruitment annex and the annex on the effect of the coronavirus (COVID-19) on HMPPS staff are experimental statistics. Experimental statistics are a subset of newly developed or innovative official statistics undergoing evaluation. They are developed under the guidance of the Head of Profession for Statistics (HoP) and published to involve users and stakeholders in the assessment of their suitability and quality at an early stage. Therefore, we would like to receive feedback as to how useful they are, whether a different analysis would be preferable, or any other comments about them. If you wish to send any views you may have about these experimental statistics, please use the contact details below.

Contact

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

Tel: 020 3334 3536

Email: newsdesk@justice.gsi.gov.uk

Other enquiries about these statistics should be directed to:

Wincen Lowe

Data Science and HR Analytical Services,
Ministry of Justice,
10 South Colonnade,
London,
E14 4PH

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

Next update: 19 November 2020

URL: www.gov.uk/government/collections/national-offender-management-service-workforce-statistics

© Crown copyright

Produced by the Ministry of Justice

Alternative formats are available on request from statistics.enquiries@justice.gsi.gov.uk