



Her Majesty's
Inspectorate of
Probation

RACE EQUALITY IN PROBATION

16 MARCH 2021



About this report

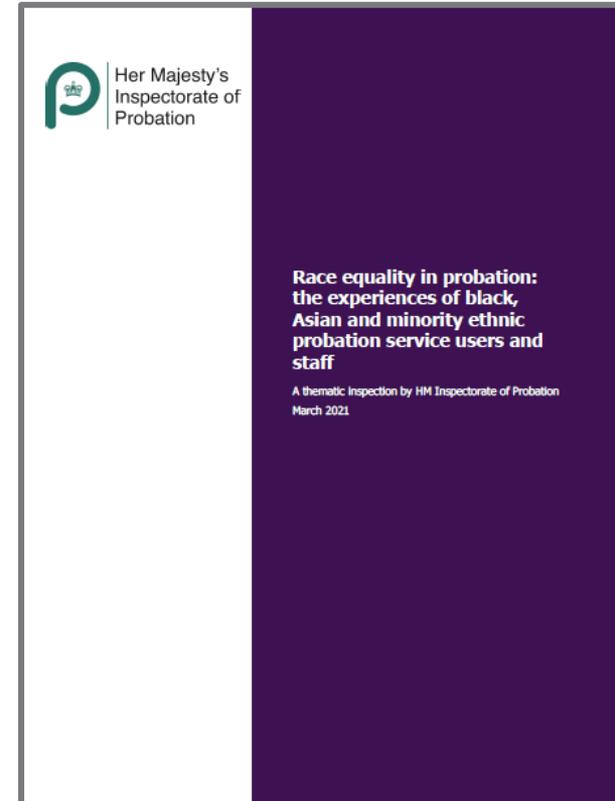
The experiences of black, Asian and minority ethnic people as:

Service users

- around 20 per cent are ethnic minorities (compared to around 14 per cent of the general population)

Staff

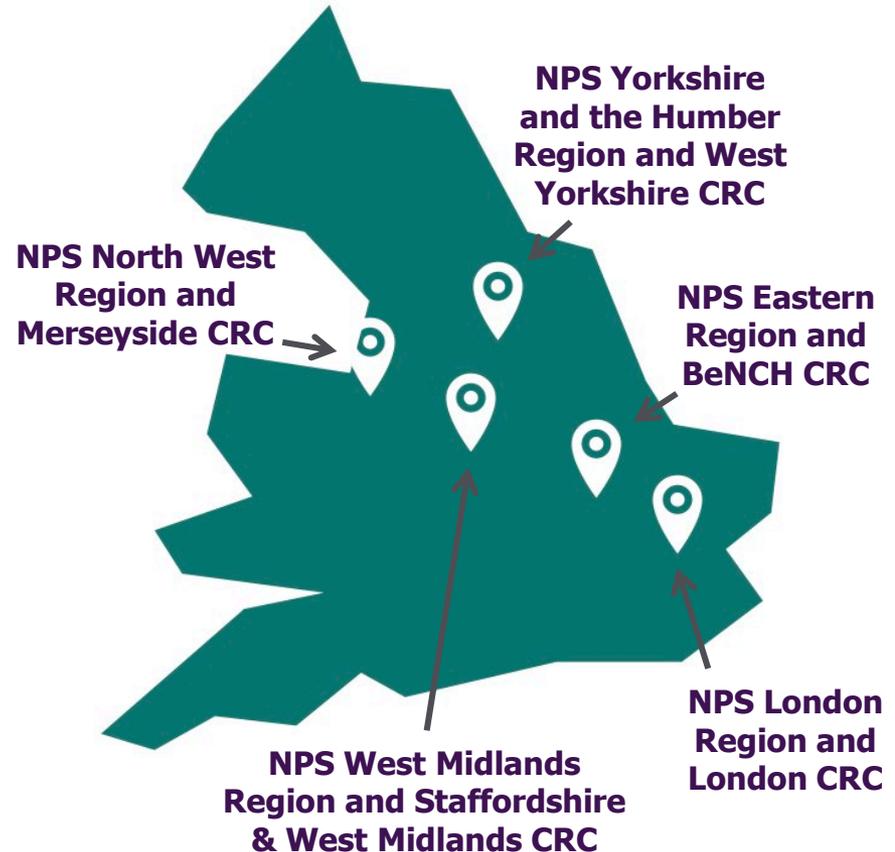
- NPS: 13.7 per cent of staff are ethnic minorities
- CRCs: no published data on staff ethnicity





Methodology

- **Fieldwork** in 5 LDUs
- **100 cases** reviewed, involving interviews with 84 responsible officers
- **51 pre-sentence reports** inspected
- **Focus groups** held with 178 staff members
- **Survey** taken by 100 staff members
- **Interviews** held with staff, stakeholders and 81 service users





Culture, understanding and support

51% didn't feel their leaders had a good understanding of the issues they face

4 in 10 responsible officers had been allocated hate crime/racially motivated offence cases without discussion

Our recommendations:

- address training gaps across all grades
- consult with responsible officers before allocating race-related offence cases
- ensure ongoing engagement with ethnic minority staff to address their needs.

'Racism hurts and breaks your soul and very existence.'



Fairness, development and progression

6 in 10 felt that equal opportunities in staff recruitment were not applied fairly

54% didn't feel supported to progress in their organisation

Almost 90% didn't have a personal development plan

Our recommendations:

- establish processes for local recruitment to reflect diversity
- regional progression targets
- ensure all staff have individual development programmes.

'There is mistrust of us black people... We are not given access to opportunities.'



Handling of complaints and grievances

55% didn't feel safe raising issues of racial discrimination

2/30 people who had raised issues of racial discrimination felt their concerns had been dealt with adequately

Our recommendations:

- review complaint and grievance process
- train managers to deal with discrimination.

'BAME staff do not have a voice. When issues are raised, we are made to feel like we are the problem. Why should we bother? Who's listening to us?'



Staff would like to see:

- ✓ Improved recruitment and career progression
- ✓ Better representation within senior management
- ✓ In-person training
- ✓ Better handling of racial discrimination grievances
- ✓ Data collection and analysis

'My workplace has made a private space for me to undertake my prayers and has made considerations on Fridays when I go to the mosque.'



Leadership, strategy, resources and information



National approach



Resourcing



Published reports

Our recommendations:

- establish a national race equality strategy for service delivery
- publish data on outcomes of probation supervision.



Staff training, development and supervision

One third think training on race equality is sufficient



Our recommendation:

- develop comprehensive learning programmes on race equality for probation staff.

‘Never had discussion of the cultural needs of service users in supervision. The focus is on process, and task oriented, risk and updating systems.’



Service provision

One quarter agreed there were appropriate services commissioned to meet needs of ethnic minority service users
9 out of 10 said there were insufficient services available that address racially motivated offending

Our recommendations:

- ensure participation of small local community organisations
- consult ethnic minority service users
- provide participation opportunities for former service users.

'I wanted support for my childhood trauma, but I have not been referred to anyone or anything.'



Assessment, planning and engagement

In most cases analysis of service users' diversity was poor
In over 40% of cases, not enough services were provided



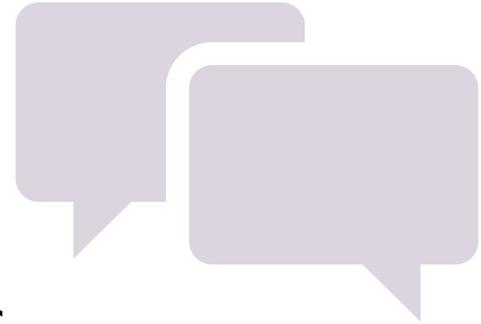
Our recommendations:

- improve the quality of pre-sentence reports on ethnic minority individuals
- improve the quality of OASys assessments on ethnic minority individuals.

'If I had asked him about his experiences in relation to race and ethnicity, I would not have been equipped or prepared for whatever he would have said.'



Service user views



Phrases like BAME are problematic.



Most have experienced or witnessed racism in their lives.



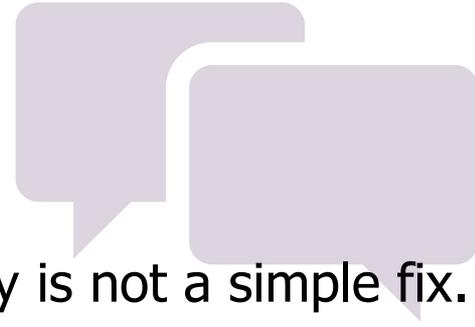
Most rely on family, friends or faith groups over probation.



Probation officers don't always know how to open up conversations about race, ethnicity or culture.



Service user views



'Matching' with officers by ethnicity is not a simple fix.



Desire to see people from minority groups 'at the top.'



Everyone wants fair treatment and opportunity, and an understanding that starting positions may be different.

“There should be a shared commitment to help us more. Especially because there are so many barriers built against us already in society. Probation don't need to be another one.”



Her Majesty's
Inspectorate of
Probation

Experiences of Black, Asian and minority
ethnic service users on probation
A report summarising service user perspectives



The experience of Black, Asian and
minority ethnic service users on Probation.
Summary of service user views





Service user views



Visit **www.menti.com**



Enter the code **2002 8118**



Click 'submit' when you're done.

Q&A will begin shortly.

Please note the above details to provide
feedback about this event.

The survey will take around 2 minutes.