



HM Prison &
Probation Service

Survey of Black, Asian and Minority Ethnic Staff in Probation

CEP Diversity Workshop

October 2022
Pete Mangan

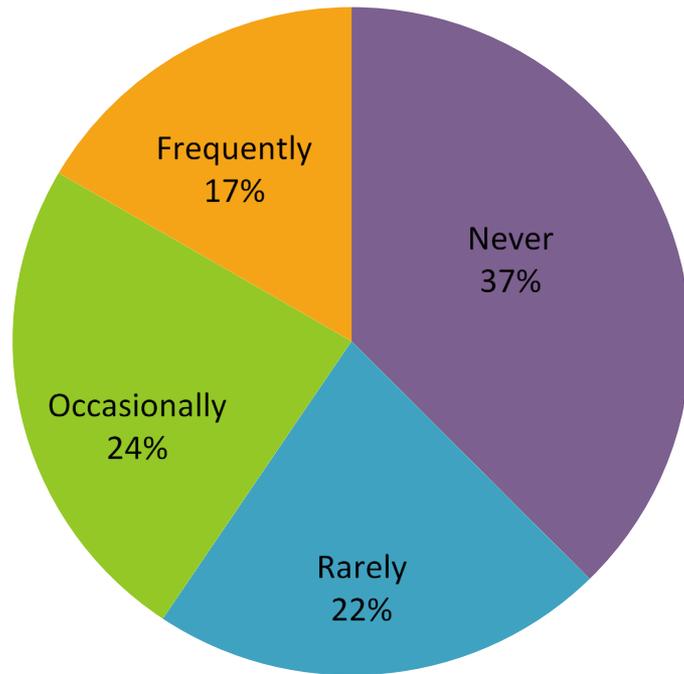


Joint Survey of Black, Asian, and Minority Ethnic Staff

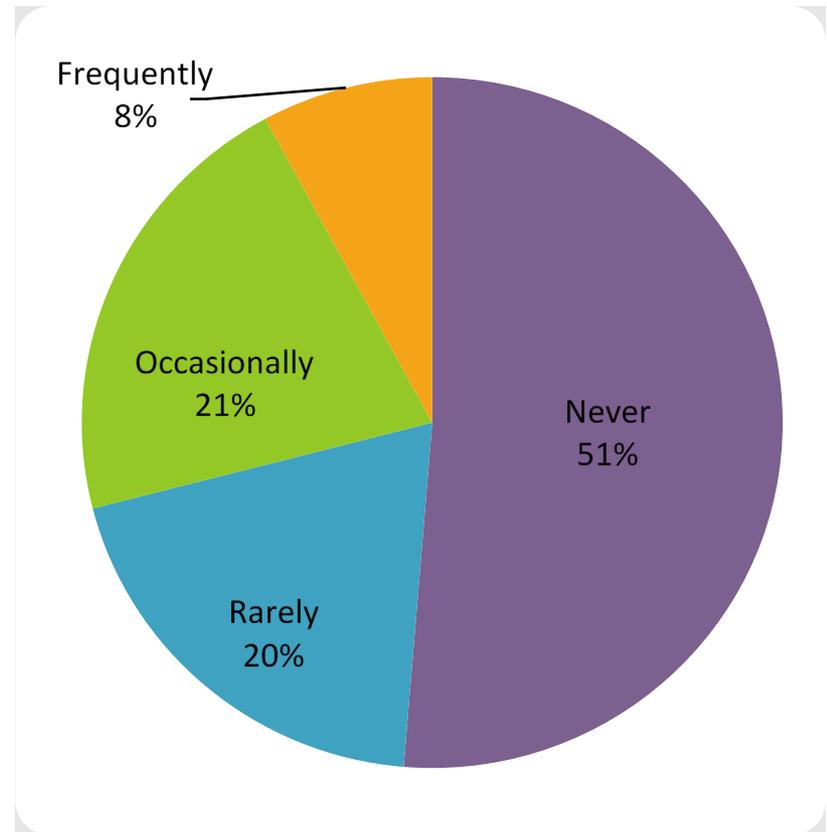
- The Probation Service, NAPO, UNISON, and RISE administered a joint survey of Black, Asian and Minority Ethnic staff working in the former probation service and the CRCs.
- We wanted to hear from as many of our Black, Asian, and Minority Ethnic staff as possible across teams, regions, and functions so that we could understand in more detail the issues staff face and how we can make the unified probation service a more inclusive, equal, and supportive place to work.
- 970 NPS members of staff took part in the survey, 56.9% (552) who fully completed the questionnaire and 43.1% (418) who partially completed the survey
- The following provides an overview of the emerging themes from both the quantitative and qualitative data. Whilst the findings cannot be generalised to the wider staffing group it does provide useful insight into how those who completed the survey felt at the time.

17. Have you experienced racial microaggressions from colleagues/managers in the last two years?

NPS



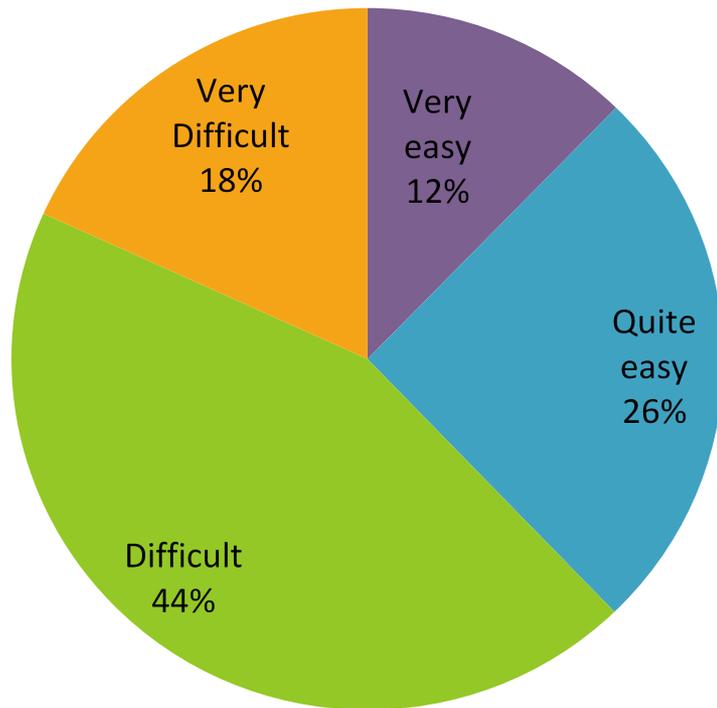
CRC



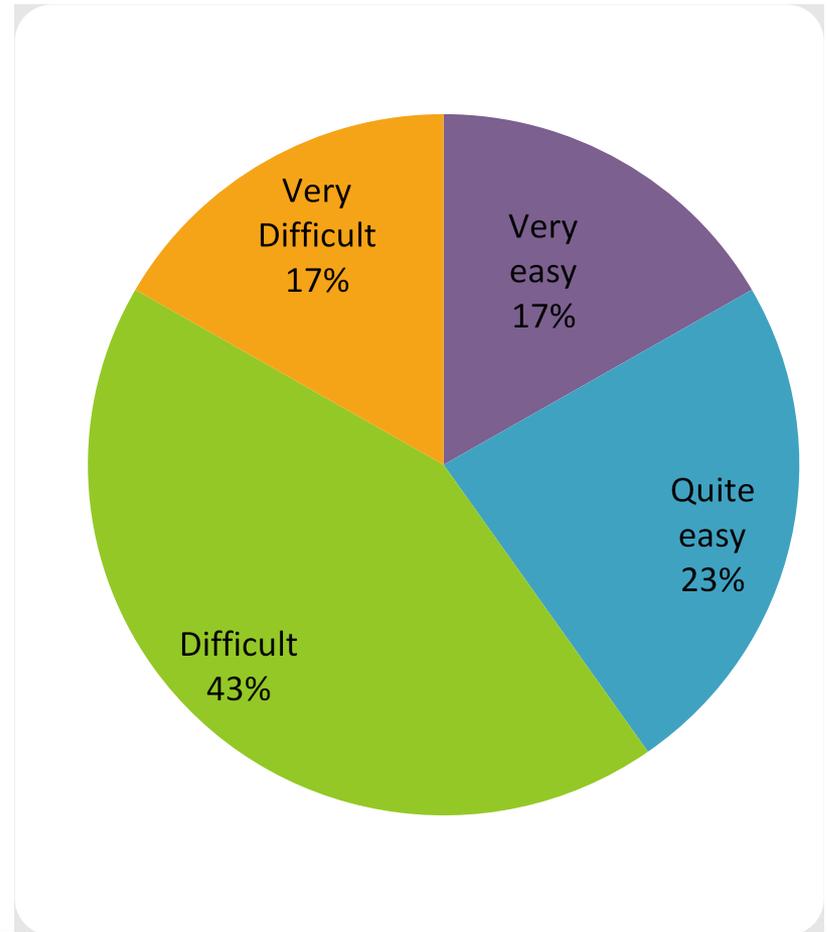


28. How easy do you find it to challenge racism with colleagues in your workplace?

NPS



CRC





How can we improve?

Mandatory and more up to date training to aid understanding of diversity and to target racism and unconscious bias.

Improve management understanding of different cultural pressures to tailor support and to tackle discrimination effectively.

Make complaints, grievance, disciplinary recruitment and promotion processes fairer, e.g. 3rd party reviewer

Introduce 'forums' or "*safe places*" to enable people to discuss their concerns and issues privately and without reprisal.

To ensure leaders & managers are effective role models in challenging racism.

Genuine, positive and well implemented actions, as poorly implemented actions make things worse.

Improve representation of BAME staff members including those in senior leadership roles to aid compassion, understanding and shared experience.

Race Action Programme Projects



Learning and Development



Support and Safe Spaces



Inclusive Policies & Data



Third Sector Partnerships and Engagement



Recruitment, Retention and Talent Management

Josiah's journey

