



Staff survey methodology and results

HMP/YOI Norwich

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Staff survey methodology

A survey of staff is carried out at the start of every inspection, the results of which contribute to the evidence base for the inspection.

HMI Prisons researchers developed an online questionnaire consisting of structured questions exploring the experience of staff in the establishment. There are also four open questions which allow staff to describe their experiences and tell inspectors anything else they think is important. These comments are not published or shared with the establishment.

Distribution

HMI Prisons researchers provide a link to the survey embedded in a covering email. The covering email explains the purpose of the survey, that participation is voluntary and gives assurances about confidentiality and anonymity, enabling staff to give their informed consent to participate. This email is sent to the establishment with a request that it is forwarded to all staff working at the establishment; an HMI Prisons researcher is copied into this email to provide assurance. Additionally, researchers distribute postcards to wing offices for the attention of staff about details of the online survey which included the link.

Survey response

The survey was sent to 725 email addresses at HMP/YOI Norwich. Staff were given seven days to complete the survey. We received a total of 138 completed questionnaires.

We cannot be sure that every member of staff working at the establishment received the email. Furthermore, because the online survey is set up to enable multiple responses from a single device (to facilitate participation by those who share computers), it is possible that individuals may have completed the questionnaire more than once. It is therefore not possible to provide an accurate response rate.

Full survey results

The full survey results for staff at HMP/YOI Norwich provide a breakdown of responses for only the structured questions. Percentages have been rounded and therefore may not add up to 100%.

The full inspection report is available on our website at:
<https://www.justiceinspectorates.gov.uk/hmiprisons/inspections/>

Staff survey

HMI Prisons Inspection: Staff Survey

Q1 Please tick the option which most closely matches your role:

Frontline operational staff	62 (45%)
Operational manager	21 (15%)
Health care staff	6 (4%)
Education, skills and work staff	9 (7%)
Administrative staff.....	19 (14%)
Other staff	21 (15%)

Staff well-being

Q2 How well is the establishment supporting staff well-being?

Very well	14 (10%)
Quite well	41 (30%)
Neither well nor poorly	32 (23%)
Quite poorly.....	36 (26%)
Very poorly.....	15 (11%)

Q3 How would you describe your morale at work:

Very high.....	13 (9%)
High.....	31 (22%)
Neither high nor low	37 (27%)
Low	33 (24%)
Very low	24 (17%)

Prisoner well-being

Q4 Please indicate to what extent you agree or disagree with the following statements:

	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know
Reasonable steps are being taken to keep prisoners safe	35 (25%)	70 (51%)	20 (14%)	6 (4%)	7 (5%)
Prisoners are having enough time out of their cells	13 (9%)	32 (23%)	34 (25%)	50 (36%)	9 (7%)
Regime restrictions are proportionate for the current circumstances	33 (24%)	59 (43%)	19 (14%)	19 (14%)	8 (6%)

Leadership in this establishment

Q5 How clearly are the top priorities of this establishment communicated to you?

Very clearly	50 (37%)
Quite clearly	45 (33%)
Not very clearly	27 (20%)
Not at all clearly.....	9 (7%)
I don't know the top priorities	5 (4%)

Q5a	To what extent do you agree or disagree with this establishment's priorities?					
	Strongly agree.....				36 (27%)	
	Somewhat agree.....				51 (39%)	
	Somewhat disagree.....				18 (14%)	
	Strongly disagree.....				12 (9%)	
	Don't know.....				14 (11%)	
Q6	Please indicate to what extent you agree or disagree that your knowledge and skills are sufficient to do your job well (e.g. training and development opportunities):					
	Strongly agree.....				50 (36%)	
	Somewhat agree.....				61 (44%)	
	Somewhat disagree.....				20 (14%)	
	Strongly disagree.....				7 (5%)	
Q7	How often do you meet with someone (a manager or mentor) to discuss how you are progressing in your role?					
	About once a month.....				43 (31%)	
	Approximately once every three months.....				17 (12%)	
	Approximately twice a year.....				19 (14%)	
	Once a year or less.....				33 (24%)	
	I have not had the opportunity to meet with someone.....				25 (18%)	
Q8	Please rate the quality of support you receive from your line manager:					
	Very good.....				50 (36%)	
	Good.....				44 (32%)	
	Neither good nor poor.....				22 (16%)	
	Poor.....				9 (7%)	
	Very poor.....				12 (9%)	
Q9	Please use the scale to rate the following statements:					
		Always	Often	Occasionally	Never	Don't know
	Governors/directors and senior managers in this establishment are approachable (e.g. they take time to listen)	15 (11%)	36 (26%)	54 (39%)	26 (19%)	7 (5%)
	Governors/directors and senior managers in this establishment acknowledge and celebrate good work	7 (5%)	35 (25%)	56 (41%)	30 (22%)	10 (7%)
	Governors/directors and senior managers set high standards of behaviour for staff	23 (17%)	48 (35%)	39 (28%)	17 (12%)	11 (8%)
	Governors/directors and senior managers challenge poor behaviour by staff	22 (16%)	43 (31%)	49 (36%)	12 (9%)	12 (9%)

Raising concerns

Q10	Do you know what the formal procedure is to raise concerns (whistleblowing) in this establishment?	
	Yes.....	99 (72%)
	No.....	39 (28%)

Q11	Have you formally raised concerns about this establishment?	
	Yes.....	21 (15%)
	No	117 (85%)
Q12	Would you formally raise concerns if you had any?	
	Yes.....	77 (66%)
	No	13 (11%)
	Don't know	27 (23%)
Q14	Who or what organisation did you raise your concern to?	
	A colleague	8
	A manager	14
	Human resources.....	2
	Ofsted or Estyn	0
	Care Quality Commission or Healthcare Inspectorate Wales	0
	HM Inspectorate of Prisons.....	0
	Trade union.....	7
	Professional organisation	1
	Police	0
	Other.....	6
Q15	Were your concerns taken seriously?	
	Yes.....	9 (43%)
	No	7 (33%)
	Don't know	5 (24%)
Q16	Was any effective action taken in response to the concerns you had raised?	
	Yes.....	6 (29%)
	No	9 (43%)
	Don't know	6 (29%)
Q18	Have you ever witnessed staff behaving inappropriately towards prisoners at this establishment?	
	Yes.....	38 (28%)
	No	93 (67%)
	Don't know	7 (5%)
Q19	Have you ever witnessed staff behaving inappropriately towards each other at this establishment?	
	Yes.....	57 (41%)
	No	68 (49%)
	Don't know	13 (9%)