

HM Inspectorate of Probation

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Lord Ouseley
House of Lords
London
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Date: 03 February 2016

Re: Joint Action Research Initiative: National Survey of Black, Asian and other Minority Ethnic (BAME) Probation Staff, July 2015

Dear Lord Ouseley

We are in receipt of the above report regarding the views of BAME probation staff on the implementation of the Transforming Rehabilitation assignment process. This letter follows a meeting between our Chief Inspector and the General Secretary of Napo (formerly the National Association of Probation Officers) and Chair of ABPO (the Ministry of Justice Black Staff Association) on the 3rd September 2015.

It is clearly a concern that some staff from the former Probation Trusts felt that they had been subjected to discrimination in relation to the processes for their allocation to the National Probation Service or Community Rehabilitation Companies.

However, on scrutiny of the survey which forms the basis of the report, we have concerns about the strength of the findings, the inferences drawn and the generalisations made regarding racial or gender discrimination. For example, the numbers who express dissatisfaction from the self-selecting sample are relatively small, but the report suggests that these views apply in a much more widespread manner.

The report recommends that HMI Probation conducts an investigation into the implementation of the staff assignment process. Bearing in mind our concerns regarding the robustness of the report's conclusions and our continuing focus on the effectiveness of work carried out by those delivering probation services to offenders, we do not intend to act upon this recommendation. Leadership, management and staff support will all be monitored through our *Quality and Impact* inspection programme which commences across adult probation services in April 2016.

We will publish this letter, by way of our formal response to the report, on our website.

Yours sincerely

Dr Robin Moore
Head of Research
HM Inspectorate of Probation