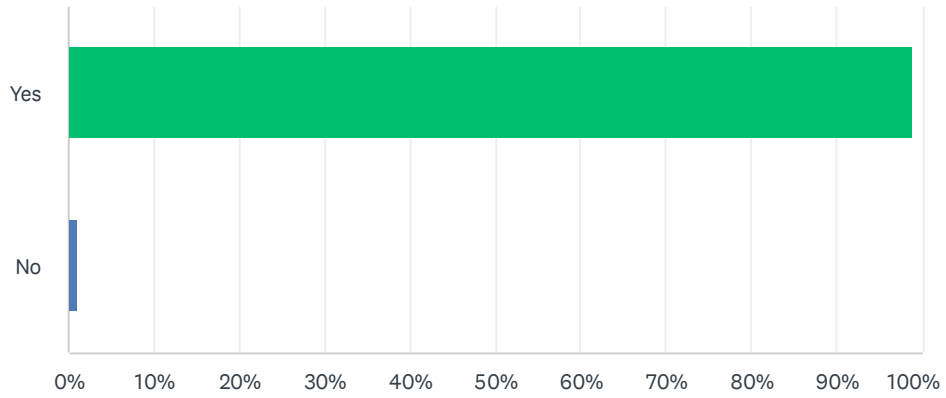


Q1 I Consent

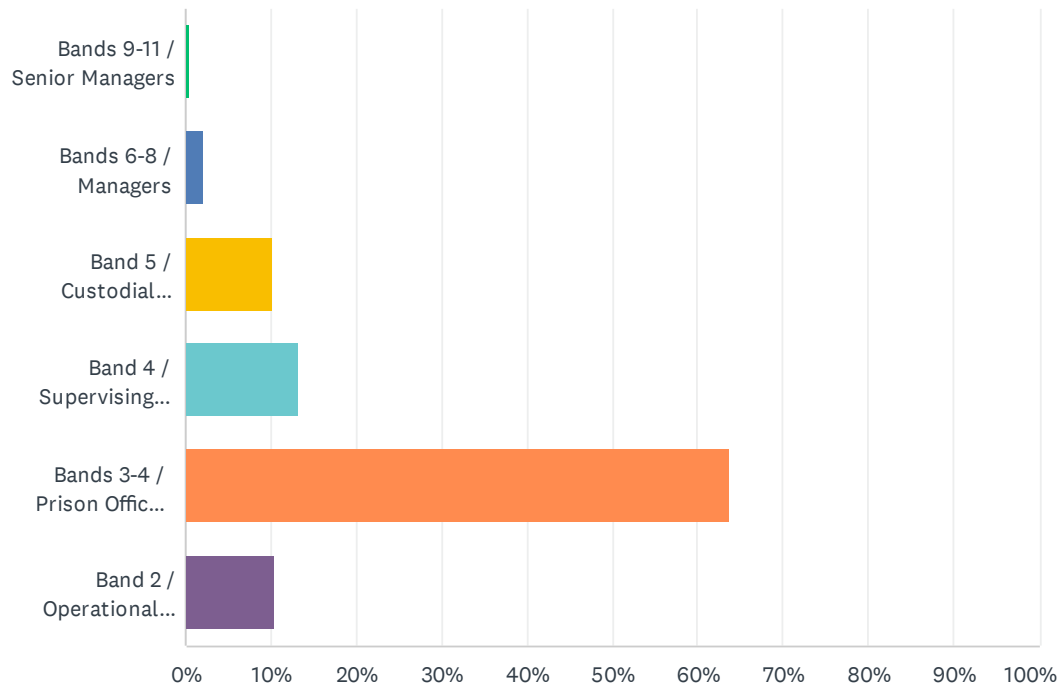
Answered: 2,366 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	98.90%	2,340
No	1.10%	26
TOTAL		2,366

Q2 What Band are you?

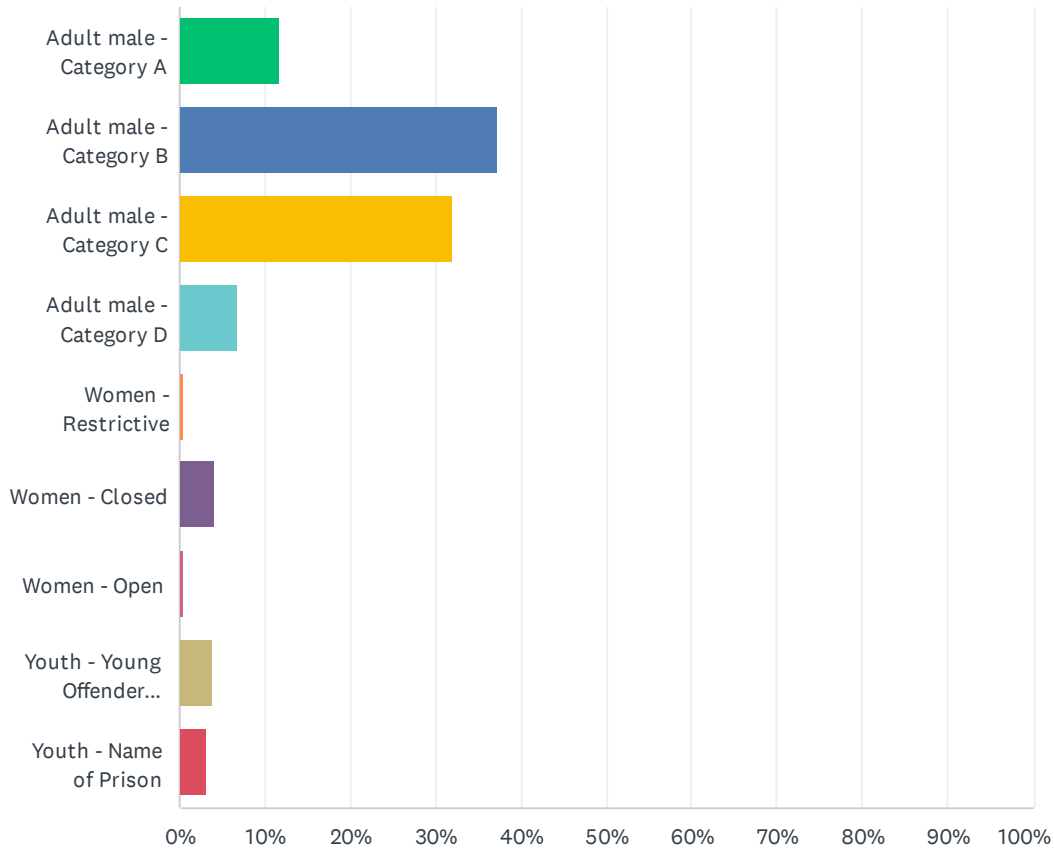
Answered: 2,261 Skipped: 105



ANSWER CHOICES	RESPONSES	
Bands 9-11 / Senior Managers	0.35%	8
Bands 6-8 / Managers	2.08%	47
Band 5 / Custodial Managers	10.22%	231
Band 4 / Supervising Officer	13.18%	298
Bands 3-4 / Prison Officer (incl. specialists)	63.78%	1,442
Band 2 / Operational Support	10.39%	235
TOTAL		2,261

Q3 What Category prison do you work in?

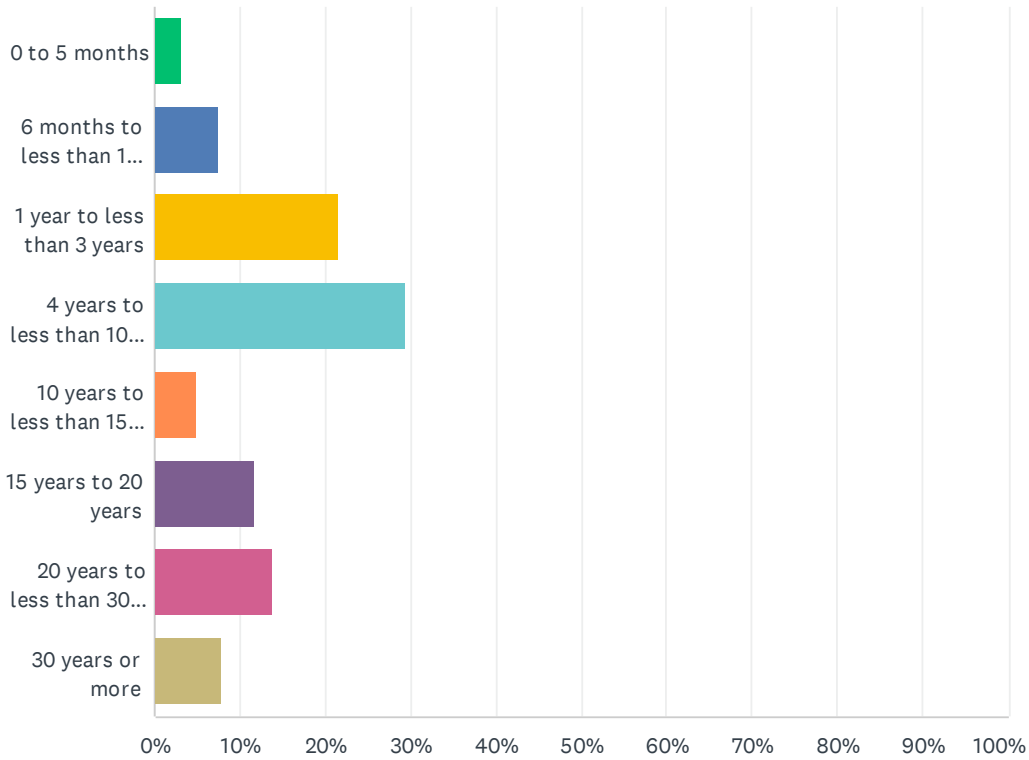
Answered: 2,261 Skipped: 105



ANSWER CHOICES	RESPONSES	
Adult male - Category A	11.72%	265
Adult male - Category B	37.33%	844
Adult male - Category C	32.02%	724
Adult male - Category D	6.90%	156
Women - Restrictive	0.53%	12
Women - Closed	3.98%	90
Women - Open	0.49%	11
Youth - Young Offender Institution	3.85%	87
Youth - Name of Prison	3.18%	72
TOTAL		2,261

Q4 How long have you worked in your current role?

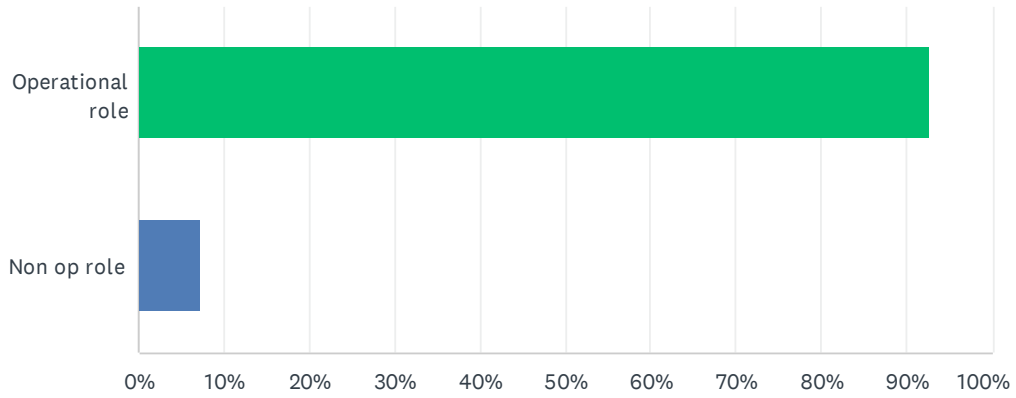
Answered: 2,261 Skipped: 105



ANSWER CHOICES	RESPONSES	
0 to 5 months	3.10%	70
6 months to less than 1 year	7.52%	170
1 year to less than 3 years	21.63%	489
4 years to less than 10 years	29.50%	667
10 years to less than 15 years	4.87%	110
15 years to 20 years	11.72%	265
20 years to less than 30 years	13.84%	313
30 years or more	7.83%	177
TOTAL		2,261

Q5 About your role

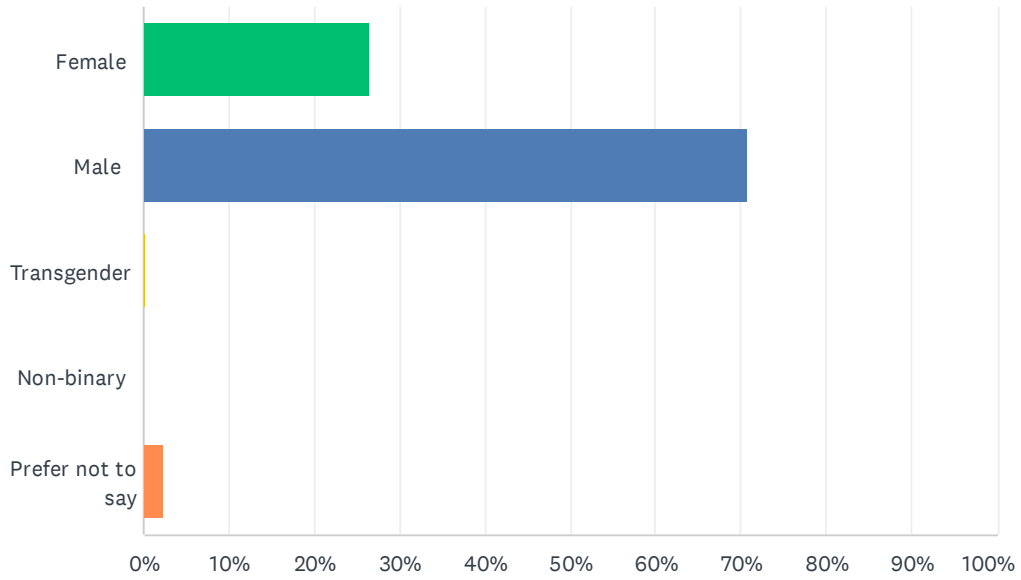
Answered: 2,261 Skipped: 105



ANSWER CHOICES	RESPONSES	
Operational role	92.84%	2,099
Non op role	7.16%	162
TOTAL		2,261

Q6 What is your gender?

Answered: 2,261 Skipped: 105

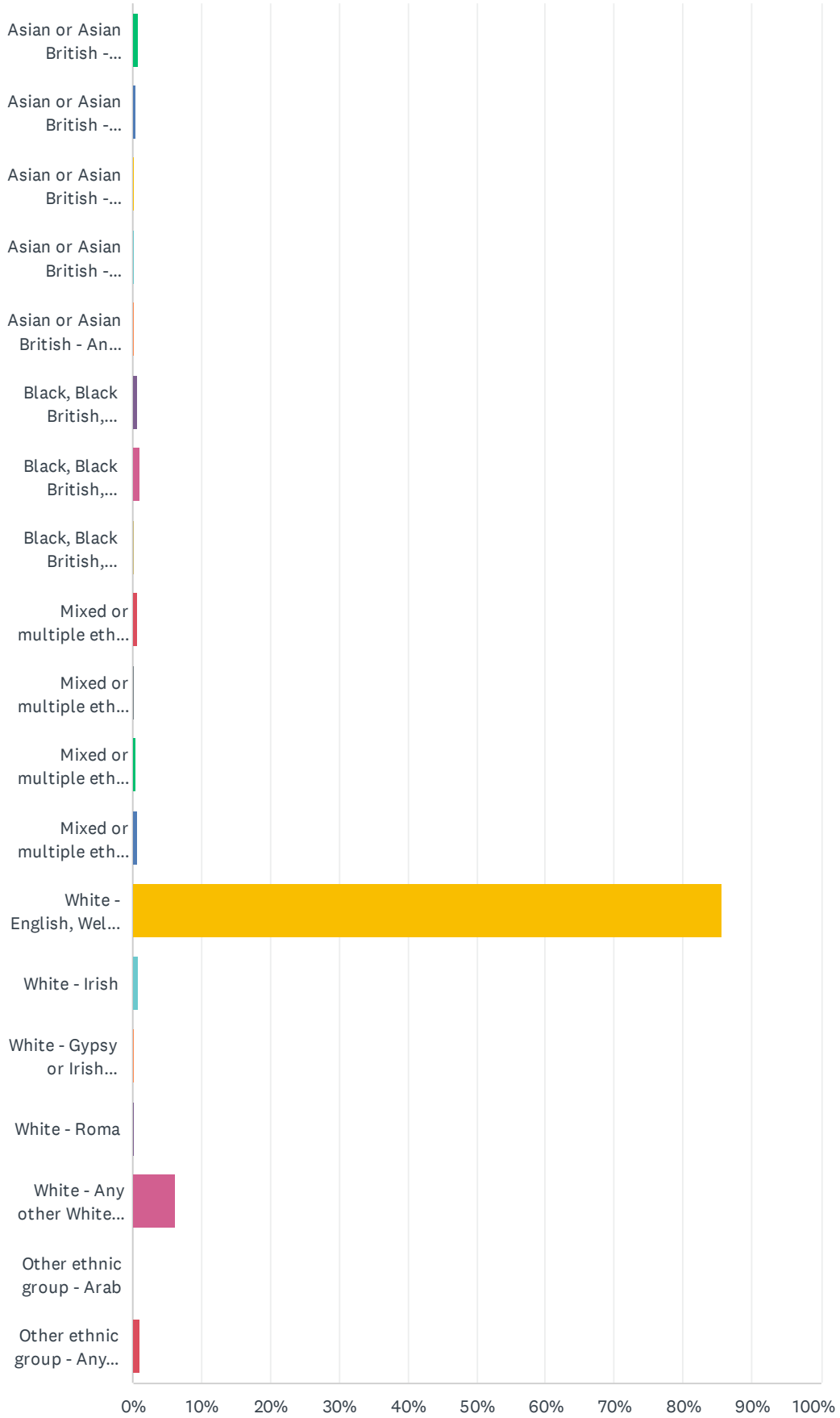


ANSWER CHOICES	RESPONSES	
Female	26.49%	599
Male	70.81%	1,601
Transgender	0.22%	5
Non-binary	0.09%	2
Prefer not to say	2.39%	54
TOTAL		2,261

Q7 What is your ethnicity?

Answered: 2,261 Skipped: 105

POA Members Survey

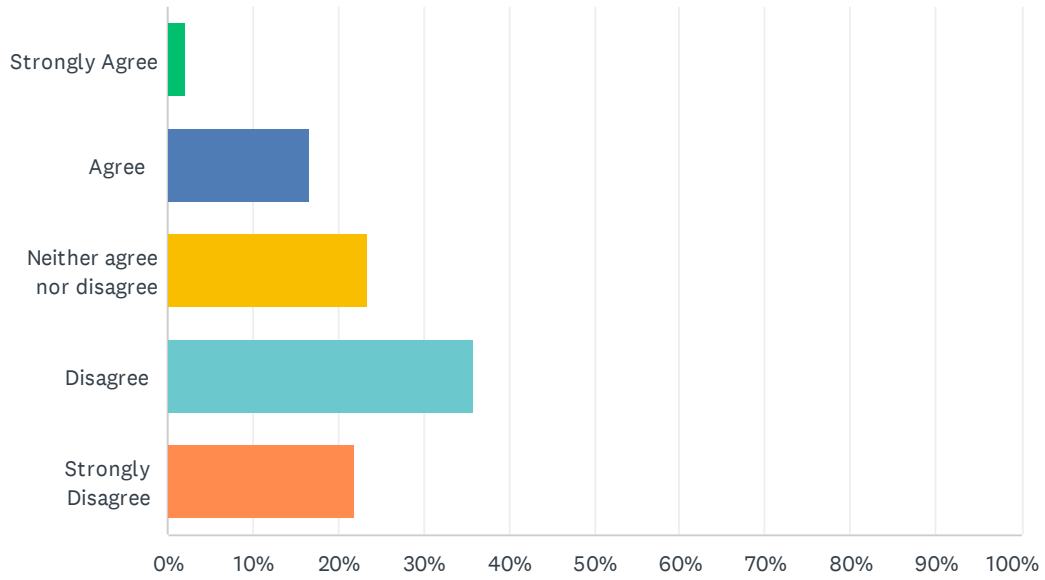


POA Members Survey

ANSWER CHOICES	RESPONSES	
Asian or Asian British - Indian	0.80%	18
Asian or Asian British - Pakistani	0.49%	11
Asian or Asian British - Bangladeshi	0.31%	7
Asian or Asian British - Chinese	0.13%	3
Asian or Asian British - Any other Asian background	0.27%	6
Black, Black British, Caribbean or African - Caribbean	0.62%	14
Black, Black British, Caribbean or African - African	1.06%	24
Black, Black British, Caribbean or African - Any other Black, Black British, or Caribbean background	0.27%	6
Mixed or multiple ethnic groups - White and Black Caribbean	0.57%	13
Mixed or multiple ethnic groups - White and Black African	0.22%	5
Mixed or multiple ethnic groups - White and Asian	0.35%	8
Mixed or multiple ethnic groups - Any other Mixed or multiple ethnic background	0.57%	13
White - English, Welsh, Scottish, Northern Irish or British	85.76%	1,939
White - Irish	0.88%	20
White - Gypsy or Irish Traveller	0.22%	5
White - Roma	0.18%	4
White - Any other White background	6.24%	141
Other ethnic group - Arab	0.00%	0
Other ethnic group - Any other ethnic group	1.06%	24
TOTAL		2,261

Q8 I feel valued for the work that I do

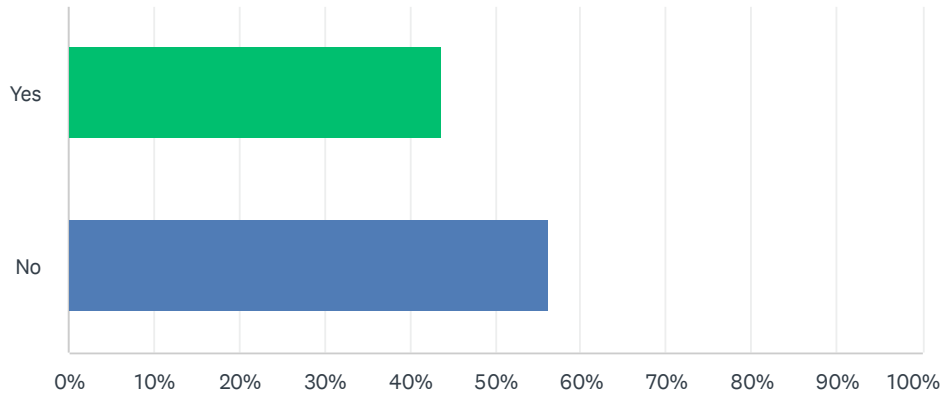
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Strongly Agree	2.18%	37
Agree	16.68%	283
Neither agree nor disagree	23.39%	397
Disagree	35.89%	609
Strongly Disagree	21.86%	371
TOTAL		1,697

Q9 Have you ever received an award in recognition of your work?

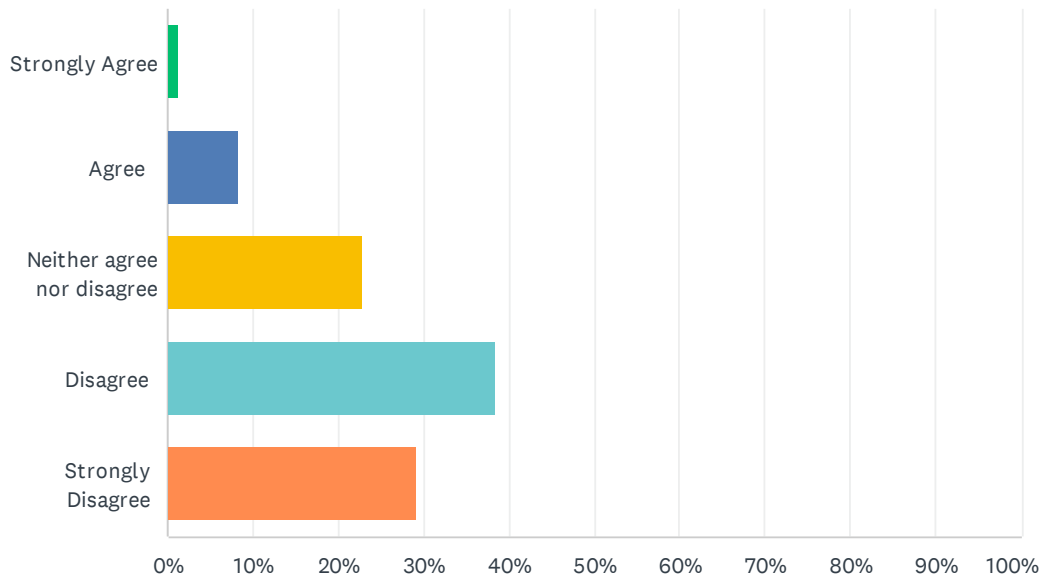
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Yes	43.67%	741
No	56.33%	956
TOTAL		1,697

Q10 Staff morale is good in the prison I work in

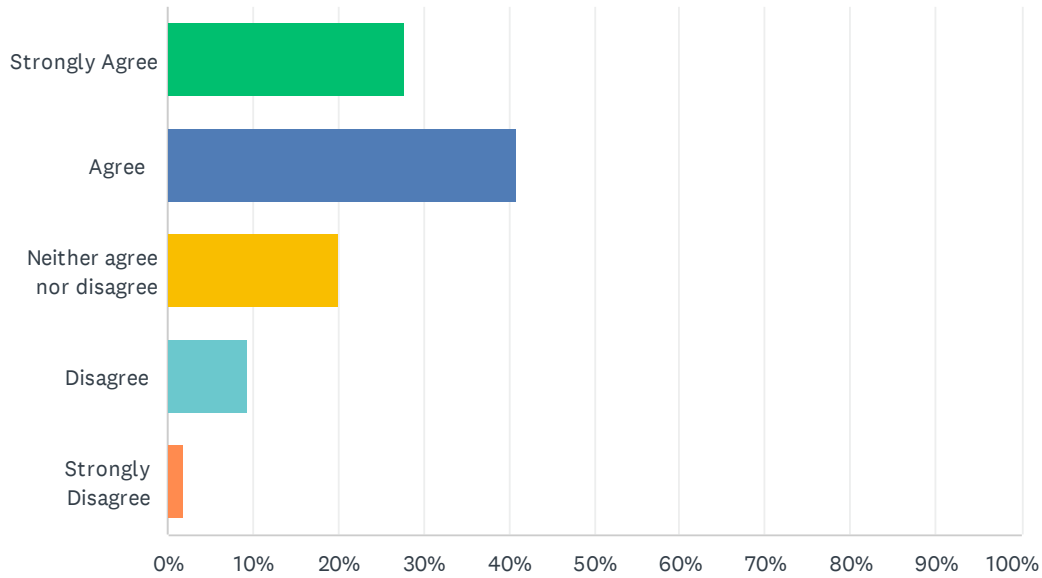
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Strongly Agree	1.36%	23
Agree	8.25%	140
Neither agree nor disagree	22.80%	387
Disagree	38.36%	651
Strongly Disagree	29.23%	496
TOTAL		1,697

Q11 I am stressed a few times a week or more at work

Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Strongly Agree	27.64%	469
Agree	41.01%	696
Neither agree nor disagree	19.98%	339
Disagree	9.37%	159
Strongly Disagree	2.00%	34
TOTAL		1,697

Q12 If you are experiencing stress at work how is that impacting on your personal/family life

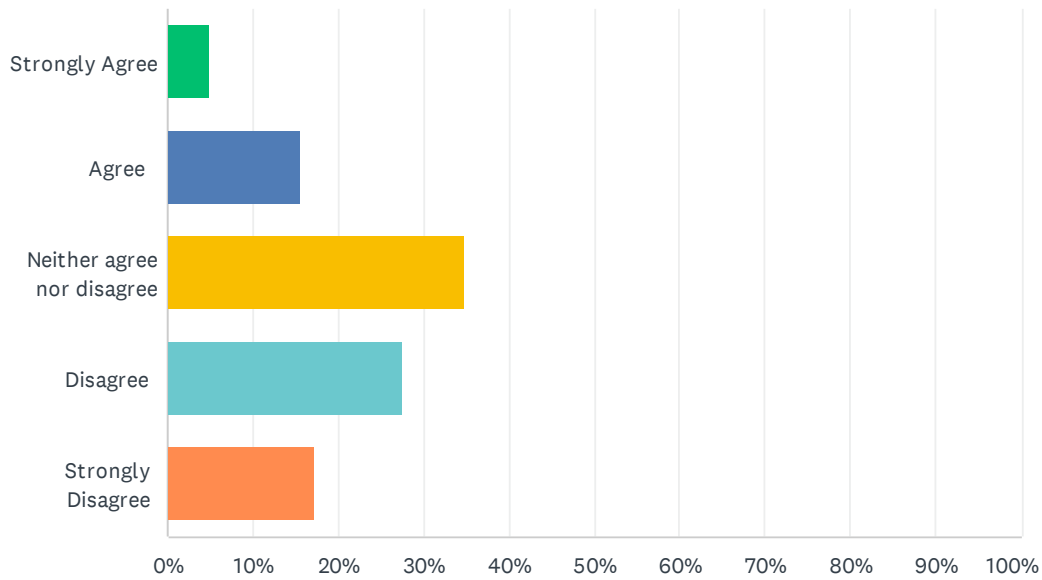
Answered: 1,114 Skipped: 1,252

Q13 What causes you stress at work?

Answered: 1,265 Skipped: 1,101

Q14 My mental health is taken seriously in the prison that I work in

Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Strongly Agree	4.89%	83
Agree	15.50%	263
Neither agree nor disagree	34.77%	590
Disagree	27.58%	468
Strongly Disagree	17.27%	293
TOTAL		1,697

Q15 How could your Mental Health at Work be improved?

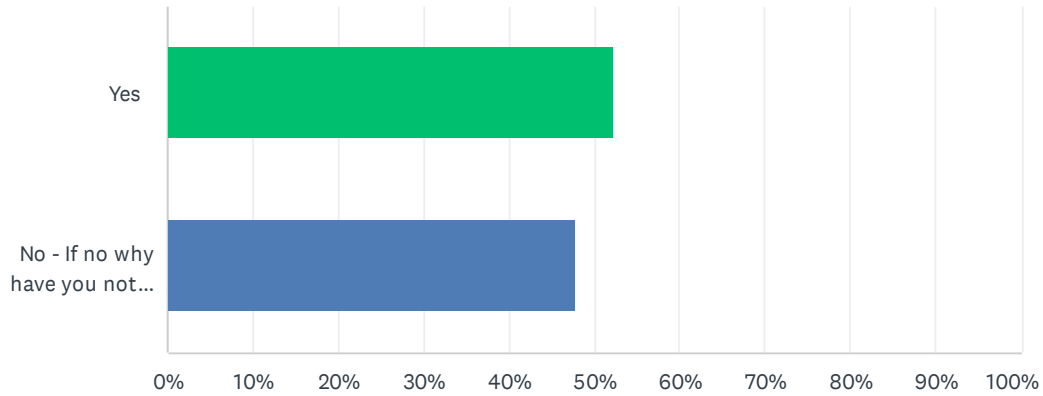
Answered: 1,081 Skipped: 1,285

Q16 If you are experiencing poor mental health how has this impacted your private/family life

Answered: 848 Skipped: 1,518

Q17 I have sought help when I have experienced stress/ mental health issues at work

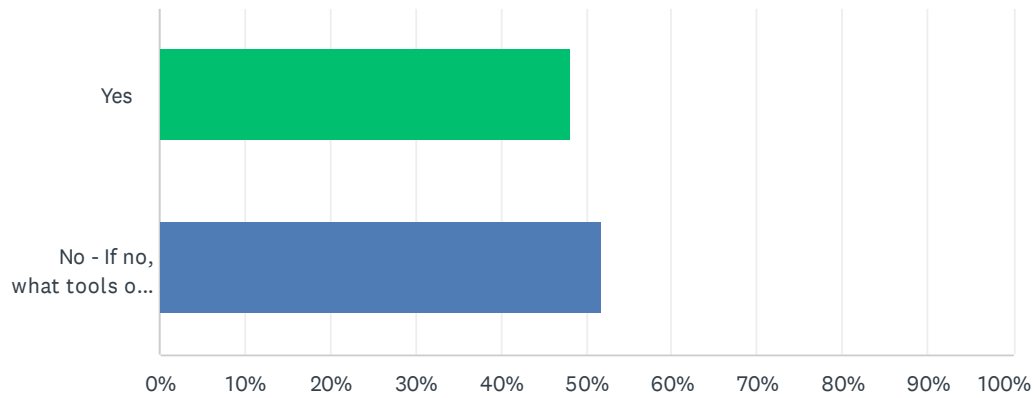
Answered: 1,535 Skipped: 831



ANSWER CHOICES	RESPONSES	
Yes	52.31%	803
No - If no why have you not asked for help?	47.69%	732
TOTAL		1,535

Q18 I have the tools/resources needed to do my job effectively

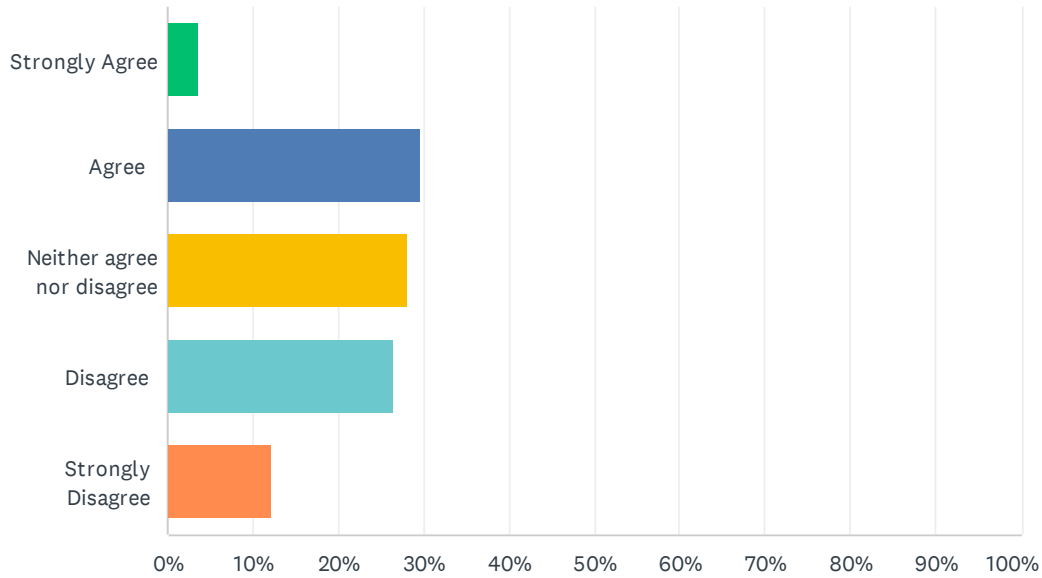
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Yes	48.26%	819
No - If no, what tools or resources would you like to see? (e.g. PAVA- Utility vests- additional training)	51.74%	878
TOTAL		1,697

Q19 I receive regular training that is relevant to my role

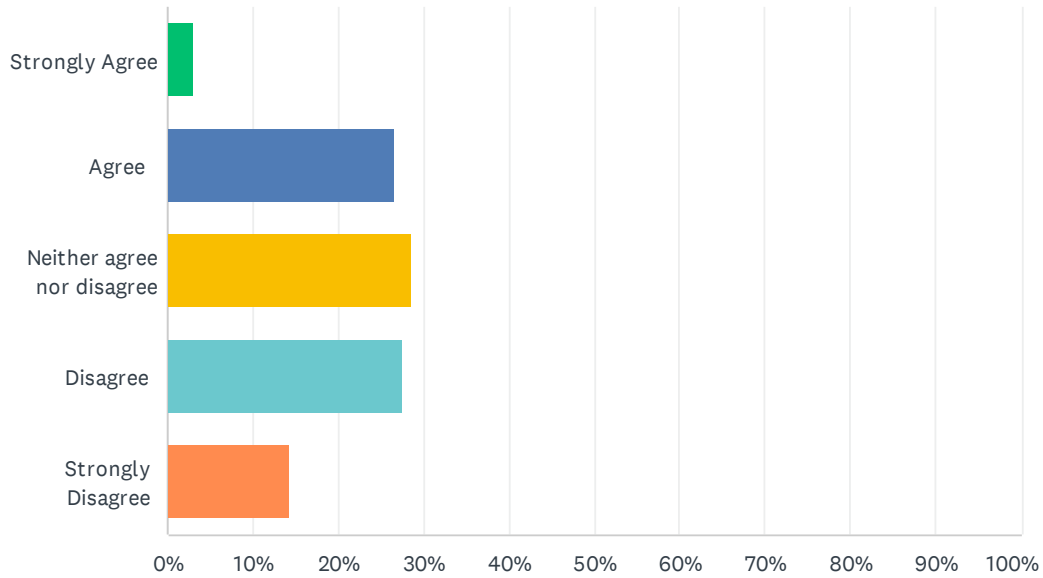
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Strongly Agree	3.71%	63
Agree	29.58%	502
Neither agree nor disagree	28.23%	479
Disagree	26.40%	448
Strongly Disagree	12.08%	205
TOTAL		1,697

Q20 My job training is fit for purpose

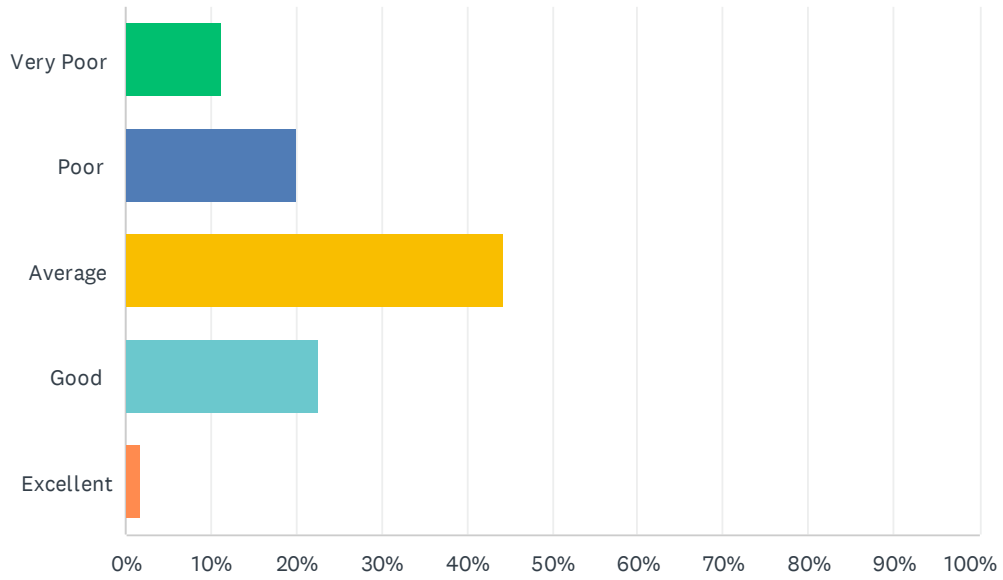
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Strongly Agree	2.95%	50
Agree	26.69%	453
Neither agree nor disagree	28.64%	486
Disagree	27.52%	467
Strongly Disagree	14.20%	241
TOTAL		1,697

Q21 The job training I receive is

Answered: 1,697 Skipped: 669



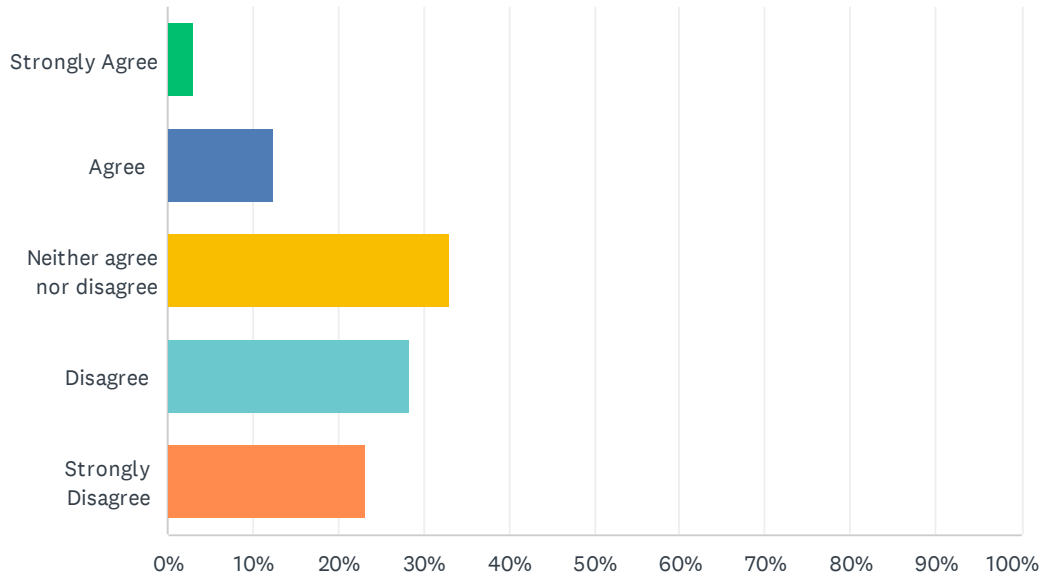
ANSWER CHOICES	RESPONSES	
Very Poor	11.26%	191
Poor	20.04%	340
Average	44.25%	751
Good	22.69%	385
Excellent	1.77%	30
TOTAL		1,697

Q22 How could training be improved?

Answered: 1,073 Skipped: 1,293

Q23 The initial Officer Training Course adequately prepares me for my role in my Prison

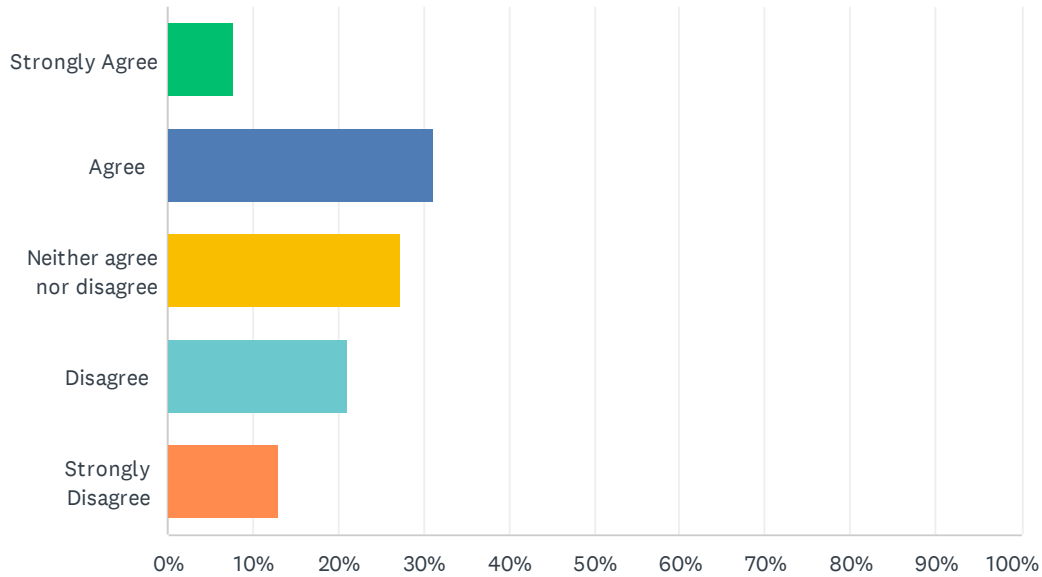
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Strongly Agree	2.89%	49
Agree	12.37%	210
Neither agree nor disagree	33.12%	562
Disagree	28.46%	483
Strongly Disagree	23.16%	393
TOTAL		1,697

Q24 When I was/am in my probation I was adequately supported in my role

Answered: 1,697 Skipped: 669



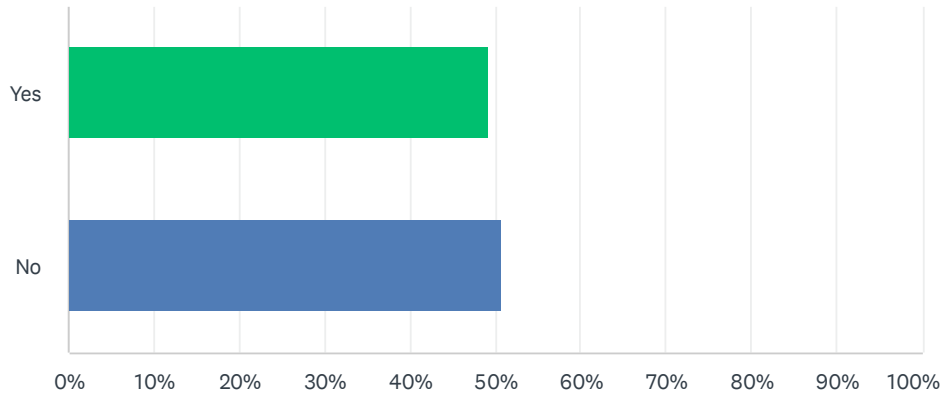
ANSWER CHOICES	RESPONSES	
Strongly Agree	7.66%	130
Agree	31.17%	529
Neither agree nor disagree	27.22%	462
Disagree	21.04%	357
Strongly Disagree	12.91%	219
TOTAL		1,697

Q25 What improvements can be made to support staff in their probation?

Answered: 1,109 Skipped: 1,257

Q26 I believe there are opportunities to develop my career

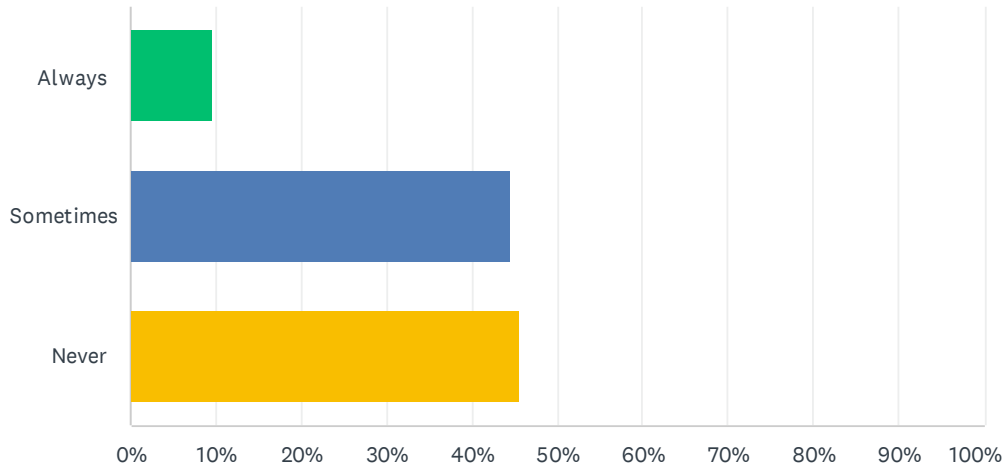
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Yes	49.26%	836
No	50.74%	861
TOTAL		1,697

Q27 After incidents I am given time during my paid shift to complete report forms

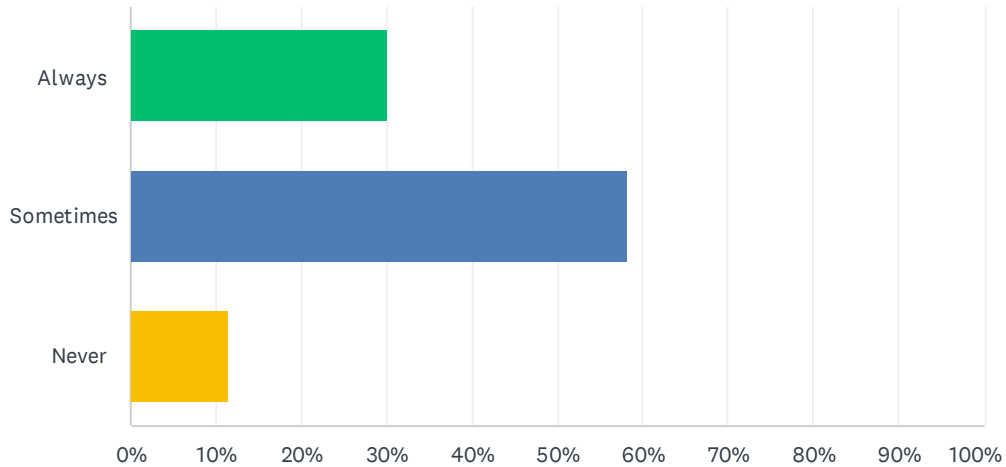
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Always	9.66%	164
Sometimes	44.67%	758
Never	45.67%	775
TOTAL		1,697

Q28 We hold immediate 'hot debriefs' after every incident which staff have to attend

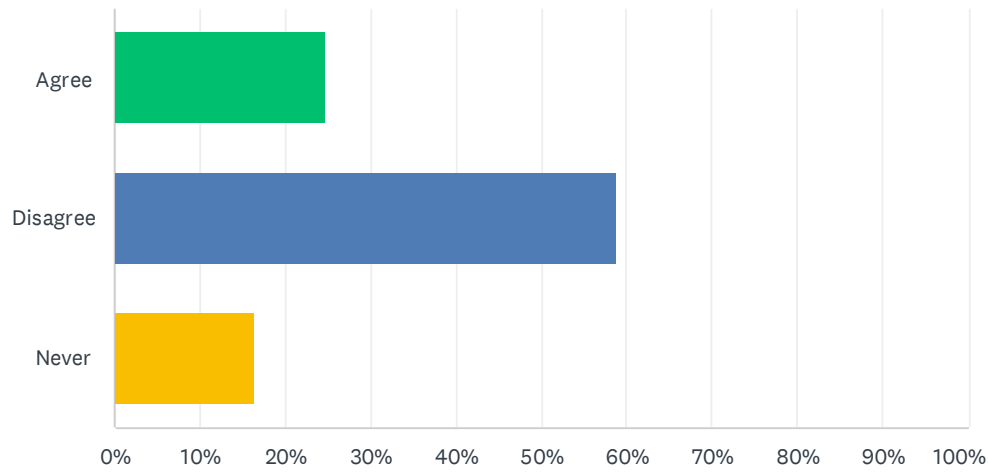
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Always	30.11%	511
Sometimes	58.28%	989
Never	11.61%	197
TOTAL		1,697

Q29 Staff grievances are taken seriously

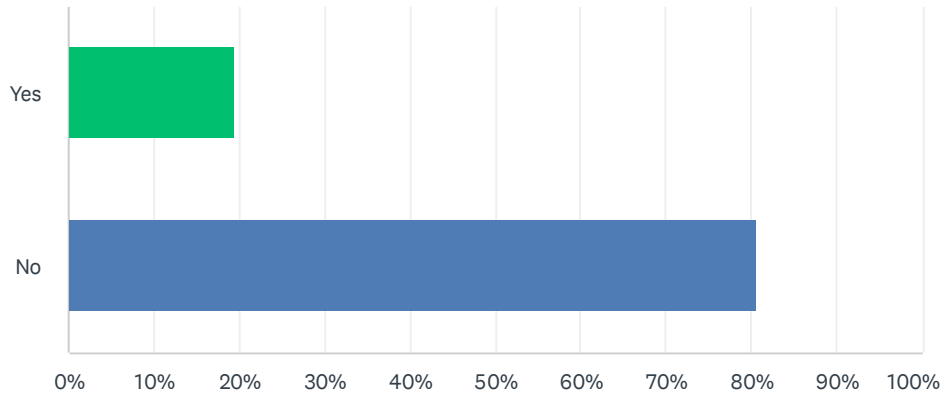
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Agree	24.75%	420
Disagree	58.75%	997
Never	16.50%	280
TOTAL		1,697

Q30 I have confidence in the adjudications process

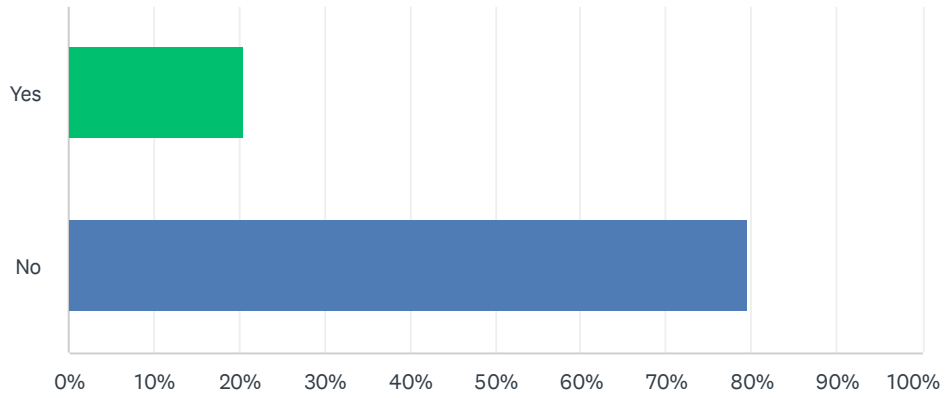
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Yes	19.45%	330
No	80.55%	1,367
TOTAL		1,697

Q31 I have confidence in the staff grievance procedure

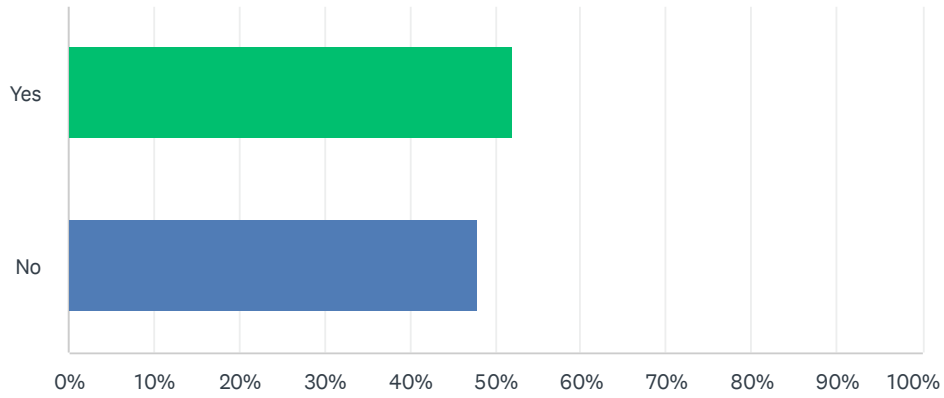
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Yes	20.57%	349
No	79.43%	1,348
TOTAL		1,697

Q32 I carry over leave at the end of the leave year due to being denied leave during the leave year

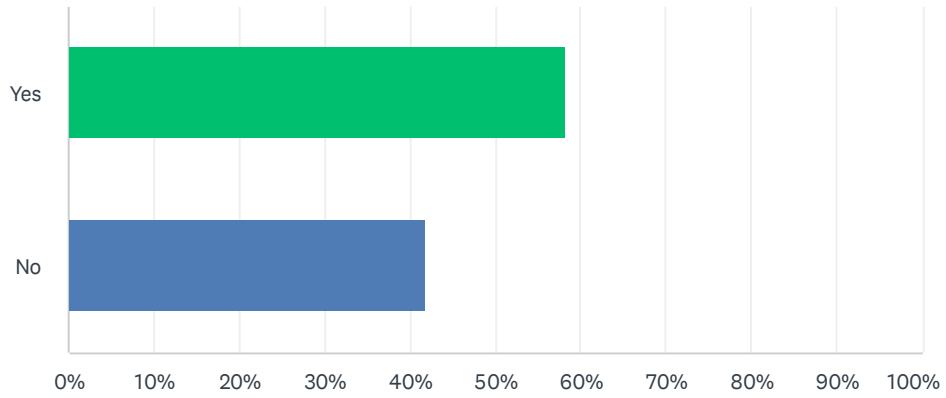
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Yes	52.09%	884
No	47.91%	813
TOTAL		1,697

Q33 I regularly get refused 'ad hoc' days leave

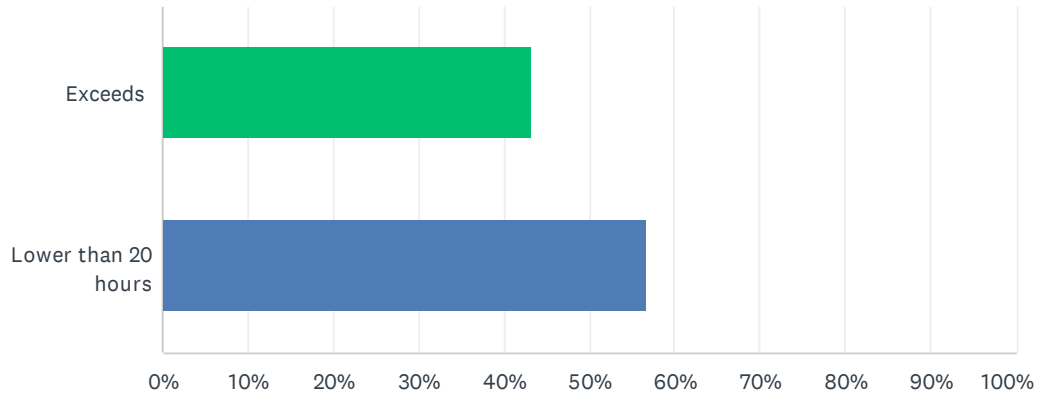
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Yes	58.28%	989
No	41.72%	708
TOTAL		1,697

Q34 My TOIL plus balance exceeds 20 hours

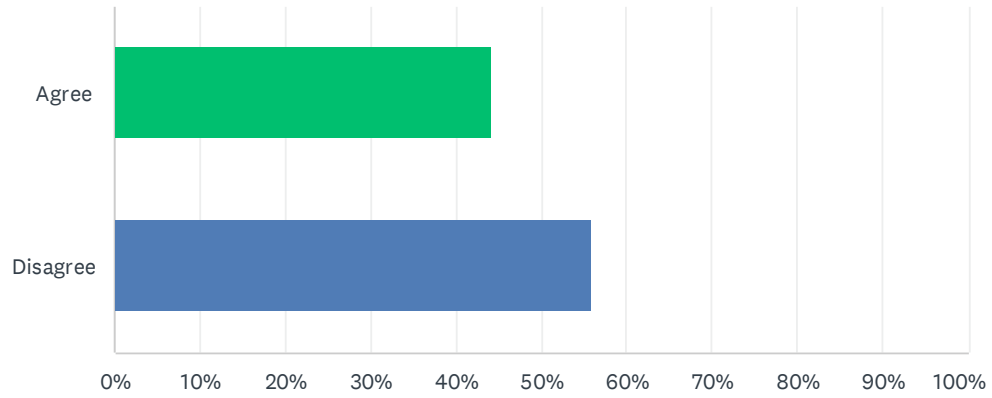
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Exceeds	43.37%	736
Lower than 20 hours	56.63%	961
TOTAL		1,697

Q35 Assaults on staff are taken seriously at my Prison

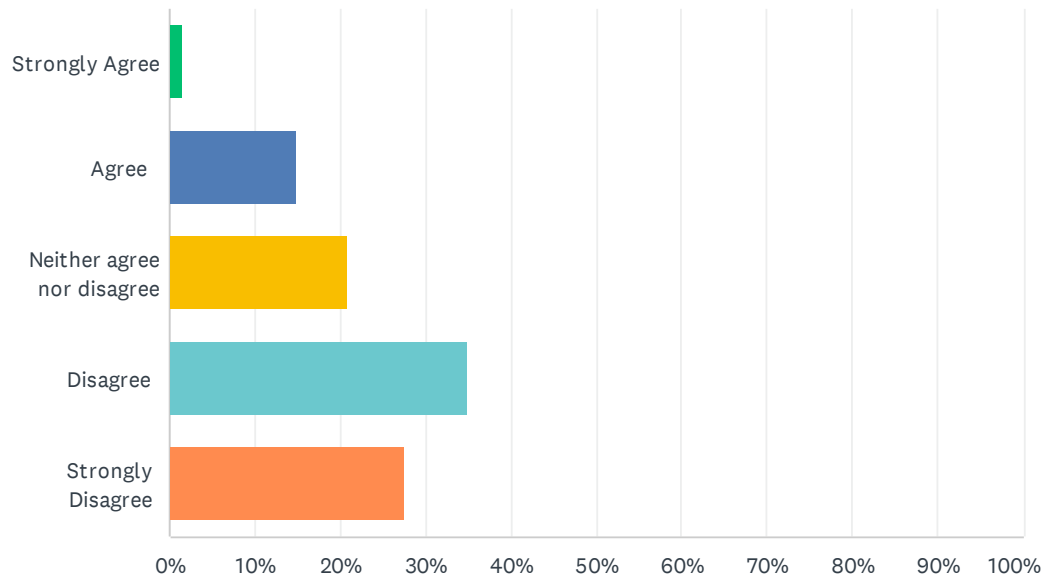
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Agree	44.08%	748
Disagree	55.92%	949
TOTAL		1,697

Q36 Staff facilities at my Prison are adequate

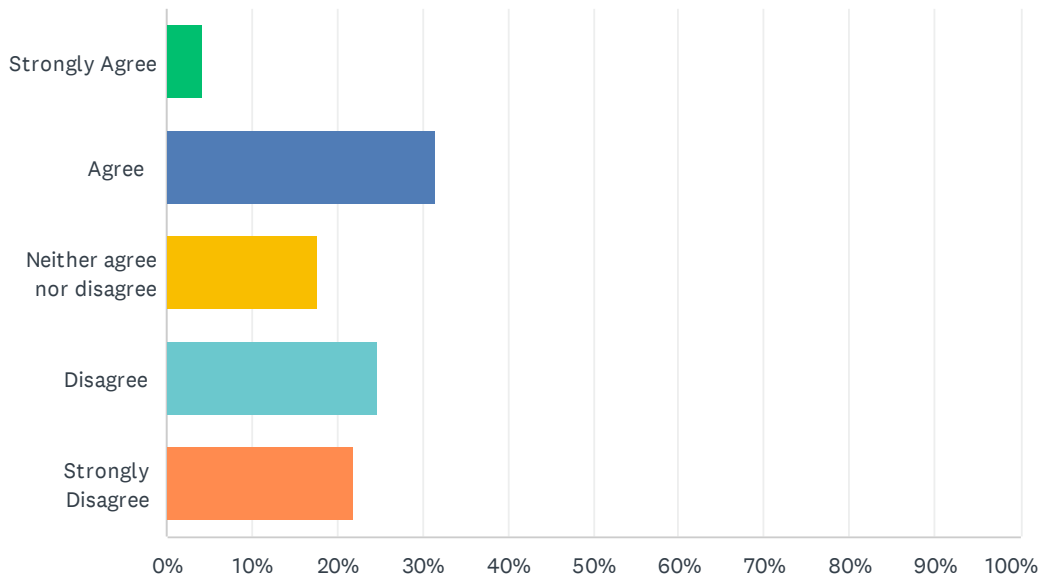
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Strongly Agree	1.47%	25
Agree	14.97%	254
Neither agree nor disagree	20.98%	356
Disagree	35.00%	594
Strongly Disagree	27.58%	468
TOTAL		1,697

Q37 Staff have a separate area in my Prison to relax during break periods

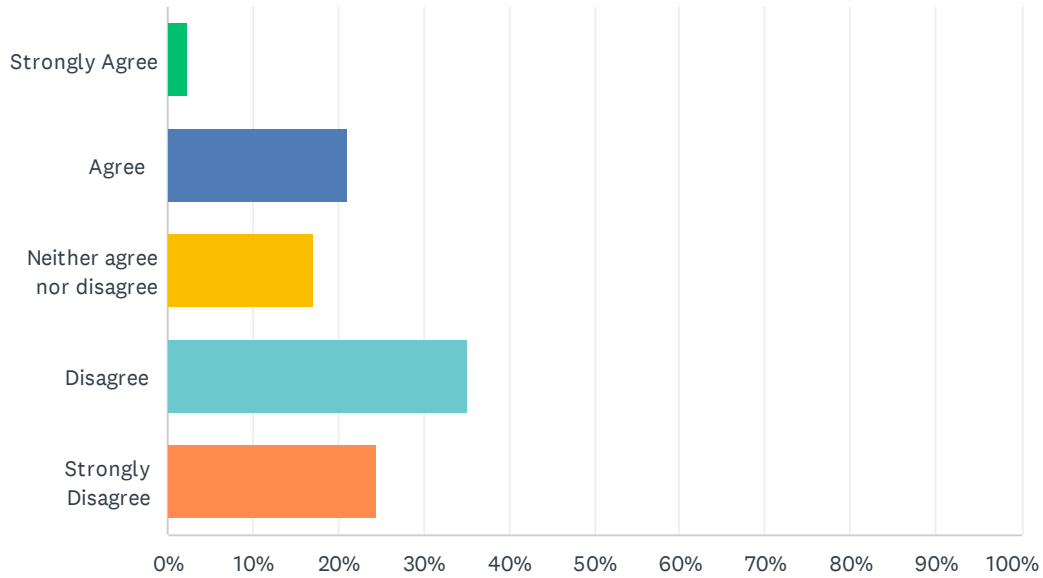
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Strongly Agree	4.18%	71
Agree	31.53%	535
Neither agree nor disagree	17.74%	301
Disagree	24.69%	419
Strongly Disagree	21.86%	371
TOTAL		1,697

Q38 Staff have adequate shower and storage areas

Answered: 1,697 Skipped: 669



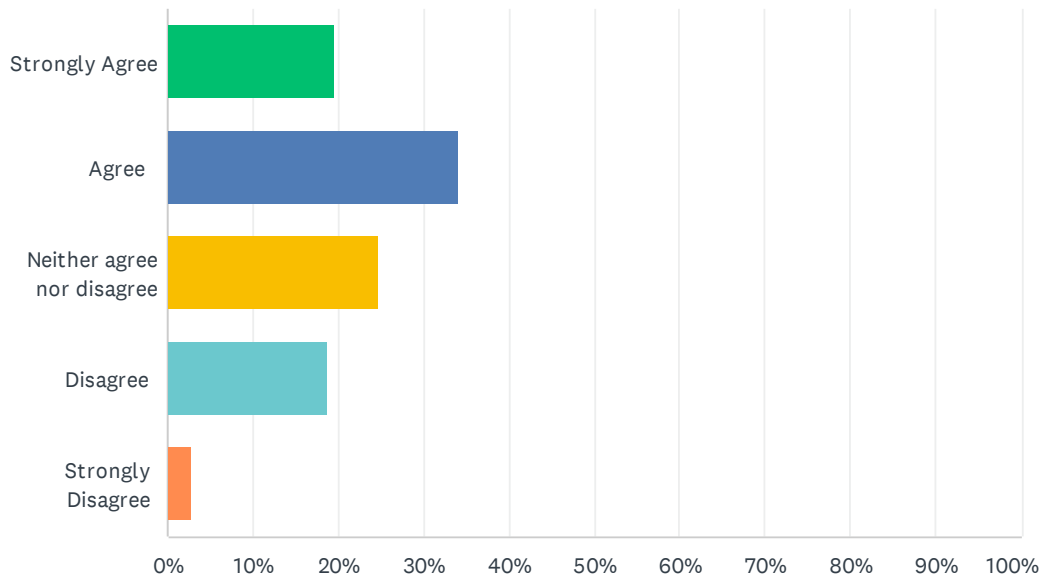
ANSWER CHOICES	RESPONSES	
Strongly Agree	2.30%	39
Agree	21.15%	359
Neither agree nor disagree	16.97%	288
Disagree	35.12%	596
Strongly Disagree	24.45%	415
TOTAL		1,697

Q39 What would you like to see improve for staff in your Prison

Answered: 1,077 Skipped: 1,289

Q40 My work environment is dirty

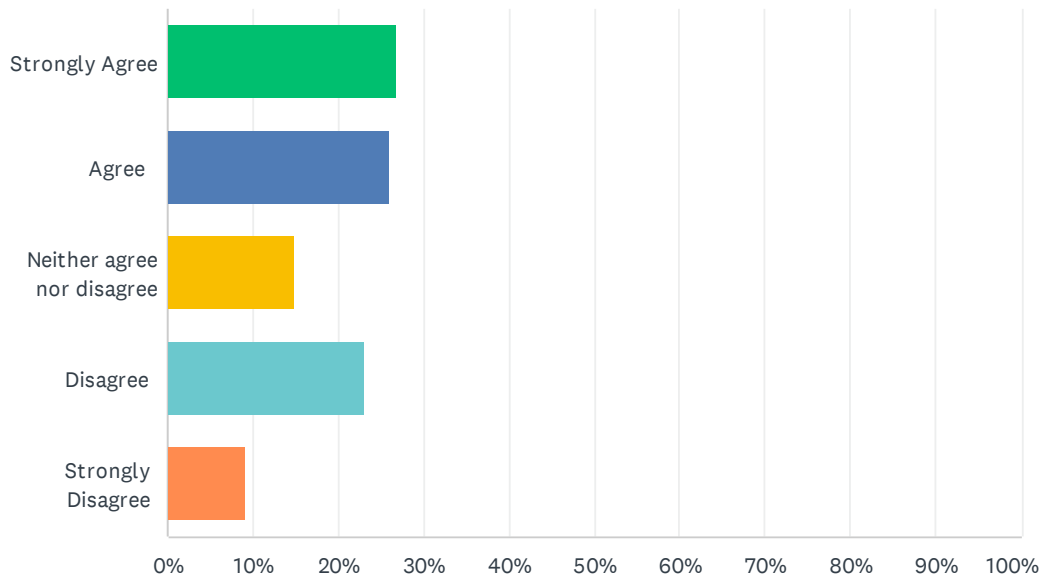
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Strongly Agree	19.68%	334
Agree	34.18%	580
Neither agree nor disagree	24.75%	420
Disagree	18.68%	317
Strongly Disagree	2.71%	46
TOTAL		1,697

Q41 I regularly see rats and cockroaches in my workplace

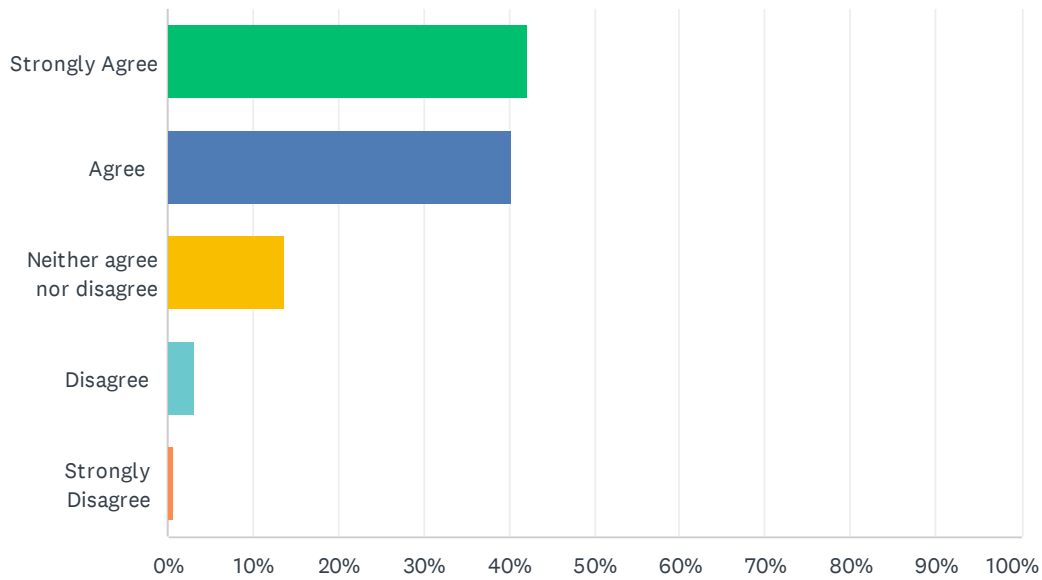
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Strongly Agree	26.93%	457
Agree	25.93%	440
Neither agree nor disagree	14.91%	253
Disagree	23.04%	391
Strongly Disagree	9.19%	156
TOTAL		1,697

Q42 Do you feel your workplace needs to be modernised

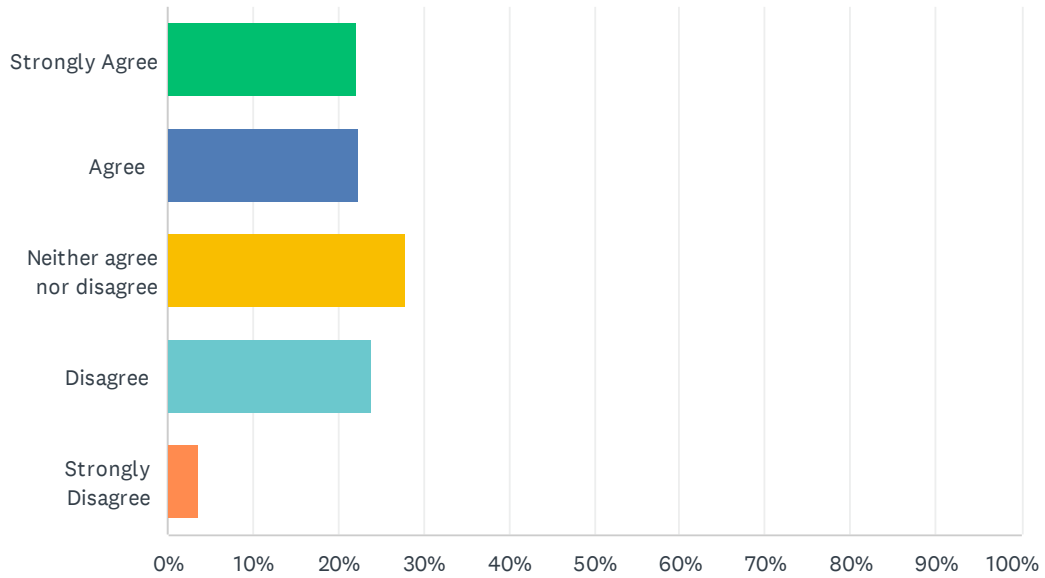
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Strongly Agree	42.19%	716
Agree	40.31%	684
Neither agree nor disagree	13.61%	231
Disagree	3.30%	56
Strongly Disagree	0.59%	10
TOTAL		1,697

Q43 I consider my Prison to be overcrowded

Answered: 1,697 Skipped: 669



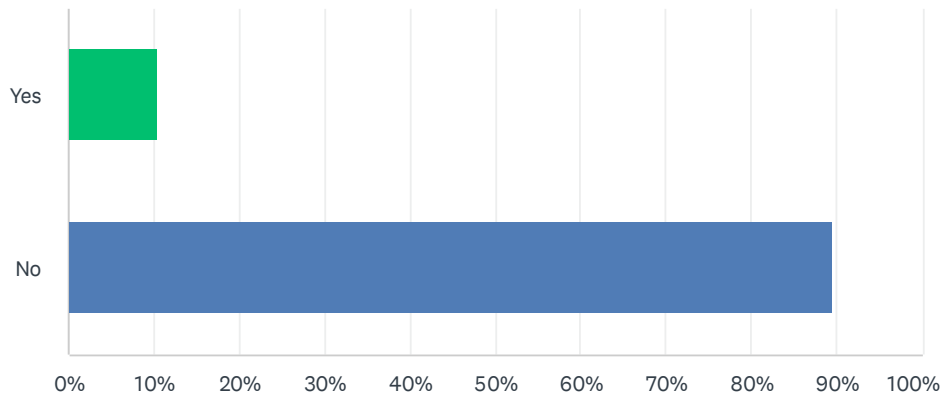
ANSWER CHOICES	RESPONSES	
Strongly Agree	22.16%	376
Agree	22.39%	380
Neither agree nor disagree	27.93%	474
Disagree	23.92%	406
Strongly Disagree	3.59%	61
TOTAL		1,697

Q44 What improvements would you like to see in your workplace

Answered: 799 Skipped: 1,567

Q45 My vehicle has been vandalised in the staff car park

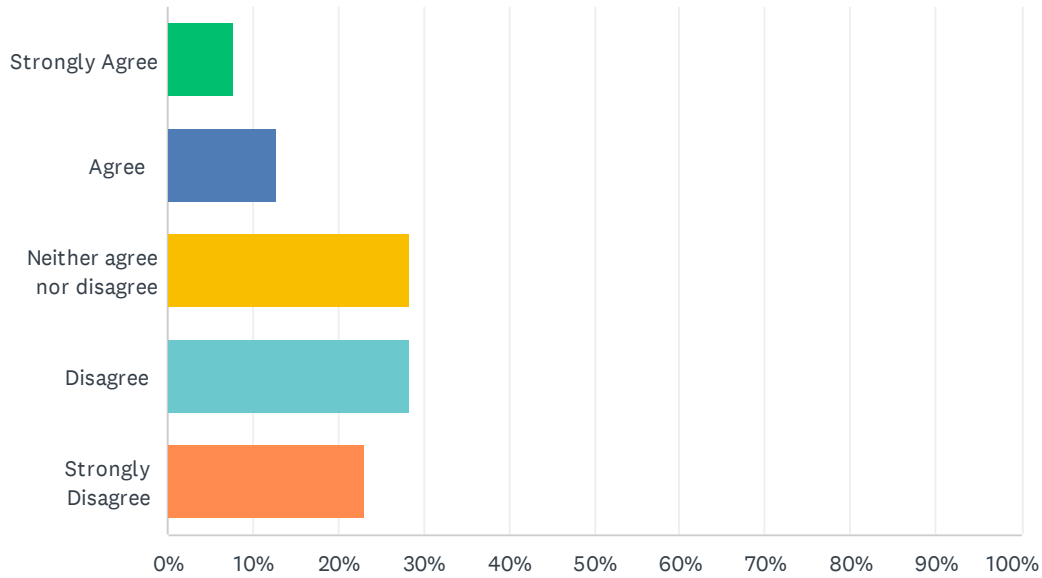
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Yes	10.37%	176
No	89.63%	1,521
TOTAL		1,697

Q46 I feel the security of staff vehicles at my Prison is a priority

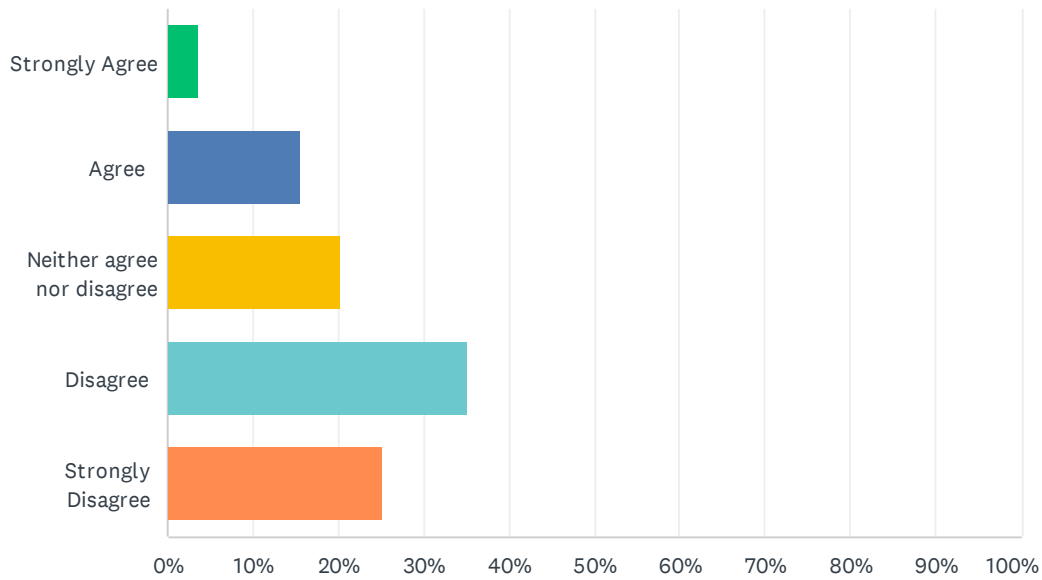
Answered: 1,697 Skipped: 669



ANSWER CHOICES	RESPONSES	
Strongly Agree	7.60%	129
Agree	12.79%	217
Neither agree nor disagree	28.34%	481
Disagree	28.34%	481
Strongly Disagree	22.92%	389
TOTAL		1,697

Q47 There are enough activity spaces for all Prisoners in our care

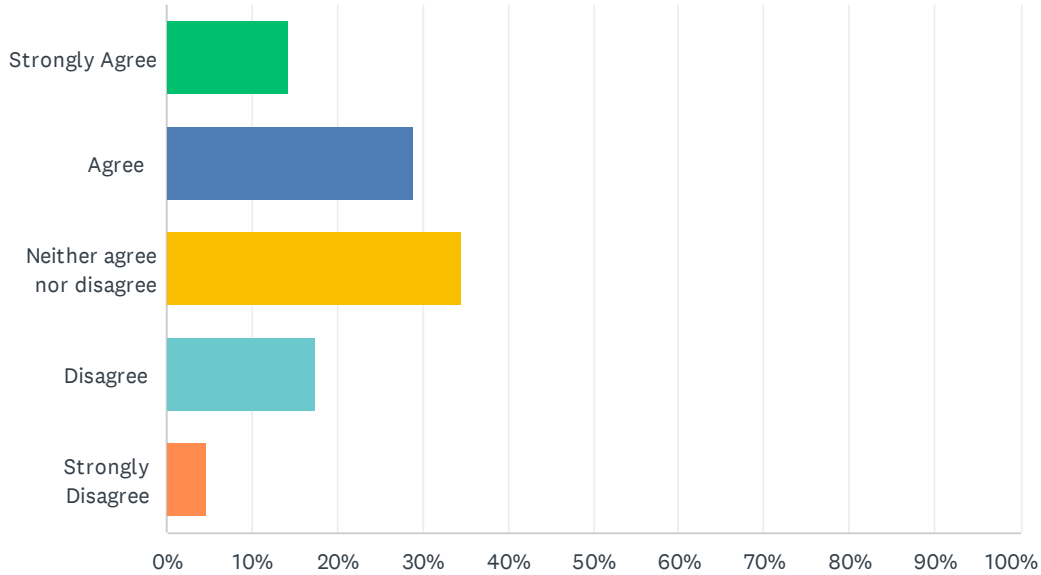
Answered: 1,662 Skipped: 704



ANSWER CHOICES	RESPONSES	
Strongly Agree	3.61%	60
Agree	15.64%	260
Neither agree nor disagree	20.28%	337
Disagree	35.26%	586
Strongly Disagree	25.21%	419
TOTAL		1,662

Q48 There are not enough spaces for all Prisoners in our care and we only facilitate part time working

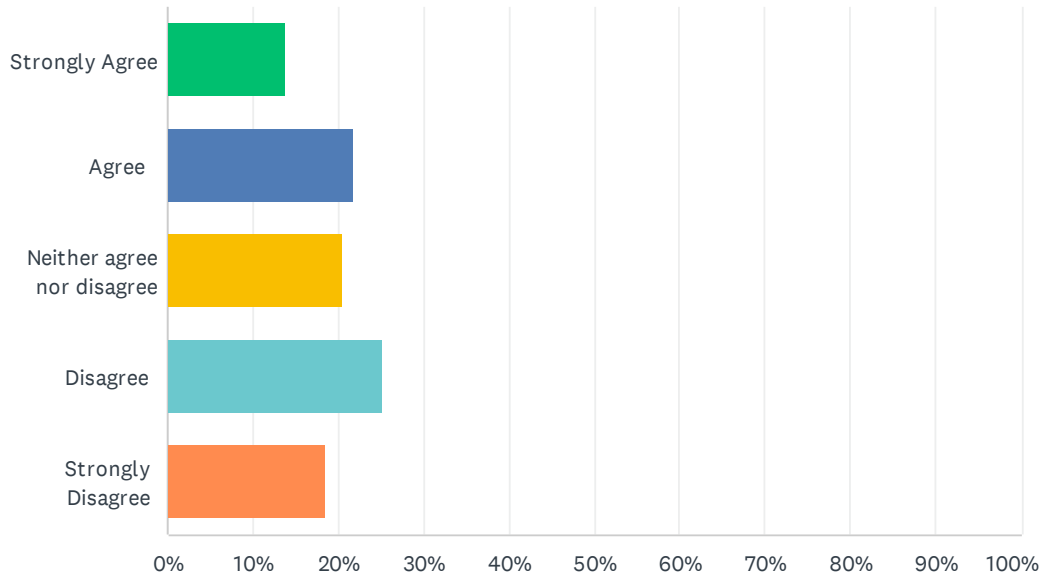
Answered: 1,662 Skipped: 704



ANSWER CHOICES	RESPONSES	
Strongly Agree	14.32%	238
Agree	29.00%	482
Neither agree nor disagree	34.48%	573
Disagree	17.51%	291
Strongly Disagree	4.69%	78
TOTAL		1,662

Q49 Activities are never curtailed due to staffing shortages

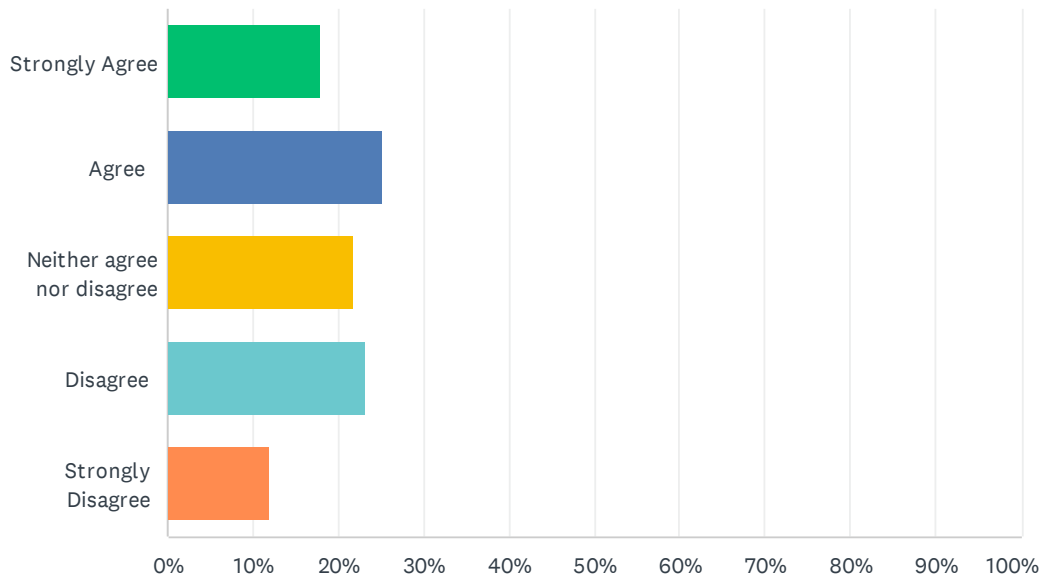
Answered: 1,662 Skipped: 704



ANSWER CHOICES	RESPONSES	
Strongly Agree	13.96%	232
Agree	21.84%	363
Neither agree nor disagree	20.52%	341
Disagree	25.15%	418
Strongly Disagree	18.53%	308
TOTAL		1,662

Q50 Activities are regularly curtailed due to staffing shortages

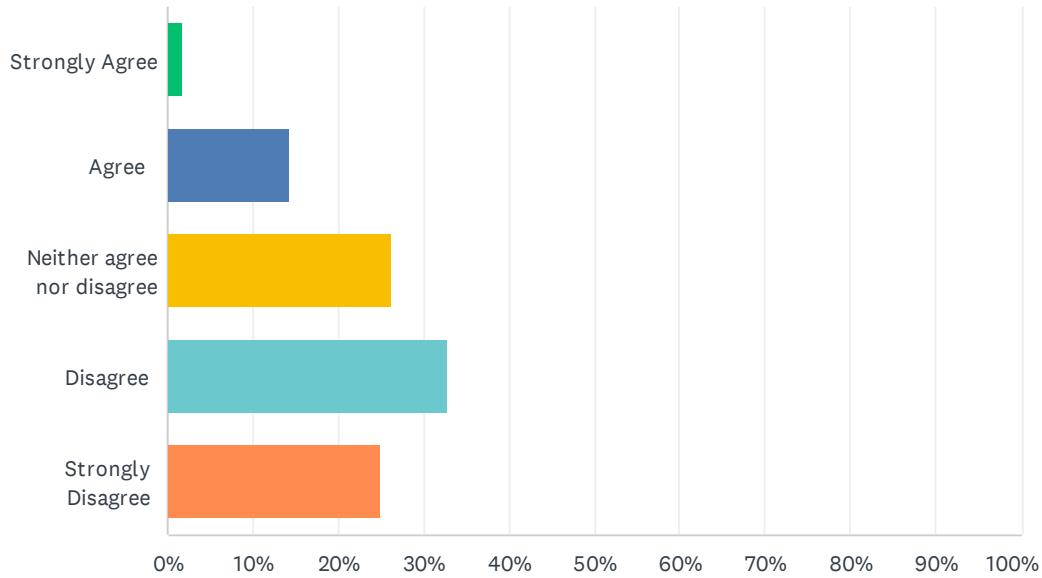
Answered: 1,662 Skipped: 704



ANSWER CHOICES	RESPONSES	
Strongly Agree	17.87%	297
Agree	25.21%	419
Neither agree nor disagree	21.78%	362
Disagree	23.23%	386
Strongly Disagree	11.91%	198
TOTAL		1,662

Q51 My Prison has the resources in place to actively rehabilitate prisoners

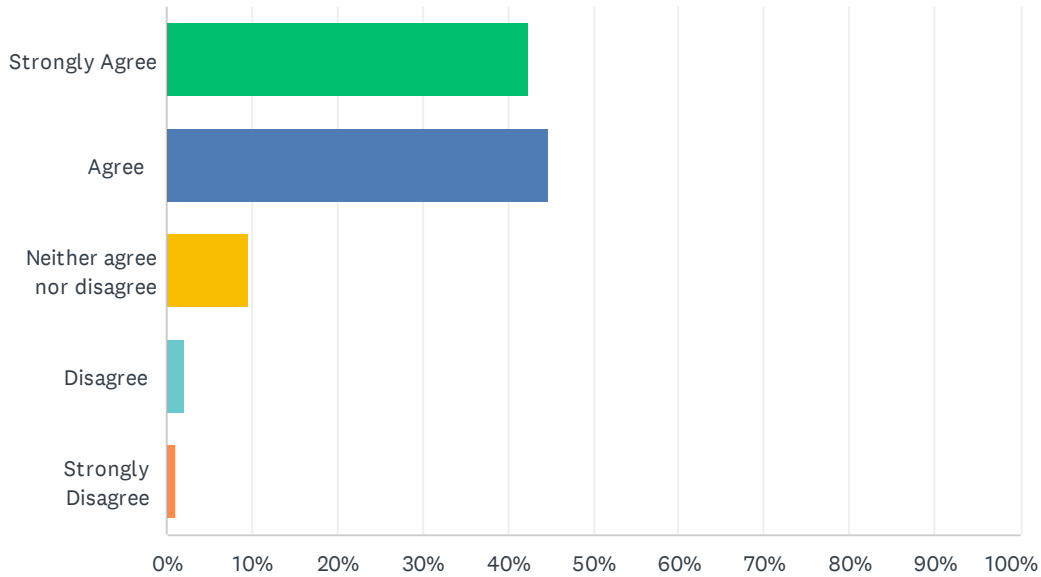
Answered: 1,662 Skipped: 704



ANSWER CHOICES	RESPONSES	
Strongly Agree	1.68%	28
Agree	14.26%	237
Neither agree nor disagree	26.23%	436
Disagree	32.79%	545
Strongly Disagree	25.03%	416
TOTAL		1,662

Q52 I have supported prisoners who have experienced mental health issues

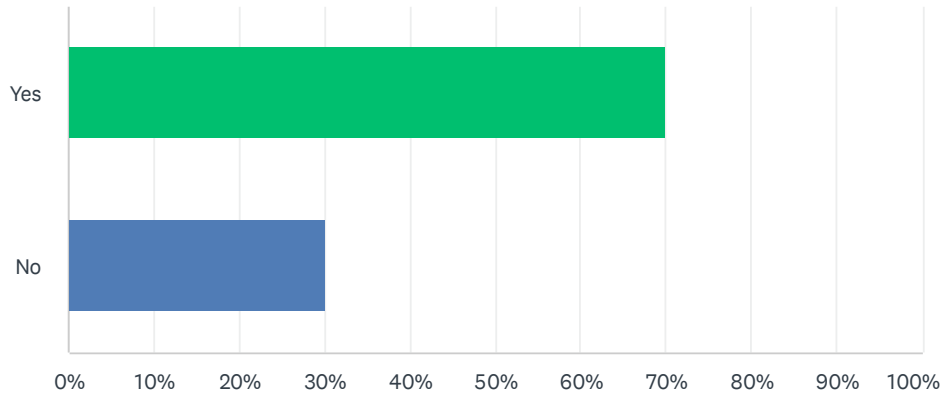
Answered: 1,662 Skipped: 704



ANSWER CHOICES	RESPONSES	
Strongly Agree	42.36%	704
Agree	44.77%	744
Neither agree nor disagree	9.69%	161
Disagree	2.23%	37
Strongly Disagree	0.96%	16
TOTAL		1,662

Q53 I have had to administer first aid to prisoners because they have self-harmed

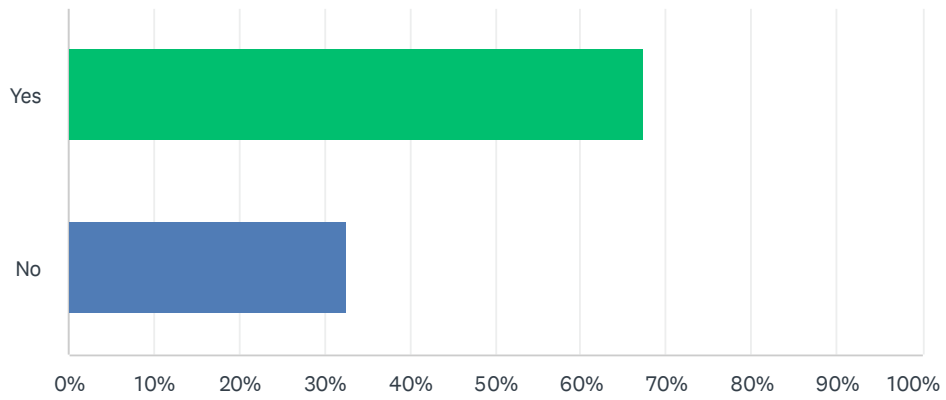
Answered: 1,662 Skipped: 704



ANSWER CHOICES	RESPONSES	
Yes	70.04%	1,164
No	29.96%	498
TOTAL		1,662

Q54 I have had to deal with a cell fire

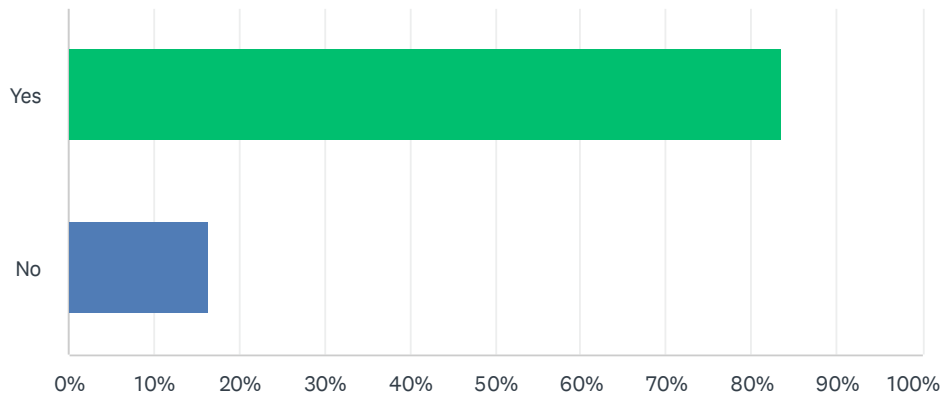
Answered: 1,662 Skipped: 704



ANSWER CHOICES	RESPONSES	
Yes	67.39%	1,120
No	32.61%	542
TOTAL		1,662

Q55 I have had to intervene during a prisoner on prisoner assault

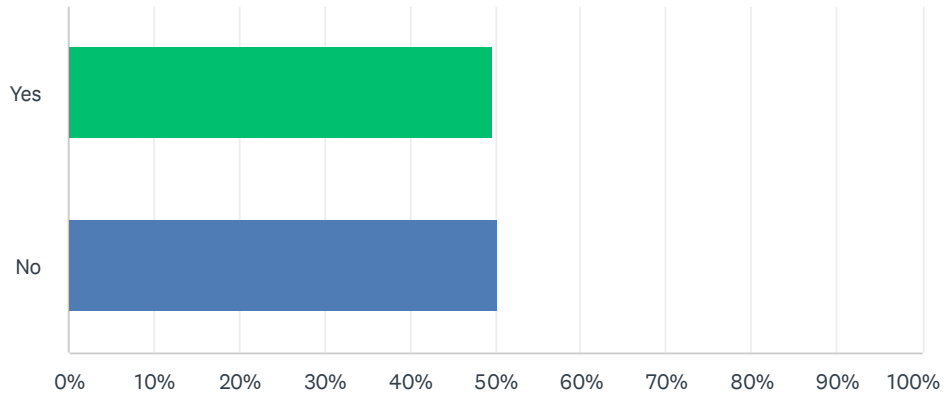
Answered: 1,662 Skipped: 704



ANSWER CHOICES	RESPONSES	
Yes	83.51%	1,388
No	16.49%	274
TOTAL		1,662

Q56 I have had to deal with a self-inflicted death

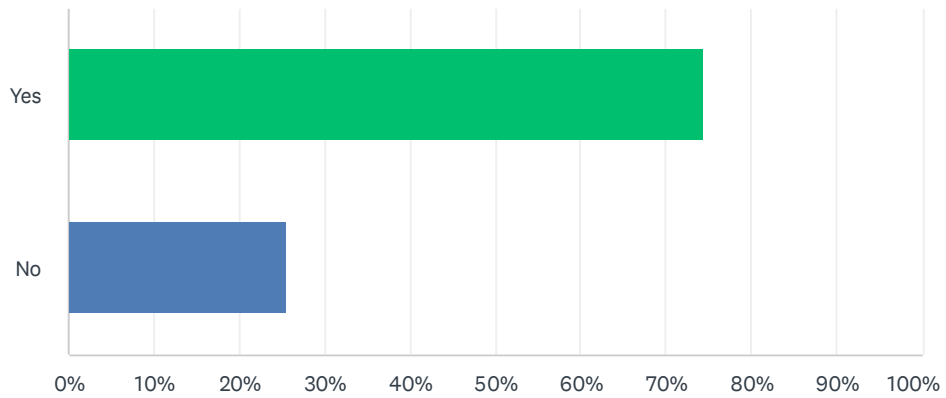
Answered: 1,662 Skipped: 704



ANSWER CHOICES	RESPONSES	
Yes	49.64%	825
No	50.36%	837
TOTAL		1,662

Q57 I have had to escort a prisoner to hospital after a violent incident

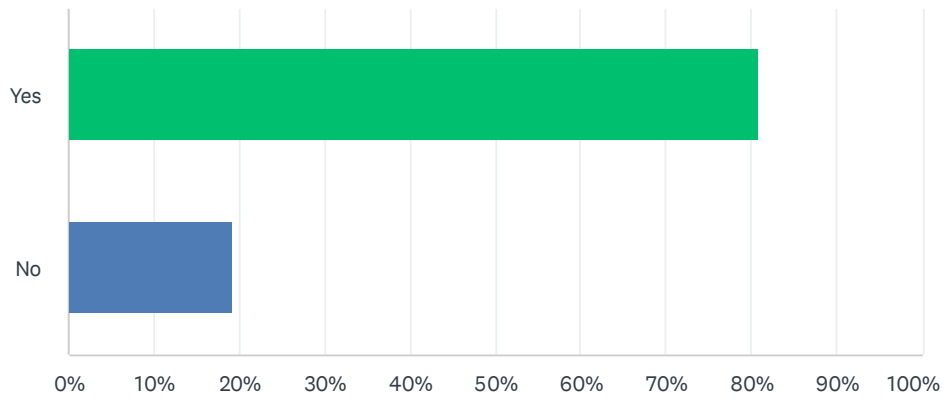
Answered: 1,662 Skipped: 704



ANSWER CHOICES	RESPONSES	
Yes	74.43%	1,237
No	25.57%	425
TOTAL		1,662

Q58 I have witnessed a work colleague being assaulted by a prisoner

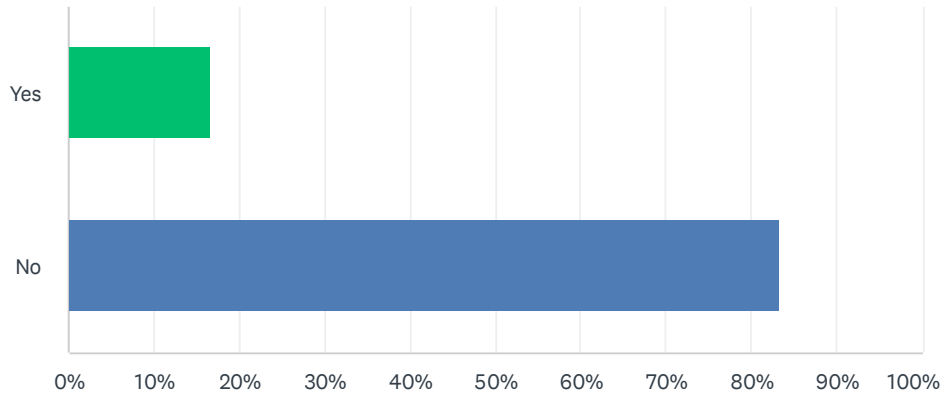
Answered: 1,662 Skipped: 704



ANSWER CHOICES	RESPONSES	
Yes	80.75%	1,342
No	19.25%	320
TOTAL		1,662

Q59 After a traumatic incident I was sent off duty and allowed special leave

Answered: 1,614 Skipped: 752



ANSWER CHOICES	RESPONSES	
Yes	16.73%	270
No	83.27%	1,344
TOTAL		1,614

Q60 What support if any where you given after experiencing trauma in the workplace?

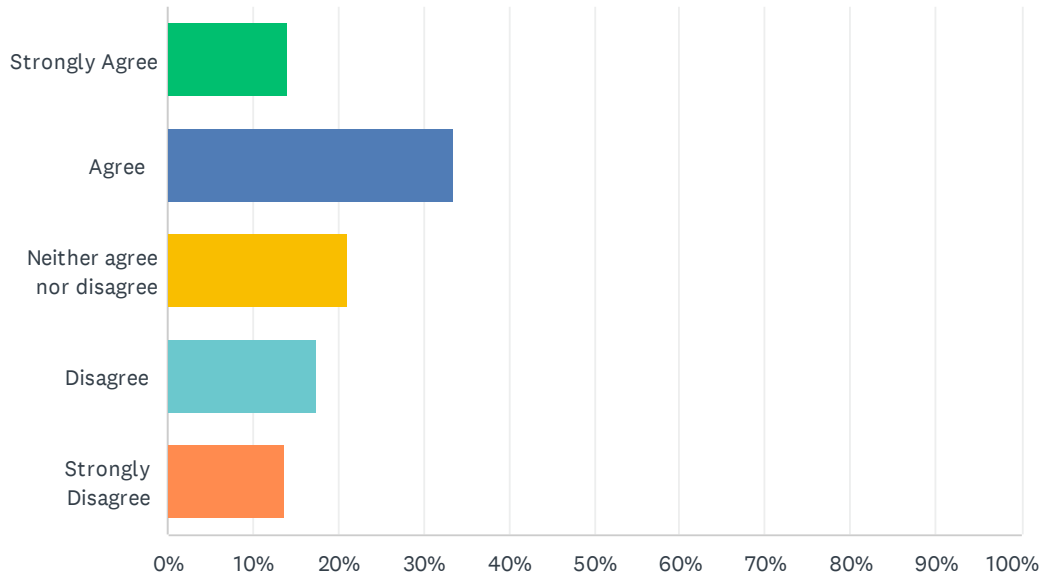
Answered: 1,035 Skipped: 1,331

Q61 What support would you like to see for staff in your prison to help them cope after a traumatic incident?

Answered: 952 Skipped: 1,414

Q62 I am satisfied with the leadership provided by my immediate line manager

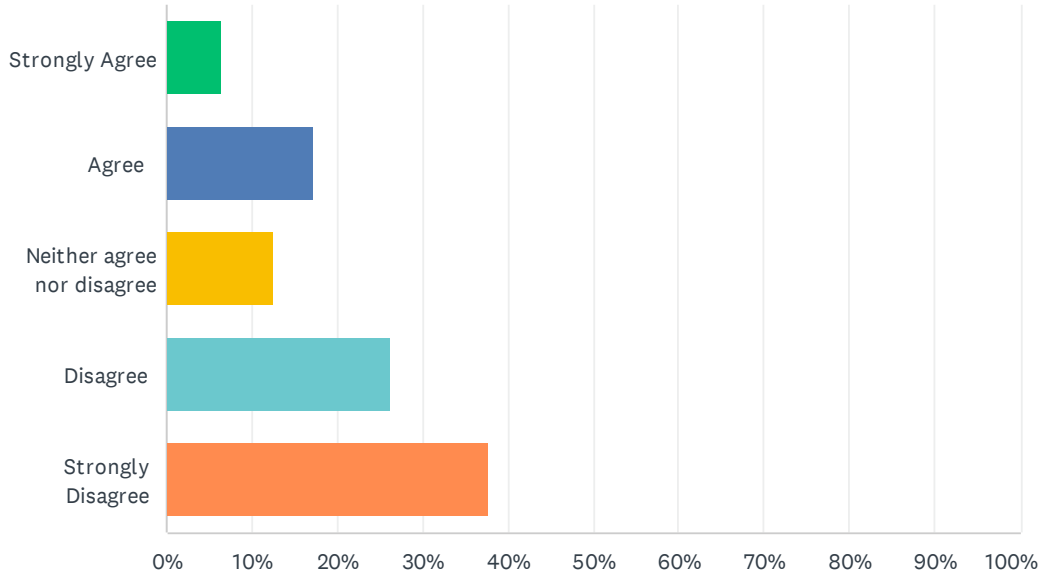
Answered: 1,650 Skipped: 716



ANSWER CHOICES	RESPONSES	
Strongly Agree	14.06%	232
Agree	33.58%	554
Neither agree nor disagree	21.15%	349
Disagree	17.52%	289
Strongly Disagree	13.70%	226
TOTAL		1,650

Q63 I have meaningful face to face conversations with my Line Manger about my performance every 8 weeks

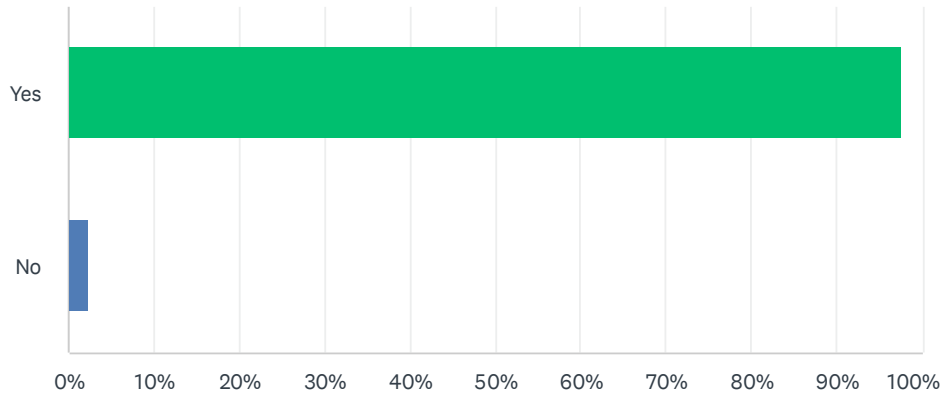
Answered: 1,650 Skipped: 716



ANSWER CHOICES	RESPONSES	
Strongly Agree	6.30%	104
Agree	17.21%	284
Neither agree nor disagree	12.61%	208
Disagree	26.18%	432
Strongly Disagree	37.70%	622
TOTAL		1,650

Q64 I know who my immediate Line Manager is

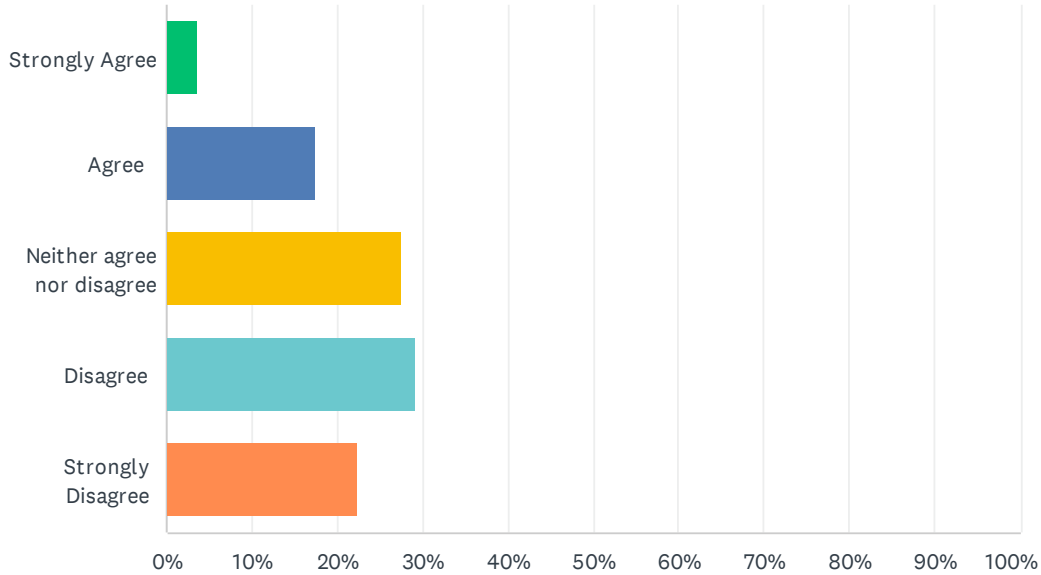
Answered: 1,651 Skipped: 715



ANSWER CHOICES	RESPONSES	
Yes	97.58%	1,611
No	2.42%	40
TOTAL		1,651

Q65 I trust senior managers to make day-to-day decisions concerning the prison in which I work

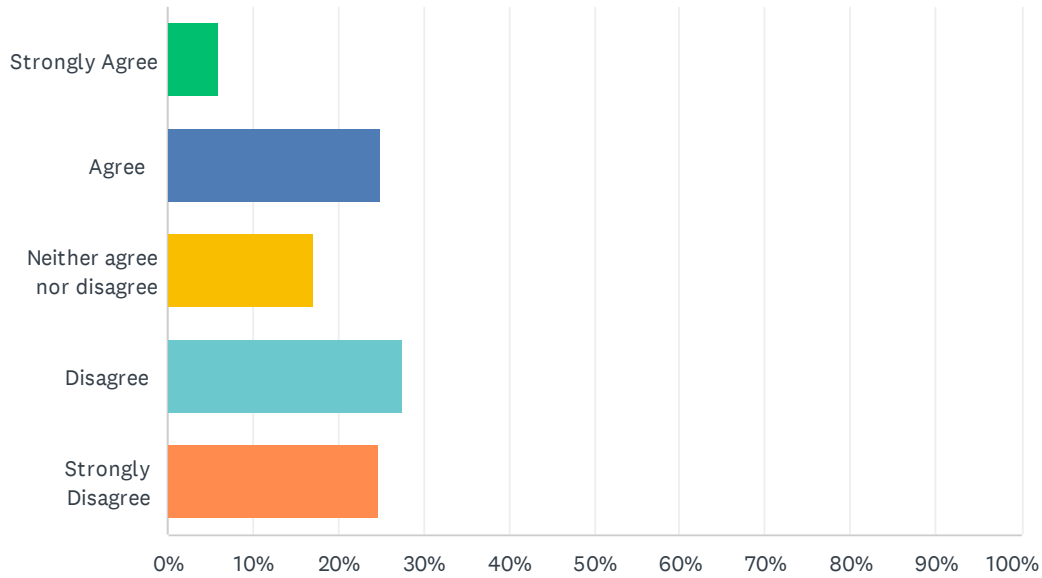
Answered: 1,648 Skipped: 718



ANSWER CHOICES	RESPONSES	
Strongly Agree	3.64%	60
Agree	17.42%	287
Neither agree nor disagree	27.49%	453
Disagree	29.13%	480
Strongly Disagree	22.33%	368
TOTAL		1,648

Q66 I regularly observe Governors grades visiting my area of work

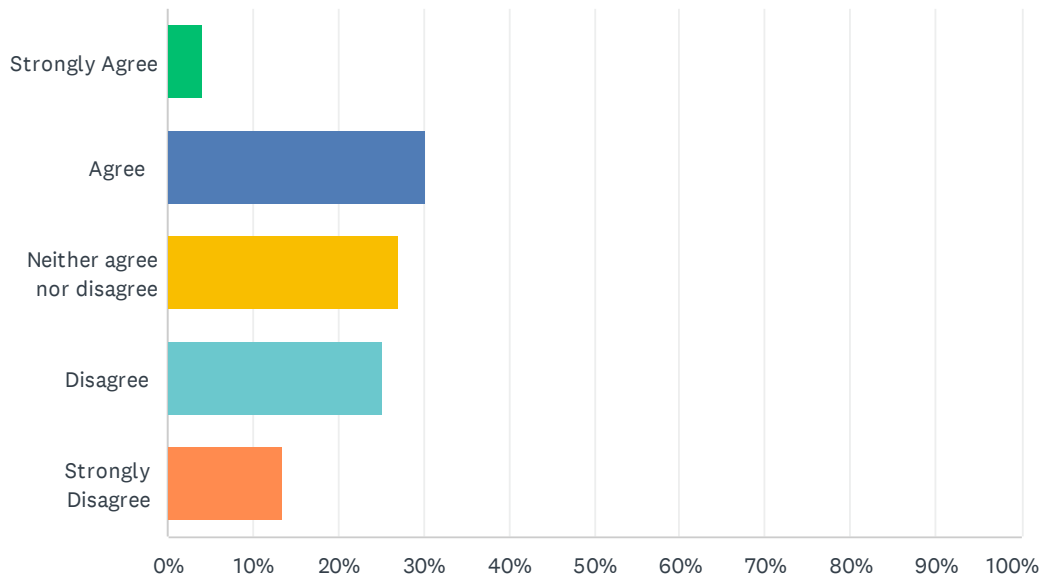
Answered: 1,649 Skipped: 717



ANSWER CHOICES	RESPONSES	
Strongly Agree	5.88%	97
Agree	24.86%	410
Neither agree nor disagree	17.04%	281
Disagree	27.47%	453
Strongly Disagree	24.74%	408
TOTAL		1,649

Q67 I feel safe at the prison I work in

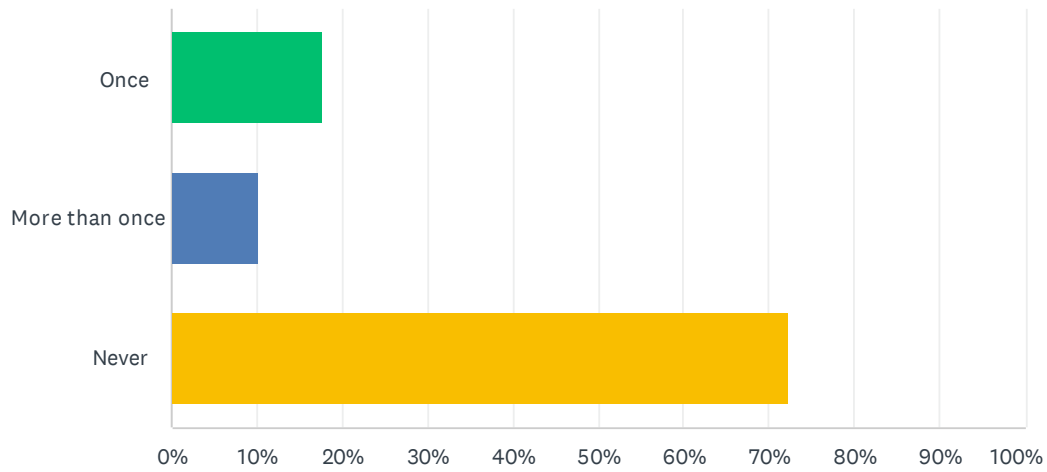
Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Strongly Agree	4.07%	65
Agree	30.33%	484
Neither agree nor disagree	27.07%	432
Disagree	25.13%	401
Strongly Disagree	13.41%	214
TOTAL		1,596

Q68 I have been assaulted in my workplace during the last 12 months

Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Once	17.67%	282
More than once	10.15%	162
Never	72.18%	1,152
TOTAL		1,596

Q69 How were you assaulted?

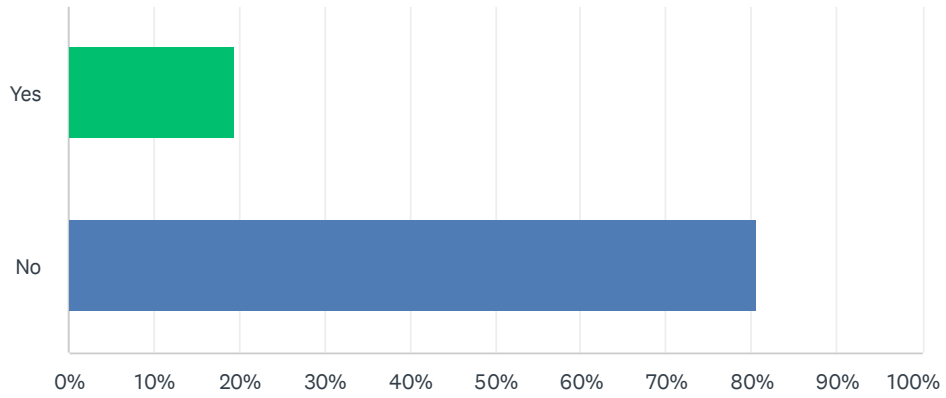
Answered: 590 Skipped: 1,776

Q70 What injuries did you receive?

Answered: 567 Skipped: 1,799

Q71 Did your injuries require treatment at Hospital?

Answered: 895 Skipped: 1,471



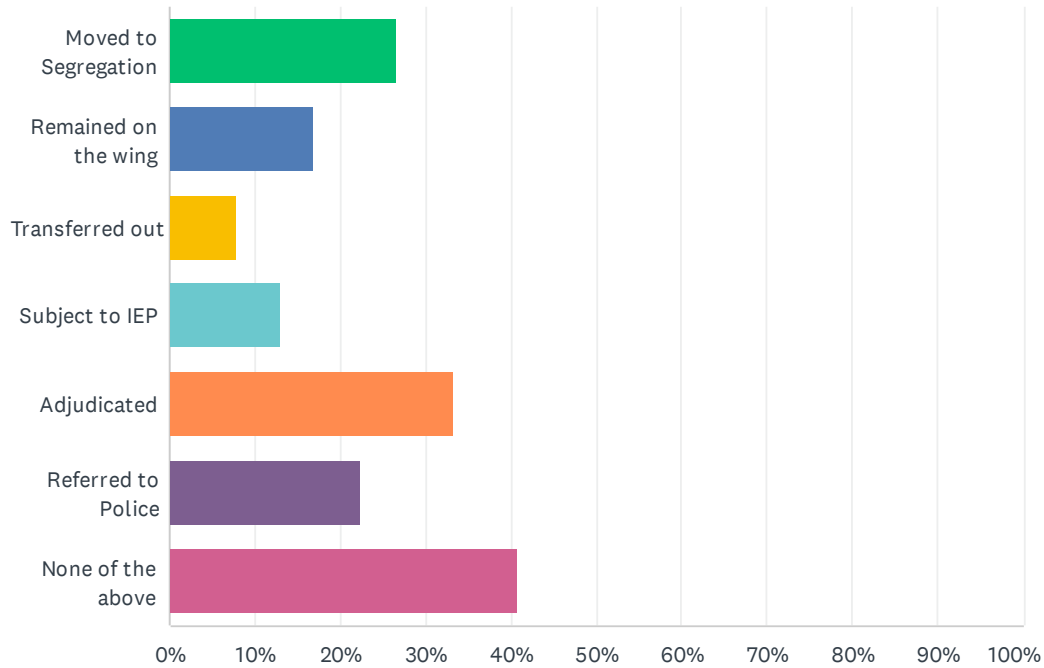
ANSWER CHOICES	RESPONSES	
Yes	19.33%	173
No	80.67%	722
TOTAL		895

Q72 What support if any did you receive from your Management team

Answered: 537 Skipped: 1,829

Q73 What action was taken against the Prisoner that assaulted you? (Tick all that apply)

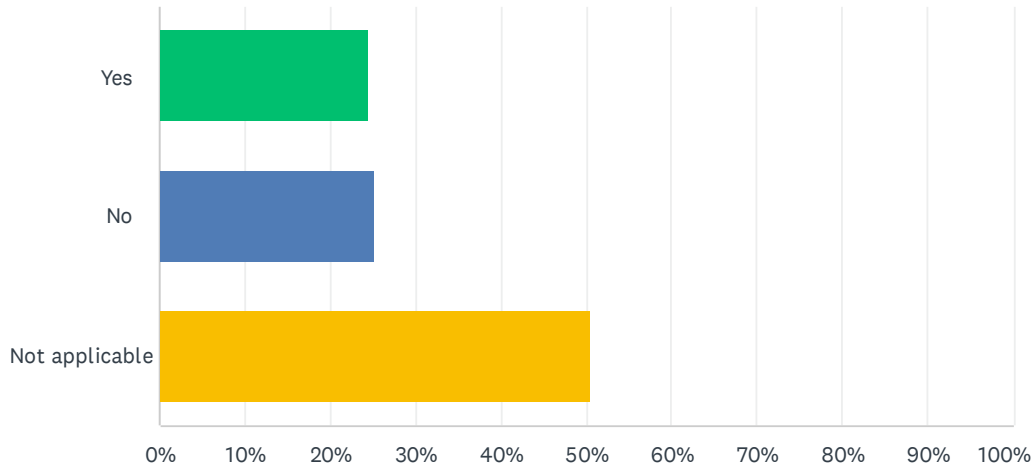
Answered: 771 Skipped: 1,595



ANSWER CHOICES	RESPONSES	
Moved to Segregation	26.72%	206
Remained on the wing	16.86%	130
Transferred out	7.91%	61
Subject to IEP	12.97%	100
Adjudicated	33.20%	256
Referred to Police	22.44%	173
None of the above	40.73%	314
Total Respondents: 771		

Q74 My Prison referred the assault to the Police

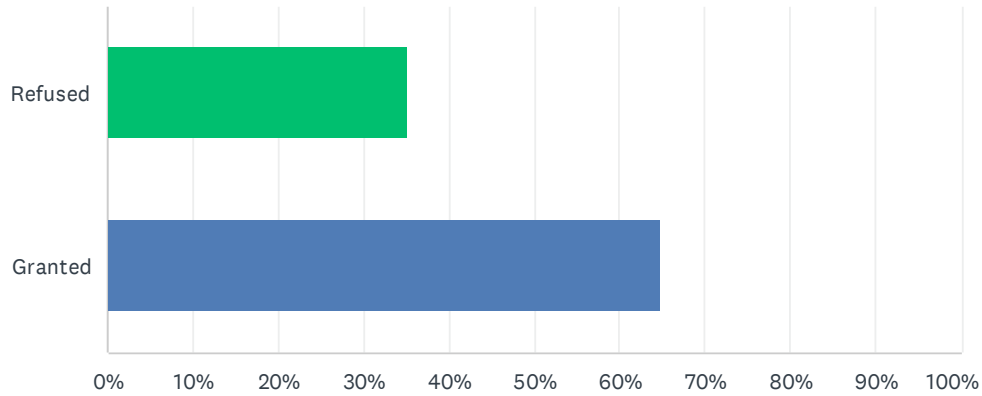
Answered: 921 Skipped: 1,445



ANSWER CHOICES	RESPONSES	
Yes	24.43%	225
No	25.08%	231
Not applicable	50.49%	465
TOTAL		921

Q75 If you had to take sick leave after being assaulted at work did the Governor refuse to give you an immediate sick leave excusal

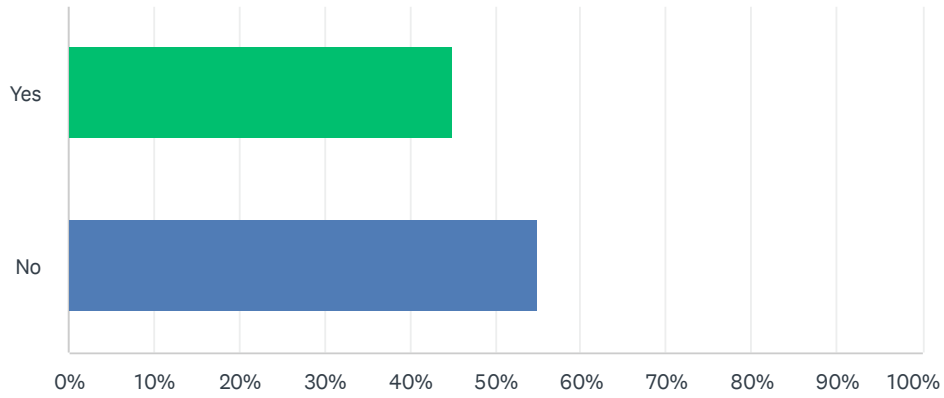
Answered: 404 Skipped: 1,962



ANSWER CHOICES	RESPONSES	
Refused	35.15%	142
Granted	64.85%	262
TOTAL		404

Q76 My Governor informed me my Sick leave excusal would be considered upon my return to work

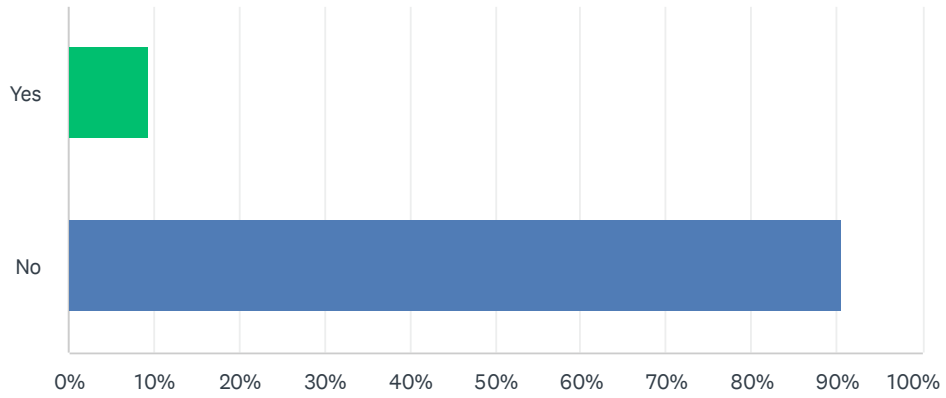
Answered: 434 Skipped: 1,932



ANSWER CHOICES	RESPONSES	
Yes	44.93%	195
No	55.07%	239
TOTAL		434

Q77 Did your absence from work affect your pay

Answered: 474 Skipped: 1,892



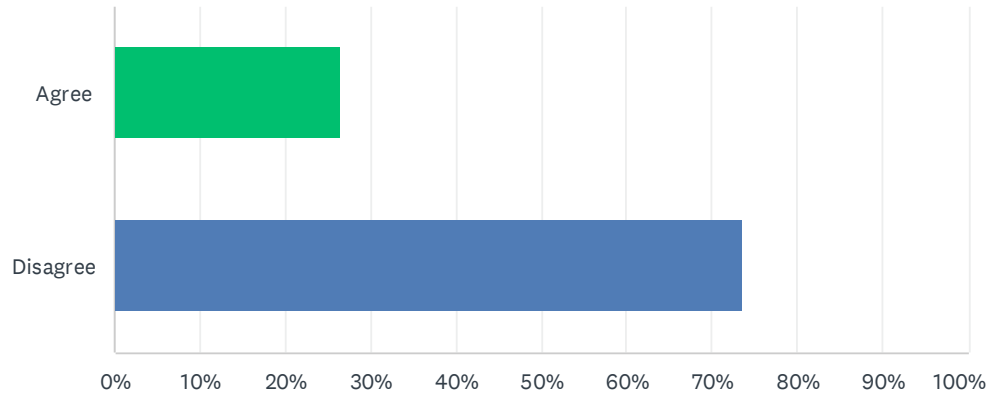
ANSWER CHOICES	RESPONSES	
Yes	9.28%	44
No	90.72%	430
TOTAL		474

Q78 If your pay was affected how did this impact you

Answered: 150 Skipped: 2,216

Q79 The Senior Leadership Team have a plan to reduce assaults on prison staff

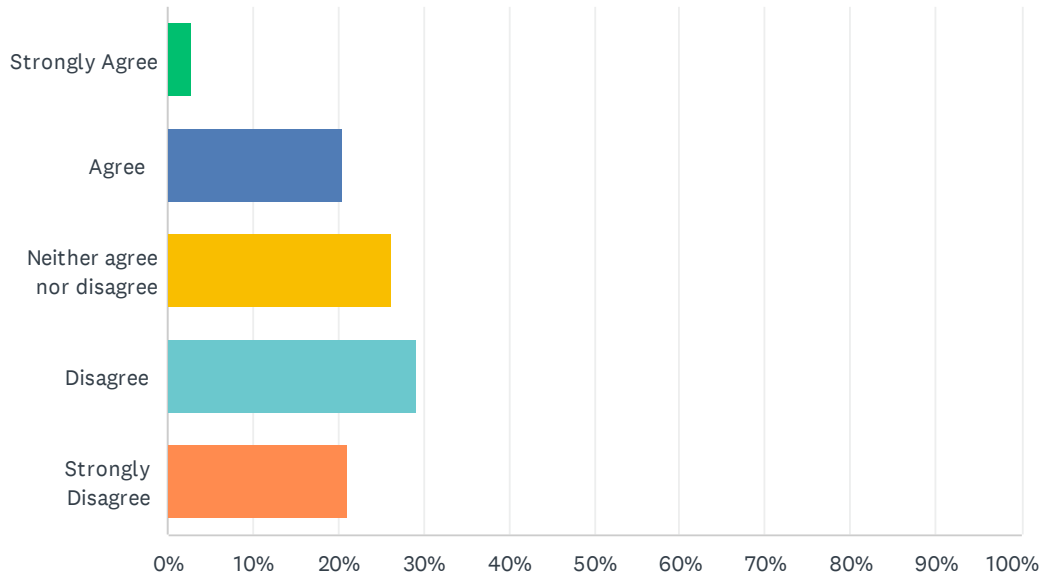
Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Agree	26.38%	421
Disagree	73.62%	1,175
TOTAL		1,596

Q80 You know what the violence reduction plan is

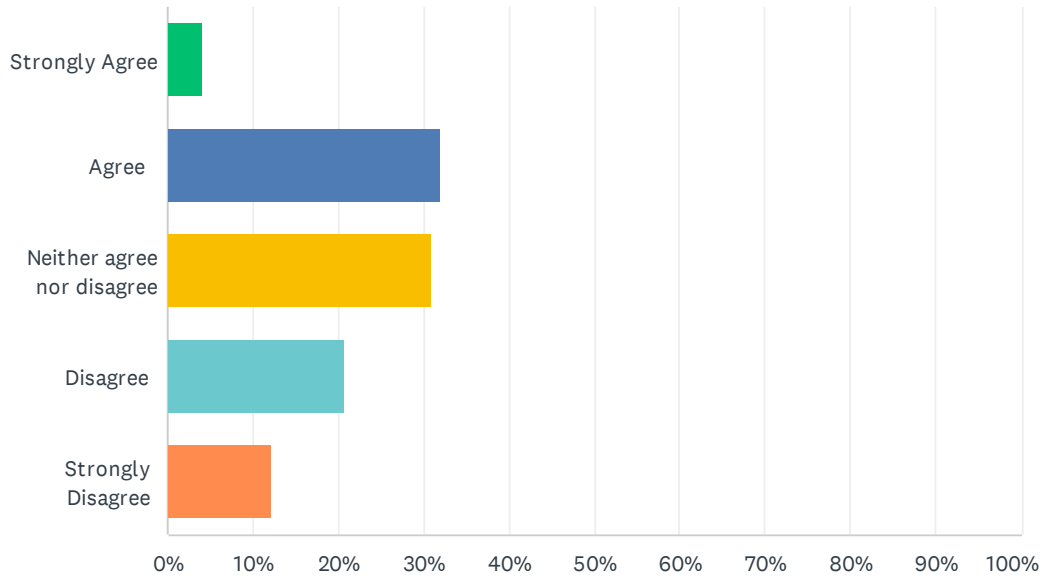
Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Strongly Agree	2.76%	44
Agree	20.49%	327
Neither agree nor disagree	26.32%	420
Disagree	29.26%	467
Strongly Disagree	21.18%	338
TOTAL		1,596

Q81 My Prison is good at maintaining order and control

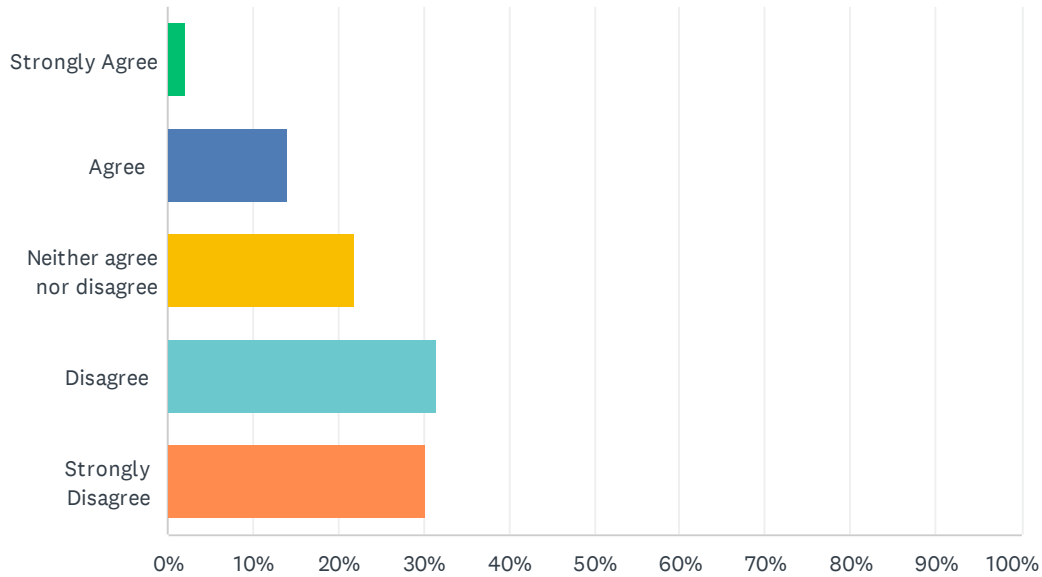
Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Strongly Agree	4.14%	66
Agree	31.95%	510
Neither agree nor disagree	31.02%	495
Disagree	20.68%	330
Strongly Disagree	12.22%	195
TOTAL		1,596

Q82 The Incentives and earned privilege scheme is an effective tool to keep order

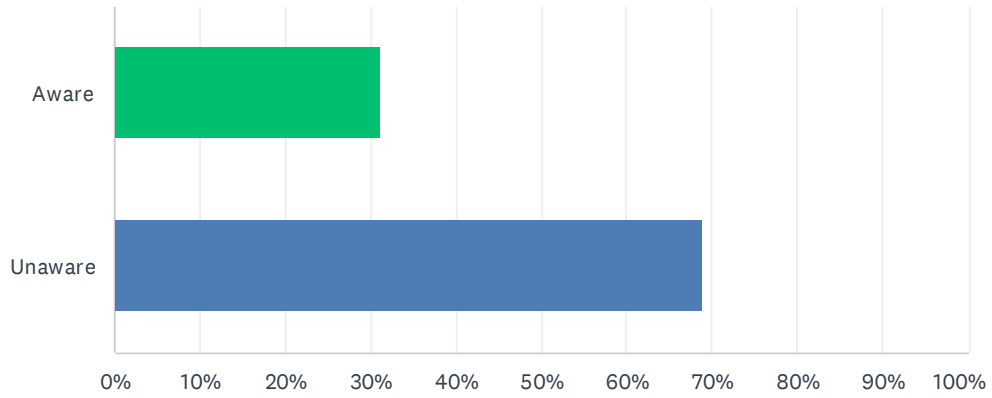
Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Strongly Agree	2.13%	34
Agree	13.97%	223
Neither agree nor disagree	22.06%	352
Disagree	31.64%	505
Strongly Disagree	30.20%	482
TOTAL		1,596

Q83 I am aware of the Crime in Prisons Protocol

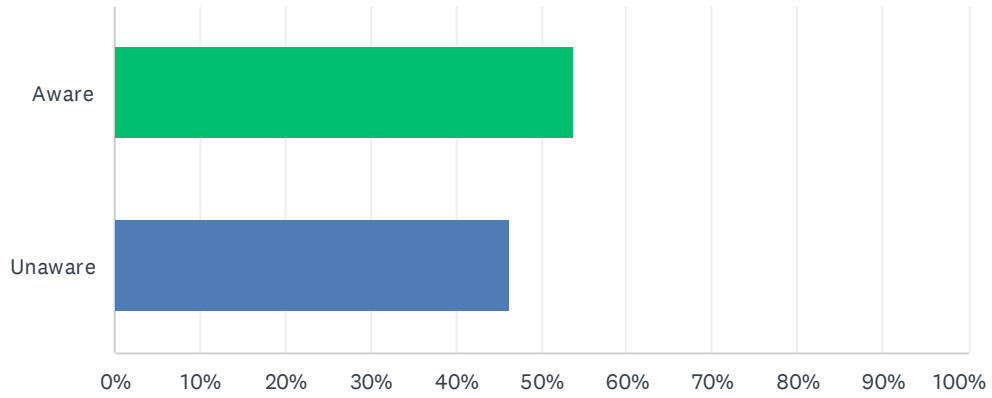
Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Aware	31.14%	497
Unaware	68.86%	1,099
TOTAL		1,596

Q84 I am aware of the legally binding Health and Safety Protocol

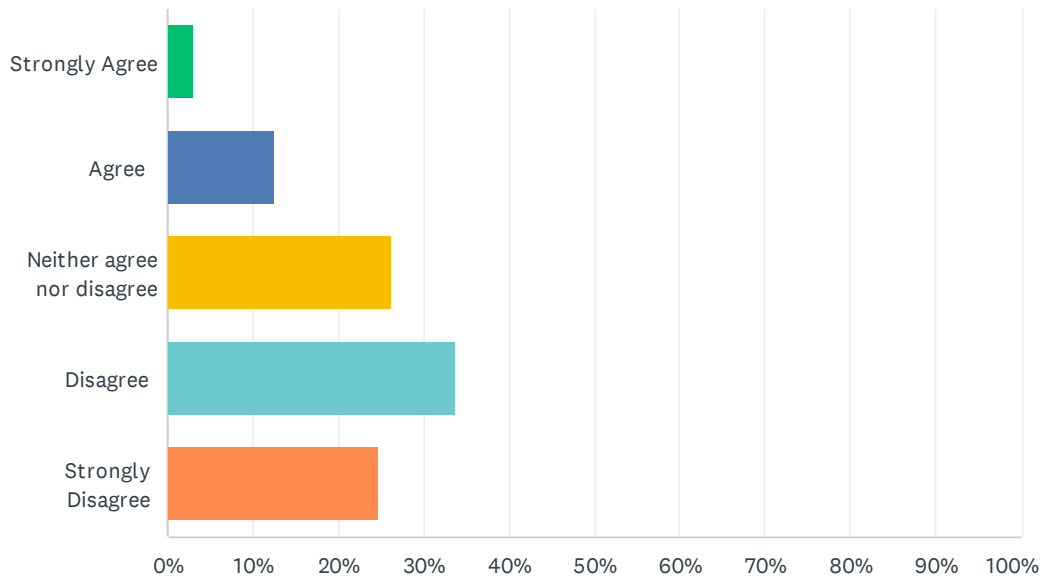
Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Aware	53.63%	856
Unaware	46.37%	740
TOTAL		1,596

Q85 My safety is not compromised to deliver regime

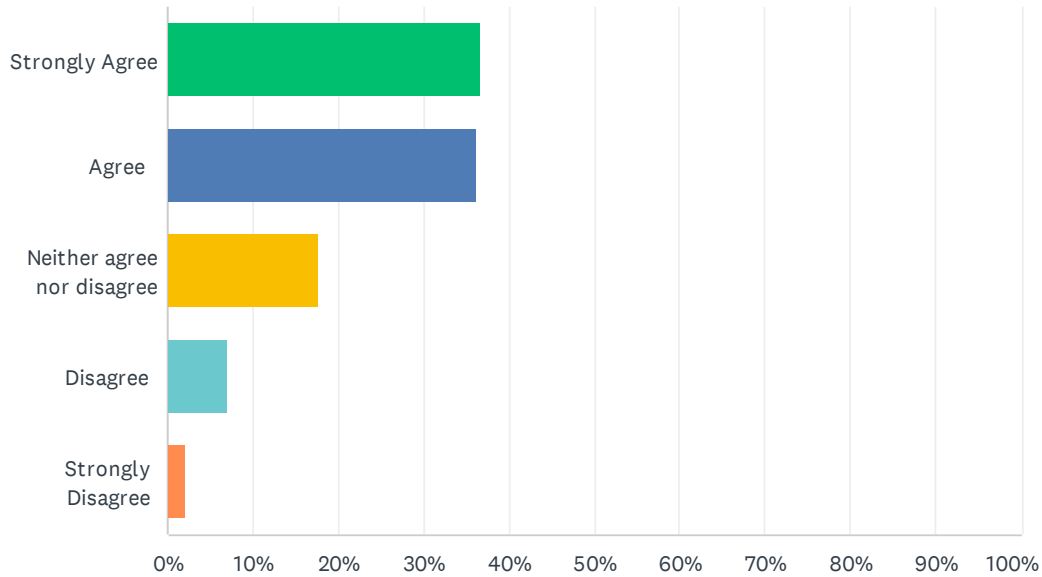
Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Strongly Agree	3.01%	48
Agree	12.53%	200
Neither agree nor disagree	26.13%	417
Disagree	33.58%	536
Strongly Disagree	24.75%	395
TOTAL		1,596

Q86 The senior management team at my prison put prisoner regime above my safety at work

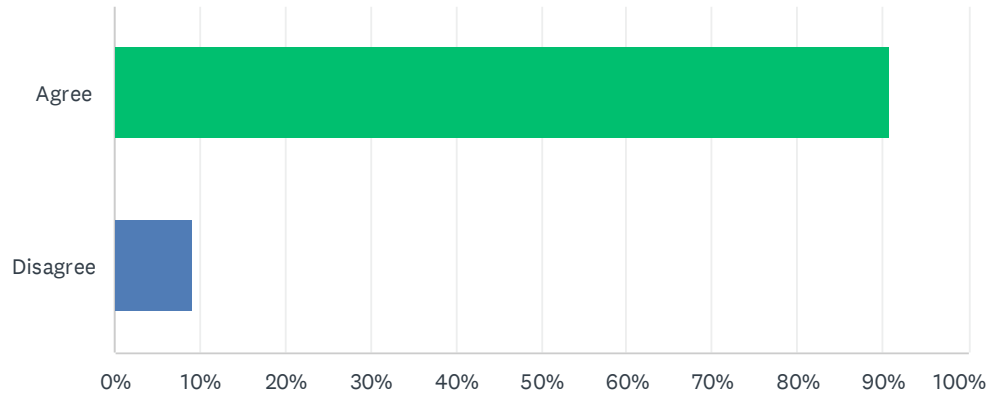
Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Strongly Agree	36.72%	586
Agree	36.34%	580
Neither agree nor disagree	17.73%	283
Disagree	7.02%	112
Strongly Disagree	2.19%	35
TOTAL		1,596

Q87 I agree that razors should be removed from my prison and replaced with electric shavers

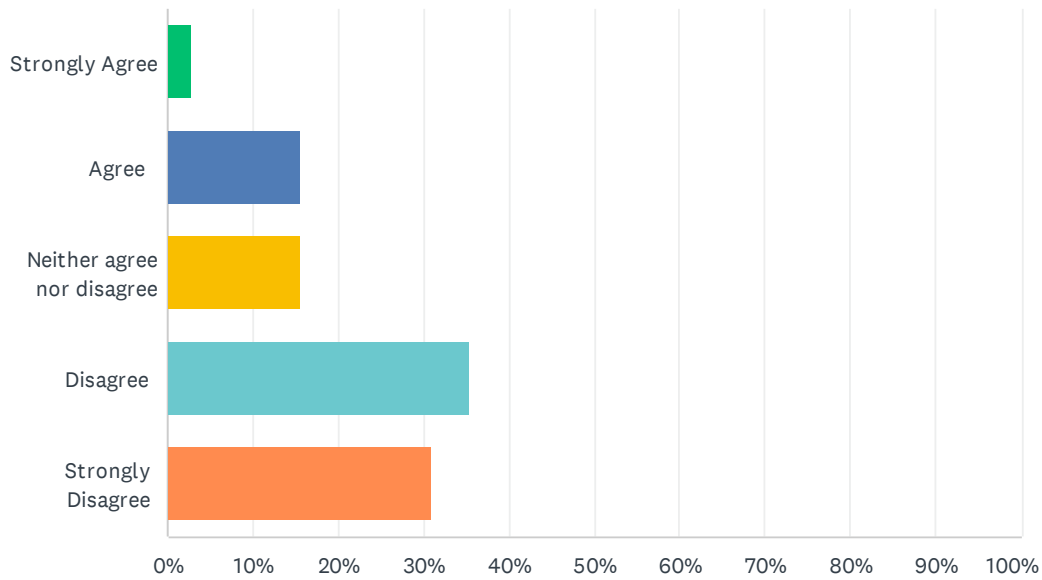
Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Agree	90.79%	1,449
Disagree	9.21%	147
TOTAL		1,596

Q88 I feel there are enough staff in my prison to safely supervise prisoners

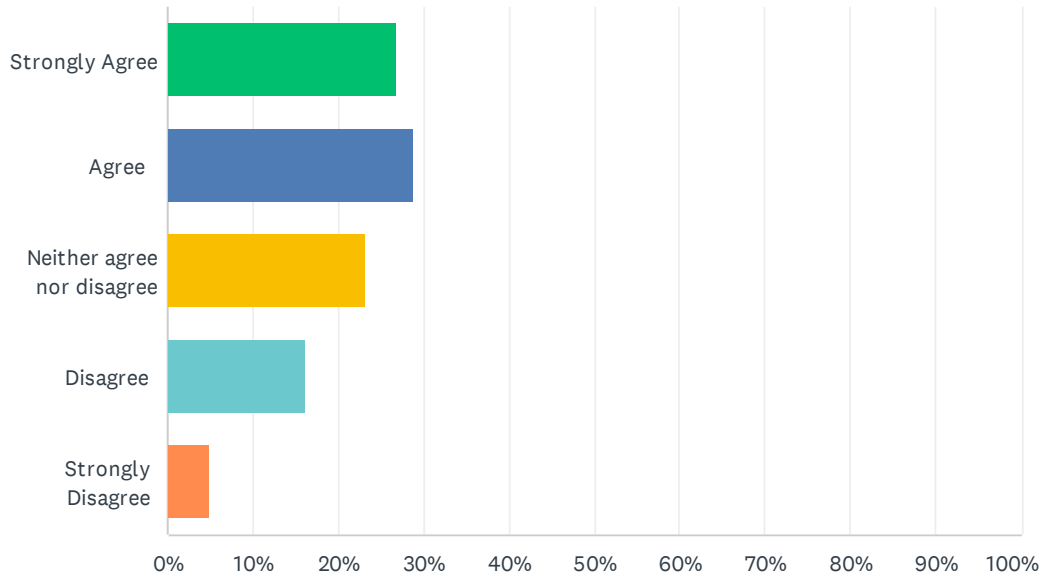
Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Strongly Agree	2.82%	45
Agree	15.48%	247
Neither agree nor disagree	15.54%	248
Disagree	35.34%	564
Strongly Disagree	30.83%	492
TOTAL		1,596

Q89 My prison is severely short staffed

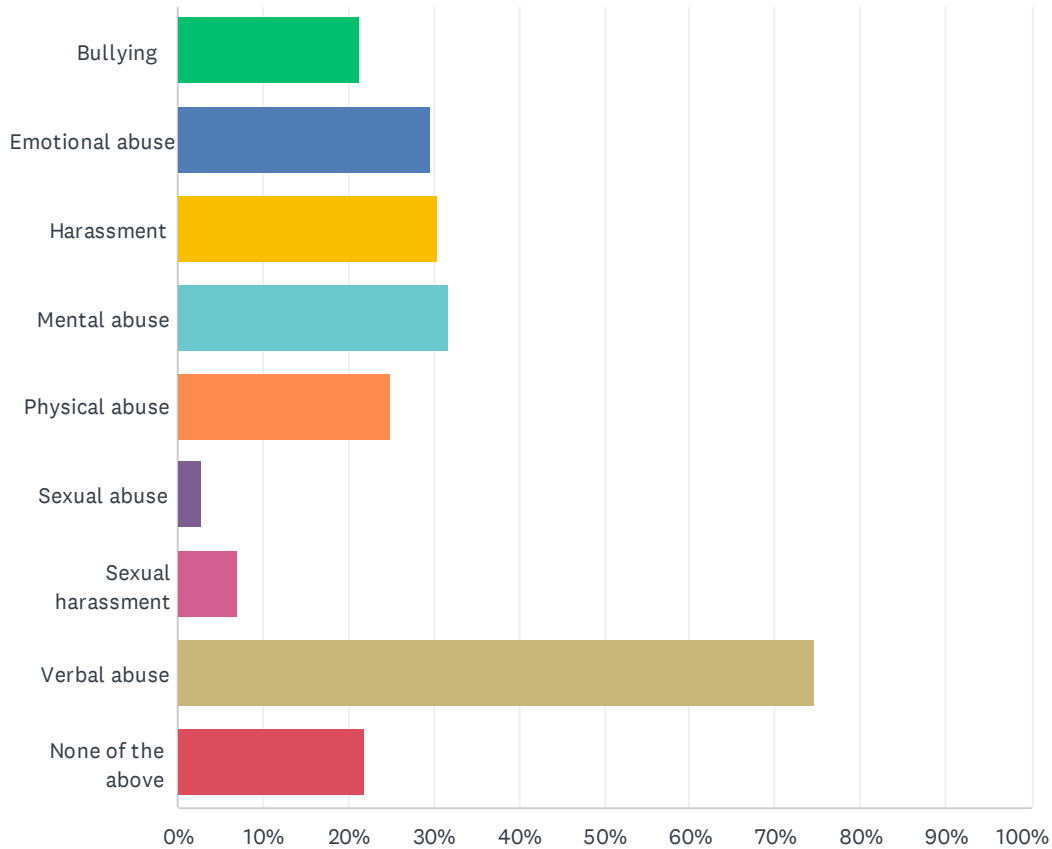
Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Strongly Agree	26.82%	428
Agree	28.82%	460
Neither agree nor disagree	23.25%	371
Disagree	16.17%	258
Strongly Disagree	4.95%	79
TOTAL		1,596

Q90 I have experienced the following from a prisoner in the last 12 months: (Tick all that apply)

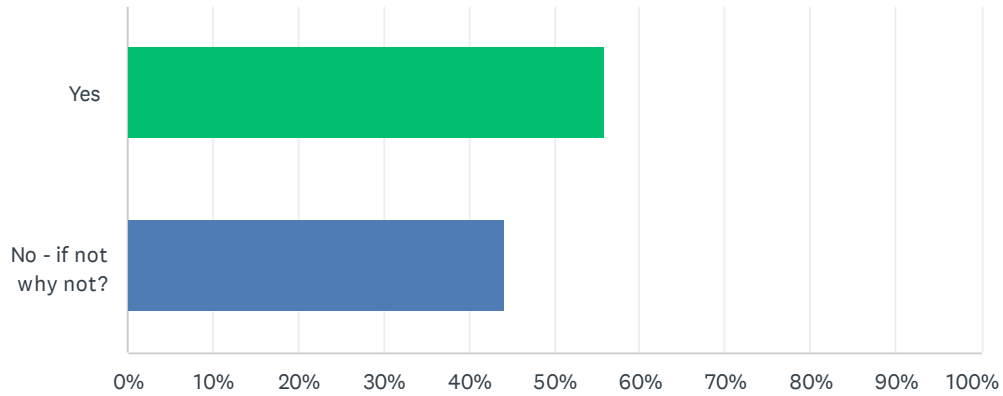
Answered: 1,596 Skipped: 770



ANSWER CHOICES	RESPONSES	
Bullying	21.30%	340
Emotional abuse	29.70%	474
Harassment	30.58%	488
Mental abuse	31.77%	507
Physical abuse	25.00%	399
Sexual abuse	2.76%	44
Sexual harassment	7.14%	114
Verbal abuse	74.62%	1,191
None of the above	21.93%	350
Total Respondents: 1,596		

Q91 Do you believe your current shift pattern allows you adequate work life balance?

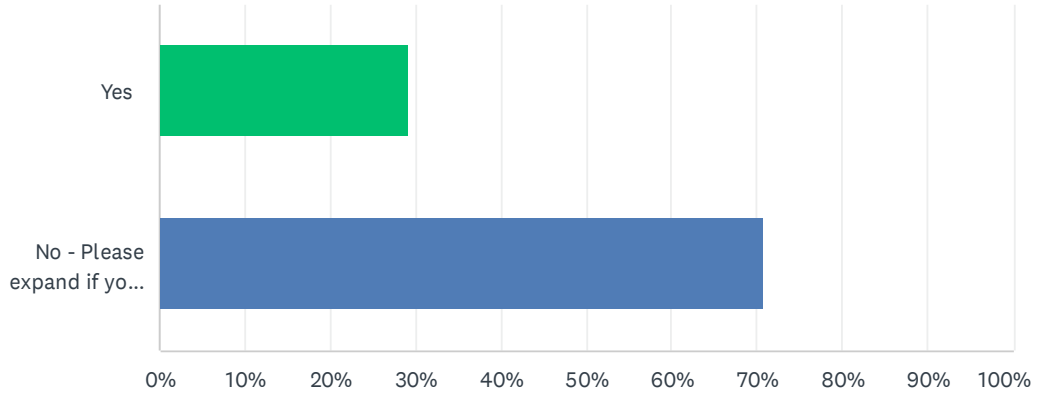
Answered: 1,576 Skipped: 790



ANSWER CHOICES	RESPONSES	
Yes	55.77%	879
No - if not why not?	44.23%	697
TOTAL		1,576

Q92 Have you asked for a work life balance/flexible/reduced hours/ shift pattern?

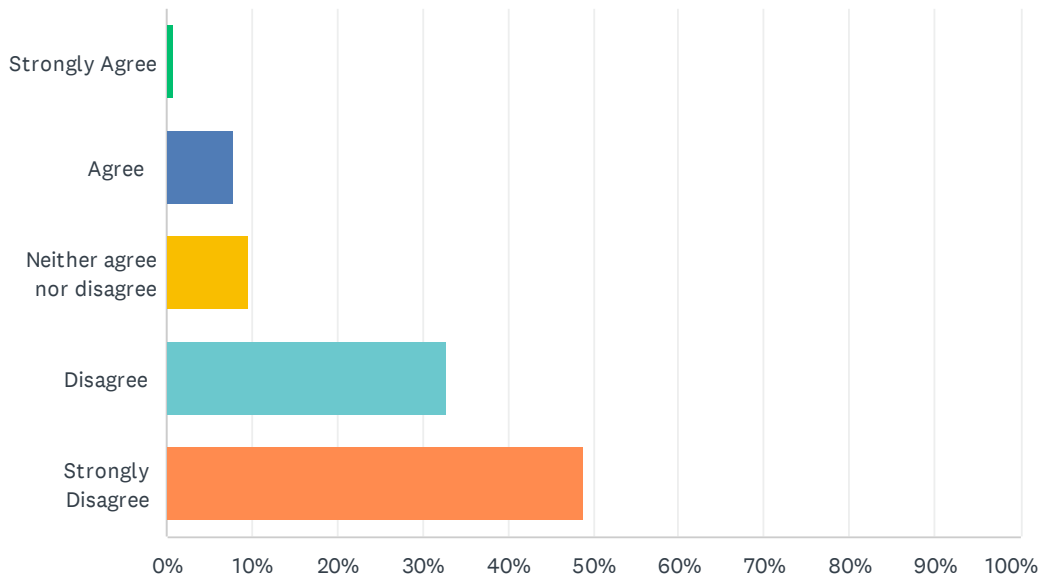
Answered: 1,576 Skipped: 790



ANSWER CHOICES	RESPONSES	
Yes	29.19%	460
No - Please expand if you wish:	70.81%	1,116
TOTAL		1,576

Q93 My salary accurately reflects the roles and responsibilities of my job

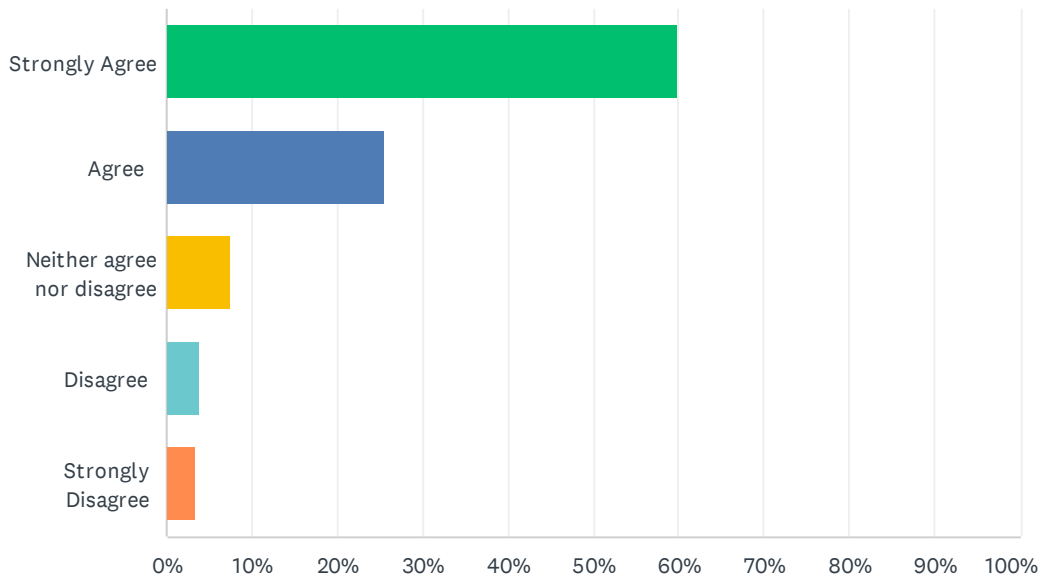
Answered: 1,567 Skipped: 799



ANSWER CHOICES	RESPONSES	
Strongly Agree	0.83%	13
Agree	7.91%	124
Neither agree nor disagree	9.64%	151
Disagree	32.80%	514
Strongly Disagree	48.82%	765
TOTAL		1,567

Q94 My salary is too low considering the work I do and the risks involved

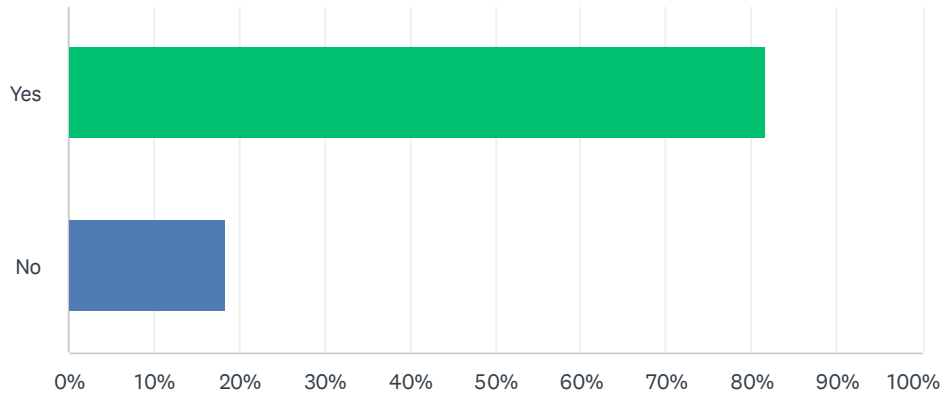
Answered: 1,567 Skipped: 799



ANSWER CHOICES	RESPONSES	
Strongly Agree	59.86%	938
Agree	25.65%	402
Neither agree nor disagree	7.40%	116
Disagree	3.77%	59
Strongly Disagree	3.32%	52
TOTAL		1,567

Q95 I am in credit on TOIL hours

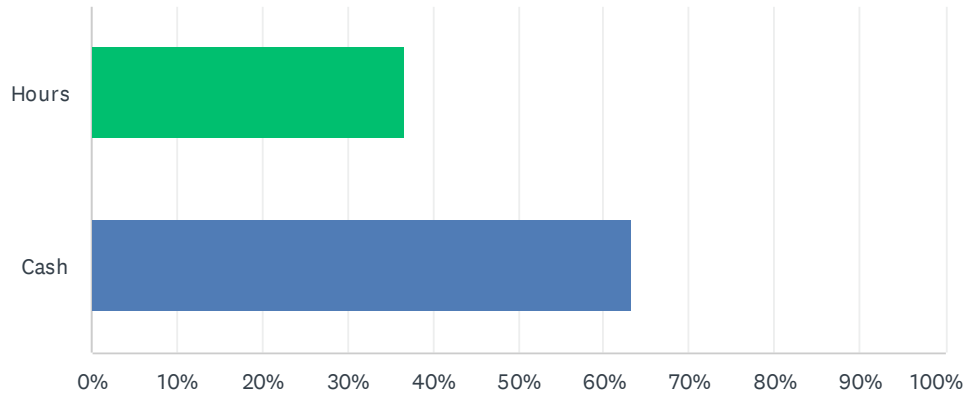
Answered: 1,567 Skipped: 799



ANSWER CHOICES	RESPONSES	
Yes	81.75%	1,281
No	18.25%	286
TOTAL		1,567

Q96 I Prefer my TOIL was repaid in

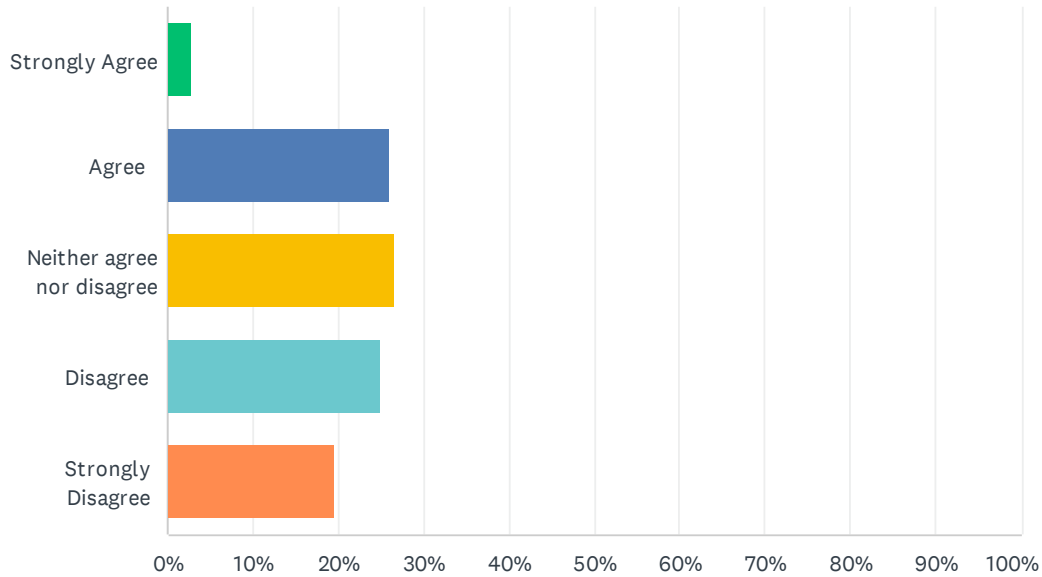
Answered: 1,567 Skipped: 799



ANSWER CHOICES	RESPONSES	
Hours	36.76%	576
Cash	63.24%	991
TOTAL		1,567

Q97 I am satisfied with the benefits package I receive. (Pension-leave-sick leave)

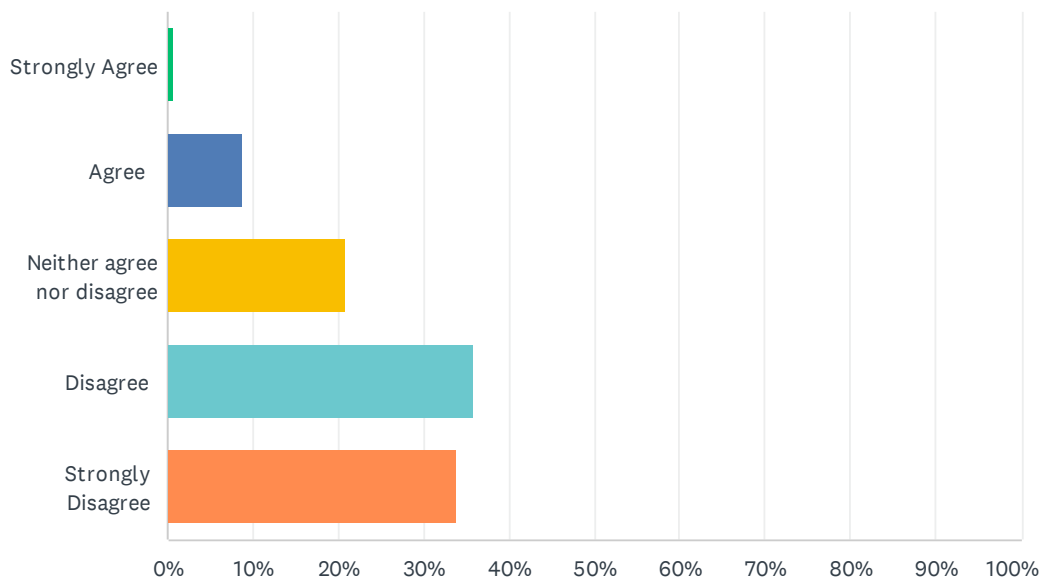
Answered: 1,567 Skipped: 799



ANSWER CHOICES	RESPONSES	
Strongly Agree	2.68%	42
Agree	25.97%	407
Neither agree nor disagree	26.74%	419
Disagree	24.95%	391
Strongly Disagree	19.66%	308
TOTAL		1,567

Q98 My salary is in line with other similar public sector jobs

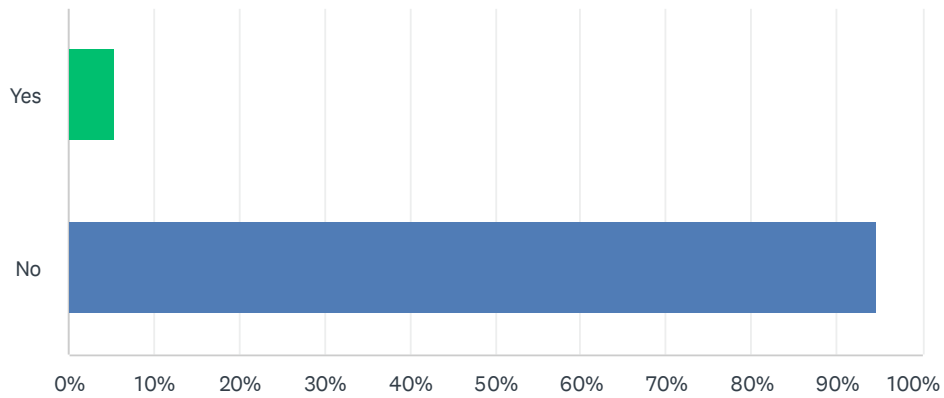
Answered: 1,567 Skipped: 799



ANSWER CHOICES	RESPONSES	
Strongly Agree	0.70%	11
Agree	8.74%	137
Neither agree nor disagree	21.00%	329
Disagree	35.74%	560
Strongly Disagree	33.82%	530
TOTAL		1,567

Q99 I receive in work benefits (Tax family credits etc)

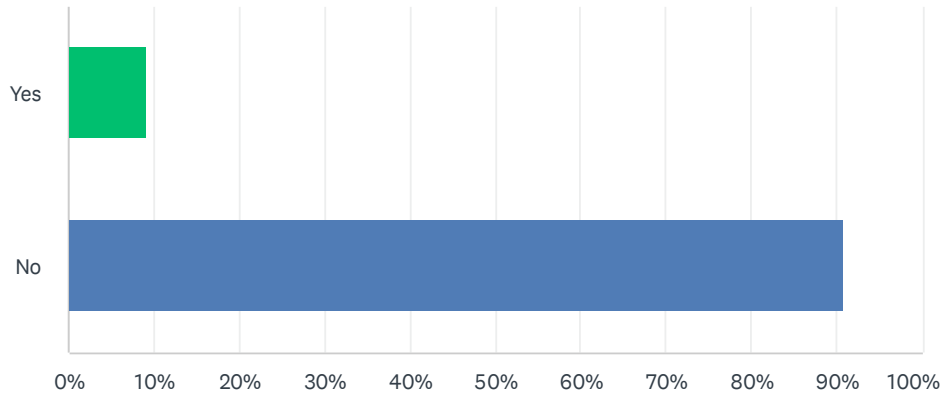
Answered: 1,567 Skipped: 799



ANSWER CHOICES	RESPONSES	
Yes	5.42%	85
No	94.58%	1,482
TOTAL		1,567

Q100 I have had to access a foodbank within the last 12 months

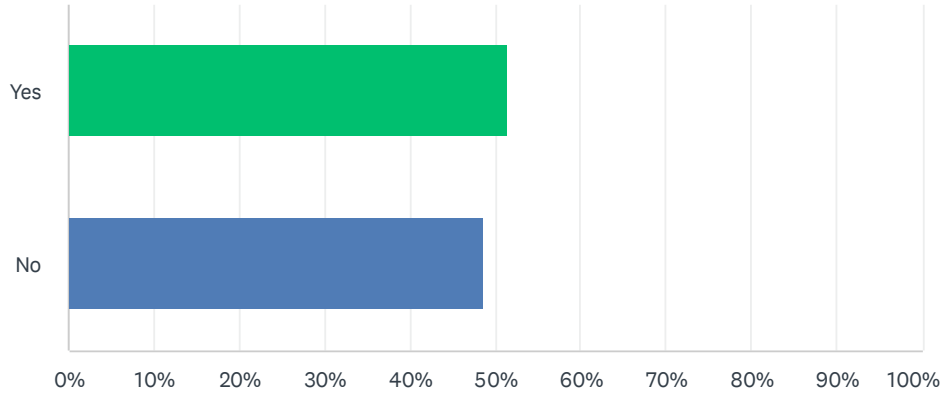
Answered: 1,567 Skipped: 799



ANSWER CHOICES	RESPONSES	
Yes	9.06%	142
No	90.94%	1,425
TOTAL		1,567

Q101 I regularly work Payment Plus or Overtime to cover the costs of living

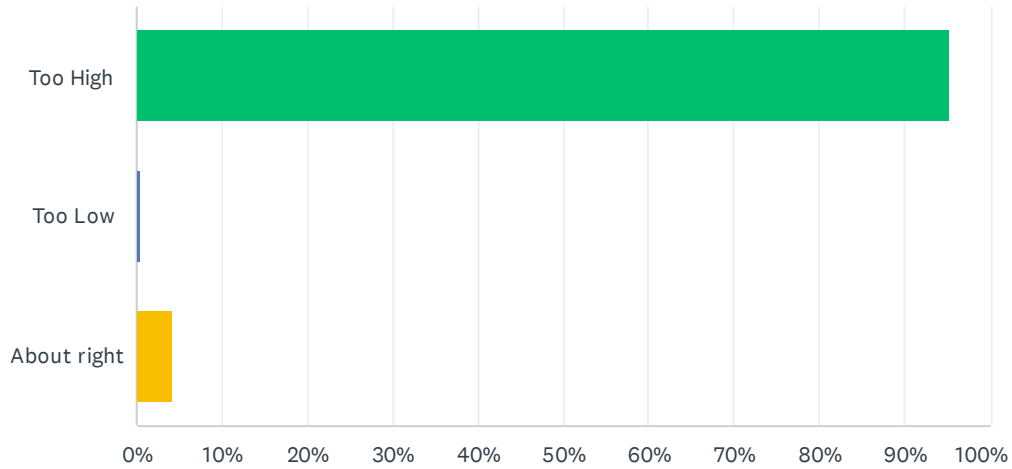
Answered: 1,567 Skipped: 799



ANSWER CHOICES	RESPONSES	
Yes	51.44%	806
No	48.56%	761
TOTAL		1,567

Q102 I believe the current retirement age is too high, about right, or too low

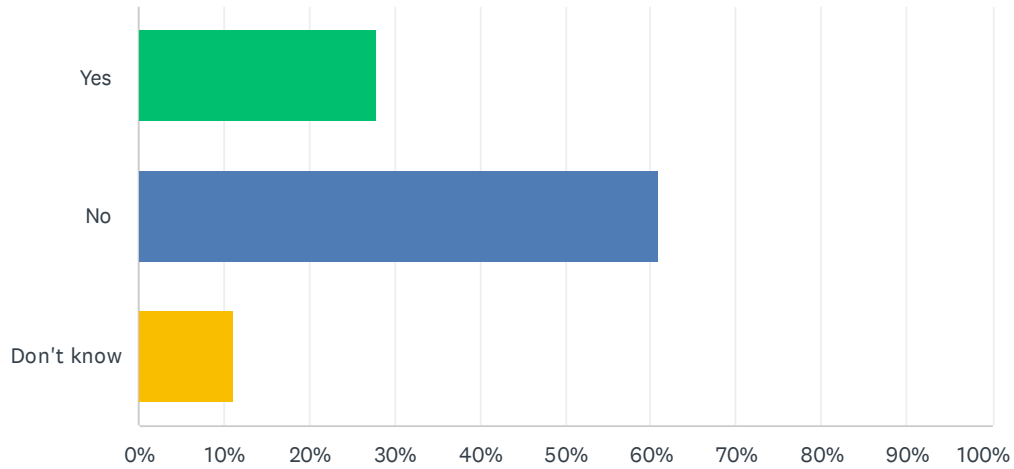
Answered: 1,567 Skipped: 799



ANSWER CHOICES	RESPONSES	
Too High	95.28%	1,493
Too Low	0.51%	8
About right	4.21%	66
TOTAL		1,567

Q103 Do you believe that you have a condition that qualifies as a disability ?

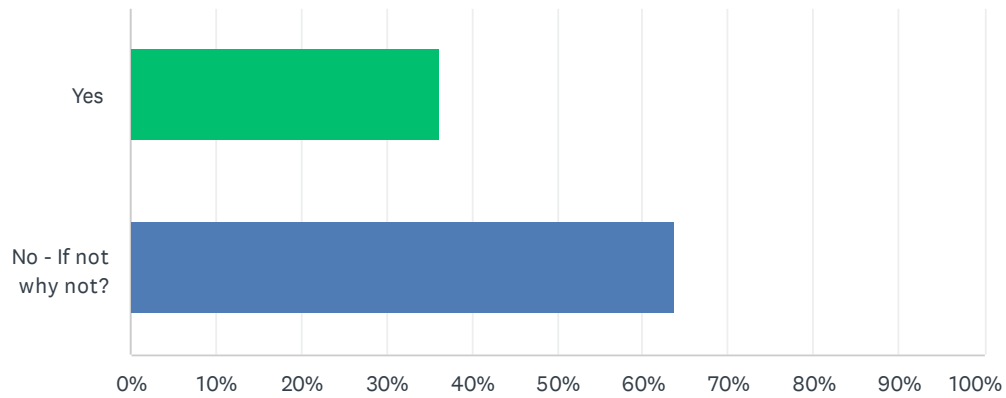
Answered: 1,491 Skipped: 875



ANSWER CHOICES	RESPONSES
Yes	27.97% 417
No	60.90% 908
Don't know	11.13% 166
TOTAL	1,491

Q104 If you have a disability have you declared it to HMPPS

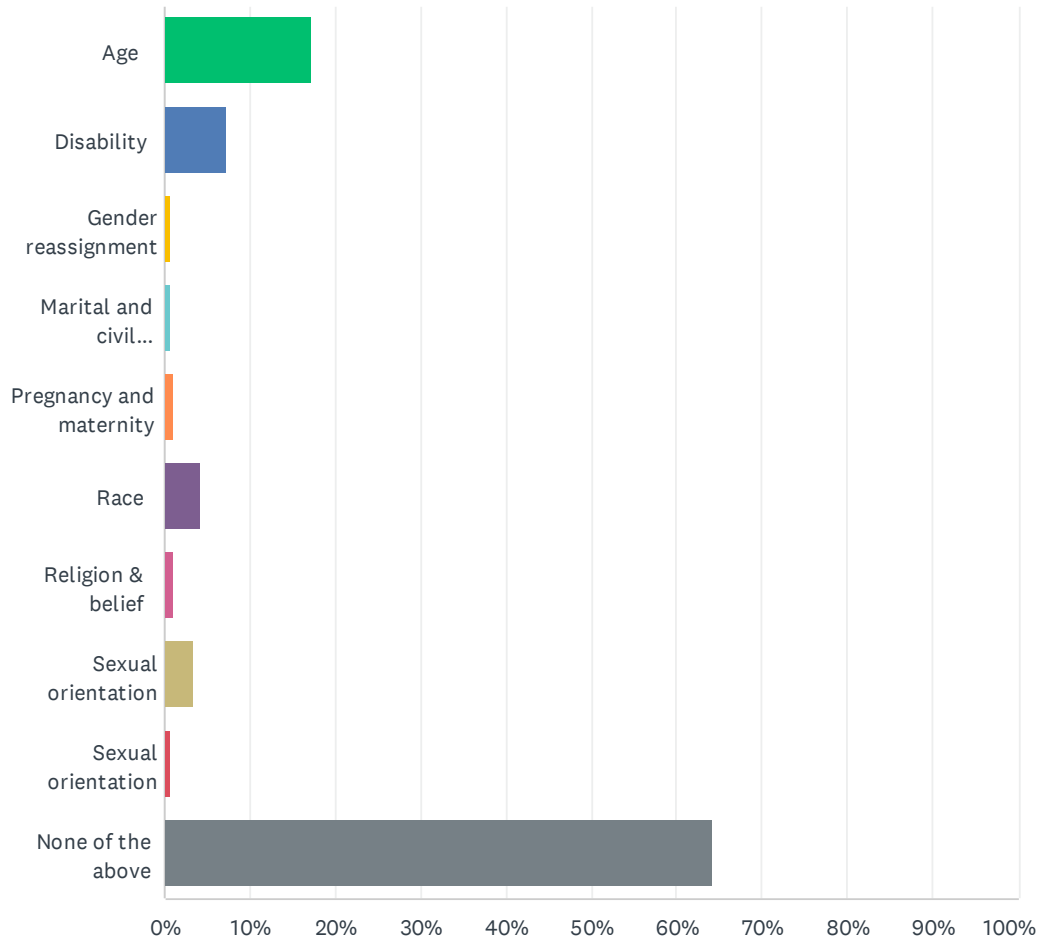
Answered: 1,491 Skipped: 875



ANSWER CHOICES	RESPONSES	
Yes	36.28%	541
No - If not why not?	63.72%	950
TOTAL		1,491

Q105 Do you think you have experienced discrimination in relation to the following characteristics in the last year:

Answered: 1,491 Skipped: 875



POA Members Survey

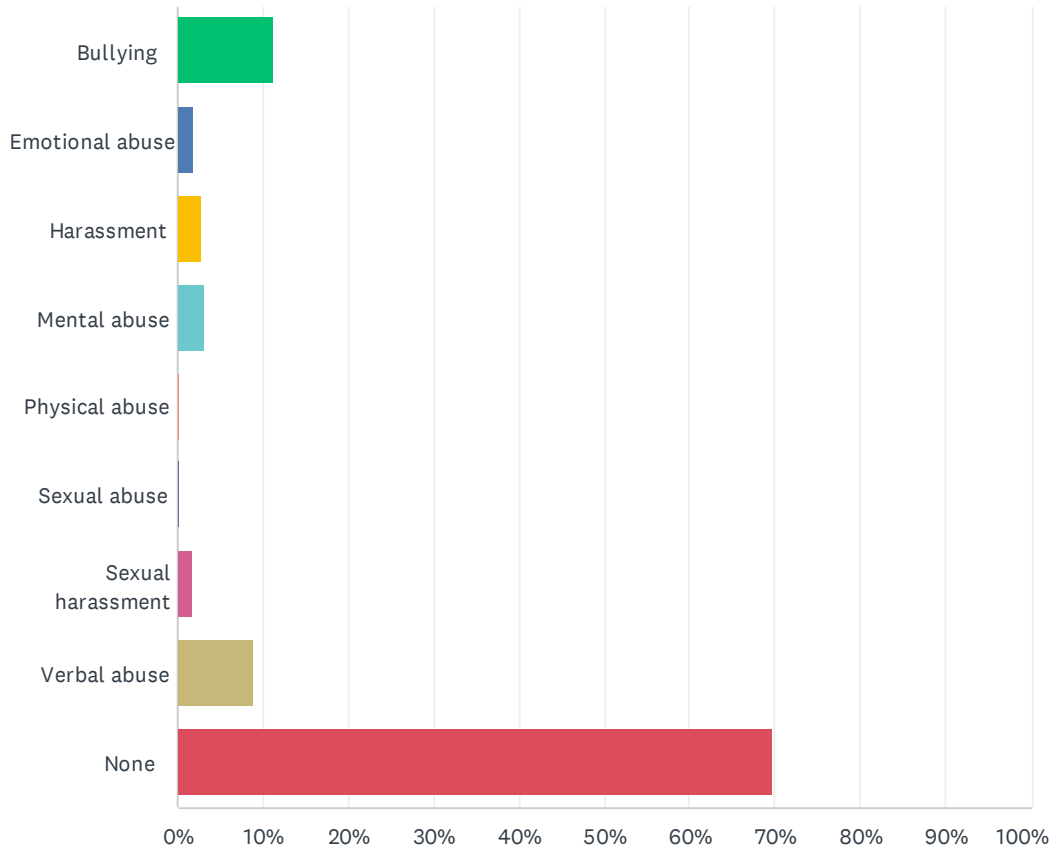
ANSWER CHOICES	RESPONSES	
Age	17.17%	256
Disability	7.31%	109
Gender reassignment	0.54%	8
Marital and civil partnership status	0.54%	8
Pregnancy and maternity	1.01%	15
Race	4.16%	62
Religion & belief	1.07%	16
Sexual orientation	3.49%	52
Sexual orientation	0.54%	8
None of the above	64.19%	957
TOTAL		1,491

Q106 Please expand if you wish:

Answered: 321 Skipped: 2,045

Q107 I have experienced the following from a colleague in the last 12 months:

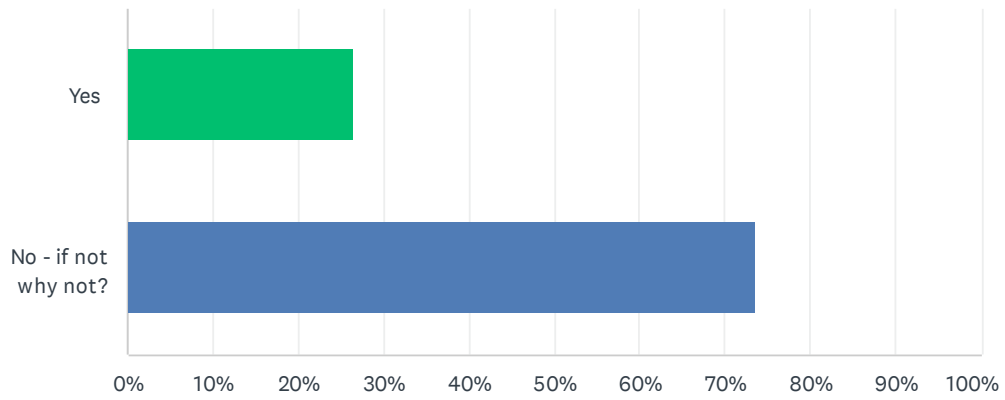
Answered: 1,491 Skipped: 875



ANSWER CHOICES	RESPONSES	
Bullying	11.27%	168
Emotional abuse	2.01%	30
Harassment	2.68%	40
Mental abuse	3.29%	49
Physical abuse	0.27%	4
Sexual abuse	0.27%	4
Sexual harassment	1.68%	25
Verbal abuse	8.85%	132
None	69.68%	1,039
TOTAL		1,491

Q108 Did you report the inappropriate behaviour directed at you?

Answered: 1,491 Skipped: 875



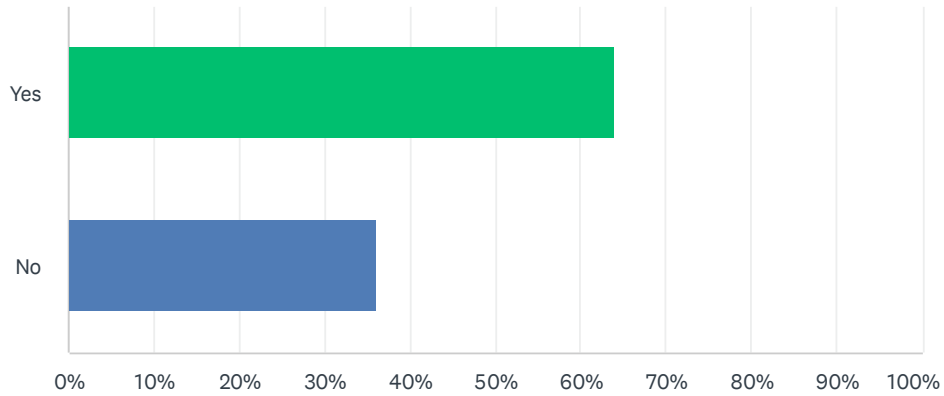
ANSWER CHOICES	RESPONSES	
Yes	26.36%	393
No - if not why not?	73.64%	1,098
TOTAL		1,491

Q109 What would you like to see the Service do to tackle inappropriate behaviour?

Answered: 636 Skipped: 1,730

Q110 Have you ever accessed Occupational Health support at work

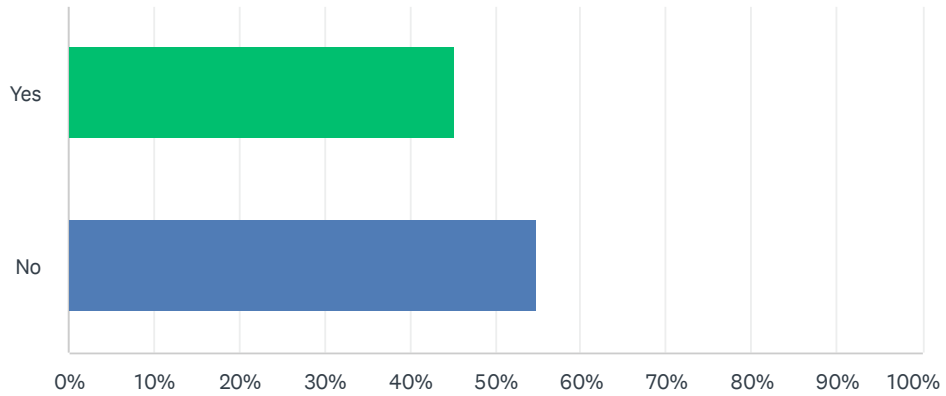
Answered: 1,491 Skipped: 875



ANSWER CHOICES	RESPONSES	
Yes	64.05%	955
No	35.95%	536
TOTAL		1,491

Q111 Do you think Occupational Health offers you the support you need

Answered: 1,367 Skipped: 999



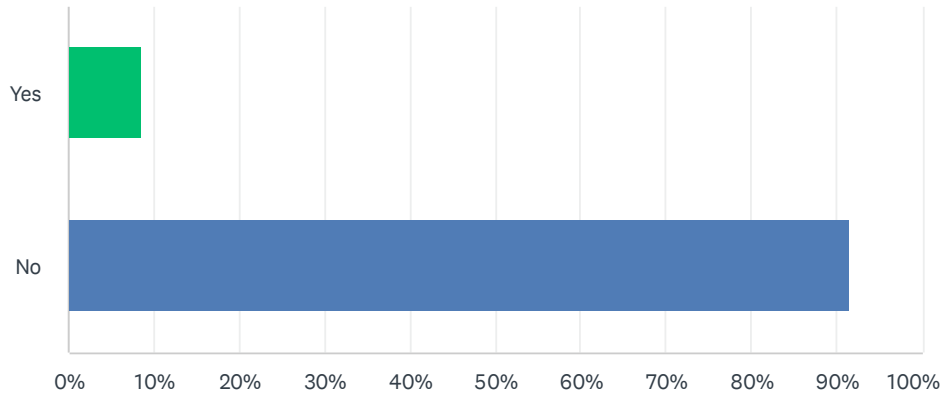
ANSWER CHOICES	RESPONSES	
Yes	45.28%	619
No	54.72%	748
TOTAL		1,367

Q112 What support would you like to see offered within your workplace?

Answered: 491 Skipped: 1,875

Q113 Are you currently experiencing the Menopause?

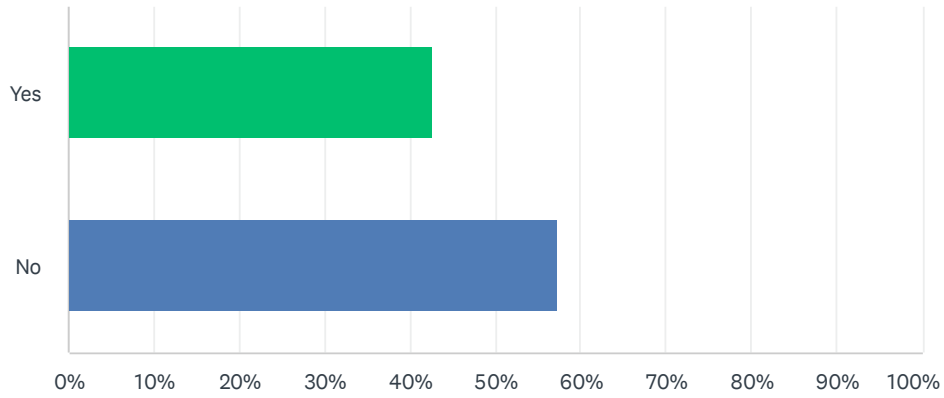
Answered: 1,491 Skipped: 875



ANSWER CHOICES	RESPONSES	
Yes	8.58%	128
No	91.42%	1,363
TOTAL		1,491

Q114 Do you feel there is support in your workplace for staff experiencing the menopause?

Answered: 1,491 Skipped: 875



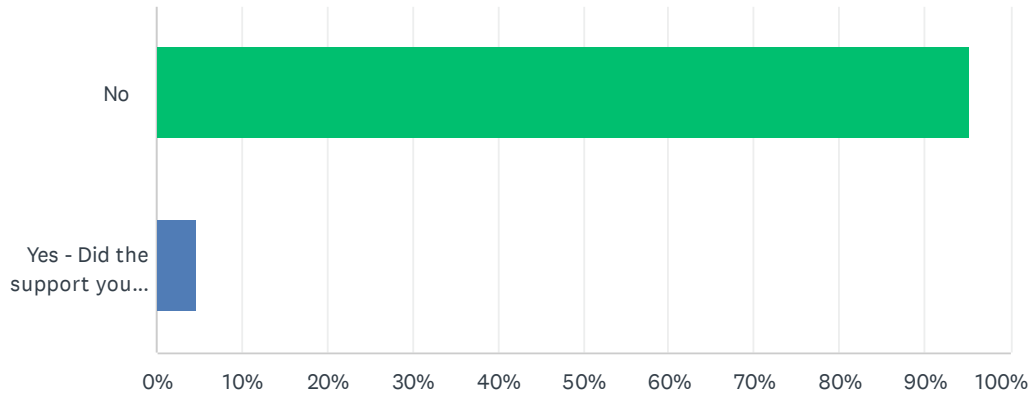
ANSWER CHOICES	RESPONSES	
Yes	42.66%	636
No	57.34%	855
TOTAL		1,491

Q115 What support would you like to see?

Answered: 339 Skipped: 2,027

Q116 Have you ever needed support when accessing IVF treatment?

Answered: 1,491 Skipped: 875



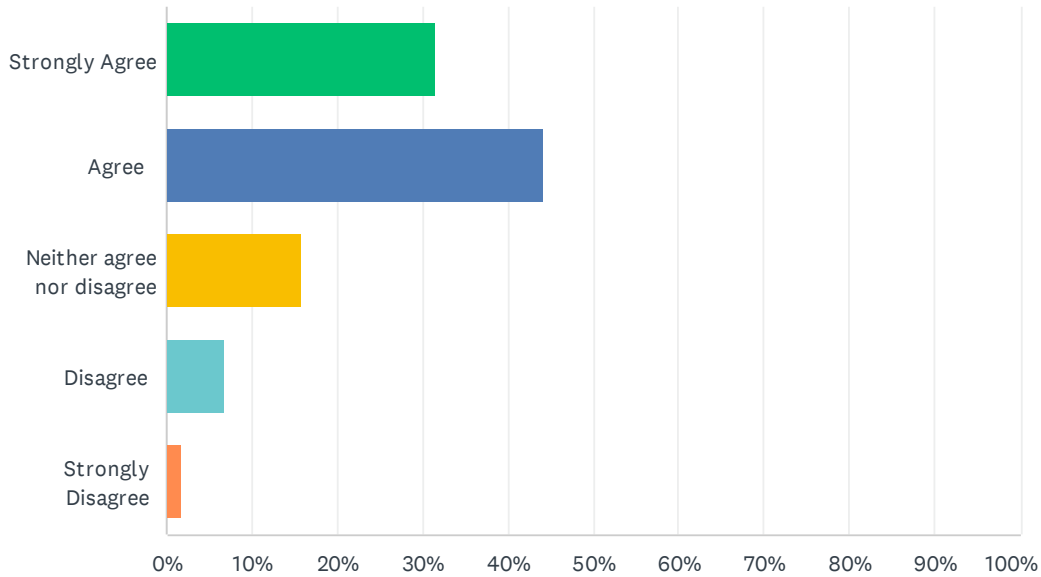
ANSWER CHOICES	RESPONSES	
No	95.24%	1,420
Yes - Did the support you received during IVF treatment meet your needs?	4.76%	71
TOTAL		1,491

Q117 What support would you like to see for staff accessing IVF treatment?

Answered: 235 Skipped: 2,131

Q118 I regularly attend my workplace despite not feeling well enough for duty

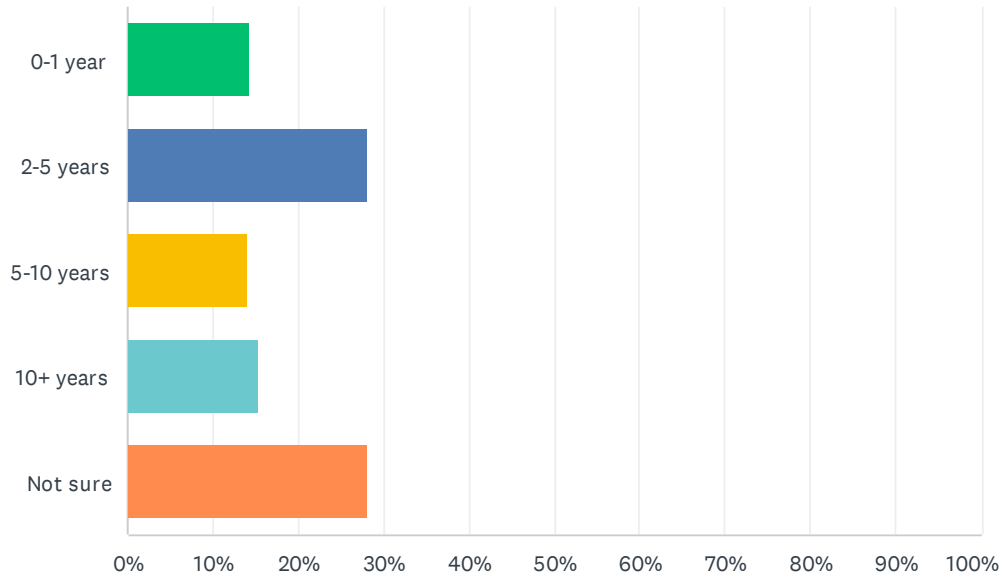
Answered: 1,491 Skipped: 875



ANSWER CHOICES	RESPONSES	
Strongly Agree	31.52%	470
Agree	44.06%	657
Neither agree nor disagree	15.83%	236
Disagree	6.84%	102
Strongly Disagree	1.74%	26
TOTAL		1,491

Q119 I intend to leave the Prison Service in

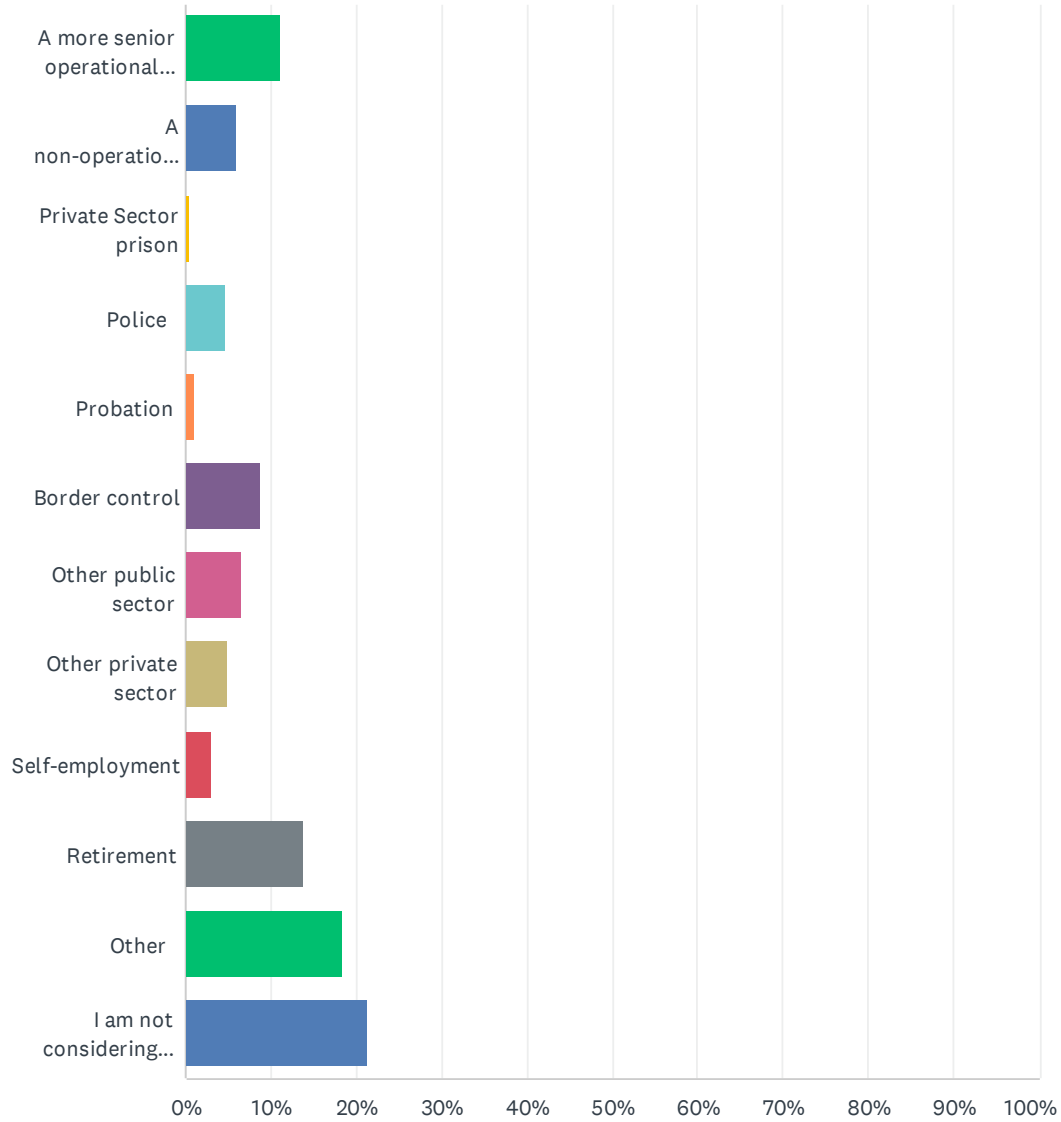
Answered: 1,488 Skipped: 878



ANSWER CHOICES	RESPONSES	
0-1 year	14.31%	213
2-5 years	28.09%	418
5-10 years	14.11%	210
10+ years	15.26%	227
Not sure	28.23%	420
TOTAL		1,488

Q120 If you were to leave your current role in the next two years, where would you go?

Answered: 1,488 Skipped: 878



POA Members Survey

ANSWER CHOICES	RESPONSES	
A more senior operational role in the Prison Service	11.09%	165
A non-operational role in the Prison Service	5.98%	89
Private Sector prison	0.34%	5
Police	4.64%	69
Probation	1.14%	17
Border control	8.74%	130
Other public sector	6.65%	99
Other private sector	4.91%	73
Self-employment	2.96%	44
Retirement	13.84%	206
Other	18.41%	274
I am not considering leaving my current role	21.30%	317
TOTAL		1,488