



Staff survey methodology

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

HMI Prisons researchers developed an online questionnaire consisting of structured questions exploring how the COVID-19 crisis has affected staff, and their views on how it has affected prisoners. There are also two open questions which allow staff to describe any learning from the COVID-19 crisis, 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.

Survey response

The survey was sent to 650 email addresses at HMP Northumberland. Staff were given 9 days to complete the survey. We received a total of 152 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 Northumberland provide a breakdown of responses for only the structured questions. Percentages have been rounded and therefore may not add up to 100%.

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

Staff survey results

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

| | |
|--|----------|
| Frontline operational staff | 89 (59%) |
| Operational manager | 20 (13%) |
| Health care staff | 0 (0%) |
| Education, skills and work staff | 6 (4%) |
| Administrative staff | 18 (12%) |
| Other staff | 19 (13%) |

The following questions explore the impact of the prison's response to COVID-19 on staff

Q2 Please indicate to what extent you agree or disagree with the following statements:

| | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree |
|---|----------------|----------------|-------------------|-------------------|
| I am kept informed about what is expected of me | 41 (27%) | 59 (39%) | 37 (24%) | 15 (10%) |
| I am able to perform my role to a satisfactory extent, despite the current restrictions | 60 (40%) | 55 (37%) | 21 (14%) | 14 (9%) |
| My normal areas of work are sufficiently clean | 43 (28%) | 54 (36%) | 28 (19%) | 26 (17%) |
| Reasonable steps are being taken to keep me safe | 37 (25%) | 41 (28%) | 41 (28%) | 30 (20%) |

Q3 Please indicate how easy or difficult it is to socially distance in this prison:

| | Very easy | Quite easy | Quite difficult | Very difficult |
|-------------------|-----------|------------|-----------------|----------------|
| From other staff? | 8 (5%) | 36 (24%) | 53 (35%) | 54 (36%) |
| From prisoners? | 25 (17%) | 37 (25%) | 36 (24%) | 52 (35%) |

Staff well-being

Q4 How well is the prison supporting staff well-being during the COVID-19 crisis?

| | |
|-----------------------|----------|
| Very well | 31 (20%) |
| Quite well | 35 (23%) |
| Not very well | 36 (24%) |
| Not at all well | 50 (33%) |

Q5 Since the beginning of the COVID-19 crisis has your morale at work:

| | |
|------------------------|----------|
| Improved? | 11 (7%) |
| Stayed the same? | 48 (32%) |
| Declined? | 93 (61%) |

Recovery Plan

Q6 Are you aware of the prison's recovery plan?

| | |
|-----------|----------|
| Yes | 61 (40%) |
| No | 91 (60%) |

Q7 In your view, how achievable is this recovery plan?

| | |
|----------------------|----------|
| Achievable | 36 (59%) |
| Not achievable | 3 (5%) |
| Don't Know | 22 (36%) |

Management

Q8 If you have raised a concern about the prison with your line manager, were they:

| | |
|---------------------|----------|
| Supportive? | 50 (33%) |
| Unsupportive? | 31 (21%) |
| Not applicable..... | 70 (46%) |

The following question explores the impact of the COVID-19 restrictions on prisoners

Q9 Please indicate to what extent you agree or disagree with the following statements:

| | Agree | Disagree | Don't know |
|--|-----------|----------|------------|
| Reasonable steps are being taken to keep prisoners safe | 121 (80%) | 13 (9%) | 17 (11%) |
| Prisoners who are shielding or are in protective isolation are having enough time out of their cells | 73 (48%) | 37 (25%) | 41 (27%) |
| The most vulnerable prisoners (e.g. those on ACCTs) are being cared for as well as possible | 103 (68%) | 17 (11%) | 31 (21%) |
| Prisoners can talk to staff directly about concerns they have | 121 (80%) | 5 (3%) | 25 (17%) |
| Prisoners are receiving their medication | 94 (62%) | 18 (12%) | 39 (26%) |
| Regime restrictions are proportionate in the current circumstances | 108 (72%) | 25 (17%) | 18 (12%) |