

Race and prisons

a snapshot survey

A Nacro research report in the *Let's get it right* series

Acknowledgements

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Contents

Foreword	page 2
Introduction	page 3
Chapter 1 The survey	page 6
Chapter 2 Research and statistics	page 11
Chapter 3 Prison staff	page 15
Chapter 4 Prison life: facilities	page 26
Chapter 5 Prison life: relationships	page 34
Chapter 6 Prisoners and community links	page 39
Chapter 7 Prisoners: general perceptions	page 41
Chapter 6 What next?	page 48
Appendix The survey	page 51

Nacro

169 Clapham Road
London SW9 0PU

Telephone 020 7582 6500 Fax 020 7735 4666

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Cover photo by Michael Grieve

New Nacro contact details:

Nacro, Park Place, 10-12 Lawn Lane, London SW8 1UD

Telephone 020 7840 7200 Fax 020 7840 7240

www.nacro.org.uk

Foreword

It is nearly 20 years since the first Prison Service policy statement on race equality. A year has gone by since the Stephen Lawrence Inquiry Report was published. That report said:

‘There is a striking and inescapable need to demonstrate fairness, not just by police services, but across the criminal justice system as a whole, in order to generate trust and confidence within minority ethnic communities, who undoubtedly perceive themselves to be discriminated against by “the system”.

‘Just as justice needs to be “seen to be done” so fairness must be “seen to be demonstrated” in order to generate trust.’

Our new report is a glimpse behind the prison walls, a small snapshot of how race relations were seen by some prisoners and prison staff during 1998 and 1999, as the Prison Service launched a new race relations instruction to prison governors.

We are very grateful to the Prison Service for allowing us access in this way. We are even more grateful to the staff and prisoners who took part in this survey. And we commend all the efforts that the Prison Service has made over these 20 years to bring about race equality in prisons.

There can be no doubt how strongly the Director General of the Prison Service is committed to race equality - he has made it clear again and again, and I very much welcome this. The results show that there is, sadly, still a very long way to go.

Fairness is not yet clearly demonstrated for many of the prisoners who took part – white as well as black and Asian prisoners spoke of discrimination. And while the Service has some highly committed and imaginative staff who are working hard to make the spirit of the Lawrence inquiry a reality, it has some staff whose attitudes, frankly, cannot and must not be tolerated by any organisation in the 21st century.

I hope that these results, though often critical, will help the Prison Service and its staff to build on their achievements and gain the trust and confidence of us all.

LORD DHOLAKIA OF WALTHAM BROOKES OBE

NACRO CHAIR

Introduction

Anyone who visits a large local prison in England and Wales need only use their eyes to see that something is amiss. Statistics aren't needed to show that people from racial minorities are seriously over-represented inside prison compared to their numbers outside, in the general population.

There are, of course, plenty of statistics. What we know less about is what those statistics actually mean for the people concerned – on the road to prison, in prison and after release.

On 30 June 1998, 18% of the men and 24% of the women in prison in England and Wales were from racial minority groups.

Mid-1998 estimates from the Office of National Statistics show that of 45,722,900 people living in England and Wales, 6% were from minority communities: 2% were black; 3% were Asian; and 1% were described as having an 'other' ethnic origin, a category which includes people of mixed race.*

A high proportion of minority prisoners are from outside the UK – many of them women, imprisoned for importing drugs - and this accounts for the disproportion. But when the 'foreign national' prisoners (as they are referred to in the Prison Service) are taken out, the statistics look even worse. Of British national men in prison, 10% are black, 2% are Asian and 2% are from other ethnic groups. Among women, 12% are black, under 1% are Asian and 3% are from other ethnic groups. Black British men and women are disproportionately represented in our prisons.

Women offenders are the forgotten people of the criminal justice system. Because their numbers are small, they are often overlooked, and made to fit into a system geared to dealing with the majority - male offenders. The position of black women is even more ignored: why are 12% of the women in prison black compared to 2% in the general population? What impact does imprisonment have on them, their families and their chances to rebuild their lives after prison?

The reasons for this disproportion are beyond the scope of this report. In Nacro's view, the explanation lies mainly in indirect or institutional racism at earlier stages of the criminal justice system, and indeed in wider society. The detrimental impact of unemployment, poverty, homelessness and poor education – which affects working class and inner city communities where many minority people live – is compounded by racial discrimination.

Over-representation of black people in prison is not a new development. Since the Prison Service first began to monitor the ethnicity of prisoners, there has been a similar pattern: minority prisoners were 17% of the prison population in 1983; 19% in 1989; back to 17% in 1993; and 21% in 1995, 1996, 1997 and 1998.

Prison Service work on race relations

To its credit, the Prison Service has tried to respond to the needs of a diverse population for perhaps longer than any other criminal justice agency. It was certainly among the first to collect and make public ethnic monitoring statistics – without which further investigation and action would be impossible.

It issued its first instruction to governors on race relations in 1981, and over the years it has taken many initiatives on race relations: a public policy statement adopted in

' I' m 41 and have been through the system from DC/Borstal upwards. Times have changed. People have become a little more openly tolerant. Race relations laws are on the right track.

' However if someone don' t like me because of my colour, you will never change him, you will never change the spots on a leopard or stripes on a tiger.

' On the whole, as a person who has lived with racial abuse for 41 years, this prison is not too bad.'

Mixed race European/Asian sentenced male

* In this report Nacro uses the expression ' racial minorities' as an inclusive term to describe people from minority ethnic or racial communities. The categories of white, black, Asian and other, while having serious drawbacks in concealing important differences between communities, are widely used in the Prison Service and other criminal justice agencies. They are used here for the sake of consistency and to allow comparison across agencies and the general population to be made.

1986, an instruction to avoid racially offensive remarks in 1988, and a major drive to recruit more minority staff launched in 1990, for example.

1991 saw the launch of a comprehensive race relations manual, together with a training pack and pocket book for all staff. It was sometimes cruelly remarked by prison staff that the manual was so very comprehensive that it could often be spotted making a very useful ‘door prop’, better than a London phone directory which it matched in size.

In 1991, the Woolf report into the prison disturbances at Strangeways and other prisons brought a spirit of positive change and reform to the prison system which seemed to be welcomed by all concerned – penal reformers, prison staff and prisoners. Among other things, it proposed the introduction of ‘community prisons’, which would keep prisoners nearer to homes, families and their community ties. This is particularly important for minority prisoners, who are often isolated as one of few black or Asian prisoners in an institution, and held in prisons far from sources of local community and family support.

Along with the new race relations manual and the recruitment drive, things looked promising for better race relations in prisons. However, the sharp increase in the prison population from 1994 onwards, and the new emphasis on security, control and ‘austerity’ in prisons, sent race down the list of priorities. The progress that had been made throughout the 1980s and early 1990s was in serious jeopardy. There was a sense that things were going backwards.

Race policy relaunched

A new, streamlined policy on race relations was issued as Prison Service Order 2800 in 1997:

‘The Prison Service is committed to racial equality. Improper discrimination on the basis of colour, race, nationality, ethnic or national origins, or religion, is unacceptable, as is any racially abusive or insulting language or behaviour on the part of any member of staff, prisoner or visitor, and neither will be tolerated.’

The order includes a set of standards, each with a list of mandatory steps and further recommended actions. The standards cover:

- Legal obligations and Prison Service policy
- Management structures and performance assessment
- Ethnic monitoring
- Facilities and services
- Complaints and racial incidents
- External contacts
- Training and information

Also in 1997, the then Director General of the Prison Service, Richard Tilt, spoke at the first-ever national conference of Black Prisoner Support Groups. He stressed his

commitment to ensuring race equality in prisons, and announced the establishment of a new national race relations policy advisory group, now known as the Advisory Group on Race, which he would chair himself.

Two years later, a new programme was launched by the Director General at the Prison Service Conference: RESPOND.

In 1999, the Prison Service appointed its first Race Equality Adviser to help the Service to take forward the RESPOND programme. The Director General's Advisory Group on Race continues to meet regularly, involving outside organisations such as the Federation of Black Prisoner Support Groups, Nacro and the Commission for Racial Equality (CRE). It is currently working on strengthening the role of Race Relations Liaison Officers (RRLs) and Race Relations Management Teams (RRMTs) and looking at new procedures for dealing with racist incidents in prisons in the light of the Stephen Lawrence Inquiry Report.

As the prisoner quoted at the beginning of this chapter says, things are definitely improving. He has noticed changes for the better – but he is also resigned to the fact that ‘leopards don’t change their spots’. Given society’s racism in general, his prison wasn’t really that bad.

Is this enough?

It is often said that criminal justice organisations – the police, the courts, the Crown Prosecution Service, and the probation and prison services – draw their staff from society in general and it is not surprising if they reflect the bad and the good of the population at large.

The difference is that prison staff are professionals: they have considerable power and control over the lives of those in their care; they have a large amount of day-to-day discretion about what goes on – which is to a great extent hidden from public view.

Professional prison staff must be above reproach and must put into practice those policies and procedures on race relations issued from head office. Their role is crucial. Racism among inmates may reflect the wider picture – and it should also be tackled. But racism from staff cannot be tolerated in a prison system fit for the 21st century, and in the aftermath of the lessons of the Stephen Lawrence Inquiry Report.

The Nacro survey

In 1998 Nacro's Race and Criminal Justice Unit started to work on a survey of race relations in prison. The aim was to find out what progress had been made and how much remained to be done, so that the results could provide some signposts for implementing the newly launched Prison Service Race Relations Order 2800.

This report describes the main findings. Although it may seem critical, Nacro very much welcomes the positive steps being taken across the Service, nationally and locally, to improve race relations.

We hope this report will help.

RESPOND: RACIAL EQUALITY FOR STAFF AND PRISONERS

- RESPOND has five strategic aims:
- Confronting racial harassment and discrimination.
- Ensuring fairness in recruitment, appraisal, promotion and selection.
- Developing and supporting ethnic minority staff.
- Ensuring equal opportunities for ethnic minority prisoners.
- Recruiting ethnic minority staff.

Each aim has a set of outcomes, targets, means of measurement and key actions.



Photo: Jason Shenai

CHAPTER 1

The survey

' It should be put into practice. At present it's just for show to make it look good from the outside.'

Black prisoner

As the new Race Relations Order was being introduced and promoted, Nacro decided to find out what staff and prisoners thought about race relations in their prisons. Staff and prisoners from all ethnic groups were invited to take part and to express their views, to underline the message that good race relations are everyone's responsibility, and bad race relations damages and diminishes us all.

Our survey had two aims: to find out what staff and prisoners felt was wrong and, perhaps more importantly, to use that information to suggest how to get it right this time around – to make sure the new Race Relations Order really has an impact.

A 1997/8 report from the Advisory Group on Race gave an indication of how far the new order was being implemented. It summarises each prison's annual checklist, showing what has been done:

'Local returns suggest that ethnic monitoring of the areas specified in the Prison Service Order is being carried out ... almost all establishments have set up the required management structures and procedures to deal with race relations.

'The general picture from the information received is positive. However there are areas where performance needs to be improved ... race relations training, the handling of reported racial incidents, and the development of links with local community groups are areas which fall into this category.'

These were areas to be explored in the Nacro survey.

How the survey was conducted

Governors of different types of prison were asked if they would like to take part. A mixture of city and rural; male and female; maximum or high security and young offender institutions was required.

Once agreement was given, surveys took place in 1998-99, scheduled to fit prison convenience and the availability of Nacro staff.

Prisons in the survey

Women's prisons	Holloway, 14 August 1998
	Highpoint (women's wing), 9 July 1999
Men's prisons	Belmarsh, 9 July 1998
	Dartmoor, 1 December 1998
	Wolds, 5 February 1999
	Highpoint, 9 August 1999
Young offender institutions	Dover, 19 September 1998
	Hindley, 21 September 1998
	Onley, 26 May 1999

All except HMP Wolds are state-run prisons. Wolds was the first contracted out, privately-run prison.

The survey was conducted using short, tick box questionnaires for prisoners and for prison staff. Both questionnaires had free text areas for additional comments.

In some prisons, workshops or discussion groups were also held which allowed prisoners and in one case staff to expand on the topics covered in the questionnaires.

A team of Nacro staff and volunteers (some from other criminal justice agencies such as the Court Service) spent a day in each of the prisons. The number of volunteers available ranged from five to about 14 or 15. This had an impact on the number of prisoners and staff we were able to talk to.

The type of prison also had an impact. It is logistically harder to escort a group of outsiders round a high security prison than round a category C prison. Availability of staff to help the Nacro team to get access to wings, workshops, kitchens and gardens was another factor. Finally the combination of travel time from London to the prison and the requirements of the prison timetable could also limit the opportunities to reach many people in one day. Of necessity, prisons are very orderly places with rigid timetables governing when people are unlocked, when meal breaks or education takes place, and so on.

The general pattern of a survey day involved a preliminary discussion with the Governor or RRLO on arrival. Then the Nacro team members were allocated to wings or blocks and escorted in ones and twos to various parts of the prison. They would be rounded up again before the lunchtime lock up, and escorted around again for the afternoon session.

The circumstances in which questionnaires were completed also varied enormously.

Almost all staff completed them on their own, either while the Nacro team was in the prison, or later, sending them back by post.

Some prisoners were happy to complete questionnaires on their own and give them back a few minutes later. (Very few prisoner forms were sent on later – prisoners wanted to give them back to people clearly perceived as coming from outside.) In many cases, Nacro staff helped prisoners to complete the forms by asking the questions and filling in the forms on their behalf. Many prisoners have literacy problems, and this allowed those who could not read and write to participate more easily. Sometimes groups of prisoners would discuss the questions as they went along, helping each other out if need be.

The Nacro team members were sometimes given a room, and privacy, to talk to prisoners; sometimes the contact was a hurried conversation on a landing or hallway with officers not far away.

Some prisoners were cynical; some were brusque; some took it as a joke and some took it extremely seriously. Some were clearly desperate to talk to anyone who would listen about prison life and life in general – it was often hard to break away from an individual who needed time and attention but always at the back of the mind was the need to try to see as many people as possible in the very short time available.

For both staff and prisoners, participation was voluntary and confidential. No names were requested, though a surprising number of prisoners wrote names and prison numbers on the forms. On the other hand, some also wrote comments like 'Not

likely’ or ‘No way’ in the space where extra comments could be written – a reluctance which could reflect the prison culture of not grassing, or fear of reprisal, or both.

The questionnaire forms (reproduced in the Appendix) were deliberately kept as simple as possible, recognising that they would be filled in by people in sometimes rushed or difficult circumstances. This means that some things had to be left out, or not explored in detail. Although this can be frustrating when looking at the results – which often raise more questions than they answer – perhaps these are things which can be picked up in future surveys.

There are clear limitations to this approach. It is not highly scientific. The method of completion was not tightly controlled. It would be unwise to try to use these statistics to claim they are a highly accurate reflection of a representative sample of the prison population from which universal conclusions can be drawn.

But given these cautions, the survey is still extremely valuable. It is a snapshot of attitudes and perceptions about race relations in prison taken throughout 1998-99. It gives a flavour of what is wrong and how to put it right. And if perhaps the numbers are not large, it can also be said that if even one staff member expresses a racist view, or one prisoner claims to have been racially abused, that is one too many.

As well as being used to compile this overall report, a detailed and confidential report on each prison has been given to each governor. It is hoped that this will help the prison managers to identify where more work is needed in their particular circumstances. We hope that if prisons find these snapshot ‘health checks’ useful they may repeat them from year to year as a way to measure progress.

It is not the intention of this report to ‘name and shame’ any prison which took part, so in the following chapters prisons are not identified except where there are examples of good practice which should be followed elsewhere.

The survey respondents

295 staff completed questionnaires, from the following prisons:

Holloway	66
Belmarsh	59
Dover	25
Dartmoor	74
Wolds	20
Highpoint	35
Onley	16

All staff were invited to take part: administrative workers, educational staff, health care professionals as well as prison officers.

Overall, the Prison Service employs about 42,000 people, so the staff in this survey are only a very small proportion of all staff.

Prisoner responses

Prison	Number responding	CNA*	Response rate
Holloway	138	517	27%
Belmarsh	194	840	23%
Dover	147	316	47%
Dartmoor	138	704	20%
Wolds	84	400	21%
Hindley	112	506	22%
Highpoint (men and women)	168 men 100 women	800	34%
Onley	142	520	27%

* Certified Normal Accommodation - the number a prison is allowed to hold

Altogether, 1,223 prisoners responded out of a combined CNA of 4,603 – a 27% response rate, or just over one in four. Given the limitations on the survey of time and logistics, this is a good return.

The survey respondents represent nearly 2% of the prison population (assuming an average over this period of approximately 64,000).

Remand prisoners

222 prisoners were held on remand or judge's remand (convicted but not yet sentenced). This is 18% of the sample, compared to about 20% in the overall prison population.

Women prisoners

A deliberate attempt was made to include women in this survey to make sure their voices were heard. 233 women prisoners took part, 19% of the sample, compared to 5% in the overall prison population.

Of the women in the sample, 120 (50%) were white; 93 (40%) were black; eight (3%) were Asian and 14 (6%) described themselves as of another ethnic group (three women (1%) did not answer this question). This is about double the 24% of minority women in the general prison population.

Five women were aged 18–20 and seven were aged 21.

Young male offenders

401 male prisoners were held in young offender institutions, a third of the sample. 340 were sentenced and 60 were on remand. This is a higher percentage of sentenced young offenders than the 16% of young offenders found in the general sentenced male population.

Three of the young men in the survey were aged 15; 24 were aged 16.

278 (69%) were white; 75 (19%) were black; 29 (7%) were Asian; and 15 (4%) described themselves as from another ethnic group. Four young offenders (1%) did not answer.

Ethnic origin of respondents

816 prisoners were white (67%); 297 (24%) were black; 51 (4%) were Asian; 46 (4%) described themselves of another ethnic origin and 13 (1%) did not answer.

About one-third of this sample of prisoners is from a racial minority group. It is not therefore a representative sample of the prison population as a whole, with its 21% of minority prisoners (including those from outside the UK).

Ages

40% of the sample are aged under 25, which matches the age profile of the general prison population. In the wider community, about 16% are aged 17-25.

There were different patterns among ethnic groups. There were more older white prisoners than any other group, while two-thirds of the Asians in the survey were under 21. Black prisoners also had a younger age profile.

This is consistent with the age profile of the general population and the proportion of young men at the peak age of offending (18) in different groups.

About the respondents

This is not a sample which mirrors the composition of the wider prison population apart from age and remand or sentenced status. There are more women and more people from minority groups in this group than would be found in the general prison population.

This weighting is helpful, however, given the subject matter of the survey, particularly in the case of women from minority groups.

Before looking at the survey findings, the next chapter sets the scene by looking briefly at other research and statistics about racial minority groups in prison.

The national prison survey, 1991*

Conducted in the same year as the 1991 Census, this Home Office survey aimed to gather information about the background characteristics of prisoners, prisoners' perceptions of regimes, and their attitudes to crime and offending. A random sample of 10% of the men and 20% of the women in prison, about 4,000 prisoners, was interviewed. 15% of the men and 23% of the women described themselves as black or Asian.

Some of the differences shown in this research, which are relevant for this report, are outlined below.

Social circumstances:

- White prisoners were more likely than black or Asian prisoners to have left school before 16.
- 33% of white prisoners had truanted before the age of 11, compared to 19% of black Caribbeans and 15% of Asians.
- 44% of white prisoners had no qualifications compared to 30% of black prisoners and 40% of Asian prisoners.
- Just before imprisonment, 76% of the Africans in the sample had been working, as had 61% of the Asians, 52% of the Caribbeans and 50% of the white prisoners.

Prison facilities:

- Black and Asian prisoners (61%) were more likely to attend education and training classes, where these were offered, than white prisoners (44%).
- Among those who did not attend classes, more black and Asian prisoners (62%) than white prisoners (44%) said they would like to.
- 78% of black prisoners thought the classes would be useful after release, compared to 64% of white prisoners.
- 66% of black prisoners said they would find employment training useful as preparation for release, compared to 54% of white and 46% of Asian prisoners.

These findings indicate a strong interest in education and training before release among minority prisoners. Access to these regime facilities is therefore likely to be valued by them.

Relationships in prison:

- 43% of white prisoners and 44% of Asian prisoners said that prison officers treated them well, compared to 29% of the black Caribbean and black 'other' group.
- Black Caribbean prisoners were the least likely of all ethnic groups to say that the prison governor treated them well:

'In respect of treatment by prison officers, the prison governor and work instructors, the proportion of prisoners saying that staff treat them badly was below 10% for each staff group. It was younger prisoners, remand

' There are no ethnic officers so people cannot relate to someone or expose their problems and hope they will be understood.'

Black prisoner

Reference

- 1 The National Prison Survey 1991: Main Findings; Walmsley, Howard & White, Home Office Research Study 128, 1992

prisoners and black Caribbean prisoners who were the least likely to feel they were well treated.’

- Black Caribbean prisoners were the least likely to agree with positive statements about prison staff compared to other groups, and most likely to agree with negative statements.
- A higher proportion of Asian prisoners than either black or white prisoners said they had been assaulted in the last six months.
- 11% of white prisoners who said they felt unsafe saw minority prisoners as threatening; 14% of minority prisoners said they felt threatened by racist prisoners.

Many of these results are echoed in the present survey, as will be seen in the following chapters.

ACTION

The National Prison Survey 1991 was a very useful report. The Home Office should repeat it in 2001 at the time of the next Census, with a particular focus on race and gender in prisons.

The ethnic origins of prisoners*

In 1994 the Home Office issued a statistical bulletin (21/94) which included a detailed analysis of the 1990 prison population. This in turn found a similar pattern to an earlier study of the 1984/85 data.

It found that:

- A higher proportion of minority men were serving longer sentences.
- A larger proportion of white men were imprisoned for property offences and minority men for drugs offences.
- A higher proportion of white men than minority men had more than six previous convictions.
- Even after taking into account factors such as offence, type of court, and number of previous convictions, there were ‘significant’ differences in sentence length for men for offences of wounding, theft and handling, and drugs offences, with minority men receiving longer sentences than white men.

These patterns remain in the most recent statistics.

- In 19983 a higher proportion of white men were in prison for violent or sexual offences (32%) or burglary (19%) compared to black prisoners (24% and 10% respectively). Black men in prison were more likely to be sentenced for drugs offences – 21% compared to 12% - or for robbery – 25% compared to 11%.
- Black and Asian prisoners tend to be younger than white prisoners: 19% of black prisoners and 18% of Asian prisoners were under 21 compared to 14% of white prisoners.
- Black prisoners were more likely to have longer prison sentences: among young prisoners, 75% of white prisoners, 77% of Asian prisoners and 89% of black prisoners had sentences over 12 months. Among adults, 47% of white prisoners had sentences of over four years compared to 58% of Asian and 63% of black prisoners.⁴

There is no evidence to show that black people commit more crimes than white people, or to suggest that this accounts for the over-representation of racial minority populations in prison. A research study on self-reported offending among young

References

- 2 The Ethnic Origins of Prisoners, Home Office Statistical Bulletin 21/94, 1994
- 3 The Prison Population in 1998: A Statistical Review; Home Office Research Findings 94, 1999
- 4 Statistics on Race and the Criminal Justice System, 1999, Home Office, 1999

people found little difference between patterns of offending among young white and young African Caribbean people, for example.⁵

In 1992 a research study by Dr Roger Hood⁶ looked at the sentences passed in 3,317 cases heard in five Crown Courts in the West Midlands. It found that when a range of over 100 possible legally relevant variables had been taken into account (previous offences, for example) black defendants stood between 5% and 8% greater overall chance of an immediate prison sentence than white defendants. In cases of medium gravity – where judges have more discretion than in the more serious cases – the difference was 13%.

The research also found differences in non-custodial penalties. Judges were more likely to choose a ‘high tariff’ alternative to custody for black defendants than for whites; black adult males were dealt with at a higher point in the scale of punishments than were whites. Neither African Caribbean nor Asian defendants were placed on probation as readily as whites. Partly this was due to probation officers less readily recommending probation (they recommended probation for 26% of whites, and only 16% of black and 9% of Asian defendants). Fewer black defendants had social inquiry reports at the time of sentencing – 42% of black defendants and 43% of Asians compared to 28% of white offenders were sentenced without a social inquiry report.

The following year, in 1993, Home Office research for the Royal Commission on Criminal Justice⁷ reviewed the research available at the time and concluded that African Caribbean people, particularly young people, were:

- More likely to be stopped by the police than whites.
- More likely to be arrested (only a small proportion of these arrests resulting from stops) than whites.
- Less likely to be cautioned and less likely than Asians to have no further action taken against them.
- Faced a different pattern of charges to those brought against whites or Asians.
- More likely to be remanded in custody.
- More likely to plead not guilty to the charges against them.
- More likely to be tried at Crown Court.
- More likely to be acquitted.
- Likely to receive more and longer custodial sentences, if found guilty, and a different range of non-custodial disposals.

Although the results of research on differential sentencing vary, available evidence from earlier parts of the criminal justice process help to explain the disproportionate number of black people found in the prison population.

A question of fairness

They also give weight to the widely held perception that the criminal justice system does not deal fairly with people from racial minority groups, and that this is caused by direct or indirect discrimination, or institutional racism:

‘Institutional racism consists of the collective failure of an organisation to

References

- 5 Young People and Crime, Graham and Bowling, Home Office Research Study 145, 1995
- 6 Race and Sentencing: A Study in the Crown Court, Roger Hood, 1992, Clarendon Press
- 7 Ethnic Minorities and the Criminal Justice System, Marian FitzGerald, Home Office, 1993

provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantage minority ethnic people.’

Stephen Lawrence Inquiry Report, 1999

Institutional racism is not limited to police services, but applies in many organisations including the other criminal justice agencies.

The Lawrence Inquiry Report points out that this does not mean all individuals in an organisation are racist, but that:

‘It is incumbent upon every institution to examine their policies and the outcome of their policies and practices to guard against disadvantaging any section of our communities.’

ACTION

Prison staff need to be informed and aware of the differential impact of the criminal justice system on people from racial minorities, and to have an understanding of the impact of institutional

When black and Asian men and women are received into prison either on remand or under sentence, they are likely to feel that the process which led them there was not impartial or fair, and that they have been the subject of some form of discrimination. A strong sense of injustice has an impact on prisoners’ perception of imprisonment and their relationships with prison staff and other prisoners.

Race relations in prison

In 1995, the CRE and the Prison Service published joint research on race relations in seven prisons.⁸ The study, conducted before the introduction of the new Race Relations Order, found that although RRMTs were in place, there were variations in how often they met and in their effectiveness. RRLOs lacked time and support. Although ethnic monitoring systems were in place, they were not always used effectively.

Communicating race relations policy to staff and prisoners had a low profile and links with outside organisations such as race equality councils were weak and ad hoc.

There was a very low reporting rate for racist incidents and a lack of effective responses. Prisons used a narrower definition of what constituted an incident and had problems in collecting evidence.

It concluded:

‘Altogether there has been sometimes impressive but uneven progress in establishments since the publication of the Race Relations Manual in 1991 ... the atmosphere in establishments was distinctly unsympathetic to crude expressions of racial prejudice and discrimination. However, there was little appreciation of the need to move to regimes which positively promote racial equality.’

The Nacro survey was undertaken in the light of these findings to look more closely at the perceptions of staff and prisoners in key areas:

- Awareness of race relations policy
- Training
- The prison regime and facilities
- Relationships in prison
- Racist incidents
- Community ties

Reference

- 8 The Management of Race Relations in Prison Establishments, CRE/Prison Service, 1995

About the staff who participated

295 staff in seven of the prisons completed questionnaires. 119, or 40%, were women. Nationally, 18% of prison staff are women.

267, or 91%, were white; 20 (7%) were black; two were Asian and three described themselves as of an 'other' ethnic group. Nationally, 2.6% of all prison staff are from racial minorities.

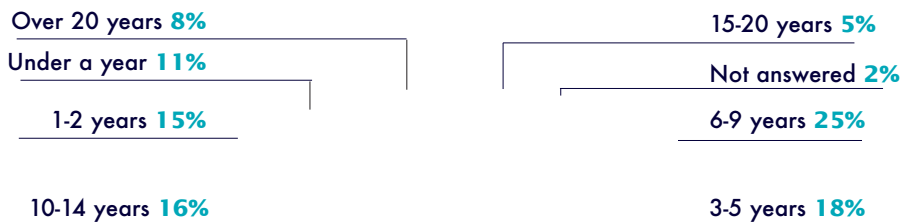
The respondents in the Nacro survey therefore include a higher proportion of minority and female staff than would be found in the overall prison staff group.

In the write-in section where people could describe their own ethnicity, staff wrote:

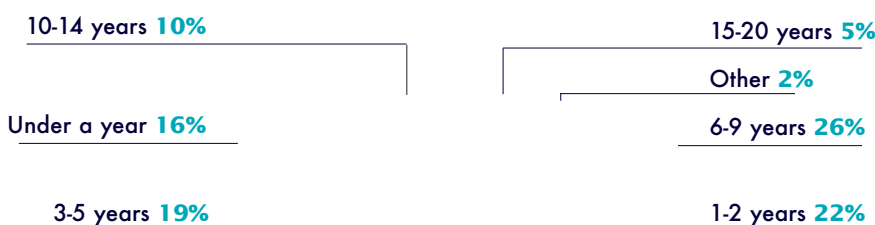
- British (5 people)
- English (3)
- Australian (1)
- Bristolian (1)
- Cornish (1)
- Irish (1)
- Jewish (1)
- Oriental (1)
- White European (1)
- 'Half-caste?' (1)

While about a quarter of the staff had been in the Service for less than two years, the majority had been in the Service for over six years. However, 40% had two years or less experience at their present prison.

Time worked in Prison Service



Time worked in this prison



' This prison does not have a race problem.'

Prison officer

' This prison is exceedingly racist among all staff. I have personally heard officers, workers, education and even chapel staff make racist comments.'

White prisoner

The majority of the sample were prison officers of different grades – 198 or 67%.

15 had administrative posts; three were governor grades; others included cleaning and catering staff; educational tutors and lecturers, librarians and health care staff.

Knowledge of race relations policy

The majority of staff, 185 or 63%, said they were aware of the new Race Relations Order. Although the numbers are very small – with only 20 black staff in the sample – it is interesting that black staff were less likely to be aware of the new order: only 35% of black staff said they knew about it compared to 65% of white staff.

However, most staff - 229 people or 78% of the sample - had not received any training on the new order. Again, 21% of white staff said they had received training compared to only 10% of black staff.

70% of respondents knew who the RRLO was but fewer, 55%, knew who was on the RRMT. Black staff were again less likely than white staff to know about this.

Views on the new Race Relations Order

Write-in comments on the value of the new order were mixed. It was also clear that many prison staff had not seen it:

- Could be another waste of paper. The money could be better spent on a good pay rise. (Male adult prison)
- Lip service without substance only leads to frustration. (Male adult prison)
- Over reaction to the Stephen Lawrence Inquiry. (YOI)
- Too much political correctness – not much common sense. (Male adult prison)
- Only useful if you are prejudiced in the first place, which we should not be (Women’s prison)

Race relations training

The questions on training asked whether respondents had received race relations training either as a new officer or as a serving officer. There was a high rate of non-response to these questions (18% and 12% respectively) which reflects the staff who were not in prison officer or governor posts.

Of those answering the question, 170 people, or 70%, said they had received race relations training as new officers. If staff aged over 40 are excluded, this rises to 74% saying they had training as new officers. All staff are meant to receive race relations training as part of their induction. It is likely this was not in place when older staff were recruited.

Less than half, 42%, of the staff answering the question said they had received training as serving officers. Only 20% of the black staff said this, with 35% not answering the question at all (only 9% of white staff did not answer this question).

RACE RELATIONS ORDER

Prison Service Order 2800 Standard 9: Staff, prisoners and visitors to the establishment to be familiar with the Prison Service’s Race Relations Policy Statement. Key staff to be familiar with the contents of the Race Relations Order. The RRLO and RRMT members to receive central training. Other race relations training to be delivered locally.

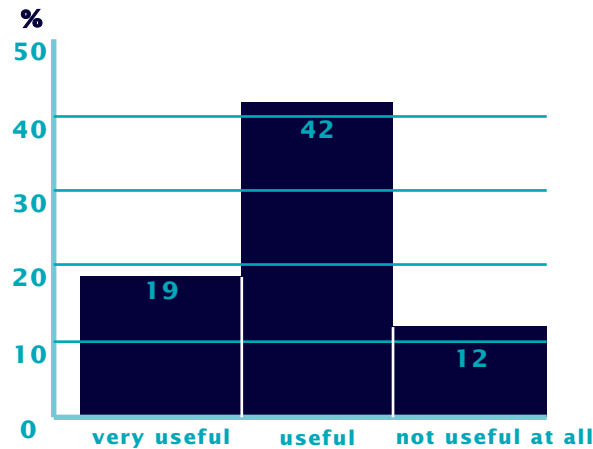
ACTION

Awareness of Prison Service race relations policy needs to be increased among all staff.

ACTION

A librarian commented that a simplified, plain English version of the order for use by prisoners would be useful. The existing text was intimidating, and there was confusion over prisoner access to it. This is a positive suggestion which should be followed up by the Prison Service.

Race relations training useful in current work



The table above shows that of the staff who had received training and who answered this question, the majority found it to be useful in their current work. Black staff were more likely to say it was useful: 30% said this compared to 19% of white staff.

Ethnic monitoring

Prison Service Order 2800 sets out detailed instructions about which areas of prison life should be subject to ethnic monitoring. The results should be reviewed by the RRMT and used to identify and correct disparities.

Of 42 staff in this sample, 14% said they were themselves involved in conducting ethnic monitoring. Asked how difficult or easy it was to use, 45 staff replied: 13% of them said it was difficult to use; 49% said it was OK; and 38% said it was easy to use.

All staff were asked to say whether they thought ethnic monitoring was essential, important, a bit useful or a waste of time.

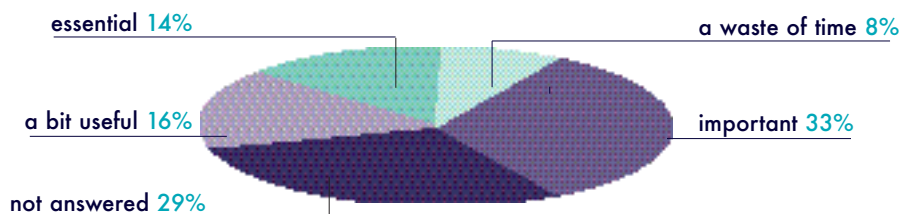
ACTION

All staff – not only prison officers – should receive training in race and equality which is regularly updated.

RACE RELATIONS ORDER

Prison Service Order 2800
Standard 5: Make comprehensive use of ethnic monitoring data to identify and remedy any discrimination within the establishment.

The value of ethnic monitoring



The majority of staff felt that ethnic monitoring was essential or important, which is an encouraging result.

However, 70% of black staff said monitoring was essential or important compared to 47% of white staff. Of the 22 staff who said monitoring was a waste of time, 21 were white.

Some comments on monitoring stressed the need to make use of the results one way or another to improve prison services:

- It is vital in that it serves as a springboard and helps in a way to stamp out or alleviate the racial problem. (Male adult prison)
- There is little point in employing systems for monitoring of any kind unless the findings are used to educate, raise awareness and inform policy. (Women’s prison)
- Would like details to be made available – would help in buying more stock. (Librarian in adult male prison.)
- Monitoring takes time but no feedback is given or any relevant information. (Adult male prison)

Others were more negative:

- It is important but should not be used as an excuse to have people in anywhere just because of the ethnic persuasion. (Male adult prison)
- Perhaps we should concentrate on our similarities. Monitoring I feel is used for the wrong reasons. (Lecturer in male adult prison)
- Too much paperwork. (Adult male prison)
- If we are all equal why do we need to keep monitoring? (Adult male prison)

ACTION

The Prison Service needs to do more to explain the value of ethnic monitoring to its staff, to provide feedback and information to them about the results, and to make practical use of the results.

‘ The training we are now given is good. There is now no need for anyone not to know.’

Prison officer

Facilities for minority prisoners

Staff were asked whether they knew how to contact or get hold of:

- a local mosque, temple, or similar faith institution
- a local REC
- a local community group for minority communities
- minority newspaper or books
- special items for the canteen or prison shop (for example, black skin or hair products).

Staff were asked to say whether they knew how to do it themselves, did not know how to do it, or would ask the RRLO to do it.

The table opposite shows the replies by numbers and percentages of the whole sample of 295 people.

It is encouraging that many staff know how to do these things; but the results also illustrate the potential burden for the RRLOs who staff turn to for help in very many cases.

It is also a concern that after policy in these areas has been in place for at least 10 years over a quarter of the staff said they did not know how to go about these matters. Although many of this group may be administrative or other staff who feel it is not their role, it should be routine for all staff to have the knowledge either of how to do these things themselves, or who to turn to for help.

There were variations among prisons in the sample; unsurprisingly, staff in prisons with larger minority populations were more likely to be able to meet these requests, while staff in rural or isolated prisons with fewer minority prisoners were less likely.

	Would know how	Would not know how	Would ask RRLO to do it
Contacting local faith organisation	127 [43%]	63 [21%]	96 [33%]
Contacting local REC	88 [30%]	89 [30%]	109 [37%]
Contacting local community groups	81 [27%]	83 [28%]	118 [40%]
Getting minority newspapers/books	150 [51%]	64 [22%]	70 [24%]
Getting special items for canteen	129 [44%]	82 [28%]	67 [23%]

Percentages are in brackets; not all add up to 100% because the numbers not answering the question are not included.

Numbers and percentages of the whole sample of 295 people

But it is just as important for staff in rural prisons to have this knowledge given the mobility of the prison population.

The results suggest that staff have the most difficulty in making outside contacts with faith organisations or community groups; getting minority newspapers or special canteen items were found less difficult. There was little variation among staff from different ethnic groups on these last two points, but there was a substantial variation in the others:

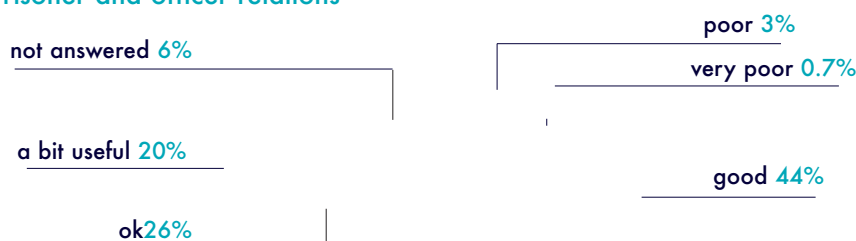
- 60% of black staff knew how to contact outside faith organisations compared to 42% of white staff.
- 55% of black staff knew how to contact a local REC compared to 27% of white staff.
- 40% of black staff knew how to contact a local community group compared to 26% of white staff.

Relationships in prison

Staff were asked to assess prisoner and officer relations, and relations between different ethnic groups of prisoner. The tick boxes were on a scale of very good, good, OK, poor, and very poor.

The pie chart below and overleaf show the results:

Prisoner and officer relations



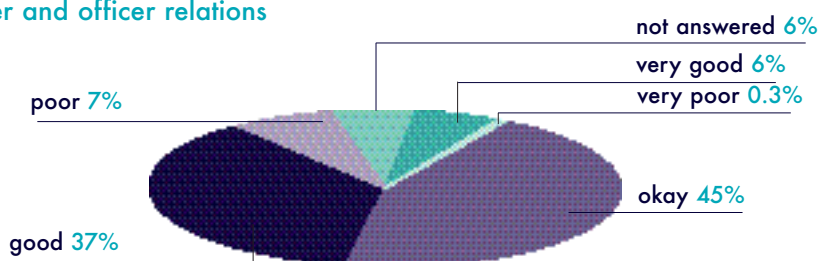
ACTION

The Prison Service must ensure that all staff in all prisons are able to meet the needs of minority prisoners, not just those with large minority populations. Leaving everything to the RRLO should be discouraged.

ACTION

Staff need to be given more information and guidance on making outside community contacts which benefit prisoners during their sentence and in preparing for release.

Prisoner and officer relations



Staff had a more positive perception of prisoner and officer relations, with a higher proportion saying good or very good, than they did of prisoner to prisoner relations, which they were more likely to describe as OK rather than good.

It is interesting to compare these results with the same questions put to prisoners, in chapter 5. Although the numbers are very small, black staff were less likely than white staff to describe prisoner and officer relations as very good or good, and more likely to rate them as OK. There was little difference in the way in which black and white staff assessed relations between different ethnic groups of prisoner.

Physical and verbal abuse

Only eight staff said they had been physically assaulted because of their racial or ethnic origin. They were all white. Asked who by, all replied ‘prisoners’.

82 staff said they had been subject to verbal abuse because of their ethnic or racial origin. 72 were white, eight were black and two were from the ‘other’ ethnic group. The majority of staff said prisoners were responsible for the abuse; visitors were mentioned 12 times and other staff seven times.

Race relations in general

Staff were asked to assess race relations in their prison on a five-point scale from very good to very poor. The results were:

	No.	%
Very good	35	12
Good	138	47
OK	96	33
Poor	17	6
Very poor	1	*
Not answered	8	3
Total	295	100

* Less than 0.5%

The final question asked staff to assess the importance of race relations in their daily work: was race relations important important in your daily work?

	No.	%
Yes	170	58
No	20	7
To some extent	98	33
Don't know	4	1
Not answered	3	1
Total	295	100

Over half of the staff said it was important and a further third said it was important to some extent. Given the high proportion of minority prisoners, including those from outside the UK, this result suggests that the Prison Service needs to do more to convince staff of the relevance and importance of race issues on the day-to-day level.

General comments

General comments were made by 69 staff in the final write-in space; 64 were white and four were black. This selection gives a flavour of the range of views expressed.

The more positive comments acknowledged the importance of good race relations, better awareness and information about diversity, and the need for a diverse staff to deal with a diverse prison population. Some comments were also honest about the fact that there are racist attitudes within the Service which need to be tackled. And, finally lack of time and resources to do the job properly was also mentioned by several staff:

- We all need more education on this issue. (Male adult prison)
- I constantly hear complaints about the racism (conscious or unconscious) of the officers. Not all officers, obviously, but a lot of them. In education, relations seem to be good although there is animosity between black British, Jamaican and others. Jamaican girls seem unpopular with others, even other black girls. I think racial awareness courses are important – but a lot of officers see all prisoners as sub-human – eg some of them refer to ‘feeding time’ without irony. (Lecturer, female prison)
- In my working capacity as a segregation officer in a very volatile environment, we have to be more careful than most in our actions. We usually have to make written explanations of requests and complaints procedures on a whole host of incidents, which include allegations of racial abuse. We definitely need more officers of ethnic origins to work in volatile areas such as the segregation and basic regime units. (Male adult prison)
- Until recently there was a tendency to deny that racism occurred and there is still too much defensiveness in the face of looking at the particular needs of black prisoners. As a manager, I'm also very aware of the difficulties encountered with my black staff and the racism – overt and covert – that they have to deal with in their daily work. (Women's prison)
- An important part of race relations must be a better understanding of the different cultures, and the difficulties experienced between, say, Africans and Jamaicans or

Colombians and Spanish people, to name but a few examples. (Women's prison)

- Prisoners should receive some training in race relations, mainly to make them aware of different ethnic minorities and to respect other people's culture. Also it might be useful so that prisoners are aware of the facilities available to them, especially those of ethnic origin. (Women's prison)
- The framework in existence is good ... the majority of staff though young have been able to develop the ability to tolerate other ethnic groups' language, culture and sense of humour ... there remains a minority who make no effort whatsoever re the above ... in my mind as long as they are allowed to continue unchecked and untrained there remains the potential for conflict. (Male adult prison)
- As the RRLO I find it an uphill battle to carry out the job in conjunction with my regular duties, due to constant shortages of staff the lack of local staff training, which impedes the seriousness that I feel should be accredited to this work. (Male adult prison}
- The 'canteen cowboy' attitude is very strong. The more ethnic officers that join the job the better. However I believe that particularly black officers have to put up with a lot of racial bias. For the most part it is indirect and in the form of 'humour'. Many black inmates will use the phrase 'just because I'm black' – this tends to reinforce the negative stereotypes that already exists. (Male adult prison)
- Unfortunately we do not have any ethnic staff. More females also would benefit the establishment. (Male adult prison)
- A short introduction to cultural differences when dealing with mums and their parenting methods would be useful. (Women's prison)

The majority of comments suggest a strong element of denial of any problem or need for action. Many people referred to alleged 'political correctness' and suggested that prisoners used race issues to get what they wanted from the system. It is also clearly difficult for some staff to discuss race issues without feeling defensive:

- I personally have no racial prejudice. I don't care what the colour of people's skin is. Underneath we are no different. Race relations are the responsibility of us all and they are certainly not there to be used and abused as a cop out. (Male adult prison.)
- Experienced staff do not differentiate on grounds of colour or creed. (Male adult prison)
- I am very wary of what I say because you don't know if people will report you, just for giving orders (you're worried you're picking on them). (Women's prison)
- Most inmates use it as a tool for manipulation of the system. (Male adult prison)
- On occasions staff are the victims of verbal abuse in the form of counter-racist discrimination: ie when an inmate of a religious/racial minority group is told something which is not favourable, a claim of racial discrimination is often made. As all inmates are treated as equals I oppose claims of discrimination. There is no preferential treatment and therefore minority groups should not use this as a means to any form of favouritism. (Male adult prison.)
- Why should anyone have to put their race or colour on a form? This discriminates before we start. (Male adult prison)
- Working in the doctor's surgery often I have found that if a prisoner of ethnic

origin is declined treatment of any sort he will comment that it's because of the colour of his skin. (Male adult prison)

- Race relations is an important issue because of prejudice and the fact that we live in a multi-racial society, but often I feel that a problem is created where there was not one in the first place by placing too much emphasis on race and related issues. (YOI)
- There is no need in my opinion to conduct special training for staff or inmates. It is a matter of common sense. (Male adult prison)
- Race relations policy seems to be going to the extreme. I believe there should be guidelines, but some of the rules seem to interpret innocent remarks as racially prejudiced. Common sense is lost, everything these days seems totally out of proportion in race relations rules.

And finally, a small number of comments revealed a deep form of racism and lack of understanding of the harm that it does:

- I have seen the Voice and Asian Times but no white paper.
- I have heard a lot of inmates, mainly West Indians, claim racist behaviour when the word 'no' is applied to them. (Women's prison)
- A lot is done for foreign nationals but there are a lot of white/British mixed, Welsh, Scottish, Irish, even Scousers who can find difficulties but there doesn't seem to be anyone rushing to help them. (Women's prison)
- It is a fact that in this area of England there are more blacks committing crimes than whites. No amount of ethnic monitoring can alter that. The political correct lobby also state the word ethnic cannot be used. (Male adult prison)
- Would you please explain why when a white officer, or inmate, says something against a coloured officer or inmate there is an outcry. But when the situation is the other way round nothing is said or done about the abuse. (Male adult prison)

HMP Holloway: a positive example

During the Holloway prison survey, two seminars were held, one for staff and one for prisoners. Both groups discussed the position of black prison staff. Some staff felt that they would not like to work in a prison with such a diverse prisoner population without black staff; others felt that in the drive to recruit more black staff, standards had been lowered.

In the prisoner seminar, it was suggested that black staff were under a great deal of pressure:

'It's as if eyes are on them to see how they react to black inmates.'

'They have to make up for the colour of their skin.'

Some women felt black officers were tougher on black prisoners because of these pressures. They also said that black staff were treated badly and were subject to blatant discrimination.

None of the prisoners thought that having more black staff would improve race relations. What was needed, they said, were well-trained staff who wanted to do the job.

Holloway’s RRMT decided to follow this up. Nacro worked with the team to run a staff workshop to explore the perceptions from staff and prisoners in more detail.

The workshop took place in the training unit, attended by about 25 staff. In the morning, staff were divided into two groups: white staff and black staff. Although this felt uncomfortable to some, and was said to be potentially divisive, the aim was to make sure all staff felt able to speak openly about any problems they perceived, so that a constructive way forward could be identified.

In the event, that was what happened. In the afternoon, the two groups came together and reported back on their discussions. There was far more agreement than disagreement. Key points that were agreed by the whole group were:

- There was hardly any knowledge among staff of the new policy or the work of the RRMT.
- Staff had little confidence to challenge inappropriate behaviour or language, or to ask questions on race or cultural issues.
- There was a perception that the grievance and other systems were unfair and led to inequalities.
- Everyone agreed that diversity and difference should be valued.
- Recruitment and promotion should be based on skill and competence only, not on any other basis.
- Everyone agreed emphatically on the urgent need for effective, work-related training on career development, skills development, communication, supervisory duties, and race awareness. This included training for managers.

There was a surprising amount of agreement from the two groups – but sometimes this was like a mirror image.

Promotion was a good example. Some white participants thought black staff were promoted on the basis of skin colour – and some black participants thought promotion was denied for exactly the same reason. For some, the issue was tokenism or positive discrimination; for others it was real discrimination.

The fact that such mirror images and perceptions exist means there is a duty on prison management to explain and inform – and to combat the rumours and misinformation that seem to permeate Holloway (and indeed all closed institutions like prisons).

There was also heated debate on the topic of setting up a black staff support group. The police and probation services have developed black staff associations. They provide a support network for staff – particularly important where there are only one or two minority staff in a workplace – and they also help to promote good practice and policy across the organisation.

It was agreed by everyone, finally, that such a network would be valuable in the Prison Service, and progress has since been made in putting a black staff association in place both locally and nationally.

The workshop demonstrated that:

- These are topics which concern and affect all staff.
- Staff at Holloway, through honest debate and discussion, could tackle sensitive

ACTION

Black staff associations should be formed at all prisons, and a network of support groups established nationally.

subjects and reach agreement, where at first there seemed to be differences of perception.

The tenor of the whole day was positive and practical. There was much to be done, and this would take time. But some things could be done more immediately, for example:

- To circulate the Race Relations Order and information about the workshop to all staff.
- To produce written criteria for membership of the RRMT and advertise all vacancies.
- To put up photos of RRMT members.
- To form a black staff support group.
- To develop more effective means of communication from management about race relations and equal opportunities.
- To establish a mechanism to discuss race relations with prisoners.
- To provide thorough and compulsory training for all staff about race relations – with a practical emphasis on what policy means in practice in the day-to-day working situation.
- To review progress by reconvening the workshop participants.

This chapter shows that much has been achieved, but there is still quite some way to go to convince all prison staff that not only are good relations vital, they are also everyone's responsibility, and not a marginal issue to be left to the over-burdened RRLOs.

ACTION

Nacro believes that this is a unique initiative so far in the Prison Service which other prisons should follow.

RACE RELATIONS ORDER

Prison Service Order 2800
Standard 2800: All prisoners will have equality of opportunity to use the facilities and services provided by the establishment.

' This prison takes the piss with black prisoners. Look at X wing [an enhanced regime wing] – out of 160 inmates only 16 of them are black.' (Prisoner)

ACTION

In general, awareness of the contents of the Prison Service race relations policy is low among all prisoners, and even lower among the minority and the young prisoner samples. Only one in five prisoners have any idea of who is responsible for race relations. The Prison Service needs to do more to make prisoners better informed of the policy, perhaps by producing a ' plain English' , shorter version, as suggested by the librarian in the previous chapter, or through a video which could be shown to all prisoners as part of their induction to the prison.

Reference

* Analysis of the women respondents is by black and white women only as the number of Asian women and those in the ' other' category are too small to be meaningful.

The first section of the survey asked about prisoners' knowledge of Prison Service policy. It is Prison Service policy that suitable diets, items in the prison shop, religious services and newspapers and books should be provided for all ethnic groups. Some aspects of the policy are mandatory, while others are recommended. The questionnaire went on to ask about prisoners' experience of these facilities.

Knowledge of policy

Almost three-quarters of the 1,223 prisoners - 897 or 73% - said they knew that the Prison Service had a race relations policy. 16% said they did not know and 11% did not answer at all. A smaller proportion of all minority prisoners said they knew about the policy: 68% of black prisoners (203 people); 67% of Asian prisoners (34 people) and 59% of the 'other' group (27 people). Women were most likely to know about the policy: 77% of women knew compared to 72% of men, and 66% of young prisoners. However, fewer minority women said they knew about the policy: 70% of black women compared to 87% of white women.*

Far fewer knew what the policy said. Overall, one-third of the sample said they knew; 54% did not know and 13% did not answer.

37% of white prisoners knew what the policy said, compared to 20% of black prisoners, 20% of Asian prisoners and 24% in the 'other' group. Young prisoners were least likely to know what was in the policy: only 22% compared to 37% of women and 40% of men. 36% of black women knew what the policy said compared to 43% of white women.

Only 272 people (22%) wrote in who they thought was responsible for race relations in the prison. Some people wrote in more than one suggestion, for example, 'staff and inmates' was quite frequent. 62 people said officers or staff; 14 said prisoners; 31 prisoners named particular staff; 40 people mentioned various combinations and versions of the name and initials of RRLOs and RRMTs.

81 prisoners said the governor was responsible (or director in two cases). One person wrote 'The Boss'. Four people said education staff were responsible.

'Everyone' was responsible according to 19 people, and 'nobody' according to four. Two people said the names were on noticeboards.

Regimes and facilities

The questionnaire listed 13 areas of prison life, asking prisoners to tick a box to say whether they were satisfied with them, or not. The results below show only those ticking the YES box, by number and per cent, and those ticking the NO box. Blank boxes were counted as not answered and are left out of these tables.

The results are broken down by ethnic origin. Any large differences among young prisoners or women are also reported.

Variety of prison food

Prisoners were asked whether they were satisfied with prison food. The results are set out in the table below.

Group	YES Number.	YES %	NO Number	NO %
White	347	43	447	55
Black	93	31	193	65
Asian	16	31	34	67
Other	17	37	27	59

Percentages do not add up to 100 because not all boxes were ticked

Prison food tended to produce the liveliest and most heated debate in all the prisoner seminars that were held during the survey. It is perhaps surprising that on average as many as 40% of the sample said they were satisfied with the food. There are, however, clear differences across ethnic groups with black and Asian prisoners less likely to be satisfied with prison food.

Despite this, several white prisoners complained that Muslims or others with special dietary needs got better food than they did.

Young prisoners were the most unhappy about the food. 70% said no and only 29% said yes. 41% of women were satisfied with the food compared to 45% of men. Black women were slightly less satisfied with the food than white women.

Goods in the canteen, or prison shop

Prisoners were asked whether they were satisfied with the range of goods available in the prison canteen. The results are set out in the table below.

Group	YES Number	YES %	NO Number	NO %
White	464	60	331	41
Black	142	48	141	48
Asian	32	63	18	35
Other	20	44	23	50

Along with food, the availability of goods in the prison shop is another area for complaint by prisoners in general. In Nacro’s experience, it has often been difficult for black prisoners to get skin care and hair products which they need, particularly in rural prisons with no readily available local supply. Women too often experience problems in getting the products they need stocked on a routine basis.

This survey confirmed these experiences. Black prisoners and those in the ‘other’ ethnic group were the most dissatisfied with goods in the canteen. Only 49% of women were satisfied with this compared to 54% of men and 58% of young offenders. 41% of black women said they were satisfied with the canteen goods compared to 54% of white women.

RACE RELATIONS ORDER

Prison Service Order 2800
Standard 6: Recommended that all prisoners be provided with a diet which conforms with their religious or other beliefs as well as specific dietary needs.

RACE RELATIONS ORDER

Prison Service Order 2800
Standard 6: Recommended that prison shops/canteens should stock a range of goods catering for the needs of ethnic minority group and foreign nationals.

RACE RELATIONS ORDER

Prison Service Order 2800 Standard 6: Recommended that the library should stock, or make arrangements to obtain, a range of books and publications designed to meet the needs of ethnic minority groups and foreign nationals.

Material in the library

Prisoners were asked whether they were satisfied with the range of publications available in the prison library. The results are set out in the table below.

Group	YES Number	YES %	NO Number	NO %
White	477	59	282	35
Black	163	55	98	33
Asian	31	61	19	37
Other	28	61	13	28

Prisons are encouraged to stock a range of material to meet the needs of a diverse population, such as minority newspapers. Differences here were smaller compared to the previous two topics. However, 66% of women said they were satisfied with material in the library compared to 56% of men and 55% of the young prisoners.

RACE RELATIONS ORDER

Prison Service Order 2800 Standard 6: Mandatory: the chosen religion of a prisoner must be noted on arrival at the establishment and arrangements made for the appropriate minister/priest to be informed.

Recommended: Prisoners should be permitted to practice their chosen religion ...ministers from non-Christian faiths should be

Religious services

Prisoners were asked whether they were satisfied with religious services within the prison. The results are set out in the table below.

Group	YES Number	YES %	NO Number	NO %
White	592	73	112	14
Black	180	61	64	22
Asian	34	67	14	28
Other	31	67	7	15

In general, prisoners showed a fairly high level of satisfaction with this aspect of prison life, with black prisoners less pleased than the other groups. 73% of women and young prisoners were satisfied with religious services compared to 64% of the men.

RACE RELATIONS ORDER

Prison Service Order 2800 Standard 6: Mandatory: Allocation to accommodation, work, training and education must be on a non-discriminatory basis.

No-one group must be allowed to dominate any activity or facility to the unfair exclusion of others.

Access to prison work

Prisoners were asked whether they were satisfied with their access to prison work. The results are set out in the table below.

Group	YES Number	YES %	NO Number	NO %
White	538	66	237	29
Black	172	58	87	29
Asian	38	75	8	16
Other	30	65	14	30

Sentenced prisoners are required to work. Work in prison can include cleaning, catering, gardens, laundry, painting and general prison maintenance as well as in some prisons industrial workshops. Prisoners are paid a small wage – currently about £7 a week on average which they can use to buy goods in the prison shop. In this case, the Asian prisoners were happiest about their access to work and the black prisoners were least pleased. Black women were more pleased with this aspect of prison life than white women.

Access to education

Prisoners were asked whether they were satisfied with their access to education in the prison. The results are set out in the table below.

Group	YES Number	YES %	NO Number	NO %
White	555	68	207	25
Black	208	70	69	23
Asian	40	78	11	22
Other	35	76	10	22

Prisoners from all minority groups seemed more pleased than the white group with their access to education, which is an encouraging result. 78% of young prisoners and 72% of women prisoners said they were satisfied with access to education compared to 62% of men.

76% of black women were satisfied with access to education compared to 67% of white women.

These results tend to confirm the research outlined in chapter 2 that minority men and women have a strong interest in education and constructive activities while in prison.

Access to legal advice

Although this is not specifically covered in the Race Relations Order, it is important that all prisoners feel they have adequate access to their own solicitor or to other sources of legal advice.

Prisoners asked whether they were satisfied with their access to legal advice in the prison. The results are set out in the table below.

Group	YES Number	YES %	NO Number	NO %
White	451	55	273	34
Black	137	46	117	40
Asian	28	55	22	43
Other	23	50	15	33

Black prisoners expressed the most dissatisfaction about their access to legal advice.

Prisoners held on remand were also less happy: only 46% of the 160 people on remand, or 73 people, said they were satisfied with their access to legal advice, compared to 54% of sentenced prisoners.

Advice about release plans

Not all prisons in this survey could be expected to provide much advice about release as they held long-term or higher security prisoners who would not be likely to be released from that prison. Pre-release or resettlement help is also not included in the Race Relations Order. However given the difficulties in securing work faced by people from minority groups – and in particular young black men – and women with dependent children, this is an important aspect of prison life.

Reducing reoffending and reconviction rates is a key element of the Government’s correctional policy.*

Prisoners were asked if they were satisfied with the the advice they were given about release. The results are set out in the table below.

Group	YES Number	YES %	NO Number	NO %
White	394	48	312	38
Black	105	35	128	43
Asian	29	57	20	39
Other	13	28	23	50

Once again these results show differences across ethnic groups which are a concern. Black prisoners and those in the ‘other’ ethnic groups were much less satisfied with advice about release compared to white and Asian prisoners.

While 60% of young prisoners said they were happy with advice about release, only 39% of men and women were happy with this. There were differences among women, with 44% of white women expressing satisfaction about release advice compared to 36% of black women.

Personal officer scheme

Again not all prisons provide a personal officer scheme for adults, though all young prisoners should have a personal officer.

Prisoners were asked whether they were satisfied with the personal officer scheme. The results are set out in the table opposite.

Asian prisoners were the most happy with the personal officer scheme and prisoners in the ‘other’ and black groups the least happy. 57% of young offenders were satisfied with their personal officers, as were 56% of women. Black women were more satisfied with personal officers than white women: 60% compared to 53%.

Reference

* Protecting the Public: The Correctional Policy Framework, Home Office, 1999

Group	YES Number	YES %	NO Number	NO %
White	460	56	271	33
Black	138	47	116	39
Asian	31	61	17	33
Other	19	41	15	33

Advice about drug or alcohol misuse

Prisoners were asked whether they were satisfied with the advice they were given in prison concerning drugs or alcohol misuse. The results are set out in the table below.

Group	YES Number	YES %	NO Number	NO %
White	539	66	207	25
Black	171	58	71	24
Asian	37	73	10	20
Other	23	50	17	37

A similar pattern emerges here, with black and 'other' prisoners less pleased than white prisoners and Asian prisoners most satisfied of all groups. Among young offenders, 68% expressed satisfaction with these services, as did 57% of women and 63% of men.

Access to Samaritans or counselling

There is a much higher rate of suicide in prisons compared to the population as a whole. It is important that access to Samaritans or other forms of counselling is available for all groups.

Prisoners were asked whether they were satisfied with their access to the Samaritans or counselling. The results are set out in the table below.

Group	YES Number	YES %	NO Number	NO %
White	555	68	173	21
Black	167	56	75	25
Asian	28	55	14	28
Other	22	48	12	26

Prisoners from all minority groups were less satisfied than the white prisoners with access to counselling services. There were only small differences between men, women and young offenders in this category.

Money or benefits advice

Prisoners were asked whether they were satisfied with the quality of money or benefits advice within prison. The results are set out below.

Group	YES Number	YES %	NO Number	NO %
White	336	41	375	46
Black	76	26	154	52
Asian	19	37	26	51
Other	8	17	28	61

The low level of positive response on this question is probably because not all the prisons in this survey would offer this type of advice. Helping people to manage money is, however, important in terms of reducing reoffending and promoting resettlement. Advice about benefits such as child care allowances and back to work incentives is particularly important for women leaving prison.

Only 27% of women prisoners said they were satisfied with this compared to 39% of men and 37% of young offenders. And while 38% of white women expressed satisfaction on this point, only 18% of black women said the same.

Visiting arrangements

Prisoners were asked whether they were satisfied with visiting arrangements within the prison. The results are set out below.

Group	YES Number	YES %	NO Number	NO %
White	510	63	244	30
Black	149	50	106	36
Asian	27	53	17	33
Other	24	52	19	41

The ability to maintain family ties through visits is another crucial factor in reducing reoffending. Keeping in touch can mean something is left to return to, a source of stability. Visits are a lifeline for all prisoners. It is disturbing that again in this area of prison life, all minority prisoners were less satisfied.

To some extent this may be explained by the high proportion of prisoners from outside the UK held at Holloway and Highpoint prisons. They are unlikely to receive visits.

However, black and ‘other’ prisoners at Holloway were more satisfied than white prisoners with visiting arrangements: 64% and 78% respectively compared to 56% of white prisoners.

Black prisoners were much less satisfied with visiting arrangements at Highpoint male and female prisons (37% and 43% saying yes, compared to 55% and 54% of white prisoners). But they were also less satisfied at all other prisons in the group except for Hindley.

The presence of prisoners from outside the UK cannot completely explain this difference.

What else should be provided?

Over 300 prisoners wrote in suggestions for what else should be provided.

Better food, more goods in the canteen, electricity and TV in cells were the most popular requests, together with more gym, more association and more time out of cell. Many prisoners mentioned better access to phones.

In Highpoint there was a strong demand for a specialist foreign national officer or worker and for people from outside the UK to be treated in the same way as British prisoners. (In 1995 – check – then Home Secretary Michael Howard introduced tougher rules for foreign national prisoners, even if they presented no risk, meaning that they can no longer be held in open prisons or be allowed temporary release licences.)

Access to showers and clean bed linen and clothes were popular choices for all prisoners. Several asked for more pre-release and resettlement support.

Longer visits, improved facilities for visitors and closer contact with children were other frequent requests.

A prisoner commented about the list of items in the questionnaire:

‘We have access to these but they are not very good at all. Sometimes there is no work for a few days because we are all banged up for no reason.’

This remark illustrates the problems faced by prison managers in providing positive regimes when resources and staff are at a premium.

‘More help for those with personal difficulties, dyslexia etc; more unlock time. There is too much bang up for staff meetings and other purposes.’

Overall, these results reflect a generally lower level of satisfaction among minority prisoners with a few exceptions, notably education. There still seems to be some distance to go to deliver the Prison Service aim of equality and fairness of access.

‘ We foreign nationals should be able to go on town visits and visit our family too like UK citizens.’

‘ Decent waiting room for visitors. My visitors will not bring the babies or my mother because of bitter cold tin hut.’

‘ I am a white male. However my wife, children, and many friends are black, and Asian. Since coming to this prison in September 1998, my visitors have been subject to searches, special observations, made to remove coats, though all other visitors retain theirs. I did raise this with the Race Relations Officer. He told me this wasn’ t a racial incident!

‘ I complained to the unit manager who told me there was no suspicion of visitors bringing in drugs. Why then are my visitors treated in such a manner! This is not a one-off incident, it happens every visit and has done for some time. It has now got to the stage where my eldest son no longer wants to visit this jail, my wife is uncomfortable visiting and we don’ t or can’ t enjoy and relax on a visit. What is to be done about this! In my experience, not a lot.’

ACTION

The Prison Service should make more use of ethnic monitoring, surveys, and discussions with prisoners from all groups in order to improve equality of access to prison facilities.

Photo: Jason Shenai

' When it comes to race relations, particular situations or incidents are kept as quiet as possible. It is very rare that such incidents are brought to the attention of the relevant authorities. Sometimes race relations officers are not kept informed. Very sad, I think.'

Prisoner

This part of the survey asked prisoners to make a general assessment of relationships between prisoners and officers, and between different ethnic groups of prisoners. It also asked prisoners about their experience of physical or verbal abuse because of their race or ethnicity, and whether or not they had complained about it. Finally prisoners were asked about disciplinary procedures.

Prisoner-officer relations

	No.	%
Very good	123	10
Good	270	22
OK	508	42
Poor	179	15
Very poor	124	10
Not answered	19	2
Total	1,223	100

Relations between different ethnic groups

	No.	%
Very good	87	7
Good	335	27
OK	619	51
Poor	114	9
Very poor	45	4
Not answered	23	2
Total	1,223	100

Prisoners were a little less likely to describe prisoner-officer relations as very good or good, compared to relations between different groups of prisoners. They were more likely to view prisoner-officer relations negatively: 25% said these were poor or very poor compared to 13% who said this about prisoner to prisoner relations.

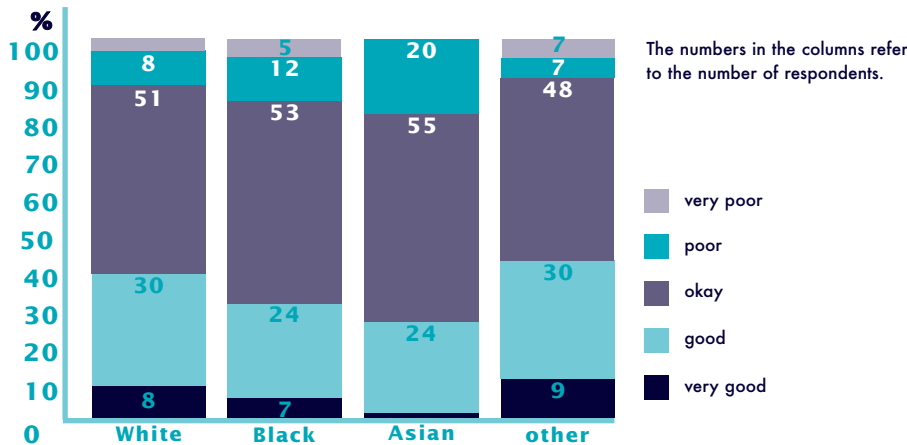
Young prisoners had an even more negative view of prisoner-officer relations, with only 20% saying they were very good or good, and 16% saying they were poor and 15% saying they were very poor. They had similar perceptions as adults about relations between different groups of prisoners.

While only 9% of men said that relations between different ethnic groups of prisoners were poor or very poor, this rose to 19% among the women in the sample.

Prisoner-officer relations by ethnic origin

The table below shows the views of different ethnic groups. Fewer minority prisoners assessed relations as very good or good. Only 16% of black prisoners said they were good compared to 25% of the white group. A higher proportion of prisoners in the black and 'other' group described relations as poor (19% of black prisoners, 22% of 'other' prisoners compared to 10% of Asian and 12% of white prisoners) or very poor (13% for the black and the 'other' group compared to 9% for white prisoners and

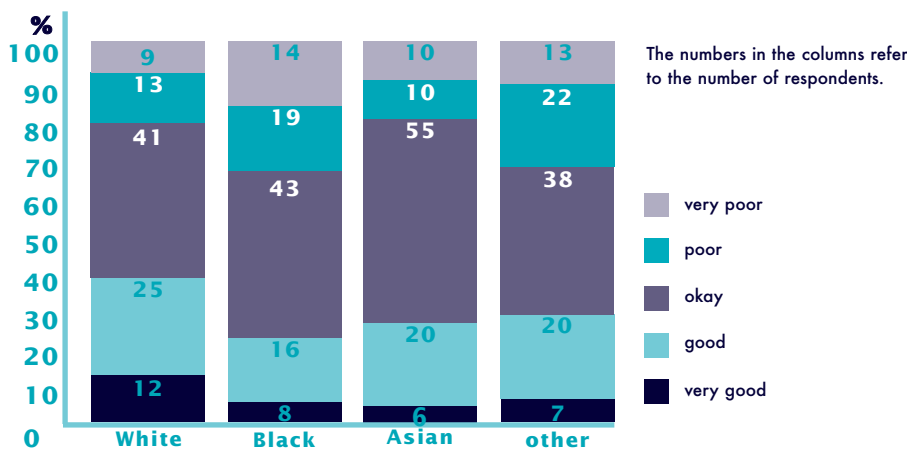
10% for Asian prisoners). Black women assessed prisoner-officer relations more positively than white women, with 37% saying they were very good or good, compared to 33% respectively. Similar proportions said they were poor or very poor.



Relations between different groups of prisoner, by ethnic origin

Only 26% of Asian prisoners described relations as very good or good, compared to 37% of white prisoners, 30% of black prisoners and 39% of the ‘other’ group. 20% of the Asian group said relations were poor, though none said very poor.

Here again, 32% of black women said relations were very good or good, compared to



28% of white women. Similar proportions said they were poor or very poor.

Racial incidents

A 1994 research study* on racist incidents in prisons, which interviewed 501 prisoners in eight prisons, found that proportionately more Asian prisoners described themselves as victims of racial incidents between prisoners, with one-third saying they had been

Reference

* ‘ Reported and Unreported Racial Incidents in Prisons’ , Ros Burnett and Graham Farrell, Centre for Criminological Research, University of Oxford, Occasional paper no. 14, 1994

RACE RELATIONS ORDER

Prison Service Order 2800
Standard 7:

- An effective system for reporting and handling racial incidents, which has the confidence of prisoners and staff, is an essential part of promoting and maintaining good race relations in establishments.
- Develop and maintain an effective system for reporting and investigating complaints and racial incidents.

victimised on average five times in the previous three months. A quarter of black prisoners said they had been victimised by other prisoners an average of four times.

Nearly half of black prisoners, a third of Asian prisoners and a quarter of those in the 'other' group said they had been racially victimised by staff.

Younger Asians in the 15-28 age group appeared to be more at risk of both staff to prisoner and inter-prisoner incidents.

A high proportion of all prisoners, ranging from 49% to 63%, had witnessed racial incidents between prisoners in the previous three months. (Incidents were defined as racial when different treatment was seen to be given to prisoners from different ethnic backgrounds.) Verbal abuse was the most common form of racist incident. Verbal abuse by staff was the most frequent complaint from black and Asian prisoners, followed by harassment.

The study also showed that black and mixed race prisoners were more likely to have been disciplined in the previous three months and Asian prisoners less likely.

The main reason that prisoners gave for not reporting incidents was that they 'believed nothing would be gained by complaining'. The second most common reason was the desire to avoid repercussions from staff or to be seen as a troublemaker.

In the light of the earlier findings and the commitments in the Race Relations Order, the survey asked prisoners about their experiences in their current prison.

Physical assaults

82 prisoners, 7%, said they had been victims of physical abuse in their present prison. Only 6% of the young prisoners said this but, surprisingly, 11% of the women prisoners, 25 people, said they had been physically assaulted.

12% of black and Asian prisoners said they had been physically assaulted (36 and six people respectively) as did 8% of the 'other' group but only 4% of the white prisoners.

Three prisoners said the assaults had come from black prisoners; 31 said other prisoners had been involved; 34 said staff had been involved (some said both staff and prisoners were responsible).

Verbal abuse

221 (18%) of all respondents said they had experienced verbal abuse because of their racial or ethnic origin. This rose to 20% among young prisoners, and to 28% among women prisoners. (31% of white women and 26% of black women said they had experienced verbal abuse.)

49% of the Asian prisoners (25 people) said they had been verbally abused, as did 27% of black prisoners (79 people), 22% of the 'other' group (10 people) and 13% of white prisoners (103 people).

Other prisoners were mentioned as responsible by 112 prisoners. Staff were said to be responsible by 87 prisoners.

These results suggest that verbal abuse is still common, particularly against Asian prisoners.

Reporting incidents

Only 83 prisoners, or 7%, said they had reported incidents. Young prisoners were less likely to report them; only 4% had done so. On the other hand, 14% of the women had reported such incidents.

Among ethnic groups, only 3% of white prisoners had reported incidents compared to 8% of Asians, 13% of those in the 'other' group and 18% of black prisoners.

72 of those who had reported incidents wrote in what had happened. Most people said 'nothing' or 'still waiting', or 'who knows?'. Other outcomes recorded included:

- It got shrugged off by the authorities.
- It was taken forward and dealt with.
- They said they would investigate but they didn't.
- The problem – ie the abuser – was moved to another jail.
- Denial of offence.

As with the research mentioned earlier, the main reasons given for not reporting incidents were: it was pointless; nothing would be done; fear of reprisals; and the desire not to be seen as a grass, or breaking the prison culture of turning to the 'screws'. Some prisoners also mentioned bureaucracy and the length of time it would take as a deterrent.

Typical write-in comments included:

- Sometimes it is better to keep quiet.
- Scared!
- Complaints against staff means one's life can be made very uncomfortable. Plus though staff may agree with you, in a group they tend to stick together – it's a them and us situation.
- I was told nothing would happen. I am white – I am a Muslim and I get called Paki lover etc.
- Pissing against the wind seems to be the only way of describing it.
- What's the point, it only makes it worse and could result in being assaulted by the guy you're reporting.
- Too much hassle. Don't want to be victimised. Don't want to appear rebellious.
- I was persuaded by a member of staff to drop my complaint because it would go nowhere.
- I'm out soon, but for future Asians something should be done.
- You can't beat the system. The officers would tear up the complaints form.
- Inside the prison there is another set of rules which prisoners live by.
- A prisoner's view is a lie to everyone.

The Prison Service has adopted the new definition of racist incident put forward by

the Stephen Lawrence Inquiry:

‘A racist incident is any incident which is perceived to be racist by the victim or any other person.’

The Director General’s Advisory Group on Race is currently reviewing and improving service policy and procedures for recording and investigating racist incidents in prisons. It seems clear that this is badly needed. There is still massive under-reporting, a lack of confidence in the fairness of the system, and a belief that nothing will come of a complaint.

The Association of Chief Police Officers has developed detailed guidance for recording and investigating racist incidents, drawing on the lessons of the Stephen Lawrence Inquiry Report. The Prison Service could adapt some of these systems for use in prisons.

ACTION

High priority must be given to reducing the under-reporting of racist incidents, and to tackle the lack of confidence in the fairness of the system.

ACTION

Ethnic monitoring of adjudications is mandatory in prisons. It should be used as a starting point for further investigation of these differences.

ACTION

A real effort must be made to tackle racism in prisons, not only by using the formal complaints procedures but also by a programme of education for all who live and work behind the walls.

ACTION

The Prison Service should ensure it will be able to comply with the 1998 Human Rights Act.

Disciplinary proceedings

Over two-thirds of the prisoners in the survey (461 people, 38%) said they had been subject to disciplinary proceedings. 46% of those in the ‘other’ group said this, compared to only 20% of the Asian prisoners and 38% and 39% of the white and black prisoners respectively.

Among young offenders, almost half, 48% or 194 people, had been subject to disciplinary proceedings.

It is not surprising that of 34% of those subject to disciplinary proceedings said they were very unfair; 24% said they were unfair; 18% said they were OK; 18% said they were fair; and 7% said they were very fair. Black prisoners were more likely to say they were very unfair: 45% said this compared to 28% of white prisoners.

The small Nacro survey, five years after the research mentioned earlier, unfortunately suggests there is evidence that racist incidents between prisoners and between staff and prisoners.

In October 2000 the 1998 Human Rights Act comes into effect. Individuals will have a right of redress from UK courts if they feel any of their rights under the European Convention on Human Rights have been infringed by public authorities such as the Prison Service.

The Prison Service has a duty:

- To ensure none of its own staff are infringing the human rights of prisoners or colleagues
- To protect all in prison from violations of their human rights.

Protection from physical and verbal racist abuse, and ensuring freedom from cruel, inhumane or degrading treatment in prisons, is crucial.

Prisoners and community links

CHAPTER

Photo: Jason Shenai

Keeping in touch with family, friends and maintaining other local community ties is important for all prisoners, to help them to resettle after release from prison. It becomes even more important when minority prisoners are held in prisons a long way from their home areas, cut off from community-based organisations. Community groups can provide support and help to reduce the isolation felt by a small number of black or Asian prisoners from a city when they find themselves in a prison where nearly everyone is white, and the surrounding area is also mainly white. The increase in the prison population since the mid-1990s and resulting overcrowding means prison space is at a premium. There have been well publicised incidents when young black Londoners, for example, have been moved to prisons in South Wales or other areas.

There are other, practical problems. For example:

- Not all areas have RECs or other community groups.
- Where groups exist, they are often on tight budgets and have few staff; it is difficult for them to provide support to all the prisons in their regions.
- RRLOs and other staff do not have the time or the expertise to seek out community groups and build up strong relationships with them.
- Community groups may not realise that prisons would welcome their contribution.

This part of the survey asked prisoners about their experience of keeping in touch.

Prisoners were asked whether they had contact with outside religious or faith institutions; local community groups; and community groups in their home areas.

The following table shows the number and percentage of each ethnic group who answered yes to these questions. (Those saying no or not answering are not included.)

Contacts with	White	Black	Asian	Other
Mosques, temples, churches etc.	157 [19%]	108 [36%]	30 [59%]	15 [32%]
Local community group	50 [6%]	34 [11%]	8 [16%]	3 [7%]
Community group in home area	61 [8%]	26 [9%]	9 [18%]	8 [13%]

Percentages are in brackets; not all add up to 100% because the numbers not answering the question are not included.

Over a third of black prisoners and over a half of Asian prisoners said they were in contact with outside faith organisations, which is encouraging. However for all groups, contacts with community groups either in the prison area or at home are disappointingly low.

Across all respondents, 26% of prisoners said they had contact with outside faith organisations, or one in four. This fell to 20% among young prisoners, but rose to 38% among women. There was very little variation between remand and sentenced prisoners. Keeping community links is just as vital for those held on remand.

8% of all respondents had contacts with a local community group, and with community groups in their home areas, as did 9% of young offenders and 8% of women in both cases.

RACE RELATIONS ORDER

Prison Service Order 2800 Prison Service Race Relations Order 2800 Standard 8: Develop contacts and effective working relations with the Racial Equality Council and other community groups, locally or nationally.

Mandatory: a list of contacts in outside agencies must be maintained.

Recommended: representatives of local community organisations such as the REC, including the police community relations officer, should attend meetings of the RRMT. The RRMT should seek membership of any local support groups or networks dealing with race relations issues.

ACTION

Although Standard 8 makes it mandatory for a list of outside agencies to be maintained, it does not go far enough. It is not mandatory for prisons to invite representatives of community groups to join the RRMT, but only recommended. It should be mandatory.

Black prisoner support groups are active in some parts of the country. In 1997 they formed the Federation of Black Prisoners Support Groups, launched at a conference in Manchester. The then Director General of the Prison Service, Richard Tilt, gave the keynote speech in which he stressed that there was no room for racism in the Prison Service. He also announced the establishment of the national Advisory Group on Race, which continues to meet and includes representatives of the Federation, Nacro and the CRE.

ACTION

The different patterns among black and white women should be explored in more detail with a larger group of women in prison, including more Asian women, to assess the impact of imprisonment on family and community ties.

ACTION

It is, perhaps, time for a new look at the concept of ‘community prisons’ put forward in the Woolf report (see introduction) as a means of building bridges to the wider community that would benefit all prisoners and make the work of prison staff a little easier. These results suggest there is a very long way to go.

Family ties

The next table shows the number and percentages of prisoners saying that they received regular visits from family and friends. (Those saying no, or not answering, are not included.)

The large proportion of young offenders in the overall sample probably accounts for the lower numbers saying they had visits from children. Only 14% of young prisoners on average said this compared to 21% of women and 25% of men.

Regular visits from	White	Black	Asian	Other
Spouse/partner	324 [40%]	113 [38%]	18 [35%]	18 [39%]
Children	169 [21%]	55 [22%]	6 [12%]	8 [17%]
Other family members	433 [53%]	139 [47%]	38 [75%]	24 [52%]
Friends	364 [47%]	133 [45%]	26 [51%]	16 [35%]

Percentages are in brackets; not all add up to 100% because the numbers not answering the question are not included.

The younger age profile of the Asian prisoners may explain why they are more likely to be visited by other family members such as parents, rather than spouses or partners. Overall 74% of young prisoners said they had regular visits from other family members compared to 52% of the whole group. 58% of young prisoners had regular visits from friends compared to 35% overall.

40% of men said they had regular visits from their spouse or partner compared to 22% of women. Similarly, 47% of men received regular visits from other family members but only 30% of women said they did. These are large differences, and bear out other research which shows that women tend to suffer more family breakdown and isolation than men when they are sent to prison. It is often said that when a man is imprisoned, there is often a women outside who will keep the home and children intact; but when women are sent to prison they risk losing homes, possessions and children.

Among women, 30% of white women received regular visits from spouses and partners, compared to 15% of black women. 28% of white women were visited by children compared to 15% of black women; there were only small differences between black and white women in relation to visits from other family members and from friends. Some of these differences may be because of the number of women from outside the UK in the sample; the questionnaire did not ask for people’s nationality so it is not possible to explore this further.

However, 48% of black women were in contact with outside faith organisations compared to 32% of white women; 13% of black women were in contact with local community groups compared to 4% of white women; and 11% of black women compared to 8% of white women were in contact with community groups in their home areas. (The numbers in the last two categories are however very small, and it would not be wise to draw many conclusions from them.)

Prisoners: general perceptions

CHAPTER 7

Photo: Michael

The last question asked prisoners to describe race relations in the prison on a five-point scale ranging from very good to very poor. There was also room for write-in comments, and one in four respondents used this space.

Seminars or discussion groups were held in some prisons, when time and staff availability allowed. In most cases there were officers present and in one instance only white prisoners were sent along to take part (which resulted in a long debate about prison food more than anything else). In other prisons there were no officers present.

This chapter summarises the write-in comments and points made in the seminars. Two seminar discussions are reported in detail.

'The are certain people in this prison, including staff members, who are racist. I myself have heard passing remarks such as coon, nigger, paki etc. It is wrong, full stop.'

White prisoner

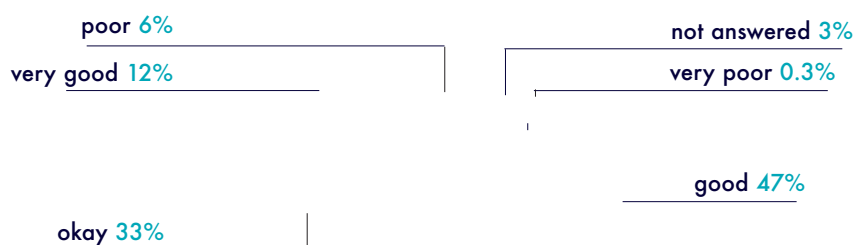
General assessment of race relations

General assessment of race relations by prisoners



Nearly half of all respondents said race relations in general were OK. Over a quarter said they were good or very good, while less than a fifth said they were poor or very poor.

General assessment of race relations by prison staff



Prisoners were more likely than staff to assess race relations as poor or very poor, but more likely to say they were OK. Only 20% of prisoners said relations were good, compared to 47% of staff; only 7% said very good compared to 12% of prison staff.

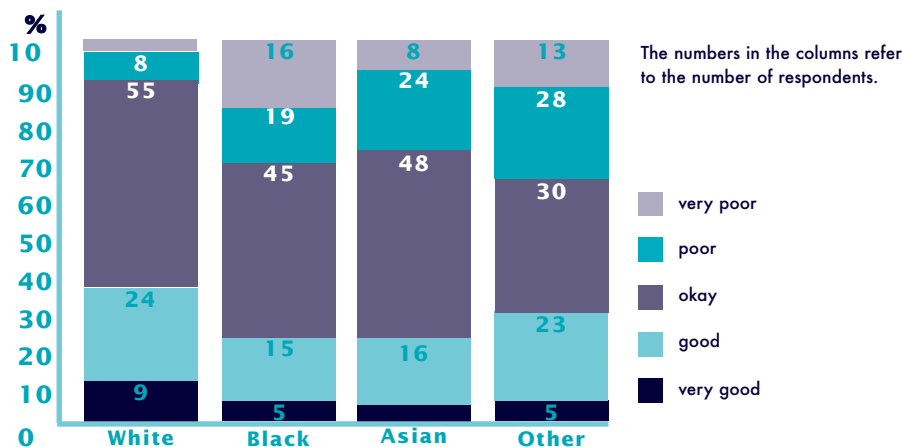
There is a clear mismatch of perceptions between staff and prisoners. To some extent prisoners are bound to view most aspects of prison life in a negative way – they don't after all want to be there, while prison staff have chosen their careers and are paid to be there. Even so, there would be value in listening more to what prisoners have to say about race relations, perhaps in the form of some joint prisoner and staff workshops.

ACTION

The mismatch of perceptions between staff and prisoners needs to be explored in more detail.

Ways must be found to give prisons more of a voice, by providing more formal and informal avenues through which they can express opinions about prison matters.

Looking at the same question by ethnic origin, a different picture yet again emerges.



Prisoners from all minority groups are less likely to assess race relations as very good or good, and more likely to say they are poor or very poor.

While 4% of white prisoners said relations were very poor, 8% of Asian, 13% of the ‘other’ group and 15% of black prisoners said they were very poor. 8% of white prisoners said relations were poor, compared with 18% of black prisoners, 24% of Asian prisoners and 26% of the ‘other’ group.

Among young offenders, 18% said race relations were very good or good; 56% said they were OK; and 22% said they were poor or very poor. Young prisoners had a more negative perception than the overall sample.

21% of the women in the sample said relations were very good or good; 46% said they were OK; and 29% said they were poor or very poor. Women too, it seems, view race relations more negatively.

36% of black women said race relations were very poor or poor compared to 22% of white women; 38% of black women said OK compared to 54% of white women; and 21% said good or very good compared to 20% of white women.

Comments and seminars

About a quarter of all respondents wrote in comments. One-third of black respondents and 44% of respondents in the ‘other’ group wrote in comments compared to 21% of white and 28% of Asian prisoners.

Attitudes among white prisoners varied. There were those who felt resentful, and that too much was done for black and Asian prisoners to the detriment of white prisoners:

- Should be an independent body for white people. There is nothing for us.
- More is done for black persons. Being white I am discriminated against.
- I find the way black and other groups stick together and take over some areas of jobs or activities intimidating in prison. I am not racist, some of my good friends are black but as large groups I avoid confrontation.
- The word racism is used by people to get their own way.
- Why are Afro-Asian persons provided with special privileges denied to Caucasians?

‘ I really do think more should be done for the understanding of what race relations means for everyone’ s benefit because no one seems to know.’

White woman

- What can you do if a man has a chip on his shoulder? Answer: give him time. Let him mix and he will learn. No problem.
- Good deed-doers should keep their bugles out of things that don't concern them.
- How come the Asian population get curries every night and we get something like one bland sausage roll or stale egg sarni?

Many white prisoners seemed to want to avoid trouble and confrontation of any sort, and said they did not see a problem:

- Have seen no evidence of racial discrimination.
- Each ethnic group seems to keep themselves to themselves.
- There has not been a problem in this prison since the early 1990s.
- I am a white man. I don't care if they're black, pink, red, blue, it does not matter to me, I get on with everyone.

A third group of white prisoners – the smallest number of comments – felt that black and Asian prisoners were picked on and did not receive fair treatment:

- Lip service to the idea of equal opportunity.
- Needs to be advertised a lot more.
- Bigger drive for ethnic minority officers.
- [A prisoner who ticked the Race Relations is OK box but wrote next to it:] But then I am not coloured so my perspective will not be the same. I believe all relations need tightening up and not the lip service paid to policy statements. There is an underlying ethos which is ugly and unacceptable.
- The screws are racist bastards especially to the Asians.
- Race needs to be looked at – and the way some prison officers treat us.
- They should do some sort of certificate on race relations.
- More ethnic minority officers needed.

Comments from black prisoners in the main pointed to the racism they experienced in prisons from both staff and other prisoners, and to the unfair distribution of prison facilities and activities:

- Prison officers think we are all dogs and a few of them have told us to our faces.
- Unfair – black people have menial tasks.
- There is nothing wrong with race relations in this prison. Everyone gets on. But some facilities are messed up so sometimes this is why people don't get on.
- They should have one race relations officer for each wing and not one for the whole prison.
- This is not a good prison if you are black because black people are not living in this area. The staff only see us in prison so then think we are all thugs.
- The screws ... can never look you in the EYE!
- There isn't many black guys and Asians as there are in other prisons – maybe they don't fit the criteria.
- The only real thing I could find to complain about is that there is no West Indian food.

- This prison is racist. The basic regime system is biased and racist. What I am saying is consistent with the amount of ethnic minority prisoners on basic [regime], present and previously.
- I believe there is an underlying tone of racism in this prison that is not too prevalent but nevertheless is subtle and enough to make one, as a minority prisoner, feel a little uncomfortable at times.
- Asians don't get on so well – picked on.
- Fix up the place – racism is a big issue between inmates and officers.

Comments from Asian prisoners reflected similar concerns and also referred to verbal and other abuse:

- There's no minority community prison officer in this prison who can support minority groups problems in or outside.
- We would be more than happy if there was somebody who would listen to us.
- They keep you separated so you are always defensive in your attitudes and mannerisms.
- Sometimes during the year we have to eat special food for special occasions which is not provided in this prison.
- We may be different on the out but we're the same inside.

This account of a seminar in one young offender institution is typical of other seminar discussions.

Young prisoner seminar

12 young men from all ethnic groups attended a lively seminar in the afternoon. They were first asked to guess what proportion of the overall prison population were from racial minorities; their guesses – from 70% to 90% – were much higher than reality. They felt the remand population in particular was extremely imbalanced. Some young men said that nothing could be done about it because everyone is racist and form judgements based on past experiences and assumptions.

Staff were said to make jokes about colour and hair. It was best to forget racist remarks, just laugh them off, rather than start something. The jokes only went one way – jokes about white people could not be made.

There were fewer incidents in this prison because of the higher number of black prisoners. It was worse in prisons with fewer black prisoners. The group said that there was a large black population on one particular wing, while the wing for vulnerable prisoners was mostly white. However this had been mentioned to the governor and was now changing.

Officers responded differently to different attitudes and body language, and prisoners were powerless to respond to their comments as they controlled their lives.

The recurrent and major theme of the seminar was food. Whatever other topics were discussed, somehow the discussion always came back to the food. No one was happy with it, either on grounds of quality (watery potatoes, nuts and bolts in the porridge, past sell-by date, not clean, cockroaches, would the officers eat it, and so on); or on grounds of special dietary needs. The canteen was also found wanting by not selling enough items like bread, peanut butter, juices or fresh fruit.

Few had heard of the RRLO or RRMT. There was a lack of information generally and no forum in which prisoners could talk to staff about these issues. One of the

group said that a black officer had invited him to attend the RRMT but this had not been followed up with any information about the meetings. The RRLO needed to relate more to black prisoners.

There were divided views on the value of having more black staff. On the one hand they were more likely to understand requests for special foods; on the other hand: 'a screw is a screw' and 'the uniform goes to their head'.

If any officer 'bounced' a black prisoner's head, nothing would happen. But if a black prisoner called another black prisoner 'nigger' he would get reported. Officers did not understand the way the word was being used, they were not 'opened up, not travelled' and had a lack of awareness of black culture. They needed to be more aware of different cultures and ways of speaking, and not to perceive black prisoners as more 'aggressive' than white prisoners.

The adjudications system was felt to be unfair compared to other prisons. If there was a fight, if you did not retaliate you would be beaten up and disciplined. You would be disciplined if you did retaliate.

Points made about pre-release and resettlement included:

- dissatisfaction about access to probation staff
- lack of anger management courses even though this was in a sentence plan (and meant no parole because the course had not been taken)
- three weeks before release was too late for advice
- **personal officers not helping with sentence plans.**

There was differential access to the incentive scheme and to the enhanced regime, with favouritism coming into play.

Female staff, it was said, went to extremes as did black staff, to make sure that prisoners did not think they were a pushover.

Being in prison was the punishment, not inhumane treatment in prison. Prisoners should be able to do their time in a humane way, with staff taking things seriously when complaints were made, not laughing at difference. If you were treated well you would behave better when you went out.

The final point was made in a rather moving speech from one young man, who said prisoners had to learn and move on, not keep coming in and out of prison: '95% of young offenders came back again and you had to make sure you were in the 5% that did not come back. It was down to you.'

Women's seminar

About 20 women took part in this seminar with NACRO staff, from all ethnic groups.

Black people in prison

The group discussed the over-representation of black women in prison.

Explanations included poverty; lack of education; poor self-esteem and motivation; the experience of being used and abused. These factors also applied to white

prisoners, however. Foreign nationals were exploited by people in their own countries taking advantage of their precarious position.

Once in prison, many people realise low self-esteem was a reason for getting there. Nobody in prison is strong, or they wouldn't be there. A power struggle is going on – with yourself; with society; with the system; and financially.

Many women are in prison for drug offences, which reflects the need to take chances to make money. 75% of black women are in for importation of drugs and so are 40% of white women. They get the same sentence so maybe this is more a question of gender than race.

Are women treated differently by the criminal justice system because of race?

One person said she had a white co-defendant who received a two-month sentence compared to her four-year sentence. This was seen by others as a regular occurrence. If someone's family is abroad, bail will not so easily be granted. The policy of refusing bail to foreign nationals was ridiculous because a white British citizen could abscond anywhere in Europe while a foreign national needs a passport to travel.

There was some disagreement about whether Jamaican women received worse treatment; others suggested Nigerian women were assumed to be guilty, and one suggested all foreign nationals are treated badly. It was not 100% the case that black women were treated worse; it depended on the situation. There were stereotypes at work, based on ignorance: 'Jamaican equalled drugs; Nigerian equalled fraud'.

Race relations

Some black women said they got on better with white officers. Black officers behaved as if they had something to prove. There were also some very good black officers. Discrimination by white officers was very subtle and difficult to prove. There was no opportunity to complain because officers would make life difficult. Others agreed that things happened but no one would complain.

Black officers were treated badly and subject to blatant discrimination.

Race relations policy

Group members said they had heard the rhetoric but most did not know who the RRLO was. They were not given information or told of entitlements. It was pointed out that information was on the notice board. Otherwise women might hear by chance, for example if the RRLO was also a personal officer.

The group felt there were no significant problems of race relations between prisoners.

Improving prisoner-officer relations

The majority of RRLOs were black which made it difficult for them to complain to management about their colleagues.

It was suggested that there should be prisoner representation on the RRMT. Ideas for improvements – such as a foreign national group – were not implemented. Colour had an impact on health care and access.

More solidarity between prisoners to collect evidence about racism would help.

Would more black officers help?

None of the group thought this would help. What was needed was well-trained people who wanted to do the job. In England, class distinctions were very important; Irish prisoners were often treated worst.

More respect for prisoners as human beings and comprehensive training for everyone, regardless of race, on race relations would help.

Black officers were said to be unresponsive to black women's needs.

A last point was about age: many officers were felt to be too young for the work.

Observations from Nacro staff

Some of those who helped to conduct the surveys made notes of their observations and perceptions. Points which emerged from these include:

- How much most prisoners welcomed the chance to talk to someone from outside – about race and other topics including resettlement and plans for release.
- A forum or avenue for prisoners to express their views to staff and managers was very badly needed in all prisons.
- There was a desperate need for more information: about services and facilities in prison, about outside help and about plans for release.
- Better communication between staff and prisoners was imperative.
- Real efforts to tackle racism among prisoners were urgently required.
- Dignity, respect and fairness for all prisoners would resolve many problems.

Nacro staff were also impressed by many of the prison staff, who were clearly committed to improving race relations and who went out of their way to help us to complete as many forms as possible in the short time available.

' It was clear that both white and black prisoners felt there was racism and discrimination in their prisons, and that improvement was needed.

Nacro volunteer

This report has reviewed the findings of a rather small and not very scientific snapshot of prison life. We can be pleased with ourselves because the results do not come as a surprise: they confirm other, larger research studies; and they confirm the experience of Nacro staff and many others who have regular contact with prisons around the country.

The findings of this report – unfortunately – ring true. Perhaps we wish they did not.

It is shocking that after 20 years of policy and practice, some prison staff can still demonstrate the kind of attitudes expressed in this report. The underlying principles of equality, fairness, humanity and dignity are, for them, lost in vague allegations of perceived political correctness and unfairness to the white majority. To be one of the very few black or Asian prisoners under the total control of staff like this must be truly terrifying.

The Prison Service message – its policy, its RESPOND programme, its high level public commitment – is not yet getting through. Policy is not understood, and training – where it is given at all – does not equip staff to deal fairly with each other or with those in their charge on the day-to-day basis. RRLOs are still overworked; they have no time, training or resources to do the job properly. This is not new – RRLOs have been making these points since RRLOs first existed. Why has nothing been done?

Many staff are quite happy to leave it all to the RRLOs, and not take any personal responsibility for providing regimes that do not discriminate – whether this is direct, indirect or institutional. Where is their sense of personal responsibility? Where is their personal accountability?

Racist incidents are as commonplace as they ever were and just as rarely reported or acted upon. Prisoners' sense of pointlessness and powerlessness sings out from these results. Why is it taking so long to get up a system that prisoners have confidence in?

Community links are weak to non-existent even in city areas, with rural prisons still apparently nestling in the days of 'we have no problem here' – days which are very long gone in a diverse community with a mobile population.

Staff are the key. The workshop in Holloway, which brought black and white staff together to talk about race in prisons, is a pointer to what can be achieved. All the skin and hair products that can be jammed on a shelf in a prison shop, and all the multicultural open days in the calendar year, will not help if every single member of staff does not understand, and comply with, very fundamental human rights: the right to life, free from fear of assault because of racial origin or religious belief; freedom from discrimination; freedom from cruel, inhumane and degrading treatment; and the right to dignity and respect.

From October 2000 individuals in the UK will be able to go directly to UK courts if they think any of their European Convention human rights have been infringed by public authorities such as prisons.

Is the Prison Service confident that it can demonstrate compliance? Can it deliver these basic human rights? If it cannot, it is time for a radical new approach.

Action points

This is a summary of action points arising from the survey and this report. It includes targets for achieving them.

Chapter 2

■ The Home Office should repeat the 1991 National Prison Survey in 2001 at the time of the next Census, with a particular focus on race and gender in prisons.	By end 2001.
■ Prison staff need to be informed and aware of the differential impact of the criminal justice system on people from racial minorities, and to have an understanding of the impact of institutional discrimination.	Information to all staff by end 2000.

Chapter 3

■ Awareness of Prison Service race relations policy needs to be increased among all staff.	Now. Notice and information
■ The Prison Service should produce a simplified, plain English version of the Race Relations Order for prisoners.	By end 2001.
■ All staff – not only prison officers – should receive training in race and equality which is regularly updated.	All staff to be trained by mid-2001, then regular updates each year
■ The Prison Service needs to do more to explain the value of ethnic monitoring to its staff, to provide feedback and information to them about the results, and to make practical use of the results.	Now. Information to all staff by September 2000 followed by workshops and briefings.
■ The Prison Service must ensure that all staff in all prisons are able to meet the needs of minority prisoners, not just those with large minority populations. Leaving everything to the RRLO should be discouraged.	Now and ongoing. Progress to be measured by a targeted survey in March 2001
■ Staff need to be given more information and guidance on making outside community contacts which benefit prisoners during their sentence and in preparing for release.	Now. Guidance to be issued by September 2000 followed by workshops and briefings.
■ Black staff associations should be formed at all prisons, and a network of support groups established nationally.	Staff to be invited to join associations and/or network by July 2000; network in place by end 2000..
■ The Prison Service should encourage prisons to hold events such as the staff workshop at Holloway (see page 23) to allow staff to work together in a safe and honest way on race issues.	All prisons to have held staff workshops by end 2000.

Chapter 4

■ The Prison Service needs to do more to make prisoners better informed of its race relations policy, perhaps by producing a 'plain English', shorter version, or through a video which could be shown to all prisoners as part of their induction to the prison.	Basic written information for prisoners by July 2000; video and other material by end 2000.
■ The Prison Service should make more use of ethnic monitoring, surveys, and discussions with prisoners from all groups in order to improve equality of access to prison facilities.	Surveys to be conducted in all prisons by end 2000.

Chapter 5

<ul style="list-style-type: none"> ■ High priority must be given to reducing the under-reporting of racist incidents, and to tackle the lack of confidence in the fairness of the system 	<p>Instruction to governors and staff by July 2000; monitor number and outcomes of reported incidents; new reporting and investigation system to be in place by September 2000.</p>
<ul style="list-style-type: none"> ■ Ethnic monitoring of adjudications should be used as a starting point for further investigation of the differences in use of disciplinary procedures shown in the survey. 	<p>Ensure all prisons conduct this monitoring by September 2000; report on results by March 2000.</p>
<ul style="list-style-type: none"> ■ A real effort must be made to tackle racism in prisons, not only by using the formal complaints procedures but also by a programme of education for all who live and work behind the walls. 	<p>Now. Report on progress by March 2001.</p>
<ul style="list-style-type: none"> ■ The Prison Service should ensure it will be able to comply with the 1998 Human Rights Act <ul style="list-style-type: none"> — To ensure none of its own staff are infringing the human rights of prisoners or colleagues — To protect all in prison from violations of their human rights. 	<p>All staff to be trained and/or receive briefing by end 2000.</p>

Chapter 6

<ul style="list-style-type: none"> ■ The Prison Service should make it mandatory for prisons to invite representatives of community groups to join the RRMT. 	<p>Amend Prison Service Order 2088 now.</p>
<ul style="list-style-type: none"> ■ The Prison Service should commission further research into the different responses from women shown in this survey, including more Asian women, to assess the impact of imprisonment on family and community ties in different communities. 	<p>Research to be commissioned by September 2000 for report by June 2001.</p>
<ul style="list-style-type: none"> ■ The Prison Service and Home Office should take a new look at the concept of ‘community prisons’ put forward in the Woolf report as a means of building bridges to the wider community that would benefit all prisoners and make the work of prison staff easier. 	<p>Commission study now; report by mid 2001</p>

Chapter 7

<ul style="list-style-type: none"> ■ The mismatch of perceptions between staff and prisoners needs to be explored in more detail. 	<p>Further research and surveys by end 2000</p>
<ul style="list-style-type: none"> ■ Ways must be found to give prisoners more of a voice, by providing more formal and informal avenues through which they can express opinions about prison matters. 	<p>Instructions to governors now to establish mechanisms for prisoners to express views.</p>

Appendix: the survey

Prisoners' survey

Thank you for agreeing to take part in this survey. It is entirely **confidential**. You do not need to give your name. The forms will be taken away by Nacro and no prison staff will see them.

This survey is **voluntary** - you do not have to join in.

The results will be used to help prison staff to improve race relations in prisons generally. This may not be a direct benefit for you now, but it may help others in the long term.

All the questions relate to **THIS PRISON**, not to any others you may have been in before.

Name of prison

About you

Are you:

On remand on judge's remand (JF) or sentenced

Male Female How old are you? _____

Are you:

white black Asian or other ethnic origin
please write what it is _____

Does this prison have a race relations policy? Yes No

Do you know what it says? Yes No

Who is responsible for race relations in this prison? Please write in the job title not the name.

Please tick which of the following you are satisfied with:

Variety of food	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Goods in canteen	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Materials in library	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Religious services	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Access to work	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Access to education	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Access to legal advice	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Advice about release plans	Yes <input type="checkbox"/>	No <input type="checkbox"/>

[continued]

Advice about drug or alcohol misuse	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Access to Samaritans or counselling	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Money/benefits advice	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Visiting arrangements	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Should anything else be provided (please say what)	<hr/> <hr/> <hr/>			

How would you describe prisoner and officer relations?

very good good okay poor very poor

How would you describe relations between different ethnic groups of prisoners?

very good good okay poor very poor

Racial incidents

Have you ever been physically assaulted in this prison because of your racial or ethnic origin? Yes No

If yes, who by (eg another prisoner, or a visitor, or a staff member – not by name)?

Have you ever reported an incident which you thought was racially motivated to the prison authorities? Yes No

If you answered YES, what happened to your complaint?

If you answered NO, why did you not report it?

Have you been subject to disciplinary proceedings (eg, put on report)?

Yes No

If you answered YES, was the disciplinary procedure

very fair fair okay unfair very unfair

Do you have contacts with any of the following outside organisations?

Church, temple, mosque or other religious organisation Yes

Local community group Yes No

Community group in your home area Yes No

Do you have regular visits from:

Your spouse or partner Yes No

Your children Yes

Other family members Yes No

Your friends Yes

Overall, how would you describe race relations in this prison?

very good good okay poor very poor

Are there any other comments you would like to make about race relations in this prison?

Thank you for taking the time to fill in this questionnaire.

Staff survey

Thank you for agreeing to take part in this survey. It is entirely **confidential**. We are asking prison officers in a range of establishments for their views on Prison Service race relations policy and practice. We are also asking prisoners similar questions.

You do not need to give your name and participation is **voluntary**. We hope the results will help prison staff and prison authorities to implement the Order on race relations.

All the questions relate to **this** prison, not to others in which you may have worked.

Name of prison

About you

Male Female How old are you? _____

Are you:

white black Asian or other ethnic origin
please write what it is _____

How long have you worked in the Prison Service? _____

How long have you worked in the prison? _____

Are you aware of the new Prison Service Order on race relations? Yes No

Have you received any training about the new Order? Yes No

What is your grade/job title? Yes No

Do you know: Yes No

Who the RRLO is and how to contact him or her? Yes No

Who is on the RRMT? Yes No

Do you have any comments on the new Prison Service order on race relations? Yes No

As a new prison officer Yes No

As a serving officer? Yes No

In your current work, is race relations training:

very useful useful not useful at all No training received

Are you involved in conducting ethnic monitoring Yes No

If YES, do you find the monitoring system
 difficult to use okay easy to use

Is ethnic monitoring
 essential important a bit useful a waste of time

Any other comments on monitoring?

Would you know how to contact or how to get hold of:

A local mosque or temple or other similar institution	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Would ask RRLO to do it <input type="checkbox"/>
Local Race Equality Council	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Would ask RRLO to do it <input type="checkbox"/>
Local community group for minority ethnic communities	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Would ask RRLO to do it <input type="checkbox"/>
Minority newspapers or books	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Would ask RRLO to do it <input type="checkbox"/>
Special items for canteen	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Would ask RRLO to do it <input type="checkbox"/>

How would you describe prisoner and officer relations?

very good good okay poor very poor

How would you describe relations between different ethnic groups of prisoners?

very good good okay poor very poor

Have you ever been physically assaulted in this prison because of your racial or ethnic origin? Yes No

If yes, who by (eg a prisoner, or a visitor, or staff member, not by name)?

Have you ever been verbally abused in this prison because of your racial or ethnic origin?

Yes No

If yes, who by (eg a prisoner, or a visitor, or staff member, not by name)?

Overall, how would you describe race relations in this prison?

very good good okay poor very poor

Do you think race relations are important in your daily work?

yes no to some extent don't know

Are there any other comments you would like to make about race relations in this prison?

Thank you for taking the time to fill in this questionnaire.