

EXPLORING VALUES AND QUALITY OF LIFE FOR PRISONERS AND STAFF IN THE IRISH PRISON SERVICE

Presented By:

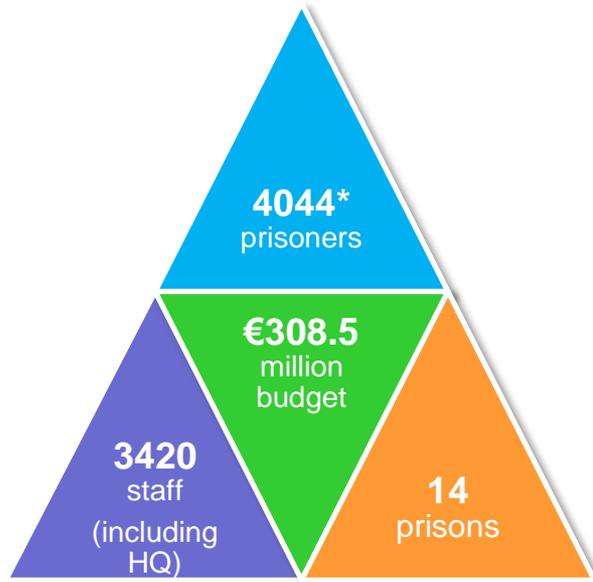
Michael Donnellan and Martin O'Neill



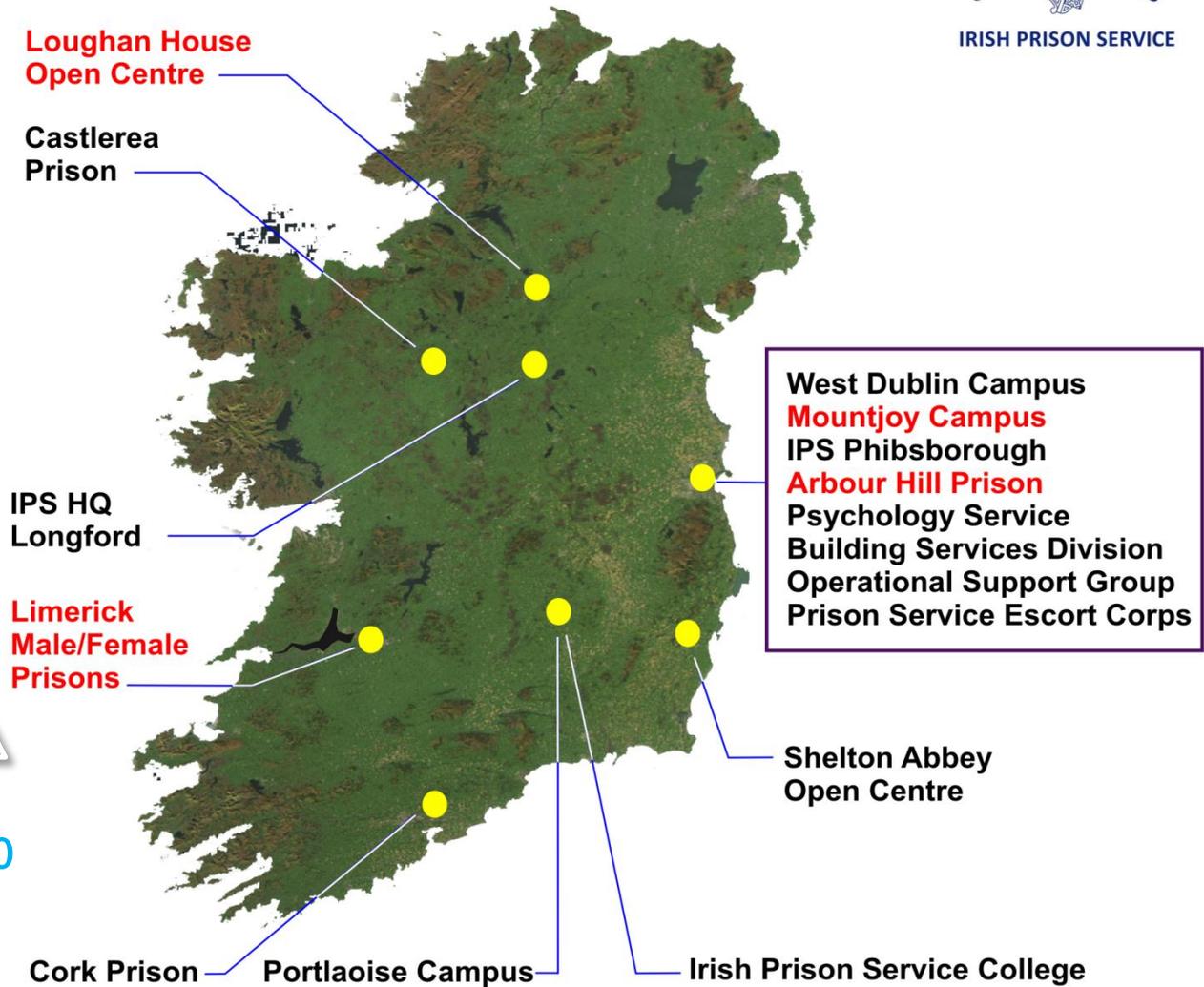
June 2014

THE IRISH PRISON SERVICE - OVERVIEW

* 30th April 2014



89** prisoners per 100,000
 of national population.



** International Centre for Prison Studies
<http://www.prisonstudies.org/country/ireland-republic>

THE IRISH CONTEXT

New Strategic approach:

- Reducing prisoner numbers
- Inter-agency working
- Prisoner progression
- Prisoner programmes
- Management and Staffing

Culture change/shift



RESEARCH QUESTIONS

Main Question:

What values matter to prisoners and staff within the Irish Prison System?

Sub Questions:

1. How do prisoners feel they are treated by staff and management.
2. How do prisoners experience imprisonment.
3. How do staff feel they are treated by the organisation and the people above them.
4. What is staff's orientation towards prisoners, is it rehabilitative or punitive



RESEARCH DESIGN AND METHODS



Combined mixed methods research using both quantitative and qualitative methods.

Quantitative:

MQPL and SQL surveys which have been reviewed and adapted to suit the Irish system. Random selection of prisoners. Staff surveys delivered at organised staff meeting

Qualitative:

Focus group discussions in some or all of the seven selected sites using appreciative questions

Large scale project involving seven prisons

Developed and trained a team of four data collection assistants

COMMUNICATION STRATEGY



- Presentation to IPS Governors and Directors
- Advertising campaign - posters and information leaflets
- Letters of invitation to prisoners -randomly selected for participation in the project
- Letters to the head of function of all service providers and agency staff
- Red Cross Volunteers

ADVERTISING



**Information
notice**



A pilot research programme

Measuring the Quality of Prison Life for prisoners

Courtesy

Personal development

Safety

Help



Fairness

Decency



Family contact



Well being

An Irish Prison Service project - Managed by Martin O'Neill under the supervision of the University of Cambridge.

RESPONSE

50% of our prisons surveyed

Significant take up and response
from both:

- prisoners and
- staff



RESULTS - PRISONERS

Table 1.1 – Prisoners – Strongest negative emotions

Rank	Q No	%	Item	Dimension
1	40	39.7% SA	To get things done in this prison you have to ask and ask and ask	Organisation and consistency
2	107	35.2% SA	Drugs cause a lot of problems between prisoners in here	Drugs and exploitation
3	39	30.0% SA	The best way to do your time here is to mind your own business and have as little to do with other prisoners as possible	Stand Alone
4	84	27.9% SA	Prisoners spend too long locked up in their cells in this prison	Decency
5	93	25.1% SD	The length of time for each visit is long enough	Family contact

SA – strongly agree, SD – strongly disagree

RESULTS - PRISONERS

Table 1.2 – Prisoners – Strongest positive evaluations

Rank	Q No	%	Item	Dimension
1	37	45.3% SD	I have thoughts about suicide in this prison	Distress
2	27	34.8% SA	I am given adequate opportunity to keep myself clean and decent	Conditions
3	17	31.4% SA	The best way to get things done in here is to be polite and go through official channels	Staff professionalism
4	4	27.9% SA	I have no difficulties with other prisoners in here	Prisoner Safety
5	101	26.5% SA	I am given adequate opportunity to keep my living area clean and decent	Conditions

SA – strongly agree, SD – strongly disagree

RESULTS - STAFF

Table 2.1 – Staff – Strongest negative emotions

Rank	Q No	%	Item	Dimension
1	111	38.0% SA	Staff need more training and support in dealing with the effects on them of suicide and self harm	Stand Alone
2	112	35.2% SA	Dealing with suicide and self harm by prisoners is extremely stressful	Stand Alone
3	98	24.4% SA	The P.19 system in this prison does not teach prisoners anything	Punishment and discipline
4	15	24.3% SD	I trust prisoners in this prison	Positive attitude towards prisoners
5	108	23.4% SA	Some staff get away with coasting in this prison	Stand alone

SA – strongly agree, SD – strongly disagree

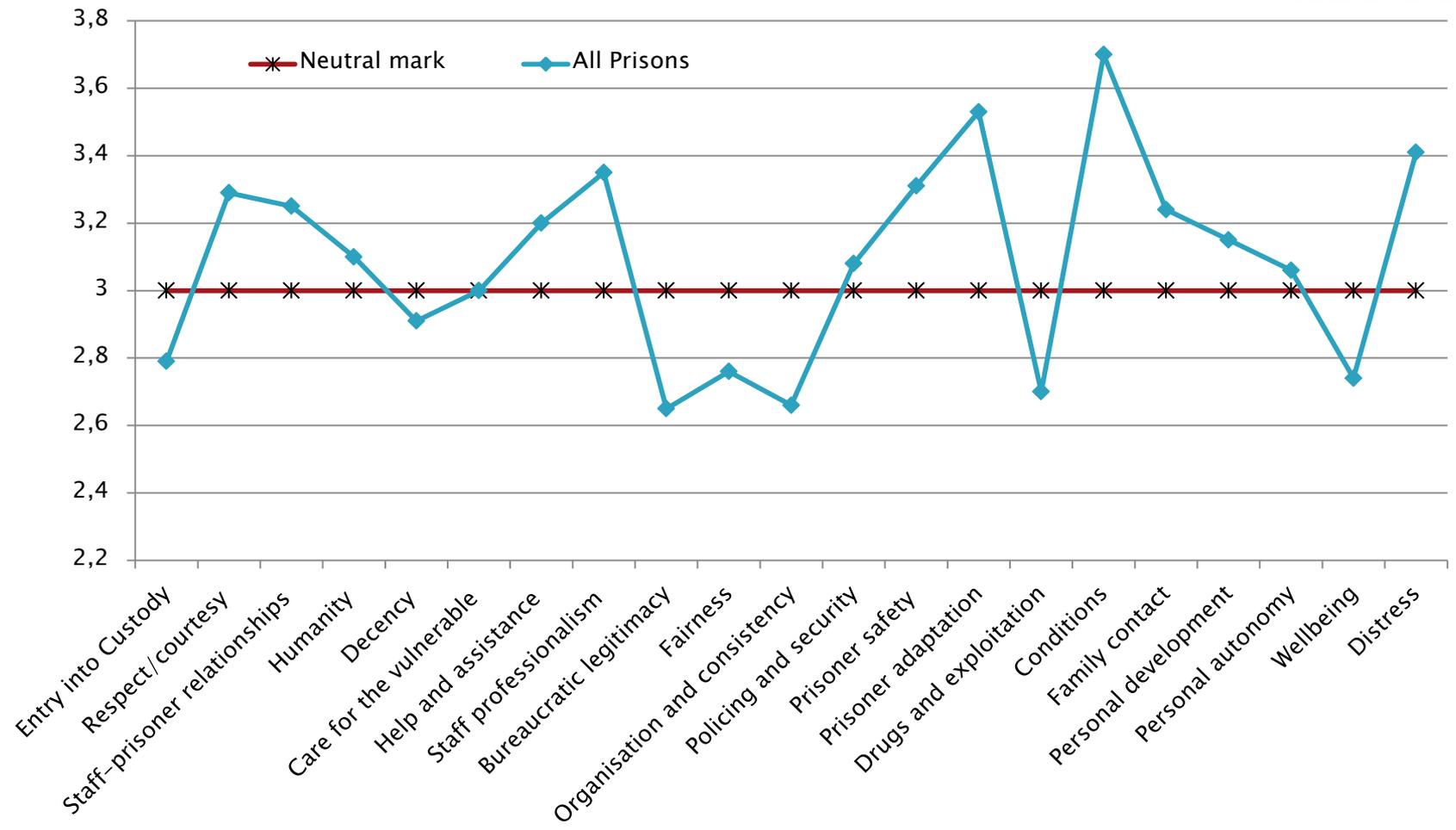
RESULTS - STAFF

Table 2.2 – Staff –Strongest positive evaluations

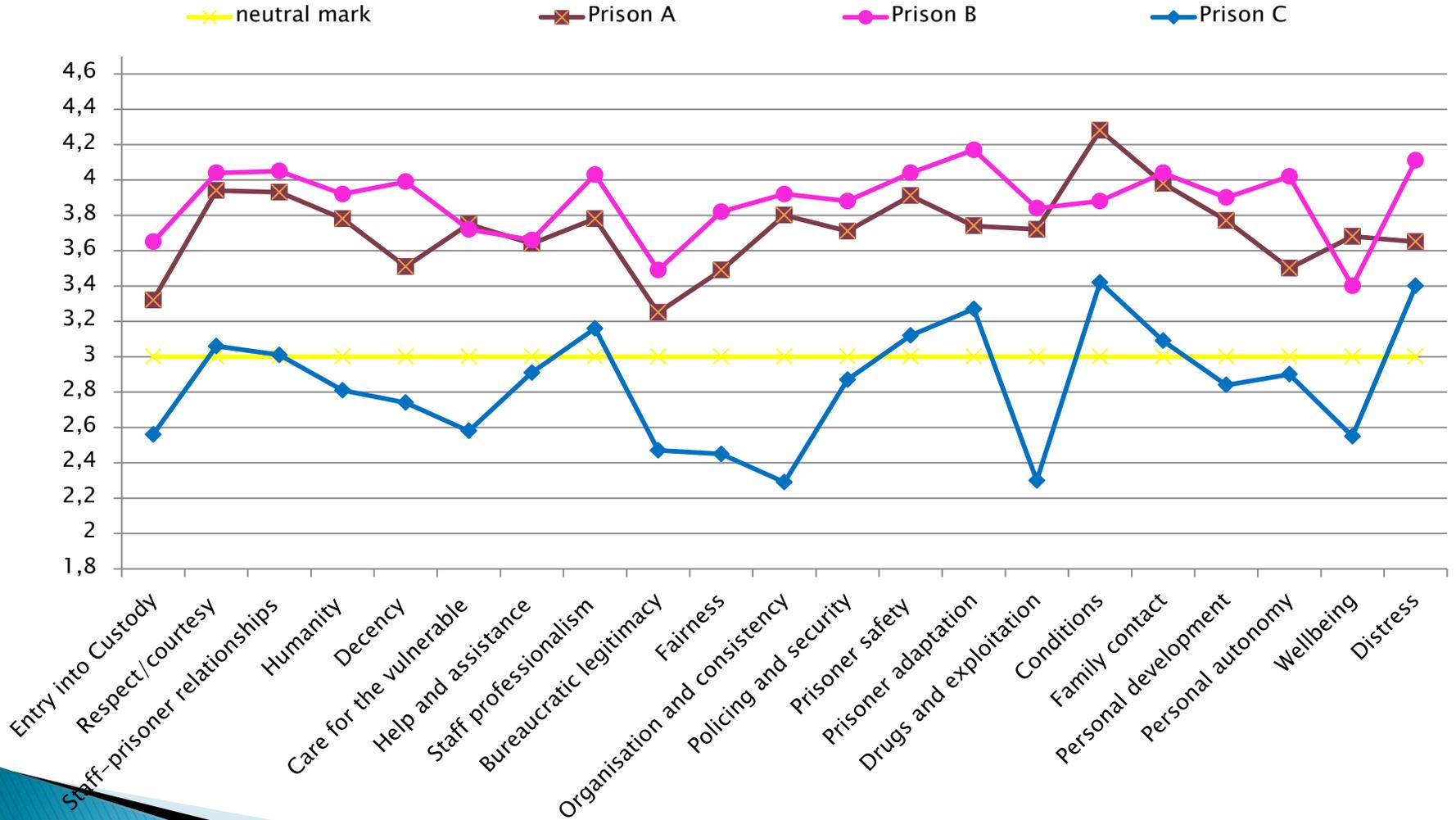
Rank	Q No	%	Item	Dimension
1	30	39.9% SA	I feel a sense of loyalty to colleagues in this prison	Relationships with peers
2	84	33.5% SA	I am willing to work hard to meet goals and targets	Involvement and motivation
3	57	29.2% SA	The prison has the right kind of Governor for current needs	Attitude towards the Governor
4	4	28.8% SA	Officers should be involved in rehabilitation programmes	Stand alone
5	14	28.4% SA	I trust colleagues in this prison	Relationships with peers

SA – strongly agree, SD – strongly disagree

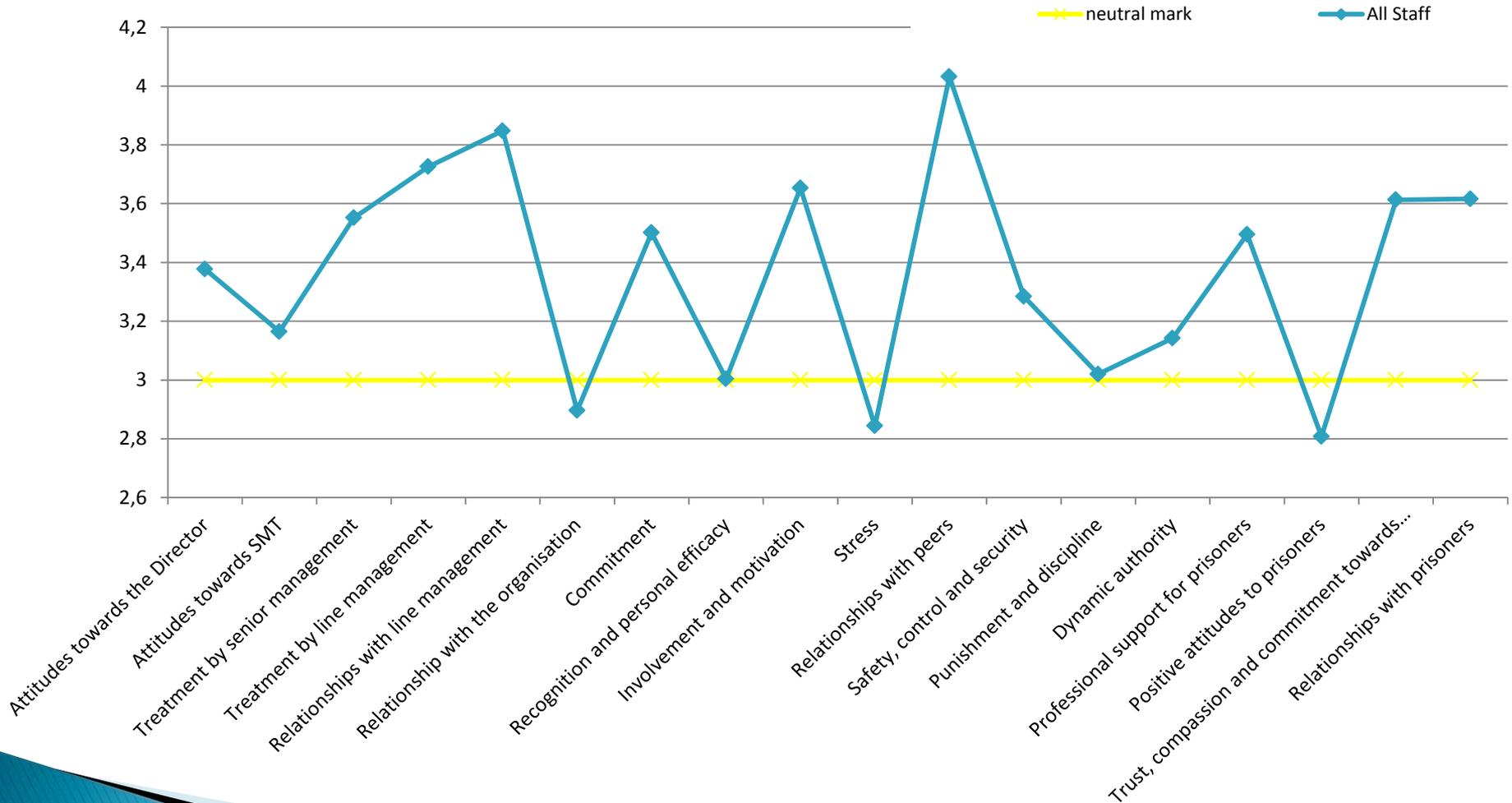
OVERALL MQPL RESULTS - ALL PRISONS SURVEYED



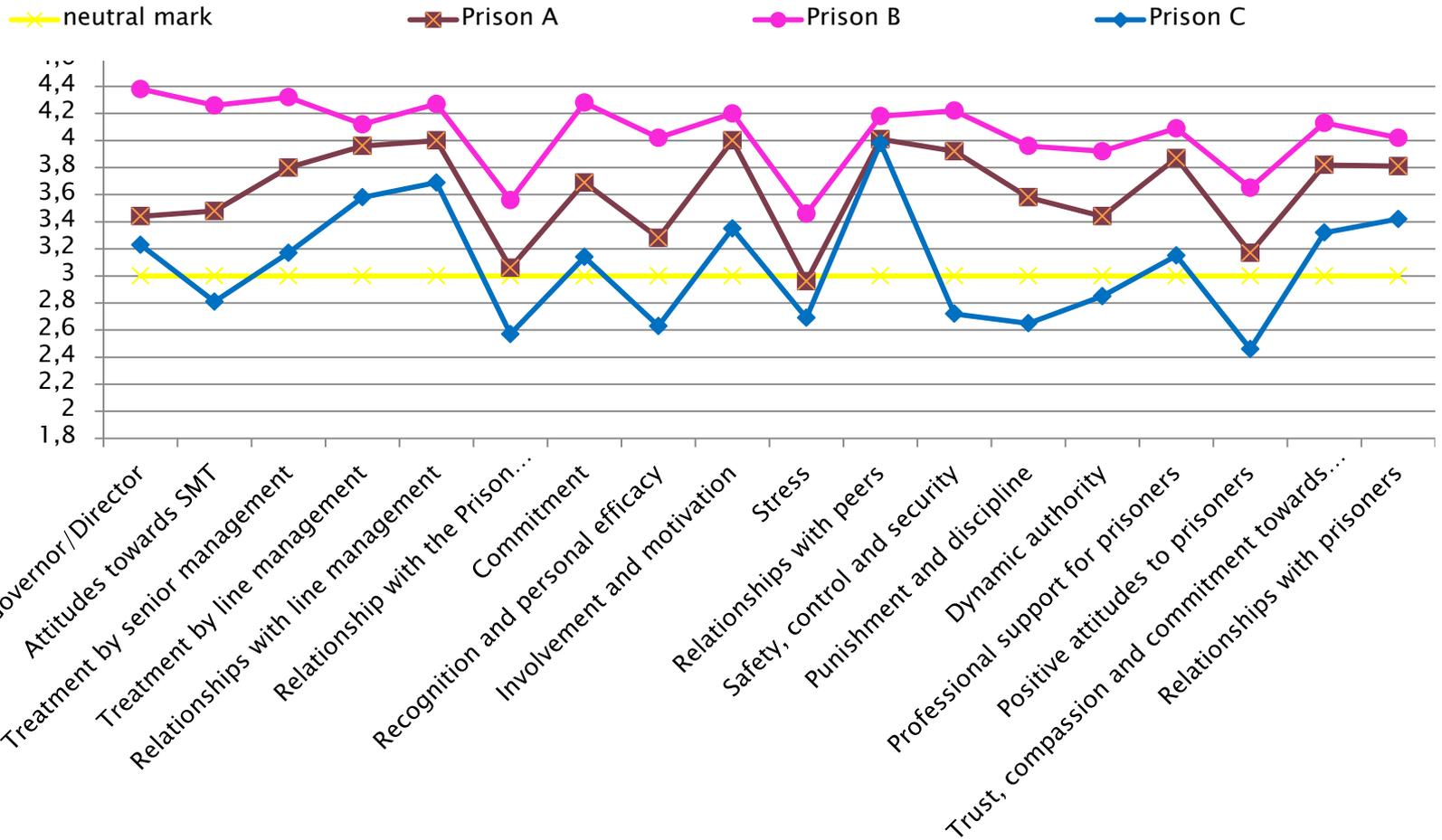
MQPL RESULTS - INDIVIDUAL PRISONS



OVERALL SQL RESULTS - ALL PRISONS



SQL RESULTS - INDIVIDUAL PRISONS



RELATIONSHIP WITH THE ORGANISATION

Table 3 – Staff perceptions

Item no	Item	Discipline Staff				Non-Discipline staff			
		Mean	% SA/A	% N	% SD/D	Mean	% SA/A	% N	% SD/D
rq13	I trust the IPS	2.40* *	16.3	26.0	57.7	3.05	33.9	40.3	25.8
rq23	I am valued as a member of staff by IPS	2.64* **	20.2	35.8	44.0	3.02	33.9	35.6	30.5
rq92	I feel a sense of identity with the goals and objectives of IPS	2.82* **	28.9	32.5	38.7	3.12	30.0	50.0	20.0
rq16	I am trusted by IPS.	2.94* *	32.8	32.8	34.4	3.36	54.1	26.2	19.7
rq40	I am treated fairly by IPS	2.99* *	35.1	32.0	33.0	3.29	50.8	30.5	18.6
Relationship with the Organisation		2.76* *				3.17			

- *Significant difference $p < 0.05$, ** Significant difference $p < 0.01$, *** significant difference $p < 0.001$

A – agree, SA – strongly agree, D – disagree, SD – strongly disagree

CONCLUSIONS

Prisoners Values

Family contact

Fairness and consistency of approach

Being Heard and treated as equals

No say in relation to their sentence

Trapped in the system

Entry into Custody – alone and scared

Out of cell time – could be increased

Drugs and exploitation an issue

Bullying

Prisoner - staff relations generally good



STAFF VALUES

Impact of suicide and self harm by prisoners

Relationship with the organisation - negative

Banter important as a coping mechanism

Felt unrecognised for the work they do

Relationships with colleagues

Stress an issue

Staff punitiveness M= 2.66

Staff punitive in some locations

Staff – Prisoner relations good overall

Wanted to be more involved in IPS Developments



NEXT STEPS

Reports for all prisons by year end

Global report

Bi-annual surveys

Implications for our:

Strategy?

Policy?

Staff Training?



Dignity at Work Policy – 5 Pillars

Conduct and Ethics
(Respectful Behaviour)

Communications and Consultation
(Open Behaviour)

Staff Support
(Supportive Behaviour)

Equality and Diversity
(Fair & Inclusive Behaviour)

Professional Development & Training
(Competent Behaviour)

Using data to change culture?????

QUESTIONS?

FOR MORE INFORMATION



...please visit our website at
www.irishprisons.ie

