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The largest trade union in the Probation Service has claimed that the outcome of a review into the levels of Bullying, Harassment, Discrimination and Victimization within His Majesty's Probation and Prison Service, vindicates the views and experiences of its members.

The review, which has been in the hands of Government Minister's within the last and the present administrations, was undertaken by The Ministry of Justice Non-Executive Director Jennifer Rademaker, to look at the organisational culture within HMPPS and has revealed systemic discrimination with Black and disabled staff faring worst.

Napo General Secretary Ian Lawrence, commenting on the review said: 'Unfortunately this long awaited report makes for grim reading. It will bring no comfort to our members working in Probation within what is often described as a soulless and seriously mis-managed Prison-centric organisation. It's one that is far removed from the Professional standards that our members aspire to, and it confirms our concerns about the HMPPS culture, revealing the systemic discrimination faced by many staff within the department.

The Review makes a series of recommendations, which senior HMPPS leaders have confirmed that they are going to implement in full. Key among these is a complete overhaul of the grievance and disciplinary process by the creation of a totally independent channel to handle complaints. The review is also highly critical of the persistent failures by the department to implement their legal responsibilities in relation to staff with a recognised disability who require reasonable adjustments to enable them to undertake their duties.

The report's findings are backed up by the departments own data which shows that black and disabled staff have raised complaints against the service in much greater numbers, are less likely to receive bonuses or for them to progress through the ranks. In the view of Napo, the response by senior HMPPS leadership falls short of what the union believes is necessary.

Ian Lawrence added: 'Whilst we welcome the spotlight that has been directed on the systemic failure of HMPPS to uphold its Professional Standards, we will work with the employer to deliver the much needed cultural change identified by Ms Rademaker. Nevertheless, we want more to be done to expose the reality of racism, sexism, and corruption within HMPPS that our members tell us about. The other big

question that will undoubtedly follow is: who will ultimately bear responsibility for these serious failings?

Ends.