



Confidential Staff Survey – XXXXX IRC 2019

Introduction:

HM Inspectorate of Prisons is an independent organisation that reports on treatment of and conditions for detainees and inspects all immigration detention facilities. We would like you to complete this short **confidential** survey to tell us what you think about the centre. If you tell us of any specific concerns, we will try to follow up on them during our inspection.

Please respond to the survey by **XXXXXXX**

You do not need to provide your name but can put it on the survey if you would like us to know it. Please complete the survey electronically by following this link from any computer:

[https://www.surveymonkey.co.uk/r/This centre](https://www.surveymonkey.co.uk/r/This+centre)

Only HMI Prisons have access to this site.

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|---|-----|---------|----|--------|
| 1. What is the best part of your work at this centre? | | | | |
| | | | | |
| 2. What is the most difficult part of your work in this centre? | | | | |
| | | | | |
| 3. Do you feel supported by your colleagues? | Yes | Usually | No | Rarely |
| <i>Please give as much information as possible.</i> | | | | |
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|---|-------------|------------------------|------------------------|---------------|
| 4. Do you feel supported by your immediate line manager? | Yes | Usually | No | Rarely |
| | | | | |
| 5. Do you feel supported by senior managers? | Yes | Usually | No | Rarely |
| | | | | |
| 6. What other support can you access? | | | | |
| <i>E.g. through [provider]? A union or staff association? Through the Home Office or healthcare provider?</i> | | | | |
| | | | | |
| 7. How do [provider] staff treat detainees in this centre? | Well | Reasonably well | Not well enough | Poorly |
| <i>Please give details of any positive examples.</i> <i>Please give details of any specific incidents that have concerned you.</i> | | | | |
| | | | | |
| 8. How do Home Office staff treat detainees in this centre? | Well | Reasonably well | Not well enough | Poorly |
| <i>Please give details of any positive examples.</i> <i>Please give details of any specific incidents that have concerned you.</i> | | | | |
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|---|-------------|------------------------|------------------------|---------------|
| 9. How do healthcare staff treat detainees in this centre? | Well | Reasonably well | Not well enough | Poorly |
| <p><i>Please give details of any positive examples.</i></p> <p><i>Please give details of any specific incidents that have concerned you.</i></p> | | | | |
| 10. How do staff treat their colleagues? | Well | Reasonably well | Not well enough | Poorly |
| <p><i>Please give details of any positive examples.</i></p> <p><i>Please give details of any specific incidents that have concerned you.</i></p> <p><i>Please distinguish between [provider], Home Office or healthcare staff in your answer.</i></p> | | | | |
| 11. Have you ever witnessed staff behaving inappropriately towards detainees? | Yes | | No | |
| <p><i>If yes, please give as much detail as possible and distinguish between [provider], Home Office or healthcare staff in your answer.</i></p> | | | | |
| 12. Have you ever witnessed staff behaving inappropriately towards each other? | Yes | | No | |
| <p><i>If yes, please give as much detail as possible.</i></p> <p><i>Please distinguish between [provider], Home Office and healthcare staff.</i></p> | | | | |

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|--|-------------|------------------------|------------------------|-------------|
| 13. To whom would you report concerns about staff behaviour or detainee welfare? | | | | |
| <i>Please give specific examples if you have raised any issues.</i> | | | | |
| 14. Do you believe the issues you raise would be taken seriously? | Yes | Probably | Probably not | No |
| <i>Please give details of what happened if you have raised concerns.</i> | | | | |
| 15. Do you have any other concerns about the behaviour of staff (including managers)? | Yes | | No | |
| <i>If yes, please say what kind of activities or attitudes concern you.</i> | | | | |
| 16. How would you describe the staff culture at this centre? | Good | Reasonably good | Not good enough | Poor |
| <i>Please give as much detail as you can and let us know about anything at all that you feel is important.</i> | | | | |

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|---|--|--|--|--|
| 17. What changes do you think would most improve the centre? | | | | |
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Please add anything else that you think is important.

THANK YOU