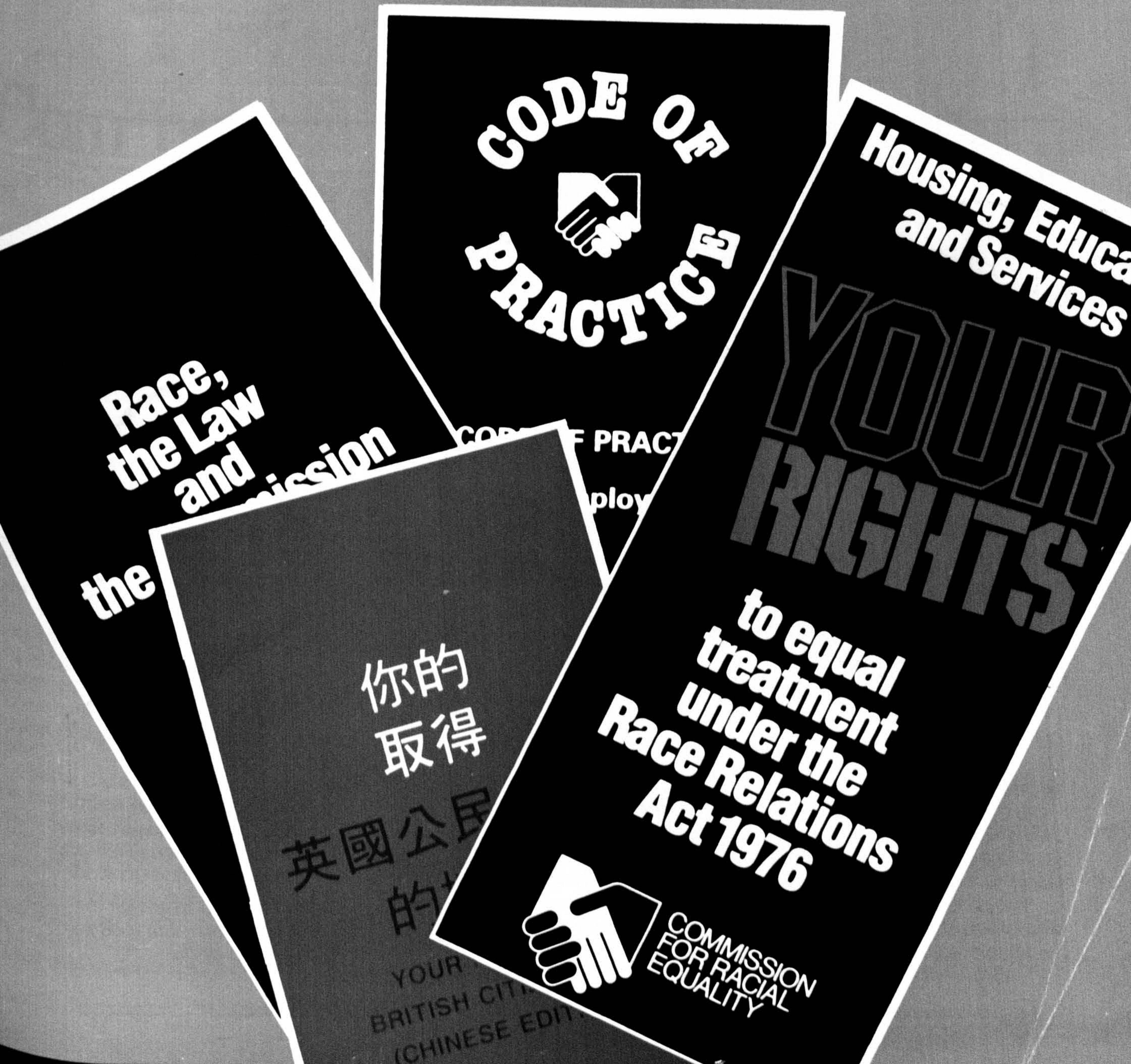


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The editorial board wishes to make it clear that the views expressed by contributors are their own and need not reflect the official views or policies of the Prison Department.

Comment

Several of the articles in this edition address the general subject of equal opportunities, whether it be in terms of sex, employment, or race.

Political theorists have debated the desirability and practicability of equality within society for hundreds of years. More recently, within this century, the political theories associated with Marxist communism and the success of the Russian revolution have lent greater weight to the concept of equality. There is now considerable debate as to exactly how egalitarian a Marxist communist state really is, and to what extent equality is actually achieved within such a state. The hitherto secret workings of the Russian state have clouded the discussion about the extent that it is run on egalitarian lines but the recent policy of "glasnost" is opening it up to more honest examination by interested parties. Western capitalistic societies have not embraced the concept of equality to the same extent, but many, and particularly those which emphasise the importance of creating a meritocracy, pay lip service, if not to the pure milk of egalitarian ideas, then at least to equality of opportunity and the need to combat discrimination in terms of sex, employment, or race.

Brian Caffarey's article outlines the developments that have taken place in race relations policy within the Prison Service since the issue of Circular Instruction 32/86. In this area, the Prison Service can justifiably be proud of the serious and systematic approach it has adopted to fighting racial discrimination within prisons. John Shaw and Brian Luckham point out that in terms of the team approach to race relations training at Holly Royde in Manchester, we have made significant advances

which could have lessons for other organisations outside the Prison service. Fiona Lea-Wilson's article describes a seminar organised by NACRO to look in depth at the role of the Education Service within a prison regime and indicates the part education can play in preparing black prisoners for resettlement.

However, race is only one part, if a very important part, of the equal opportunities scene, as Margaret Clayton and John Aldridge-Goult both point out in their respective articles. Furthermore, the re-printed article by Canon Douglas Rhymes reminds us all of the need for sensitivity lest we discriminate against homosexuals in prison.

Moving away from these issues, we draw attention to a slim volume of prisoners' poetry, not only by reviewing it in our Reviews Section, but also by John Harding's account of how it came into existence in the first place.

Finally, we publish a study of group work in Durham's maximum security wing for women, together with an article outlining the work of the Butler Trust.

We hope our readership will find something of interest within this wide range of articles and also within our recently expanded Reviews Section. Failing that, perhaps some of the prisoners' poetry we quote will "flash upon the inward eye" and remind readers of the basic pains of imprisonment. At the end of the day, when we have discussed all the policies and all the issues affecting the Prison Service, we need to remember that one of the major tasks of the Service continues to be the care of prisoners, while they, in Winston Churchill's memorable words as Home Secretary in the Liberal Government of 1911, "stand deprived of all that a free man calls life."

RACE RELATIONS TEAM TRAINING: AT HOLLY ROYDE

John W. Shaw and B. Luckham,
University of Manchester.

The Home Office Report on the work of the Prison Department 1985-6 reports tersely in paragraph 116, p22, "generic courses in race relations training involving the attendance of teams of staff from a number of establishments, rather than individuals, have been held at Holly Royde and met with particular success." In point of fact, at the time this paper is written (i.e. mid 1988), 14 such seminars have been held, involving over 100 penal institutions from England and Wales and the cycle of seminars is not yet complete.

Since the concept of team training may be new to some trainers and of relevance to organisations other than the Prison Department, it will be appropriate to review the history of its development in this context. The 'particular success' of which the above report speaks is at best a qualified success and will necessarily be so, given the fact that team training, however well conducted, is of no value where the home institution is not able to make use of it, either for managerial reasons or because other pressures of the team members divert them into other work.

Origins of Team Training in the Prison Department

The Department decided in 1981 to institute a series of awareness seminars for Governors of Penal Institutions and their deputies using a model developed for the Police Service senior management (Shaw 1971, Shaw 1985). To date, 10 such Governors' seminars have been held. However, throughout the cycle of Governors' seminars, a debate went on among those involved, about how a closer connection could be made between training itself and the day-to-day workings of the prison organisation. Both independent research and case study teaching material obtained by Holly Royde from prisons indicated serious problems in many institutions in the area of relationships between inmates of different races and between staff and inmates. It was recognised that giving Governors a better conceptual grasp of the issues and some awareness of their own attitudes vis-a-vis ethnic minorities would not seriously impact on the problems which the institutions faced. Additionally, the facts of institutional discrimination (Carmichael and Hamilton, 1969, Feagin and Feagin, 1978)

require structural and organisational changes in organisations as well as the behavioural and attitudinal changes which might be brought about in Governors or on other grades of staff through training exercises. In particular what Chesler (1976) called 'cultural racism' can be a potentially damaging phenomenon in the life of a 'total institution' such as a prison.

One particularly fervent advocate of a 'team training' approach to the race dimension in penal institutions was John Childs, now retired from the Prison Department, but at that time the official responsible for the Governors' seminars. The discussion which went on in the planning group led in Spring 1984 to the decision to hold in the early part of 1985 two 'generic' seminars in which, on each occasion, twelve institutions would each send three members to the seminar.* Each team, as well as enjoying certain general experiences with the rest of the participants, would also be shown how to develop their own group cohesiveness and would be provided with the method by which to develop an Action Plan for implementation on return to their home institutions.

The initial two days of the seminar for Governors were, in a modified form, retained for the team training, since all team members needed to meet the following objectives:

1. To be aware of Departmental Race Relations policy as set out in Circular Instruction 56/1984.
2. To be aware of historical trends in Britain since the war regarding immigration and settlement.
3. To be given the opportunity to meet and communicate with ethnic minority members of self-help groups, community associations, churches and clubs.
4. To be aware of the nature of personal and institutional discrimination in penal institutions.

(Shaw, 1987, in Shaw, Nordlie and Shapiro, 1987).

Thus the programme of lectures, experiential exercises, syndicate groups and community visits was retained as a foundation upon which the team development, problem-identification, prioritising of issues and action-planning would be built in the final three days. As well as being a member of a team, each participant would also belong to a syndicate group of nine persons, providing a context in which teams could check out their experiences and decisions with a comparable team. The key feature, however, of this type of seminar was to be the opportunity for a selected group of colleagues, consisting of a Governor grade, a uniformed officer and another member of staff, such as chaplain or psychologist, to spend time, away from the daily pressures of the job, actively to plan a strategy to eliminate various aspects of discrimination in their own institution.

In order to achieve the latter, the second part of the seminar diverged considerably from the pattern followed in the earlier seminars which, although concerned with implementation of policy (see Shaw, 1985), approached this in terms of eliciting general principles of action, rather than specific steps which would be taken in a particular place at a particular time. The planning group asked Capt. M.J. Marriott (U.S. Navy Ret'd), formerly Director of the Department of Defense Equal Opportunity Management Institute at Patrick AFB, Florida, U.S.A. to be consultant to the series of seminars and this role he

accepted, at least so far as the initial planning was concerned, and he agreed to participate in the early seminars.

Planning the Team Training

In November 1984, while visiting various locations in Miami, Florida, (namely the Urban Studies Institute, Barry University, Miami Shores, and the Miami City Police Department), the first author spent several days in Jacksonville, Florida, with Captain Marriott in which details of the first two 'generic' seminars were finalised. Key details of this programme are as follows:

1) Having established how processes of institutional discrimination operate, each team will, by means of an appropriate check-list, identify key areas in their own institution in which such discrimination is currently manifesting itself. These may include available diets, canteen supplies, library facilities, allocation to work and education facilities, incidence of complaints of unfair treatment, stereotyping in reports and so on.

2) Each team will then, after a full discussion of the issues, place in order of priority those problems identified, bearing in mind the fact that both the seriousness of particular issues, as well as the resources available, and the need to proceed in a systematic way according to a tactical plan, must all be taken into account.

3) Each team before proceeding to its planning stage must explore and establish the role to be played by individual members of the team, bearing in mind their other commitments and responsibilities. This will mean exploring and utilising such concepts as role expectations, role concept, role acceptance, and role behaviour. Each team will arrive at mutually compatible definitions of their roles in the race relations team.

4) Each team will construct an Action Plan which specifies the following stages: Objectives, Action Steps, Persons Responsible, Completion Date, Other Resources and Individuals Involved, Possible Obstacles to Completion and Plans to meet such Contingencies. Each institution will present its plans in a plenary session.

5) Finally, each team will be taught to recognise that action planning is part of a continuing process in which, as changes occur, roles have to be re-

negotiated and new plans formulated. The 'workshop' activity at Holly Royde is only one part of a negotiation/re-negotiation cycle.

The Regional Offices of the Prison Department were involved in the selection of institutions for team training. One selection principle, in particular, was that no institution's team should attend if the Governor had not previously attended a Holly Royde seminar. The point at issue here being that unless the team can rely on the Governor having a sufficient awareness of the often subtle manifestations of discrimination, especially in its cultural or institutional forms, then the organisational climate in which the teams work is not of the right 'temperature' for them to be successful.

The team to conduct the seminars was to be as follows: two directors of the seminar (one academic and one professional); two consultants; three group facilitators (of whom Miss Nadine Peppard and Mr. Satish Malik were regular members); and two or three ethnic minority resource persons to assist with matters of knowledge and experience, such as only an ethnic minority person would have. The conducting group would be multi-racial as a matter of principle. A joint professional/academic working group would review the progress of the seminars, using attitude-measures, assessments, reports and other feedback to gauge the success of the experiment.

Implementing the Team Training Plan

In the first two seminars, conducted in January and February, 1985, twenty-four establishments sent teams of three persons, all of whom completed the planning tasks for their own institutions. Pre- and post-seminar measures of attitudes were taken and the dimensions which showed the greatest improvement (of those measured) were those relating to perceived cohesiveness among team members and willingness to take initiatives to reduce discrimination in the prison or youth custody centre. On both these attitudes, the seminars had a marked effect. Yet on others — for example, attitudes to the incidence of discrimination in society at large — the seminar had little or no effect, since the scores remained the same throughout. It is, of course, desirable that change in the latter should have taken place but the semi-

nar's effort was preponderantly directed to influence the former attitudes.

So far as the various elements in the training process itself were concerned, both immediately and subsequently the experience of working in a team and carrying out meaningful tasks, such as developing cohesiveness and planning to remedy deficiencies in their provision, appealed to the professionalism of members. As one group said, "The device of keeping institutional groups of three working together was especially inspired. It created an identity based on an emotional as well as an intellectual bond, which exhibited itself, for example, in a readiness to support one another in face of apathy (though rarely open opposition) in the institution." This comment was made more than six months after attending the course.

We also noted during the seminars the way in which peer group pressure was brought to bear on those members whose acceptance levels of a race relations function within their general roles were too low for the other members of the team to accept. Much more than any platform speaker, group discussion or community experience could have done, the presence of the person's own colleagues created a powerful challenge to those attitudes, resulting often in a marked shift of opinion.

We also noted, as we had in other training contexts, the phenomenon of tremendous resistance from some members and teams in the early part of the week. We came to rely on the step-by-step process of the seminar, which proceeded gradually from the Director-General's initial clarion call to the final team presentation of their plan and the Deputy Director's comments, to carry most people forward inexorably to a greater awareness and commitment than that with which they started.

It was inevitable, given the enthusiasm which the method generated, that return to home institutions would in many cases be a let-down. Thus the study of the outcomes is a sobering experience. (These will be discussed later in this paper). However, the experiences of many people were, for them, a personal highpoint and the presentation sessions in which the plans were unveiled were often remarkable. In some presentations, an almost evangelistic flavour crept in, but in the main the projects were thorough, realistic and set up within a

sound tactical framework for achieving progress towards reducing discrimination in a particular place.

We saw the special difficulties experienced by those teams whose nomination for the seminar lacked the full backing of their Governor. When a team is unsure whether the Governor will give full backing to their plan, either because he has more pressing priorities or because he is ambivalent towards Race Relations or for the simple reason that he has not actively involved himself in their selection and nomination, then their motivation to plan effectively is often, but not always, impaired. In some cases, the first plan, of several, may be directed to obtaining that missing gubernatorial support and in management terms that makes great sense.

In mid-1985, the Prison Department members of the planning group expressed the wish to work with four-person teams, since experience showed that this gave greater flexibility and influence to the institutional teams. For the remainder of 1985 and up to the present, the seminars were constituted of nine institutions providing four persons each as a general rule. Captain Mike Marriott was in residence throughout, but was specially concerned with ensuring that the process of team development and planning went smoothly on days three to five. In early 1986, when Mike Marriott, owing to changing family and business commitments, was unable to continue to assist, Jerome Mack, formerly of the US Air Force, took over that role. Capt. Mack spent many years of his service in the USAF implementing the anti-discrimination policy of that arm of the US services.

Given a staff group, consisting of several levels, namely, resource persons, facilitators, consultants and co-directors, there has been a potential for growth and learning on the part of all contributors. Bear in mind that the situation is complicated further by the presence of several visiting speakers, the presence of Director-General and Deputy Director-General, and the involvement of staff of one of the Community Relations Councils. For an exercise of the kind described, all such resources are vital. When the seminars are on, staff meet at almost every opportunity to process the events as they occur, to offer each other reassurance when necessary, or to share delight in progress being made. Staff too have discovered the importance of group cohesiveness.

Yet coming from different backgrounds, both professional and ethnic, means that there has to be a constant and quite conscious attempt to try to see matters from a completely different perspective.

Evaluating the Effects of the Team Method

Without so far making changes to the original concept developed in late 1984, despite several changes of personnel, especially on the Prison Department side, the Service seems set on ensuring that all institutions, even those with few ethnic minorities, will become involved in this form of training. It is necessary, therefore, to ask the question, 'How effective are the teams when they return to their institutions?'

In the middle of 1986, Regional Offices wrote to all institutions who were believed to have attended the seminars, asking for information on several aspects of the exercise. Information elicited included: action taken so far; areas where difficulty in implementation had been experienced; whether any changes had been made in the plans formulated in Holly Royde; whether full team working had been possible; whether the membership of their team had been changed since it was trained; what aspects of the seminar had been most valuable; what, if any, changes should be made in the seminar programme; and general comments. It is clear from this protocol that the question whether the racial situation in an institution has been impacted upon as a result of the team training can only be directly answered by independent measurement of institutional changes. However, an analysis of the answers to these questions does make interesting reading and puts into perspective the points made in the preceding sections of this paper.

Before proceeding to do this, however, it should be said that events do happen fast in the Prison Service, causing the best-laid plans 'to gang agley'. To our knowledge, we have already had two institutions who have sent their second teams to Holly Royde. In one instance, the second team are building upon a series of achievements by the first team, aided and abetted by a committed Governor. In the second instance, the first team had hardly got to work before postings and promotions caused it to be abandoned. In yet another case,

prison disturbances resulting from other causes prevented the team functioning until a normal situation had been restored.

However, so far as the early reports are concerned, it seems clear that if one takes an overall view of the situation, as reported therein, they fall into three categories of: excellent progress (30%), moderate progress (45%) and little or no progress (25%). Given the nature of the data, these are necessarily subjective categories.

In the 'excellent' category, we have included those institutions where the teams trained at Holly Royde have actually implemented all or most of their original Action Plans by the middle of 1986. Implemented plans have included 'providing facilities (which were previously non-existent), for the practice of non-Christian faiths', 'providing interpreters for non-English speaking inmates', 'establishing regular relations with the local Community Relations Council', 'recruiting local residents from the ethnic minorities on to Boards of Visitors', devising fairer systems of work allocation', and 'challenging the use of racist nicknames by staff'. Every team has been required to look at its own situation and to devise Action Plans which are specific and relevant to it.

Most teams from institutions with significant numbers of ethnic minorities have recognised the crucial importance of monitoring the existing situation so that appropriate action can be taken. However, only by functioning in an inter-disciplinary way can a full picture be assembled, since, for example, information on religious affiliations in the inmate population, the relative incidence of assaults, adjudications, and awards among the racial groups, the contents of the library, the allocation to work, education classes and so on, relative to the various ethnic groups, is often and usually available to different professionals within the institution. The most dynamic of the teams have immediately put in hand a system for the effective collection of such material. This is vital for it is only on the basis of continually up-dated information that the Race Relations team can make relevant suggestions to management and thus influence the inter-racial situation in an effective way.

Several teams in the 'excellent progress' category have found, however, that lack of personnel and finan-

cial resources can stymie their most ambitious plans. For example, one institutional team planned to attach Prison Officers to a nearby Community Relations Council as an educational and training experience but have not so far been able to do so. Similarly, plans for staff training courses and for making information packs available to colleagues have also floundered. Nevertheless, other plans require merely commitment and effort from the Race Relations team and in the 'excellent progress' category such qualities seem to be plentiful. In the main, the Action Plans formulated by the institutional teams at Holly Royde constitute a package of measures and the staff have emphasised the need to avoid contemplating only those interventions which are likely to be costly in personnel and financial resources, since these are both currently in short supply.

We have included in the 'moderate progress' category institutions where Action Plans are going forward but a significant part of the programme is incomplete at the time of writing, for a variety of reasons. These reasons include: the very recent return of the team from the training seminar at Holly Royde; on further reflection about the needs of the institution, the teams have decided to revise their original Action Plans; the perceived need to monitor the picture more fully before taking action; and the decision to go more slowly in tackling a certain issue than was originally intended.

In general, the reports from the institutions we have included in this category are very positive and show that a great deal has already been done and even more action is 'in the pipeline'. Although it came as a surprise to some to find that the Department had moved from talk about Race Relations into a decision 'to create senior management teams to deal with Race Relations matters', they have adopted a positive attitude of co-operation with this policy. As one team report said, 'our main difficulty was that prior to the course we had no briefing. Those who attended were not at that time part of a team and were not able to work closely together. Further, our Governor was not aware of the shift in emphasis from hypothetical problem-solving to development of an Action Plan'.

The most disappointing group of

returns, fortunately only a quarter of the total, are from those institutions where as yet no implementation has taken place, that is, by the time returns were requested by the Regional Offices. The various reasons given for non-implementation are as follows: the institution was carrying through a special project to which it had to give absolute priority; the institution was suddenly inundated by an influx of prisoners from a riot-torn prison; no action was taken because of disturbances in situ; there was difficulty in obtaining agreement among staff on the need for a coherent plan; it was impractical to implement plans without first securing additional resources; no Action Plans were presented to the Governor by the team on their return from training.

It should be emphasised that by no means all the returns in this category are totally negative. For example, in some of the prisons where an over-riding priority prevented the implementation of Race Relations Action Plans, a future commitment has been expressed. As one Governor said, "I recognise the enthusiasm and commitment which my staff felt as a result of the Holly Royde course." He goes on to promise that when the decks are cleared of other things, matters will be taken forward. On the other hand, resistance to change is evident in some of these responses. However, anybody who knows a little of the organisational difficulties and changes which the Prison Service has faced in the last 2 years will appreciate that the above reasons indicate genuine dilemmas.

Conclusion

We believe that other organisations will follow the lead of the Prison Department and recognise the importance of 'team training.' The time has now arrived for organisations to cease merely talking generally on management courses about improving race relations and to actually organise themselves to identify issues, make choices and plan so as to reduce institutional discriminatory practices. The means of training to achieve this already exist, but its planning needs careful attention to the detail of training programmes and the careful selection of training staff.

As with any organisation, different units within the Prison Service will have different degrees of success in turning Action Plans into reality.

continued on page 25

GROUP WORK WITH WOMEN IN A MAXIMUM SECURITY UNIT

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Introduction

In this article two time-limited support groups are described which were set up in 1985 and 1986 in H Wing, HM Prison Durham, and observations are made which may be of relevance for others who are engaged in group work with long-term prisoners.

The groups under consideration here were the third and fourth in a programme of group work projects initiated by Mrs Mary Cartwright, the then senior probation officer with probation responsibility for H Wing. Underpinning this series of groups was the recognition by prison staff that efforts to 'normalise' the regime for the 39 inmates of H Wing are not enhanced by the nature of the building in which they are housed, a square solidly built, 170 years old, self-contained, three-storied, stone construction situated inside the main prison for men. This environment militates against the style of living

recommended for long-term prisoners in the Radzinowicz Report (1968) and although inmates might be involved in a variety of work, training, educational, or recreational activities, the setting lends itself to the development of feelings of frustration and futility. The intention in introducing group work to H Wing, therefore, was to provide an added source of stimulation and additional opportunities for self-expression for at least some prisoners and through which they could be helped to find their long-term containment a little more tolerable.

An eight session discussion group focussing on the role of women in society was held first, and was followed by a ten session group led by a specialist in psychodrama. In late 1984 I was invited to lead the next group with the request that it should address one or more aspects of daily living

which were experienced by prisoners as being stressful or problematical. In tune with the moves towards shared working, and in order to bring to the proposed group a knowledge of the needs and vulnerabilities of its members, it was agreed that a prison officer would act as a co-leader of the group.

The 1985 Group

Given the brief, it seemed to me that a support group would be the most suitable type of group to offer in that supportive group work is directed specifically at the relief of stress in persons who feel weighed down by a problematic circumstance in their day to day lives. A support group differs from a group in which the aim is therapy, or behavioural change, or the confrontation of particular attitudes, in that the members themselves are the primary source of help, the role of the leader(s) being mainly to establish a social climate in

which members can feel free to share concerns and counsel each other. If such a group develops successfully the gains for its members can include a lightening of their emotional burdens, raised self-esteem, and an enhanced ability to cope with the stress-inducing circumstance. The experience of supportive relationships can also persist as an inner source of strength for some time after the group has ended.

The possible drawbacks to a support group in an institutional setting include the fear which the members might have of subsequent betrayal, exploitation, or punishment, should they reveal too much of themselves, and the possible unwillingness of the members to say or do anything which might disturb their relationship with each other outside of the group. It had to be accepted, therefore, that some uncertainty must be attached to how best to achieve the aims of a support group in H Wing and that the proposed group would to some extent be of an exploratory nature.

With regard to the presentation of the group, 'support' as a stated aim was likely to be met with a degree of suspicion. It was necessary, therefore, that a tangible focus should be devised for the group which would act as a vehicle for the development of supportive relationships. Following Mary Cartwright's suggestion it was decided that as prisoners often had to receive and convey important information to various visitors in strictly limited periods of time the group should be advertised as "Getting it across; A group to explore the different ways in which you and others communicate and to exchange ideas for improving communication". Later, when the group had gelled, any modification of the task and way of working could take place which might bring the focus of the group closer to the core concerns of the group's members.

Finally, it was agreed that beginning in late January 1985 the group would run for eight weekly meetings of 1½ hours for up to ten self-selected members whose attendance must be voluntary. The mode of working would be whole group discussion interspersed with activities. Meetings would take place in an association room free from interruptions.

Twelve prisoners declared an interest in coming to the group and the first ten of these came to the first meeting. Two women dropped out after the first and fourth meetings leaving a core of eight members throughout

the life of the group. The age range of the members was 24-56, their average age being 41 years.

The development of the group

The life of the group fell into three clear-cut phases each marked by changes in the content and the feeling tone of the meeting.

Phase 1 Meetings 1-2

The first two meetings were fairly highly structured and included rounds of non-threatening self-disclosure, joint rule-making, and simple exercises in communication. In both meetings members showed an alert involvement and a willingness to participate, and the co-working relationship seemed to be evolving well. The emotional atmosphere was, however, of a shallow nature and particularly in the first meeting the impression was gained that some members were playing a game.

Phase 2. Meetings 3-7

Because of a commitment made before the planning of the group my prison officer partner was not present at the third meeting nor, because of short staffing, was she to be free to attend any of the remaining meetings although this fact emerged on each occasion only on the day of each meeting.

For the first time members talked readily and spontaneously and throughout the meeting sustained a vehemently indignant account of the difficulties of life in prison. The activities that I had planned were inappropriate to the mood of the group and I made no attempt to use them.

At the beginning of the fourth session it was agreed with the members that communication issues and exercises should be abandoned. At the suggestion of the members the task of the group now became 'to look at problems in relation to others (in H Wing) and to consider ways of handling these problems'.

Clearly the focus of work had shifted closer to matters that pressed on the thoughts of members but a lack of trust between some members now became manifest. Each was guarded in the degree to which they disclosed information about themselves and attempts at more than a superficial discussion of problematic relationship issues failed. A suggestion proposed and accepted by group members that problems should be written on paper anonymously during the week, put into a pool at the next meeting, then drawn out at random

for discussion, was thwarted in its execution by prison regulations concerning the issue and use of writing paper.

In meetings 5-7 the embargo on the revelation by individuals of specific problems in their personal relationships with other prisoners seemed complete. Comments on other aspects of prison life, however, continued to be expressed freely and the members talked unceasingly of the stresses, anxieties, frustrations, and deprivations, which they experienced. The matters which caused them most distress are summarised as follows. Being cut off from day to day relationships with loved ones produced a continuing sense of loss; the mothers felt a deep sense of sorrow at not seeing the ongoing development of their children; feelings of impotence were caused by being unable to help relatives in trouble; the absence (except for a few members) of a warm personal acceptance in inmate relationships was felt keenly; alongside the need for closeness with others was a distrust of closeness so that each felt the necessity of keeping something of herself to herself and of 'presenting a mask to everyone'; members were conscious of a lack of a personalised caring relationship with prison officers; the unequal power relationship of officer to prisoner was a constant burden; inconsistencies in prison officer behaviour were experienced as a significant source of stress; problems were felt in retaining a sense of individuality and added to this was the weight of the public's perception of them as being uniformly bad (a community of evil women', 'the lowest of the low'). Of considerable concern to members was the severe restriction on the exercise of personal autonomy along with fears about the permanent loss of the ability to make decisions for themselves; physical and mental abilities were felt to be atrophying as a result of a lack of sensory and mental stimulation; there were few outlets for feelings of frustration and some members felt that they were being consumed by their unexpressed tensions there was little that was dignified about their way of life; and always there was the sense that their lives were governed by the workings of an impersonal bureaucracy.

Phase 3. Meeting 8

In a much lighter emotional atmosphere members evaluated the usefulness of the group, and time ran out on an animated discussion that was consider-

ably more open and free than in previous meetings. For the first time some of the more positive aspects of life in H Wing were recognised.

The group was considered by its members to have been useful. Each had gained something specific to herself but the main common benefit was identified as the opportunity for prisoners to talk about their situation to someone from outside who was neutral and who was prepared to listen. Scepticism was expressed at the possibility of any actual personal problem-solving occurring in a prison setting though the view was expressed that if another group were to be run it should be for sixteen weeks.

Evaluation

1. The institutional setting had proved to be a powerful influence on how the group had functioned but was not necessarily as constraining on the setting up of a support group as had at first been feared.
2. Much of the potential in group work for the development of supportive relationships had not been realised but some of the reason for this could with hindsight, be attributed to too precipitate a revision of the group's task in the fourth meeting to looking at relationship problems in H Wing, a task which proved to be too threatening.
3. The needs which had emerged as common to the group's members had been confirmed as the need for understanding and emotional support, the need to manage the feelings that arise from the frustrations inherent in prison life, and the need for stimulation and variety. In the light of these needs, support (in coping with the day to day experience of long-term containment) still seemed to be the most appropriate aim for time-limited group work.
4. For future groups, to avoid the risk of a defensive shutdown on feelings, a focus or theme such as 'understanding human behaviour' should be devised which would permit members to look at themselves and their situation if they wished but would not require them to do so. Such a theme would have the added advantage of not lending itself to an obsessive preoccupation with the effects of imprisonment.
5. There was insufficient evidence for firm conclusions to be drawn about the effect on group devel-

opment of the absence from meetings of my co-worker though there were grounds for thinking that the member who dropped out after the fourth meeting did so because she missed the support of this officer. The involvement of a prison officer in any future group remained desirable for the reasons mentioned earlier.

The 1986 Group

Towards the end of 1985 a further group was planned for early 1986 with the same circumstantial features as the previous group except that this time there would be ten meetings. The content of meetings would be short theory inputs round the theme "Understanding People", the discussion of any matters to do with this theme raised by members, and activities designed to facilitate group development.

Nine women joined the group and, of these, one dropped out halfway through, one was discharged from prison, and one was transferred to another prison. The age range was 20-54, with seven members being under 35 years.

The development of the group

On arriving at the prison for the first meeting I was informed that the officer who was to co-lead with me had been transferred to another prison for two weeks. The first two meetings, therefore, were single led as were the final three.

This first meeting was fairly highly structured, the intention being to establish clear expectations about the group task, the way in which the group would work, and the ground rules that would operate. Topics for later meetings were culled and, finally, a short input on life-stages was given. Throughout, the emotional climate was one of euphoria and it was immediately apparent that in contrast to the 1985 group, colourful language, unvarnished truths, and ready exchanges between members were to be a part of the culture of this group.

According to plan the programme for the second and third meetings was a mix of theory inputs and discussion, the co-working officer slipping easily into this way of working at the beginning of the third meeting. Although these two meetings were calmer in tone good spirits prevailed and interested attention was sustained until towards the end of the third meeting when a flatness set in. At the beginning of the fourth meeting

members rebelled against 'being back in the schoolroom', following which it was agreed that the format of the previous meetings should be abandoned in favour of free-roving discussion.

The revised tasks which now emerged were to get to know each other better and to get to know ourselves better. Members spontaneously added to the rules of the group that, so as not to waste time, there should be 'no talk about drugs' and 'no slagging the system'.

For the remainder of this meeting and in the remaining meetings, time was mostly used by members to share and explore many aspects of their past and present personal lives. Matters discussed included jealousies, guilt, early childhood experiences, sexual fidelity, pre-prison life-styles, and the effects of their imprisonment on close relationships.

On a number of occasions individuals were able to talk through matters that had weighed on them for some time.

During these meetings there were some moments of strain between some members on some occasions but for the most part, in contrast with the 1985 group, there was much humour, good-natured repartee, a seemingly appropriate honesty in the expression of positive and negative feelings towards each other, a preparedness for a paced self-disclosure, and a willingness by members to accept responsibility for getting the best out of their discussion.

Three activities only were used to facilitate the work of the group in meetings four to ten: two variants of a guided fantasy journey constructed by Bond (1986) in meetings four and ten, and a social feedback exercise in meeting seven.

My co-leader was not free to be present during the last three meetings but no discernible change in group mood was apparent as a consequence, a more impersonal feel to the final meeting being attributable to the members coming to terms with the ending of the group.

In their review of the group, members endorsed the value of having got to know more about each other. A number of members said they had changed their opinion of other members for the better. They wished the group could continue for them, and they considered that there were a number of other women in H Wing who were in even more need of this kind of experience than they were.

continued on page 22

PRISON *Poets*

John Harding,

Chief Probation Officer,
Hampshire.

"I need not remind you that mere expression is to an artist the supreme and only mode of life. It is by utterance we live. Of the many, many things for which I have to thank the Governor there is none for which I am more grateful than for his permission to write fully and at as great a length as I desire."

The above quotation is an extract from Oscar Wilde's letter to Robbie Ross, dated Reading Prison, 1st April 1897. Wilde's literary reputation, notwithstanding the social ostracism which followed his conviction, was already established before he started his two year sentence at Wandsworth Prison. The experience of suffering and humiliation left one further literary legacy – The Ballad of Reading Gaol – much quoted and, probably, over-praised.

The prominence, wit and reputation of Wilde possibly obscures the fact that hundreds of prisoners in the United Kingdom and elsewhere use the medium of poetry and prose to express their feelings about the prison in an attempt to make some sense of the experience. Unlike Wilde, today's prison poets do not have any literary pedigree, indeed, most would not have written a poem before the start of their prison sentence. For the most part, the poetry is not shared by others with the exception of an education tutor, a few fellow writers in prison and family and friends. A handful will be honoured every year by the Arthur Koestler prison arts

awards but most will go unrecognised and unpublicised.

The decision to publish a small volume of prisoners' poetry in Hampshire was prompted by a Radio 4 producer who wrote to Chief Probation Officers and others asking if seconded probation officers would encourage serving prisoners to contribute poems for a short series of poetry readings in the autumn of 1986. I duly wrote to staff in the six prison establishments of the area – Winchester, Haslar, Kingston, Albany, Camp Hill and Parkhurst – asking colleagues to send me a copy of all submitted poems forwarded to the BBC. The response was much greater than anticipated. We received over 120 poems from 25 writers. In view of this, and the disappointment that so little of the Hampshire material was used in the BBC readings, it was decided to publish a selection of the locally submitted poetry.

Faced with the difficult task of selection for the small volume, I enlisted the help of a friend and distinguished poet, Francis Berry who formerly held the Chair of English at London University. In the introduction he reminds us that James Boswell once asked Samuel Johnson whether some fine poetry might not be written on St. Kilda. Dr. Johnson thought not, because of 'the sad lack of variety' of images, scenes, events. Berry draws the parallel of St. Kilda with members of other closed societies like

monasteries and prisons. He suggests that men and women in these societies depend more on their inner resources to withstand the 'lack of variety' than do others who are quite free.

'Long term prisoners are the ones who need most to develop those inner resources so as to endure a dull environment and a wretched monotony.'

Colin Senior, one of Kingston's long term prisoners featured in this anthology, would agree with Berry's assessment. Senior, following the publication of the anthology, was interviewed by Radio Solent and filmed for TVS reading his poetry from a cell. He came to write poetry after encouragement from the education department and the passing of an 'O' Level English exam. He suggested that poetry had a therapeutic value in in terms of enabling him to release frustrations and come to terms with a particular situation. The publication of his poem in the anthology was important in itself.

'I felt great, seeing the poem in print was an inspiration in itself, giving me the motive to carry on doing something creative!'

The poems, 22 of them, range in length and theme. Many write about their past, memories of events before the writers were imprisoned; others write about a distant future when they hope to be free. David Martin, a former Arthur Koestler award winner, skillfully evokes the warmth and laughter of a past love in:

Lucy Ipp

It was summer.
We sat together, she and I
In the midst of a thronging noise,
Not noticing the madding crowd
Or hearing the concave sounds
Rumbling high above our heads
Where Gothic pillars eclipse into
ash-grey girders.

Golden sunlight filtered through a
Victorian window
And dancing sunbeams sparkled
like precious jewels
Inside the laughter of her lovely
Chinese eyes;
While a cool summer breeze
Caressed her silken hair
Turning each single strand, like a
book's leaf,
Black as a Bible cover.

Her long slender hands
A pink flower of varnish shell
Perfumed with the scent of summer
blooms
Touched the roughness of my callous
fingers
And sent a sexual awareness inside
my stomach;
While her crystal smile played havoc
with my heart
And woke the beast within my
hidden depths.

Two wonderful hours
Of summer sun's warm embrace
Danced exotic visions in my mind;
Her girlish laughter rang bells inside
my ears,
Her kissing lips so soft with love,
Her ivory face so beautifully born,
And, Oh! those lovely, lovely,
Pure green Chinese eyes.

The silver whistles journey call
A sudden jerk of carriages
The losing of plaintive fingertips;
Her last word –
Her last kiss –
Her falling tears:
My voice upon the summer evening
Calling out her name;
The train turning into oblivion
And –
Lucy gone!
Lovely, lovely, Lucy Ipp;
Never to return.

David Martin

Other poems express the pain of
isolation (John Heibner, 1980,
Parkhurst Prison) or reflect the
underlying ironies of the visits room
in prison (Colin Senior, The Room).

1980 Parkhurst Prison

A silent figure looks beyond
The painted chasm of a world
So marred with veils and sordid bars
Where dreams no longer scorch the
stars.
Beneath his smile there burns the pain
Condensed with torment of the mind
Will sleep come, before the rain
To quench the fears before they bind?

John Heibner

The Room

Reflections from a table
Of familiar faces
No obscured thoughts
Only joy and laughter

Strangers watch and smile
Chained to their chairs
A brief word is uttered
Temporarily a friend is made

Conversation begins the reunion
The visitor says hello
An embrace is returned
Followed by sporadic tears

All news is hurriedly revealed
In this hour of privilege
Whatever is forgotten
Is remembered in a letter

So sad to say goodbye
Glad to know that you are well
Life is forever changing
Look to the future

Now all is still
In the room of captivity
The door closes silently
Erasing freedom from mind.

C. Senior

Even with pending release or
prison transfer some prisoners cannot
forget the paradox of leaving the
familiar for the unknown. (Paul
Davies, Farewell, Farewell).

Farewell, Farewell

Farewell farewell
My little cell
Farewell for evermore
For many a lonely
Mile I've walked
From your window
To your door.

Paul Davies

The cover design of a sad faced
sunflower in a waterless prison jam-
jar was contributed by the artists of
the Art and Craft Centre, Albany.
The volume is dedicated to the mem-
ory of the late Jean Davies, a remark-
able lady who set up the Burnbake
Trust and promoted prisoners' art
work in a series of exhibitions and dis-
plays all over the country.

The collected poems in this
volume represent an achievement
showing how personal creativity can
still flourish in unpromising surround-
ings. The reaction of the press and the
public to 'Prison Poets' has, so far,
been encouraging and worthwhile,
and I am deeply grateful to the writers
who were willing to submit their
experiences in this way.

*The volume is reviewed in the current
edition of this magazine.*

Footnote

'Prison Poets' is published by the Hampshire
Probation Service, Price £1.20 plus 20p post-
age, available from: Hampshire Probation Ser-
vice Headquarters, Friary House, Middle
Brook Street, Winchester, Hants. SO23 8DQ.

BLACK PEOPLE IN PRISON:

THE ROLE OF THE EDUCATION SERVICES

Fiona Lea-Wilson

Education Development Officer
NACRO (National Association for the Care and
Resettlement of Offenders)

"As we systematically compare the jobs, income, unemployment, rates, private housing, local authority housing and other aspects of the lives of people with different ethnic origin ... the circumstances of black people ... continue to be worse than those of white people." (Policy Studies Institute).

Black prisoners are doubly disadvantaged on their release. They face more difficulties in resettlement than white prisoners and therefore it is even more important that services offered in prisons are appropriate to their needs.

Staff in many prisons are recognising the potential of working more closely with black voluntary organisations. The experience and expertise that such organisations have amongst their members are increasingly being used both to enhance prison regimes and to assist prisoners in the process of resettlement. Better communications between prisons and black

organisations can also help improve recruitment of black staff to prisons.

Involvement with black organisations has come at many different levels, including representation on race relations committees, regular advice sessions for individual prisoners on housing, employment and other resettlement issues and presentations to larger groups. General moves to improve communication between prisons and black organisations have included visits in either direction and better dissemination of information.

One particular area of the prison regime which can have a profound effect on resettlement prospects and in which black organisations can have a key role is the education service. The prison education service was discussed amongst many other issues in NACRO's report "Black People and the Criminal Justice System" (1986). Following this, in November 1987, a seminar entitled "Black People in

Prison: The Role of the Education Service" was organised by NACRO to look at this area in more depth.

NACRO Seminar

The seminar brought keen interest from a wide range of establishments. Representatives from forty-five prisons and other participants from the Home Office, Local Education Authorities and the Association of Metropolitan Authorities were addressed by Aaron Haynes, Chief Executive for the Commission for Racial Equality, Margaret Clayton, Director of Services, Prison Department, and Navnit Dholakia, magistrate and member of the Parole Review Committee.

The central conclusions of the seminar emphasised the benefits of involvement from black community groups, together with developments in staff recruitment and training and improvements in the range of library services and learning materials. The

particular difficulties faced by prison staff in rural areas with predominantly white populations, in attempting to offer education appropriate to the relatively high numbers of black prisoners held, were highlighted.

Navnit Dholakia introduced the seminar with the quotation above from a PSI report. He went on to review several other surveys and reports all of which showed that discrimination which is well documented in other areas of society exists in the Criminal Justice System.

Good Practice in Race Relations

All the speakers addressed the fact that black people are over-represented in prisons and emphasised the commitment of the Prison Department to tackling racism systematically, ensuring equality of opportunity and promoting good race relations in all areas of prison life. Margaret Clayton drew attention to the particularly positive relationships that generally exist between prisoners and education staff and the opportunities that this offers for further developing good practice. Examples of good practice were drawn from many different establishments including the wide range of Afro-Caribbean literature and video material used at Lewes and the inter-departmental collaboration at Whatton in organising race awareness training for all the staff involved in the prison community. Participants then discussed practical matters in more depth with the aid of presentations from David Parker, Chair Prison Libraries Group, Libraries Association; Gus John, Assistant Education Officer, Inner London Education Authority; Zena Puddy, Afro-Caribbean Language and Literacy Project; and Jane Cowell, REPLAN Field Officer. Many detailed recommendations emerged.

Themes emerging from this seminar, and from much existing work in improving services for black people in prison and in their resettlement, are the importance of co-ordination, and of information and monitoring.

Co-ordination

"It is vitally important that no one person or section claims exclusive ownership of this work. It is everyone's responsibility and everyone has a positive contribution to make as they undertake their normal tasks and duties" (Margaret Clayton).

Co-ordination is extremely important if the maximum use is to be

made of available expertise and other resources. Race relations committees within individual institutions have demonstrated the value of co-ordination between departments. A black gospel choir invited by the chaplaincy may, for example, be able to provide very useful expertise in other areas for the education department or may provide useful contacts for probation officers working on resettlement issues.

Most institutions are experiencing the benefits of Education Services Consultative Committees, which strengthen links between prisons and Local Education Authorities. Expertise and resources for staff training within LEAs need to be explored fully by prison education departments.

Initiatives also need to be undertaken to ensure that existing expertise and information available within particular library services or particular Education Authorities is shared as widely as possible with other services which may have had less opportunity to develop such expertise.

Many seminar participants, particularly those from rural areas, expressed difficulties they had found in gaining access to appropriate materials, training opportunities, and contacts with black community groups and in recruiting black staff. In practice, co-ordination between groups and institutions long distances apart may be costly and time consuming. One of the key recommendations below was directed at overcoming these problems.

Information and Monitoring

"Staff and policy makers should have a very clear picture of the profile of the prison population and of the communities from which prisoners come . . . improvements to the Education Service must be carefully planned and monitored, specific objectives should be set and all staff should be aware of these objectives."

(Peter Clyne, Chair of NACRO's Education Advisory Committee summing up the seminar).

Monitoring can be an inspiration to action as well as a measurement of progress. Many developments in the area of equal opportunities have been initiated simply through a clear presentation of facts. The Prison Department includes detailed monitoring in its action programmes on race relations and the results illustrate the value of a systematic approach.

Key Recommendations from the Seminar

- Funds should be made available to develop an appropriate education service for black prisoners in rural areas. This would cover peripatetic staff, resource centres, staff training and travelling costs for visits from urban community groups.
- Mechanisms should be developed to link prison education departments serving substantial numbers of black people with Local Education Authorities to which many of them will be released, in order to disseminate expertise and improve staff training and understanding.
- The Chief Education Officer's Branch should undertake a monitoring and co-ordinating role in ensuring appropriate staff training, access to relevant learning materials and curriculum development.
- The race relations team in each prison should ensure close liaison between different departments (including probation, the chaplaincy, industries and wing officers), particularly in promoting the involvement of outside black community organisations.
- Local Education Authorities should work with prison education officers to draw up strategies for recruiting black staff for prison education departments.
- Prison education officers, in conjunction with prison library officers and public librarians, should monitor library services for black prisoners and pursue nationally available resources and expertise to improve stock and services.

The recommendations from the seminar were practical and positive. They provide further evidence of the importance and practicability of direct attempts to ensure that all prisoners receive services which are as appropriate as possible to their needs. It is to be hoped that those working in prisons and in the community, together with policy makers, can draw from such recommendations encouragement to further action and direction for future effort.

Footnote

(Copies of the reports "Black People and the Criminal Justice System" and "Black People in Prison: The Role of the Education Service" are available from NACRO, 169 Clapham Road, SW9 0PU).

EQUAL OPPORTUNITIES IN THE PRISON SERVICE

THE BALANCE OF THE SEXES

"To provide for prisoners as full a life as is consistent with the facts of custody, in particular making available the physical necessities of life; care for physical and mental health; advice and help with personal problems; work, education, training, physical exercise and recreation; and opportunity to practice their religion; and

to enable prisoners to retain links with the community and where possible assist them to prepare for their return to it."

MARGARET CLAYTON

*Director of Regimes & Services
and a member of the Prisons Board*

When I was asked to write this article (relating to sex rather than to race or disability), I assumed this was because (a) I am a woman and (b) I was responsible for personnel management in the Home Office from 1983-1986, which was the period during which more positive action than ever before was taken to ensure that equal opportunities became a living reality and not just something to which meaningless lip-service was paid. Why then do I start by quoting two of the tasks of the Prison Service which do not seem to have any connection with the question at issue or with my "pre-qualifications"?

The reason is that, regardless of individual views or national policies, this statement of tasks reminds us that the Prison Service has a responsibility over and beyond that of society at large to ensure that its personnel policies do not discriminate against women. Without the inmates there would be no Prison Service. We are

required to create for them as "full a life" as possible. In society at large no life would be considered full nor would an environment be considered normal if it cut men and women off from each other. Nor would it be considered remotely appropriate to prepare people for a return to the community by totally segregating them from the other sex.

The logical conclusion of this approach is of course that we should enable and allow prisoners of either sex to mix freely with each other. This is an issue to which I will return later. For the time being, while we continue to segregate prisoners, the only way in which we can address this particular aspect of normality is to provide a mix of both sexes in the staffing of all establishments. This is an objective which should be clearly kept in mind as part of our responsibility towards inmates, quite apart from wider responsibilities in respect of the fair

and equal treatment of all employees.

It is because, as a member of the Prisons Board, I believe that this particular aspect of equal opportunities is of critical importance, that I start by concentrating on the position in relation to the staffing of prison officer posts. It had been assumed until a few years ago that the provision in section 7 of the Sex Discrimination Act for certain categories of "genuine occupational qualification" to exempt employers from the requirements of the Act provided a blanket exemption for all prison officer posts on the grounds that there was an overriding need to preserve privacy and decency. But more recent legal advice, based on precedents, is that a blanket exemption cannot apply where there are sufficient staff of the "right" sex to carry out those tasks which do impinge on privacy and decency. This means that the law demands that women should be considered equally with men (or vice versa)

for posts which do not—or need not—involve work directly concerned with privacy or decency, such as the supervision of bathing or changing facilities for inmates of the opposite sex.

Although privacy and decency have been accepted as the main reasons why mixed staffing should not be considered, an underlying and sometimes openly expressed reason was (and remains) the belief that women are neither physically nor emotionally as able as men to deal with difficult and often violent prisoners. There is no empirical evidence that this is true. The police who, with similar preconceptions, used to confine women police officers almost exclusively to juvenile and domestic cases, now use them across the whole range of police duties with no obvious detriment to the fulfilment of these duties. Experience in USA prisons, where mixed staffing is common, suggests that women are every bit as effective as men in defusing explosive situations and handling violent inmates. Male and female prison officers in this country are trained together and receive the same basic training in the Officer Training Schools and, particularly with the development of Control and Restraint Training, physical strength is not an essential factor in determining what makes a good prison officer. Why then have we not made faster progress towards mixed staffing?

There are several answers to this question. First, as with most issues affecting the Prison Service, much depends on the physical layout of individual establishments and the extent to which provision can be made for female as well as male staff facilities (or vice versa) and the separation of tasks which impinge on privacy and decency. The latter problem should be considerably reduced by the introduction of group working which should make it easier for any individual officer to carry out a full range of duties without impinging in this area. Secondly, whatever the empirical evidence may be, generations of conditioning have led men and women to accept stereotypes which assume that men must protect women who are the weaker sex, and while this continues to be a general reaction, it is better to introduce change gradually so that experience can change perception rather than to force it and risk a genuine undermining of the staff sense of security. Thirdly, the number of female recruits is not so high that large numbers can be posted to male establishments without

leaving vacancies at female establishments. Fourthly, because pioneers in any field carry a heavy representative responsibility, opposite sex postings have so far been limited to volunteers. And finally, the desire of management to move with the cooperation of the Prison Officers' Association has meant extended consultations on procedures for identifying practical difficulties in respect of proposed opposite sex postings.

In spite of this variety of factors which weigh against speedy action, there has been considerable progress during the past year. The change began with the posting of women to vacancies in local and dispersal prisons to fulfil tasks which only women could carry out, such as receiving female prisoners surrendering to bail or to carry out searches of female visitors to male prisoners. Governors have been advised that female officers are expected to carry out all the work within the normal range of prison officer duties except where these do impinge on privacy or decency. There are now 77 women prison officers in locals, dispersals, and new male establishments, carrying out a wide range of duties and seemingly welcomed by both male colleagues and inmates alike.

There were of course already females in male establishments—a few specialist officers in catering and PE, many female teachers, and numbers of probation staff, administrative staff, and members of Boards of Visitors. There was similar representation of males in female establishments, where it was also not uncommon to have male officers above the basic grade because of the apparent difficulty of persuading women to accept promotion. The number of Grade VIII male officers in female establishments has not grown so fast as that of female officers in male establishments, but the position is beginning to change. When New Hall reopened in October 1987 as a women's prison a number of male staff in grades VIII to VI were either retained from its role as a detention centre or posted in, making it the first establishment to have a genuinely "co-educational" staff. If we are to make a reality of the "Fresh Start" objective of professional prison officers relying on relationships with prisoners as the primary method of control and influence, this is the direction in which we must continue to move.

To those for whom the words "equal opportunities" raise a plethora

of moral and social questions about the rights of all members of the community to be treated equally, my narrow focus so far will no doubt seem to be an extremely blinkered one. I make no apology for this. It is sometimes necessary to wear blinkers in order to focus on what might otherwise be overlooked. I now go wider and look at equal opportunities in the Prison Service first from the perspective of someone who has been responsible for the broad policy on this issue throughout the Home Office, and then from a personal point of view as a woman and a senior manager.

In my opening paragraph, I mentioned that more had been done to press the cause of equal opportunities in the Home Office between 1983 and 1986 than at any preceding time. This was nothing to do with the fact that the Establishment Officer was a female, but reflected the increasing social pressure for such action. The Civil Service has always had a reputation for being in the lead in this area. It has had a policy of fair and open recruitment since the middle of the last century and was one of the first employers to introduce equal pay. In 1971 the first joint committee on equal opportunities in the Civil Service (Camp Jones) emphasised the importance of flexibility in working practices in order to keep trained women. It stressed the importance of enabling women with domestic responsibilities to continue careers and of making it easier for women to resume their careers after bringing up children. In 1980 a Joint Review Group on employment opportunities for Women in the Civil Service was set up, as a result of which in 1984, the Civil Service management and trade unions agreed a joint programme of action to increase equality of opportunity for women in the Civil Service. One of the results of this was to require departments to appoint Equal Opportunity Officers and to adopt a formal policy on equal opportunities to be monitored jointly by management and the trade union side.

It was the issue of this joint programme of action which stimulated the activity between 1983 and 1986. The heads of Estabs 3 and P7 respectively were designated as Equal Opportunity Officers. A statement of the Home Office commitment to equal opportunities was published in 1986 (Home Office Notice 72/86), which begins as follows: "The Home Office, in common with the rest of the

Civil Service, is firmly committed to a policy of equal opportunity of employment and advancement in the Civil Service on the basis of ability, qualifications and fitness for work. Each member of staff has a responsibility to guard against all forms of discrimination whether direct or indirect."

In order to encourage and monitor the implementation of that policy, an Equal Opportunities Sub-Committee of the Home Office Departmental Whitley Council was set up early in 1986, chaired by the Principal Establishment Officer. In the same year the publication of "Guide for Line Managers" provided an opportunity to remind managers of ways in which discrimination may be practised inadvertently, to emphasise the need to look at possibilities for part-time working and job-sharing with an open mind, and to be vigilant for any signs of sexual harassment.

The Prison Service is part of the Home Office and all the action described above applies to its management and staff as to management and staff elsewhere in the Home Office. Is the policy promulgated in the Prison Department to the same extent as elsewhere in the Home Office?

This is a virtually impossible question to answer. Where recruitment to the administrative grades is concerned, there appears to be absolute parity. There is no reason to believe that promotion prospects for women in the administrative grades in the Prison Service are any different from those of women elsewhere in the Home Office. It is interesting to note here that a Management and Personnel Office survey of three departments showed that while a higher proportion of women than men received higher marks for overall performance, a lower percentage of the same women were receiving fitted or well fitted marks for promotion. Seniority in grade

could account for about half the difference but the rest was unexplained. This could be an example of preconceptions possibly affecting judgements. In the Prison Service, as elsewhere, if this is so it can be corrected only by higher standards of reporting and greater care in ensuring the internal consistency of Annual Staff Reports.

The figures for women in the higher administrative grades in the Civil Service, the Home Office, and the Prison Service respectively do not throw much light on the question but are interesting in the extent to which they show that the administration of the Prison Service, which was once regarded as almost entirely a male preserve, is beginning to open up to females. The figures which follow are not wholly comparable because the Prison Service ones are more recent than the others, but they are sufficiently accurate to allow general conclusions to be drawn. (Table 1).

Table 1

Grades	Civil Service			Home Office			Prison Dept		
	People	Women	%	People	Women	%	People	Women	%
1-3	660	26	4	29	2	6.6	6	1	17
5 + 4	2085	141	6	89	14	15.5	13*	5	38
7 + 6†	8000	560	7	500	55	11	59	13	22

* excluding doctors; including 2 posts filled by men from unified structure.

† excluding specialists.

I carefully used the word "administration" in the preceding paragraph in order to draw a distinction between those who started their career in the administrative grades and those who came through what is now the prison unified grading structure. The work of senior administrators and of senior grades in the unified structure is often very similar, if not identical. The difference is that, at least to date, operational posts in establishments and regions have always been filled by those with operational experience. The equivalent figures here are very different (Table 2).

Table 2

	People	Women	%
DDG + Regional Directors + 3 HQ Grade 5	8	0	0
Grade I	32	1	3
Grade II	67	3	4.5

There are good reasons why this difference exists, not least because it has in the past taken longer to reach Grade II in the unified grading structure than to reach Grade 7 in the administrative structure, so that changes in approach to recruitment, training, and use of women will be seen to have effect more quickly in the latter than in the former. Nevertheless it is difficult to look at these figures without assuming that there is at least an indication of a belief that stereotypes women as less able to carry out operational duties than men. It will be easier to judge this in the future, when comparisons can be made of the career patterns of the increasing proportion of females who were recruited to the Assistant Governor grade between 1982 and 1986. (The relevant figures are 7 women out of 28 people recruited in 1982, 7 out of 19 in 1983, 6/16 in 1984, 9/28 in 1985, and 7/19 in 1986).

I have already described the position in relation to the basic prison officer grade, which has no equivalent elsewhere in the Home Office. Perhaps the closest comparison is with the Immigration Service, which remained a wholly male preserve until late 1971. When female IOs were first appointed they were posted to airports, not seaports, because it was assumed they would not be able to climb up and down ships' ladders. There are now 368 women out of 1456 basic grade Immigration Officers and they carry out all the same duties as the men. If we make progress at the same rate, we should have at least 3500 Grade VIII female officers by 2006. At present we have 905.

This is only a brief thumb-nail sketch of an overview. I leave it with one reference to an area to which I believe much further thought should be given. In January 1986, the Home Office published a leaflet entitled "How to Cope with Changes in Domestic Responsibilities and Still have a Job". This was very carefully written to apply to both men and women and it is only the last part which refers specifically to women leaving to have children. Clearly, where financial considerations are paramount, it may be impossible for individuals to consider part-time work or job-sharing. But in a situation where many couples and some individuals are earning more than they really need and many individuals cannot get work of any kind, we surely should be doing more

to provide opportunities both for trained and skilled people to remain in work when other demands might otherwise prevent them from doing so, and to offer part-time or job-sharing posts to those who are unemployed. Among our greatest operational difficulties are the peaking of demands for staff on week-days and the problems of coverage at weekends. Are we really doing enough to see whether these difficulties could be overcome by a more flexible approach to the concept of a job and hence to more equal opportunities for everyone? And could we perhaps solve some of the problems of filling our administrative and executive vacancies by similar flexibility?

Facts and figures do not put flesh on the bones of policy. What does my experience of the Prison Service as a woman and a senior manager suggest is the reality of equal opportunities? It has to be said immediately that I cannot pretend to be representative of the majority of women on whose behalf the moral and social rights of equal opportunities' policy are argued. In the first place, I do not belong to the 90% majority of women (and men) who have children. Secondly, my role as a senior manager protects me—and has protected me through most of my career—from the most overt expressions of discrimination and harassment. Nevertheless, and bearing these reservations in mind, I have two general comments and two specific ones to make from my viewpoint as a woman. First, I note from Social Trends that 77% of women and 5% of men mainly prepare the evening meal, 72% of women and 3% of men do most of the household cleaning and 54% of women and 6% of men do most of the shopping. Among full time employees, men get 33.5 hours of free time a week, compared with women's 24.6 hours. Perhaps equal opportunities, like charity, should start at home? Secondly, although the general emphasis is on equal opportunities between the sexes, the greatest impact of equal opportunities policies in the work place is in maternity leave and arrangements which are made for women to be at home during school holidays. These often have very substantial detrimental effects on staff who are not accorded the same privileges, especially where the work has to be carried by those left behind. Perhaps the emphasis should be more on equal opportunities for everyone to make a proper balance

between work and other responsibilities rather than on the implication that the bearing of children brings special privileges?

Two points more specific to the Prison Service. I have worked with the Immigration Service, the Police Service, and the Prison Service and my perception is that in the Prison Service sexist pictures and calendars in offices and sexist themes in after dinner speeches are much more prevalent than in either of the other two mainly male orientated services. I personally find this unprofessional rather than offensive, but since many women do find it offensive and since it implies a view of women which is not conducive to equal standing in work relationships, I think this is an area in which the Prison Service falls behind. On the positive side, although I have both experienced and observed some initial stereotyping, I have found people in the Prison Service generous in their acceptance of all colleagues, of whatever sex, once they have been able to see the ability and commitment which we all expect of those with whom we work.

Finally, as a senior manager who moved away from the Prison Service between 1983 and 1986, I have seen a marked and what seems to me a very encouraging movement in the direction of greater equality of opportunity since I returned to the service. This leads me back to my opening thoughts. Equality does not mean sameness. The differences between the sexes make the contribution of each to the other indispensable and, in my personal view, by segregating prisoners as we do, we are actually breaching a fundamental right of human beings to mix with people of the opposite sex. This may be inevitable and could be considered an acceptable corollary of the judicial decision to deprive people of their liberty. The practical difficulties in the way of mixed prison populations are very considerable and I can see no reasonable possibility of this being achieved in the immediate future. But I believe that it should be a long term aim for at least a proportion of the prison population and that if we could achieve it our prisons would be both easier to control and better learning grounds for future life in the community. ■



Sikh Bhangra Dancers performing before a mixed audience of Sikhs, Muslims and Hindus from the local community together with course members from the college.

AN L.O.S. AT RACE RELATIONS

John Aldridge-Gault

Governor IV Tutor at the Prison Service College, Wakefield, with special responsibility for race relations courses.

In the early years of aviation, before the introduction of sophisticated navigational systems, fliers relied almost entirely on the simple expedient of looking over the side. The L O S system enabled the pilots to find out where they were and, given reasonable visibility, some idea of where they were going. In this article I would like to look over the side to see where the Prison Service is in race relations terms and how this dimension of the Service's work might develop into the wider sphere of equal opportunities.

A Growing Awareness

Prior to the enactment of the Race Relations Act of 1976 very few if any initiatives were taken by the Prison Service with regard to the rights, needs or even true recognition of ethnic minorities amongst either those serving sentences or amongst staff. It is also interesting to note that Circular Instructions (CI), Prison Rules etc on the subject between 1976 and 1983 were highly reflective of the Depart-

ment's views on race relations. With the issue of CI 15/77 (Complaints by Inmates) it was clear that ethnic minorities were seen as a 'problem' and as such the Dept was required to react with practical advice. Gradually, with the issue of CI 41/79 (Prisoners Letters—Translation) and CI 28/81 Addendum I (tabulating permitted religious diets and practices) came a recognition that the Dept must respond to the needs and requirements of minority groups within its system albeit that the response was inevitably reactive and often in response to a complaint.

In 1983 with the issue of CI 56 the Dept made a significant move forward. Not only did the Dept state unequivocally where it stood concerning race relations with a clear policy statement but it also made it absolutely clear what was expected of staff in a wide range of activities such as the provision of ethnic diets, provision of facilities for religious worship, the use of derogatory language verbal or written, allocation of work etc. With the issue

of the CI the Dept had become proactive and a range of initiatives have developed since.

It was also soon obvious to the Dept that merely to issue a policy statement was quite inadequate. Without adequate systems of 'follow-through' a policy statement in isolation is but a pious statement of intent. Training has played quite an important part in making staff at many levels racially aware. Local, Regional and National training initiatives have raised awareness and increased knowledge of minority needs. Training, however, can have its dangers, especially if the objectives are not clear from the start and the technique is not appropriate. For example, it should be decided whether a course is anti-racist (with its connotations of remedial, brain-washing, thought-change techniques) or race awareness training which has the intention of imparting knowledge of minority groups and exploring some of the issues around prejudice. The technique chosen is also crucial to the success of such a venture.

Briefly the two techniques used are what might be termed the 'confrontational approach' much favoured by Judy Katz et al. This works on the premise that if you are white per se you are racist and it is only by undergoing confrontation, painful as it is, that one has a neo-Pauline conversion, sees the light and emerges purged of ones racism at the end of the course. Needless to say it is still quite popular in America where evangelism flourishes. The drawbacks and dangers of such an approach are all too obvious, as the evidence shows from several London Boroughs who have re-introduced these types of course and made them compulsory for council workers. The perception of racism is both very limited and distorted and such a technique at best merely alienates the very people one is trying to influence positively. The other technique, which might be described as the 'fair play' approach works from the premise that we are all human beings and that we should be given equal opportunities to enjoy living on this earth and that anything which obstructs that goal is discriminatory. The rest is a matter of working out strategies for eliminating such discriminations.

Liaison Officers

The introduction of Race Relations Liaison Officers in 1981 has also had a major impact upon race relations in

the Prison Service. Not only are they a focal point in each establishment for race relations matters but also through their activities awareness of minority group needs has been raised considerably. Often through personal initiative RRLOs have maintained and developed a healthy race relations climate in their establishments, sometimes in the face of management apathy. One of the major difficulties in focusing race relations matters in one person is that anything which is connected with race relations is passed to that person in such a way that it somehow relieves everyone else of any responsibility for good race relationships. In these circumstances the RRLO, as a specialist, becomes isolated. It was principally for this reason that the development of a team approach was introduced. Seminars run at Holly Royde in recent years have concentrated on team training so that support could be given to the RRLO and that other members of staff in the establishment could see that race relations matters were not vested in one person but were the responsibility of all.

Monitoring

Ethnic monitoring of activities within prisons has also played a vital part in establishing precisely what is going on, and how far Departmental policy has been implemented. Monitoring is after all standard business practice. As Paul Roots, Director of Industrial Relations at Ford Motor Co Ltd said, 'It would be most unlikely to find firms that have policies on say expense accounts or on advertising that do not check on whether controls were applied or what particular form of advertising was producing most sales. Similarly it is important to keep and monitor statistics on the ethnic origins of job applicants and employees and to carry out regular audits'.

Difficulties in staff recruitment

Recently two tutors at the Prison Service College, Newbold Revel were awarded a Butler Trust travelling bursary for their detailed research into ethnic minority recruitment. The majority of Prison Service legislation has been aimed specifically at the needs of ethnic minority inmates but little has been aimed at minority staff members. In a way this is right I suppose because inmates do not have such easy access to bodies such as

the Commission for Racial Equality and are perhaps more vulnerable to discrimination than staff. However, the Newbold Revel study addressed itself particularly to the difficulties encountered in ethnic minority recruiting. One of those difficulties was broadly speaking a potentially circular one. It seems that if you choose a career you invariably look at role models. There are very few role models within the Prison Service for black youth to look at. By far the predominant influences are the myths and exaggerated accounts of former black inmates and which form part of the folklore of black opinion of the Service. Small wonder that many young black people, who would be valuable members of the Prison Service are lost. Essentially expensive local recruiting drives, getting-to-know-you seminars and the like will never be cost effective until the image that the Service portrays to potential minority staff has improved.

Departmental Commitment

These strategies and others would lack credibility were it not for the commitment of the Department to deal positively with racial discrimination. Thus through its policy statements and co-ordinating functions it gives meaning to the various local, regional and national developments which have taken place. Ethnic minority monitoring is now an established part of the regime monitoring carried out in establishments. Race Relations is now an established area looked at by the Prisons Inspectorate. Likewise it is an area covered by Assistant Regional Directors when carrying out establishment reviews. Promotion examinations and interviews now may contain race relations questions. There is little doubt that the Prison Service has achieved a great deal in this area and could be seen to be a model to be emulated by some other Depts in the Home Office.

Need to move on

Is there then any need to move on? Would it not be better to develop further what has already gone on before and consolidate those parts of it which appear to be good practice? A look at one or two other organisations may give us a clue. In a recent policy statement by the CBI their Director of Social Affairs, Richard Worsley said, 'The CBI wholeheartedly supports the principle of equal opportunities in employment and opposes all forms of



A Hindu lady demonstrating Mendhi hand painting.

discrimination on the grounds of sex, marital status, creed, colour, nationality, and ethnic or national origin. It regards the elimination of discrimination and the provision of equal opportunities as an essential step forward in the social and economic progress of the UK'. Again Paul Roots, says, 'In 1970 we introduced our first Equal Opportunity Policy. It did not include any reference to women, and being 1970 it was called a Race Relations Policy. In 1980 we completely revised and updated the policy, included women and issued it as a full Equal Opportunity Policy.' Mike Limmer, Personnel Manager of Mars Ltd goes even further. He says, 'Mars is an equal opportunity employer; criteria for promotion are on the basis of individual merit, and all suitable candidates are considered, regardless of race, sex, colour or religion. The only criterion is their ability to do the job.'

Given these sentiments and the dynamic nature of the Prison Service it is suggested that we cannot afford the luxury of standing still. Development from a policy of race relations into the wider sphere of equal opportunities is not only desirable but essential. It is particularly apposite at a time when significant proportions of women staff are being posted into male establishments and vice versa. One can foresee the day too when inmate populations are mixed, similar to that in other types of institutions. If this is so then issues and questions may be those of gender rather than of race. It therefore has to be asked whether the present policies and systems are adequate.

Gender or Race

If those policies are not regularly reviewed and developed then at best they become an interesting anachronism without meaning, and at their worst they become policies which are seen only to recognise particular minorities and to favour them, which is counter-productive to their stated intention.

If it is accepted that race relations within the Prison Service has perforce to move on and tackle the wider issues of equal opportunities then how this is done is crucial to its success. It has been argued by some that to develop race relations into equal opportunities runs the danger of devolving the former into a vague and generalised area thus losing the high-profile which it has gained in recent years. The contra-argument to that is that if race relations and equal opportunities are not seen as different aspects of the same thing supporters of separate development run the risk of being seen to be 'special interest pleading'. In other words doing no more than guarding their own particular interests, and what they have managed to gain for their group against what they see as dissipation of these gains should they join forces for the greater good.

Alternatively an equal opportunities policy developed from an existing policy, in which strategies, training and initiatives have been tried and tested, lessons learned and remedial action taken would seem a more viable proposition. The structure and systems are there to be changed, elaborated upon etc to assimilate and include minority groups other than racial.

This is not however to say that the only changes needed are those of wording. John Shaw points out in 'Strategies for Improving Race Relations' that strategy must be task oriented and it must bear tangible results. People are not interested in pious statements of intent or sophisticated monitoring systems. They are interested in results. They are interested primarily in the alleviation of their plight. Similarly any planned change runs up against the impatience of the eventual recipients. They want it now.

Foothill or Summit

Any strategy developed from the present race relations policies should also be adequate enough to embrace the two fundamental 'Errors' of discrimination. Errors of Commission, namely those situations in which there is no official response to discriminatory jokes, language or behaviour against minority staff or inmates. Similarly Errors of Omission, namely where the systems, practices and general management of an organisation omit recognition of minority needs, aspirations or indeed their very existence.

It was said recently that the Prison Service had scaled the slopes of race relations successfully. Looking up there looms the greater summit of Equal Opportunity. It is then that the realisation becomes apparent that race relations was only a foothill and that until the greater summit of Equal Opportunity has been scaled can we honestly describe the Prison Service as an Equal Opportunity organisation? ■

the **HOMOSEXUAL** **in Prison**

CANON DOUGLAS A. RHYMES

This article originally appeared in the August 1980 edition of "New Life"—the Prison Chaplaincy Review.

Ethical Attitudes and Pastoral Care

The first difficulty in treating this subject is a matter of definition. Are we thinking entirely of those who are in prison for homosexual offences or those who may have strong homosexual or bi-sexual leanings but who are actually in prison for other offences? The person who finds himself in prison for homosexual offences is more likely to be a paedophile than a true homosexual. A paedophile is a lover of small children and may be equally a lover of small girls or small boys and for offences against either would find

himself in custody. Most homosexuals are no more lovers of small boys than are most heterosexuals lovers of small girls. On the other hand since the law is different in its ages of consent for homosexual and heterosexual relationships there could well be homosexuals in prison who have technically had relationships with those under the law but who could in no sense be considered children—I mean boys of 16 and upwards. At the present moment it is difficult to see why 16 is regarded as an age of consent for heterosexual relationships but 21 is the earliest age at

which homosexual relationships cease to be criminal. Since heterosexual relationships imply the possibility of marriage with all that that means of responsibility and maturity in terms of society and the upbringing of children it is strangely ironic that the much less responsible homosexual relationship has to have a higher age of consent. Moreover it is difficult to think of a boy of 16 and over in our day who would not be fully understanding of what he is doing and fully consenting if he entered into a sexual relationship with an older person. Nothing is more

naive than the remarks still occasionally heard in sentencing about the "innocence" of the younger partner!

However, while I would maintain that any of us who are concerned with justice should work hard to get the law changed to a more sensible equality in regard to age of consent we are faced with two kinds of offenders: the one the genuine paedophile who has committed offences against small boys or girls, and the homosexual who may either be in prison for offences with those who while fully consenting are under age by law or in prison for other offences but whose sexual orientation is homosexual. Since these two groups need quite different treatment both ethically and pastorally I will deal with them differently as I see it.

Treatment of the Paedophile

First it is necessary to realise that in the case of the paedophile there is a mixture of that which is both good and natural and that which is less desirable from the point of view of the child and if not unnatural, since that is a loaded term, is certainly not normal of the father-child relationship. On the one hand the paedophile is often a quite genuine lover of the small boy and wishes to be a father to him, but on the other hand also has sexual desires for him which the father does not normally have for his own small children. It is the latter which is the dangerous element since it introduces into what is and could be a good relationship that which is unsuitable as a sexual expression and likely to inhibit the future relationships of the child. All human relationships are meant to be mature expressions of an equivalent body, mind and spirit relationship and such cannot be possible between an adult and a small child. So what is needed is to enable both by spiritual and psychiatric development and understanding the development of the good part of the father-child image and the re-orientation of the sexual level into a more mature and adult relationship. This may well require long and careful psychiatric analysis and the capacity for the paedophile to be enabled to face and confront the inward immaturity or fear of the adult which is causing his errant behaviour.

This is where prisons often fail completely. The Judge will say when pronouncing sentence that the offender will be given psychiatric treatment, but I know from speaking to prisoners how sketchy and inadequate such treatment often is. But how else does

society expect to deal with the paedophile? It is surely childish wishful thinking to imagine that simply putting a paedophile in prison will have any effect on future behaviour? Would not a little more care, trouble and expense in creating more truly psychiatric prisons like Grendon Underwood, save, in the long run, the taxpayer wasting his money by shutting up for long periods those whose 'crime' is some twist in emotional fixation which needs to be treated rather than punished? In the meantime, however, I would see it as a necessity that until we have more psychiatric prisons every Chaplain and Governor should make certain that the prisoner is given the best and not the most minimal treatment that can be obtained.

The main problem which the paedophile will face in prison is that he will not only be serving the sentence which society has inflicted on him, but he will also be treated by many of the prisoners as a pariah and outcast. In other words both prisoners and society will make him feel as inferior as they can. Now it is very noticeable that if people are made to feel inferior they will become inferior: the black person made to feel inferior in society will often take out his resentment by becoming an inferior member of society—more addicted to violence, mugging, etc. than the rest because that is what is expected of him. So the paedophile who is treated as 'scum' will often say bitterly—"All right I'll go on raping their small boys—if that is what is expected of me I will fulfill their image". The last state will then be infinitely worse than the first. So the Chaplain will have a two-fold role: first to enable the other prisoners and sometimes even prison officers, by educating them in both understanding and compassion, to see that by pushing someone even further down they are creating more likelihood of the very crime they condemn being committed over and over again: secondly the Chaplain will have the task of providing support and a higher estimation of self for the paedophile by concentrating on the good side of his behaviour—his real love for the children—and enabling him to see that the very love he wanted to develop will be frustrated and not helped by the sexual behaviour. I have known several cases where if a priest or social worker is prepared to be a good father-figure to a paedophile, he can himself allow an image of what true 'fathering' means. If the paedophile is also of homosexual or hetero-

sexual orientation (that is, capable of making relationships in either way with older people of his own age group) then such relationships should be encouraged but quite obviously the fixation on children will not easily be changed.

The Homosexual in Custody

Now let me turn to the consideration of the ordinary homosexual in prison. By 'ordinary' I mean the homosexual whose orientation is not towards children but towards those who are at least adult enough to be considered consenting in the heterosexual world and who are in prison for offences against public decency or other offences unconnected with sexuality. Here the situation is entirely different. In this case you are dealing with someone whose sexual orientation differs from the majority. In my view this kind of homosexuality is neither a sin, an illness, a perversion, nor a problem but only a kind of deviation from the majority of society in sexual inclination which is a deviation shared by a considerable minority. The only ironic thing is that anyone with this deviation should be sent to an all-male society as punishment! One would surmise that it would be more of a punishment to be sent to a female prison! What then should be the ethical and pastoral attitudes towards such a person?

a) As a Christian I find it difficult to regard the physical expression of a homosexual orientation as a sin. If human beings are made up of body, mind and spirit then it is as natural for a homosexual to express himself physically as it is for a heterosexual. Peter Wildeblood who was himself imprisoned, says in his book "Against The Law": "it is easy to preach chastity when you are not obliged to practice it yourself and it must be remembered that to a homosexual there is nothing intrinsically shameful in his condition." When the Church counsels perpetual celibacy to every homosexual irrespective of whether or not he has a vocation for the monastic life it is about as unreal as if we expected every heterosexual to be able to embrace the celibate condition. Therefore, I feel it is very important that a Chaplain in a prison should take care not to weigh down the homosexual with a conviction of sin in his situation.

b) If the homosexual finds that his condition presents him with a problem it is well to find out whether the problem is really one of personal feelings of guilt or the problem of

living in a society which does not approve of him and, therefore, makes him feel lonely. Whichever is the case the best counselling is to help him think mainly of the development, when he returns to ordinary life, of good relationships within the circumstances of his own condition. As Jack Dominionian says in his book: "Proposals for a new Sexual Ethic": "The real evil of our age is not the permissiveness of sexual pleasure but the impermanency of relationships . . . the responsibility of Christianity is not to be obsessed with the trivialisation of sex as a pleasure principle but with the trivialisation of persons in the absence of genuine love." The German theologian, Helmut Theilecke, puts it thus: "Perhaps the best way to formulate the ethical problem of the constitutional homosexual who, because of his vitality does not feel called to practise abstinence is to ask whether within the nature of his own constitution he is willing to structure the man-man relationship in an ethically responsible way to realise his optimal ethical potentialities on the basis of his irreversible situation." In other words we who are responsible for the spiritual help and support of those in prison who are deprived of their normal relationships whether heterosexual or homosexual should surely help them to develop in their return to life the best potential they have in whatever relationship is most natural to them and to seek to support them in loyalty to that relationship.

c) Meanwhile what of life within the prison itself. It would seem to me ridiculous to expect that if you shut men up together there will not be some exhibition of homosexual behaviour even on the part of those normally heterosexual—how much more likely for those who are normally homosexual! There are times when 'where ignorance is bliss 'tis folly to be wise'—a certain flexibility and turning of the blind eye by those in authority would seem not only sensible but salutary for health. All human beings need sexual release and masturbation is not usually more than temporarily satisfactory.

d) But above all let there be open discussion without prejudice or condemnation of the various problems human beings have whatever they may be and let the opportunity of the groups arranged by the Chaplain be used to face these problems and work through them. If a person can emerge from a prison seeing through counselling, discussion, prayer and support that the ways of life which brought

them there are unsatisfactory to their own good living then there will be less likelihood of coming back again. If also we learn from each other that, whatever the problem and however distasteful it may seem to be, there "but for the grace of God go I" then even the criminal may achieve a little more tolerance and less bitterness of the society which condemned him.

e) Where inevitably a certain kind of community life is forced upon people and there is available educational material which would, perhaps, not have been looked at in the outside world we can at least hope that with careful and sympathetic handling by those in authority, both secular and spiritual, the prisoner may emerge with more understanding of both his own and other people's problems; but a lot will depend upon whether he is directed this way and whether he can trust those who direct him. There are so many ways by which a priest can help a person to a deeper understanding of sexuality in whatever form it presents itself:

i) To be able to see that sexuality is not a fight between flesh and spirit but the development of a harmony in which there is a feeling of joy rather than what I might almost call the "Government Health Warning attitude" that is often so typical.

ii) To work out and think through the whole question of masculinity and femininity within everyone.

iii) To be able to distinguish between a stable relationship and a throw-away promiscuity and to discuss at all levels what goes into a good and stable relationship without isolating the sexual from all other elements.

iv) To be able to help a person see that the Church's function is supportive and not judgemental so that when in trouble or difficulty he may feel able to trust the clergy with his confidences and if necessary his confessions.

All these seem to me the ways by which both ethical attitudes and pastoral care may combine to enable the homosexual to feel that he both understands himself more deeply and is understood by society more compassionately. ■

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GROUPWORK continued from page 8

Evaluation

1. This group followed the pattern of development which is necessary if a support group is to achieve its ends.

In summary, these stages as described by, among others, Tuckman (Hare 1976) and Sarri and Galinsky (1974) are: orientation; application to the group task; revolt; revision of the group task and way of working; application to the now modified, democratically-defined task (main work phase); mourning the impending ending of the group; and disengagement.

Thus, it was clear that supportive group work could be viable in the setting of H Wing.

2. 'Understanding People' had proved to have considerable value as the beginning focus for a support group. As noted earlier, one of the possible reasons for the 1985 group sticking in its development at a 'pre-intimacy' stage was too swift a shift in focus from looking at communication with others to the discussion of emotionally-laden relationship issues. In contrast, in the 1986 group, the discussion in the first three meetings of subjects such as life-stages, common human needs, biorhythms, moods, and sexual orientations, had prepared the ground for the group to move naturally to a freedom, and wish, to discuss matters personal to themselves.
3. While the absence of a co-leader seemed not to have a significant effect on group development, inconsistent attendance by a leader does carry the risk of diminishing the commitment of group members to working at their task. For me, these absences represented the loss of a significant resource for the group. ■

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THE BUTLER TRUST

Louisa Deas



1988 Award Winners 14 March 1988, Lambeth Palace.

On July 4 1985 a unique award scheme for the Prison Service came into being. The Butler Trust, named after the late Lord Butler of Saffron Walden (Rab Butler), who is generally regarded as being one of the great reforming Home Secretaries, was established to recognise work of value carried out within the Prison Services of the United Kingdom.

The trust is a registered charity, and while being wholly independent and autonomous in its decision making, works in close consultation with the Home Office, the Scottish Home and Health Department and the Northern Ireland Office. Originally the brain child of the Revd. Peter Timms, a

former prison governor, it was the first scheme designed to increase public understanding of work of real value carried out within the Prison Service and to provide some sort of recognition for those who do remarkable work in our prisons, often in the most difficult circumstances. Prison conditions are frequently the subject of adverse criticism, but usually with reference to inmates, rather than to the staff who spend their working lives in those same conditions. The public is largely unaware of much of the positive work being done in its name in the prisons, and the Butler Trust aims to bring it to their notice.

As an Annual Award Scheme the

Trust gives one Travel Scholarship, several Bursaries (between three and six in the three years of its existence) and a number of Certificates (up to thirty). The Travel Scholarship, which may not be awarded every year, allows the winner up to six weeks overseas travel to pursue the area of interest for which the scholarship was awarded and to have the chance of looking at other penal systems. A Bursary also allows up to six weeks travel, but within the United Kingdom, and is designed to give the winner the time and financial support to explore their particular area of interest further. Their programme could include visits to universities, hospitals, colleges, and

industry so that—for example—a wide range of ways in which different organisations deal with a particular set of problems (which may also be relevant to the Prison Service) can be compared. The winners of the Scholarship and Bursaries are asked to prepare an account of their work, which the Trust then hopes to put to positive use, if possible for the wider benefit of the Prison Service. The Certificates, which are the main group of awards, give formal recognition to any outstanding work.

Anyone who works within the Prison Service is eligible for consideration, including those working at all levels in penal institutions, staff training colleges, regional offices and headquarters. The scheme covers those in and out of uniform, those who are full-time and part-time, those who are paid and those who are voluntary workers. The only criterion is the quality of the work, whether it is creative and innovative, designed to help prisoners re-establish and sustain themselves in society after their release or the undramatic quiet excellence of ordinary work extraordinarily well done.

The Trust can only select its award winners from the nominations it receives. The standard of its awards is therefore dependent on the quality of these nominations, which are sent in each year from the prisons. The aim is to have a Butler Trust Local Assessment Panel in each establishment consisting of between three and five members of staff, and the role of a panel is both to encourage nominations and to comment on those it receives. These can be made by anyone in the prison, including prisoners. In the three years of its operation the Trust has received about 140 nominations a year, and it is hoped that this will increase in the years ahead.

Once the annual closing date has passed, the Butler Trust Awarding Panel meets to make a preliminary sifting of the nominations. The Awarding Panel consists of six people, three of whom are Trustees and three of whom are independent members with experience in relevant disciplines, and their initial aim is to agree a short list and call as many people for interview as they think appropriate. The policy at present is that no-one shall be given an award unless they have been interviewed, as the Panel feels that, however good a nomination on paper, they need also to meet the person involved. In 1987 there were three full days of interviews which resulted

in the selection of six Bursary winners and sixteen Certificate winners. For the first time a Bursary has been awarded to two people as a team, and a Certificate was given to a whole wing of Parkhurst Prison and the 29 staff involved in setting it up.

In 1986 the Trust had as its first Travel Scholar Angus Whyte, Education Co-ordinator at HMP Edinburgh. Mr Whyte's work linked his projects in prison with the community, and included helping to arrange placements for long-term prisoners as part of their release programmes. In co-operation with the Institute of Aquaculture at Stirling University, two life-sentence prisoners were engaged in breeding fish as part of the University's research into fish farming in underdeveloped countries. Other prisoners were involved in designing computer programmes for adult slow learners, and the prison's Braille unit worked on transcriptions and repairs of specialist equipment. Mr Whyte used his Scholarship to visit seven Western European countries and wrote an impressive comparative study of the way those countries cared for their long-term prisoners. This has had a limited circulation among those in a position to influence the policy of care for such prisoners in this country.

The 1987 Travel Scholar is Hazel Jackson, Physical Education Principal Officer at HMP Holloway. As well as using the facilities in her department to the maximum, she has opened them up to the outside community, particularly to the severely handicapped and to old age pensioners. She involves inmates in the teaching of disabled swimmers, and some have gained the Amateur Swimming Association's qualification in this field. Mrs Jackson used her Scholarship to visit the USA, Holland, Finland and Norway to compare work done in these countries' prisons with the disabled with our regimes, and also the general involvement of the disabled in sport, outside the penal setting.

Both Travel Scholars found that those they met on their visits were extremely interested in the UK Prison Service and that they were asked for as much information as they collected. This two-way exchange of facts and opinions is one of the most important benefits of a Travel Scholarship, both for the Scholar and for the Prison Service as a whole.

No Travel Scholarship was awarded in 1988, but the Trust gave six Bursaries, compared with three in

1987. George Sharkey is the representative of the Scottish Association for the Care and Resettlement of Offenders in the Barlinnie Special Unit and was nominated by the staff of the Unit to the Butler Trust. He has been attached to the Unit for ten years and has committed himself during that time to the practical and emotional needs of offenders, ex-offenders and their families. His work has become an integral part of the regime at the Special Unit and he is uniquely placed to help offenders re-establish themselves after their release because of the SACRO initiatives he is also involved in organising. Tom Starling is a Grade V officer at HMP Blundeston and for a number of years now he has been teaching a system of minimal violence humane restraint techniques which he devised and initiated. His starting point was the unnecessary injuries sustained by staff and inmates in violent situations and he worked out methods of control designed to avoid such injuries. He has also become increasingly concerned for other professionals—particularly doctors and nurses—whose work brings them into contact with violence, and he intends to use part of his Bursary introducing his techniques to the Health Service. Thomas Mason—a Grade V officer at HMP Featherstone—was nominated both for the work he does with lifers and his role in establishing guidelines for dealing with hostage negotiations. He is a regional tutor in this area of work.

Philip McNally, a Grade VII officer at HMP Leicester, runs the Segregation Unit, a particularly difficult job in a severely overcrowded local prison with a greatly increased number of prisoners in the Unit over the last year. In spite of all the physical difficulties Mr McNally manages to maintain a positive regime, combined with a disciplined atmosphere which has earned him the respect of inmates and staff. He hopes to use his Bursary seeing how others dealing with problem personalities—the Probation Service and the Social Services in particular—approach the work and whether any lessons can be learned by the Prison Service. The first joint Bursary the Trust has awarded went to Hugh Roberts and John Cowlshaw, both Grade VI officers currently posted at Newbold Revel. They have already done a great deal of research into ways of encouraging ethnic recruitment to the Prison Service and have also been involved in the teaching of new entrant prison officers in the field of race

relations. They want to use the opportunity a Bursary affords them to take the next step in actually implementing some of the projects their research showed would be useful in attracting ethnic minorities into the Prison Service. The final 1988 Bursary was awarded to Edward Fisher, PEI at HMP Wandsworth. When Mr Fisher was posted to Wandsworth four years ago, there was virtually no provision for PE either for inmates or staff, and in his time there he has managed to create a flourishing department, with good equipment, which now makes a major contribution to the morale of the prison.

The sixteen Certificate winners represent a wide spectrum of backgrounds and achievements. Fiona Clarke is a volunteer who established and administers a creche at HMP Winchester and Keith Fender is a Grade VIII officer at HMP and RC Cardiff who instigated and raised the money to run drug, smoking, alcohol and solvent-abuse education courses at the prison. The young offenders receive a certificate for completing a course, one of which was apparently produced in court in mitigation—whether successfully or not history doesn't relate. Other Certificates were awarded to Richard McLean (Grade VIII, HMP Edinburgh) for his remarkable work in the library and his many other initiatives in the prison, the LIDS Team at Brixton for setting up what is currently the most comprehensive computerised information system in a UK prison, C Wing at Parkhurst, for their pioneering work in the first Special Unit to be set up in England, and Jim Stephenson, Grade VI HMRC Latchmere House, for the way he has tackled the problem of running a new landing of adult deportees and detainees from a wide range of cultural and racial backgrounds. The other Certificate winners are Lt.-Col., Robert W. Menary of the Salvation Army (formerly on the Board of Visitors at Crumlin Road, Belfast); Henry Valentine, CIO III, HMP Bristol; Vincent Speckman, Grade VIII, HMP Chelmsford; Reg Pow, Grade VI, HMP Dartmoor; Finlay Graham, Principal Psychologist, and Robert Mole, Grade I (retd.) both from HMP Frankland; Allen Wilson, Grade VIII, HMP Highpoint; Mary O'Neill, Grade IV, HMP Holloway; Sister Annunciata, HMP Kingston, Portsmouth; and John Hooker, Grade VI, HMP Wormwood Scrubs.

Since its inception the Butler Trust has been fortunate enough to have the

Princess Royal as its Royal Patron. She has taken an increasingly active interest in the work of the Trust and in the Prison Service generally since she became involved and has visited prisons in Scotland, Northern Ireland and England as the Trust's Patron as well as presenting the awards to the winners at an annual ceremony. Her support and interest have been invaluable. The Butler family is also closely involved with the scheme and the present Chairman is Sir Richard Butler, with his brother James Butler as a Trustee and full support from the Lady Butler (Rab Butler's widow). Among the present Trustees are Merlyn Rees, Lionel Murray, Peter Timms, John Alderson, Trevor Brooking, David Astor, Terry Waite (still sadly absent), Jane Williams and Gordon Fowler (ex Deputy Director General of the Prison Service).

In the short time it has been in existence, the Butler Trust has achieved a remarkable status among prison staff and unique co-operation from the relevant Departments of the three Prison Services.

As a charity, it exists entirely on donations, and as a small, new charity working in an unglamorous field it is in need of further funds. In spite of much generosity both from individuals and from organisations fund-raising has to be a continuous process. More information about the Trust can be obtained from The Administrator, The Butler Trust, 243 Upper Street, London N1 1RU, Tel: 01-354 5798. ■

any

COMMENTS?
ARTICLES?
THOUGHTS?

Please send them to
the Editor or:
Ted Bloor,
HMP Durham
Old Elvet, Durham

RACE RELATIONS *continued from page 5*

There will be varying outcomes, but these variations are not a direct consequence of the training itself. They reflect the fact that commitment to reducing institutional discrimination varies considerably within an organisation. Once the Prison Service has won over the various management echelons generally then the potential to move opinions and attitudes towards improving the race relations climate within the Service as a whole, has unlimited potential.

* See page 4 2nd column (3rd para.) for the later decision to increase team size to four persons

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The Authors

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Development of Race Relations Policies in the Prison Service

**B.M. Caffarey—Head of P3 Division
in Prison Department H.Q.**

This article looks briefly at the main developments which have taken place since the issue of Circular Instruction 32/1986, the key management document on race relations in the Prison Service. It focuses, in particular, on the implementation of the management strategies set out in the Circular Instruction, but it also touches on significant developments in other areas outside that framework.

CI 32/1986

The main features of CI 32/1986 were:

- the issue of a succinct policy statement, to be made as widely available as possible;
- the integration of the management strategy for race relations with the regular management process, in particular the framework established by CI 55/1984. So, for example, each statement of functions and objectives drawn up between the Governor and the Regional Director must include an explicit acknowledgement of the former's responsibility for implementing the Department's race relations policy. (This requirement has been incorporated into the guidelines on preparing statements of functions circulated with Addendum 2 to CI 55/84.) Similarly, the Governor's annual report must contain an account of how far this responsibility has been discharged (by reference to a check list of points);

- the setting-up of race relations teams in establishments;
- the development of the Regional Race Relations Co-ordinators Group (RRRCG) so that it plays a more active role in developing and overseeing the Department's race relations policies.

DEVELOPMENTS AT NATIONAL LEVEL

Training

Development of the overall strategy on race relations has been matched in the training field by the establishment of specialist courses for key personnel (including Governors and Race Relations Liaison Officers (RRLOs) and by the inclusion of race relations sessions in regular training courses for all grades. The most recent innovation was the introduction early in 1985 of week-long "generic" courses at Holly Royde, run jointly by Manchester University, the Prison Service College

and the Home Office Race Relations Consultant. These courses, which are normally opened and closed by the Director General and the Deputy Director General respectively, involve the participation of teams from establishments comprising a Governor, RRLO and 2 other senior managers. They focus on raising awareness of race relations as an issue for the Service, building team co-operation, assessing the state of race relations in establishments and developing race relations 'action plans' to be put into operation on the teams' return to the parent establishments. By April 1988 most establishments had sent a team to one of the Holly Royde courses. (Those that haven't are being pursued hard by their Regional Race Relations Co-ordinator!) These courses dovetail extremely well with the Department's strategy as set out in CI 32/1986, but there is a need to ensure that the courses are filled; that the teams sent consist of the right people; that they are adequately

briefed before the course; and that action plans are followed up.

The RRRCG has now laid plans for a review of training, with the aim of establishing training needs in the light of current policy on race relations and recommending a strategy for training with a clear indication of priorities (since existing resource constraints are likely to continue to apply), which meets those needs in the most efficient and cost-effective way.

Recruitment

Over the last few years special efforts have been made to attract recruits from the ethnic minority communities both to the Service itself and (with a fair degree of success) to associated bodies such as Boards of Visitors, Local Review Committees and the Parole Board. But the level of recruitment of ethnic minorities to the Service itself has remained extremely low and a number of different approaches have been adopted to try to improve the position. These include the commissioning, in early 1986, of a survey to establish ethnic minority attitudes to working in prisons; the holding, at around the same time, of the first series of meetings with community and religious leaders from the ethnic minorities; and the commissioning, from two tutors at Newbold Revel, of an in-depth survey of the attitudes of ethnic minority staff currently in the Department. As a result, changes have been made to the type of advertising and publicity material provided by the Department and career books have been revised to include a clear statement of our determination to eliminate all discrimination.

Furthermore, the Prisons Board has endorsed a proposal that particular efforts should be made to convey to members of the ethnic minorities the professional and worthwhile characteristics of a career in the Service. The objective is to involve a range of people, including staff in the field, of course, in an initiative to get the message across by seeking out speaking opportunities in schools, colleges and the wider communities, and the Department will continue to explore as many avenues as possible to this end.

Arrangements have been introduced for the monitoring of recruits by ethnic group but these are based on the voluntary return of information by applicants and at this stage it is not possible to say whether the data will

be complete enough to enable meaningful conclusions to be drawn. (The difficulty of achieving a satisfactory response rate is a matter to which attention is already being paid in the context of the ethnic surveys of the Civil Service arranged by the Management and Personnel Office).

Efforts have been made to tackle racial bias in the selection procedures by introducing a racial dimension into the training of interviewers. The effectiveness of this has yet to be assessed. In addition, Selection Boards have included members of the ethnic minorities where possible.

The new prison officer aptitudes tests, which were introduced in April 1986 and which have been specially designed to be free from cultural bias, are being validated on a long-term basis to ensure that ethnic minority candidates are not being inadvertently discriminated against.

Monitoring

At national level the RRRCG monitors Governors' annual reports and, in turn, reports annually to the Prisons Board on the Service's performance in implementing race relations policies.

Ethnic analyses of the prison population are now routinely undertaken and published in Prison Statistics. In addition Statistical Department has also undertaken separate exercises on adjudications, and categorisation and allocation data. In the case of adjudications no significant differences emerged between the various ethnic groups. Some differences did, however, show up in categorisation and allocation patterns and further work is planned to examine possible causes.

The RRRCG plans to mount an examination into the possibility of racial bias in categorisation and allocation procedure and establishing ways of monitoring the new categorisation arrangements.

Religious Dimension

For many ethnic communities, religious faith is a vitally important influence affecting all aspects of life and an understanding of the religious dimension is therefore essential to the development of good race relations. Part I of a comprehensive "Directory and Guide" for prison staff on the religious practices of the main non-Christian faiths (covering Buddhism, Hinduism, Islam, Judaism and Sikhism) has been completed by

the Assistant Chaplain General (Midland Region) and is being published. Part II of the work covering a further group of religions is in the course of preparation.

DEVELOPMENTS IN THE FIELD

Governors' Annual Reports

The first annual reports completed by Governors after the issue of CI 32/1986 related to 1986/87. The great majority of these reports included some sort of a response to the check-list issued with the CI, but a significant proportion did not give a specific answer to each question. We hope that some of the lessons learnt during the 1986/87 exercise will have been reflected in the provision of better information in the 1987/88 reports. We shall continue to modify and improve the check-list and guidance to Governors on how the subject of race relations should be dealt with in their annual reports.

Race Relations Management Teams and Monitoring

The most positive features emerging from the analysis are that most establishments have established race relations management teams and most have initiated some form of regular monitoring of the distribution of ethnic groups within particular activities and of facilities (although the levels of sophistication of monitoring systems vary widely). The establishments which are known not to have taken such steps are for the most part those with very low ethnic minority populations. It is important, of course, to ensure that establishments do not regard monitoring as sufficient in itself to fulfil the requirements of the Department's race relations policy. Monitoring must be used to inform decision-making.

Although many establishments have introduced monitoring systems, we have not so far addressed the problem of what constitutes an unacceptable level of race imbalance and what remedial action should be taken if it manifests itself. This is an extremely difficult area which raises questions about the extent to which the prison authorities should impose integration on inmates as opposed to simply seeking to discourage racial segregation. It is, however, a nettle we shall have to grasp if we are to ensure that monitoring is to be consistently and purposefully applied. It will also be important to ensure that action taken as a result of

monitoring is not itself discriminatory.

Contact with Ethnic Minority Communities

Contact with ethnic minority communities from outside is an area where there is less of a success story to report, although it is clear from Governors' reports that this is not necessarily attributable to a lack of effort on the part of establishments. Some establishments are located in areas remote from any centres of ethnic minority settlement and this tends to inhibit the development of close contacts. In other cases, approaches made to ethnic minority organisations have elicited little or no response. The RRRCG is looking at possible means of stimulating the interest of such organisations.

Boards of Visitors

A significant number of establishments report having no minority member on the BOV.

Several hundred members of Boards have now attended training courses at which they have been encouraged to take an active interest in their establishment's race relations policy. The involvement of BOVs in this area of the Prison Department's work is something which we are keen to encourage.

Local Training

The feedback on training has confirmed our impression that, whilst most establishments now have teams of staff who have been on the Holly Royde generic course, little has been done in the way of any systematic local training, partly, though not exclusively, because of lack of resources. It is, however, encouraging to note that a number of reports referred to the planned development of training packages for use locally.

It will be important to develop a training package capable of being used as part of local training and this will be covered as part of the planned review of training. It is also extremely important that we get this training right and that it has a high place in the Department's list of training priorities.

RRLO Training

No courses for RRLOs have been held since spring last year because of the demands made by 'Fresh Start' training. It is important that this training should be reinstated as quickly as possible.

The Regional Co-ordinators

have plans for seminars for RRLOs, on their own or with the rest of their race relations management teams, to discuss progress on implementing CI 32/1986 and the difficulties encountered – and at a more general level to provide them with visible support for the work they do in the establishments.

Racial Incidents and Discriminatory Language

Although about one-third of establishments reported that incidents with a racial dimension had occurred between inmates, no one establishment reported more than one or two such incidents and in most cases racial differences were not seen as the sole or main cause. In the case of staff, it appears that in a significant number of establishments racially-derogatory remarks and jokes are known to be made in private, even if not directly to inmates, although none reports the discovery of widespread discriminatory behaviour towards inmates and none reports having to resort to formal disciplinary proceedings in the course of the year. Encouragingly, most of those Governors who have commented on the issue of language are clearly concerned that staff should be discouraged from expressing themselves in ways which could be construed as indicative of racial bias, although training rather than direct confrontation is seen as the long term solution to the problem. Whilst the RRRCG recognises the importance of training in this context, the use of racially-derogatory/stereotypic language by the staff is unacceptable and must be addressed directly by line-management.

Racial conflicts and tensions can develop between inmates as well as between staff and inmates and we need to make sure that Governors are provided with a clear statement of what constitutes an incident for the purposes of monitoring the policy.

Alexander Case

Last April a black prisoner, John Alexander, succeeded in his claim against the Department under the Race Relations Act 1976 and was awarded costs and damages. The case (initiated in 1984) centred on his claim that he had been refused work in the kitchen and on a wing cleaning party because of his colour.

The Department originally sought to contest the case on the grounds that the complaint fell out-

side the scope of the Race Relations Act 1976. (Prior to this case it had generally been believed that prisoners' complaints were not covered by the Act). At a preliminary hearing the County Court rejected the Department's arguments and ministers decided that no appeal should be lodged on the point of law. Although County Court judgments are not binding and it would still be open to the Department to contest jurisdiction in other cases, a precedent has been set for the initiation by prisoners of Race Relations Act proceedings which would be difficult to overturn. Other cases are known to be in the pipeline.

It will be important to ensure that whatever the outcome of any future cases, they are not simply regarded as unwelcome intrusions into the Department's business but that we should seek to turn them to our advantage by drawing from them lessons for the future development of our race relations policy.

SCOPE FOR FURTHER DEVELOPMENT – SUMMARY

The RRRCG has identified the following points for action.

- **Training** – a comprehensive review of the Service's race relations training needs is being mounted.
- **Recruitment** – the various initiatives which have been taken must be evaluated.
- **Monitoring** – the CI check-list must be refined and revised in order to enhance its value as one means by which Regional Co-ordinators and the RRRCG can monitor the implementation of the strategy.
- **Governors' annual reports** – there is a need to clarify instructions on what is expected of Governors in compiling their reports.
- **Policy statements** – we must remove the apparent confusion in the CI and check-list between national and local policy statements to ensure that establishments adopt a consistent approach. The publicising of the policy statement amongst inmates should be facilitated by including it in future issues of the information booklet for prisoners and by translating it into a range of foreign languages.
- **Local Monitoring** – all establishments must introduce regular monitoring.

continued on inside back cover

cynics' corner

DEREGULATION AND THE PRISON SERVICE

Following the recent announcements on deregulation and the creation of 'agencies' it may be as well for the Prison Service to look towards a more commercial future. At present the only organisations to exploit our potential are either the Prison Service Industries and Farms or external ones, for example the manufacturers of soaps and coat-hangers which claim to be the property of Dartmoor prison. All told we have vast resources which are going untapped.

Here, in the South West, we are probably more fortunate than most. Our estate, as illustrated above, contains the country's most famous prison. This above all else should be capitalised upon. In addition to the coathangers and soaps (the rights to which we may need to contest) there are a number of other goods which could be added to the 'Prison on the Moor' range. Obvious examples are a reproduction ball and chain, the Dartmoor sledgehammer (probably in miniature mounted on a base with a top of the range model in semi-precious metal), and the Gaol pyjamas. For those who like to give food gifts then special gift-packed porridge and Rock Cakes would seem appropriate. A Christmas extra in this range would be the Cake-with-a-file. Looking to the future we could envisage a tin mug and tray combination as 'Babies First Time'. This could also replace the traditional rattle. Tinned Dartmoor Mist may also be a success with the passing tourist trade as may small fragments of

Dartmoor rock as broken by convicts.

Dartmoor only covers one area of our estate and potential market. With the acquisition of Grendon by SW Region we must be conscious that other socio-economic groups may have different prison gift ideas. For example, the numerous visiting probation students, etc. which that establishment attracts could be amenable to other marketing ploys. A basic Grendon item could be the 'I've been Grouped at Grendon' tee-shirt and sweat-shirt (quality control would need to be a feature of such a product). For those in higher socio-economic groups tie-pins, cuff-links and lapel badges may be more appropriate. Spring Hill already produces painted Garden Gnomes and has a history of turning out 'overpainted' examples. These could be standardised to give a Convict and Prison Officer set with the option of extending the range at a later date.

In Reading we also have potential. However, this is largely limited to the associations connected with one of its more famous residents. This could be capitalised on by holding an annual Gay Poetry Festival using part of the building. Negotiations with publishers may allow us to produce a Reading Gaol edition of the Wilde ballad. Basic tours of the establishment, perhaps with waxwork or live tableaux in some cells, could also be considered.

In the case of Shepton Mallet and Oxford we would again need to concentrate on the potential tourist

features and the historic fabric of these buildings. In particular we should note the success of many of the new 'working' museums. To this end Works Departments should be encouraged to re-build tread-mills wherever possible and re-install some of the more antiquated security devices. Prisoners prepared to work on the tread-mill would obviously receive additional privileges.

Whilst alcohol is not permitted in penal establishments some of the older, external buildings such as Governor's quarters may lend themselves to conversion to licenced premises. We could envisage a series of 'theme pubs', run under the chain title of 'The Drop Inn' with appropriate decor. An additional line of merchandise to be sold through these outlets would be the Behind Bars Tankard.

Many of these developments should be possible within existing resources by gearing PSIF workshops to new lines. Others will require additional manning levels but these should be self-financing with staff used on tourist duties at week-ends and holiday periods being available for other duties out of season. Even where manning difficulties prevail we should look for commercial alternatives and consider what potential we may have to tap into the growing interest in Activity Holidays. Given some of the more remote locations this may well be a means of gaining temporary, paying staff during heavy summer leave periods. ■

BOOK REVIEWS

Books for review to be sent to:
The Reviews Editor, Prison Service Journal,
Trevor Williams, HM Prison Service College,
Love Lane, Wakefield, West Yorkshire. WF2 9AQ.

Applying Psychology to Imprisonment

Edited by McGURK, B.J.,
THORNTON, D.M. & WILLIAMS, M.
London H.M.S.O 1987
ISBN 0 11 340851 X
pp. 481 Paper £14.95

The deliberate ambiguity of the phrase 'applying psychology' in the title of this substantial edited collection is well placed, since it deals not only with aspects of *applied* psychology, but also represents a noteworthy attempt to *apply* the principles and techniques of psychological research to practical problems associated with imprisonment. As such, it covers a wide range of subjects concerned with the selection and training of prison staff, the psychological treatment of prisoners, and penal regime design, management and evaluation. The book is to be welcomed not least because it brings usefully together a range of ideas which would otherwise be dispersed within the professional literature and therefore less readily accessible to those working within prisons.

The thirty chapters are divided into two main sections, Theory and Practice. These are preceded by an Introduction which provides a clear and helpful overview of the following material. Most of this material, written by thirty-five authors who work within the psychological services of the Prison Department (England and Wales) or related academic settings, is previously unpublished in its present form. Each chapter starts with a brief scene-setting introduction, then outlines details of the subject or study in question, before proceeding to a review and discussion of results and findings. Many of the chapters end with a useful discussion of the implications of the findings for penal practice and each has a brief but accessible bibliography for those wishing to engage in further study.

The first section of the book encompasses seven papers which summarise up-to-date research and thinking on the most well-known theoretical models of criminal behaviour. These include contemporary statements of the more 'traditional' models based on biological factors (Venables & Raine), personality theory and criminality (Eysenck), psychoanalytic explanations (Kline), behaviourist concepts (Williams) and moral development theory (Thornton), together with the more recent ideas associated with reversal theory (Apter & Smith) and rational choice theory (Clarke). This collection of material presents an unashamedly *psychological* viewpoint on crime and criminal behaviour and, as such, does not address important interactional and definitional problems within the criminological field. It does, however, present a helpful and wide ranging résumé of current thinking.

The links between this broad-based explanatory material and the more specific, problem-oriented accounts in the later chapters might perhaps have been more clearly articulated. As it is, despite the best efforts of the editors, the two sections of the book present as rather unrelated wholes. An exception is the paper on radical behaviourism (chap. 5) which makes explicit links between explanations for offending and subsequent classification, management and treatment of offenders. The ideas associated with rational choice theory grew out of studies of regime design and comparison and I found this chapter disappointingly brief given the context of the book as a whole. Its author does, however, tentatively conclude:

'... the key to successful institutional management lies in (i) a high level of supervision and the progressive reduction of opportunities for misbehaviour, (ii) a consistent and graded system of punishments, (iii) a flow of information about the state of mind of individual inmates and, (iv) an energetic policy of assisting them with the solution of pressing personal problems.' (pp. 124-5).

The second section of the book, entitled Practice, addresses within twenty-two brief papers, a range of issues concerning modern British penal practice. The section begins with two papers relating to prison staff; these are concerned with the redesign of selection tests and the development of interactive skills training. Both provide useful examples of the work of psychologists within the penal system and the application of psychological approaches to the changing roles of prison staff, involving, as the latter do, attempts to achieve more effective control and influence through greater interpersonal interaction with inmates.

Chapters 10-20 cover a number of issues concerning the psychological treatment of offenders within the prison setting. An interesting paper by Thornton sets the scene by attempting a reappraisal of the 'nothing works' school of thought, through a re-examination of the effectiveness literature first reviewed by Marinson, Brody et al in the 1970s. He concludes that a more sophisticated analysis than that made in the earlier work reveals identifiable evidence for the effectiveness of at least some forms of treatment. This is an important finding, with direct consequences for the debate about rehabilitation as a valid penological aim. In this same vein there follow papers on psychological treatment of sex offenders, a review of the current state of social skills training approaches, attitude change with a group of violent football supporters, direct conciliation between offenders and victims, cognitive anger control, the improvement of job skills among offenders and group treatment for institutional offending. Each of these treatment examples is carefully evaluated and guidelines are given as

to directions for future study and practice.

Particularly helpful for anyone planning work of this kind with inmates are the case studies included in the book. These describe successful examples of the treatment of a social skills deficit with a young sex offender, stimulus satiation with a fire-setter, and shame aversion therapy with a self-exposer. Each study gives an illustration of this type of work in action and provides details of the treatment regime together with critical comments on outcome evaluation. Most of the work described in this section of the book is with young offenders, giving the unfortunate impression (erroneous, I trust) that these are the only inmates with whom such psychological treatment is attempted.

An important issue highlighted by a number of the authors is the crucial distinction between treatment as a response to requests from prisoners for help with offending problems (i.e. voluntaristic treatment) and the routine incorporation into the penal regime designs of psychological insights into the aetiology of offending (i.e. institutional treatment). Evidence is presented of the greater effectiveness of the former. Race and gender issues receive very limited cover within the book as a whole. Cullen (chap. 19) discusses some ethnic issues in relation to his finding that black inmates responded rather better to a programme designed to reduce aggression within a Youth Custody Centre. Women prisoners are only specifically discussed in respect of choices for vocational courses (chap. 24).

The subsequent eight papers deal with aspects of regime design and management. Curran (chap. 21) discusses the problems caused by the growth within the prison system of the number of those suffering from AIDS and the difficulties associated with HIV testing. His material provides a valuable updating and outlines possible roles for prison psychologists in this area. Examples are given in the papers that follow of studies of the privileges most preferred by remand prisoners, the social work needs of prisoners, the vocational interests of female inmates and preferences for cell sharing/sanitation arrangements. Each of these studies was either commissioned by, or related directly to, specialists working within the prison system and taken as a whole, they provide helpful examples of survey design, conduct and analysis within their respective fields. The specific findings that prison staff reported very limited knowledge about inmates' personal difficulties (pp 384-5) has important implications for shared working on social work tasks.

Smith & Conlin (chap. 26) review and analyse hostage incidents in English prisons between 1972 and 1985 and draw some general conclusions about aetiology and effective handling. Graham gives a thought provoking example of a simple but effective way of dealing with the problems of institutional vandalism within a remand centre (chap. 27) and Thornton (chap. 28) discusses institutional factors influencing

the choice made by sex offender inmates to apply for Rule 43 protection. These three papers give excellent examples of the application of psychological approaches to a very practical problems in regime management.

The final two chapters by Thornton illustrate the application of the techniques of psychological measurement to the complex problems of regime evaluation. In the penultimate, rather technical, paper he discusses the development of assessment scales concerned with the measurement of custodial adjustment among inmates. The final paper uses the study of tougher detention centre regimes to illustrate some of the more pervasive difficulties of regime evaluation. The paper raises fundamental methodological and conceptual issues concerning this type of evaluative study. A short quotation sets out what might, perhaps, be taken as the two main issues dealt with throughout the whole book; firstly, the relationship between regime characteristics and inmate response, and secondly, the links between the latter response and subsequent offending behaviour:

'Theoretically driven evaluations . . . provide results which are more interpretable than those provided by the traditional evaluation method. Nevertheless, a striking feature of the tougher Detention Centre project is that comparatively little can be learnt from it. Essentially it showed that a particular set of regime features, when implemented in a particular way, failed to produce the anticipated immediate reaction in detention centre trainees. We were able to make a plausible explanation as to why this was so but the data were not sufficient to establish the correctness of this explanation. And we learnt nothing about the correctness of the postulated links of institutional experience and conduct to re-offending after release. Yet this small yield of information required the application of very considerable resources. The reason we learnt so little was . . . that we started off with too little (background) knowledge. What is required therefore is a more cost effective way of accumulating it.' (p. 476).

Thus the point is made that, as soon as we wish (or are required) to move beyond guesswork and speculation about crime or penal policy and practice, we are confronted with formidable problems of design and interpretation. The closed laboratory experiments of academic psychology are near impossible to reproduce within the complex interactional realities of a prison. Yet, if the discipline is to make a contribution to our knowledge about these subjects, such a commitment to experiment and measurement is vital.

One of the explicit aims of this book is to help in the process of knowledge building by making available to psychologists working within penal and related settings examples of the work undertaken by current and past members of the prison psychological services. As such, in the reviewer's opinion, it makes an important contribution to our actual and potential understanding of these matters and deserves a wide readership. The collected papers incorporate not only formal (statistical) evaluations of their respective studies but also useful informal evaluations, (e.g. prison officers' comments on a programme to reduce and control inmates' anger responses (pp. 311-12) and victims' comments on direct reconciliation with burglar offenders (pp. 294-6)). These latter discussions widen the potential readership and render the material of more general interest to non-psychologically trained person-

nel working within the penal and corrective fields.

BRYAN WILLIAMS.

Children of Imprisoned Fathers

by ROGER SHAW

Hodder & Stoughton

£3.95

This is a study of children whose fathers are given prison sentences and the effects such absence has on the children. It is estimated that each year more than one hundred thousand children are affected. The author (who previously worked as a Probation Officer) undertook a small research study of a total of 415 men serving in Leicester Prison for six months and less over a two year period. As a result of questionnaires then sent to various professional bodies and interested parties including health visitors and teachers he then invites consideration of the issues relating to the problems of children visiting imprisoned fathers and carrying on healthy relationships with their fathers in a wider sense and then opens the area for public debate.

The extent and severity of the problem are outlined in case histories, letters and other correspondence. In identifying the key issues in the parenting of children whose fathers are imprisoned, comparisons are made between the advantages and disadvantages of father being absent. For instance in a few cases father's imprisonment gave the family a "breather" and allowed debts to be paid. In most cases however children suffer in different ways and manifest this in behaviour problems at school or in the home. While machinery is set up to cope with family bereavement, divorce and abuse against children for instance, the notion of children being prevented from seeing their father in prison except once each month is not classified as an abuse of the child's right for access to his father.

Mr. Shaw makes the point that children are the hidden victims whose suffering can far outweigh the suffering imposed on the (direct) victim of crime.

The constraints of prison visiting are examined at length with a number of quotations about such experienced as viewed from the family side. "The prison visiting environment is perceived as unsatisfactory and depressing, a situation brought about by lack of space, insufficient staff and low priority afforded family contact by comparison with security . . . and smooth running of the establishment" (p14). As one lady put it "What can you talk about when you know you only have 15 minutes." (Remand visitor)

What does the parent tell the child by way of explanation for father's absence? Examples were quoted ranging from "working away" to "helping the police" . . . leaving the child at times to learn the truth from elsewhere, which in turn can lead to exaggerated fears as to the reason for father's absence.

The example quoted of a child being locked in the home for several hours following the father (a single parent) being picked up by the police on a warrant and no one being alerted until late evening was not uncommon.

Father's attitude on visits is discussed at length. After long periods locked in their cells they tend to get suspicious of tones of particular letters etc. and frustrated with a sense of feeling helpless. This is offloaded in front of the children on the next visit in an unreasonable and aggressive manner leaving little time for explanations

to be given or apologies to be made in such a short visiting time. The children are left bewildered at parents reactions and yet another month to mull over the "uncertainty and disappointment and confusion generated by the visit" (p 24).

According to the author the results of the research tended to show that the depersonalising and dehumanising effects of imprisonment rendered the child irrelevant to the father. Mr. Shaw pointed out that the Prison Probation Officers are asked to interview an inmate on a domestic matter such as an additional visit and this is sometimes seen by prison authorities as gaining the prisoner "a privilege" when in reality it may be for the well-being of the family as a whole.

The question as to whether father allows the child to visit him is tackled specifically on page 25 ending with a comment that the P.O.A. could perhaps do more to lessen the constraints on such visits.

In trying to alleviate some of the problems discussed, I believe it is a serious responsibility of all concerned in the penal system to ease where possible some of the suffering which can be avoided especially in the area of visiting fathers in prison. Under 'Fresh Start' the Prison Officers and Prison Probation Officers could perhaps make this issue a serious matter for considering joint work which can only lead in the end to a smooth running of the establishment.

Visits should be seen as part of the right of the child to maintain meaningful relationships with his father. As one teacher writes (p 79), "For allowing the situation to develop where these kids (of prisoners) get no help at all while millions are spent on prisons, every adult stands indicted". The author seems convinced that we are all convicted.

This is a very readable book which I hope will inspire others to continue to do more research into a little known topic. I would be interested to hear for instance of the effects of children of long term prisoners and those of Asian fathers imprisoned—the latter of which have enormous communications problems and whose very culture, as I understand, is for father to be an integral part of the family.

VERONICA K. DEVINE

Footnote:

The author of this review has asked that we draw readers attention to the Lancashire Probation video 'They Just Don't Think Do They', reviewed in the January 1988 issue.

Reviews Editor

Sentencing and the Penal System: Text and Materials

CHRISTOPHER HARDING and
LAURENCE KOFFMAN

Sweet & Maxwell

£18.50

A mark of the true professional is that one's better off not needing them: doctors, lawyers, teachers, bishops. Another is that they're all aliens—especially in the way they want the world to fit their ideas and ways of thinking. How professionals get to be like that is a large story and very like the story of how each of us get to be like we are. It's partly a question of how we start off and partly of how we get steered along the way towards becoming

crooks, layabouts, right-wingers, fun-lovers, diabetics . . .

Of course, it is not obvious to us lay people what it is that professionals actually do. Their most prominent characteristics are that they are pretty smooth, well fed, never at a loss for a comment and, between each other, pretty keen to show that they know an awful lot. Maybe what they know is the crucial thing? Given the law of the exam room, you only become a professional if you show that you know what you are supposed to. In your career, it becomes a habit to know.

This book shows exactly how the habit of knowing can be used to shape the idea of criminal justice at work. Anyone could be required to digest this book, sit an exam and be graded on what they know of the important arguments as selected by the editors. Fair's fair—there are four hundred pages, references to a hundred cases, thirty-odd statutes from 1361 to 1983 and countless key extracts from books, articles and reports. The selection is great. Gladstone, May, prior, J E Thomas, Hood, D A Thomas and others too numerous to mention. Here, between covers, is a host of samples from much of what has been contributed to debate for twenty years or so.

Of the eight chapters, that on imprisonment happens to be the longest, by quite a stretch, and quite a chunk is concerned with 'discipline and control and prisoners' rights'. It shows how a couple of academic lawyers in Aberystwyth encouraged their students to keep tabs on this moving frontier, at least into 1986. Europe, the World and Aber are watching! The other sections—on origins, types of imprisonment, organisation, regime and the reduction of the prison population—are more familiar, less contemporary and more arbitrary in their inclusions and exclusions. This makes clear what impels the editors: the issues in which the law potentially plays a part rather than the issues which matter in criminal justice policy, management, human and social affairs.

The other chapters cover the basis, background and process of sentencing; non-custodial sentences; young offenders; the mentally disordered and the evaluation of sentences. Here again, the selection of key extracts is generally great. Of course, anyone can quarrel over exclusions and quibble about inclusions—particularly where the principle on which the decision is made is an alien one of whether lawyers think they are fun. (The things which lawyers think are fun are probably such as to make any right-thinking person Rumpole).

Now it has to be said that the book is only about 80% extracts. Rather scattered throughout are 'detailed and thought-provoking commentary and questions' of the kind that students are likely to have generated over the years to keep their tutors' attention or 'to stimulate further reflection and study . . .'. These are somewhat uneven, ranging from the contextual and explanatory, through the cryptic to the rhetorical. Occasionally, it looks as if they might be encouraging thought about loftier aspects of criminal justice than whether there's a chance for lawyers to get their feet in the door!

The book certainly is more than an accumulation of material which two teachers have used and worked on for some years although in being so it is sometimes rather pious and vague. It is a guide to what alert lawyers expect their students and colleagues to be aware of in contributing to and making a living from the criminal justice enterprise. In that respect, it does document the emergence of

criminal justice from being 'after the event' and a 'dead letter' as far as law is concerned. It is not yet a radical affair, but it is a demonstration of an irreversible shift in the boundaries between law and penology which invites a broader appreciation of the interrelationship within the prison service. The thought which this book could generate could help considerably. The provocation offered by its occasional inaccuracies will no doubt keep acute readers awake.

MARK BEESON

Prison Poets—an anthology of prisoners' poetry collected and published by Hampshire Probation Service.

Price £1.20

I have an ambivalent relationship with prison poetry. I hate it because it highlights the misery and pathos of prison life, and love it because it shows that some prisoners can transcend their surroundings and write about the 'outside'—the past with pleasure and the future with hope. The cathartic effect of some of the poetry is for the writer's benefit only, but there is far more worth in much of the work.

In this collection, many subjects and emotions are touched upon—many very simply as in Paul Davies' "Farewell Farewell"

Farewell farewell
My little cell
Farewell for evermore
For many a lonely
Mile I've walked
From your window
To your door

David Martin obviously has a love of words, and uses his descriptive vocabulary to good effect in "Mad Clocks"

. . . And there are hollow black corridors
That echo resounding laughter
Inside insidious insipid shadows
Stepping quickly from inseperable
Stained glass windows. . .

Francis Berry in his foreword states his wonder that men in such closed institutions have the inner resources to write imaginatively when living in such a 'dull' environment with 'wretched monotony'. It is to their credit that they have provided the material for this book, and it should give them hope that people are going to read it and understand.

All the proceeds from this publication will be donated the Hampshire Care Trust, and the book is dedicated to the memory of Jean Davies, the founder of the Burnbake Trust, which does so much to encourage prisoners' art.

I hope you'll buy a copy.

GILL GANNER

"Criminal Women"

PAT CARLEN and Others

In "Criminal Women", Pat Carlen has collected the autobiographical accounts of four women who have been involved in crime, and have consequently experienced prison custody.

Chris Tchaikovsky tells how she started her criminal career at the age of 16 when she

began to break into shops to steal cigarettes. Graduating to cheque-book fraud she soon found herself in Holloway where she was amazed that "women as vile as screws existed".

Tchaikovsky was to return to Holloway but between sentences became part of a long and complex fraud involving traveller's cheques, cheque cards and international drivers' licences. She became an accepted and respected member of the criminal "underworld" and salved her conscience by donating large sums of money to charities and political funds. After several years of this, however, the excitement began to pall and she was arrested and sentenced to two years imprisonment. Tchaikovsky chooses to end her account at this point and it is only in the final chapter of the book, which details the background to the forming of the group "Women in Prison" that we are told that Tchaikovsky did eventually give up crime.

Diana Christina also started her criminal activities whilst a teenager and, in fact, had only six months' freedom between the ages of 14 and 20. Most of Christina's convictions were for shoplifting, which she chose as a way of supporting her children during the short periods she spent out of prison.

After several years of the constant round of shoplifting, court appearances and gaol sentences, Christina resolved to give up crime. She trained as a nurse and was happy in her work but soon began shoplifting to supplement her meagre income. Inevitably, she was caught and dismissed but, undeterred, she studied at college and went to Rome where she taught English. However, she soon began shoplifting again and, following one conviction, she went voluntarily to live in a probation hostel. In the supportive regime of the hostel Christina realised that she had to change her lifestyle, and she resolved to halt her search for external success until she had come to understand herself.

Christina now lives a crime-free life; existing, at the time of writing, on social security, but she feels she is piecing her life together in her own way and at her own pace.

Jenny Hicks' introduction to crime was somewhat different to those of Tchaikovsky and Christina. A well-behaved child and model student, she used her undoubted entrepreneurial skill to form a small company when she left school. She soon became involved in business which was "not strictly legal" and from this modest start progressed to an involvement in large frauds.

Hicks' criminal career came to an end when she found herself in court charged with conspiring to defraud the Post Office of £250,000. She was sentenced to five years imprisonment and sent to Holloway to serve her sentence. During her time in prison, Hicks made many friends amongst the other prisoners and upon her release she joined the campaigning group "Women in Prison".

Jenny Hicks now works with W.I.P. and with "Clean Break", the ex-prisoners' theatre company.

Josie O'Dwyer's story is very different from the others in this book—unlike them she did not profit financially from her criminal activities.

O'Dwyer was first sent to prison at the age of 14. She coped with being inside by refusing to conform to the rules, regularly smashing up her cell, and even becoming involved in a full-scale prison riot.

O'Dwyer served sentences at Pucklechurch, Bullwood Hall, Holloway and Styal prisons. At Styal, she was to spend six

months in continuous solitary confinement. She was eventually sent to a hostel by a judge who expressed amazement that she had never been given an alternative to a prison sentence. Again she refused to conform, hoping she would be thrown out and returned to the safety of prison.

However, as a result of the support she received from the hostel staff she came to enjoy being out of prison. At the time of writing she had been out for 16 months and, for the first time, felt she was taking control of her own life.

Pat Carlen's aim in bringing together these accounts is to destroy the mythology surrounding women criminals. Criminal behaviour in women has, in the past, been ascribed to a variety of causes – from the fact that criminal women are biologically different to their law-abiding contemporaries, to the granting of increased social freedom to women. Carlen claims that two myths prevail in today's society's perception of criminal women – the first being that women who commit crimes are either essentially masculine, maladjusted (to their "natural" feminine roles), or mentally ill; and secondly that women's prisons are not real prisons but something of a cross between mental hospitals and ladies' boarding-schools.

Carlen examines these myths and comes first of all to the conclusion, convincingly illustrated by the contrasting stories of the women featured in this book, that there can be no one theory of women's crime because there can be no such thing as the "typical" criminal woman.

Using the four women's stories, Carlen then purports to demonstrate that, under certain conditions, lawbreaking and other forms of deviant protest may, in fact, be rational and coherent responses to women's awareness of the disabilities imposed upon them by a class-riven, sexist society.

The stories of Tchaikovsky, Christina, Hicks and O'Dwyer then, are not only interesting stories in their own right—they are used by Pat Carlen to oppose the traditional view of criminal women and, it is hoped, to promote greater understanding of one particular way in which women may choose to respond to the limitations to which they are subjected by society.

Interestingly, the four subjects of this book realised that crime, however rational a response it may be, is not an acceptable one and chose to respond to society's limitations in a more conventional way.

I found the book interesting and easy to read, but thought some of Carlen's own theories were as inflexible and unconvincing as the ones she was dismissing. Those with an interest in women's prisons will find much to interest them in this book – even if they are not persuaded by Carlen's rhetoric.

S WILKS

The Sentence of the Court

HMSO

The fourth edition of this concise guide for sentencers, first produced in 1964, remains as useful as ever.

It is logically ordered in moving from general principles to more detailed consideration of each sentence available at Magistrates' and Crown Court level; and the appendices and index are well organised for easy reference.

Although generally it is a factual hand-

book, inevitably in the "aims and effectiveness of sentencing" (p. 6) and indeed throughout Chapter 3: "Sentences and Sentencing", it strays a little. The references to research studies are intriguing as glancing comments, though the bibliography is helpful in extending the menu for the whetted appetite. There is, too, in this edition, an increased emphasis on the severity of custody as a sentence, and (with some exceptions) its "last resort" use.

For those working in the Prison Service, the handbook should be widely available. It is readable, compactly comprehensive, and a timely reminder to custodians of the wide range of other options available in dealing with offenders.

D. CURTIS

Equal Opportunities in Local Authorities

ISABELLA STONE

Equal Opportunities Commission Research Series

H.M.S.O. Price £9.40

This report, by Isabella Stone, whose research was funded by the Equal Opportunities Commission, is aimed at examining the effectiveness of Local Authority Initiatives set up to promote equal opportunities for female employees. It is a rather "behind the scenes" look at the development of initiatives such as equal opportunities committees, womens groups, etc., identifying the organisational factors, both administrative and political, which are likely to affect the effectiveness of such groups.

Part 1 of the report sets the background for research, giving evidence of the gross inequalities in Local Authorities. The figures given (e.g. in 1986 out of 455 Local Authorities only three had women Chief Executives) are appalling, although hardly startling for anyone working in the public service. Who would like to bet that similar figures couldn't be produced for the senior management in the Prison Service?

For the most part, the report is concerned with taking a look at the very detailed role of the equality officer, organisational settings, political structures, the role of trades unions, etc. This is done through discussion with 'equality officers' in 20 different Local Authorities and three separate case studies.

Although, on the face of it, the report would seem relevant and particularly useful to Local Authorities, it fails to provide any particular suggestions or even a basis for discussion. It is dull, far too long-winded and, on the whole, far too specific to be of much relevance or interest to any other organisation, including the Prison Service.

The conclusions are obvious, vague and rather weak. Yes! Trades Unions, administrative resources and personalities do influence the effectiveness of any Equal Opportunities Committee! Is anyone surprised?

It would have been far more worthwhile for the report to have concentrated upon constructive comments and suggested improvement for the system rather than to have criticised and bemoaned all that has been done. Then, perhaps, the report might have attained its stated aim of "developing effective strategies for the implementation of policies for women".

ALISON PERRY.

RACE RELATIONS continued from page 28

- **Contacts with ethnic minority communities** – these need to be developed.
- **Racial incidents and discriminatory language** – a definition of a 'racial incident' needs to be worked out and action taken to deal with unacceptable language. There may be lessons of general application to be learned from those Governors who report having taken action to eliminate this sort of behaviour.

Conclusion

We have been reasonably encouraged by the response to CI 32/1986 though, as always, the most positive responses have tended to come from the establishments which were already well advanced in race relations terms (that said, the reports from a number of local prisons, where the difficulties in the way of implementing the policy are probably greatest, shows that real efforts have been made). The amount of detail provided in annual reports has in some cases been extremely disappointing. The success of our policies in the long term will be measured by the extent to which race relations issues are taken on board as legitimate management concern by all establishments. At the time last year's reports were prepared CI 32/1986 had not been long in operation. The current round of reports for the financial year 1987/88 will be critical in enabling us to gauge progress made and in determining what further steps need to be taken to ensure that the responsibilities for race relations identified by the CI are properly acquitted.

The Prison Department has received some credit both from other parts of the Home Office and from outside bodies such as NACRO and the CRE for the positive approach it has adopted to race relations. We have raised expectations, both inside and outside the Service, on which we must deliver. Central to this delivery will be the pressure which Regional Directors exert on establishments which are not meeting the requirements of CI 32/1986, and the recognition they can give to those that are and the encouragement they can give to those that are trying hard. Of fundamental importance will be ensuring that the race relations dimension of the Service's work is firmly built into the management processes of CI 55/1984. ■

NOTICE.

PRISONERS admitted into Pentonville Prison will have an opportunity of being taught a Trade, and of receiving sound Moral and Religious Instruction. They will be transported to a Penal Colony, in Classes, as follows:—

FIRST CLASS.

Prisoners who shall, when sent from this Prison, be reported by the Governor and Chaplain to have behaved well.

These, at the end of 18 months, will be sent to Van Diemen's Land, to receive a Ticket of Leave, on landing, which, until forfeited by bad conduct, will, in that Country, confer most of the advantages of freedom. In Van Diemen's Land, labor being in great demand, and wages being therefore high, the Prisoner's knowledge of a trade, and the possession of a Ticket of Leave, will enable him, with industry and continued good conduct, to secure a comfortable and respectable position in Society. Prisoners who obtain Tickets of Leave may also, by industry and good conduct, acquire, in a short time, means sufficient to enable their families to follow them.

SECOND CLASS.

Prisoners who have not behaved well.

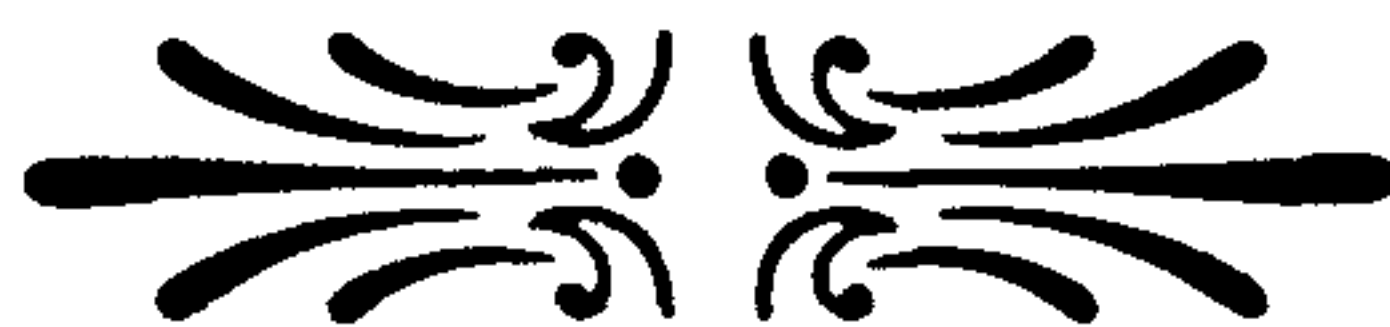
These, also, at the end of 18 months, will be transported to Van Diemen's Land, where they will receive a Probationary Pass, which will secure to them only a limited portion of their earnings, will admit of their enjoying only a small portion of liberty, and will subject them to many restraints and privations.

THIRD CLASS.

Prisoners who have behaved ill.

These will be transported to Tasman's Peninsula, a Penal Colony, occupied only by Convicts and the Military Guard, there to be employed on the Public Works, in Probationary Gangs, without wages, and deprived of liberty; and their families will not be permitted, under any circumstances, to follow them.

Prisoners will see how much depends on their own conduct during their confinement in this Prison. According to their behaviour and improvement here, will be their future condition in the Colony to which they will be sent.



*See our January 1989 issue
for what happened when they got there*