ECONOMIC AND SOCIAL RESEARCH COUNCIL
IMPACT REPORT

For awards ending on or after 1 November 2009

This Impact Report should be completed and submitted using the **grant reference** as the email subject to **reportsofficer@esrc.ac.uk** on or before the due date.

Completion of this Impact Report is mandatory. It will not be possible to edit this Impact Report at a later date, as it is designed to provide a statement of the impacts of your project to date 12 months after your grant ends.

Please note that the Impact Report will only be accepted if all sections have been completed in full. If a section does not apply to you, please enter ‘n/a’. Grant holders will not be eligible for further ESRC funding until the Report is accepted. (Please see Section 5 of the ESRC Research Funding Guide for details.)

Please refer to the Guidance notes when completing this Impact Report. In particular, the notes explain what the ESRC means by ‘impact’.

<table>
<thead>
<tr>
<th>Grant Reference</th>
<th>RES-000-22-3441</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant Title</td>
<td>Appreciative Inquiry into the Diversity Strategy of HMP Wakefield</td>
</tr>
<tr>
<td>Grant Start Date</td>
<td>01.03.09</td>
</tr>
<tr>
<td>Grant End Date</td>
<td>30.11.2009</td>
</tr>
<tr>
<td>Total Amount</td>
<td>£93,500.21</td>
</tr>
<tr>
<td>Expended</td>
<td></td>
</tr>
<tr>
<td>Grant holding</td>
<td>Sheffield Hallam University</td>
</tr>
<tr>
<td>Institution</td>
<td></td>
</tr>
<tr>
<td>Grant Holder</td>
<td>Professor Malcolm Cowburn</td>
</tr>
<tr>
<td>Contact Details</td>
<td></td>
</tr>
<tr>
<td>Address</td>
<td>Department of Law, Criminology and Community Justice, Collegiate Crescent Campus, Sheffield Hallam University, Sheffield, S10 2BP</td>
</tr>
<tr>
<td>Email</td>
<td><a href="mailto:m.cowburn@shu.ac.uk">m.cowburn@shu.ac.uk</a></td>
</tr>
<tr>
<td>Telephone</td>
<td>0114 22555598</td>
</tr>
<tr>
<td>Co-Investigators (as per project application):</td>
<td>Institution</td>
</tr>
<tr>
<td>Dr Victoria Lavis</td>
<td>University of Bradford, Richmond Road, Bradford, BD7 1DP.</td>
</tr>
</tbody>
</table>
1. **SCIENTIFIC IMPACT**

A Please **summarise** below the scientific impact(s) your project has had. [*Max 250 words*]

1. **Methodological:** This project is a *pilot* project, whose main aim was to test the suitability of an Appreciative Inquiry (AI) methodology for researching diversity in a high security prison. The concern about the methodology was that in focusing on ‘life at its best’ it potentially prevented the research from discovering negative aspects of prison life. This research shows that these concerns are invalid. Prisoners and staff criticised many aspects of prison life, however the positive AI focus also discovered good practices. The research report commented on both types of practices and the researchers have continued their engagement with the prison, including delivering a small ESRC knowledge exchange programme that addresses issues raised in the report. The project has confirmed that AI is appropriate for exploring diversity issues in prison; it identifies strengths and weaknesses whilst retaining the interest and involvement of prisoners, prison staff and senior prison management.

2. **Understanding diversity in prison:** Drawing on suggestions from an ESRC peer reviewer, we developed an understanding of the significance of ‘intersectionality’ as a way of understanding how prisoners’ various identities impact upon and influence their behaviour and sense of self. Previous theorising of diversity in prison primarily focuses on one aspect of identity (e.g. ethnicity) rather than on how various identities intersect. We have presented papers at British Society of Criminology (BSC) & American Society of Criminology (ASC) conferences, published a paper and, most importantly, developed teaching materials to use with prisoners during our knowledge exchange programme. This remains ‘work in progress’ but it is of clear scientific importance for understanding diversities in prison.

B Please outline the **findings and outputs** from your project which have had the scientific impact(s) outlined in 1A. [*Max 250 words*]

**Methodological findings:**
The following indicates AI is a suitable methodology to research diversity in prisons:

- Positive aspects of response to diversity: role of prisoner representatives, response to racial bullying, support for foreign national prisoners, regular access to faith related matters, dedicated disability liaison team, environmental adaptations for old and disabled prisoners, effectiveness of Gay prisoner representatives and forum
- Negative – insufficient respectful communication, racial discrimination, Muslim prisoners perceived as a threat, investigations of homophobia, access to healthcare for older and disabled prisoners, repeated deferring, in meetings, of important issues

**Outputs:**

- Final Report and visual map for HMP Wakefield
- Presentations to BSC 2009; ASC; BSC, 2010
- Application to IRAS for the 3 prison study

**Understanding diversity: Intersectionality as a concept for understanding diversities in prison:**

- Prison demographics (e.g. little is known about the complexity of prison population).
• Faith and ethnicity - in some circumstances one identity was given priority by the individual whilst prison procedures focused on different identities.
• Issues of masculinities and the intersections with age and ethnicities in understanding the significance of the gym to all prisoners

**Outputs:**
- Research report to HMP Wakefield.
- Presentations to BSC & ASC in 2009 and 2010
- ESRC knowledge exchange small grant ‘Opening up communicative space: towards a collaboratively generated impact in responding to Diversity in HMP Wakefield.’ Award number: RES-192-22-0047 - workshop (3)

C Please outline how these impacts were achieved. [Max 250 words]

The Project Steering Committee and Prisoner Advisory Group monitored the impact of the methodology, and reflected on the nature of intersecting identities in prison. Additionally impacts were achieved through publications (Research report to HMP Wakefield & Cowburn, & Lavis, (2010), & presentations:

**Methodological - presentations**
- Prison groups
  - Head of the Race Equality Action Group, NOMS. Sheffield, July 2010.
- Conferences
  - ‘Same title as ASC paper’ *BSC Conference*. Cardiff. June/July 2010
  - ‘Using the Wall of Wonder with prisoners to develop diversity research in a maximum security prison’. *BSC Conference*. Leicester. July 2010
  - ‘Excuse me, Miss’ vs. ‘Hey, Professor’: Doing gender whilst researching diversity in the Male Prison Estate’ *Psychology of Women Section Conference*: British Psychological Society. Windsor, July 2010,

**Understanding diversities - presentations**
- Prison groups
  - ESRC KE small grant (RES-192-22-0047) - workshop (3)
- Conferences
  - ‘Same title as ASC paper’ *BSC Conference*. Cardiff. June/July 2009
Please outline who the findings and outputs outlined above had an impact upon. This can include specific academics/researchers through to broader academic groups. [Max 250 words]

Our conference papers have stimulated a wide range of discussions both with prison researchers but also with; a wider group of social scientists interested in theorising social identities, historians undertaking research on race and criminal justice systems and health and social science methodologists interested in the application of AI in a custodial setting. Furthermore our research has attracted the attention of researchers who are struggling with issues of confidentiality and knowledge development in a secure environment.

Apart from conference papers the project has been used to inform our university teaching it has thus had an impact on both undergraduate and post-graduate students of criminology, psychology, sociology and social policy.

The research has also directly impacted on senior managers in both the prison service and NOMS. On the basis of the pilot study we now have national interest in developing the project further looking at diversity strategies and the experience of minority diversity group prisoners in other types of prison.

Our ESRC mini-web site has also attracted the attention of other researchers.


On the basis of our work and the interest that it generates, we have been invited to submit papers (to the British Journal of Community Justice) and make international conference presentations (Open University).

2. ECONOMIC AND SOCIETAL IMPACT

Please summarise below the economic and societal impact(s) your project has had. [Max 250 words]

The impact of this project is primarily societal based within the world of the prisons of England and Wales. We first highlight national impacts and then local (to HMP Wakefield) impacts:

National impact (see letter from Chris Barnett-Page, Head of NOMS Equalities Unit), the research has contributed to:

- The new national ‘Equalities Framework’
- How new NOMS supports individual prisons in relation to diversity
- NOMS decision to commission good practice guidance for prisoner equalities representatives and to develop a national training package
- To developing a system for reporting incidents related to all diversities
- NOMS’ decision to introduce structured communications techniques in the prison setting.
Developing mediatory rather than adversarial methods for dealing with complaints relating to diversity issues. A draft national policy framework will be implemented in January 2011.

Revised national policy on the searching transgender prisoners, and a draft Prison Service Instruction on the care and management of trans prisoners. Additionally, the effectiveness of AI as a research methodology has been noted nationally.

Local impact (See letter from Chris Robinson, Diversity Governor HMP Wakefield)

- Change from an approach to diversity focusing on individual strands to an intersectional approach recognising the overlapping nature of diversities.
- Change to a Diversity Incident Reporting system.
- Change from separate meetings for Representatives for the various strands of diversity to one meeting for all Representatives.
- Joint application for ESRC Knowledge Exchange Grant to develop local policy and practice and enhance prisoner and staff awareness of diversity.

B Please outline the **findings and outputs** from your project which have had the economic and societal impact(s) outlined in 2A. [Max 250 words]

The social impacts of this research are not easily related to single findings of the research. Some of the national impacts can be related to cumulative findings – for example, the interviews and our reading of the literature pointed to the need to understand and respond to diversity in a more complex manner. Intersectionality theory highlighted the importance of seeing identities as multi-faceted and interrelated, this complexity clearly emerged from the interviews. These issues are explored in the report to the prison and this viewpoint complemented the move in legislation to a Single Equalities Act. Thus the report gave impetus to the shift in policies and practice from considering individual strands of diversity to a more integrated approach outlined in the previous section as both a national and local impact. Moreover, at a local level the KE small grant has enabled practical outputs (staff and prisoner education, revised policies and procedures) to support these changes.

All of our data sources (documentation, interviews, survey and focus groups) indicated dissatisfaction with bureaucratic procedural responses to diversity related problems. These are highlighted in our report and in various presentations. At a national level this has led to (re) consideration of alternative forms of problem resolution which are currently being piloted.

C Please outline how these impacts were achieved. [Max 250 words]

Impacts were achieved through the design of the project and the commitment of key stakeholders (prisoners, prison staff and prison management – local and national).

Prison management were involved in the project at the outset, they have helped the project to develop and provided much need practical help at difficult moments. The seriousness of the commitment of the local senior management team is shown in that they have not censored our report and have ensured that it is widely available within and
outside of the prison. Moreover, they are keen that the prison estate as a whole engages with change.

Prison staff were initially suspicious of this research – problem focused research often leaves staff without recognition for the good work and with criticism for shortcomings. The involvement of staff in the PSC and the focus groups encouraged participation in the research. The research report, which was both critical and commending of staff, enabled them to sustain involvement in the project. Staff attendance at the KE workshops has been substantial and active.

Prisoners have sustained an involvement in the project from before funding was awarded. A core group of prisoners participated in the Advisory group. They critiqued our work and made constructive suggestions. Prisoners who were interviewed were able to criticise prison procedures and to recognise positive work of some staff. Again, prisoner participation in the knowledge exchange workshop was substantial and active.

Thus the impacts of the research were achieved by involving all key stakeholders in all phases of the research.

Please outline **who** the findings and outputs outlined above had an impact upon. This can be at a broad societal level through to specific individuals or groups. [Max 250 words]

**HMP Wakefield (prisoners, prison staff and prison management)**

The research has provided a detailed understanding of the ways in which the quality of life of minority diversity group prisoners is attended to and may be improved. Moreover, prison management have demonstrated their commitment to respond to these areas through the collaborative bid for further ESRC Knowledge Exchange funds to facilitate three workshops which are already having an impact in terms of (a) a more able and well informed body of prisoner representatives for diverse minority groups and (b) staff generated procedural guidelines for searching procedures which are more respectful of diversity. Further impacts are expected as a result of the final workshop that will aim to produce a local policy for responding to prisoners’ sexuality and gender identities. These are having a direct benefit to staff and prisoners.

**High Security Estate and NOMS**

The impacts relating to local policy, procedure and practice outlined above are also impacting more widely on other prisons in the High Security Estate since the Diversity Governor at HMP Wakefield is also the High Security Estate Lead for Diversity. The developments to policy and practice are therefore being shared more widely across the Estate impacting upon strategies for responding to diversity across the Estate. These will form the infrastructure for developing a positive environment for all prisoners. Moreover, as shown above, the impact of the project has also reached the wider prison estate via the introduction of new national initiatives.
3. UNEXPECTED AND POTENTIAL FUTURE IMPACTS

A Unexpected Impacts

Please note which, if any, of the impacts that your research has had were unexpected at the outset of the research, explaining where possible why you think this was the case. [Max 250 words]

- ESRC Knowledge Exchange small grant RES-192-22-0047. This award builds on the work of the pilot study. At the time of our original bid this scheme did not exist. The award has allowed us to build practical outcomes onto our initial project. This has had two-fold benefits (i) it has produced a positive practical outcome that has provided a resource for the prison to begin addressing some of the implications of our findings; and (ii) it has further developed our positive relationships with prisoners, prison staff and prison management.

- 3 prison study – a collaborative bid, involving Yorkshire and Humberside NOMS and the present investigators. An unanticipated impact of the pilot research was the development of a wider study looking at the experiences of diversity grouping prisoners in a range of different prisons across the region. The bid is supported by NOMS both in the region and nationally.

- Invitation to present our work at an Open University conference referred to in section 1C. This was an international gathering of leading scholars of penality and prisons. The invitation came through colleagues having heard/seen some/one of our conference presentations.

B Potential Future Impacts

If you have a clear idea of the impact your research is likely to have in the future please detail these below. [Max 250 words]

The potential future impacts are anticipated in three main areas.

1. Impacts arising from the KE funded workshops: It is anticipated that tangible impacts will arise from the three workshops. Specifically, a local policy for HMP Wakefield on sexualities and gender identities and a set of procedural guidance to which staff can refer when searching prisoners of different religious faiths and sexualities/gender identities.

2. A further 3 Prison Study: An application is underway to gain Ministry of Justice and ethics approval

3. Publications in academic journals facilitating greater dissemination of the scientific impact.
4. IMPACT LIMITATIONS

A  Limited scientific impact

Please state below any major scientific difficulties that have limited the scientific impact of your research. The statement should refer to an effect on impact rather than simply detail research difficulties. [Max 250 words]

- Pilot nature of the study

B  Limited economic and societal impact

ESRC recognises that some of the research it funds will not have an economic or societal impact in the short term. Please explain briefly below if this is the case for your project, and refer to your grant application where relevant. [Max 250 words]

This was not a case for our research and we anticipate an extended and enduring societal impact at a local level for HMP Wakefield and at a national level in relation to the influence of the guidelines, local policies etc being developed through the KE funded workshops.

C  No impact to date

Not applicable

Please note that ESRC projects are evaluated on the basis of their scientific and/or economic and societal impact. Grant holders are expected to report any future impacts as they occur using the Impact Record, downloadable from the ESRC Society Today website. If you have no impacts at this stage, please give reasons below. [Max 250 words]
5. DECLARATIONS

Please read the statements below. Submitting this Impact Report to reportsofficer@esrc.ac.uk confirms your agreement.

i) This Impact Report is an accurate statement of the impacts of the research project to date. All co-investigators named in the proposal to ESRC or appointed subsequently have seen and approved the Report.

ii) Details of any subsequent impacts will be submitted via an Impact Record as they occur.

Thank you for completing this Impact Report. Your Impact Report will be considered along with your End of Award Report in the evaluation of your research. You are now invited to complete the confidential Nominations form, which will assist with the evaluation of your project.
NOMINATED OUTPUTS

Please nominate a maximum of two outputs from your research which you would like to be considered as part of the evaluation.

<table>
<thead>
<tr>
<th>Output type</th>
<th>Publication details</th>
<th>Uploaded to ESRC Society Today?</th>
</tr>
</thead>
</table>