**Devolving Probation Services: An ethnographic study of the implementation of the Transforming Rehabilitation Agenda (ESRC Ref ES/M000028/1)**

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**Guide to the Data Storage**

In September 2013 the Ministry of Justice published details of how its Transforming Rehabilitation agenda would restructure the delivery of offender management services in England and Wales. Within these reforms approximately 70% of the activities carried out by a public sector probation service were to be transferred to the private sector through the establishment of 21 community rehabilitation companies (CRCs). This research draws on observation and interview-based research that took place between March 2014 until June 2015 to capture, in one case study area, the experience of staff during this period of unprecedented organisational change through the creation, early development, and sale of a CRC.

The project capitalised on a unique opportunity to observe this period of profound change in one case study area and allowed us to capture the experiences of workers we tracked from immediately prior to the dissolving of the existing public sector probation service (from March 2014) through to their operation within a private sector based community rehabilitation company (in June 2015). The research team conducted semi-ethnographic fieldwork observing management meetings/decision-making processes throughout this time, attending staff forums and team meetings routinely throughout the fieldwork. The research team also conducted semi-structured interviews with staff from all levels of the organization. For data storage purposes the participants were divided into three categories, namely: 1) 8 members of the Senior Management Team (SMT); 2) 20 Middle Managers (MM) and 3) 38 members of the wider staff group covering Probation Officers, Probation Service Officers, Programme Tutors and Support/Corporate Staff. Four ‘sweeps’ of research activity took place between April-June 2014; September-November 2014; December-January 2015 and then March-April 2015 to coincide with significant moments in the transition process. For data storage purposes all the interview transcripts for members of the Senior Management Team are stored in one zip folder, whilst zip folders have been created for Staff Group and Middle Managers participants that are grouped by sweep of interview activity. The below tables should help users identify where transcripts sit within the broader development of the project and the Interview Schedules and Consent Form document identifies the questions used for each sweep.

First, the below table identifies the distribution of interviews with members of the Senior Management Group;

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| SMT Participant | *Sweep 1*  *April-June 2014* | *Sweep 2*  *July-August 2014* | *Sweep 3*  *Dec-January 2015* | *Sweep 4*  *Feb-March 2015* | *Sweep 5*  *May-June 2015* |
| SMT01 | SMT01\_Int01 | SMT01\_Int02 | SMT01\_Int03 | SMT01\_Int04 | SMT01\_Int05 |
| SMT02 | SMT02\_Int01 | SMT02\_Int02 | SMT02\_Int03 | SMT02\_Int04 | SMT02\_Int05 |
| SMT03 | SMT03\_Int01 |  | SMT03\_Int02 |  | SMT03\_Int03 |
| SMT04 | SMT04\_Int01 |  | SMT04\_Int02 |  | SMT04\_Int03 |
| SMT05 | SMT05\_Int01 | SMT05\_Int02 | SMT05\_Int03 | SMT05\_Int04 | SMT05\_Int05 |
| SMT06 | SMT06 Int01 | SMT06\_Int02 | SMT06\_Int03 |  | SMT06\_Int04 |
| SMT07 | SMT07\_Int01 | SMT07\_Int02 | SMT07\_Int03 | SMT07\_Int04 | SMT07\_Int05 |
| SMT08 | SMT08\_Int01 | SMT08\_Int02 | SMT08\_Int03 | SMT08\_Int04 | SMT08\_Int05 |

Second, the below table identifies the distribution of interviews with members of the Staff Group and Middle Manager participant groups who have been engaged multiple times;

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | *Sweep 1* | *Sweep 2* | *Sweep 3* | *Sweep 4* |
| MM08 | MM08\_Int01 |  | MM08\_Int02 | MM08\_Int03 |
| MM07 | MM07\_Int01 |  | MM07\_Int02 | MM07\_Int03 |
| MM06 | MM06\_Int01 |  | MM06\_Int02 | MM06\_Int03 |
| MM04 | MM04\_Int01 |  | MM04\_Int02 | MM04\_Int03 |
| SG21 |  | SG21\_FG | SG21\_Int01 | SG21\_Int03 |
| SG25 |  | SG25\_FG | SG25\_Int01 | SG25\_Int03 |
| SG03 | SG03\_Int01 | SG03\_Int02 | SG03\_Int03 | SG04\_Int04 |
| MM19 |  | MM19\_Int01 |  | MM19\_Int02 |
| MM10 |  | MM10\_Int01 |  | MM10\_Int02 |
| MM11 |  | MM11\_Int01 | MM11\_FG |  |
| MM18 |  | MM18\_FG | MM18\_FG | MM18\_Int01 |
| MM20 |  | MM20\_FG |  | MM20\_Int01 |
| MM09 |  | MM09\_Int01 |  | MM09\_Int02 |
| SG06 | SG06\_FG |  | SG06\_Int01 |  |
| SG07 | SG07\_Int01 |  |  | SG07\_Int02 |
| SG31 |  | SG31\_Int01 | SG31\_Int02 |  |
| SG12 | SG12\_Int01 |  | SG12\_Int02 |  |
| SG27 |  | SG27\_FG | SG\_Int01 |  |
| SG33 |  | SG33\_FG | SG33\_Int01 |  |

Third, the below table identifies the distribution of interviews with members of the Staff Group and Middle Manager participant groups who have been engaged multiple times;

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Sweep 1 |  | Sweep 2 |  | Sweep 3 |  | Sweep 4 |
| MM02 |  | SG20 |  | SG24 |  | SG34 |
| SG05 |  | SG18 |  | SG23 |  | MM16 |
| SG08 |  | SG15 |  | SG26 |  | SG32 |
| SG12 |  | SG14 |  | SG28 |  | MM17 |
| SG01 |  | SG22 |  |  |  | MM14 |
| MM01 |  | SG17 |  |  |  | SG38 |
| MM04 |  | SG19 |  |  |  | MM15 |
| SG11 |  | MM12 |  |  |  | SG35 |
| SG13 |  |  |  |  |  | SG36 |
| MM03 |  |  |  |  |  | MM13 |
| SG16 |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

***Abbreviations Used within the Interviews;***

CRC – Community Rehabilitation Company

NPS - National Probation Service

MoJ – Ministry of Justice

TR – Transforming Rehabilitation