**Rehabilitating Probation: Rebuilding Culture, Identity and Legitimacy in a Reformed Public Service (ESRC Ref ES/W001101/1)**

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**Guide to the Data Storage**

*Rehabilitating Probation: Rebuilding culture, identity and legitimacy in a reformed public service* was a three-year (2022-2025) ESRC funded research project that examined the implementation, experiences and consequences of a significant and unprecedented programme of public service reform that brought formerly outsourced probation services back into the public sector.

Probation services across England and Wales were reunified following a period of large-scale privatisation under Transforming Rehabilitation reforms implemented in 2014, which had led to the establishment of a publicly operated National Probation Service (NPS) and a number of private Community Rehabilitation Companies (CRCs). In June 2021 the public and private arms of probation were brought back together under a newly constituted public Probation Service. The Rehabilitating Probation project explored this significant public service reform, the scale of which was unprecedented when probation and rehabilitation services were re-organised.

Building on the good research practices developed through an earlier ESRC funded research project – *Devolving Probation Services: An ethnographic study of the implementation of the Transforming Rehabilitation Agenda, ESRC Ref ES/M000028/1, 2014-2015 (Millings, Burke and Robinson)* - the core fieldwork activity concerned interview-based research with probation managers and frontline staff in one (unnamed) case study probation region. In three rounds of research activity in each of the three years of the project we engaged a total of 100 probation workers drawn from all levels of the organisation and conducted a total of 191 interview/focus group activities with participants. Over half our sample took part in two or more tracked interviews to fully capture the contoured consequences of experiencing organisational change.

For data storage purposes the participants were divided into four categories, namely:

1. Probation Service Officer (PSO) Grade Staff (n=27)
2. Probation Officer (PO) Grade Staff (n=25)
3. Senior Probation Officer (SPO) Grade Staff (n=20)
4. Senior Manager (SM) Grade Staff (n=20)

Interviews took place during three sweeps of research activity – between May-September 2022; between February-July 2023; and between March-August 2024 – to coincide with significant moments in the cycle of organisational change. For data storage purposes all the interview transcripts are stored in zip folders for each of the three sweeps of research activity with folders for each of the four participant categories within each (*RP\_WP1\_Sweep 1; RP\_WP\_Sweep 2; RP\_WP1\_Sweep 3*). The tables that follow in this report will help users identify where transcripts sit within the broader development of the project and the Interview Schedules, Participant Information Sheets and Consent Form used for each sweep are found in *RP\_WP1\_Research Materials*.

The data gathered through the research project has been cleaned and does not contain any disclosive information so participant names have been removed and content that would help identify specific individuals or their roles within the probation service have been removed. The case study area where the research took place is not named in our research publications and to protect the anonymity of those who have taken part in the research all specific and identifiable references to offices and locations have been removed also. Details about specific cases and people being managed by the probation service have also been removed along with content that could be considered operationally sensitive or that could breach commercial confidentiality.

The below are publications related to the *Rehabilitating Probation* Project with further information about the study, the project team, dissemination activities, and podcast recordings available at <https://rehabilitating-probation.org.uk/>

Millings, M., Annison, H., Burke, L., Carr, N., Robinson, G. and Surridge, E. (2025) [Exploring Key Messages from the Rehabilitating Probation Project](https://doi.org/10.54006/WRDW8386) *Probation Quarterly*, Issue 36, 44-48 <https://doi.org/10.54006/WRDW8386>

Millings, M., Burke, L., Annison, H., Carr, N., Robinson, G. and Surridge, E. (2025) [Indifference, resistance, possibility: Probation staff perspectives on the introduction of professional registration](https://doi.org/10.1177/02645505251324066) *Probation Journal* <https://doi.org/10.1177/02645505251324066>

Millings, M., Burke, L., Annison, H., Carr, N., Robinson, G. and Surridge, E. (2025) [A fork in the road: Probation unification in England and Wales two years on](https://doi.org/10.1177/02645505241303755) *Probation Journal* <https://doi.org/10.1177/02645505241303755>

Millings, M., Burke, L., Annison, H., Carr, N., Robinson, G. and Surridge, E. (2023) [A necessary but painful journey: Experiences of unification in a probation service region](https://doi.org/10.1177/02645505231182822) *Probation Journal* <https://doi.org/10.1177/02645505231182822>

Robinson, G.,Annison, H., Burke, L., Carr, N., Millings, M., and Surridge, E. (2025) [Anchors Through Change: Exploring Identity Work in the Unified Probation Service for England & Wales](https://doi.org/10.1093/bjc/azaf007) *British Journal of Criminology* <https://doi.org/10.1093/bjc/azaf007>

*Table 1 - The distribution of interviews with participants from the Probation Service Officer (PSO) Grade Staff group across the three sweeps of research activity.*

|  |  |  |  |
| --- | --- | --- | --- |
| **PSO Participant** | **Sweep 1** | **Sweep 2** | **Sweep 3** |
| **PSO\_100** | RP\_WP1\_SW1\_100 |  |  |
| **PSO\_101** | RP\_WP1\_SW1\_101 |  |  |
| **PSO\_102** | RP\_WP1\_SW1\_102 |  |  |
| **PSO\_103** | RP\_WP1\_SW1\_103 | RP\_WP1\_SW2\_103 | RP\_WP1\_SW3\_103 |
| **PSO\_104** | RP\_WP1\_SW1\_104 |  |  |
| **PSO\_105** | RP\_WP1\_SW1\_105 |  |  |
| **PSO\_106** | RP\_WP1\_SW1\_106 |  |  |
| **PSO\_107** | RP\_WP1\_SW1\_107 | RP\_WP1\_SW2\_107 | RP\_WP1\_SW3\_107 |
| **PSO\_108** | RP\_WP1\_SW1\_108 |  |  |
| **PSO\_109** | RP\_WP1\_SW1\_109 | RP\_WP1\_SW2\_109 | RP\_WP1\_SW3\_109 |
| **PSO\_110** | RP\_WP1\_SW1\_110 | RP\_WP1\_SW2\_110 |  |
| **PSO\_111** | RP\_WP1\_SW1\_111 |  | RP\_WP1\_SW3\_111 |
| **PSO\_112** | RP\_WP1\_SW1\_112 |  |  |
| **PSO\_113** | RP\_WP1\_SW1\_113 |  |  |
| **PSO\_114** | RP\_WP1\_SW1\_114 | RP\_WP1\_SW2\_114 | RP\_WP1\_SW3\_114 |
| **PSO\_115** | RP\_WP1\_SW1\_115 | RP\_WP1\_SW2\_115 | RP\_WP1\_SW3\_115 |
| **PSO\_116** | RP\_WP1\_SW1\_116 | RP\_WP1\_SW2\_116 | RP\_WP1\_SW3\_116 |
| **PSO\_117** | RP\_WP1\_SW1\_117 | RP\_WP1\_SW2\_117 | RP\_WP1\_SW3\_117 |
| **PSO\_118** | RP\_WP1\_SW1\_118 |  |  |
| **PSO\_119** | RP\_WP1\_SW1\_119 |  |  |
| **PSO\_120** | RP\_WP1\_SW1\_120 |  |  |
| **PSO\_121** |  | RP\_WP1\_SW2\_121 | RP\_WP1\_SW3\_121 |
| **PSO\_122** |  | RP\_WP1\_SW2\_122 | RP\_WP1\_SW3\_122 |
| **PSO\_123** |  | RP\_WP1\_SW2\_123 |  |
| **PSO\_124** |  | RP\_WP1\_SW2\_124 | RP\_WP1\_SW3\_124 |
| **PSO\_125** |  |  | RP\_WP1\_SW3\_125 |
| **PSO\_126** |  |  | RP\_WP1\_SW3\_126 |

*Table 2 - The distribution of interviews with participants from the Probation Officer (PO) Grade Staff group across the three sweeps of research activity.*

|  |  |  |  |
| --- | --- | --- | --- |
| **PO Participant** | **Sweep 1** | **Sweep 2** | **Sweep 3** |
| **PO\_200** | RP\_WP1\_SW1\_200 | RP\_WP1\_SW2\_200 | RP\_WP1\_SW3\_200 |
| **PO\_201** | RP\_WP1\_SW1\_201 | RP\_WP1\_SW2\_201 |  |
| **PO\_202** | RP\_WP1\_SW1\_202 | RP\_WP1\_SW2\_202 | RP\_WP1\_SW3\_202 |
| **PO\_203** | RP\_WP1\_SW1\_203 | RP\_WP1\_SW2\_203 | RP\_WP1\_SW3\_203 |
| **PO\_204** | RP\_WP1\_SW1\_204 | RP\_WP1\_SW2\_204 | RP\_WP1\_SW3\_204 |
| **PO\_205** | RP\_WP1\_SW1\_205 | RP\_WP1\_SW2\_205 | RP\_WP1\_SW3\_205 |
| **PO\_206** | RP\_WP1\_SW1\_206 |  | RP\_WP1\_SW3\_206 |
| **PO\_207** | RP\_WP1\_SW1\_207 | RP\_WP1\_SW2\_207 | RP\_WP1\_SW3\_207 |
| **PO\_208** | RP\_WP1\_SW1\_208 |  |  |
| **PO\_209** | RP\_WP1\_SW1\_209 | RP\_WP1\_SW2\_209 | RP\_WP1\_SW3\_209 |
| **PO\_210** | RP\_WP1\_SW1\_210 |  |  |
| **PO\_211** | RP\_WP1\_SW1\_211 |  | RP\_WP1\_SW3\_211 |
| **PO\_212** | RP\_WP1\_SW1\_212 |  |  |
| **PO\_213** |  | RP\_WP1\_SW2\_213 | RP\_WP1\_SW3\_213 |
| **PO\_214** |  | RP\_WP1\_SW2\_214 | RP\_WP1\_SW3\_214 |
| **PO\_215** |  | RP\_WP1\_SW2\_215 | RP\_WP1\_SW3\_215 |
| **PO\_216** |  | RP\_WP1\_SW2\_216 | RP\_WP1\_SW3\_216 |
| **PO\_217** |  | RP\_WP1\_SW2\_217 | RP\_WP1\_SW3\_217 |
| **PO\_218** |  | RP\_WP1\_SW2\_218 |  |
| **PO\_219** |  | RP\_WP1\_SW2\_219 |  |
| **PO\_220** |  | RP\_WP1\_SW2\_220 | RP\_WP1\_SW3\_220 |
| **PO\_221** |  | RP\_WP1\_SW2\_221 | RP\_WP1\_SW3\_221 |
| **PO\_222** |  | RP\_WP1\_SW2\_222 | RP\_WP1\_SW3\_222 |
| **PO\_223** |  | RP\_WP1\_SW2\_223 |  |
| **PO\_224** |  |  | RP\_WP1\_SW3\_224 |

*Table 3 - The distribution of interviews with participants from the Senior Probation Officer (SPO) Grade Staff group across the three sweeps of research activity.*

|  |  |  |  |
| --- | --- | --- | --- |
| **SPO Participant** | **Sweep 1** | **Sweep 2** | **Sweep 3** |
| **SPO\_300** | RP\_WP1\_SW1\_300 |  | RP\_WP1\_SW3\_300 |
| **SPO\_301** | RP\_WP1\_SW1\_301 |  |  |
| **SPO\_302** | RP\_WP1\_SW1\_302 | RP\_WP1\_SW2\_302 | RP\_WP1\_SW3\_302 |
| **SPO\_303** | RP\_WP1\_SW1\_303 | RP\_WP1\_SW2\_303 | RP\_WP1\_SW3\_303 |
| **SPO\_304** | RP\_WP1\_SW1\_304 | RP\_WP1\_SW2\_304 | RP\_WP1\_SW3\_304 |
| **SPO\_305** | RP\_WP1\_SW1\_305 |  | RP\_WP1\_SW3\_305 |
| **SPO\_306** | RP\_WP1\_SW1\_306 | RP\_WP1\_SW2\_306 | RP\_WP1\_SW3\_306 |
| **SPO\_307** | RP\_WP1\_SW1\_307 | RP\_WP1\_SW2\_307 | RP\_WP1\_SW3\_307 |
| **SPO\_308** | RP\_WP1\_SW1\_308 | RP\_WP1\_SW2\_308 |  |
| **SPO\_309** | RP\_WP1\_SW1\_309 | RP\_WP1\_SW2\_309 |  |
| **SPO\_310** | RP\_WP1\_SW1\_310 |  |  |
| **SPO\_311** | RP\_WP1\_SW1\_311 | RP\_WP1\_SW2\_311 |  |
| **SPO\_312** | RP\_WP1\_SW1\_312 | RP\_WP1\_SW2\_312 | RP\_WP1\_SW3\_312 |
| **SPO\_313** |  | RP\_WP1\_SW2\_313 |  |
| **SPO\_314** |  | RP\_WP1\_SW2\_314 |  |
| **SPO\_315** |  | RP\_WP1\_SW2\_315 | RP\_WP1\_SW3\_315 |
| **SPO\_316** |  | RP\_WP1\_SW2\_316 |  |
| **SPO\_317** |  | RP\_WP1\_SW2\_317 | RP\_WP1\_SW3\_317 |
| **SPO\_318** |  | RP\_WP1\_SW2\_318 |  |
| **SPO\_319** |  | RP\_WP1\_SW2\_319 |  |

*Table 4 - The distribution of interviews with participants from the Senior Manager (SM) Grade Staff group across the three sweeps of research activity.*

|  |  |  |  |
| --- | --- | --- | --- |
| **SM Participant** | **Sweep 1** | **Sweep 2** | **Sweep 3** |
| **SM\_400** | RP\_WP1\_SW1\_400 | RP\_WP1\_SW2\_400 | RP\_WP1\_SW3\_400 |
| **SM\_401** | RP\_WP1\_SW1\_401 | RP\_WP1\_SW2\_401 | RP\_WP1\_SW3\_401 |
| **SM\_402** |  |  | RP\_WP1\_SW3\_402 |
| **SM\_403** | RP\_WP1\_SW1\_403 | RP\_WP1\_SW2\_403 |  |
| **SM\_405** | RP\_WP1\_SW1\_405 | RP\_WP1\_SW2\_405 | RP\_WP1\_SW3\_405 |
| **SM\_407** | RP\_WP1\_SW1\_407 | RP\_WP1\_SW2\_407 | RP\_WP1\_SW3\_407 |
| **SM\_408** |  | RP\_WP1\_SW2\_408 | RP\_WP1\_SW3\_408 |
| **SM\_409** |  | RP\_WP1\_SW2\_409 |  |
| **SM\_410** |  |  | RP\_WP1\_SW3\_410 |
| **SM\_500** | RP\_WP1\_SW1\_500 | RP\_WP1\_SW2\_500 | RP\_WP1\_SW3\_500 |
| **SM\_501** | RP\_WP1\_SW1\_501 | RP\_WP1\_SW2\_501 | RP\_WP1\_SW3\_501 |
| **SM\_502** | RP\_WP1\_SW1\_502 |  | RP\_WP1\_SW3\_502 |
| **SM\_503** |  | RP\_WP1\_SW2\_503 | RP\_WP1\_SW3\_503 |
| **SM\_504** | RP\_WP1\_SW1\_504 | RP\_WP1\_SW2\_504 | RP\_WP1\_SW3\_504 |
| **SM\_505** |  | RP\_WP1\_SW2\_505 | RP\_WP1\_SW3\_505 |
| **SM\_506** |  | RP\_WP1\_SW2\_506 |  |
| **SM\_507** |  | RP\_WP1\_SW2\_507 | RP\_WP1\_SW3\_507 |
| **SM\_508** |  | RP\_WP1\_SW2\_508 |  |
| **SM\_509** |  | RP\_WP1\_SW2\_509 | RP\_WP1\_SW3\_509 |
| **SM\_510** |  |  | RP\_WP1\_SW3\_510 |

**Abbreviations Used within the Interviews.**

CRC Community Rehabilitation Company

NPS National Probation Service

MoJ Ministry of Justice

TR Transforming Rehabilitation

RAR Rehabilitation Activity Requirement