



REPORT ON AN UNANNOUNCED INSPECTION OF
**MAGILLIGAN
PRISON**

9 - 26 SEPTEMBER 2025

**APPENDIX 5A AND 5B
PRISON STAFF SURVEY
METHODOLOGY AND
RESULTS**

MARCH 2026



Education and
Training Inspectorate
Empowering Improvement



The Regulation and
Quality Improvement
Authority



Prison staff survey methodology and results

Magilligan Prison

September 2025

Contents

Staff survey methodology.....	3
Staff survey.....	4

Staff survey methodology

A survey of staff is carried out at the start of every inspection, the results of which contribute to the evidence base for the inspection.

HMI Prisons researchers developed an online questionnaire consisting of structured questions exploring the experience of staff in the establishment. There are also four open questions which allow staff to describe their experiences and tell inspectors anything else they think is important. These comments are not published or shared with the establishment.

Distribution

HMI Prisons researchers provide a link to the survey embedded in a covering email. The covering email explains the purpose of the survey, that participation is voluntary and gives assurances about confidentiality and anonymity, enabling staff to give their informed consent to participate. This email is sent to the establishment with a request that it is forwarded to all staff working at the establishment; an HMI Prisons researcher is copied into this email to provide assurance. Additionally, researchers distribute postcards to wing offices for the attention of staff about details of the online survey which included the link.

Survey response

The survey was sent to approximately 500 email addresses at Magilligan. Staff were given seven days to complete the survey. We received a total of 88 completed questionnaires.

We cannot be sure that every member of staff working at the establishment received the email. Furthermore, because the online survey is set up to enable multiple responses from a single device (to facilitate participation by those who share computers), it is possible that individuals may have completed the questionnaire more than once. It is therefore not possible to provide an accurate response rate.

Full survey results

The full survey results for staff at Magilligan provide a breakdown of responses for only the structured questions. Percentages have been rounded and therefore may not add up to 100%.

The full inspection report is available on the CJI website at:

[Magilligan Prison Archives - CJI NI](#)

Staff survey

Q1 Please tick the option which most closely matches your role:

Frontline operational staff	42 (48%)
Operational manager	15 (17%)
Health care staff.....	8 (9%)
Education, skills and work staff	7 (8%)
Administrative staff	13 (15%)
Other staff.....	3 (3%)

Staff well-being

Q2 How well is the establishment supporting staff well-being?

Very well.....	31 (35%)
Quite well.....	33 (38%)
Neither well nor poorly.....	10 (11%)
Quite poorly	9 (10%)
Very poorly.....	5 (6%)

Q3 How would you describe your morale at work:

Very high.....	21 (24%)
High	34 (39%)
Neither high nor low.....	22 (25%)
Low	7 (8%)
Very low	4 (5%)

Prisoner well-being

Q4 Please indicate to what extent you agree or disagree with the following statements:

	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know
Reasonable steps are being taken to keep prisoners safe	65 (74%)	16 (18%)	3 (3%)	1 (1%)	3 (3%)
Prisoners are having enough time out of their cells	62 (71%)	20 (23%)	0 (0%)	0 (0%)	5 (6%)

Leadership in this establishment

Q5 How clearly are the top priorities of this establishment communicated to you?

Very clearly	27 (31%)
Quite clearly	41 (47%)
Not very clearly	11 (13%)
Not at all clearly	2 (2%)
I don't know the top priorities	7 (8%)

Q5a	To what extent do you agree or disagree with this establishment's priorities?	
	Strongly agree.....	27 (33%)
	Somewhat agree	41 (51%)
	Somewhat disagree	5 (6%)
	Strongly disagree.....	4 (5%)
	Don't know.....	4 (5%)
Q6	Please indicate to what extent you agree or disagree that your knowledge and skills are sufficient to do your job well (e.g. training and development opportunities):	
	Strongly agree.....	48 (55%)
	Somewhat agree	33 (38%)
	Somewhat disagree	6 (7%)
	Strongly disagree.....	1 (1%)
Q7	How often do you meet with someone (a manager or mentor) to discuss how you are progressing in your role?	
	More than once a month.....	24 (28%)
	Approximately once every three months.....	18 (21%)
	Approximately twice a year	15 (17%)
	Once a year or less	20 (23%)
	I have not had the opportunity to meet with someone	10 (11%)
Q8	Please rate the quality of support you receive from your line manager:	
	Very good.....	59 (67%)
	Good	13 (15%)
	Neither good nor poor.....	10 (11%)
	Poor	4 (5%)
	Very poor	2 (2%)

Q9 Please use the scale to rate the following statements:	Always	Often	Occasionally	Never	Don't know
Governors/directors and senior managers in this establishment are approachable (e.g. they take time to listen)	53 (60%)	20 (23%)	9 (10%)	4 (5%)	2 (2%)
Governors/directors and senior managers in this establishment acknowledge and celebrate good work	36 (41%)	26 (30%)	16 (18%)	6 (7%)	4 (5%)
Governors/directors and senior managers set high standards of behaviour for staff	31 (35%)	25 (28%)	24 (27%)	5 (6%)	3 (3%)
Governors/directors and senior managers challenge poor behaviour by staff	17 (19%)	21 (24%)	30 (34%)	12 (14%)	8 (9%)
Governors/directors encourage staff to reflect on and learn from their mistakes	26 (30%)	19 (22%)	18 (20%)	9 (10%)	16 (18%)
Governors/directors often/always use feedback from prisoners, staff and others to generate ideas, create plans and measure progress	26 (30%)	27 (31%)	23 (26%)	4 (5%)	8 (9%)

Raising concerns

Q10 Do you know what the formal procedure is to raise concerns (whistleblowing) in this establishment?

Yes 59 (67%)
 No..... 29 (33%)

Q11 Have you formally raised concerns about this establishment?

Yes 6 (7%)
 No..... 82 (93%)

Q12 Would you formally raise concerns if you had any?

Yes 56 (68%)
 No..... 12 (15%)
 Don't know 14 (17%)

Q14 Who or what organisation did you raise your concern to? (Please select more than one if relevant)

A colleague..... 0
 A manager 5
 Criminal Justice Inspection Northern Ireland..... 0

Independent Monitoring Board	0
Human resources	2
Education & Training Inspectorate	0
Regulation and Quality Improvement Authority	0
HM Inspectorate of Prisons	0
Trade union	1
Professional organisation	1
Police	0
Other.....	1

Q15 Were your concerns taken seriously?

Yes	1 (17%)
No.....	4 (67%)
Don't know.....	1 (17%)

Q16 Was any effective action taken in response to the concerns you had raised?

Yes	2 (33%)
No.....	4 (67%)
Don't know.....	0 (0%)

Q18 Have you ever witnessed staff behaving inappropriately towards prisoners at this establishment?

Yes	11 (13%)
No.....	76 (86%)
Don't know.....	1 (1%)

Q19 Have you ever witnessed staff behaving inappropriately towards each other at this establishment?

Yes	19 (22%)
No.....	66 (75%)
Don't know.....	3 (3%)



First published in Northern Ireland in March 2026 by

**Criminal Justice Inspection
Northern Ireland**

Block 1, Knockview Buildings

Belfast BT4 3SJ

www.cjini.org

Copyright© Criminal Justice Inspection Northern Ireland
All rights reserved



**Scan here to visit
the CJNI Website**