1.	Record Nr.	UNINA9910878067903321
	Autore	Harrison Karen
	Titolo	Work, Culture, and Wellbeing Among Prison Governors in England and Wales / / by Karen Harrison, Rachael Mason, Helen Nichols, Lauren Smith
	Pubbl/distr/stampa	Cham : , : Springer Nature Switzerland : , : Imprint : Palgrave Macmillan, , 2024
	ISBN	3-031-57433-8
	Edizione	[1st ed. 2024.]
	Descrizione fisica	1 online resource (252 pages)
	Collana	Palgrave Studies in Prisons and Penology, , 2753-0612
	Altri autori (Persone)	MasonRachael NicholsHelen SmithLauren
	Disciplina	364.6
	Soggetti	Corrections Punishment Social medicine Health Sex Clinical health psychology Psychology, Industrial Prison and Punishment Health, Medicine and Society Gender and Health Health Psychology Work and Organizational Psychology
	Lingua di pubblicazione	Inglese
	Formato	Materiale a stampa
	Livello bibliografico	Monografia
	Nota di contenuto	Intro Acknowledgements About This Book Contents About the Authors Abbreviations List of Figures List of Tables 1 Not an Ordinary Place of Work: The Prison Working Environment and the Basis of Our Study Introduction The Prison Environment Overcrowding Violence, Suicide, and Self-Harm Prisoners Prison Staff The Complex Needs of the Prison Population Elderly Prisoners Neurodivergent Prisoners Prisoners with Mental Health

and Addiction Needs -- Prison Categories and Functions -- Exposure to Trauma -- Impacts of the Prison Working Environment -- Sickness -- Staff Attrition -- Health and Wellbeing -- Study Methodology -- The Prison Governor's Association -- Recruitment and Participants --Materials -- Procedure -- Analysis -- The Research Team and Reflexivity -- Ethics -- Covid-19 Context -- The Structure of this Book -- References -- 2 Current Understandings of Health, Wellbeing, and the Impacts of the Prison Working Environment -- Introduction --Defining Health and Wellbeing -- Definitions of Health -- Definitions of Wellbeing -- Definitions Used in Our Research -- Health and Wellbeing in the Workplace -- The Health and Wellbeing of Prison Staff -- What Do We Know About the Wellbeing of Prison Governors? --References -- 3 The Health and Wellbeing of Prison Governors: Exploring the Power Threat Meaning Framework -- Introduction --Health and Wellbeing of Prison Governors -- Physical Health -- Mental Health -- Work Performance -- Relationships -- Work-Life Balance --The Power Threat Meaning Framework -- Power -- Threat -- Meaning -- Threat Responses -- Power Resources -- Conclusion -- References -- 4 The Impact of Workplace Culture on Prison Governor Wellbeing --Introduction -- A Brief Historic Background of Prison Governor Work --A Gendered Working Culture. Prison Governors and Gendered Performances -- Expectations of Self and Others -- Coping with High Workloads: A Cultural Norm --Experiences of Workplace Bullying -- Masculinity Contest Culture --A Contrasting View of Workplace Culture: The Other Side of the Story -- Conclusion -- References -- 5 Is There Anybody Out There? The Role of Relationships in Prison Governor Wellbeing -- Introduction --The Importance of Seeking Support -- Formal Support Mechanisms --Employee Assistance Programmes -- Care Teams -- PAM Assist --Structured Professional Support -- Local Initiatives -- Informal Support Mechanisms -- Informal Peer Networks -- Family and Friends --Exercise and Other Activities -- Barriers to Seeking Support -- The Stress Shield Model of Resilience -- Conclusion -- References -- 6 Fears and Challenges of Working Through a Pandemic -- Introduction -- The Prison Response to Covid-19 -- Initial Fears -- Impacts of Covid-19 -- Resulting Frustrations -- Them and Us -- Lack of Understanding -- A Loss of Autonomy -- The General Adaptation Syndrome Model -- Lessons for the Future -- References -- 7 From Workplace Disenchantment to Re-enchantment -- Introduction --A Path to Employee Disenchantment -- Disenchantment and a Construct of Employee Disenchantment -- Organisational Lying -- Bullying -- Perceived Inequity -- Distrust -- Broken Promises --Trust and Distrust -- A Path to Re-enchantment -- Participant Recommendations -- Conclusion -- References -- 8 Humanisation of Workplace Wellbeing: A New Conceptual Model -- Introduction --Overview of the HoWW Model -- Influencing Factors for the Concept of Power -- Influencing Factors for the Concept of Culture --Influencing Factors for the Concept of Relationships -- Covid-19 as a Disruption Factor -- Influencing Factors on the Mediating Concept of Meaning Making and Interpretation. Operationalising the HoWW Model -- Limitations -- Future Directions -- References -- Index. Sommario/riassunto "It seems obvious that for people in prison to experience good health and well-being, staff too must feel supported and their health promoted. This book offers focused and detailed insight, specifically focussing on prison leaders and managers. It is an excellent contribution offering new and empirically informed ways of thinking and practicing workplace wellbeing in prisons." - Professor James

Woodall, School of Health, Leeds Beckett University, UK "Prof. Karen Harrison and colleagues have produced a sustained analysis of workrelated well-being issues in a seriously under-studied group, namely prison governors. This is a valuable contribution to the literature" ----Andrew Clements, Lecturer in Work Psychology, Aston University, UK This book offers a focused and detailed insight into the health and wellbeing of prison staff, specifically focussing on prison leaders and managers. The authors bring together expertise from psychology, health, law, and criminology, to present a unique multidisciplinary examination of health and wellbeing based on interviews with Prison Governors' Association members. Examining how the participants described their health and wellbeing at work and at home, the authors reveal dysfunctional culture, disenchantment and disengagement, the heavy weight of expectations and high levels of professional uncertainty relating to the future. It argues that more governor grade specific and arguably mandated support is needed. Recommendations from the book will contribute to improving health and wellbeing amongst the governor work force, feeding into positive outcomes in relation to staff retention and prison expansion challenges. Karen Harrison is Professor of Law and Penal Justice in Lincoln Law School at the University of Lincoln, UK. Rachael Mason is Senior Lecturer in Health and Social Care in the School of Health and Social Care at the University of Lincoln, UK. Helen Nichols is Senior Lecturer in Criminology in the School of Criminology, Sociology and Policing at the University of Hull, UK. Lauren Smith is Senior Lecturer in Psychology in the School of Psychology at the University of Lincoln, UK.