



# **IMB Annual Report**

**HMP & YOI Brinsford**

**July 2009 – June 2010**

# CONTENTS

1.	Statutory Role	1
2.	The Board	2
3.	The Establishment	4
4.	Executive Summary	5
5.	Regimes and Residences	6
6.	Healthcare and Mental Health	7
7.	Learning and Skills	8
8.	Safer Custody	11
9.	Segregation Unit (IAU)	12
10.	Diversity	13
11.	Security and Drugs	14
12.	Resettlement	15
13.	Visits and Visitors Centre	16
14.	Kitchens	17
15.	Physical Exercise	18

## **1. STATUTORY ROLE OF THE IMB**

The prison Act 1952 and the Immigration and Asylum Act 1999 require every prison and IRC to be monitored by an Independent Board appointed by the Home Secretary from members of the community in which the prison or centre is based.

The Board is specifically charged to:

1. Satisfy itself as to the humane and just treatment of those held in custody within its prison and the range and adequacy of the programmes preparing them for release.
2. Inform promptly the Secretary of State, or any official to whom he has delegated authority as it judges appropriate, any concern it has.
3. Report annually to the Secretary of State on how well the prison has met the standards and requirements placed on it and what impact these have on those in custody.

To enable the Board to carry out these duties effectively its members have the right of access to every prisoner and every part of the prison and also the prisoner's records.

## 2. THE BOARD

Recommended complement of Board Members	16
Number of Board Members at the start of the reporting period	9
Number of Board Members at the end of the reporting period	7
Number of new members joining within the reporting period	1
Number of members resigning within the reporting period	2
Total number of Board Meetings held during the reporting period	12
Total number of visits to the prison, including Board Meetings	412
Total number of applications received	164
Total number of segregation reviews held	96
Total number of segregation reviews attended	95

Board Meetings are held on a monthly basis. They are attended in part by the Governing Governor, who provides the board with a written report and responds to any issues of concern, in addition to the ones highlighted in rota reports.

The board at present is under-strength and is conducting a recruitment programme.

<b>APPLICATION</b>	<b>JULY 2005 JUNE 2006</b>	<b>JULY 2006 JUNE 2007</b>	<b>JULY 2007 JUNE 2008</b>	<b>JULY 2007 JUNE 2008</b>	<b>JULY 2009 JUNE 2010</b>
ASSOCIATION	-	-	-	-	-
CANTEEN FOOD	1	-	-	16	9
CELL CONDITIONS	1	2	1	2	1
COMPLAINTS – STAFF RELATED	5	3	2	1	6
DISCIPLINARY CONCERNS	1	2	1	4	8
EDUCATION & LIBRARY	1	3	3	13	9
HAIRCUTS	-	-	-	-	-
IEP	1	3	1	2	1
LACK OF GYM	-	2	1	7	1
MISCELLANEOUS	13	18	18	26	65
MISSING MAIL & PROPERTY	13	6	15	27	20
PERSONAL HEALTH	19	14	6	5	7
RACE/RELIGION PROBLEMS	2	-	-	2	0
RELOCATION REQUESTS	3	-	-	11	2
TELEPHONE	-	-	2	1	3
TRANSFERS OUT	1	3	6	8	9
UNFAIR TREATMENT	-	1	6	-	7
VISITS & VISITORS	3	5	2	10	15
EMPLOYMENT ISSUES	-	1	2	2	1
<b>TOTAL</b>	<b>64</b>	<b>63</b>	<b>64</b>	<b>137</b>	<b>164</b>

Applications are made by either placing requests in any one of the seven application boxes, which are placed throughout the establishment, or verbally when seeing a member of the Board.

### **3. THE ESTABLISHMENT**

HMP & YOI Brinsford is in Staffordshire, North of Wolverhampton.

Operational Capacity:- 577.

There are five two-storey residential blocks.

#### Other facilities:-

Healthcare, staffed by PCT

Kitchen

Chapel and Multi-faith building

Education classroom and workshop facilities, staffed by

The Manchester College

Stoke on Trent College

Shannon Trust

Library

Well-equipped gym including an all weather outside sports pitch.

#### Outside Organisations:-

CARAT Team

CONNEXIONS

Probation

Trailblazers

CAB

JHP

Samaritans

De Paul Trust

CONNECT YMCA

#### **4. EXECUTIVE SUMMARY**

During the reporting period there have been several changes at Brinsford and also an HMCIP inspection carried out.

February saw the arrival of a new Number 1 Governor - Stephanie Robberts-Bibby, who together with the senior management team are positively addressing the problems highlighted in the report.

Brinsford has always been a split site housing both young people and young adults but in February 2010 the last of the young people were transferred to other establishments leaving Brinsford with an operational capacity of 577 young adults. This left a number of issues to be addressed, the main one being staffing, as the YJB funding was withdrawn.

Brinsford is a complex site which now not only houses young adults with longer sentences and IPP sentences, with an average of 15 past their tariff, but is also a local jail housing a considerable number of young adults on remand and has approximately 500 new young adults, remanded from the courts, arriving every three months. In addition there are an average of 46 foreign nationals, with an average of 4 at any one time awaiting deportation.

Education has been a major area for concern, with the contract being awarded to The Manchester College at the beginning of this reporting period. Since then the education provided has reduced considerably due largely to their staffing problems, although it must be said that with Brinsford losing its young people population, this has caused additional problems. Despite continual promises throughout the reporting period the provision for education has continually declined to an all time low, which has caused problems for Brinsford with increasing numbers of young adults left on the wings each day.

As the Board has stated in previous reports, there are continuing concerns about the number of mentally ill young adults who find themselves at Brinsford, which is continually putting a strain not only on the prison staff, but also the PCT, who at times find it difficult to maintain a constructive regime with these people.

National reduction in funding and more cuts promised for the immediate future is obviously of great concern to the Board, who are continually monitoring the day to day regime at Brinsford, which to date has been handled efficiently. With the majority of the budget allocated to staffing this is of considerable concern for the future.

The management and staff maintain a positive atmosphere and create an environment of care and encouragement for all of the young adults, although at times with difficulty, with the numbers being transferred in from other establishments and the remand population. The staff at all times treat the young adults with respect and for the majority the discipline of the regime is a positive influence. It is only hoped that with the proposed financial restraints this will be able to continue.

## **5. REGIMES AND RESIDENCES**

- 5.1 Brinsford's population of Young Adults are housed in five residential units. Res1 to 4 are identical in construction and layout, while Res 5, which is approximately 18 months old, offers better facilities for the enhanced population.
- 5.2 Prior to February 2010 Brinsford was a split site housing both Young People and Young Adults. The 112 Young People were housed in Res 1.
- 5.3 Res 5 is operated as an enhanced wing and whilst there are concerns about the more fragile fabric used in the construction, the en-suite facilities provided have been welcomed by the Young Adults. The relationship and co-operation between staff and the prisoners has been very good, although the penalty for misbehaviour, being transferred to a normal wing, is very strong. Conversely the incentive for Young Adults to gain enhancement to be entitled to be transferred to Res 5 is also very strong.
- 5.4 At the start of the reporting period all foreign nationals were housed together on one landing, where due to language problems were able to assist each other. However this practice has now stopped, with the foreign nationals being housed throughout the Jail.
- 5.5 At the end of the last reporting period Brinsford had just introduced evening association for two landings together, where approximately 56 young adults can enjoy two hours together, with access to telephones, showers and the outside exercise yard. This proved successful and was rolled out to all units, thus improving the time out of cell. To enable this to continue through the dark nights, extra outside lighting has been installed. The only downside to this are the vulnerable lads, as they are normally housed on normal location they do not leave their cells. Maybe a solution to this problem would be to have a dedicated landing for these prisoners.
- 5.6 With the re-role, part of Res 1 has been dedicated as an induction landing, with the possibility of the first night accommodation moving from ITSU to this unit. ITSU would then become a drug free unit.
- 5.7 During the reporting period there has been an on going painting program of residential units, which it is hoped will be completed during the remainder of this year. New wooden bunk beds and cell furniture are on order, all of which will improve the standard of the accommodation, although there continues to be a basic lack of dignity in double cells, with only a small privacy screen for the toilet.
- 5.8 There remains considerable concern that proposed budgetary constraints could erode the time out of cell and some of the hard dedicated work carried out by officers.

## **6. HEALTHCARE AND MENTAL HEALTH**

- 6.1 South Staffordshire PCT provide the health services at Brinsford, and at present both in-patients and out-patients are managed by one manager. During the reporting period there have been a number of staff changes, but this has now settled down and staffing levels are believed to be adequate with a registered nurse always on duty.
- 6.2 Every Young Adult arriving at Brinsford is seen and assessed by a nurse in reception, with a full assessment taking place the following day.
- 6.3 There is excellent GP surgery and an out of hours on-call service available 365 days a year
- 6.4 A Dentist runs a clinic once a week, with the average waiting times for a check-up being in the region of six weeks.
- 6.5 An Optician will visit as and when required, depending upon the number of patients requiring treatment. Other services available include: -  
Psychiatrist and Psychologist - one visit per week.  
Physiotherapist - one visit every three weeks.  
Sexual Health Nurse - one visit per week.  
Sexual Health Doctor - one visit per month.  
Chiropodist when required.  
Specialist Nurses can be brought in if required.
- 6.6 Out-patients appointments at outside hospitals are well organised.
- 6.7 All on-wing treatment rooms have been refurbished and all well used, but on occasions nurses feel vulnerable when left with patients in these areas without without the supervision of officers.
- 6.8 The introduction of all patient records being recorded electronically has increased the efficiency of the nursing staff who can access records throughout the jail, via a lap-top.
- 6.9 There is an on going problem regarding patients who have appointments to visit the prison out-patients department, and do not attend for one reason or another. Various systems have been introduced but to date the problem still continues.
- 6.10 The majority of patients attending Healthcare are for non clinical reasons, with mental health issues being the main concern.
- 6.11 In-patients have access to education, gym facilities and its own association room. In addition there is an outside exercise area and a quiet area.
- 6.12 The holding rooms for the young adults awaiting treatment or returning to the wings, due to the layout, are difficult to monitor and are still an area of concern, where boredom causes a number of problems.
- 6.13 There is a staff kitchen, which is in need of refurbishment, with an area allocated for dining but there is no staffroom.
- 6.14 Money was obtained from the Kings Fund, during the previous reporting period, which to date has not been used. This would have addressed some of the problems in this area. At present there is no funding available to carry out the structural work originally planned. A revised program is being put in place with the hope of updating the furnishings and improving the holding rooms.

## **7. LEARNING AND SKILLS**

- 7.1 Learning and Skills delivery was taken over on 3 August 2009 by The Manchester College – TMC – from Derby College. Similarly the Information, Advice and Guidance Service was taken over by JHP Employability from “Intraining”. In both instances, staff were TUPEd across.  
Stoke college provide a bricklaying course.
- 7.2 On taking over, TMC carried out a staff review and decided that there was an imbalance of tutors in relation to the programmes that needed to be delivered and a restructure was carried out which was completed by the end of October. This resulted in some staff being made redundant and others placed in new posts.
- 7.3 In November 2009, the YJB announced that it would stop using Brinsford as a young persons establishment. This meant another reorganisation of TMC staff. It was recognised that the major effect would be among the LSAs – Learning Support Assistants – who were funded by the YJB.
- 7.4 In December, the LSC - Learning and Skills Council – awarded an additional 9000 teaching hours, a nearly 30% increase over the existing contract and approx. £180k for set up costs to deal with Brinsford becoming a wholly young adult establishment.
- 7.5 The last of the young people left Brinsford during February, at which point TMC co-incidentally put a ban on all staff recruitment pending a restructure. The effect of this was that staff could not be recruited to deliver proposed programmes to the Young Adult population. Agency staff were recruited to fill some of the gaps but the overall effect was that the Young Adult population were not offered the educational opportunities that they could have reasonably expected, due to lack of staff. This recruitment ban was still in place at the end of this reporting period, just before which TMC reported that they were 11 tutors short.
- 7.6 TMC stated that the reason for the restructure was to protect itself in light of reductions in funding across the whole FE provision. The reason given for the recruitment ban by TMC was that they had found that there were 13 different employment contracts operating in the prisons where they had contracts. TMC stated that the reorganisation process, in which all contracts would be brought into alignment, would be as speedy as possible and would be rectified by June. The contracts had still not been issued at the end of the reporting period.
- 7.7 What we, the Board, find difficult to understand is why TMC were not aware of the varying employment contracts before bidding for the prison contracts that they have since taken on. Equally, why should they stop recruitment and penalise the prisoners by not providing all the education that their contract demanded. Whilst the existing employment contracts were under review, they must have had a good idea about what they wanted the new contracts to be and could have employed new staff on that basis.
- 7.8 The Board also has difficulty understanding why the Skills Funding Agency, the successor to the LSC, and the commissioner of the Education programme at Brinsford appears to support the recruitment ban with its inevitable consequences on prisoner education.

- 7.9 As stated above, the LSC had awarded the prison £180k for set up costs, mainly the conversion of existing facilities to cater for the new courses that would be provided for the young adults. Whilst TMC specified what was required, it was the prison management's responsibility to source the procurement. TMC did not agree with this approach and some considerable time has been lost whilst they argued their case. At the end of this reporting period, the money has still not been spent on new facilities, at least six months after the approval.
- 7.10 As stated above, the loss of the YJB contract meant that the LSA posts would no longer exist as they were part of the young people estate. However the LSA's have been doing an invaluable role with the more vulnerable and less able young adult prisoners as well as the young people. The prison is keen to retain some of this resource for the young adults and the Head of Prisoner Development has been asked to compile a report for the Skills Funding Agency about her concerns for the needs of this group.
- 7.11 With the loss of the YJB contract, the number of LSAs has been reduced from 12 to 3 with the inevitable impact on the group of prisoners who had numeracy and literacy problems and who were receiving 1:1 tuition. The Board received a number of applications from prisoners who had suffered the loss of this provision. One in particular summed it up, he had been receiving 1:1 reading help but he had been moved to a normal class where he could not cope and felt embarrassed in front of the others in the class due to his poor reading skills. The Board regrets that there is not more official provision for the prisoners in this age group who need this kind of help.
- 7.12 With all the changes and uncertainty about their future, it is not surprising that Education staff morale has been very low throughout the year.
- 7.13 The prison has reorganised its management structure and in so doing has strengthened the Prisoner Development staff. This has been welcomed by the Board because it believes that the importance of prisoners attending education and training needs to be reinforced among the prison residential wing officers.
- 7.14 The prison introduced a rule that all classroom doors had to be locked whilst teaching was taking place. This was to stop the problem of prisoners leaving their classroom and creating problems in other parts of the teaching establishment. The teaching staff have been unhappy with this development.
- 7.15 The TMC manager has plans to introduce more Level 2 courses as the young adults, longer sentenced prisoner base increases. The manager also intends putting on courses that provide training in the subjects where there are job prospects in the region.
- 7.16 Use is being made of the P-Nomis computer system to keep wing staff informed of where prisoners have been allocated to within the prison and ensuring that only the allocated prisoners are put into Free-flow.
- 7.17 Managing Information across Partners (MIAP)/ Learning Support Record – (LSR) is being used to speed Induction but it is dependant on other establishments entering the correct details for prisoners that have been in their establishment. This should prevent some of the complaints to the Board from prisoners that they have already done the course that they have been allocated to. However they often haven't completed the course or they have had same teacher before or the classroom is the same.

7.18 There has been a continuing problem throughout the year of prisoners turning back during Free-flow and claiming the class had been cancelled plus other various excuses to enable them to return to the wings. Different systems have been tried but, so far, none have been successful.

## **8. SAFETY (SAFER CUSTODY)**

- 8.1 The young people population left Brinsford in February 2010, leaving a population of young adults which resulted in the funding from the Youth Justice Board being withdrawn. This funding was intended for use in connection with the young people but the young adults did benefit from some of the services provided, i.e. Social Worker, and it is regretted that these facilities are no longer available.
- 8.2 At one time meetings were held on a regular basis, which brought together various agencies, but unfortunately these meetings have gradually reduced in attendance as they appear not to be seen as a priority. A well managed meeting to discuss ongoing issues would seem to be of use to all concerned and the Board regrets that these no longer take place.
- 8.3 Risk assessments are carried out on all young adults when they arrive at Brinsford, with the majority being housed on normal location. Although vulnerable young adults are a concern to the Board, it is felt, by staff, that it is not necessary to locate them together on one wing, although they tend to confine themselves to their cells and do not participate in association and other activities.
- 8.4 The average number of ACCT documents open is 28 and although the staff dealing with Suicide Prevention are dedicated and caring, it is felt by the Board that there have been concerns regarding the quality of monitoring and reviewing these documents.
- 8.5 The anti-social behaviour strategy is working well, and the young adults are fully aware of the stages they will go through, and in the majority of cases are anxious to comply with its terms.
- 8.6 Restorative Justice has been so successful that the Board has concerns about the number of staff available to process any problems when they are needed, rather than waiting two weeks after the event, when the moment may have been lost.
- 8.7 The Board are pleased to see the return of the Samaritans who are training selected young adults as listeners.

## **9. SEGREGATION UNIT (IAU)**

- 9.1 Brinsford has a Segregation Unit comprising of 16 single cells, and 2 special accommodation cells (quiet rooms), 11 of which are equipped with in-cell electrics.
- 9.2 As soon as a young adult is accommodated on the unit, to comply with PSO 1700, the Board are notified, enabling a member to see new prisoners within 72 hours.
- 9.3 The Good Order or Discipline Reviews are carried out twice a week, Tuesday's and Friday's at the same time and are attended by a Board member. If there is an occasion to hold a review at any other time or there is need for a Board member to see a prisoner, the staff make every effort to contact a Board member. The reviews are chaired by a Governor with representatives from Healthcare and Education. Every effort is made to address the prisoner's concerns and return them to normal location as soon as possible.
- 9.4 Board members, where safe to do so, are able to communicate freely with the young adults.
- 9.5 It has been noticeable during the reporting period that the occupancy has dropped compared with figures from previous years.
- 9.6 The unit is staffed by a dedicated team of officers who not only maintain a high standard of cleanliness but are firm and fair when dealing with the prisoners. This can be reflected in the very low number of application or issues raised.
- 9.7 The work of this dedicated team was recognised, in March 2010, when two Senior Officers from the unit accepted the Butler Trust Award at a ceremony at St James Palace London, on behalf of all the staff on the unit.

## **10. DIVERSITY AND RACE EQUALITY**

- 10.1 A dedicated team of officers and two civilians run this efficient department at Brinsford.
- 10.2 The total number of BME staff is 33, with 30 being in contact roles. Expressed as a percentage this is 8.87 against a target of 8.1.
- 10.3 Brinsford's population for June 2010 was 551 young adults, of which 239, a percentage of 43.4, were BME. This figure is high and does not relate to the average for the previous eight months, this being 220. Even this figure is high and does not give a true percentage against the public in our catchment area.
- 10.4 The BME population is equally spread throughout the accommodation with the exception of Res 5, and this is currently being addressed.
- 10.5 Religious services are held on a regular basis and although the chaplaincy are fully stretched, they continue to operate in a very committed way. Ramadan and all other religious events are recognised and special diets and out of hours services are provided.
- 10.6 During the reporting period Brinsford had a population of an average of 46 Foreign Nationals, who were originally housed together on one landing, where dedicated staff were allocated. As this proved to be unsatisfactory they are now housed throughout the jail.
- 10.7 Various Diversity Awareness events took place during the reporting period, ie Two visits to local mosques, a library visit by a well known Rastafarian Poet, Football coaching by a well known footballer etc.

## **11. SECURITY AND DRUGS**

- 11.1 The security department is run by a competent group of officers which include two dog handlers and a full time police intelligence officer.
- 11.2 Cell searching is now the responsibility of wing staff and is moving in the direction of targeted searching following Intel received, rather than random searching. An ongoing problem in this area is volumetric control, which has been a concern of the Board for some considerable time, as it would appear that rules controlling the quantity of possessions each young Adult is entitled to have not been adhered to, with some cells looking more like the corner shop. This obviously hampers searches, especially where dogs are involved. We are advised that this problem is to be addressed in the near future.
- 11.3 Visits is an area of concern, and we are pleased to report an increase in the use of dogs during this reporting period, but the Board feels that in addition, if the dogs were visible on the corridors when the young adults returned to their cells, this would be an additional deterrent. The use of CCTV is also an area of concern, as due to staffing restrictions this is not used as frequently as one would have expected.
- 11.4 A number of staff searches have taken place with varying degrees of success.
- 11.5 With the existing population at Brinsford, where young adults are from different parts of the country, gang issues are a concern, these are monitored closely as the policy is to integrate these prisoners rather than, as previously, segregating them.
- 11.6 An ongoing analysis is now maintained of all incidents to monitor any patterns of involvement which will indicate any potential 'hot spots' or gang issues.
- 11.7 Brinsford scored 85% in a security audit in January.
- 11.8 VDT and MDT targets are being achieved.

## **12. RESETTLEMENT**

- 12.1 The strategic direction and management of this area continues to be an important function at Brinsford. There continues to be considerable activity in delivering interventions, but the outcome of these is not easily measured, as re-offending data has not been available during the reporting period, probably due to the shortage of Psychology assistants. With Brinsford being re-roled in February, when the young people were transferred to other establishments, this left Brinsford with a less transient population of young adults.
- 12.2 During the reporting period there have been a number of changes in personnel at all levels of the reducing reoffending and resettlement programs. However it is noted that the Resettlement Board, which is scheduled to meet bi-monthly, has only managed to hold three meetings during the reporting period. Also the non-delivery by TMC of a number of their courses has not helped the situation. However a number of promises have been made for the future and the board can only hope and monitor these changes.
- 12.3 Brinsford can put in place a number of plans, with the co-operation of various agencies, but without more help for these young adults when they leave Brinsford they are set to fail.
- 12.4 An area of concern for the Board is, at times. the lack of co-operation, and time taken, from external probation services in evaluating suitability for HDC.
- 12.5 Surely one must consider, with the prospect of increasing financial cuts, the costs involved in evaluating HDC without delays, and giving more support to these young adults on release, against the cost involved of them returning to prison if they re-offend.

### **13. VISITS AND VISITORS CENTRE**

- 13.1 On arrival visitors, which number over 100 each visits day, are processed efficiently by the staff in the visits centre, where refreshments are available prior to being called over to the jail in small numbers. This alleviates the problems of waiting outside in all weathers.
- 13.2 Difficulties are experienced travelling to the jail as no public transport is available on weekdays and very limited at week-ends. The nearest bus stop being a mile away.
- 13.3 The visits hall can accommodate up to 55 Young Adults and operates five days per week, with one session of two and a half hours, with refreshments available. A number of visitors find that the time allowed for a visit is too long and terminate their visit early, but the distance some people have to travel has to be taken into consideration.
- 13.4 A team of officers has been established and trained to work in this area with the backing of the drugs dogs, who are available most days. CCTV cameras are installed but due to staffing restrictions are not used on a regular basis.
- 13.5 Family visits were introduced during early part of 2009 and have continued successfully. These are an all day visit with healthcare and other agencies in attendance and lunch is provided and continue to be very popular.
- 13.6 In 2008 Brinsford allowed a selective number of prisoners to attend the Christmas Carol Service with their families, which continued in 2009.

## **14. KITCHEN**

- 14.1 Brinsford makes every effort to provide the young adults with good nourishing meals, at the same time making sure that it meets the needs of the young adults on special dietary requirements.
- 14.2 During the reporting period, Brinsford has been working to a budget of £2.00 per head, although the agreed benchmark nationally is £2.10. Even with the rising cost of food it is anticipated that we will be on target at the end of the financial year. The quality of the food continues to be of a high standard, but there are concerns regarding the quantity available at various meal times.
- 14.3 Since the introduction of CCTV in the kitchen area the petty theft of food by prisoners has reduced considerably.
- 14.4 An NVQ Catering course is up and running, which is part kitchen based, where it is planned that young adults can gain qualifications to work in the hotel/conference trade. To date at least one prisoner on leaving Brinsford has gained employment in this area.

## **15. PHYSICAL EXERCISE**

- 15.1 Brinsford has comprehensive facilities which include:- Large sports hall, Weights room, CV equipment, climbing walls and two outside pitches.
- 15.2 The Rowan Education centre also has a weights room with CV equipment and each residential unit has various exercise equipment and the outside exercise areas also contain exercise bars.
- 15.3 Education - Before young adults are allowed to use any of the facilities there is a compulsory induction course, covering First Aid, Active IQ looking at health and fitness. During this period various outside agencies give talks on health issues ie smoking, drugs etc.
- 15.4 Rugby and Football are played competitively in the local league. Rugby is the most popular, with Brinsford coming second in the league. A number of Young Adults have continued with this sport on leaving Brinsford, playing for local teams.
- 15.5 The weekly regime is spread fairly throughout the prison with the take up being approximately 60%, as always a few young adults prefer to stay in their cells watching TV. The only downside are the Young Adults in full time employment, in the kitchen etc, and to accommodate this evening sessions are being considered.
- 15.6 The staff have a positive attitude and generally feel they are doing a good job. Bad behaviour is not tolerated and is dealt with very quickly and firmly.
- 15.7 All staff have free use of these excellent facilities when they are not allocated to prisoners.