



**The Independent Monitoring Board
HMP Bristol**

**Annual Report
1 August 2009 – 31 July 2010**

Section 1

STATUTORY ROLE OF THE IMB

The Prisons Act 1952, and the Immigration and Asylum Act 1999, require every prison and IRC (Immigration Reception Centre) to be monitored by an independent Board, appointed by the Home Secretary, from members of the community in which the prison or centre is situated.

The Board is specifically charged to:

- a. Satisfy itself 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.
- b. Inform promptly the Secretary of State, or any official to whom he has delegated authority, as it judges appropriate, any concerns it has.
- c. 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 its custody.

Section 2

CONTENTS

	Section	Page	Paragraph
Statutory Role of the IMB	1	1	-
Description of the prison	3	3	1-2
Executive summary:			
Issues requiring a response	4	4-5	3-11
Reporting success	4	5-6	12-21
Issues of concern	4	6-7	22-23
Overall judgement	4	7	24
Areas that must be reported on	5	8-12	25-57
Other areas	6	13-18	58-94
The work of the Independent Monitoring Board	7	19-20	-

Section 3

DESCRIPTION OF THE PRISON

1. HMP Bristol is a very busy Category B local, adult male, prison. The operating capacity is 614 which includes a maximum of 54 young adults, on remand and six who have been sentenced. The establishment is in the district of Horfield which is a mostly residential area with local amenities. The prison was built in the mid 19th century, although B and C Wings were built in the 1960's. The prison has its own healthcare wing accommodating a maximum of 20 prisoners.
2. The prison's strategic management team consists of the Governing Governor, Deputy Governor, Head of Security, Head of Residential, Head of IDTS (Integrated Drug Treatment System), Head of Regimes and Resources, Head of Offender Management, Human Resources Business Partner, Business Manager, Healthcare Manager and Head of Learning and Skills.

Section 4

EXECUTIVE SUMMARY

Particular Issues Requiring a Response from the Minister

Budget Constraints

3. HMP Bristol is working with a cut, from last year's budget, of 4.52%. There is the prospect of a further budget reduction in the autumn. Whilst it is understood that the national debt has to be addressed, there is a concern that any further reductions will put serious constraints on the ability of the prison to manage its prisoners in the proper way. Already, cuts have led to a reduction in the programmes to reduce offending and prepare prisoners for a return to society on release.
4. Despite the excellent management undertaken, to ensure that any disruption to routine is kept to an absolute minimum, staffing has been a difficult issue over the reporting period which has affected the lives of prisoners. There has, however, been a significant increase in recruiting over the latter part of the reporting period, with the recruitment of 20 new prison officers. Any further cuts to the prison budget will, no doubt, have a serious and detrimental effect to the routine and prospects of the prison.

Access to Command Suite during an incident

5. IMB Bristol is extremely concerned that it has now been agreed that IMB members are only permitted entry to the Command Suite by invitation from the Governor. This runs contrary to the effective monitoring of any incident when the Command Suite has been opened. The new policy (which directs that Boards negotiate an annual agreement with the Governor to assess the circumstances whereby the IMB can access to the Command Suite) is, in the view of this Board, totally unacceptable. The Command Suite is the very nerve centre of any incident and access should not be denied, in any way, to an IMB member or members.
6. Such a restriction of the IMB's access to the Command Suit also runs contrary to the obligations the UK has undertaken when ratifying the Optional Protocol to the United Nations Convention against Torture (OPCAT). In accordance with Article 20 (c) of OPCAT, NPMs (National Preventive Mechanisms) of which IMBs in England and Wales form a part of, are to have free access to all places of detention and their installations and facilities. Certainly, access to the Command Suit falls under this provision.
7. This Board feels very strongly that this measure undermines the effectiveness of any monitoring process and maintains that the new policy should be re-examined and changed. It is the statutory duty of the IMB to monitor all parts of the prison, not just parts of it. Now, visiting a Command Suite must be with the express permission of the Governing Governor.

Foreign National Prisoners

8. There has been a significant rise in the number of foreign nationals held in the prison (see page 18).
9. When language difficulties and differing cultural background are taken into account, this adds considerably to the burden on staff. This should be recognised in the context of budget constraints.

Particular Issues Requiring a Response from the Prison Service

Access to SIRs (Security Information Reports)

10. There is still no satisfactory resolution to this which first became an issue four years ago.
11. Moreover, restrictions imposed upon the IMBs, in terms of their access to SIRs, also run contrary to the obligations UK has undertaken upon its ratification of OPCAT. Article 20 (b) of OPCAT makes it absolutely clear that NPMs (National Preventive Mechanisms), of which IMBs in England and Wales form a part, are to have free access to all information referring to the treatment of those detained as well as their conditions of detention. It is clear that SIRs are covered by the remit of this provision.

Reporting Success

Her Majesty's Inspectors of Prisons (HMIP)

12. HMIP visited the prison in January and the team identified a number of good practices. There has been a distinct improvement on previous inspections. The prison has been notified of some areas which require improvement, especially in the area of prisoners' resettlement, and their progress to training establishments, and these are being addressed. The Chief Inspector reported that;

'This is a positive report on a prison that had recovered a sense of purpose and direction, despite the limitations of an old site with too little provision for purposeful activity. Managers and staff are to be congratulated on the progress made, though the gaps that remain will be harder to fill in the restrictive financial climate that lies ahead.'

National Safer custody team

13. The national safer custody team inspected the prison in June and conducted a successful audit. The team was very impressed with the safer custody unit and the way in which staff took safer custody seriously. Good staff-prisoner relationships were also identified in the HMIP report.

Security Audit

14. The prison increased its scores in all three baseline areas audited¹: surveillance from 73% to 93%, security of tools from 83% to 86%, and vehicle/keys/gate access from 81% to 93%.

Regional Custody Service Manager

15. The manager has visited the prison on a number of occasions and has acknowledged the considerable progress made by the prison.

Activity of prisoners within the prison

16. The activity of prisoners has been reassessed, restructured, and improvements have been achieved. Last year unemployment, involving work and education, or both, stood at 35%. This figure is currently only 15%. This is noteworthy, given the restrictions of the overall estate.

¹ The baseline areas were chosen at random without the prior knowledge of the prison.

Offender Management

17. Over the past year, the Offender Management Unit has participated in a number of new pilots and initiatives with a view to improving the management of offenders.
18. The Integrated Offender Management model has been so successful that an additional two officers have been allocated to this initiative. Management is now more integrated and different departments are now better informed. This model is now being rolled out to other offence types, with the prison being actively involved in this work, alongside numerous partnership agencies.
19. The Offender Management Unit has piloted two new models of working with offenders; the second model involves using a tiered approach. This pilot was only trialled in three establishments throughout the prison estate and will now be rolled out, throughout the estate, next year. The tiered approach allows Offender Management staff to identify the highest risk offenders and allocate resources appropriately.

Investors in People

20. The prison was awarded the Investors in People status in November 2009.

Sports Pitch

21. A new Astroturf sports pitch was opened in May. Funding was a joint venture initiative with agencies interested in combating the drugs culture in and around Bristol. The approach to a healthy constitution of prisoners through sporting activity, rather than, once again, resorting to the usage of illegal drugs, is innovative and significant. This facility is proving to be effective.

Issues of Concern

22. Last year's report contained a number of concerns:

Subject	Remarks
The issuing and cleaning of prisoners' kit	No longer a concern.
Listeners	No longer a concern.
Correspondence	There is still the occasional reporting of delays, however, this problem has been largely tackled and is no longer a major concern.
Shortage of nurses	No longer a concern.
Shortages of uniformed staff	Again, there was a concern when shortages reached 20, however, every effort to replace staff has been made and new recruits are now forthcoming. The shortage is down to eight, with an expected shortfall of only four by the end of this year. Overtime payment (payment plus) has covered shortfalls. The prison is to be commended on their successful efforts to reduce long term sickness.
PIN phones	No longer a concern.

Assessment, Care in Custody and Teamwork (ACCT)	There is the rare occurrence of an ACCT not accompanying the prisoner as they move around the prison, however, there has been a great improvement in this aspect and it is no longer a major concern.
Recycling and security	No longer a concern.
Medlock House (F Wing)	No longer a concern.

23. This reporting year, the Board's concerns are:

Subject	Remarks
Resettlement	Secure the area of Resettlement, strategically, across the establishment (see paragraphs 58-80).
Phone booking line	Complaints from visitors (see paragraph 90).

Overall Judgement

24. The Governing Governor provides very effective leadership. The strategic management team, and staff, form a strong team which has produced impressive outcomes over this reporting period and has prompted internal and external recognition including:

- Internal national Human Resources awards for attendance management and learning and development for staff.
- Four external Criminal Justice awards for innovation/partnership, diversity, reducing crime and working with offenders.
- Butler Trust award for the prison's work with the families of offenders.

Section 5

AREAS THAT MUST BE REPORTED ON

Equality and Diversity (Equality, Diversity and Teamwork – EDAT)

EDAT meetings

25. HMP Bristol has been running monthly EDAT meetings throughout the year and the representative from the IMB has been able to attend some of the meetings, receiving the minutes from other meetings via e-mail.
26. These meetings represent a forum where issues concerning the whole range of diversity issues at HMP Bristol are discussed between senior management, staff members and prisoners; through their Race Equality Representatives. The meetings, while of high quality, tended to be heavily based on quantitative data and statistics. Every Power Point presentation made at these meetings had a lot of statistical data and with little information about how such data might be interpreted. Such an approach can pose a particular challenge for the representatives of prisoners, who attend the meetings, as it was difficult to follow all the discussions without good command of quantitative research methods.
27. The establishment is commended for having done a lot of work in attempting to involve the prisoners in the running of the HMP Bristol. There are six prisoners' consultative forums:
 - Older Prisoners' Forum
 - Forum for Prisoners with Disabilities
 - Foreign National Prisoners' Forum
 - Equality Representatives' Forum
 - Peer Support Workers' Forum
 - Prisoners' Consultative Forum

Learning and Skills

28. Between August 2009 and July 2010, the Learning and Skills function has been subject to restructuring. It now includes all contracted learning and skills provision (under the Offender Learning and Skills Service, or OLASS contracts), the Prison's Information and Communication Technologies Academy (PICTA), the Library and the Chaplaincy. The group continues to develop accredited learning opportunities across the estate, ensuring that prisoners can gain nationally recognised awards through any work placement. The recently created prison Regimes Function is now responsible for allocation and attendance management, as well as industries and physical education.
29. Under the OLASS contract, the three providers are: Tribal (information, advice and guidance), Strode College (skills for life and vocational training) and Action for Employment (A4E). In addition to existing programmes, Strode College is now delivering an NVQ in catering for workers employed in the kitchen, alongside shorter qualifications for those who are not in the prison long enough to benefit from the full NVQ. It has also introduced a horticultural programme. Additional literacy provision for non-traditional learners is being developed by Learning and Skills within the education environment; this includes 'Story Book Dads' and some literacy workshops delivered in partnership with Library Services. The 'Toe-by-Toe' programme continues to provide structures for reluctant learners and those with specific learning needs - Bristol is recognised as a leader in the delivery of this scheme.

30. With regard to resettlement pathway work, Learning and Skills continues to aim to create greater cohesion between skills and employment. Within the OLASS contract, it delivers the: 'Proper Job' employment course, self-employment workshops and mentoring, and also accredits work-transferable skills such as time-keeping, team working and communication. Explicit employability qualifications have been introduced within the workshops. The prison has received funding, via the European Social Fund, to work with A4E to deliver the 'Way4Ward' programme, an extended and enhanced version of the 'Extra Mile' programme. Links have also been initiated with British City Council and local cycling organisations through the 'Cycle City' initiative.
31. The work with children and families continues to be a strength. During the year, the prison's provision in this area has been recognised as best practice by HMCIP and OFSTED; the Pathway Leader has won awards regionally and nationally for her work.
32. The prison has made a determined effort to increase the numbers attending work and education. 'Education Champions', employed prisoners on the wings, were an early initiative in the year to encourage prisoners to apply for education, but their role has diminished since the creation of the Regimes Team who have taken over responsibility for the allocation to work and education. 'Outreach', whereby tutors visit individual prisoners on the wings, is also used to try to engage prisoners' interest. At the end of May, of the 493 spaces in work and education, 463 were filled; 213 prisoners were in neither activity. Some prisoners are now in both work and education. The Board welcomes the new development plan to expand work and education options for prisoners. This, currently, includes 30 additional workspaces and a more equal allocation of workspaces across the wings. The number of part-time employment opportunities, giving greater flexibility, is also being increased.
33. The thorough quarterly self-assessments, conducted by the Learning and Skills group, are impressive; these determine what is going well, where improvements need to be made and prisoners' attitudes to courses. At the beginning of June, 71% of the prison population had been involved with the 'Next Steps' procedure and had had an initial Learning and Skills assessment. Prisoners at Bristol should have their own personal education record file which is kept in the prison and accompanies them when they leave. Copies of all learning plans and achievements are kept by the prison and these should be sent to the next prison when a prisoner moves. The ability to provide courses above Level 2 is restricted due to lack of funding. Prisoners with learning difficulties, whose initial assessments are rated very low, are put in a class with others of a similar level and their individual learning needs are addressed. Outreach covers the Segregation Unit, the Healthcare Wing, and prisoners who are unable to attend classrooms on a regular basis. Classes are not often cancelled due to teaching staff being ill or on leave. If staff are away, the Basic Skills classes are covered by a colleague.
34. The Library is a much-used resource. Every prisoner has access to it once a week and can borrow a range of books, music CDs and games. It aims to cater for a wide range of nationalities in the publications it stocks. At the beginning of June, two-thirds of the prison population were library members and over a third of prisoners were using the Library each week. The difficulty in getting books returned is an ongoing problem. Two reading groups have been introduced to the prison recently, funded by the Roehampton Institute and run by the library staff. The library study space has been developed during the year as a quiet space for Open University students as well as a venue for one-to-one support and dyslexia support sessions.

Healthcare and Mental Health

35. NHS Bristol commissions healthcare provision in the prison through external sources such as dentists, opticians, chiropodists, GP clinics, sexual health specialists and HIV/AIDS advisers. Avon and Wiltshire Partnership Mental Health Trust (AWP) provides mental health services. Drug and alcohol dependency is addressed by the Integrated Drug Treatment System (IDTS) and Counselling, Assessment, Referral, Advice and Throughcare Service (CARATS). The healthcare building occupies two-floors, with a 20 bed in-patient facility on the ground floor and clinics and counselling on the first floor.
36. The Board is pleased to note that staff turnover in healthcare has reduced over the past year, and the staffing position has stabilised with currently two vacancies in the primary care team and 4.6 vacancies in the IDTS team. The improved staffing position is partly the result of a recent recruitment drive, including a recruitment fair in June 2010. Placements of nursing students have also contributed to the improved position.
37. A review of delivery of in-patient care is currently taking place at HMP Bristol, and it is anticipated that any recommendations will be implemented before the end of this financial year. The review reflects national issues, such as which organisations should be the main providers, and South West Region issues, such as a drive to reduce in-patient facilities with care provided instead on the wings. The review will also consider whether the in-patient facility should cater mainly for mental health or physical disability. A key aim will be to optimise NHS standards of care and ensure high quality of healthcare provision throughout the prison. Ensuring NHS standards within the in-patient facility is likely to highlight the benefits of excluding it from 'OpCap' numbers – a national issue already emphasised by HMCIP. The Board welcomes this review.
38. It had been hoped to recruit an Occupational Therapist for HMP Bristol over the past few months to deliver group day-care activities, but budget limitations have so far precluded this. A forthcoming budget review with NHS Bristol might, however, allow a transfer of funds from inpatient care that would provide funding for an Occupational Therapist.
39. Staff working in healthcare, continue to offer a valuable service to the prison, with considerable dedication and enthusiasm. Furthermore, over the last year they have embraced the challenge of providing high-quality care to a prisoner, held at HMP Bristol, who requires 24 hour one-to-one nursing.

Safer Custody

40. The safer custody unit is run by a dedicated group of officers who have maintained a high standard of care and understanding.
41. Since the last report, there has been an additional five trained 'listeners' which means that, currently, there are nine. More training sessions are planned and, hopefully, the number will move to 12. This intention can be thwarted, however, by trained listeners moving to another prison as part of their sentence plans. Another innovation is the introduction of a buddy system, whereby, prisoners are trained to assist first-time offenders in understanding the requirements of the prison regime.
42. Every wing now has a 'distraction box'. The boxes contains paper, pencils, books, etc., - items which may distract a prisoner from self harming. The team is always seeking ways to improve the time spent with self-harming prisoners; whether it is through the listeners or the new buddy system.

43. The prison, through a continuous improvement plan, has been able to monitor violence reduction, anti-social behavior, ACCTs, (Assessment, Care in Custody and Teamwork) and self harm.

ACCTs (Assessment, Care in Custody and Teamwork)

44. Since the last report, the number of ACCT books which have been opened has increased. This is because there is now a better system of recognising needs. The prison has provided additional programmes for more personnel to be trained as assessors and has widened the scope for identifying prisoners' needs, for example, working more closely with the mental health team.

45. On rare occasions, however, staff complete observation times and comments long after the prisoner has been observed. This is not good practice and can lead to unreliable recording.

46. In the last report, it was mentioned that ACCT books were not always accompanying the prisoner to different parts of the prison, for example, education and work. Whilst there has been a very noticeable improvement in this respect, there are still occasions, however, when this does not happen.

Violence Reduction & Anti-social Behavior

47. The incidents of bullying and anti-social behavior are now better recorded; through the introduction of improved procedures and forms. There is more awareness of racial issues, and diversity needs, however, there is still some difficulty in convincing prisoners that their concern will remain confidential.

48. Over this reporting period, there has been a significant increase in the number of deaths in custody which are all subject to automatic external enquiries. In the aftermath of these tragic events, staff are extremely sensitive to the situation and handle matters extremely well.

Segregation

49. For the 12 furnished, two unfurnished and four safer cells, the staffing profile is two Senior Officers and eight officers. The average prisoner occupation of segregation is 50% of capacity, compared with 75% last year.

50. In the past 12 months, there has been a 50% turn around in staff due to staff rotation moves compared with 25% last year.

51. Staff/prisoner relationships remain very good. Over the last 12 months, six prisoners were assigned, temporarily, to unfurnished cells for bad behaviour, compared with ten last year; 12 in 2007/2008, and 54 in 2006/2007. The assignment to unfurnished cells normally lasts for just a few hours, or less, and is monitored by IMB.

52. The past 12 months has seen 312 prisoners segregated (320 last year and 326 the year before) including three dirty protests, (four last year and seven the year before) however, the Segregation Unit has had some very difficult prisoners this year and the dirty protests have lasted a considerable time. There were no major incidents and mechanical restraints were not used.

53. The wing had 1303 adjudications, compared with 1173 last year, however, these figures include prisoners who have received multiply adjudications.

54. Whenever possible, IMB members monitor adjudications on a weekly basis. The Independent Adjudicator is present once a month and has a case load which averages 25 (30 last year).

55. Reviews take place weekly and IMB attend whenever possible. These are run well so this activity has reduced over the reporting period.
56. IMB members visit the unit every week, check the paperwork, and speak to all the prisoners and staff. Prisoners are always asked whether they are satisfied with their conditions and treatment.
57. It is the opinion of the Board that the Segregation Unit is extremely well run, in a professional manner and with a great duty of care. Many prisoners have learning disabilities, and mental health issues, and some prisoners are, on occasions, very violent. Staff deal with these prisoners in the proper manor, often having to deal with the most difficult prisoners.

Section 6

OTHER AREAS

Resettlement and Regimes

58. In paragraph 9.1 of its Report, HMIP states:

'Resettlement underpins the work of the whole establishment, supported by strategic partnerships in the community and informed by an assessment of prisoner risk and need.'

59. Key findings in the report included:

- Governance of the resettlement strategy is weak
- The resettlement strategy is not effectively implemented
- There is more need for prisoner awareness
- A need for links with the Regional strategy
- The 7 pathways need to reflect the strategy
- The Prison strategy is not robust and runs alongside an incomplete action plan
- The Resettlement committee did not monitor the strategic development of resettlement
- Pathway provision is variable
- 10-15% of Prisoners are discharged with no fixed abode
- The strategy is not measured against key outcomes for prisoners.

60. HMIP states that only 17% of prisoners knew where to go for accommodation advice, compared with an average of 35% in local prisons. The Lead has now produced a leaflet which will be given to prisoners at Induction. He is also going to raise awareness of the Accommodation Pathway across officers through a training presentation. There is a timely significant role here for Personal Officers to create awareness across the establishment population.

61. According to HMPI, 40% of prisoners had not met their Personal Officer, 83% did not have a sentence plan and 93% said staff had not helped them for release. All Personal Officers have a clear role description which highlights responsibility for integration. Systematic monitoring, and clarity of responsibilities, would significantly help in ensuring that all Personal Officers, effectively and consistently, meet prisoner resettlement needs.

62. Travellers, Gypsies and Romany prisoners, whilst only 3% of the prison population, compose a significant segment of those prisoners with no fixed abode (which matches the entry profile of these prisoners). At a national level, there is no field on P-NOMIS (computer tracking system) to record these prisoners and, therefore, no national facility to track outcomes for them.

63. Since the publication of the report, there have been significant planned improvements. These are being developed across the establishment, well supported by the energy and commitment of the Chairman of Reducing Re-offending /Resettlement and the Head of Regimes and Activities.

64. The regional strategy for resettlement did not link with local establishments and, in consequence, HMP Bristol's strategy was not fully reflective of regional resettlement needs. Bristol has now developed, and is distributing for consultation, its own strategy, mindful of local needs.

65. Given the current national comprehensive spending review, Bristol's intention is to target needs/risk led resources which apparently should be less costly and more effective than the current layered approach to resettlement.

66. The layered offender management programme is going to be gradually replaced with a tiered offender management programme, based upon individual prisoner assessed risk and need. Instead of working through each of the 7 Pathway layers, the planned intention is to tailor a specific programme of management to match individual prisoner needs.
67. Key monitoring evidence will centre on the number of referrals, the resources used and the number of prisoners engaged in purposeful activity to prepare for resettlement. Each prisoner will be asked to complete a quality feedback form matched against individually assessed needs. A core group of psychology/therapy personnel will undertake systematic needs assessment of all incoming prisoners, with a focus upon distinct diversity groups.
68. The Discharge Board will provide feedback to the 7 Pathway Leads, four weeks before a prisoner is released. It is then envisaged that a responsive and individually relevant package of provision will be planned with input from appropriate pathways. The role of the Personal Officer could be vital from both a monitoring and co-ordination perspective. It is anticipated that, by the end of the year, targeted intervention will be rolled out across the prison.
69. A crucial resettlement strand is that of accommodation. On a day-to-day operational level, the Accommodation Pathway is led with commitment and sensitivity, and, within the locality, secure and strong partnerships have been established. However, working at a daily operational level the Pathway Lead, who is at Officer level, appears somewhat isolated. Whilst data is collected, it does not appear to be regularly scrutinized to inform priorities and there is no definite sense of strategic direction.
70. As part of an overall review of prisoner needs, management is very aware of the need to raise the accommodation profile and embed all pathways into a strategic development plan. A clear line management steer for the accommodation lead would, additionally, provide important support and ensure consistent links with other pathways.
71. Regimes and activities is an essential element within the resettlement programme. The Governor in charge assumed responsibility for regimes from April 2010 and leads it with enthusiasm, energy and commitment.
72. Recently a review of regimes was undertaken. The aim was to:
- 'Ensure that it captures the journey from Reception to release, ensuring reducing reoffending pathways are met in a coherent partnership between all parties'.*
73. Its goal is to secure a balance between quality association for prisoners and purposeful activity. For example, 15 additional places in recycling, 15 additional places in workshop 1 (life cycle project) and additional educational provision for D Wing prisoners are being established. Access will be informed by an assessment of prisoners' needs and associated risk. Some of the regimes report recommendations include:
- The production of a three-year development plan
 - Dissemination to key staff
 - Income generation, buying in external input
 - All workplace prisoners to have access to social skill development and accreditation routes
 - Accessing additional funding to enhance workshop provision
 - Two full-time instructors in recycling.
74. An action plan will be produced for each element of the development plan to ensure responsibility and accountability across all key staff. Strategically, it is crucial that this, and other development plans, reflect whole establishment planning which is informed by the resettlement strategy.

75. There has been a 20% increase in allocated work and education for prisoners, from April (75%) to July (95%). These are allocations and not actual attendance figures. However, on one day, there were 520 allocated 'purposeful activity' workplaces with a 95% attendance. It would be useful to monitor the take-up/non take-up of 'purposeful activity'. This could then be assessed alongside the quality of input of the Personal Officer to ensure that activity is indeed purposeful/motivational and matched to prisoners' needs.
76. Following HMIP report, this aspect of the annual IMB report has concentrated upon areas of management and organisation, underpinning resettlement. At a later date, when the new regime has bedded in, it will be imperative to interview samples of prisoners, staff at middle management, and a sample of Personal Officers.
77. In a previous IMB monitoring report, it was highlighted, 'there is still an awareness of the need to analyse prisoners' needs systematically and take up rates to ensure provision is timely, relevant and effective...the foci of both committees (Strategic group of Pathway Heads and Operational group of Community Partners) need to be examined and roles and responsibilities clearly defined...pathways need to monitor outcomes.'
78. There is a strong sense of optimism and purpose. However, whilst management is wholly committed to securing resettlement improvements, it is important that planned intentions are disseminated across the establishment. This would ensure that all personnel are clear about roles and responsibilities, both at an operational and strategic level. This is particularly apposite for the Personal Officer role.
79. To avoid a piecemeal approach, and secure consistency across the establishment, the resettlement strategy needs to inform sectional reviews and action plans. This would enable prisoners to experience a seamless level of provision which closely matches their needs and risk and produces viable outcomes.
80. Possible areas for development:
- Secure the role of Personal Officer within prisoner assessment and resettlement
 - Disseminate the resettlement strategy to consistently inform development and action planning across the establishment
 - Establish a framework of monitoring and evaluation, at all levels, informed by prisoner outcomes.

Drugs and Treatment - IDTS (Integrated Drug Treatment Strategy)

81. Prisoners with a drug habit, currently running at nearly 25% of the population of HMP Bristol, continue to receive a good level of support if they actively engage with the various programmes on offer.
82. A comprehensive assessment of the needs of each new prisoner takes place over seven days, on the third floor of C Wing, followed by transfer to the other two floors in the same wing; from where prisoners take part in the wide range of psycho-socio groups organised by the CARATs (Counselling, Assessment Referral Advice and Throughcare) team.

83. C Wing continues to act as the nerve centre of the prison in addressing the significant problems caused to the establishment by the use of both illegal and prescription drugs. The CARATs team is now located in C Wing. Headed by a new manager, the team has exceeded its targets for dealing with referrals and setting up programmes. Psycho-social groups have continued to run well and meet targets for engagement and completion. Healthcare workers, based in C Wing, ensure that each prisoner has a medical review every four weeks, with a co-ordinated review after 12 weeks. One of the governors, who has specific responsibility for implementing the Integrated Drug Treatment Strategy, is also based in the Wing which is run by an excellent Senior Officer, heading a strong team of officers. Overall, there is a strong sense that all the staff located in the Wing operates as an efficient team.
84. During the year, the prison has set up a small Relapse Intervention Team – a service which is regarded as unique to this prison. HMIP singled the team out for praise in the recent inspection of the prison, stating that ‘it will save lives’. As a result, this service is attracting national attention, with other prisons aiming to replicate the model.
85. Meetings of the Drug Strategy Committee continue to take place on bi-monthly basis. The committee brings together key staff with lead responsibilities for various aspects of the IDTS from across the prison. Meetings are generally well attended and are expertly chaired by one of the deputy governors; who is very effective at holding people to account and questioning progress against specific targets in the Drug Strategy, thus ensuring that the document remains ‘live’. The governor concerned also makes a point of praising good work and emphasising the key role which C Wing plays within the prison.
86. The cumulative result for the Mandatory Random Testing target (those testing positive) of 16.4%, was 12.2%. Monthly results generally were good, with a dip in April 2010. The target of 14.9%, for weekend suspicion testing, has not been met on a number of occasions, mainly due to staff shortages. Security information is being used more effectively to target searches and identify where random drug tests are required. Four newly-trained dogs (two active and two passive) play a key role, and a major search of the prison took place in December. As a further deterrent, changes have been made to the compacts for workers, whereby prisoners who test positive for drugs are automatically sacked from their jobs.
87. In spite of all the hard work, various difficulties remain. The recurring problem of drugs coming over the wall appears to have been addressed by modifications to window grills. Other routes for getting illicit drugs into the prison, such as via Rule 39 letters, are being tackled. The ‘palming’ of prescription drugs, such as Subutex and Tramadol, continues to give problems, although this is being actively addressed by allocating additional staff to supervise queues of prisoners waiting to be prescribed.
88. At various points during the year, spaces have been scarce in C Wing, resulting in prisoners requiring specialist support for their drug habit being held on other wings. Lack of space is caused by prisoners remaining for longer than seven days in the assessment cells and then refusing to move; in addition, there is evidence that other prisons, Category C training prisons in particular, refusing to take prisoners on ITDS programmes, or else not declaring spaces.
89. Prisoners are now able to access a state-of-the-art, all-weather sports pitch, funded jointly by a number of agencies, which was opened by Michael Spurr, Chief Executive Officer of the National Offender Management Service, in May 2010. The staff involved, aim to use team sports as a way of building self esteem and diverting attention from drugs.

Visits – Phone Bookings

90. Prisoners' visitors have reported that they are experiencing difficulty in making bookings on the phone line which is given on the prison's website. This has been monitored by the IMB at different times and at weekends. The findings (from 14 attempts):

- Longest waiting time was 3 minutes and 3 seconds (and then cut off)
- The shortest time was 6 seconds
- The average waiting time, 1 minute 12 seconds
- On four occasions, there was no answer during the stipulated answering times - the phone line having been switched to the answer message which gave no option, therefore, to book a visit. This was 33 minutes before the stated phone line closing time, 25 minutes, 10 minutes and 9 minutes, respectively.

This aspect will be subject to further monitoring.

IMB Activity and Budget Constraints

91. The Board exceeded its budget last year, however, this year's budget has been increased. Nevertheless, there is still a need to work effectively and efficiently. The Board continues to cut down its attendance at certain prison meetings but still requests minutes of these meetings. The Board is now operating at its optimum designated number which brings an increased demand on its budget. In recognition of this, the Board has reduced its monthly meetings from 12 to 10 to save money. The budget is monitored closely.

92. Some money saving statistics:

- Members are now visiting the prison less often (-17% when compared to last year).
- Members are attending less meetings run by the prison but still keeping informed through the receipt of minutes (-50% when compared to last year).
- Members are attending less Segregation Reviews. These are found to be fair and well managed so there is not the need for repetitive monitoring (-47% when compared to last year).

93. Over this reporting period, the number of applications from prisoners, to see the IMB, has reduced by 14%, however, there has been a notable rise in health related issues, +19%.

Foreign National Prisoners (FNs)

94. HMP Bristol was holding 71 Foreign Nationals (FN's) at the beginning of August 2010. The average figure for Unlock is approximately 605 so the FN's account for over 11% of the total population. This is a high proportion for a local Category B prison. Language difficulties and cultural differences present a constant challenge to staff. FN population at HMP Bristol, by nationality:

AUGUST 2010			AUGUST 2007		
Country	Total	% prison pop	Country	Total	% prison pop
Algeria	1	0.17	Algeria	0	
Anguilla	0		Anguilla	1	0.17
America	1	0.17	America	0	
Argentina	0		Argentina	1	0.17
Barbados	1	0.17	Barbados	0	
Belize	1	0.17	Belize	0	
Brazil	2	0.34	Brazil	0	
China	1	0.17	China	0	
Congo	1	0.17	Congo	0	
Czech Rep	0		Czech Rep	1	0.17
Ethiopia	1	0.17	Ethiopia	0	
France	1	0.17	France	1	0.17
Gambia	2	0.34	Gambia	0	
Georgia	0		Georgia	1	0.17
Ghana	1	0.17	Ghana	0	
Holland	3	0.5	Holland	0	
India	2	0.34	India	0	
Hong Kong	0		Hong Kong	1	0.17
Iran	1	0.17	Iran	1	0.17
Ireland	4	0.66	Ireland	2	0.34
Italy	1	0.17	Italy	1	0.17
Iraq	1	0.17	Iraq	0	
Jamaica	8	1.33	Jamaica	11	1.82
Kenya	1	0.17	Kenya	0	
Lithuania	1	0.17	Lithuania	0	
Malaysia	0		Malaysia	1	0.17
Nigeria	2	0.34	Nigeria	2	0.34
Pakistan	1	0.17	Pakistan	1	0.17
Portugal	1	0.17	Portugal	0	
Palestine	2	0.34	Palestine	0	
Poland	4	0.66	Poland	2	0.34
Portugal	0		Portugal	1	0.17
Romania	3	0.5	Romania	0	
Senegal	1	0.17	Senegal	0	
Sierra Leone	0		Sierra Leone	1	0.17
Slovakia	1	0.17	Slovakia	0	
Somalia	6	1	Somalia	4	0.66
Sri Lanka	1	0.17	Sri Lanka	0	
Uganda	1	0.17	Uganda	1	0.17
Ukraine	0		Ukraine	3	0.5
Vietnam	10	1.65	Vietnam	6	1
Yemen	1	0.17	Yemen	0	
Zambia	2	0.34	Zambia	0	
Zimbabwe	0		Zimbabwe	1	0.17
Totals	71			44	
% of prison pop	11.73			7.27	

Section 7

THE WORK OF THE INDEPENDENT MONITORING BOARD

This section should describe how the Board has gone about its work by way of rota visits, hearing applications, segregation reviews, surgeries, questionnaires, meetings as observers, letters raising issues with Ministers or senior management. The following template should be used for recording the key statistical data.

BOARD STATISTICS	2009/10	2008/09
Recommended complement of Board members	15	15
Number of Board members at the start of the reporting period	13	11
Number of Board members at the end of the reporting period	16	15
Number of new members joining within the reporting period	4	7
Number of members leaving within the reporting period	1	3
Total number of Board meetings during the reporting period	10	12
Average number of attendances at Board Meetings during the reporting period	8.7	9
Number of attendances at meetings, other than Board meetings	46	92
Total number of visits to the prison/IRC (including all meetings)	341	411
Total number of applications received	318	370
Total number of segregation reviews held (14 day reviews)	186	149
Total number of segregation reviews attended	18	34

Section 7 (cont)

There should always be a full set of statistics on Applications in the form of the template below. These, together with the Board's comments, will be of assistance to the Ombudsman and management generally.

Code	Subject	2009/10	2008/09
A	Accommodation	3	10
B	Adjudications	12	11
C	Diversity related	1	9
D	Education/employment/training	16	20
E	Family/visits	26	28
F	Food/kitchen related	9	11
G	Health related	68	55
H	Property	55	62
I	Sentence related	18	13
J	Staff/prisoner/detainee related	11	14
K	Transfers	15	22
L	Miscellaneous	84	115
	Total number of applications	318	370