



HM PRISON NOTTINGHAM

Independent Monitoring Board

Annual report

To Her Majesty's Secretary of State at the Ministry of Justice

For the period

1st March 2009 to 28th February 2010

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1. STATUTORY ROLE OF THE IMB

The Prisons Act 1952 and the Immigration and Asylum Act 1999 require every prison to be monitored by an independent Board appointed by the Minister of Justice from members of the community in which the prison is situated.

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 its custody.

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

2. Executive summary.

2.1 Policy Matters for the attention of the Justice Minister.

2.1.1 Remand Prisoners. Every year the Board draws attention to the numbers of prisoners on remand. It remains the Board's opinion that more could be done to influence the courts about this matter; see **3.2, 11.1**.

2.1.2 Recall Prisoners. The number of recall prisoners continues to increase and is contributing to the overcrowding of the prison system. It appears that the criteria for recall are not clear since probation staff in the community, who activated the recall, may then

recommend the prisoner's release to the parole board. Furthermore, a number of recall prisoners stay in prison for longer than is necessary if laid down protocols were adhered to; see **11.2**.

2.1.3. Category B ISPP prisoners. There are still ISPP prisoners in HMP Nottingham whose minimum tariff has expired because it has not been possible to find places for them in training establishments where they can undertake appropriate courses. This is unacceptable.

2.2. Policy matters for the attention of the National Offender Management Service, NOMS.

2.2.1. The change from local to community prison is ongoing and led by the Governor; the board believes that it is essential that he should stay in post until the community prison is established; see **4.2, 4.3**.

2.2.2. The Board repeats its concerns about the implications of re-tendering the education contract every three years; see **6 .1**.

2.2.3. The bureaucracy involved in the appointment of staff leads to unacceptably long delays; see **4.4**.

2.2.4. The number of BME staff is not related to the number of BME prisoners. The employment of BME staff appears to relate to the proportion of BME in the local community and has nothing to do with the needs of the prison; see **5.3**.

2.2.5. Home detention curfew, HDC, is underused and, at least one reason, is the delay by the probation service in carrying out the required checks in the community; see **11.3**.

2.2.6. Car parking is insufficient for the expanded prison particularly for families and the disabled; see **12**.

2.3. Operational matters.

2.3.1. The Board commends the 'Way without Walls' mentoring service and is pleased that the Governor has appointed a mentoring coordinator whose job is to coordinate the delivery of community mentoring services.

3. Matters raised in the 2008 to 2009 annual report.

3.1. The Board appreciates the replies received from:

Claire Ward MP, Parliamentary Undersecretary of State, Ministry of Justice.

Stephen Shaw, Prisons and Probation Ombudsman.

Doctor Peter Selby, President of the Independent Monitoring Board National Council.

The National Offender Management Service (NOMS).

It was also appreciated that the Minister of Justice, Jack Straw MP, took the trouble to discuss the Annual Report with two members of the Board during his visit to HMP Nottingham in November 2009.

3.2. The Board wishes to comment as follows:

With reference to the replies of Claire Ward MP.

3.2.1. Remand Population. The Minister states 'we have taken action to provide the courts with arrangements for reducing bail risks so that the greater use of bail in appropriate cases is facilitated'. Unfortunately there is no evidence that this initiative has had any effect upon the numbers of prisoners on remand in HMP Nottingham, see **11.1**.

3.2.2. Indeterminate Sentences for Public Protection. The Minister suggests that the difficulty in securing transfers for category B ISPP prisoners, most of whom are sex offenders, is due to the 'proposed receiving establishments deciding not to accept the offender'. The Board believes that the problem is in fact lack of training places for this type of prisoner. The problem persists, see **11.4**.

3.2.3. Learning Difficulties. The Board is pleased that progress is being made with this problem, see **6.3**.

3.2.4. Mental Health Training. The Board is pleased that mental health training has now been provided for segregation staff, see **9.2**.

3.3. With reference to the replies of NOMS.

3.3.1. Learning and Skills. Re-tendering. The Board was very disappointed by the response to comments about the policy of re-tendering for the education contract every three years. The problems created by this policy, as outlined in last year's report, contradict the assertion that 'this arrangement ensures longer term stability while maintaining a strong focus on performance and continuous improvement'. Problems relating to re-tendering persist, see **6.1**.

3.3.2. Learning and Skills. Education manager. NOMS state that a 'new permanent education manager took up her post in June 2009 and a good working relationship has already been established'. In fact she resigned at the end of February 2010, see **6.1**.

3.3.3. Prisoner Educational Records. The Board is pleased that some progress has been made in creating unique prisoner records transferable between establishments, see **6.2**.

3.3.4. Senior Management. The Board is pleased that both the Governor and deputy Governor have remained in post for the past year.

3.3.5. Health Partnership Board. The Board is pleased that the Health Partnership Board has been re-established, see **7.1**.

3.3.6. Car Parking. The car parks mentioned in NOMS reply have not materialised. There remains a problem of car parking for visitors particularly families and the disabled, see **12**.

4. Description of the Prison.

4.1. Expanded prison. During the current reporting period, HMP Nottingham was a local prison serving the courts of Nottingham and Derby City, holding 550 adult, 21 years and over, male remand and sentenced prisoners. In 2010 it will become a community prison with a role of 1060 prisoners. The physical expansion includes not only a new triple house block but also new offender management unit, reception, visits suite and workshops. The scale of this expansion within an operational prison is a first for the prison service. The new buildings were opened in March 2010 four months ahead of target and under budget.

4.2. Community prison. The change of role from local to a community prison means that, in the future prisoners with short sentences, 12 months or less, will stay at HMP Nottingham and will be released directly back into their local communities. Prisoners dispersed elsewhere in the country will return to HMP Nottingham for the remaining three months of their sentence prior to release. This change from a local to a community prison has involved changes in organisation to bring the prison arrangements into line with the community it will serve. In future, the core activity of the prison will be to reduce re-offending. In order to achieve this the offender management unit, OMU, has been reorganised into four teams working to geographical locations: Nottingham City, Nottinghamshire County, Derby City and Derbyshire County. The intention is to improve communication between the prison and local probation and community services. Outside agencies are being invited into the prison to work with prisoners before their release. An example of this is the appointment of a police funded post in the prison so that communication with the local police takes place before a prisoner is released.

4.3. Outside agencies. The visitor centre is now managed by the Prisoner Advice and Care Trusts, PACT, independently of the prison service. Planning continues to see if the workshops can be used to give something back to the community. For example, Willmott Dixon, is in discussions about the use of a workshop to manufacture gates for properties that have been vandalised. Planning also continues on the pre-release programme so that potential employers such as Derby City Council and Tesco, can interview and assess potential employees before release.

4.4. Recruitment. The Board supports these initiatives. However the Board is concerned about the slow recruitment of staff for the expanded prison. Every new post has to be individually approved by a Workforce Board. After this, the time taken between a job offer and final approval can take more than six months and during this delay the potential recruit is not kept informed and will very often find other employment. The delay is partly due to the need for security clearance but also the vetting procedures carried out by the Shared Services Centre which is responsible for recruitment in the prison service.

4.5. Next year. The Governor and senior staff have given considerable thought and effort to making a success of the change from a local to a community prison. The process is continuing and next year should see the planning coming to fruition.

Areas Which Must Be Reported.

5. Diversity.

5.1. DREAT. The Diversity and the Race Equality Action Team have been combined as the 'DREAT'; its monthly meetings are chaired by the Governor and attended by representative prisoners from each wing and by a member of the IMB.

5.2. Training. 'Challenge it Change it' training is being given to increasing numbers of staff although the expansion of staff numbers for the community prison means that not all staff have received this training as yet.

5.3. BME staff. The Measuring Quality of Prison Life (MQPL) survey indicates that BME prisoners have a significantly lower opinion of the prison compared with white prisoners. Whether or not this relates to the ethnic mix of staff, a considerable effort has been made during the year to recruit more BME staff. Outreach events have been organised with the local ethnic community who have also been invited into the prison on open days. These generated considerable interest in the local community and for a time the recruitment of BME staff approached the 6% target. However, it has now slipped back to 5.3% due to the transfer into Nottingham of many more white than BME officers from other prisons as part of the current expansion. This raises a number of issues. Why a 6% target when 25 to 30% of the prisoners in HMP Nottingham are BME? The answer is that 6% of the residents of the City of Nottingham were BME at the time of the last census. Applying the same logic to prisons such as HMP Whatton or HMP Ranby where there are very few BME in the local communities, it is not surprising that very few BME officers were transferred to HMP Nottingham. It also means that in these prisons the disproportion between BME staff and prisoners will be very much greater than in HMP Nottingham as many of the prisoners in these institutions are transferred to them from HMP Nottingham.

5.4. Disabled. While the emphasis of DREAT concerns ethnic minorities, diversity also includes disabled and gay prisoners. The prison was previously very deficient in facilities for disabled and elderly prisoners particularly wheelchair users. Facilities now available in the new build are very much better.

6. Learning and Skills.

Services are provided by Lincoln College.

Although there are many positive developments in the overall provision of Learning and Skills, the Board's concerns about the delivery of services by a third party partner organisation which were detailed in our last report have not been allayed during the 2009/2010 reporting period.

6.1. Lincoln college. The change of supplier - from West Notts College to Lincoln College - in the summer of 2009 and several changes of Education Manager have made for a period of instability which is time consuming for prison management. The involvement of new people inevitably brings changes to the provision which can be unsettling for prisoners and this situation has been made very much worse by the slow recruitment process managed by the college which has led to staff shortages and the use of supply tutors. The prison staff

report that they have had difficulties in securing timely responses from the College in relation to staffing shortages; the prison must provide education sessions all year round and not on a termly basis as would be the experience at a college and it seems to be taking some time for this to be acknowledged by Lincoln College. At a time when the prison has been working hard to improve regime attendance and effectiveness the cancellation of classes because there is no teacher has been very unhelpful and damaging to outcomes. NOMS responded to our report last year that the system for education provision in prison through a third party college ensured 'longer term stability whilst maintaining a strong focus on performance and continuous improvement'; nothing observed through our monitoring activities during the reporting period can be remotely considered to support this assertion. Early indications from Ofsted (following a recent inspection) are that outcomes are a cause for concern; this is very worrying given that the expansion of the prison is imminent. With the demise of the Learning and Skills Council (LSC) and its replacement by the Skills Funding Authority (SFA) in April 2010 there must be further concern that this could impact on the service provided to the prison and the Board does wonder why the prison cannot manage its own education provision as is apparently the case in private prisons.

6.2. Prisoner records. The Board has been pleased to learn that the establishment of the National Education data base is beginning to help create unique prisoner records which can be transferred between establishments. In addition the prison has been working to embed a personal file system for individual prisoners which gives them a record of achievement upon release; this has real potential for the rehabilitation prospects of prisoners.

6.3. Prisoner qualifications. Much of the focus during the year has been on gearing up for the expansion of the prison so it is especially pleasing to observe that some new opportunities for prisoners have been brought on stream ahead of expansion. An NVQ level 1 is now available for those working in the kitchen and this will broaden to include NVQ level 2 when the new staff bistro opens later in the spring. Incremental awards leading to certification are now available for those employed in workshops giving a much needed boost to those engaged in mundane and repetitive activities. Also very pleasing is the acquisition of funds for new services to prisoners with learning difficulties; at the end of the reporting period a Special Educational Needs coordinator (SENCo) was being appointed. Amongst other activities, the post holder will be responsible for establishing a standardised system of screening for learning difficulties; liaison with the mental health in-reach team will also be central to this provision which will focus on life skills for prisoners.

7. Health Care.

Services are provided by:

Nottingham City Primary Care Trust (PCT): primary care.

Nottinghamshire Healthcare NHS Trust: secondary mental health services.

Nottinghamshire County PCT: dental and podiatry.

Carlton Opticians.

Nottingham University Hospitals NHS trust: retinopathy and sexual health.

7.1 Health Needs Assessment.

The Partnership Board has been reinstated and is now meeting regularly, attended by the Governor, Head of Prison Health, senior managers from the PCT and a representative of the IMB. The PCT has carried out a thorough Health Needs Assessment of the prison following enlargement. One of the difficulties with this exercise has been the lack of solid information about the health of prisoners in HMP Nottingham. Information has been collected on the Prison Health Care System One database from its introduction in June 2007 but when compared with national statistics there are large discrepancies suggesting that staff need further training in recording health related data. In May 2009 a questionnaire was circulated to all prisoners and there were 282 responses to questions on access to services, mental health, substance misuse and the quality of health care services. Areas identified for development include:

Support for prisoners with problem drinking, in partnership with the Alcohol Problem Advisory Service (APAS) team.

A new release programme to offer advice and support prior to release of short-term sentence prisoners. This will include health information and advice based on priorities in public health such as alcohol use, sexual health and healthy lifestyles. It will also include advice on how to access GPs and community services.

The further development of dentistry and in-house pharmacy services.

Improved Access to Psychological Therapies (IAPT). This is the model of care that is used in the community and considered to be the best standard for patients with low to moderate anxiety and depression disorders.

A new questionnaire has been designed for all prisoners accessing services to provide feedback. One of the team leaders together with the commissioning manager is working towards patient forums to enable patients to have a say in the development and design of services.

7.2 Relocation.

A persisting problem for healthcare has been the large number of 'Did Not Attend' (DNAs) for appointments. Since the move of health care into its new premises at the end of February 2010, the indications are that DNA's have reduced. The reason is probably that health care is now situated centrally close to reception and to A, B and C wings. Associated with the move has been the appointment of a new group of officers to assist health care with the result that prisoners are now moved very efficiently, reducing the waiting times in health care dramatically.

7.3 Assessment and Care Planning.

Some areas of health delivery can be problematic when fitting around the prison regime. In particular, assessment and care planning required the day after first reception, such as a joint substance misuse assessment with CARATs, is difficult due to the constraints of the induction programme. It is to be hoped that the re-formation of the Partnership Board and the prison health operational group will be able to help in resolving such matters.

7.4 Aggressive Prisoners.

Aggressive and abusive behaviour from prisoners towards nursing staff has been a difficulty recently. Though there are prison systems to support staff in such matters, the PCT systems are lengthy and not wholly applicable to the prison.

7.5 Prison Inspection.

Health care received a favourable report with the Inspector commenting particularly on the helpfulness of all staff and willingness to discuss practice openly with the inspection team.

7.6 Example of Good Practice.

The 'leading' team leader has worked in partnership with prison residential managers, healthcare and wing staff to promote decency and high quality end of life care for a prisoner with terminal cancer. Care planning has involved input from the CitiHealth end of life team to advise and support staff, and the Macmillan nurses to offer support and care to the patient. Fortnightly case conference involving prison and health professionals involved in the patient's care, as well as the patient's family, has enabled effective care planning to meet the patient's needs. This has included adapting a disabled cell to ensure that the patient is comfortable and has access to all equipment required to maintain dignity, and to ensure that nursing staff are able to offer appropriate care; the development of an open door policy to ensure that the patient has access to health staff throughout the 24 hour period, and the development of protocols that allow health staff to administer analgesia promptly as required by the patient.

This area of care is new to both health and prison staff, and they are to be commended on the planning and delivery of care, and the promotion of decency and dignity for the patient.

8. Safer Custody.

8.1 Suicide and Self Harm Prevention.

For the fourth year running there have been no self inflicted deaths within the prison.

8.2 Violence Reduction.

During 2009 a Violence Reduction Annual Prisoner Survey was conducted and there was a 63% response rate. Respondents were representative of the population of HMP Nottingham in terms of ethnicity. 54% of prisoners reported that they had been advised of Violence Reduction as part of their induction and found it useful. 67% of prisoners reported that HMP Nottingham was a safe environment. 62% of prisoners reported that they felt safe from being assaulted by other prisoners. Trigger factors of frustration, anger, aggression and violence could be attributed to queue jumping, high noise levels, drugs and attitudes of staff, but the majority of respondents felt confident that staff dealt appropriately with unacceptable behaviour at HMP Nottingham. Staff/prisoner relationships were seen as good by prisoners.

In conclusion HMP Nottingham is generally perceived as a safe prison and overall findings are positive.

In general prisoners held a positive perception of staff-prisoner relationships and of the ability of staff to deal appropriately with bullying.

9. Segregation and Reassessment Unit.

9.1. Use of the unit. The effective de-escalation strategies employed by the Segregation and Reassessment Unit make for a generally calm environment with low numbers; the minimal usage of the special cell - not used at all between June 2009 and February 2010 - is a good indicator of this effectiveness.

The Board has been concerned about prisoners with serious mental health problems who are sometimes held in the unit solely because of the difficulties in finding them a more appropriate placement within the prison, so it is reassuring that the prison has developed a multi-disciplinary exit strategy to minimise the amount of time those with mental health difficulties spend in isolation. Similarly, the detention of one prisoner for more than 3 months in segregation for his own protection, because of difficulties in moving him to another establishment, was a source of concern. Whilst the prison made commendable efforts to modify the regime for the man concerned, these instances, which result from the effects of an overcrowded prison estate, are disturbing.

9.2. Mental health training. After further delays the Board is very pleased that the prison and the PCT have now made mental health training available to Segregation and Reassessment Unit staff and we hope that over the next few months the delivery of this training to all staff will be completed.

Other Areas on Which the Board Wishes to Report.

10. Staffing.

10.1. Efficiency savings. The Board has concerns about the effects of efficiency savings within the prison system which ultimately mean fewer staff to manage prisoners. This results in more time spent in cells and less time to engage with prisoners and to respond flexibly to individual need; we hear comments to this effect from both staff and prisoners.

10.2. Self rostering. The core day and officer's self-rostering has continued to work well with each area of the prison responsible for its own staffing levels. Concerns have been expressed to and noted by the Board regarding the imminent change from self-rostering to central rostering of uniformed staff. The main concerns seem to be about child care and family issues.

10.3. Staff sickness. The Board is aware that long term absence through sickness continues to cause staffing problems. When added to short term sickness the KPT (Key Performance Target) of 10 days sickness per staff member the target has been breached by 1 day

11. Overcrowding.

11.1 Remand Prisoners.

The prison has been operating at capacity for most of the year; was only a very brief period when numbers dropped by about 10%. Two of the factors contributing to overcrowding are the large number of prisoners on remand and the increasing number of prisoners recalled.

Approximately 50% of prisoners in HMP Nottingham are on remand and the numbers have not changed over a period of years. The Board draws attention to this problem every year but nothing effective is done and since about 30% of remand prisoners are either acquitted or given non-custodial sentences when they return to court, it is the Board's opinion that more could be done to influence the courts about this matter.

11.2 Recall Prisoners.

The number of prisoners recalled, often due to very minor breaches of their licence, continues to increase. Between March 2008 and February 2009 410 prisoners in Nottingham were recalled, between March 2009 and February 2010 501 prisoners were recalled, an increase of nearly 20%. This means that recalled prisoners were a significant contribution to the population in HMP Nottingham during the year. This is an under estimate because the figures above only apply to prisoners with a determinate sentence. Recall of prisoners with indeterminate sentences has not been recorded although at the end of February 2010, 9 of 40 prisoners with indeterminate sentences had been recalled. If the present trend continues then recall prisoners will be a significant reason for the overcrowding in the prison estate. Throughout the reporting period the Board has dealt with many applications from prisoners who, for a variety of reasons, are detained in custody for longer than might have been necessary. Prisoners recalled on their licence have often waited weeks just for the recall papers to arrive at the prison although, we understand that the paperwork is now arriving more expeditiously. For many prisoners a license recall means a further lengthy wait for a Parole Board hearing; it has been particularly concerning that in some cases the probation staff outside the prison, who activated the recall then recommended the release of the prisoner to the parole board. Our investigations with staff during the year confirmed these delays and it has been suggested that in as many as half of all relevant cases, protocols governing timeframes for action are not met at some point in the procedure.

11.3 Home Detention Curfew (HDC).

Under this scheme selected prisoners with sentences of 3 months to 4 years are allowed out up to 4 months early on a tagged curfew, usually 7 pm to 7 am. Before this can happen, a home check has to be done by probation to ensure the proposed address is suitable and that the arrangement is acceptable to the residents of the house. Board members have dealt with a number of cases where delay in carrying out these checks has meant that prisoners, who otherwise qualify, have not been released early.

11.4 Category B ISPP Prisoners.

There are still prisoners within the establishment serving ISPP sentences whose minimum tariff has expired. Typically these are category B prisoner's, often housed in vulnerable prisoner accommodation; they need to be moved to establishments where they can undertake appropriate rehabilitation courses but the overcrowding of the whole system has made it difficult to find suitable places.

During the year the number of vulnerable prisoners exceeded their accommodation so that a small number of vulnerable prisoners had to be located on F wing for a few weeks. This occurred in spite of the increase in accommodation for vulnerable prisoners described in last year's report.

12. Car Parking.

The Board drew attention to the problem of car parking last year but it's comments were largely ignored by NOMS who promised 2 new car parks including the area occupied by the contractors Wilmott Dixon. Disappointingly they did not materialise. At present there is a visitors' car park below the visitor centre and some disabled parking spaces on the forecourt of the prison. However, both the visitors' car parking and the disabled car parking is occupied by the cars of staff who arrive for duty early in the morning and even if this was not happening the provision would not be adequate for the enlarged prison. The result is that there is almost no parking available either for families or for the disabled.

Nottingham City Council, in their quest to drive down car use in the City, have blocked all plans to increase car parking for the Prison along with a Council levy next year on parking spaces and NOMS have put the Peacemills factory site " for sale " (temporary 40 parking spaces for staff), adding more pressure to this problem.

HMP Nottingham have made contingency plans with an objective of making this the employee's responsibility by introducing a staff car sharing scheme along with a financial contribution for the purchase of a bicycle. When making appointments, visitors will be informed of the poor parking and local bus services.

13. Mentoring.

A member of the board writes:

'Before I retired I worked for six years in Homeless Hostels, within which there was always a high proportion of ex-prisoners living there; for a variety of reasons, including family breakdown, they had no home to return to. Many ex-prisoners returned to hostel accommodation several times, and in turn, being unable to begin a new life effectively, turned to criminality and the inevitable return to prison.

On a recent Rota visit I went into the visits room and sat at the back. A lady waiting for a prisoner noticed my IMB badge and introduced herself as a Mentor with the Way without Walls scheme that operates within the prison. Mentors help prisoners towards a settled crime free life before and after they leave prison. The Mentor said she was waiting for a prisoner who was due to be released the following day and that the support she had been giving him in prison would continue to enable him to lead a settled way of life. When the prisoner came into the visits room I recognised him as someone I had supported many times in the hostels. On meeting him again he said it was the first time in many years that he looked forward to a new beginning and felt confident, with a support from his Mentor, that he could lead a life without resorting to criminal behaviour. His Mentor had helped with accommodation and he had an address to go to - a settled base, the beginnings of a different life.'

'Way without Walls' was set up by the Community Prison Chaplaincy in 1997. The service targets men serving less than a 12 month sentence and since its inception 340 prisoners have potentially benefited. During the period 1st December 2006 to 1st April 2009, 131 prisoners were on the scheme, of these 76 (58%) re-offended and more than half of the re-offending occurred during the first three months and very little after 12 months. While 58% is high it is not as high as the re-offending rate of over 70% of short-term prisoners and a number of the re-offenders, 25%, were not given custodial sentences. Currently 30 volunteers act as mentors. Funding comes from the Tudor trust and the prison. The Governor has recently appointed a coordinator whose job is to coordinate the delivery of community mentoring services.

14. Foreign Nationals.

During the year the average number of Foreign National, FN, prisoners was 80, (75 to 90); the majority were on remand. The number of out of sentence prisoners varied between 8 and 26; the reason is that a number of FN prisoners are transferred from training prisons to a local prison at the end of their sentence because of the fiction that they should not be detained with sentenced prisoners. The Board believes that FN prisoners are looked after well, largely due to the FN coordinator who is a particularly conscientious officer. He sorts out their immigration status immediately after arrival, makes sure that they have appropriate opportunities for phone calls, letters and interpreters and sorts out the considerable paperwork involved for prisoners awaiting deportation, applying for asylum or appealing.

15. Radios.

The Board views with considerable concern the pettiness of the implementation of legislation across the prison service such that prisoners may no longer listen to the radio whilst working at routine tasks. Where is the wisdom in something which makes prisoners lives even more boring. This is not criticism of HMP Nottingham as there are no funds for the licences which have now been deemed necessary. The planned introduction of a prison radio station at HMP Nottingham will resolve the issue in due course and should provide good vocational opportunities for some prisoners.

16. Prison Culture.

The Governor is trying to change the culture so that the experience of prisoners is more positive. He is asking prison officers to address prisoners as 'Mr' and not just their surname and to introduce themselves using first name and surname. He also wants staff to take prisoner concerns more seriously. As might be expected, these changes are not universally popular with the staff, some of whom are suspicious that they will undermine discipline. In spite of this concern, the Board supports the Governor's approach.

17. Work of the board.

17.1 Composition of the board:

Full complement	16
Number at start of reporting period	11
Number leaving during reporting period	5
Number of new members during reporting period	6

Individual members of the Board have worked well and each contributed their skills to make an effective and harmonious team. The Board has been supported by an experienced and first-class IMB clerk, who fitted into the team well and made effective contributions to the work. All 12 board meetings during the reporting year have been attended by either the Governor or deputy Governor and an average of 8.75 board members.

The board has not carried out a formal review but there have been some changes to procedures to enhance the board's effectiveness.

Weekly Rota visits have been carried out throughout the year, the reports of which are copied to the Governor for response where necessary at the next board meeting.

Members also visit the prison for applications, segregation reviews, adjudications and a variety of committee meetings relating to areas of special interest of individual members. Visits have been arranged to other local and training prisons in the region and these are reasonably well attended. Reciprocal visits to HMP Nottingham have been welcomed.

17.2 Applications:

2006	357
2007	352
2008	254
2009	257

The breakdown for applications made during 2009:

Visits	33
Medication	24
Property	19
Recall	18
Transfers	14
Others	81 (less than 10/subject)

18. HMCIP INSPECTION

During February 2010, at a time when the new buildings were being commissioned and recruitment and training of new staff was at its maximum, a full 8 member team of HMP inspectors descended on the prison. During the week the inspectors found the staff to be most helpful. At the concluding meeting, the team commended the prison on its good overall safety rating and reasonably good respect and relationship rating. They suggested that diversity should be broadened and governance of resettlement improved. Overall the prison was given a sound recommendation. However, the HMCIP report has not yet been published and these comments reflect what was said at the concluding meeting and may not be the final version.

19. Appendix: Abbreviations

APAS	Alcohol Problem Advisory Service
BME	Black and Minority Ethnic
CARATS	Counselling, Assessment, Referral, Advice and Throughput Service
DNA	Did Not Attend
DREAT	Diversity and Race Equality Action Team
FN	Foreign Nationals
HDC	Home Detention Curfew
HMCIP	Her Majesty's Chief Inspector of Prisons
IAPT	Improved Access to Psychological Therapies
IMB	Independent Monitoring Board

ISPP	Indefinite Sentence for Public Protection
KPT	Key Performance Target
LSE	Learning and Skills Council
MQPL	Measuring Quality of Prison Life
NOMS	National Offender Management Service
OMU	Offender Management Unit
PCT	Primary Care Trust
P-NOMIS	Prison - National Offender Management Services
SENCo	Special Educational Needs Coordinator
SFA	Skills Funding Authority