



**ANNUAL REPORT  
FOR HER MAJESTY'S PRISON  
WAYLAND**

**JUNE 2009 TO MAY 2010**

## Section 1

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### STATUTORY ROLE OF THE IMB

The Prisons 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 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 prisoners records with the exception of medical.

The Board is specifically charged to:

- (1) satisfy itself as to the humane and just treatment of those held in immigration removal centres
- (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 far the immigration removal centre has met the standards and requirements placed on it and what impact these have on those held in the centre.**

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

## Section 2

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## **Section 3**

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### **DESCRIPTION OF THE PRISON**

HMP Wayland is an adult male, category C, closed training prison located in South Norfolk.

The prison celebrated 25 years of operation in May this year and during this period has seen significant expansion and change.

The establishment has once again been awarded High Performing Prison status and retained its Level 4 classification.

High Performing status confirms that the prison is performing well, meeting targets and delivering a decent regime. It is a largely safe and purposeful prison with a sound focus on re-settlement.

Wayland holds convicted prisoners predominantly from East Anglia, London and the South East, but also the wider UK and abroad (section 6i).

It was opened in 1985 with subsequent additional expansion of three further residential units, two of which housing 140 men, were designated for vulnerable prisoners and those taking part in Sex Offender Treatment Programmes.

In 2007/2008 further construction of a new quick-build extension took place, housing an additional 300 prisoners in five, two storey

accommodation blocks. The new extension includes other ancillary buildings for prisoners' training and education and has its own kitchen and healthcare department. A new 15 cell segregation block serves the whole prison (section 5e).

Whilst a majority of the accommodation on the original and 1985 expansion site is single cell, the induction spur and selected cells within the main wings are single cells re-designated to accommodate two prisoners each; currently a total of 112 (section 4a). The new build is all double cells and despite initial concerns, the prison has found no difficulty in persuading prisoners to occupy these new double cells which have en-suite showering and toilet facilities.

With the additional prisoners, the operational capacity of the establishment is now 1,017.

During this reporting year there has been a considerable change in the population of HMP Wayland. The number of foreign nationals held has dropped from 188 (18.9%) in June 2009 to 31 in June this year as the result of a policy to house them in prisons dedicated to foreign nationals. The few remaining are generally lifers or those awaiting deportation.

A further change has seen the transfer of vulnerable prisoners to HMP Bure and these have been replaced with lifer and indeterminate sentenced prisoners. These changes in the population mix have been a challenge to manage with a rise in minor incidents and considerable increase in the use of force (section 5e). However, despite some strains, Wayland remains a safe place, providing a calm and purposeful regime,

which is reflected in the care of prisoners by well motivated staff and management.

Wayland remains one of the most cost effective Cat C prisons in England and Wales and its principal function is to provide education, training and treatment. Healthcare in the prison is currently provided by NHS Norfolk; education training and skills by A4e and, in addition, various resettlement providers are situated within the prison. These include National Association for Care and Resettlement of Offenders (NACRO), the Foundation Training Company (FTC (subsequently replaced by NACRO), Computer Aided Dispatch (CADs), Counselling Assessment Referral Advice and Throughcare scheme (CARATs), Ormiston Trust, Prison Service Plus (PS Plus), Rehabilitation for Addicted Prisoners Trust (RAPt), together with prison visitors, the Samaritans, St Giles Trust and the Chaplaincy.

This report concentrates on the aspects of prison life which significantly impact on the lives of prisoners, especially those with an external element such as healthcare, probation and visits.

## **Section 4**

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### **EXECUTIVE SUMMARY**

This year HMP Wayland celebrated 25 years in operation and once again maintained its prisons High Performance status. This, despite further budgetary constraints, a shortage of staff due to a recruitment ban and a significant change in its prisoner population.

Early in the year we saw the arrival of a new Governor and Deputy Governor, the implementation of workforce modernisation and a new detailing system.

The workforce modernisation and its effects has caused some grumbles from staff and is seen as reducing the opportunity for career development. The new computerised detailing system, which has been rolled out nationally, has had its glitches and is generally described as unfit for purpose.

The new build (TCF) has integrated well with the rest of the establishment, although there continues to be issues with the quality of the build in respect of the Segregation Unit and the kitchen floor (reference 4a / 5e). Overcrowding continues to be an issue with over 20% of prisoners on the main wings in the oldest part of the prison forced to share a cell designed for single occupancy (reference 4a).

It is clear there is insufficient provision of work for prisoners with too many left idle on the wings with nothing to occupy them leading to indiscipline and disorder (reference 5f).

Healthcare provision has moved forward with some of the points raised as concerns last year addressed. However, dentistry waiting lists are a

key concern for prisoners and the supply and dispensing of medication continues to be a major issue.

Mental healthcare has improved as the year has progressed with Healthcare and Discipline staff working together to develop clear pathways and reduce waiting times.

The process of selecting a new healthcare provider has left staff in a state of flux for some months with concerns as to how this would affect them as individuals (reference 5c).

The IDTS delivery at Wayland has now been located on one wing with a dedicated dispensing suite. Also located on the wing are the agencies who work in partnership to ensure good clinical interactions and psychosocial support throughout treatment. Wayland actively employs a reduction/detox policy.

Whilst the number of prisoners on the IDTS programme have averaged around 60, there are grave concerns that with numbers increasing, the clinical team will be unable to provide the necessary care that supports reduction and detox.

A further change to the population mix has seen the vulnerable prisoners removed to HMP Bure and replaced by an increasing number of life sentenced prisoners, representing 18% of Wayland's population. A majority of these are enhanced status prisoners and are located on E and F (ex vulnerable prisoner) wings where their management has improved as the result of a dedicated team progressing them towards consideration by the Parole Board for open conditions and release on licence. Unfortunately, a lack of courses has resulted in a large number held beyond their tariff date (reference 6f).



While Wayland has a relatively stable population compared with local prisons, the annual turnover (churn) continues to be more than the prison's total population. The impact of this high turnover, together with the increasing number of lifers and financial constraints has put pressure on Wayland's ability to effectively address prisoners' offending behaviour and to prepare them for eventual release through a structured programme of training, treatment and education.

With an increased number of prisoners from London and the Home Counties (reference 6i), visits continue to be problematic for some families. There is a lack of consistency across the prison estate in relation to who qualifies under the banner of 'family and children's visits' which causes distress to families who travel and then are excluded through misinterpretation of the requirements.

A high percentage of applications to the IMB and complaints through the prison system are to do with property loss, many associated with the transfer of prisoners between police stations and prison establishments. The Board supports the view that prisoner transport contracts should make the moving of prisoners' belongings at the same time as the prisoner, an integral part of such contracts (see 6 b).

In conclusion, whilst this year has seen a number of changes, many areas have seen improvements. We hope this can be maintained, but have grave concerns as to how budget cuts will impinge on staffing levels, maintaining a safe and decent environment, buildings and facilities and the development of courses and training.

Finally, the Board acknowledges the dedication and commitment of staff throughout the prison during this time of change.

## **QUESTIONS FOR THE MINISTER**

- 1 (Under the heading 'Change' in the Healthcare report, we have outlined the issues regarding the state of flux within the healthcare team. We believe that Healthcare operates in virtually total isolation from the other departments within the prison and when a major change is embarked upon, like tendering for new providers, the team members become even more isolated, which leads to increased stress and higher than usual staff turnover and sickness.) How can the prison management develop a more inclusive approach to the management of teams within the prison in order to engender a greater feeling of belonging and team spirit?
- 2 The retention of IPPs beyond their tariff date is leading to a rapidly deteriorating situation due to the lack of provision of systems and resources needed by these prisoners to demonstrate to the Parole Board that their risk factors have reduced to allow them to move to open conditions then on to release. The Board would like assurances that the systems and resources required are being identified and provided.

## **QUESTIONS FOR THE REGIONAL MANAGER CUSTODIAL SERVICES [RMCS]**

- 1 When a prison manager is made responsible for reducing reoffending, should they not also be given information on the rates of re-offending relating to that prison, so that progress can be measured?

- 2 In view of the lack of consistency in relation to who qualifies under the banner of 'family and children's' visits across the prison estate, would it not be sensible for a common policy to be developed?

## **Section 4**

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### **OVER CROWDING**

The Certified Normal Location (CNA) provides for 959 prisoner places of which 659 are single cells (an additional single cell is set aside for safer custody purposes) and 300 places provided in 150 cells designed for double occupancy with integral toilets, showers and washbasins.

The operational capacity of the prison is set at 1,017 which means that 58 single cells are designated for double occupancy. All the overcrowding of potentially 114 prisoners is confined to the 447 available cells of the four main wings of the oldest part of the prison where over 20% of prisoners are forced to share a cell designed for single occupancy. These prisoners have to sleep, eat and perform their ablutions with only a vanity screen around the toilet for privacy. Yet again we reiterate our condemnation of the practice of using single cells for double occupancy, which should cease as soon as population pressures allow. The Prison Service should be planning for the end of this practice when providing additional capacity.

### **PRISON ESTATE – MAINTENANCE AND DEVELOPMENT**

The original part of the prison which still forms the core of the establishment comprises wings A, B, C, D and G, plus the Gatehouse, Administration Block, Reception, Visits Hall, Healthcare, Chapel, Kitchen, Workshops, Education Block, Gymnasium, Stores and Boiler house and other services are now 25 years old. This core is being kept in

reasonably good order by a steady programme of maintenance. The only major upgrade likely in the coming year or so is the refurbishment of the Visits Hall. The heating and hot water is still provided by coal fuel boilers and despite the environmental issues, a change to another form of energy in the next year or so appears highly unlikely.

### ***New Build***

The Temporary Custodial Facility (TCF) to house 300 additional prisoners in five cell blocks (all 150 cells are designed for double occupancy with en-suite shower, toilet and washbasin) and provide additional medical, catering, training, education and other services has now been operating for just over two years. Apart from problems with ventilation and temperature control during extreme cold and hot weather, there appears to be no notable issues with the cell blocks. These cell blocks have now been connected into two groups, by secure walkways to cut staff costs and this system appears to be working well.

As mentioned in last year's report, we thought that the problems of lack of robustness reference the new Segregation Unit had been solved. This was not quite so with prisoners able to achieve contact with each other by removing the electrical service panels which were installed back to back. The old Segregation Unit has been brought back into temporary use whilst design changes are made to overcome the problem. Construction problems with parts of the unit floor, particularly in the shower room, are also being rectified at the same time.

The new kitchen floor has broken up in several places. Again, the cause appears to have been due to construction difficulties in the rush to

complete the project. Fortunately there is a robust latent defects clause in the original contract.

The whole of the TCF was being electrically powered by a diesel driven generator with another diesel generator as a standby. The whole of the new build has now been transferred to mains electricity supply when the overall loading required was found to be within the capacity of the existing supply system. It appears that in the rush to build the TCF the supply requirements were not fully known or specified hence the electricity being supplied via a diesel driven generator for the last two years. The generator is now being removed with the second one remaining as a standby.

Despite all the design and construction problems the TCF has been well integrated into the establishment and has a settled feel about it. As mentioned previously, the original core of the prison is being well maintained. However, the Board would like to see funds made available to screen off the cell windows to prevent litter and food being thrown out. Before the cleaning party go outside, the wing surrounds can be very unsightly with a potential health hazard from gulls and rats.

## **Section 5 (a)**

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### **DIVERSITY**

Wayland currently employs around 460 staff who have contact with prisoners. Staff from a BME background equate to around 2.2% which just meets target levels. It is difficult to see how this figure could be improved because of the rural situation of Wayland.

The distribution of BME prisoners across the wings has been scrutinised so that age and offence can be taken into account to ensure a more even spread of ethnicity across the regime.

Wayland has been proactive in improving the educational levels of BME students. A breakdown of student hours by ethnic code has been undertaken. The results do not reflect the population of Wayland because proportionally a greater percentage of BME students access education in literacy, numeracy and IT classes. Although this reflects educational needs at a national level, Wayland students tend to be more pro-active in improving their educational levels.

The prison continues its Cultural Awareness training very successfully. The Chaplaincy make valiant efforts to engage with the local community.

The number of Muslim prisoners has steadily increased. Wayland currently has 175 Muslim prisoners in the establishment which is an increase from 11% to 18%. This has brought its fair share of problems in many areas. Wayland struggles to find a full-time Imam. Facilities in the 'new build' have proved too cramped for prayer times, but the prison should be commended for taking prompt action to enlarge this area.



## **Section 5 (b)**

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### **LEARNING AND SKILLS**

A4e are the provider for all educational needs and most of the vocational training, the exception being the gardens, DHL (now providing canteen facilities for up to seven other prisons), Hope, Kitchens, Contracts and Waste Management. This is the second, three year contract to be awarded to A4e (2006 – 2009 and 2009 – 2012) and a consistency is now emerging although the current contract has significantly changed as financial reward is significantly affected by results. A4e course allocation is determined following a basic initial assessment by TRIBAL (independent to A4e) supported by data entered on the prisoner's sentence plan.

Generally there are sufficient programmes planned to meet Wayland's needs. However, sufficient instructors / teachers to staff all programmes is often a problem. The contractual requirement for A4e is to have surplus staff (one and a half instructors) to cover shortfalls, eg holidays, in 2009/2010 this has not occurred, hence a staff absence has meant class closures.

The Board has highlighted this shortfall, unfortunately permanent solutions are still awaited. Necessary CRB checks can be a delaying factor in requirements. Absentees in the classrooms / workshops generally mean more prisoners on the wings which can, and do, give rise to numerous secondary problems, especially with the continual reduction to wing staff levels.

Constant vigilance to class registers must be sustained with sufficient support staff available to identify reasons for acceptable absenteeism. This does not appear to always be the case and 10% non attendance can often be observed. Prison staff and A4e staff need to ensure relationships and systems encourage best working practices to minimise this issue.

It must be noted general targets referred to in last year's report, are being met and the revised pay structure implemented has significantly assisted in maintaining an over subscription to most programmes and courses. A common prisoner pay policy across the prison estate should still be the long term aim.

Unfortunately 2010 has seen the closure of the HMP Wayland Tailors Workshop with the loss of 50 jobs.

The education premises in the new part of the prison are excellent with a wide range of classes and training opportunities. However, teachers reported that there were insufficient numbers in classes with many places not taken. They also expressed concern about the arrangements for chasing prisoners who had registered and simply failed to turn up.

## **Section 5 (c)**

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### **HEALTHCARE**

Looking back at last year's report, it is evident that healthcare provision at Wayland has moved forward, with some of the points raised as concerns last year now addressed. The management and staff work hard to deliver a good service and should be congratulated on their efforts.

#### ***Change***

During the middle of this year, a process began to select a new provider of healthcare for the group of three Norfolk prisons; HMPs Wayland, Norwich and Bure. Although the process was well planned and executed, it took place over quite a long time-span. Healthcare staff at Wayland have lived for some months in a state of uncertainty, not knowing who the new provider was going to be and how, if at all, this would affect them as individuals, regarding pay, conditions and pensions. The new healthcare provider has now been announced and staff are in the process of being handed over. The professionalism of the Healthcare Team in not allowing the future changes to affect patients at HMP Wayland should be noted.

#### ***Meetings***

The Prisoner Healthcare Forum is chaired by the Healthcare Team at the prison and involves prisoner representatives from each wing, who are asked for their views on the healthcare provision. This key meeting

gives the team honest feedback on how they perform and the concerns of the prisoner population. We are concerned that the prison management has not supported this forum as well as they could have and that many wings have failed to provide suitable members to attend the forum. Healthcare staff diligently attended these meetings and have fielded many specialists to answer as many questions as they can and always follow up in the minutes with answers they are unable to deal with at the time.

### ***Key Points for Next Year***

#### DENTISTRY

Waiting lists are still a key concern for the prisoners. Attempts have been made to reduce the waiting list, which has been as long as ten months, against a service agreement target of nine weeks. We are less concerned about the quality of care, which seems to be excellent, but the attempts by the provider to reduce the waiting list with various initiatives are failing to make significant headway.

#### PHARMACY

It has been noted in the last two years' reports that this area remains a concern. A qualified pharmacist was employed at Wayland, but despite this, the prompt supply of medication continued to be reflected in the prison complaints process. Medication deliveries from HMP Norwich hub are unreliable and can take days to arrive if not available on the day of ordering.

Dispensing of medication in the 'old' prison still gives some concerns in that 'in sight' medication is not being supervised properly. New procedures are due to be introduced if/when a new dispensing area is completed. This is vital to ensure that patients are administered the correct medication and to help reduce trafficking on the wings.

## MENTAL HEALTH

At the beginning of the year, waiting lists were extensive and many prisoners were unable to access mental health team members during their stay, sometimes moving to other prisons before being dealt with. As the year has progressed the mental health team have developed a closer working relationship with the rest of Healthcare and discipline staff within the prison have reduced the waiting list to a more acceptable level. A clear pathway has been established to direct prisoners with a perceived mental health requirement to a doctor or nurse practitioner in the first instance and, if appropriate, to the mental health team. The team have also taken care to talk to wing staff to ensure they know the pathway and also to help them identify prisoners with mental healthcare needs.

## **Section 5 (d)**

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### **SAFER CUSTODY**

HMP Wayland provides physical and emotional support to those prisoners in its charge.

#### ***Violence***

To counter threats of violence, HMP Wayland has in place an intelligence network stretching from the sharp end of residential areas up to a focused Security team that monitors constantly for signs of unrest.

Individuals, be they victims or perpetrators, can and are relocated within the prison or transferred out; in the former case for their own protection and in the latter, to dilute the potential for violence in those remaining prisoners.

When violent events occur, they are dealt with promptly through the actions of a professional team of staff.

Types of victim violence during the reporting year:

- Unknown violence
- Threatened
- Assaulted
- In debt
- Bullied
- Bullied (medication)
- Bullied (canteen)
- Property damage

*Total victims for this period = 113*

Types of perpetrator violence during the reporting year:

- Sexual threats
- Threats (weapon)
- Alleged assault
- Assault
- Verbal bullying
- Arson attack
- Bullying

*Total perpetrators for this period = 156*

### **Self-Harm**

When a member of staff or an internal/external agency member suspects a prisoner might be at risk, by interpreting body language, behavioural changes and verbal signals, then that individual will open an ACCT document (Assessment, Care in Custody and Teamwork) with the full knowledge and input from the prisoner.

With an ACCT plan open, the prisoner is assessed at an interview by one of ten members of staff who have taken on this extra responsibility. The risks are identified and contribute to the case review that is held immediately after the interview.

From this case review a CAREMAP (Care and Management Plan) is drawn up which helps the prisoner deal with his problem and provides regular staff support. This document remains open until all concerns for the prisoner are satisfied.

Just prior to document closure, the prisoner is again interviewed to assess the efficacy of the CAREMAP.

As normal a routine as possible is encouraged for a prisoner on an ACCT and this document should travel around the prison with him to ensure that all who are in contact with him are made aware.

This document movement has not been taking place in every case, a failing discussed at length at the latest Safer Custody meeting. The outcome was that the Safer Custody Manager is to examine the reasons for non compliance and to develop a more robust system.

To aid those prisoners who need to unburden themselves, particularly out of hours and in the event of Listener unavailability, there is a telephone system with sets across the residential estate, linked to the local Samaritan branch at King's Lynn.

An ACCT document is not closed when a prisoner is transferred to another establishment.

### ***Bullying***

The documentation to record this is brief, unambiguous and concise. All documentation is checked for compliance and errors or omissions brought to the attention of those responsible.

Allegations of bullying by a member of staff on a prisoner are investigated by the Safer Custody Officer.



There are a number of anti-bullying representatives throughout the residential estate who have the freedom to operate in unrepresented wings. They wear distinctive polo shirts for easy recognition and play an important role by their presence and interaction with prisoners in reducing violent events.

### ***ACCT Procedures and Documentation***

This establishment operates within the parameters laid down within the ACCT plan and quality compliance is accessible via the quality assessment that forms the introduction to a completed plan.

Each ACCT plan is examined, on closure, by a full-time officer who has complete ownership of ACCT document accuracy. It is their responsibility to check thoroughly, highlight any inadequacies and feed these back down to the individual(s) responsible.

At each Safer Custody meeting examples of good and poor reporting are shared.

There has been a recent change in the Safer Custody management structure. Whereas previously the team consisted of two part-time Senior Officers, there is now a full-time Safer Custody Manager together with a full-time Officer and because of this the quality of reporting documentation is improving monthly.

## **Statistics for the Reporting Year**

During the reporting year, 164 ACCT documents were opened with 13 transferred in, 16 transferred out and 4 discharged on sentence completion.

The reasons for ACCT opening and methods used are as below:

SELF-HARM REASON	NUMBER
Relieve anger/stress/tension	17
Feelings of anger to others	8
Depression	64
Feels lonely	3
Coping method	12
Achieve/prevent transfer	13
Grief/bereavement	4
To attract help/assistance	9
Concern – family issues	15
Guilt/shame	1
Being in prison	5
Not documented	13

SELF-HARM METHOD	NUMBER
Hanging	9
Self-strangulation	6
Cuts/scratches	72
Overdose	12
Swallowing	4
Head-hanging	1
Suffocation	0
Other	6
No actual self-harm	34
Not documented	20

## ***Listeners***

The Samaritan accredited scheme has been in operation on this site for seven years and is run by the King's Lynn branch.

The previous inhabitants of E and F wings (vulnerable prisoners transferred to HMP Bure) have been replaced with IPP prisoners, so Listeners from all wings can intermingle as part of their Listening duties. This change is a benefit in that it takes some of the load off Listener Coordinators.

Listeners are on call 24/7 using a rota system and are moved by staff between wings as requests dictate. This movement occasionally fails due, in part, to the awkwardness of staff, albeit a very small number.

There are 28 Listeners on site spread reasonably well over the residential estate.

Enhanced wings have a higher ratio of Listeners, as one might expect from their overall good behaviour, thus putting a load on the remaining Listeners and it requires a sympathetic staff to recognise this imbalance and to ensure that Listeners are moved around according to the daily rota.

The buddy cell on A Wing has been tidied up and is much more amenable to Listening in relative comfort.

## ***Safer Custody Team***

The Safer Custody Team consists of a mix of uniformed staff, Samaritan, Healthcare, Psychology, CARATs, Chaplaincy and the IMB. Sadly, there are frequent absences of internal and external agencies together with uniformed staff.

At the last SCT meeting, the Residential Governor, chairing his first meeting in post, expressed his displeasure at the poor attendance and went on to make it clear to those present that he expects all attendees to make a positive impact at future meetings. Those present felt encouraged by his words.

The meetings are held in two parts; the first involving the whole group, including the Listeners, who report on their monthly listening activities and then depart to hold their own meeting elsewhere.

The second part concentrates on Safer Custody strategy.

## ***Safer Cells***

There is one safer cell in this establishment.

## ***Deaths in Custody***

There has been one death in custody due to natural causes.

## **Section 5 (e)**

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### **SEGREGATION UNIT**

The fabrication and build quality of the unit continues to present a challenge to the prison. The actual security of individual cells has been breached through the power circuit and at the time of the report, a number were without point electricity. The flooring in some cells has been broken down; repairs are continuing. These faults should be resolved as a priority matter and a return to the old Segregation Unit has been actively considered whilst repairs are made.

The unit works well due in no small part to the efforts of the staff. The emphasis is on the return of the prisoner to wing location as soon as is reasonable. If that is not possible, then a transfer to another establishment is arranged, which can prove challenging in the case of more problematical and difficult prisoners.

Some prisoners manipulate moves into the unit by creating problems or refusing to return to wing location following adjudications or segregation reviews. Reasons for this include:

- Avoidance of due process
- A short cut to transfer to a prison closer to home
- More peaceful surroundings
- A reluctance to associate with others

The Segregation Unit is now a 'no smoking' facility. This has been generally accepted with reluctance.

There have been a small number of dirty protests, cell damage and fires.

The Board made their statutory visits to attend Segregation Reviews as well as random visits during routine rota visits. Where the IMB members have been unable to attend reviews, the prisoner is visited as soon as possible and the relevant paperwork checked.

## **USE OF FORCE**

Mechanical restraints were used on 53 occasions in the reporting period.

## **Section 5 (f)**

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### **SECURITY**

The Security department is well managed and properly integrated into the prison regime. There are good systems in place to process security information and use this intelligence to assess risks. Most prisoners report that they feel safe at Wayland.

The average age of prisoners at Wayland in June this year has dropped with 21-24 year olds making up 25% of the population. Over 55% of prisoners are from London with violence against the person making up 30% of the main offence committed (see statistics).

This changing demographic has resulted in an increase in general violence within the prison. Cell sharing, gambling and other debts account for the majority of assaults and there is an overwhelming trend linking many of the incidents of indiscipline/disorder to a means of securing a transfer.

A gang culture based on both religion and criminality is evident. However, whilst religion is used to attract and support some gangs, these are motivated by basic criminality rather than religion and usually have the drug trade at their centre. Hiding behind religion offers the relative safety of numbers. (Muslim prisoners make up nearly 20% of the Wayland prison population.) The establishment is currently rated 'Green' in the regional extremism and radicalisation threat assessment, which confirm that good intelligence measures are in place and information is appropriately reported.

Lack of work provision leaves too many prisoners on the wings with nothing to occupy them. This again gives cause for concern in areas of both discipline and resettlement as a majority of the problems are caused by these unemployed prisoners.

The dog handling team plays an important part in the security of the prison and is fully integrated into intelligence development, debriefing prisoners, following up intelligence threads with target searches, suspicion MDTs and PINphone monitoring. These teams' deployment in this fashion is unique to the Eastern Region and their contribution significantly increases the effectiveness of the Security department.

Although drug availability is low, medication misuse continues to be an issue across the establishment leading to bullying and debt. This is supported by the number of opiate based positive MDT results (section 6d). There is also evidence of intimidation of doctors and pharmacists by prisoners trying to obtain drugs of choice.

The large number of IPP prisoners also has a destabilising effect and we understand that there is no cap on their numbers. These prisoners are generally disgruntled because they are unable to access programmes and courses stipulated in their sentence plan.

Drugs and mobile phones used for trafficking, together with the monitoring of gang culture, tattooing and the brewing of 'hooch' are the main focus of attention all of which affect the stability of the establishment.



IMB Board members have attended several dirty protests, barricading, smashing cells and were present at two serious incidents when the Command Suite was in use, one incident at height and the other a death in custody.

## **Section 6 (a)**

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### **ADJUDICATIONS**

The breakdown of adjudications during our reporting year was as follows:



### **FIGHTS, ASSAULTS AND ABUSIVE BEHAVIOUR**

Fights	67 ( 78)
Assaults	97 (140)
Threatening and Abusive Behaviour	265 (314)

\* Previous year's figures in brackets.

Although there are marked reductions in these offences, the trend this year would appear upward.

**BREAKDOWN BY OFFENCE  
JUNE 2009 – MAY 2010**

PARA	Rule 51	June	July	August	September	October	November	December	January	February	March	April	May	TOTAL	2008/09
1	Assault	13	16	5	5	6	7	5	10	10	5	7	8	97	140
1A	Racial Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Denies against will	0	0	0	0	0	0	0	0	1	0	0	0	1	0
3	Denies access	0	0	2	2	1	2	0	1	6	2	0	1	17	48
4	Fights	0	8	3	22	9	8	10	0	0	1	2	4	67	78
5	Reckless behaviour	2	5	7	5	4	2	2	2	6	5	2	1	43	59
6	Obstructs officers	0	0	4	0	3	8	0	0	0	1	2	3	21	14
7	Escapes / Absconds	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8	Fails release	0	0	0	0	0	1	0	0	0	0	0	0	1	4
9	Use of drugs	17	46	24	21	19	18	20	22	18	23	18	11	257	203
10	Drunkenness	1	0	0	0	0	0	1	1	0	0	0	0	3	7
11	Consumes alcohol	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12a	Unauthorised	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12b	Excess authorised articles	72	59	32	49	42	25	46	45	47	41	28	36	522	591
13	Sells/delivers unauthorised article	0	0	0	0	4	2	0	1	0	0	0	0	7	12
14	Sells/delivers personal property only for own use	0	0	0	0	2	1	1	3	0	0	0	0	7	4
15	Stealing	0	3	0	2	0	0	7	3	1	0	0	2	18	7
16	Sets fire to prison or property	0	1	1	0	0	0	0	0	0	0	0	0	2	7

17	Destroys/damages property	4	0	8	2	8	10	8	8	18	18	6	13	103	121
17A	Racial damage	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18	Absence from duty	0	3	0	0	0	1	1	2	6	1	2	1	17	35
19	Disrespect for officer or visitor	0	1	0	0	0	0	0	0	0	0	0	0	1	2
20	Threatening abusive behaviour	32	24	16	16	19	27	22	10	22	31	22	24	265	314
20A	As at 20 but racist	0	0	1	0	0	3	0	0	1	1	1	0	7	0
21	Fails/refuses to work properly	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22	Disobeys order	34	30	36	31	43	40	44	30	13	20	31	32	384	421
23	Disobeys prison rules	7	9	2	5	7	8	4	2	6	0	0	6	56	59
24	Receives drugs/unauthorised article during visit	1	0	0	0	0	0	0	0	0	0	0	0	1	9
24A	Displays racist material	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25A	Attempts to commit	1	0	0	3	0	0	0	0	0	0	0	0	4	19
25B	Incites another to commit	0	0	0	0	0	0	0	0	0	0	1	0	1	0
25C	Assists to commit	0	0	0	0	0	0	0	0	0	0	0	0	0	0
														<b>1902</b>	<b>2154</b>

## **Section 6 (b)**

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### **APPLICATIONS**

There were, during the reporting period, a total of 722 applications to the Board, compared with 664 last year.

The Board continues to receive applications which could be sorted out at wing level; there has been an attempt to address this issue by a Governor's Notice to Prisoners.

Complaints through HM prison system were recorded at 3,269 of which a high proportion continue to be concerned with property loss. Many property losses are associated with transfer of prisoners between police stations and prison establishments. This is due, in no small part, to the inability or refusal by the prisoner transport companies to transfer or allow a prisoner to have more than two bags on moving. This problem is alluded to in the HMCIP report of 6-8 April 2009, Section 3 – Summary of Recommendations, Courts Escort and Transfers of Property.

The Board supports the view that when prisoner transport contracts are renewed, the moving of all prisoner's belongings at the same time should be an integral part of the renewed contracts. It should be made the responsibility of the transport company to ensure the safe and timely movement of baggage.

Further losses are aggravated by the delayed movement of baggage, this is in spite of an elaborate numbering and tagging system, which on the numerous enquiries made by this Board, draw inevitable blanks.

**APPLICATIONS TO IMB  
AT HMP WAYLAND 2009 - 2010**

	<b>Subject</b>	<b>2009 - 10</b>	<b>2008-09</b>	<b>2007-08</b>
A	Accommodation	28	0	0
B	Adjudications	9	12	9
C	Diversity Related	9	8	7
D	Educations/Employment Training	35	31	29
E	Family/Visits	24	21	24
F	Food/Kitchen related	8	2	6
G	Health related	72	35	34
H	Property	117	116	92
I	Sentence related	73	195	167
J	Staff/Prisoner/Detainee related	3	7	11
K	Transfers	79	40	58
L	Miscellaneous	265	197	191
	<b>TOTALS</b>	<b>722</b>	<b>664</b>	<b>628</b>

## **Section 6 (c)**

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### **CATERING**

Catering at HMP Wayland covers three areas; the kitchens in the main prison, Residential 4 (New Build) and the staff canteen.

#### ***Staff Canteen***

Due to a shortage of staff, the staff canteen has been closed on numerous occasions to allow these staff to work in the kitchens in the prison.

#### ***Kitchens***

Residential 4 kitchen is excessively hot, partially due to the materials used in the construction of the roof.

The main kitchen has had the chiller out of commission for about two months and the hot trolleys are still causing problems.

In the Residential 4 kitchen, one of the coppers has been out of commission for more than three months making it difficult for staff to perform their duties. The floor in this kitchen is totally unsuitable and unhygienic and is in need of replacement.

NVQs and BICC qualifications have been withdrawn, but they are being replaced with an OCI qualification, which is due to start in September.

The catering budget for HMP Wayland is £771,750 based on a prison roll of 998. With an operational capacity of 1,017 and a roll generally in excess of 1,000, the reduced average allowance per prisoner presents challenges.

It is hoped that the staffing problem will sort itself out when long term sick staff return and new staff are able to be employed.



## **Section 6 (d)**

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### **DRUG STRATEGY**

The prison continues to provide a very effective service to men with substance misuse. The Drug Strategy Manager ensures there is good communication between all departments, which results in excellent working relationships within all parts of the strategy.

#### ***MDT (Mandatory Drug Testing)***

A total of 608 random MDTs were completed with 28 positive tests, a failure rate of 4.6% against a 7% KPT.

Breakdown of positive tests:

DHC or Codeine	70%
Prescribed medication – Buprenorphine, Barbituates and Methadone	90%
Cannabis and Heroin	10%

As can be seen from these figures, the biggest issue is misuse of medication.

A total of 174 suspicion tests were completed with 45 positive tests and 16 refusals.

Breakdown of positive tests:

DHC and Codeine	24
Heroin	6
Benzodiazepine	8
Buprenorphine	9

Cannabis	13
Barbiturates	1

The high number of positives on suspicion MDTs shows good security intelligence. The reason the breakdown figure is higher is because of the number of multi-positive results.

***Frequent Testing Programme (FTP)***

Total tests 23, positive results 2.

DHC	1
Buprenorphine	1

***Reception Testing***

Total tests 32, positive results 5.

Cannabis	5	}	
Buprenorphine	1	}	multi
Heroin	1	}	positive results
Benzodiazepine	1	}	

The positive rate for prisoners on reception is 25% compared to Wayland’s random MDT rate of 4.6%.

***CBDT (Compact Based Drug Testing)***

The numbers on these compacts have exceeded the 330 KPT throughout the year. Any test failures are immediately referred to the CARATs team.

Although all testing came within KPT requirements, there is concern at the steady increase in positive tests. It is felt that a number of factors are

influencing this trend, including the re-rolling of E Wing from vulnerable prisoners to lifers and IPPs and also the IDTS population. However, the biggest factor is still that Wayland continues to receive prisoners not suitable for a training prison regime. In view of this there is some concern that it will be difficult to achieve next year's new KPT target of 6.5%.

### ***CARATs***

This team have been experiencing staff shortages over the last 18 months and it is, therefore, to their credit that they achieved an excellent 80% in their recent audit. Throughout the year they have also achieved or exceeded all their KPTs. They carry 312 prisoners on open caseloads with a further 215 on suspended caseloads, which means that they work with over half the prison's population. At any one time they have over 200 prisoners who have been referred to Drug Intervention Programme (DIP) teams for support on release. It is regrettable that many fail to attend appointments. A sample month showed that out of 14 released clients, six failed to attend their first DIP appointment.

### ***P-ASRO***

This team also have staffing problems with only four members against the full complement of six. However, they have continued to reach their KPT of running eight classes with 96 starts and 64 completions. They have just started taking on IDTS clients.

## ***RAPt***

Since June 2009 an intensive twelve step drug programme has been delivered by RAPt (Rehabilitation for Addicted Prisoners trust) in a dedicated unit on G Wing. All the 36 men on the wing are either going through treatment or have recently graduated. There are also four peer supporters who provide help and advice for clients on the programme. The programme received a 'higher achieved' audit marking from the Interventions and Substance Misuse Group (ISMG). It is planned for the team to start working with IDTS prisoners who are in the process of detoxing from methadone/subutex prescriptions and support their move into treatment on G Wing.

## ***Drug Strategy Local Needs Analysis Survey***

Wayland carries out a yearly needs analysis in order to assess the services required by prisoners with drug and alcohol problems. This year a total of 300 questionnaires were sent out targeting 30% of the prison population and of these, 92 were completed. On the question of alcohol abuse, 26.7% of the responses said that before coming to prison they had consumed alcohol on a daily basis with a further 6.7% stating their consumption was more than four times a week. This is a total of 33.4% and if this percentage is translated to the prison's actual population, it would give a number of 335 prisoners. However, because drug treatment is ring fenced, neither CARATs nor any other of the prison's treatment providers are allowed to work with clients who abuse alcohol. It is to be hoped that there will be a change of policy which will provide help for this group of prisoners, many of whose crimes are alcohol linked.

## ***IDTS***

The IDTS service is delivered in partnership with NHS, DAAT and Wayland Prison. The clinical lead and funding is provided by the NHS with the Governor responsible for operations and the NTA (National Treatment Agency) providing policy guidance. The bi-monthly partnership meetings are attended by a member of the IMB.

The service went live in August 2008 and at that time the clinical team was working with a small number of prisoners. However, because of the NTA guidance policy that does not allow training prisons to put any sort of cap on numbers, there were major concerns Wayland would be expected to accept large numbers of IDTS prisoners. With this in mind it was decided to set up a dedicated wing which would provide a full service to clients under one roof. D Wing has been fitted out with an IDTS suite so that all prescriptions are dispensed from the wing. Also, both the IDTS clinical team and CARATs are located on the wing where group room facilities have also been provided. Since the set up of IDTS the emphasis at Wayland has always been on detox and providing a pathway on to programmes like P-ASRO and RAPt. There is an excellent joint partnership between IDTS staff and CARATs workers, which ensures there are good clinical interventions and psychosocial support throughout treatment and particularly at the 13 week review stage. The success of this good working relationship is evidenced by the fact that most clients are actively reducing their prescriptions.

Although in many ways this is a very good model of treatment delivery, there have inevitably been start up problems. These include the difficulty

of ensuring all IDTS clients are housed on D Wing and the logistics of men being able to collect their prescriptions in time to get to work or education. Also, although IDTS guidelines stated that methadone treatment would produce a calmer prison atmosphere, Wayland has found the opposite to be the case. There are quite a number of incidents of bullying and many of the client group are vulnerable, needy and demanding and, therefore, very challenging to work with. Throughout the year the numbers have averaged around 60. However, there are grave concerns that now the numbers are increasing, the clinical team will be unable to provide the continuation of care that supports reduction and detox.

It may be of interest to highlight some interesting findings from the Drug Strategy Local Needs Analysis survey. On the drug section, 55.6% stated they had used illegal drugs. The survey indicated that prior to imprisonment, Cocaine or Crack were the most used substances. Also, only 17.2% thought that methadone treatment was a good thing, which was down from 50% on last year's survey. Given that IDTS treatment does not work with clients with alcohol or stimulant dependency, it is perhaps worth questioning whether the annual cost of £313,000 is justifiable.

STATISTICS FOR PERIOD MAY 200 - MAY 2010

Number of IDTS clients	775
Number on methadone	554
Number on subutex	59
Number detoxed	265
Number remaining on maintenance at Wayland	348

## **Section 6 (e)**

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### **VISITS**

The establishment conducted a visitor survey during August/September 2009. The survey showed that 86% of social visitors and 96% of professional visitors had a positive experience and view of staff at HMP Wayland. In general, the staff members were reported to be helpful and approachable. The visitors made very positive comments regarding the availability of refreshments both in the Visitors' Centre and Visits Hall. The environment in which visits are conducted was found to be satisfactory. Overall, the survey illustrated that HMP Wayland provides a positive experience for social and professional visitors. An action plan was drawn up to address areas of concern and this plan is both open and ongoing.

The transfer of vulnerable prisoners to HMP Bure was completed during the period resulting in the number of visit days being reduced. This allowed management to redistribute the scarce source of manning assets.

To date no resources have been made available to address the stifling temperatures in both the Visitors' Centre and Visits Hall. No doubt in the current financial climate it will remain a low priority.

One aspect that is regularly raised by visitors is that when prisoners are transferred to HMP Wayland, "Why cannot we have consistency across the prison estate in relation to who qualifies under the banner of family

and children's visits?" Due to our isolated geographical location, it is very distressing having travelled three hours plus to be excluded from a visit through a misinterpretation of the requirements. The Board, together with Ormiston Trust, are seeking a satisfactory solution to this problem.

The e-mail facility to book visits came on line in January and like any new system, had its share of teething problems. Suffice to say these have been overcome and the uptake of this system is encouraging.

The service offered in the Visitors' Centre tea bar facility has deteriorated in recent months due to the antiquated CRB system for checking volunteers; some have been in the system since February. Hopefully this can be resolved prior to the cold weather. The staff in the Visitors' Centre continue to offer a commendable level of service and enjoy a good customer relationship with visitors.



## **Section 6 (f)**

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### **LIFER AND INDETERMINATE SENTENCED FOR PUBLIC PROTECTION PRISONERS [IPPs]**

During the reporting year, the number of life sentenced prisoners increased slightly from 88 to 92 and the IPPs decreased from 102 to 93. This total of 185 ISPs represents just over 18% of the population with 116 of them (all enhanced IEP status) housed on E and F Wings (96 and 20 respectively). The remaining 69 ISPs are distributed around the other wings.

The concentration of ISPs on E and F Wings was devised as part of the strengthening of ISP management at Wayland following the problems caused by the doubling of this category of prisoners in the previous reporting year. The overall management of ISPs has been improved with additional administrative support, training and a management team dedicated to the task of progressing these prisoners towards consideration by the Parole Board for open conditions and release on licence.

Unfortunately, progress towards consideration by the Parole Board has deteriorated for many prisoners, particularly IPPs who have short tariffs. By the end of 2010, unless there is a marked change, 68 of the 93 IPPs will be held beyond their tariff date, many of which were in 2007, 2008 and 2009. At the end of last year's reporting period, there were only 22 IPPs out of the 102 who were over tariff. Again the deteriorating situation is due to a lack of courses deemed necessary for a prisoner before consideration by the Parole Board. Wayland provides a number

of different courses, but not the full range required. Where courses are available at other prisons, there is invariably a waiting list which can stretch to two years. With this lack of overall provision within the prison estate, it is no wonder that the situation is worsening. A simple cost/benefit study would prove conclusively that greater provision of courses would help in reducing population pressures within the prison system.

To put the sorry state of affairs concerning IPPs into context, the following quote from the House of Lords judgement dated 8 May 2009 on appeals about aspects of IPP sentences is repeated below from our last report.

*“The Public Law Duty*

*There is no doubt that the Secretary of State failed deplorably in the Public Law Duty that he must be taken to have accepted when he persuaded Parliament to introduce indeterminate sentences for public protection (‘IPPs’) by Section 225 of the Criminal Justice Act 2003. He failed to provide the systems and resources that prisoners serving those sentences needed to demonstrate to the Parole Board by the time of the expiry of their tariff periods, or reasonably soon thereafter, that it was no longer necessary for the protection of the public that they should remain in detention.”*

It is to be hoped that the present Government will take rapid steps to redress this rapidly deteriorating situation.

## **Section 6 (g)**

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### **PUBLIC PROTECTION**

#### ***Probation***

ViSOR is a new national confidential database that enables effective information sharing, intelligence and joint risk assessment by the three responsible MAPPA agencies – Police, Probation and Prisons. The East of England has been identified as potentially the region with the lowest ViSOR compliance and usage.

The importance of this tool in compiling parole reports and assessing risk cannot be overstated.

The work of Probation at Wayland is concentrated on ISP prisoners, both the traditional lifers with a determinate sentence and the IPP prisoners, those with an indeterminate sentence based on the need to complete programmes and courses as defined by outside Probation and the courts in order to reduce future risk.

The increase in the number of lifer prisoners at Wayland and a shortage of staff have caused delays in producing parole reports. However, money set aside has been turned into a sessional budget to draw in temporary staff to complete parole reports, which has helped to complete those that were overdue.

The changed population at Wayland has brought with it more complex safeguarding children work, different types of risk such as cruelty,

domestic violence and children on the Child Protection Register, which has all added to the workload.

In view of the delay in parole hearings due to reports not being submitted on time (from Probation, both in the prison and outside), the department is looking at the possibility of producing a joint report and holding parole hearings by video link. This is made possible by ViSOR and would have the added bonus of reducing delays and cost.

In May 2010, Wayland held 92 traditional lifers and 93 IPP prisoners (reference 6 f).

### ***Offender Management Unit***

The OMU deals with all determinate sentenced prisoners and is involved in their sentence management and planning (OAsys).

The unit also took on the risk assessment for ROTL, HDC and re-categorisation in April making 40% more work. With this extra work and a shortage of staff due to a ban on recruitment, they are unlikely to meet their targets for the year.

## **Section 6 (h)**

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### **REDUCING RE-OFFENDING**

Research conducted by the IMB, (details overleaf) has reassured us that the prison is running useful courses, checking that most prisoners have accommodation on release and helping ex-prisoners to find work or training where possible.

The entrance sign at HMP Wayland states that we are 'Making a Difference', however, there is no evidence to support this claim. Currently the data on re-offending rates is a national figure and not by establishment. All we know is that, nationally, two out of every three prisoners return to prison. The prison population is, therefore, certain to continue to increase unless this proportion can be reduced. The IMB, therefore, recommends that this national statistic is broken down regionally in such a way that those managing prisons can focus on ways to reduce re-offending.

Meanwhile, common sense suggests that providing useful courses and helping prisoners with accommodation on release, and work where possible, are sensible things for HMP Wayland to be doing. The IMB will, therefore, continue to monitor these activities.

## SUMMARY OF PRISONER QUESTIONNAIRES

### TOTAL SAMPLE 49

Released early before interview	8
Transferred to other prisons	5
Declined to participate	11
Leaving useable questionnaires	25
Courses at Wayland – useful	18 (95%)
Courses at Wayland – useless	1
Did no courses at Wayland	6
Work or other training to go to	10 (40%)
No definite work or training	15
Accommodation to go to	19 (76%)
No definite address	6
Leaving for post release follow up	19
Ex-prisoners returning follow up questionnaire	1

The resettlement team is led by the Head of Reducing Re-Offending and is made up of a Regime Manager and two officers. This team is responsible for ensuring the delivery of the seven re-offending pathways.

### ***Accommodation***

This continues to be provided by NACRO Housing who work with prisoners on a one to one basis. They work with around 30 clients per month and in the last few months have exceeded the 80% KPT target of finding accommodation for discharged prisoners.

### ***Education, Training and Employment***

Over the last six years FTC had been providing an excellent service with six week full time courses taking up to 20 men. However, in the last retendering exercise NACRO ELS (Employment, Learning and Skills) were awarded the new contract. This service differs from FTC in that a client has an individual employment worker to ensure that they receive as much resettlement support as possible. NACRO ELS have strict targets and will focus on the tracking of prisoners for 13 weeks after they have been released. A4e and Tribal are also involved in delivering this pathway and in the first two months, both the 28% KPTs for Education and Training, and Discharged into Employment were exceeded.

### ***Mental and Physical***

Although there is excellent input from the gym, Healthcare is the department who lead on this. The Head of Reducing Re-Offending has no authority within Healthcare and, therefore, it has sometimes been difficult to manage this part of resettlement.

### ***Drugs and Alcohol***

This is the responsibility of the Drug Strategy Team and a member of CARATs always attends the bi-monthly meetings.

### ***Finance, Benefits and Debts***

A4E AND Job Centre Plus have the main lead on this. However, a firm of local solicitors also provides a surgery which, every week, gives up to six prisoners practical help and advice.

### ***Children and Families of Offenders***

The Omiston Trust has the responsibility for this area. They have a research project in place which identifies resettlement issues. They also run You and Your Child, which is an Open College Network parenting course.

### ***Attitudes, Thinking and Behaviour***

The programmes that cover this are Offending Behaviour Programme (OBP), Thinking Skills (TSP) and P-ASRO, the drug course. As can be



seen the completion KPTs on all programmes were achieved. However, during the year the Programmes department has come under increasing staffing problems. One of the main reasons has been the loss of nine psychologists when the vulnerable prisoners were relocated to HMP Bure. At the time of writing they have no managers and only 14 facilitators in post as against a full complement of two managers and 19 facilitators. There are major concerns that with these problems it will be difficult to achieve the recently raised KPT targets.

With so many departments and outside agencies involved, communication is a priority and with this in mind the Head of Re-Offending organised the designing of a database communication tool. This ensures that all departments share information of work being done with individual prisoners. It also provides a good monitoring system of the services being delivered. The Board is impressed by the commitment of the Resettlement team to provide suitable support to prisoners being released from Wayland. A Board member attends bi-monthly meetings.

## Completions 2009/2010

	Apr 2009	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan 2010	Feb	Mar
OBP Monthly	10	12	8	20	9	9	15	8	20	18		
Running Total	10	22	30	50	59	68	83	91	111	129		
SOTP Monthly	0	3	3	0	9	1	5	1	11	8	8	
Running Total	0	3	3	3	12	13	18	19	30	38	46	
ETS/TSP Monthly	10	9	8	20	0	8	10	7	9	10		
Running Total	10	19	27	47	47	55	65	72	81	91		
P-ASRO Starters	0	12	12	0	12	12	0	12	0	12		
Running Total	0	12	24	24	36	48	48	60	60	72		
P-ASRO Completions	11	0	11	11	0	11	10	0	12	0		
Running Total	11	11	22	33	33	4	54	54	66	66		

## **PHYSICAL EDUCATION**

### ***PE Facilities***

The PE department have the following facilities available:

- Main prison – weight training area
- Contracts – weight training area
- Sports Hall
- Staff Fitness Suite
- Remedial PE / Health Trainer Suite
- Classroom

### ***Purposeful Activity and Education / Employment Delivery***

An average of 11,020 prisoner activity hours per month were used within the gymnasium in July 2010. This equates to 75% of the prison population against a target of 60%.

### ***Education***

The department currently runs full time education courses from May to November, which employs 12 prisoners. The courses covered include Level 2 Active IQ Gym Instructors, First Aid at Work, Level 2 British Weightlifting Association Introduction to Resistance Training, ROSPA Understanding Health Improvement for Health Trainers in Prison and the Wider Community Level 2, ROSPA Diet and Nutrition Level 2.

## ***Inductions***

Each new prison induction receives awards in 'Heartstart', Basic Weight Training and Manual Lifting and Handling. This is a mandatory requirement which allows prisoners to be employed in workshops, kitchen areas, stores etc.

## ***Drug Rehabilitation***

In liaison with the CARATs team, a select group of prisoners are being supported in their rehabilitation and are working to individual fitness and activity programmes as part of a minimum intervention course. This involves team building, learning about living a healthy lifestyle and all round physical, mental and spiritual improvement. An average of six individuals per session have taken up this opportunity. These sessions take place at 0830-1000 hours, Monday to Thursday. The next ETS programme will include a regular PE session as part of the programme, increasing the departments' involvement in this aspect of delivery at Wayland.

Recently, those prisoners currently on ACCT have been successfully encouraged to participate in some physical activity and attend the remedial gym sessions from 0830 to 1000 hours on a Monday, Tuesday and Thursday. This has given them a new sense of purpose as well as the opportunity to participate in a health and fitness regime.

## ***Local Community***

The Dereham Day Care Special Needs Centre continues to visit every Friday morning and these sessions remain popular with staff, visitors and prisoners alike.

## ***Health Trainers***

The Health Trainer scheme is a new initiative which has been introduced at HMP Wayland and supported by the NHS as a result of a 'Choosing Health' white paper which identified the requirement for a new workforce to be recruited from within 'local communities'. The scheme was initially piloted at five prisons nationally and proved to be a successful programme. The aim of the Health Trainer scheme in prisons is to attempt to develop a healthy prison population and to assist prisoners in changing their lifestyles, providing support throughout these changes. It focuses on addressing health issues highlighted in Government indicators and to provide prisoners with a transferable vocational qualification which helps to reduce re-offending. The role of the Health Trainer is to provide peer group interventions which promote good health and wellbeing by means of information, advice education, referral, assessment and support plans.

This programme is managed and co-ordinated by the PE department, where six members of staff act as support mentors for the prisoners who would be subsequently carrying out the work and are trained to the same level as the prisoners, completing a Level 2 award in Understanding Health Improvement, accredited by the Royal Society of Public Health (ROSPH).

The programme was developed further with additional funding and HMP Wayland now has four prisoners trained and actively working as Level 3 Health Trainers, supporting the work carried out by those on Level 2.

The training run by the PE department includes – Understanding Health Improvement (currently being undertaken by 12 prisoners) and awards in Diet and Nutrition, First Aid, Smoking Cessation and Alcohol Awareness.

It is hoped that by providing prisoners with qualifications and knowledge of healthy lifestyles, this will not only help reduce re-offending, but also equip them with the information which could help them and their families lead healthier and more active lives.

Norfolk Probation currently employ ex-prisoners as Health Trainers in the local community.

### ***Over 50s Population***

The department has recently introduced access on the PE programme to any prisoners over the age of 50 who are unable to attend the gymnasium due to an age related issue.

### ***Staff Fitness***

Throughout the year, a fairly comprehensive lunchtime PE programme has been available to all staff. There is emphasis on preparation for staff fitness tests and the programme is flexible enough to facilitate this need.

## ***Regime Support***

The department continues to support the establishment regime by supplying PE staff to cover the exercise periods during the lunchtime shop movement and also staff the top corridor during medication issue to prisoners and return to wings from labour.

The PE department is also responsible for the administration of the ID card system which is integral to security within the establishment. The PE department also provide the following:

- Managerial support to the DHL workshop
- ACCT assessor and trainer
- Staff training in First Aid
- Challenge It, Change It
- Manual Lifting and Handling training for staff
- C and R Instructor

The Board acknowledges how effective and comprehensive is the PE department as their sphere of influence extends positively and beneficially into all areas of reducing re-offending.

## POPULATION TRENDS

STATUS	JULY 2009		JUNE 2010		HOME AREA	JULY 2009		JUNE 2010	
	No	%	No	%		No	%	No	%
Sentenced	983	98.9	1007	100.0	Essex	114	11.5	82	8.1
Detainees (SPS)	11	1.1	0	0.0	London	377	37.9	563	55.9
<b>TOTAL</b>	<b>994</b>	<b>100.0</b>	<b>1007</b>	<b>100.0</b>	Norfolk	139	14.0	72	7.1
					Suffolk	97	9.8	62	6.2
					Wales & S/W	101	10.2	73	7.2
					Midlands & North	166	16.7	78	7.7
					Beds			28	2.8
<b>SENTENCE</b>			<b>No</b>	<b>%</b>	Cambs			26	2.6
< 6 Months	4	0.4	0	0.0	Herts			23	2.3
> 6 Months < 12 Months	11	1.1	4	0.4	<b>TOTAL</b>	<b>994</b>	<b>100.0</b>	<b>1007</b>	<b>100.0</b>
> 12 Months < 2 Years	49	4.9	58	5.8					
> 2 Years < 4 Years	286	28.8	268	26.6	<b>NATIONALITY</b>	<b>No</b>	<b>%</b>	<b>No</b>	<b>%</b>
> 4 Years < 10 Years	412	41.4	468	46.5	British	806	81.1	976	96.9
>10 Years & Over (not life)	33	3.3	30	3.0	Foreign	188	18.9	31	3.1
ISP	199	20.0	179	17.8	<b>TOTAL</b>	<b>994</b>	<b>100.0</b>	<b>1007</b>	<b>100.0</b>
<b>TOTAL</b>	<b>994</b>	<b>100.0</b>	<b>1007</b>	<b>100.0</b>	<b>ETHNICITY</b>	<b>No</b>	<b>%</b>	<b>No</b>	<b>%</b>
					A1 Asian	18	1.8	16	1.6
<b>LENGTH OF STAY</b>			<b>No</b>	<b>%</b>	A2	11	1.1	19	1.9
< 1 Month	106	10.7	95	9.4	A3	7	0.7	15	1.5
>1 Month < 3 Months	163	16.4	190	18.9	A9	14	1.4	19	1.9
> 3 Months < 6 Months	211	21.2	244	24.2	B1	113	11.4	33	3.3
> 6 Months < 1 Year	249	25.1	294	29.2	B2	49	4.9	151	15.0
1 Year to 2 Years	196	19.7	144	14.3	B9	36	3.6	39	3.9
2 Years to 4 Years	44	4.4	31	3.1	M1	20	2.0	0	0.0
4 Years or more	25	2.5	9	0.9	M2	2	0.2	19	1.9
<b>TOTAL</b>	<b>994</b>	<b>100.0</b>	<b>1007</b>	<b>100.0</b>	M3	2	0.2	3	0.3
					M9	14	1.4	3	0.3



MAIN OFFENCE	JULY 2009		JUNE 2010		O1	6	0.6	9	0.9
	No	%	No	%	O9	19	1.9	0	0.0
Violence against person	273	27.5	289	28.7	W1	619	62.3	602	59.8
Sexual offences	118	11.9	19	1.9	W2	12	1.2	19	1.9
Burglary	120	12.1	130	12.9	W9	51	5.1	30	3.0
Robbery	135	13.6	187	18.6	NS	1	0.1	30	3.0
Theft and handling	11	1.1	18	1.8	<b>TOTAL</b>	<b>994</b>	<b>100.0</b>	<b>1007</b>	<b>100.0</b>
Fraud and forgery	27	2.7	21	2.1					
Drug offences	204	20.5	160	15.9	<b>RELIGION</b>	<b>No</b>	<b>%</b>	<b>No</b>	<b>%</b>
Other offences	78	7.8	168	16.7	Buddhist	39	3.9	24	2.4
Offence not recorded HW	28	2.8	15	1.5	Church of England	279	28.1	259	25.7
<b>TOTAL</b>	<b>994</b>	<b>100.0</b>	<b>1007</b>	<b>100.0</b>	Hindu / Jain	4	0.4	6	0.6
					Jewish	4	0.4	4	0.4
<b>AGE</b>	<b>No</b>	<b>%</b>	<b>No</b>	<b>%</b>	Muslim / Moslem	145	14.6	180	17.9
21 to 24 years )	188	18.9	248	24.6	No religion	244	24.5	238	23.6
25 to 29 years )	247	24.8	220	21.8	Other Christian	52	5.2	37	3.7
30 to 39 years	265	26.7	281	27.9	Others	40	4.0	44	4.4
40 to 49 years	203	20.4	178	17.7	Roman Catholic	180	18.1	209	20.8
50 to 59 years	68	6.8	63	6.3	Sikh	7	0.7	6	0.6
60 to 69 years	20	2.0	15	1.5	<b>TOTAL</b>	<b>994</b>	<b>100.0</b>	<b>1007</b>	<b>100.0</b>
70 plus (max 74)	3	0.3	2	0.2					
<b>TOTAL</b>	<b>994</b>	<b>100.0</b>	<b>1007</b>	<b>100.0</b>					

**Section 6 (i)**

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**STATISTICAL ANNEXE**

**HMP WAYLAND  
PRISONER ACCOMMODATION  
OPERATIONAL AVAILABILITY**

**MAIN PRISON WINGS**

<b>Wing</b>	<b>Cells</b>	<b>In use CNA*</b>	<b>Operational Capacity</b>	<b>Prisoners Potentially Doubled Up</b>	<b>Remarks</b>
A	112	112	144	(In single cells) 64	28 cells doubled on one spur for induction.
B	112	112	120	16	Includes one Safer Custody cell
C	112	112	120	16	
D	112	112	120	16	
G	36	36	36	0	
H	40	40	40	0	
E	96	95	97	2	One Listener cell
F	40	40	40	0	
<b>TOTAL</b>	<b>810</b>	<b>959</b>	<b>1,017</b>	<b>114</b>	

**TEMPORARY CUSTODIAL MODULES**

J	30	60	60	0	
K	30	60	60	0	
L	30	60	60	0	
M	30	60	60	0	
N	30	60	60	0	

\* CNA – Certified Normal Accommodation

**GRAND TOTALS**

Cells	810
In Use CNA*	959
Operational Capacity	1,017
Prisoners Potentially Doubled Up in single cells	114
Segregation Unit – 15 cells including one unfurnished cell	

## **Section 7**

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### **WORK OF THE INDEPENDENT MONITORING BOARD**

As at May 2010 the Board consists of 19 members; seven women and twelve men.

There have been several changes in the Board this reporting year. Our number was increased to 20 to take into account the enlargement of the establishment. We have recruited four new members and two experienced members (who have since left Wayland). Three of the new members have completed their probationary year and have now become fully active in their monitoring role and have also taken on areas of special interest. The fourth new member is unfortunately on long term sick leave, but hoping to retake up her responsibilities in the near future.

In July our Chairman resigned and I, as immediate past Chairman, was asked to step in to hold the fort on a temporary basis and to compile this annual report.

We held 12 Board meetings during the year, which the Governor or his Deputy also attended for part of the time, presenting a report summarising the previous month's activities and answering any questions.

In January we completed our team performance review and as a result decided to make some changes to our working practices and paperwork. A working committee was set up under the Vice Chair and their report in

June led to their recommendations being put in place from July for a six month trial period.

We made occasional night and weekend visits to the prison and visited HMP Littlehey in February. This establishment also had a quick new build extension completed after Wayland and it would seem that lessons were learnt as this is more robust and better designed, without the problems inherent at Wayland. All involved with the day found it an interesting and useful experience and a good opportunity to discuss common issues. HMP Littlehey's IMB office was amazing compared with our windowless, converted cupboard!

Members have also attended national training courses both for new and experienced members and two members attended the National Annual Conference in September 2009 when our motion on the subject of IDTS treatment and the efficacy of maintenance or reduction was debated and rejected.

We also join some of the prison's training courses, for example Death in Custody lap top exercise, ACCT, P-NOMIS and Personal Safety, and have speakers for the Board meetings on new initiatives and areas of special interest.

There have been two serious incidents this year when the Command Suite was opened and at which members were in attendance and which were handled professionally by staff. In addition members have also attended incidents involving dirty protests, barricading and smashed up cells.

Each week we hold an induction session for all new prisoners and staff. We also attend most Segregation reviews as well as 72 hour reviews. Three rota visits are carried out each week in different areas of the prison and two members take on prisoner applications. On average there are eight members of the Board in the prison each week.

Each member has a designated area of responsibility on top of the above duties and is encouraged to attend prison committees as observer. The Chairman attends the monthly SMT and Security meetings and Board members give regular written and verbal reports on their area of special interest.

Early in the year saw the arrival of a new Deputy Governor and in April a new Governing Governor. In addition to the changing profile of the prison and a cut back in staff, this has once again been a challenging time for the Board. The Board much appreciates the open relationship that it has with both the old and new Governor and the help and assistance it is given in its role by management, staff and volunteers within the prison.

An evening get together was held in the summer and a Christmas lunch was enjoyed at a local hotel.

Meeting informally has helped maintain a strong, enthusiastic and supportive team and the Chairman wishes to record her thanks to all members and acknowledge their support, dedication and commitment to the work of the Board.

Thanks and goodbye must also go to our Clerk who retired at Christmas after several years of support, guidance and hard work. We welcome our new Clerk who has just been appointed and promise to treat her gently!

BRENDA UPTON  
Chairman

<b>BOARD STATISTICS</b>	<b>2009/10</b>	<b>2008/09</b>
Recommended Complement of Board Members	20	20
Number of Board members at the start of the reporting period	16	16
Number of Board members at the end of the reporting period	19	16
Number of new members joining within the reporting period	5	2
Number of members leaving within reporting period	2	2
Number of attendances at meetings other than Board meetings	90	90
Total number of visits to the prison (including all meetings)	420	420
Total number of applications received	722	664
Total number of segregation reviews held	Not recorded by prison	168
Total number of segregation reviews attended	250	120

## Section 8

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### GLOSSARY OF PRISON-RELATED ABBREVIATIONS USED

To ensure that all readers understand the abbreviations used in the report the list below should be added to or subtracted from as required.

<b>AA</b> Administrative Assistant	<b>FOCUS</b> Financial Outstations and Central Unified Systems – the PS accounting system
<b>ABS</b> Anti-Bullying System	<b>GOOD</b> Good Order or Discipline – Segregation under Rule 45/49 (historically GOAD)
<b>ACCT</b> Assessment, Care in Custody & Teamwork – replacement for F2052SH	<b>HCC</b> Health Care Centre
<b>ACR</b> Automatic Conditional Release	<b>HDC</b> Home Detention Curfew – the Tag
<b>AO</b> Administrative Officer	<b>HDCED</b> Earliest Date of Release on HDC
<b>ARD</b> Automatic Release Date	<b>HEO</b> Higher Executive Officer
<b>ATOS</b> Company responsible for assessing long-term sick	<b>HMCIP</b> Her Majesty's Chief Inspector of Prisons
<b>BCU</b> Briefing and Casework Unit – PS unit handling adjudication appeals	<b>ICA1/2</b> Initial Categorisation and Classification Forms for Adults/YOIs
<b>BME</b> Black and Minority Ethnic	<b>ICM</b> Intensive Case Management
<b>BOV</b> Board of Visitors – now IMB	<b>IDTS</b> Integrated Drug Treatment System
<b>C &amp; R</b> Control and Restraint	<b>IDU</b> Inmate Development Unit
<b>C2W, CTW</b> Custody to Work – pre-release focus on housing, employment and lifestyle issues	<b>IEP</b> Incentives and Earned Privileges – Prisoners can be on Basic, Standard or Enhanced
<b>CADS</b> Community Alcohol and Drug Service	<b>IG</b> Instruction to Governors
<b>CARATs</b> Counselling, Assessment, Referral, Advice and Throughcare Scheme – drug and alcohol team	<b>IMB</b> Independent Monitoring Board
<b>CC</b> Cellular Confinement – a punishment	<b>IND</b> Immigration and Nationality Dept
<b>CCD</b> Criminal Casework Department (Croydon)	<b>IPP</b> Indeterminate detention for Public Protection
<b>CLAIT</b> Computer Literacy and Information Technology	<b>IRC</b> Immigration Removal/Reception Centre
<b>CCT</b> Criminal Casework Team (part of Home Office Immigration and Nationalities Dept)	<b>ISMG</b> Interventions and Substance Misuse Group
<b>CMU</b> Case Management Unit – work on sentence planning and progress	<b>JSA</b> Job-Seekers Allowance
<b>CAN</b> Certified Normal Accommodation	<b>JSAC</b> Job Simulation and Assessment Centre (for officers seeking promotion to SO)
<b>CRD</b> Conditional Release Date	<b>KPI/KPT</b> Key Performance Indicator/Target
<b>CSB</b> Cognitive Skills Booster	<b>LDR</b> Latest Date of Release
<b>CSH</b> Contracted Service Hours (pre-agreed paid overtime)	<b>LED</b> Licence Expiry Date
<b>CSU</b> Commissioning Support Unit	<b>LIDS</b> Local Inmate Database System – IMB can use this to check location, dates, etc
<b>DAAT</b> Drug & Alcohol Action Team	<b>LSC</b> Learning and Skills Council
	<b>MAPPA</b> Multi-Agency Public Protection Arrangements
	<b>MDT</b> Mandatory Drugs Testing
	<b>MSL</b> Minimum Staffing Level



**DASU** Drug and Alcohol Support Unit

**DH** Dog Handler

**DIP** Drug Intervention Programme

**EDR** Earliest Date of Release

**EMU** Estates Management Unit

**EO** Executive Officer

**EPDG** Estates Planning and Development Group

**EGP** Ex Gratia Payment

**ETA** Employment and Training Allocation

**ETE** Employment/Training/Education

**ETS** Enhanced Thinking Skills – an OBP

**F2050** Prisoner's basic record

**F2050A** Prisoner's wing record

**FLED** Facility Licence Eligibility Date (when prisoner may be considered for ROTL)

**OSG** Operational Support Grade

**OI/OR/OP** Own Interests/Request/Protection – Segregation under Rule 45/49

**P-ASRO** Prisons Addressing Substance-Related Offending – an OBP

**PCO** Prison Custody Officer

**PCT** Primary Care Trust – National Health component responsible for healthcare

**PEI/O** Physical Education Instructor/Officer

**PER** Prisoner Escort Record

**PESO/PEPO** Physical Education Senior/Principal Officer

**PHOF** Prison Health Operational Forum

**PHPB** Prison Health Partnership Board

**PIN** Personal Identification Number

**PMU** Population Management Unit (central)

**PO** Principal Officer

**POA** Prison Officers' Association – the main trade union

**POELT** Prison Officer Entry Level Trainee

**POPO** Prolific and Other Priority Offender

**PPO** Prisons and Probation Ombudsman

**PPP** Public Protection Panel

**PS** Prison Service

**PSI** Prison Service Instruction

**PSO** Prison Service Order – see [www.hmprisonservice.gov.uk/resourcecentre/psispsos/listpsos](http://www.hmprisonservice.gov.uk/resourcecentre/psispsos/listpsos)

**RAPt** Rehabilitation for Addicted Prisoners trust

**RFW** Removal from wing – a punishment

**ROAD** Remission of added days (up to 50%)

**ROM** Regional Offender Manager

**ROR** Restoration of Remission – now ROAD; Risk of Reconviction

**MQPL** Measuring Quality of Prison Life

**NACRO** National Association for Care and Resettlement of Offenders

**NC** The National Council for IMBs

**NEC** National Exchange Centre – building between VTC and Boiler House used for ETE

**NOMS** National Offender Manager Service – amalgamation of the Prison & Probation Services

**OASys** Offender Assessment System – computerised risk and needs assessment

**OBP** Offending Behaviour Programme

**OCA** Observation, Classification & Allocations – a Reception task

**OLASS** Offender Learning and Skills Service (part of LSC)

**TSU** Technical Support Unit – part of PS responsible for repairs/installations ('Works')

**TUPE** Transfer of Undertakings (Protection of Employment) – staff transfer

**VDT** Voluntary Drugs Testing

**VO** Visiting Order – sent out by prisoners, allows named people to visit

**VTC** Vocational Training Centre

**Gold Commander Headquarters controller for serious incidents**

**Silver Commander** Person in establishment in charge of serious incidents

**Bronze Commander** Local Sub Commander for serious incidents

**Operation Tornado** System to provide extra staff and resources for serious incidents

**ROTL** Release on Temporary Licence – eg to work in Mess, town visits, home leave  
**ROWD** Review of Works Departments (may involve privatisation/civilianisation)  
**RRA** Assistant to the RRLO  
**RRLO** Race Relations Liaison Officer  
**SAU** Standards Audit Unit  
**SCG** Safer Custody Group  
**SED** Sentence Expiry Date  
**SEO** Senior Executive Officer  
**SIN** Staff Information Notice  
**SIR** Security Information Report  
**SLA** Service Level Agreement  
**SMARG** Segregation and Monitoring Review Group

**SMT** Senior Management Team  
**SO** Senior Officer  
**SOTP** Sex Offender Treatment Programme  
**SPDR** Staff Performance and Development Record – reviewed annually  
**TOIL** Time Off in Lieu (of payment)

Ajh/Typists/IMB/07.09.10  
Amended 15 & 17.09.10