

HMYOI WETHERBY
Independent Monitoring Board

ANNUAL REPORT
JUNE 2009/MAY 2010

to

the Secretary of State

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1. 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 Ministry of Justice from members of the community in which the prison or centre is situated.

The Board is specifically charged to:

a) 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;

b) inform promptly the Secretary of State, or any official to whom he has delegated authority as it judges appropriate, any concern it has;

c) report annually to the Secretary of State on how well the prison has met the standards and requirements placed on it and what impact these have on those in its custody.

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. Description of the establishment

Accommodation

- a) Wetherby YOI (Juvenile) is a dedicated male 15- to 17-year-old establishment accommodating 396 trainees.
- b) Living accommodation is in single occupancy rooms. Twenty-four rooms are available for temporary double occupancy, increasing the potential total to 420.
- c) Main site accommodation is split into five units housing sixty trainees on each unit. One of the units was built in the 1970s and is built from brick and the remaining four units are 'quick build' ready-to-use buildings which were erected in 1997. In addition the high-dependency unit, Keppel, accommodates 48 trainees in a purpose-built structure completed in 2008. Anson unit, built in the 1970s, is now dedicated to longer-sentence trainees with a planned capacity of 48.

Developments

In the first part of 2010, Anson unit was converted into a facility for those trainees on longer sentences (over two years). Additional funding will provide programmes and activities suited to those on longer-term sentences including improved provision for those anticipating applications to the Parole Board.

Rating

Throughout the reporting period Wetherby was rated by The Ministry of Justice as a Level 4 establishment.

Healthcare

The healthcare unit is managed by NHS Leeds, which covers GP, dental, and Child and Adolescent Mental Health Services (CAMHS). The staffing was increased when Keppel (HDU) became operational.

Education

The outside agency which provides educational services is supplied under contract by City College Manchester. The curriculum covers a range of literacy, numeracy, life skills, IT, and vocational training courses.

Other Agencies

Among other organisations involved in catering for the welfare of trainees are (not exclusively): voluntary prison visitors, The Prince's Trust, YMCA, WISE (trainee voluntary work within the Wetherby area), The Arts Council (offering theatre and dance), the Lucy Faithfull Foundation, The Samaritans, Partners of Prisoners and Families Support Group, (POPS), Barnados, and Connexions.

Chaplaincy

Chaplaincy includes a full-time Christian priest and four other religious leaders covering the Christian and Muslim faiths.

3. Executive summary

3.1 *Issues requiring a response*

Operational

3.1.1 Relatively low proportion of trainees access Physical Education. Does management accept this opinion as expressed by HMCIP and some on Wetherby's staff? If so, is it recognised that measures could be taken to improve participation. See **5.5.2**.

3.1.2 The IMB understands that a bid to upgrade the showers in Physical Education was rejected on financial grounds. Does management intend to pursue this matter as a priority? See **5.5.3**.

Policy

3.1.4 What is the reaction of the decision makers to the current contract with Manchester College and the manner of its implementation? See **4.2.1, 4.5.3, 5.3.7**.

3.1.5 Removal from an establishment of trainees who have committed serious offences, egs level 3 bullying, roof climbs, assaults on officers. Does the YJB recognize that there have been inconsistencies and delays in the decision-making process? If so, what measures can be taken to ensure that policy is understood by all concerned and that it is applied in a consistent and timely manner? See **4.5.6**.

3.1.6 Is there a recognition by policy makers and commissioners of services that Keppel unit does have difficulty in placing particularly troubled over 18's elsewhere? If so, what measures are being taken to develop a 'joined-up system' for transfer, which is fully supported. See **5.3.9**.

3.1.7 All voluntary workers in education were summarily suspended as a consequence of Manchester College's difficulties in managing its contract. What value does the establishment, NOMs, and the YJB place on the actual and potential support of volunteers from the local community? See **4.2.3**.

3.1.3 Are the YJB or the MOJ and NOMS able to clarify the role of Chaplaincy-based programmes within education and resettlement targets? See **5.7.8**.

3.2 Other issues of concern or excellence not requiring a response

3.2.1 Further successful development of Endeavour Unit. See **4.3.4-8**.

3.2.2 Army Cadet Initiative is now established and performing well. See **5.1.8**.

3.2.3 The Raptor project now has a dedicated teaching building. See **4.2.7**.

3.2.5 Wetherby's staff successfully maintained purposeful activity for trainees following the unplanned loss of Manchester College's teaching hours. See **4.2.2**.

3.2.4 The new long-term unit, Anson, is of concern given its design inadequacies for some trainees who present a relatively high level of risk. See **5.4.4**.

3.2.5 Forthcoming introduction of an improved pre-release course. See **5.1.7**.

3.3 General Report

3.3.1 Wetherby YOI has had a successful year. Changes reported upon last year have now bedded in.

3.3.2 National Prison Service requirements to reduce the number of senior managers and eliminate the Principal Officer grade were managed effectively and without prejudicing the interests of the trainees.

3.3.3 Two senior governors retired during the reporting year. Their positions were filled by current Wetherby staff. Continuity of care and effective management was maintained.

3.3.4 Safeguarding is now part of the Residence function. This change took place as part of the management rationalization exercise.

3.3.5 The manager of Psychology and Programmes now has a role encompassing the whole of the Resettlement function. JETS courses and other interventions have been maintained despite significant shortages of staff caused by lengthy recruitment procedures to replace departing staff.

3.3.6 For much of the reporting period there has been a serious shortage of staff due to a freeze on recruitment. Staff are now being recruited but problems remain, particularly in administration. Delays have been caused by security clearance procedures.

3.3.7 Following a successful bid, Anson Unit has been changed to house longer-term trainees, ie. those with sentences of over two years.

3.3.8 There has been a low roll for much of period. For a time, trainee numbers dropped to under 300. The closure of Castington's juvenile unit helped to reverse the trend and trainee numbers are now well over 300.

3.3.9 Action Plan progress. Main site, since the HMCIP inspection in 2008, 161/165 'actions' have been carried out, of the 4 outstanding 3 are the responsibility of Learning and Skills

(Manchester College). Keppel, since the HMCIP inspection in 2009 129/134 actions completed, of the 5 outstanding 2 are the responsibility of Learning and Skills (Manchester College). NOTE: a recent HMCIP report suggests that outstanding issues are rather more numerous than shown here. However, there do not appear to be any major problems which cannot be dealt with, excluding those outside the management's control.

3.3.10 Last year we reported briefly on the HMCIP inspection of the Keppel unit in Spring 2009. The final report confirmed the inspectors' earlier positive observations. Exceptionally complimentary comments were made on the high levels of motivation amongst the staff as well as performance in education. A number of necessary actions was identified. (see **5.3.2**).

3.3.11 As predicted by management last year, Wetherby did regain its Level 4 status and this was retained throughout the reporting year.

3.3.12 At the very end of our reporting period it was necessary for the Command Suite to be opened for the first time in approaching three years. High-level roof-climbing by two trainees required a full call-out of external services. The incident lasted for over four hours and was brought to a successful conclusion with no injuries to any party. In the opinion of the IMB observers the incident was handled professionally and with patience.

3.3.13 The Board continues to enjoy excellent relations with the Governor and Senior Management Team. All members of the SMT readily make themselves available for enquiries to be made. The IMB believes that there is healthy respect between its members and management for the quite different responsibilities of each party.

3.3.14 The Board chairman meets the Governor prior to the monthly Board meeting. The Governor attends as many Board meetings as his other duties allow and keeps the Board informed of issues within the establishment as well as responding to problems raised from rota reports. The Board also benefits at its meetings from the contribution of members of the SMT who report on their own areas of responsibilities.

4. Obligatory areas of reporting

4.1 *Diversity*

4.1.1 From the evidence that we have gathered from talking to BME trainees and attending REAT meetings it is clear that they feel safe and respected and are able to access regimes and facilities equally.

4.1.2 The REAT/Diversity committee meetings are held monthly and are very well attended by both staff and trainees. The trainees' participation has been particularly valuable to the committee. The management has acted on several issues which were raised by the trainees, for example, BME trainees have welcomed the addition of hair products to the canteen list which is best suited to their hair types.

4.1.3 The kitchen staff has supported the trainees well by making every effort to prepare food to meet their cultural and religious needs. Foreign language dictionaries have been purchased in the last year. 93 members of staff have completed the 'Challenge it, Change it course'.

4.1.4 Anson Wing is now a long-term unit. It has a high proportion of BME trainees 25-30%. The average for the other units is 13.9%.

4.1.5 The IMB notes that Wetherby has increased its representation of BME staff to 6.3%. This is an achievement, given the demographic mix in the catchment area. Wetherby's management has successfully appealed to those who set the target. This has now been reduced to 6.4% from 7.2%. It is difficult to understand why nearby HMP Wealstun has a target of 4%.

4.2 *Learning and skills*

4.2.1 Educational provision and its organization by Manchester College in the reporting year have given the IMB considerable cause for concern. The IMB recognizes that the new curriculum which Manchester College is introducing, with its emphasis on individual learning plans, is appropriate for the trainees and introduces a range of valuable opportunities. However, we believe that the restructuring by Manchester College has taken far too long. The new curriculum was expected to be in place by August 2010 but is not now due for full implementation until early 2011. Our observations suggest that the re-organisation programme, which involved a large number of redundancy notices to staff and a recruitment process to change the mix of skills, was not commenced early enough. The problems associated with security clearance are well known but do not appear to have been commenced in good time. The consequences were that staff suffered from low morale and for many months teaching hours were reduced from 15 to 10 per week.

4.2.2 The establishment management and the Learning and Skills Department commendably organized alternative activities for trainees when Manchester College reduced its teaching hours. This action minimized the loss of purposeful activity for the trainees.

4.2.3 All voluntary workers in education were summarily suspended as a consequence of Manchester College's difficulties. They were a valuable resource offering one-to-one support for the trainees and providing worthwhile contacts with the local community. Individual volunteers have not received any follow-up information since their suspension. In the opinion of the IMB these circumstances make it unlikely that many of the volunteers will want to return.

4.2.4 Library services are not available in the evenings and at weekends.

4.2.5 The Construction Barn has been operating for over a year and is providing a range of courses including painting and decorating, industrial cleaning, basic joinery, and brickwork. The facilities are well used given the low roll and issues around risk assessment.

4.2.6 The development of the Army Cadet initiative has been hugely successful, and it is good to see that all the hard work which has gone into this project has received appropriate recognition.

4.2.7 The Raptor project has developed successfully with support from the PCT. The scheme now has a dedicated building with accommodation for instruction. Sixteen trainees are now engaged with the project at any one time. Many continue with Raptor until the completion of their sentences. Typically a trainee who benefits from this project could be vulnerable and unable to engage with conventional education. Several also attend the Endeavour (CAMHS) unit. There have been some ROTL successes and progress for some trainees in finding post-release employment. The motivation of most of the trainees on the Raptor project is high. The responsibility they develop for managing the birds and learning to work as a team are positive experiences for trainees.

4.2.8 Wetherby has continued to achieve close to the Prison Service classroom efficiency target of 80%. It is felt, probably correctly, that the YJB target of 90% is unachievable because of the large remand population.

4.2.9 The Board endorses the opinions contained in the recent Inspectorate report relating to improved vocational training opportunities; the improvement in public examination results; and the good overall use of resources.

4.2.10 In the reporting year there were apparent tensions between the establishment's management and Manchester College. These difficulties are likely to remain unresolved until it is clear whether the buck stops with the education provider or with the Prison Service management.

4.3 *Healthcare and Mental Health*

4.3.1 Healthcare for Wetherby is provided by Leeds NHS PCT. There has been restructuring of the health care staff which has caused some disruption. Staff have been re-graded and also asked to cover duties at Armley and Wealstun prisons. Those staff who were downgraded were offered protected pay but some have left Wetherby as they were unable to provide cover in the other two prisons. It was necessary to use agency nursing staff to maintain an acceptable level of care for trainees. There are still ongoing problems with recruitment and vacancies for nurses remain. There has been an issue raised by the PCT at the length of time it takes to obtain CRB clearance which sometimes leads to staff taking posts outside the prison service and abandoning their applications. Despite this, Healthcare has managed to operate without risking the health of patients.

4.3.2 The provision of dental treatment was again a problem as the establishment's part-time dentist was on maternity leave and there was a gap before a replacement was appointed. This led to an increase in the length of time trainees waited for routine treatment, in some cases up to three months. Emergency treatment was provided by others in the healthcare team. The dentist is due back from maternity leave soon and waiting times should soon improve.

4.3.3 While there has been some redecoration in Healthcare, more work needs to be done in the outpatients waiting area. There is no opportunity for patients to get exercise outdoors.

4.3.4 The CAMHS service appears to be performing in accordance with the standards required by the Care Quality Commission and had fewer failures than comparable establishments. The unit received a very good report from a recent visit of HMCIP. CAMHS staff are very positive about the Endeavour Unit and its success.

4.3.5 Most of the mental health clinical work takes place on Endeavour which enables the staff to integrate the boys from Keppel and the main site. This is felt to be beneficial, especially for those boys from Keppel who eventually will be placed on normal location. Socialization by integration has proved to be successful and helps to reduce barriers between the two areas.

4.3.6 A focus group in Endeavour consists of six trainees called Vapour (voicing and presenting opinions, understanding, and reacting) - a name chosen by them. The boys meet monthly to help determine how the department should run. Clearly, restrictions apply, but the process does give the trainees a feeling of empowerment and a sense of responsibility.

4.3.7 Many of Endeavour's staff are multi-skilled and cover a wide spectrum including: mental health, learning difficulties, creative therapy, and speech and language therapy. The management team of CAMHS at Wetherby feels that it could do more to meet the mental health needs of so many at Wetherby but appreciates that the budget is limited and that there is little prospect of additional funding.

4.3.8 The CAMHS team feels that it is well supported by Senior Management at Wetherby. The Endeavour Unit caters for 75 boys a month plus those in the SCU and primary care.

SUBSTANCE MISUSE

4.3.9 The Substance Misuse group meets every other month. Attendance has not always been good, but efforts have been made to rectify the problem. Wetherby has a clear and detailed strategy for dealing with substance misuse, and rules and procedures are reviewed on a regular basis. By and large, the Substance Misuse department achieves or exceeds its Key Performance Targets.

4.3.10 Drug finds have been limited; Mandatory Drug Test results have been satisfactory; and supply reduction policies have proved effective. However, the use of Subutex has become a small but troublesome problem following the arrival of trainees from Castington and the north-east.

4.3.11 The group monitors diversity issues with the drugs strategy; and liaises as appropriate with other departments such as Healthcare and Learning & Skills.

4.4 *Safeguarding Children*

4.4.1 The evidence that we have gathered from our individual discussions with trainees, the exit interviews conducted by the establishment, and confirmed by HMCIP indicate that trainees feel safe at Wetherby.

4.4.2 Each week a member of the IMB meets individually with four trainees selected at random to go through a pro-forma questionnaire. In addition, we regularly monitor the establishment's safeguarding meetings.

4.4.3 In order to maintain a uniformly high standard across all ACCT documents significant time is spent training staff. In the main the ACCT documents are being completed satisfactorily, but it is clear from a random selection that on occasions important details are being omitted. There is some illegibility and occasional contradictory statements. These issues are addressed at monthly meetings where a random selection of ACCT documents is examined. The team is fully aware that, in certain circumstances, such omissions could lead to criticism, and that the ACCT document is potentially important legal evidence.

4.4.4 Appointments have been made for: a Suicide Prevention Coordinator, a Violence Reduction Coordinator, and a Trainee Champion to work with the VRC.

4.4.5 Bullying is not a serious issue at Wetherby, but it has increased since the closures of other YOI's and subsequent trainee transfers, for example recorded verbal abuse has risen progressively from 28 in Dec 2009 to 41 in May 2010.

4.4.6 The incidence of drugs and tobacco finds at Wetherby is at a low level. Substance abuse on the premises is infrequent. However, the use of Subutex has become a small but troublesome problem following the arrival of trainees from Castington and the north-east. The sources have not been established with certainty.

4.4.7 Barnados is responsible for the Advocacy team which consists of six members: 1 full-time team leader, 4 part-time advocates and 1 x sessional worker. Referrals cover a wide range of issues. Statistics for Financial Year April '09 – March '10 show that Advocacy dealt with 634 issues and referrals. Trainees are encouraged to submit feedback on service received and returns are approximately one third. Of these the majority have been consistently positive. Approximately 25% come from staff and other agencies. This fact was commented on favourably by the YJB Secure Accommodation Performance Monitor as a positive indication of good inter-agency working relationships within the establishment.

4.5 *Separation and Care Unit (SCU)*

4.5.1 The IMB feels that there are particularly good officers on this unit who do a stressful job in difficult circumstances with a caring and understanding attitude towards the trainees put into their charge. However, in the opinion of the IMB, the inadequacies of the SCU building compromise the ability of the officers and other agencies to build relationships and encourage rehabilitation. Other juvenile establishments in the estate do have significantly better premises than Wetherby YOI.

4.5.2 Occupancy levels have varied greatly. The staff successfully managed some very busy periods, exacerbated by an influx of trainees from Castington when that establishment was re-rolled.

4.5.3 The establishment is obliged to provide education facilities for trainees who are held in the SCU. It would seem from discussions with SCU staff that this service has not been provided consistently. It seems that Manchester College has inadequate resources to provide cover for staff who are ill or on leave.

4.5.4 Members of the Board observe adjudications on an occasional basis. At Wetherby, most of these are conducted on the units. The IMB is satisfied that adjudications are carried out in a fair and proportionate manner. The Board examines adjudication reports to establish fair and consistent sentencing.

4.5.5 The Board attends most of the segregation reviews. These are normally well attended by unit officers, CAMHS, the chaplaincy, and healthcare. All are encouraged to take part by the adjudicating governor in order to assist his/her decision on further segregation. The IMB considers that risk assessments are thorough and that trainees are retained in the SCU for no longer than is reasonable. However, particularly problematic or violent trainees are sometimes kept in the SCU for rather longer than otherwise would be the case because they are close to the end of their sentences or their eighteenth birthdays.

4.5.6 During the reporting year there was a number of instances when trainees were held in the SCU for several weeks pending decisions by the YJB on their removal to other establishments.

5. Other Areas of Reporting

5.1 *Offender Management/Resettlement*

5.1.1 In the IMB's Annual Report of 2008-9, we reflected on the critical importance of effective resettlement strategy as part of a holistic approach to reducing re-offending and increasing public confidence in the delivery of criminal justice services. It is therefore pleasing to report that the establishment continues to ensure that this core function is appropriately resourced. Output key performance indicators and benchmarks on resettlement reported to the MOJ evidence this. This achievement should be considered in an environment of rapid change which; not unlike last year, the establishment Head of Resettlement has experienced. It is pleasing to note that overall, the resettlement landscape at the establishment appears sustainable and realistic in the long-term.

5.1.2 Resettlement strategy at Wetherby continues to be overseen by a policy committee comprised of a number of key stakeholders including education, healthcare, CAMHS and operations/security. The IMB is invited to attend meetings as observers; the Board's attendance as well as that of establishment staff has been variable due to a number of operational factors. From the meetings that have been observed, the IMB is minded to believe that a greater focus on strategy and the inclusion of the third sector would add to the quality of discussion. In our previous annual report, we highlighted the 2008 HMCIP recommendation that, 'the establishment should encourage representatives from relevant community based organisations to attend the resettlement...committee'. The IMB continues to be satisfied that the establishment recognises this and is being proactive. One must also recognise that whilst the quality of certain meetings has been questionable, the outcomes remain consistently good.

5.1.3 The establishment has now implemented the resettlement pathways underpinning the Yorkshire & Humberside NOMS Reducing Re-offending Regional Plan. These pathways are reviewed at the policy committee meetings. The most recent committee meeting yielded very detailed narratives on the pathways; this reassures the IMB that the establishment is now making good progress in securing quality input from the resettlement stakeholders.

5.1.4 Wetherby continues to be an exemplar in the use of ROTL. Trainees who qualify for work placements are benefiting from well-run and structured organisations that are supportive of the establishment's resettlement ethos. A balanced portfolio of national and local employers demonstrates an intelligent approach to ROTL which the IMB believes will be sustainable in the long term – this is all the more important in these times of economic uncertainty. The establishment is to be congratulated on its positive commitment to the ethos of ROTL.

5.1.5 Wetherby pioneered the implementation of enhanced thinking skills (JETS) within the juvenile estate; with staff being 'seconded out' to assist other organisations to equip their workforce to deliver JETS courses. It is pleasing to report that JETS provision at Wetherby is being developed; the recruitment of additional chartered psychologists will enable this course to be run on Anson, the new long-term unit.

5.1.6 The long-term relationship with WiSE (Wetherby in Support of the Elderly) continues with many trainees actively engaged in work activities in the local community. The programme shows tangible evidence of the contribution that the establishment makes to the local community and its interest in supporting the work of Wetherby.

5.1.7 In our previous Annual Report, we raised concerns regarding the remedial action required on the pre-release course. Hitherto, this facility had been run by the YMCA, but on a limited basis. This matter has also been mentioned by HMCIP. At the time of writing we are glad to note that Learning and Skills, in co-operation with Manchester College, is commencing a pre-release course which will be accessible to a large proportion of the trainees in the final few weeks of their sentences.

5.1.8 We are encouraged by the continued provision of places for small cohorts of trainees in the HMYOI Wetherby Army Cadet Initiative. The setting up of this scheme by two Wetherby YOI Officers and one volunteer, has been a great success with a number of carefully-selected volunteer trainees, encouraging them towards self discipline in a number of different ways. Post-discharge continuity on the residential units has been thoughtfully designed to ensure that the structured regime the trainees have experienced continues to impact upon their day-to-day lives in the mainstream population of the establishment. After completing the course the trainees are placed together on the same unit whenever possible. This is an exceptional project.

5.2 *Catering and Kitchen*

5.2.1 The quality and quantity of food has improved during the year. In our discussions with the trainees we have found little complaint about either. The reintroduction of hot meals at lunch time has been appreciated. Considerable emphasis is given to providing a balanced and healthy diet.

5.2.2 During the reporting year equipment, maintenance, and decor have been improved considerably. In the near future it will be possible for 15 trainees to receive education here; a new computer, smart board, and touchscreens are to be installed.

5.2.3 This year 8 trainees have completed Level 2 NVQ and 33 trainees have completed Level 1 NVQ. The number of trainees working in the kitchen has been limited on occasions by risk assessment issues.

5.2.4 The amount of money allocated to each trainee per day has over the year risen from £2.10 to £2.21. The staff caters for various religions and festivals including Ramadan, Caribbean menu and now include a chef's special dish every Wednesday.

5.3 *Keppel Unit*

5.3.1 The manager of Keppel is now also responsible for the new long-term unit. It is encouraging to note that the opening of that facility has only had a marginal effect on the operation of Keppel. There has been little dilution of staff.

5.3.2 Keppel is now completing its second year of operation. At the beginning of our reporting year Keppel's first HMCIP report was published. It stated, '... a committed group of staff have established a safe, supportive, and purposeful unit in which the risks and needs posed by some very damaged and complex young people are effectively addressed.' Keppel's staff have responded well to the report. At the time of writing 5 out of 134 recommendations by HMCIP remain to be dealt with.

5.3.3 It is the view of the IMB that the staff on Keppel are a credit to Wetherby YOI. We recognize that the good working conditions and relatively high staffing levels make it possible for higher standards of intervention and care to take place compared with normal custodial location. However, Keppel is working with some of the most vulnerable and troubled trainees in the country of which 20% are commonly on open ACCTs and many of which present multiple disorders, both physical and mental. The IMB does observe real successes by the staff as they work to encourage trainees to develop their engagement skills.

5.3.4 Keppel is compromised by full-time residential use of calm down rooms. These rooms were considered to be an important facility when Keppel was designed and that opinion is retained by the management, but the YJB has insisted that they are fully utilized as accommodation for residents.

5.3.5 The closure of Castington's juvenile unit has enabled Lucy Faithfull to transfer a member of their staff to Wetherby. Lucy Faithfull can now work with 18 sex offenders at any one time. This is a significant benefit for Wetherby given the large numbers of trainees who require interventions.

5.3.6 Manchester College's problems have had a serious impact on education. This has been described by Keppel's staff as the most serious recent setback to their work. After a long period when all education staff were under redundancy notices several were not re-employed. New or temporary-cover education staff now work on Keppel having not received the appropriate training to do so.

5.3.7 There are serious management concerns about the suitability of the new education curriculum for Keppel. It is felt that two 1½ hour back-to-back sessions of education are inappropriate given the troubled and unstable nature of many of the Keppel trainees.

5.3.8 There appear to be too many 'interruptions' to learning and skills work on Keppel Unit, but perhaps this is inevitable, given the intensive and varied regime on the unit.

5.3.9 There is difficulty in placing in other establishments over 18s who are on ACCTs or are sex-offenders or both. It appears to be both time consuming and dispiriting for Wetherby's staff to struggle to find places for some of the most vulnerable young people in the country, of whom a high proportion have mental and physical illnesses. The YJB appears to have little influence and governors of YOIs holding the 18-21 age group can commonly give reasons why individual trainees cannot be located in their establishments. The IMB understands that 'the last ditch' approach is for Wetherby's Governor to contact the Area office. However, it appears that Area is only likely to be able to enforce a trainee transfer within its own administrative area, where appropriate facilities may not be available. This situation is not likely to improve without additional support from the MOJ, NOMS, and others. Keppel is already considered to be a national resource and at the time of writing has nine trainees on ACCT and 24 sex offenders in its care. Some of these vulnerable young people and their successors, in due course, will need to be transferred to YOIs and the adult estate. In the IMB's opinion this should be achieved in a planned and considered manner and not left, as it seems to be at present, to persuasion from Wetherby. The present situation does little to reinforce the work done for trainees on Keppel as they move on to other establishments.

5.3.10 Shortage of healthcare staff is a persistent problem. Reports to the SMT regularly highlight this issue. Local PCT management does enable cover to be maintained although commonly at a minimum level. (see **4.3.1**)

5.4 *Long-term Unit*

5.4.1 Wetherby YOI has been successful in bidding to run a long-term unit. This follows the closure of a similar unit at Castington. The IMB understands that a factor influencing the decision was that the new unit would operate under the same management as the Keppel unit.

5.4.2 Anson has been designated the long-term unit. Initially it took long-term trainees from Castington and subsequently from Wetherby and elsewhere. It is planned to reach its full capacity of 48 trainees by early 2011.

5.4.3 Funding is being provided for interventions to both improve rehabilitation prospects and to enhance trainees' opportunities to apply for parole. These include two accredited schemes: JETS and 'Life minus Violence'. CAMHS is also providing additional funding for mental health interventions.

5.4.4 Wetherby's management is confident of success in the running of the long-term unit. The IMB shares this confidence in the management given its achievements in securing the now well-established reputation for Keppel. It is accepted that challenging issues exist. Examples are: the management of trainees who, having committed serious offences such as assaults on officers in Wetherby YOI, are returned to Anson after adjudication rather than being sent to another establishment; and the development of procedures to manage risk with serious offenders given the design inadequacies (eg. blind spots) of Anson which, until recently, was a unit for gold-level trainees.

5.5 Physical Education

5.5.1 The Physical Education department has continued to provide a wide range of opportunities for trainees. All trainees are given the opportunity to take part in PE activities for 3 hours per week. In addition, the PE department runs a number of courses catering for up to 20 trainees at any one time. Available courses, some in association with the Learning and Skills and Substance Misuse departments, include: Focus - Gym Instructor levels 1 and 2; Duke of Edinburgh; and Active IQ – Basic Principles of Health and First Aid at Work, and Sports Leadership level 1.

5.5.2 HMCIP has recently expressed the view that the number of trainees using the PE department is rather low. Management of the department agrees and states that only 60-65% of Wetherby's trainees attend PE. The IMB is not aware of comparators to give weight to these opinions. Reasons for non attendance include: lack of interest, ready availability of competing opportunities such as watching TV and play stations, and lack of encouragement by unit staff. Also, the IMB is aware by observation that trainees on induction are sometimes 'behind their doors' and that some trainees on unit servery and cleaning duties do not take part when given the opportunity.

5.5.3 The showers in the PE department provide little privacy or personal security for the trainees. The management believes that this is a particular disincentive to attend PE for the more vulnerable trainees and those who have suffered abuse. The IMB recognises that there are no established standards within the custodial environment for the design of shower units. However, we do believe that priority should be given to improving this facility at the gym. It is now the only major shower unit at Wetherby that does not provide reasonable standards of decency and protection.

5.6 Works and Fabric

5.6.1 Refurbishment work across the site continued throughout the reporting year. Major improvements have been completed, much of which was of direct benefit to the trainees. These include the following.

- a) Completed shower upgrades on units C, D, E, and F. All the showers are now separate cubicles. Similar work on Anson unit is underway.
- b) An upgrade of 13 first-night cells on Benbow (first-night and remand unit). This has included the installation of 'safer cell' furniture.
- c) Improvements to Reception. New wooden doors on holding rooms have been fitted to ensure more privacy for trainees when conversations are taking place.
- d) All trainees' rooms on Collingwood and Anson have been redecorated. A high percentage on Benbow has also been completed.
- e) Installation of a modular building (Portacabin) for the provision of LANTRA training (birds of prey). Accredited training is available for up to 16 trainees.
- e) Grenville classrooms upstairs have been refurbished.
- f) Power supply to the Construction Barn has been finished, so all equipment can now be used.

5.6.2 Anson is now the long-term unit. There were a number of plans to improve the facilities. Bids were submitted for funding but this was not granted.

5.6.3 The IMB is pleased to observe a continuation of the much improved relationship between the management and EMG. This has been facilitated by monthly meetings chaired by the Deputy Governor and was noted in our previous Annual Report. New management tools have been introduced which are readily accessible by all concerned. The Estate Manager quotes the working relationships as 'great' The IMB's observations of the committee meetings are very positive.

5.7 Chaplaincy

5.7.1 Wetherby has a chaplaincy team of three full time staff six sessional workers, and one church link co-ordinator who is a volunteer.

5.7.2 The Imam is full time, and a Sikh chaplain from the north east is available when required. There have not been any Jewish or Buddhist trainees in Wetherby this year.

5.7.3 There are two services on Sunday for Christians one on the main site and one for Keppel, a Roman Catholic mass on Saturday, and Friday prayers for Muslims. All the major festivals are recognized. 23 trainees followed Ramadan

5.7.4 About 50 trainees from the main site attend the Sunday, ten the Keppel service, and about 20 mass. The normal attendance at Friday prayers is about 25. In total this is about one third of trainees.

5.7.5 There are about 40 baptisms a year.

5.7.6 Chaplaincy have about eight programmes running through the year. The team attempt to visit all trainees on ACCT daily, and average 45 pastoral visits daily.

5.7.7 Religious extremism has not been an issue at Wetherby during the reporting year.

5.7.8 There is concern in the Chaplaincy that the programmes for trainees which they deliver are not accredited and do not contribute towards classroom efficiency targets. The IMB has learned that, in any event, those trainees who transfer to chaplaincy programmes from education would have no impact on classroom efficiency. Nevertheless, the Learning and Skills Department has written to the YJB for an opinion since the accreditation of faith-related learning is a national issue. The IMB believes that interventions from and programmes run by the Chaplaincy can be of great benefit to trainees, whether or not they are formally recognised.

6. Board statistics

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|---|-----|
| Recommended complement of Board members | 15 |
| Number of Board members at the start of reporting period | 11 |
| Number of Board members at the end of the reporting period | 15 |
| Number of new members joining within the reporting period | 5 |
| Number of members leaving during the reporting period | 1 |
| Total number of Board meetings during the reporting period | 13 |
| Average number of attendances at Board meetings during reporting period | 12 |
| Number of attendances at formal meetings other than Board meetings | 64 |
| Total number of visits to the establishment (including all meetings) | 528 |