



The Annual Report of

THE INDEPENDENT MONITORING BOARD

HMP FEATHERSTONE

1st November 2013 – 31st October 2014

HMP FEATHERSTONE
NEW ROAD
FEATHERSTONE
SOUTH STAFFORDSHIRE WV10 7PU

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Section 1

STATUTORY ROLE OF THE BOARD

The Prisons Act 1952 and the Immigration Act 1999 require each Prison and Immigration Control Centre to be monitored by an independent board appointed by the Secretary of State from members of the community within which the establishment is located.

The Board is specifically charged with:

- Satisfying itself as to the humane and just treatment of those held in custody in the prison and the range and adequacy of programmes preparing them for release.
- Informing promptly the Secretary of State or any official to whom he/she has delegated authority and judged to be appropriate of any concerns it has.
- Reporting annually to the Secretary of State on how well the prison has met the standards and requirements placed upon it and what impact this has on those in its custody.

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

Section 2

HMP FEATHERSTONE

HMP Featherstone is an adult male Category C prison located approximately 8 miles north of Wolverhampton. The main section of Houses 1, 2, 3, 4 and 6 were built in 1976, and occupy part of the same land complex as HMYO Brinsford and HMP Oakwood. Houses 5 and 7 were later additions.

HMP Featherstone has an operational capacity of 703. It holds only convicted prisoners and is served by local prisons including HMP Birmingham and HMP Hewell as well as other Category C prisons. Prisoners are either released directly or transferred to Category D prisons whilst very occasionally a prisoner might go to a Category B prison. The majority of prisoners are aged between 21 and 29 years, usually serving sentences of between 4 to 10 years for a variety of offences. The prison also houses a small number of lifer, IPP and older prisoners in the later stages of their sentences. The capacity increased this year from 687. The prison is now categorised as a Resettlement Prison.

HMP Featherstone is primarily a working prison with well-equipped workshops, an Education Department, a library, gymnasium and an all-weather sports pitch. The Healthcare Department provides daytime cover but there are no in-patient facilities and those requiring them are either transferred to prisons where they are available or to hospital as appropriate. The Chaplaincy provides spiritual and moral guidance for all prisoners.

The Board commends HMP Featherstone for the number and diversity of Peer Supporters employed in many areas of prison life. Their work greatly enhances the well-being of many fellow prisoners.

Section 3

EXECUTIVE SUMMARY

- 3.1 This report covers the period 1st November 2013 – 31st October 2014.
- 3.2 HMP Featherstone is a Level 3 prison following changes to the assessment requirements but continues to perform strongly as shown by score results from good to excellent in various audits. Directed by Governor Deborah Butler the prison continues to exhibit a clear sense of direction and purpose.
- 3.3 The Governor and her Senior Management Team continue to work hard on the Decency Agenda and on Safer Custody. The Board considers that the Offender Supervisor Scheme continues to perform effectively for the most part, although prisoners do not always follow this route before making applications to the Board. The effect of changes to staffing levels has led to a need to more effectively manage the workload of the prison with the inevitable reduction in the delivery of some services.
- 3.4 The services provided by the Healthcare Department continue to be adversely affected due to vacancies and sickness absence. The Board has supported the Governor and Deputy Governor in their efforts to improve delivery standards. The Board believes that the Service Contract is incompatible with the needs of the prison regime.
- 3.5 Applications to the Board on medical matters have reduced with the introduction of the Patient Advice and Liaison Service (PALS) complaints procedure.
- 3.6 The Board continues to monitor the time spent by some prisoners on the Care and Segregation Unit, but occasionally a prisoner has caused concern by exceeding the 3 months at which time a report to the Deputy Director Custody is required. Transfers from the CSU are not allowed other than in special circumstances where the safety of the prisoner or of others is a concern.

- 3.7 The Board continues to be concerned that the property of some prisoners transferred to Featherstone is going astray. This appears to be an ongoing issue that is linked to the PECS contract and the fact that the vehicles are not adequate to carry both prisoners and their property. The adverse effect on prison finances are set out in Section 14.5 of this report.
- 3.8 The extent of the ingress of illegal substances concerns the Board because of its effect on prisoner behaviour, with debt and consequent bullying being ongoing issues. The Board is satisfied that the senior management are aware of the situation and are taking appropriate action.

Section 4

RE-SETTLEMENT

- 4.1 Resettlement services for prisoners at Featherstone are organised into 7 Pathways – Housing, Education and Training, Healthcare, DARS (Drug and Alcohol Services), Finance and Benefits, Children and Families and Programmes (Attitudes, Thinking and Behaviour). Resettlement is monitored by a Governor grade and all teams are managed enthusiastically and innovatively by their leads. Meetings attended by the Board happen bi-monthly and are well attended and comprehensively minuted. Peer prisoner representatives for the Pathways attend and are actively involved.
- 4.2 Challenges will be faced when Featherstone converts fully to a Resettlement prison and its release areas changes to the West Mercia and Warwickshire Region. Teams are already working on the implications for the services they offer
- 4.3 Some peer prisoner representatives have reported difficulty accessing prisoners, especially in the evening, due to changes in the regime caused by shortages of uniformed staff however changes have had to be made to ensure access is granted during the core day.
- 4.4 The work done to manage prisoner debt and housing issues are impressive, as is educating prisoners about the dangers of illicit, synthetic drugs such as Mamba
- 4.5 Much work is done to unite prisoners with their families on Family Days even though allocated time has been shortened due to benchmarking staffing figures and not being a profiled task. Links

with community agencies to provide activities for children are actively sought.

- 4.6 Featherstone has not yet been told who its Community Rehabilitation Company will be but when this happens the Board hopes that the excellent work of the current Pathway teams will enhance new services rather than being lost or diluted due to re-organisation.
- 4.7 The IMB acknowledges the excellent work done by the Pathway team leads, all personnel, prisoner peer representatives and the lead Governor in offering prisoners opportunities to prepare for life after release.

Section 5

LEARNING AND SKILLS

5.1 On arrival at the prison, all prisoners are issued with a comprehensive list of educational and training programmes. These programmes are both academic and vocational and are regularly tailored to suit the needs of the students. They are delivered at all levels in order to equip the prisoners with the best chances of gaining further training, education or employment on release. The department is cognisant of the latest trends in learning and skills which enables it to incorporate these into its curriculum.

5.2 (a) Management.

The department has recently lost the previous incumbent due to a promotion but a suitably qualified replacement has been appointed.

(b) Staffing.

There are vacancies for a deputy manager and an administration assistant. The department is currently well staffed with all current programmes and subjects being covered.

5.3 The curriculum is both wide and varied with new courses being introduced for the ensuing academic year. As the prison will be having a high turnover of short term prisoners this should not affect the teaching and learning. A large percentage of courses are short and the prisoners will be capable of completing them before release or being transferred to other establishments.

At the time of compiling this report there seems to be a proportion of prisoners not attending classes due to visits, "rest in cell" and other

appointments. All of these are impinging on the learning of the students. Despite this the college has a 75 – 85% attendance with an approximate 70% pass rate on course completion.

- 5.4 Milton Keynes College enjoys excellent relationships with its partner colleges and other sub contracted learning providers with a good cross fertilisation of ideas and working practices.
- 5.5 The Industrial Workshops are modern and offer realistic working environments which assist in preparing the prisoners for “life beyond prison”. Courses offer good accreditation and work skills which are recognised by future employers.
- 5.6 The Board recognises the hard work of both the staff in the Workshops and in the Education Department in these times of austerity.

Section 6

HEALTHCARE

- 6.1 ` Featherstone is one of 6 prisons with Healthcare (HC) services contracted to Staffordshire and Stoke-on-Trent Partnership (SSOTP). Other services such as secondary mental health (who have links with the forensic psychiatric service), dentistry, podiatry, physiotherapy, genito urinary medicine, optical, and GP services are either commissioned or privately contracted.
- 6.2 Monthly alternating Clinical Governance and Operational meetings are scheduled but during the reporting year some have been cancelled due to staffing shortages when the manager or team leader have been on clinical duty. Meetings are chaired by the Deputy Governor who leads on Healthcare for the prison and are attended by the IMB. The board benefits from positive relationships with the Deputy Governor and healthcare staff. The IMB member with special interest in HC is also on the national IMB HC Support Group and has been part of preparing Mental Health Guidance for boards, a survey into the HC needs of older prisoners,(with the help of the HC staff), and the quarterly Healthcare Matters newsletter. The Care & Quality Commission visits jointly with Her Majesty’s Inspectorate of Prisons. In respect of the former, Featherstone was deemed fully compliant in November 2012. HMIP’s reports are measured against SSOTP’s baselines which may not take into account other considerations. NHS England has not yet visited

Featherstone to conduct the HC needs analysis. Complaints about HC go direct to the PALS in confidential envelopes for investigation. A reply is sent by PALS to the complainant and numbers of complaints and themes are reported at the monthly HC meetings in the prison. Recently bowel cancer and aortic aneurysm screening for older prisoners have started and the Board is pleased that these are now being offered to prisoners who are eligible.

6.3 HC attends ACCT (Assessment Care in Custody Teamwork) and GOOD (Good Order Or Discipline) reviews.

6.4 Issues that have concerned the Board during the reporting year:

- In common with other prisons in the Cluster group short staffing issues about which the Board felt compelled to write to the Minister last year improved slightly in the summer but inconsistency of staffing continues to be of concern and has been raised at the highest level by the Deputy Governor. A workforce needs analysis (human resource allocation) has been carried out by SSOTP across all 6 prisons in the group but has yet to resolve the problems Featherstone experiences.
- The number of escorts to outside hospital appointments, cancelled because of no available uniformed escorts, is of concern and an ongoing problem in spite of the best efforts of HC rescheduling and paying close attention to timings.
- Cancelled HC meetings due to short staffing. This also applies to other meetings in the prison.
- Incompatibility with how SSOTP measures its services and may fail to pick up shortcomings in engagement with prison teams and meetings. The HC manager commented that this could also affect the findings of the workforce needs analysis.
- Outcomes of complaints stalled when PALS is late returning numbers and themes to HC at Featherstone due to recent staffing problems in its team.
- The IMB noted as an action following its annual team performance review that HC should continue to be monitored carefully and supportively by the Board.

The Board commends and thanks the HC staff at Featherstone for consistently working over and above requirements to keep the service fully functioning for the well-being of its prisoner patients.

Section 7

SAFER CUSTODY

The Safer Custody Group are to be congratulated on the wealth and depth of information provided. The quality of detail starting to be gathered, especially from the Violence Reduction Team, will assist in the strategic management of prisoners identified with safer custody issues.

There are concerns expressed about the increase in the use of weapons but all Representatives were actively working to support the Establishment through these incidents Warning posters aimed at the consequences of making and carrying weapons are displayed on each house unit.

It is noted that there is a lot of anxiety about Featherstone re-rolling to a Resettlement Prison and it is recognised that incidents may escalate. Prisoners were advised to contact their Offender Supervisor with any concerns they may have

Over time and particularly during the summer period there have been difficulties because of staffing levels, however, more staffing soon to be in place will put Featherstone in a better position.

Section 8

CARE AND SEPARATION UNIT (CSU)

- 8.1 Throughout the reporting period a number of cells in CSU. were repeatedly damaged by disruptive prisoners. The cost of repair/refurbishment is high, and measures are now in place to try to recover the costs from the individuals involved. This had the knock on effect in that certain cells could not be in use whilst the remedial work was being carried out and as a consequence some prisoners who would normally have been held in CSU. were held on House units.
- 8.2 A clear message has been sent out by the prison management to prisoners that if they are sent to CSU for bad behaviour on the assumption they could get a transfer, this would not be the case. Bad behaviour could not be seen to be rewarded.
- 8.3 The Board found the staff in CSU. were always very professional and knowledgeable, and were helpful to members of the IMB. in carrying out their duties. At certain times staff had to deal with very

difficult situations, and should be commended accordingly. Due to staff shortages, at times in the CSU. unit, it did mean they were not sufficiently staffed when they had violent prisoners who required a three officer unlock.

- 8.4 Difficulties arose with some prisoners, particularly those in debt, who refused to go back on the wing because of possible reprisals, and preferred to sit out their time in CSU prior to their release.
- 8.5 The Violence Reduction Team should be congratulated for their tireless work in supporting prisoners, and getting them back onto normal location as soon as possible.
- 8.6 In the year to 31st October 2014, prisoners were moved to the CSU. on 121 occasions, though a significant minority of prisoners were located more than once. All prisoners were seen regularly by members of the Board, who were able to discuss with them treatment received in the unit, and the likely outcome in respect to their stay on the unit.
- 8.7 Board members routinely attend CSU reviews as observers, and are required to signify their acceptance or otherwise of the process. Reviews were always conducted in a fair and professional manner, as were the Adjudications and cases put before the Independent adjudicator. IMB members attend both whenever possible.
- 8.8 Although every effort is made to relocate back to normal locations as soon as possible, the unit did have a small number of prisoners who spent a prolonged period of time in the unit. In all cases the correct procedures were followed.

Section 9

ACCOMMODATION

- 9.1 At HMP Featherstone a total of 703 prisoners were accommodated in 7 house units. Houses 1 -4 accommodate 123 prisoners each; House 5, the Induction Unit, houses 100. House 6 houses 35 prisoners and is for enhanced regime prisoners and House 7 accommodates 76 prisoners and is a healthy lifestyle unit.
- 9.2 Single cell occupancy is the norm, with the exception of House 5 where there are 2 prisoners to each cell. There are also a small number of double cells on Houses 1, 4 and 7. Every cell has integral sanitation, power points and a light switch. Very few issues have arisen because of 2 prisoners to a cell

- 9.3 House 6 has a mix of young prisoners, IPP (Indeterminate Sentence of Imprisonment for Public Protection) and Lifers. All seem to get on well and behaviour is to the expected standard. There are no integral facilities on House 6 which means that prisoners are left unlocked at nights to enable access to facilities on their spur
- 9.4 House 7 continues to offer enhanced status prisoners a place where they can improve their outlook on life during their time in prison. With several prisoners with disabilities on this House, able bodied prisoners voluntarily take on extra work apparent on this House. In supporting those less able than themselves. This gives those volunteering a sense of purpose and the realisation that they can make a useful contribution while in prison.
- 9.5 The CSU suite has suffered considerable damage during the year The expensive repairs carried out in the previous year have failed to prevent further damage. The Board supports the policy to charge prisoners causing the damage with the cost of repairs.

Section 10

ENVIRONMENT IN THE PRISON

Sustainability

During the year Featherstone has worked hard in ensuring wherever possible financial savings / benefits or improvements can be made.

Kitchens

Information is recorded by each house on a daily basis to analyse the food not being eaten due to either over production, poor portion control or food being ordered and not eaten / collected. All three contribute to waste food. This information has led to better control and management of food to the houses so resulting in less food wastage.

Waste Management

Over the year it is expected that approx. 208 – 210 tonnes of waste will have been prevented from going to landfill. Current national target is 70% with Featherstone's recycling currently running at 73%

This has been achieved by recycling cardboard & paper, metals, plastics, glass, electrical items, prisoner clothing, wood, furniture along with many other items. These recycling operations will provide HMP Featherstone with sales/savings of approx. £50,000 for the year.

Biodiversity & Horticulture

Work on run down land adjacent to the prison has been maintained throughout the year. This will in future enable a habitat for wild life and

flowers. It is also planned for a pond in the same area to re-established which will also encourage wild life to return. Staff are being encouraged to become involved with building of bird, bat boxes etc. A biodiversity leaflet was designed by one of the members of staff giving information about biodiversity across the seasons.

A project has been undertaken by Featherstone with Forest Mercia (Cannock Chase). Small Christmas trees are planted (these were started three years ago) and will this year be taken by Cannock Chase for sale. These will be replaced by further young trees that will be grown on for sale in following years.

Twenty bird boxes will have been installed along with three new owl boxes in the grounds of Featherstone. This work has been done in conjunction with Staffordshire Wildlife Trust.

All the boxes have been made by staff and prisoners within the prison.

Featherstone also has four new bee hives which were started this year and will hopefully produce their first honey next year. It is also the intention of horticulture to introduce some more bee hives next year.

New Shop

A new shop is to be opened in the forthcoming months. This will be a social enterprise and therefore profits will be reinvested in activities which should assist in reducing re-offending. There will be wide range of horticultural, kitchen utensils, bird boxes, hedgehog boxes etc. along with other horticultural related products on sale most of which will have been made or grown at Featherstone.

Section 11

RISK REDUCTION

11.1 Risk reduction features in many areas of work within the prison with work placements and Category D review boards featuring. The effectiveness of the Violence Reduction Team is also significant. However, particularly relevant are the behaviour change programmes (Interventions) which underpin the strategies for Pathway 7 (Attitudes, Thinking and Behaviour) and contribute to reducing re-offending.

11.2 In March 2014 CALM (Controlling Anger and Learning to Manage it) was replaced by RESOLVE a new programme for violent or aggressive offenders which has the potential to benefit more

prisoners. Taken together with TSP (Thinking Skills Programme) approximately 185 prisoners are currently eligible to take part. However, there are issues caused by some prisoners arriving from local establishments without having completed the Offender Assessment System (OASYS) The problems this creates are addressed by reviewing prisoners at reception and by subsequent investigation by the Programmes team. As a result Featherstone is slightly ahead of planned target with respect to completions within year to date.

- 11.3 Full staffing to deliver the planned programmes is now in place after a lengthy regional recruitment drive but retention/replacement of facilitators is always difficult. The effectiveness of the work completed was measured in a recent audit of programme delivery which was satisfactory in almost all areas although with an amber-red score against attrition. The success of interventions depends very much upon prisoners feeling safe and secure and Featherstone achieves this by working hard on good staff-prisoner relationships.
- 11.4 The non-accredited ETS (Effective Thinking Skills) programme in education no longer runs but this is off-set by work on team building sessions conducted prior to programmes commencing.
- 11.5 S.O.R.I. (Supporting Offenders through Restoration Inside) has no dedicated funding but resources have been found for one course so far in 2014 with another to follow.

Section 12

CHAPLAINCY

Led by an Imam, with a full-time Church of England Chaplain and part-time Priests and Ministers from other denominations, the Chaplaincy ensures all religions are catered for within the prison. This means that all prisoners have an opportunity to see and talk to someone in the Chaplaincy and to attend the regular services held for all faiths whenever they wish. All major religious festivals are carefully organised throughout the year and are well attended. Groups of musicians and singers continue to flourish and take part in events held in the Chapel throughout the year, including the annual Carol Service. Daily visits are carried out in most areas of the prison and there are also extra support classes and help groups (e.g. AA group etc.) run throughout the year. The Chaplaincy works closely with other

departments within the prison to ensure that every opportunity is available for prisoners to seek any help and assistance they require.

The Supporting Offenders through Restoration Inside course (S.O.R.I) is now in its second year and regular courses are held throughout the year. Although based in the Chaplaincy (like other groups mentioned above) it is not a religious course but is facilitated by the members of the Chaplaincy, together with Featherstone staff and trained community volunteers as necessary. The Chaplaincy team network with all departments in the prison and are always attentive and supportive for any issues that may arise throughout the year.

The Board Members, on their regular visits, are always welcomed into the Chapel by members of the Chaplaincy team and the Board feel that the prison is fortunate to have such a forward thinking and supportive Department.

Section 13 CATERING AND KITCHEN

- 13.1 The kitchens are responsible for producing breakfast packs, lunch and evening meals on a daily basis for every prisoner, which equates to a total in the order of 766,500 meals every year. Special dietary requirements are also catered for.
- 13.2 The catering staff aims to present a wide choice of menus with the emphasis on healthy eating, including the provision of five portions of fruit and vegetables each day, also maintaining the government's guidelines on nutrition and calorie intake. Catering staff meet regularly with an active prisoner food council, which covers all wings, and listen to their comments and suggestions, which are acted upon where practical
- 13.3 Catering staff endeavour to cater for the diverse range of cultures within the unit and celebrate diversity by preparing special meals for recognised festivals, including Christmas, Chinese New Year, Ramadan, Eid, Sikh and other festivals.
- 13.4 Food comments books are available at each server counter and are regularly checked by Senior Managers, Catering manager and IMB Board members.
- 13.5 Special equipment and utensils are provided for the preparation and serving of Halal meals, however it is necessary to make regular

checks to make sure all involved are aware of the correct equipment to use.

- 13.6 IMB. Board members taste the food in the course of their regular visits, and witness the serving of meals, special attention is given to uniform portion control, and hygiene standards employed.
- 13.7 During the year the IMB board have been concerned at certain periods, with the shortage of staff due to illness, long term sick and holidays, and on occasions, the high level of untrained prisoners working in the kitchens who do not wish to be involved in this area of work. It is understood that prisoners will now follow an induction programme when working in the kitchens, and be allocated specific areas of work.
- 13.8 Reliability and maintenance of some of the older kitchen equipment has been a constant concern throughout the year, however it is understood that maintenance contracts are now being better managed, and a replacement programme for certain items is in place.
- 13.9 The board would wish to see an improvement in the Health and Safety monitoring of the kitchen areas, with improved response from all involved when issues are reported. Together with an improvement in hygiene levels and the serving of food in the wing areas, making sure prisoners wash their hands, wear the correct protective clothing and gloves and making sure the correct utensils are used when serving meals.
- 13.10 Despite a difficult year the catering team met their budget criteria, and provided the daily requirement and standard of meals. Recognition for the effort made to fulfil this very important role in prison life is noted.

Section 14

APPLICATIONS TO THE BOARD

14.1 Analysis of Applications 1st November 2013 to 31st October 2014

There were 186 Applications to the Board in the period 1st November 2013 to 31st October 2014 compared to 176 in the previous year. . The numbers were swelled by two or three prisoners who made a number of applications on the same issue – either because they were frustrated by the time taken to resolve an issue or because they did not accept the response to their first or subsequent applications. Taking this factor into account the number of applications to the Board during this reporting year was very

much in line with last years

- 14.2 There were 19 applications to the Board on health related matters this year compared with 14 last year.
- 14.3 There were 16 applications about Transfers compared to 25 last year with the larger proportion relating to the lack of Category D facilities within the prison estate.
- 14.4 There were 30 applications on Sentence related matters (including Home Detention Curfew, Release on Temporary Licence, Parole, Release Dates and re-categorisation) compared with 31 last year.
- 14.5 There were 26 applications concerned with the delay or loss of property during transfer to Featherstone last year. Compensation claims where property is never traced amounted to £756 in the reporting year. The loss of property during transfer has been a problem for many years, has been referred to in previous Annual Reports, and certainly has not improved. Understandable frustration and annoyance for affected prisoners is increased when matters extend over many weeks and even months.
- 14.6 Applications concerning Equality and Diversity show no change but those concerning visits rose from 3 to 13. There were decreases in applications regarding food from 4 to 2, and Staff/Prisoner concerns rose from 10 to 19. Increases are relatively small and the Board has not identified any underlying problems or causes for concern in these matters.
- 14.7 Applications concerning accommodation fell from 5 to 3 whilst applications concerning adjudication rose from 3 to 13. Employment, Education and Training led to 17 applications compared with 13 last year.

Breakdown of Applications by Subject

Accommodation	3
Adjudications	13
Equality/Diversity	1
Education/employment	
Training & IEP	17
Family visits/mail/phone	17
Finance/pay	7
Food/kitchen	2
Health related	19
Property (Featherstone)	10
Property (other locations)	26
Canteen	1
Sentence related	30

Staff/prisoner related	19
Transfers	16
Miscellaneous	5

Total **186**

Section 15

GYMNASIUM AND SPORTS FACILITIES

15.1 As highlighted in last year's report these two areas continue to be the prisons most intensively used areas. The success of these facilities is attributable only to the dedication, enthusiasm and hard work of the Gym staff. They provide classes in kinetic lifting, lifting and first aid, all of which are part of the prisoner's induction. Also provided are general sessions where prisoners can take part in various sports such as badminton, basketball, football and rugby.

15.2 Several sporting activities have links with the outside communities whereby, with the rectification of the sports field, football and rugby matches take place during the appropriate season against league teams from the surrounding county. There is also a vibrant basketball team also playing in a local league. With the advent of short stay prisoners it will be increasingly difficult to maintain continuity with the various team squads.

15.3 During the past 12 months some gym activities have been curtailed, not through the fault of the Gym staff, but through the shortage of uniformed staff throughout the establishment. This is due to reduced staffing numbers as per the benchmark, sickness and annual leave. It has meant that Gym staff have had to cover operational shortages in the residential function resulting in the closure of the department for normal gym activities.

A number of accredited courses which have been run in conjunction with other departments i.e. Health Care have also been curtailed because of staff shortages in the Staffordshire and Stoke on Trent Partnership Trust. With the appointment of new Health Care staff it is envisaged that these courses will resume shortly.

15.4 A Fittest Man competition has recently been held which attracted some 30 inmates.

15.5 As stated in last year's Annual Report the members of the Board were impressed with the hard work and enthusiasm shown by the Gym staff in their efforts to add to the fitness and good humour of

the prisoners who attended the many activities .

Section 16

INDUSTRIES

16.1 From their arrival at Featherstone all prisoners are offered a wide range of working activities these include fabrication & welding, food preparation and cooking, horticulture, printing, motor mechanics, painting and decorating, customer services, business administration as well as recycling of all waste product's produced within the prison.

16.2. Classified as a working prison all prisoners are encouraged to take part in working programmes that are applicable to occupations within the working environment and which prisoners may be able to pursue on their eventual release. Approximately 218 prisoners regularly work a 30 hour week with a fully functional support resource.

16.3 All prisoners have the opportunity to gain qualifications to give supportive evidence to their working skills achieved whilst in Featherstone.

Currently approx. 18 courses are run enabling prisoners to gain qualifications such as NVQ, BTEC and many others. Below is a summary of some of the awards achieved year to date.

Awarding Body & Qualification	Levels	Awards achieved year to date.
Performing Manufacturing Operations NVQ	1 &2	12
Warehouse & Distribution NVQ	2	3
Motor Mechanics	1 &2	11
Fabrication & Welding	2	
Art & Design BTEC	1,2 &3	19
Horticulture BTEC	2	17
Customer Services	1 & 2	35

Cleaning & Support	2	4
Food Prep and Cooking NVQ	1 & 2	18
Team Leading	2	31
Music BTEC	2	17
ITQ	1 & 2	55
Employability Certificate	Intro	16
Employability Certificate	2	31
Recycling Operations	2	

All work related courses will continue to the end of March 2015 and it is expected that achievement levels above will be doubled by this time.

16.4. The engineering and enterprises facilities at Featherstone continue to be actively busy sometimes working 7 days a week to complete full order books.

Changes over the coming months will continue to ensure that Industries remain competitive with outside industries and that all prisoners working in the environment continue to gain the skills and qualifications to help employability prospects on release.

Section 17

HEALTH AND SAFETY

The health and safety of both staff and prisoners is overseen by a committee chaired by a Governor supported by a small team of Health and Safety professionals. Risk assessments, fire drills and training are carried out regularly and a member of the Board attends Committee meetings and is supplied with the minutes. First aid training is arranged and competency is tested. The Department arrange all necessary appointments for injections with Service Providers. The Board were pleased to note the results of a recent Fire Safety audit.

Section 18

THE VISITS CENTRE AND THE VISITS

HALOW (Birmingham) is the provider of the Visitor Centre Services. Last year Featherstone Visitors' Centre assisted over 24,000 visitors (including over 5,000 children): Hot food is now available in the Visits Room and this has created a more social setting and improved the atmosphere . In the

main visits go ahead on time and are efficiently and professionally organised.

The superb purpose built centre has excellent staff and a team of dedicated volunteers, some who have been at the Centre for many years .In recognition of all their hard work they were presented with the Queen's Award for Voluntary Service. The presentation was made in September by Her Majesty's Lord Lieutenant of Staffordshire.

Section 19

DRUGS AND DRUG TESTING

- The contract is still held by Lifeline and operates through DARS (Drug & Alcohol Rehabilitation Service) and subcontracts with Delphi Medical, who deliver medical services as required. DARS works in a holistic way, focussing on individuals, their needs and setting individual goals, working at all levels with both drugs and alcohol issues, and on a voluntary basis. They currently have a team of 10 full time members. They work closely with Delphi, who have a team of 5 lead by a Clinical Manager, regularly holding structured clinical reviews. At the end of the reporting period there are 219 prisoners on active case load. DARS have engaged with 787 prisoners; at the present time there are 84 prisoners engaged in clinical treatments and there have been a total of 227 prisoners over the year.
- DARS offer a wide range of recovery treatments for both drugs and alcohol, some of which include :
 - Recovery Champions (trained prisoners) who welcome new prisoners and outline services available as well as working with fellow prisoners to help them focus on their individual needs
 - An induction session is run by DARS for all new prisoners giving information about services available and also awareness of effects of drugs and alcohol. If the new prisoner then wants to engage in any of these services, they attend an assessment to identify their needs
 - 1:1 sessions
 - Group sessions for educational awareness of misuse and help that is available
 - 5-week recovery programme
 - 3-week alcohol recovery programme
 - SMART groups which allow prisoners to discuss various issues
 - AA sessions
 - DARS gym sessions to promote health and wellbeing

- Acupuncture sessions
 - Attending visitors sessions to promote family work around drug and alcohol issues
 - Promotional materials throughout the prison to increase awareness
- These sessions are constantly reviewed and additions made to programmes offered as and when needed.

As many issues are complex and often include mental health issues, there is a close liaison with psychiatric services.

- On release from prison, prisoners are referred to a Community team and a meeting is set up with a member of the community team, plus a member of DARS and the prisoner to ensure progress continues. Their work in this area will increase if HMP Featherstone becomes a Resettlement prison as is currently proposed. DARS are, therefore, currently drawing up lists of community contacts to ensure prisoners receive the most effective help on their release and this will be ongoing. They are also looking into the viability of chasing up Drug Intervention Programme (DIP) appointments made for prisoners on their release to see if they have kept appointments so that rehabilitation succeeds but certain issues need to be addressed in this area e.g confidentiality etc.
- DARS have worked hard in promoting awareness of effects of drug and alcohol misuse. Various leaflets and posters have been produced and circulated throughout the prison to highlight the issues involved. They sometimes call upon the prisoners themselves to design the posters so that they have a greater effect on their fellow prisoners – these are then laminated and put up throughout the prison for all to see.
- There is still a major problem with the use of psychoactive substances and synthetic cannabis (e.g Black Mamba) – this is being widely used and although there are tests now available, prisoners feel that as there is no mandatory drug testing (MDT) at the moment for such substances and minimal punitive steps can be taken, they can continue to take the substance despite its harmful effects. DARS have produced a leaflet which highlights the effects of these synthetic substances in clear, understandable terms and this has been circulated throughout the prison to prisoners and staff so that everyone is aware of the harmful effects it can have – this also allows staff to see tell-tale signs of misuse so that help can be sought if necessary at an early opportunity. The problem with these substances is that it can be cut in so many ways that the definite chemicals involved cannot be accurately determined and its properties can change day-to-day - this becomes more of an issue as no-one can ascertain how the chemicals will react with other drugs that the

prisoner may be taking.

- Recovery Champions (both full time and voluntary) also play an important role in the liaison between departments and prisoners, offering help and guidance and, more importantly, warning the prisoners of potential risks of substance misuse
- The ingress of illicit substances continues to be of concern although constant security and intelligence attempts to keep this to a minimum. Increased fencing and patrols have been introduced and the situation is continually monitored by security.
- DARS have also worked closely with the gymnasium to produce clear information for prisoners about the use, reasons for taking and effects (physical and psychological) of Steroids. Presentations have also been given at a full staff briefings to increase their awareness to the problems.
- DARS also organises events throughout the year in conjunction with other departments (e.g. gymnasium, library etc.) to get their message across. This year as part of Recovery Week, they organised an event with the gymnasium to include a challenge for around 20 of their service users, plus members from DARS & Delphi, to complete 150 miles on six machines. Certificates and wristbands given to those who completed the challenge.
- Programmes within the gymnasium and visitors' centre have been very successful for their service users and these will continue.
- The MDT team are responsible for random and frequent testing. However, with recent benchmarking etc. and reduction of staff levels through vacancies, testing has been less frequent. However, close liaison between the various departments has meant that random testing has been done when there is any suspicion of drug use. This close liaison and networking also allows a referral system to be in place so that anyone can refer a prisoner if there is a suspicion of drug use. Similarly, prisoners can refer themselves for Voluntary Drug Testing. It is important that prisoners see this as a means of help and realise that no punitive action will be taken in them seeking this help and the systems and departments involved act as a therapeutic tool to aid them in their recovery and rehabilitation.
- The Clinical Team closely monitor those on treatment and have been successful in reducing the numbers on medication to a more manageable level. Treatment programmes are closely monitored and new regimes introduced to reduce those on treatments, especially with regard to transferring prisoners from subutex to

methadone medication. It is difficult at this stage to see what effect the proposed change to a resettlement prison will have on numbers on medication as the Clinical Team may have to deal with an increase in receptions.

- The whole area of substance misuse depends on the close liaison between all departments – DARS, Delphi, Healthcare, Security, OMS, Gymnasium – and also with those attending the regular Pathway Meetings. These regular meetings ensure that all matters are monitored and issues dealt with speedily. Their aim in all cases is to motivate a prisoner in a guided way towards rehabilitation.
- The above programmes ensure prisoners are treated holistically and their individual needs are catered for to ensure rehabilitation. The Board acknowledges the high case load for these services, clinical treatments and testing and that this case load may increase in different areas as HMP Featherstone switches to a Resettlement Prison. However, all departments work closely together to encourage long term rehabilitation and their commitment should be highly commended.

Section 20

THE WORK OF THE BOARD

- 20.1 The Board has twelve Members out of a full complement of sixteen. However the numbers will fall to eleven soon due to the resignation of an experienced member.
- 20.2 The Board meets on the second Friday of each month. Each week at least one member makes a rota visit or visits while others deal with applications and CSU reviews. All members devote significant amounts of time to their Board duties, which also include attending most of the prison committees and taking additional training when the need arises.
- 20.3 The Board continually reviews its own performance, discusses working patterns and future strategies. This is very useful in keeping the board focused and maximising its performance.
- 20.4 The Board is very mindful of the diverse population in its local area which is reflected in the prison population, but regrets that it still has difficulty in recruiting from minority ethnic groups.
- 20.5 The Board appreciates the good relationship it has with Governor Butler, her senior management team and the prison staff generally whose co-operation makes its task easier.

20.6 The Board completed its Annual Team Performance Review in 2014 and the returns were analysed. The Board was described as an efficient team that fulfils its Statutory Role with a willingness to adapt where necessary. New Members felt that their induction, training and mentoring had been very good

20.7 Finally I would like to thank my Colleagues for their support and assistance. I have to commend the work done by our Clerk Mrs Helen Forrester. Board members have much appreciated her efforts.

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**Ian Marks IMB Chair 2013/2014
HMP Featherstone
November 2014**