



IMB – HMP Gartree

ANNUAL REPORT

To the Secretary of State

1st Dec 2011 – 30th Nov 2012

STATUTORY ROLE OF THE IMB

The Prisons Act 1952 and the Immigration and Asylum Act 1999 require every prison to be monitored by an independent Board appointed by the Secretary of State for Justice from members of the community in which the establishment 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 concerns 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 the prison's records.

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3. DESCRIPTION OF THE PRISON

3.1 History & Location

The prison opened in April 1966 and for most of the period it operated as a dispersal prison until 1989 when it changed its role to a Category B prison with emphasis on life sentenced prisoners. It is located 3 miles north of Market Harborough, which is equidistant from the East Midlands conurbations of Leicester and Northampton.

3.2 Style

The redeveloped layout is based upon eight wings. The original four are almost identical and consist of 4, four story blocks, forming A, B, C and D wings. The two wings, G and H. are located south of the original complex, and are much longer in length, on 2 levels. E wing holds a 12 cell Segregation Unit (Segregation and Progression Unit.) F Wing holds the GTC (Gartree Therapeutic Community and a new unit for prisoners with additional needs. In June 2012 I (Induction) Wing was opened new arrivals will spend the first few weeks in shared cells before being reallocated to other wings.

H Wing now houses the Psychological Informed Planned Environment (PIPE) section on the first floor with 35 prisoners expected to increase to over 60 by the end of its first year.

The prison has a Certified Normal Accommodation (CNA) of 707 and an operational capacity of 707 the current roll is 701.

3.3 Population

At the end of November 2012 the ethnic breakdown of prisoners was as follows:

Group	Number	Percentage of Total
Asian	75	10.7
Black	98	13.9
Mixed	23	3.3
Others	12	1.7
White British	443	63.2
White Other	50	7.2
Not Stated	0	0
Total	701	100

Since 2011 the population has increased by 40 or 4.5%, the largest increase Asian.

3.4 Staff

Staff Levels (Full time equivalent)

	2010	2011
Governor & SMT	20	18
Senior Officers	35	36
Prison Officers	182	170
Others	180	163
Total	417	387

The ratio of Prisoners to Prison Officers has increased from 3.9 in 2011 to 4.3 in 2012 an increase of 10.3%.

4. Executive Summary

4.1 Summary

The 'Perfect Storm' caused by the simultaneous effect of Fair and Sustainable, the threat of Market Testing and the necessary staff changes that follow the appointment of a new Governor has taken its toll on the staff and morale has inevitably suffered. While this, in its self, is not an issue for the IMB the possible knock on effect to prisoners most definitely is. Current areas of concern, while, in the main, quite minor, are 'straws in the wind' and may indicate problems ahead.

- Poor staff attendance and reporting at Sentence Planning Boards **(6.1)**
- Delays in cell entry at night at times of emergency **(4.3)**
- Delay in producing 'Phone Blockers' to reduce drug traffic **(6.4)**
- Possible decline in pastoral care due to staff cut backs **(6.3)**
- Censorship without reason of a prison's newspaper **(6.4)**

Much work has been done by the senior management team to address the issues of staff morale and improve communication with prisoners. The creation of a Prisoner's Council, already proven on another site, is particularly exciting. The real challenge in respect of prisoner's welfare will be the creation of meaningful industries in the workshops which will provide opportunities to learn worthwhile skills earn money and develop self-esteem.

4.2 Issues requiring attention by the Minister

The use of phone jamming 'blockers' has still not been implemented.(6.4) These have been available to the prison since March but as yet have not been issued.

The prison would benefit from illicit mobile phones not being used as without them arrangements for bringing drugs into the prison would be severely compromised as would also payments made outside the prison.

To delay this does not make sense.

Lack of support staff/reports at Sentence Planning Boards. This is the third year that we bring this to your attention and the replies from your predecessors have always been inaccurate. We monitor around 75% of all Boards undertaken and our records show poor support (6.1)

More central initiatives are required to ensure workshops offer meaningful work to enable the majority of prisoners to achieve a 37 hour week.

Grave concerns regarding the supply chain for food ingredients from contractor 3663. We have expertise on the Board in this field and can see no way that the contract may be maintained without seriously reducing both size of portions and quality of product. If this was to take place a close watch would have to be kept on nutritional and calorific values, also short deliveries are causing concern.

4.3 Issues for the Deputy Director of Custody

The process of obtaining duty manager approval before opening cell doors at night.

The latest report from the Ombudsman following the death in custody on June 16th highlights this as an on-going problem and previously has been brought to the prison's attention. Officers on duty should be encouraged to take their own initiative if they feel there is an urgent need to open a cell door. Every effort should be made to ensure this does not happen again.

Please ensure phone 'blockers' are available (6.4)

4.4 Issues for the Governor

The key issue is the morale of staff which has never been lower but we know you are addressing this issue.

The prison has suffered from four Governors in six years all with their own styles and management issues to deal with. Staff have been very resilient in trying to deliver the required changes but this year you have had to deliver a major remodelling exercise with Fair and Sustainable. On top of this you have driven the 'Market Testing' task force and we believe the staff themselves have confused both issues and see them as a threat to their careers. A period of stability and bonding should now be the priority.

Meaningful activity in the workshops. The tremendous activity generated last year by prisoners working a 37 hour week while still controlling staff costs seems to be dissipating. There is a lack of drive to sustain both these ventures.

Actual work undertaken and to grow the numbers of prisoners employed. We believe initiatives at a local level will be required to meet these needs.

The changes made in the Chaplaincy cause concern for on-going pastoral care. The level provided at Gartree has been exemplary and care should be taken that this level of service does not drop.

The process for obtaining drug reports back from the central laboratory is causing untimely delay and needs to be streamlined (6.4). Too many prisoners are refusing MDT (Mandatory Drug Testing) putting pressure on the Segregation and Protection Unit (SAPU) staff (6.4).

5 Specific Areas

5.1 Equality & Inclusion

Although the team has had a change of functional head in 2012 the Diversity Equality and Action team (DEAT) continues to expand. The seven strands have become eight with the addition of the Traveller/Gypsy/Romany representative, meetings are now every second month. Over thirty multi-cultural events have taken place. HMP Gartree is particularly strong in this area

Discrimination Incident Reporting Form (DIRF) - Report 2011/12

Report	2010	2011	2012
Staff on Prisoner	29	17	10
Prisoner on Staff	25	14	33
Staff on Staff	2	0	1
Prisoner on Prisoner	6	15	5
Other	1	1	0
Total	54	40	48

The Prisoner on Staff figures are a concern as the number had been decreasing steadily from 67 in 2009.

5.2 Education, Learning and Skills

100 learners attend courses morning and afternoon and new initiatives include the level 3 PTLL (Preparing to Teach in the Lifelong Learning Sector) which is specifically for those who wish to become classroom assistants and in addition there is a new citizenship course aimed at developing life skills.

The Art Department in Workshop 5 exhibited at Market Harborough Library and the painting and decorating tutor won the Milton Keynes Teacher of the Year award. A second achievement by two local head teachers working at Gartree was the successful introduction of the Personal Achievement Journal. In spite of the removal of uniformed officers from the classroom areas the Milton Keynes staffs have been able to cover for toilet duties and prisoner access.

5.3 Healthcare & Mental Health

The Healthcare Centre has been taken over by Leicester Primary Care Trust and while there have been few problems the Centre will be fully staffed by the New Year. Following a risk assessment no Gartree nursing support is required for the visiting consultants and GP and patients are managed on the wings unless in need of hospitalisation. Waiting times have improved especially dentistry. The opportunity for 2013 is to reduce the number of Hospital visit cancellations currently only 72.1% of appointments are fulfilled.

2011 – 2012	Nos	Percentage
Booked	852	100
Attended	615	72.2
Cancelled by Prisoner	54	6.3
Cancelled by Hospital	90	10.6
Transferred out	18	2.1
Prison cancellation	65	7.6
Various	10	1.2

5.4 Purposeful Activity including work

Sadly the 2011 initiative to achieve a 35 hour week with prisoners working through lunch breaks has slowed, even workshops 9,10 probably the most active are only employing on average less than 30 prisoners per session. The remainder of the workshops are operating well below capacity and this must be the greatest test facing HMP Gartree as levels of meaningful work and employment can be far better managed.

5.5 Safer Custody

In 2012 two prisoners died in custody, one self-inflicted and the other to be established by the coroner, one inquest has been heard and the other is due.

94 ACCT documents were opened against 128 in 2011 a reduction of 27%, 100 Violence Reduction documents were opened again less than last year (132) a reduction of 24%. Both these reductions are excellent and in addition to the efforts of staff there are now 12 listeners trained by the Samaritans plus 2 'insiders' for I Wing. There is a twelve week Methadone drug reduction programme currently with only three prisoners taking part.

5.6 Segregation

The Board attended all scheduled Continued Segregation Review Boards and 95% of 72hr reviews. Special cells were only used three times in 2012 a sharp decrease from sixteen in 2011, mechanical restraints were not used.

Adjudications totalled 568 2012 against 554 2011 an increase 2.5% probably due to a firmer approach on cell searching.

By ethnicity:

Black	White	Asian	Mixed
72	458	33	5

Adjudications analysed by the most common charge:

Offence		2012	2011	%
Possession of unauthorised article	Rule 12	177	117	+51.3
Disobeys a lawful order	Rule 21/22	169	159	+6.3
Administers a controlled drug	Rule 9	74	68	+8.8
Intentionally fails to work properly	Rule 20	61	83	-26.5
Endangers health	Rule 5	25	37	-32.4
Destroys and damages	Rule 17	16	21	-23.8
Fights	Rule 4	8	16	-50.0
Commits an assault	Rule 1	9	18	-50.0

The massive increase of unauthorised possession reflects increased effectiveness in cell searching for drugs and alcohol.

5.7 Residential Services (Catering, Kitchens & Accommodation)

Provision has been made for two 'constant watch' cells in D Wing; however the Care Suite still remains in the GTC which is not ideal. The new Induction Wing is proving to be successful.

While the kitchens are well managed the main problems in the provision of food lie with the supplier 3663 who appears to have been re-awarded a seven year contract based on their pricing which will be unsustainable as the price of meat and cereals increase over the next twelve months with the fall back in imports this might lead to a fall in quality and already staff are seeing adverse changes to prices/product sizes with little or no pre-warning. Communication with the company at prison level is poor and the whole area of food supply is a major risk for 2013. The kitchen is already experiencing shortfalls on deliveries which do not appear to be penalised.

6 Other Areas of the Prison

6.1 Sentence Planning Boards

In November 2012 a random sample of 13 Boards, attended, was analysed, the breakdown was as follows:

No of Boards Attended by IMB	11
Cancelled Boards	2
No of Induction Boards	5
Full Boards	3
Pre Parole Board	1
Home Probation Officer (HPO) attended	4
Attendance by Personal Officer	2
Reports submitted by P.O	2
Attendance by a Wing Officer	2
Attendance by Psychology	3
Reports submitted by Psychology	3
Reports submitted by Education	2

In the 2011 Annual Report we raised concerns about the lack of Personal Officer Reports when attending Sentence Planning Boards, our monitoring of these boards shows this has not improved and compromises any decision the board subsequently takes.

6.2 The Prison Officers Association

The IMB are no longer allowed to attend these meetings

6.3 The Chaplaincy

Following the termination of the employment of a Church of England chaplain there is a concern that pastoral care will suffer for the majority of prisoners.

6.4 Security

We attend most of the monthly Security meetings to determine the security issues facing HMP Gartree and how they may affect the prison population.

Security had two successful inspections during the year and an annual security audit score of 93% plus a commendation from the Information of Communications Commissioners Office which showed the prison's efficiency in monitoring communication from and to prisoners.

Excellent work by all involved. However there are concerns, for example, during most of the year Security have been awaiting phone 'Blockers' to prevent the illicit use of mobile phones which would greatly affect the drug trafficking into the prison. This is most frustrating and morale sapping for the staff and places at risk those prisoners who do not wish to be involved in drugs. The issue is brought to the Minister **(4.2)** and the Deputy Director of Custody **(4.3)**.

Too many prisoners opt to refuse to take Mandatory Drug Testing (MDT) preferring to face adjudication for disobeying an order rather than failing a test that might affect a future parole hearing, in addition, there are long delays on the return of laboratory results following cell searches again frustrating for staff.

Censorship. Recently the prisoner's newspaper Grapevine was heavily cut before printing and while it is acknowledged that the paper's content must be secure no reason was given for the deletions. It would be most helpful if guide lines were provided for the staff supervisor, which would obviate the need for blunt censorship. We acknowledge the need for editing but feel it should be done with more sympathy.

7. The work of the Independent Monitoring Board

7.1

BOARD STATISTICS	
Recommended Complement of Board Members	15
Number of Board Members at the start of the reporting period	13
Number of Board members at the end of the reporting period	12
Number of new members joining within the reporting period	4
Number of members leaving within the reporting period	5
Total number of Board meetings during the reporting period	12
Total number of visits to the Establishment	697
Total number of segregation reviews held	80
Number of segregation reviews attended	71
Number of Night Visits	2

The total number of visits 697 would appear to be down on 2011/12 (712) by 2.1%

7.2 IMB APPLICATIONS

Code	Subject	2009	2010	2011	2012
A	Accommodation	2	11	5	9
B	Adjudications	1	7	6	1
C	Equality & Diversity (incl Religion)	3	3	0	10
D	Education, Employment , Trg, IEP	11	11	6	21
E1	Family visits, Mail & Phone	9	7	7	8
E2	Finance/pay	**	**	**	7
F	Food/Kitchen related	6	5	6	6
G	Health related	10	4	7	17
H1	Property (current establishment)				14
H2	Property (during transfer/in another establishment)	39**	30**	38**	12
H3	Canteen, facilities, Catalogue shopping, Argos	**	**	**	5
I	Sentence related (Inc. release re-cat etc.)	38	22	10	19
J	Staff/Prisoner concerns re-bullying	20	15	16	12
K	Transfers	13	9	7	7
L	Miscellaneous	32	29	39	9****
	Total number of IMB applications	184	158	146	157
	Of total: number of IMB Confidential Access was	n/a	n/a	n/a	35

**In years 2009 – 2011 Finance, Pay, Canteen, Facilities and Property (current establishment) have been included under the single heading Property/Money

Code L Miscellaneous. It appears that a large number of applications have been incorrectly coded, a revisit of the items in this category for 2012 reflects the fall in numbers.

The increase in applications 2012 Category D reflects Incentives and Earned Privileges (IEPs) which in previous years were categorised as sentence related or miscellaneous.

The increase in health applications relate to queries over attendance by the dentist (there were some initial issues) and queries over medication.