



HMP Grendon

Annual Report

2012

Section 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 Home Secretary from members of the community in which the prison or centre is situated.

The Board is specifically charged to:

- (1) Satisfy itself as to the humane and just treatment of those held in custody within its prison and the range and adequacy of the programmes preparing them for release.
- (2) Inform promptly the Secretary of State, or any official to whom he has delegated authority as it judges appropriate, any concern it has.
- (3) Report annually to the Secretary of State on how well the prison has met the standards and requirements placed on it and what impact these have on those in its custody.

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

Section 2

CONTENTS	Page
Section 3 - Description of the Prison	4
Section 4 – Executive Summary	5
Issues of Excellence	6
Significant Events	6
Section 5 – Obligatory Reports	7
Diversity	7
Healthcare	7-8
Security	8
Drug Strategy	9
Segregation Units	9
Safer Custody	9-10
ACCTs	10
Catering	10
Section 6 – Other Areas	11
Population of the Therapy Communities	11
Section 7 – Work of the Board	12-13

Section 3

DESCRIPTION OF THE PRISON

- 3.1 HMP Grendon was opened in 1962 and was designed from the outset specifically to provide therapy for prisoners with anti-social personality disorders. Although its facilities have fluctuated over the years it remains the only prison in the UK to be exclusively therapeutic and as such Grendon's reputation has spread worldwide.
- 3.2 Grendon houses up to 230 male prisoners in category B secure conditions and follows the principles of therapeutic communities across its six wings. Each wing contains approximately forty men, except an assessment wing, holding approximately 25 men, which prepares new prisoners for therapy.
- 3.3 Prisoners volunteer to come to Grendon and must pass several entrance requirements including being free of drug or drink addictions.
- 3.4 Group therapy is aided by a multi-disciplinary group of staff, working together with the prisoners. The process of therapy requires considerable commitment from the prisoners and a minimum stay of two years is recommended.
- 3.5 HMP Grendon is jointly managed with HMP Springhill, a category D open prison located on adjoining property. Although sharing a number of common services and therefore able to share some staff, Springhill and Grendon operate as separate units and exist for very different purposes.
- 3.6 Healthcare is provided by Care UK under contract with the local PCT. Nurse clinics include Wellman, Diabetes, Asthma and Immunisations. There are visiting Podiatry and Physiotherapy services.

A Mental Health InReach service is provided by Oxford and Bucks Mental Health Trust.

There are Dental and Optician services providing regular clinics.
- 3.7 A drug and alcohol intervention service contract was awarded to Inclusion during 2012.
- 3.7 Education was provided by Manchester College until September 2012 when the contract was awarded to Milton Keynes College.

Section 4

EXECUTIVE SUMMARY

- 4.1 The Independent Monitoring Board for Grendon (the 'Board') continues to be impressed with the general standard of welfare provided for prisoners in Grendon. This standard has been largely maintained despite the gradual but continual cut to its budget year on year, leading to greater efficiencies but also cuts in staff and facilities. The Board recognises that this is due to an overall commitment from all the staff to provide the therapeutic regime for the prisoners, which perhaps goes beyond normal duty.
- 4.2 2012 was the first year with Jamie Bennett as Governor and Laura Sapwell as Deputy Governor of the prison. No large changes were made to the running of the prison but preparing for the Fair and Sustainable regime, which was introduced to the prison service nationally, took up a significant proportion of the management's time.
- 4.3 There were no problems that the Board felt were of immediate concern but there were issues to which it would like to draw attention.
- 4.3.1 Security. Although the prison continues to be generally safe and secure the Board noted that there was more than one instance of drugs being used in the prison and a mobile phone was found and suspected of being used on one wing. There were also a number of key compromises throughout the year (see 5.3).
- 4.3.2 Changing population. Entrance to Grendon remains voluntary but there appear to be a number of prisoners who are encouraged to come to this prison as part of their sentence plan. There was some evidence that these prisoners were less committed and may be more disruptive. (See 6.1.3)
- 4.3.3 'Fair and Sustainable'. The Board felt that although the movement towards implementing the Fair and Sustainable working practices has so far been handled by staff and management in a practical and amicable manner, it has inevitably produced fears and tensions in all who are affected by it. As it will not be fully 'live' until April it remains to be seen how this will translate into a harmonious and efficient regime.
- 4.3.4 Transferring prisoners out of the prison. This has been a long-standing problem where prisoners, whether having finished their work at Grendon or wanting to be removed for whatever reason, have to wait for protracted periods to do so. This wait, sometimes for over a year, can lead to disillusionment, boredom and disruption. (See 6.1.1)
- 4.3.5 Catering. The national contract with 3663 was renewed in 2012 but the quality of food continues to be a concern. Additionally the deliveries are often wrong or have missing items, causing unnecessary extra work for the catering staff. (See 5.7)
- 4.3.6 Cleanliness of the Healthcare Centre. Despite a 'deep clean' in the middle of 2012 the level of cleanliness was not satisfactory. (See 5.2.4)

ISSUES OF EXCELLENCE

- 4.4 Education. Significant strides have been made to improve both the number of courses on offer and providing it at times when the prisoners are more likely to be able to take advantage of them.
- 4.5 Diversity. As noted in the last annual report the Diversity Manager was moved out of the prison but both the prisoners and the staff have managed to maintain high standards in this area.
- 4.6 Library. Moving the library to its new premises caused some disruption but it is now operating with new librarians and more books and DVDs and has been more used by the prisoners.
- 4.7 Marketing. Grendon has sometimes suffered from low numbers but there has been a concerted effort to improve its profile throughout other prisons leading to a waiting list.

SIGNIFICANT EVENTS

- 4.8 The man accused of causing the death in custody of a prisoner in August 2010 at Grendon has decided to appeal and therefore this continues to affect some staff and prisoners. The Ombudsman's review will not take place until the appeal is concluded.

Section 5

OBLIGATORY REPORTS

5.1 Diversity

- 5.1.1 As reported in the annual report last year the post of Manager in charge of Diversity in Grendon was scrapped at the end of 2011. Instead the staff as a whole are being trained in Diversity matters and it is the intention that everybody takes responsibility for this area rather than referring to one manager.
- 5.1.2 Meetings are held monthly with the Governor and PrEMs (Prisoner Equality Mentors) and a DEAT (Diversity Ethnic Action Team) meeting takes place every quarter leading to the publishing of a DEAP (Diversity Ethnic Action Plan). Smart monitoring statistics are collected and published monthly which follow eight mandatory monitoring elements such as adjudications proven and dismissed, ROTLs, IEPs etc, watching for any ethnic/race related biases. No significant biases have been shown.
- 5.1.3 The number of racial and diversity reports filed in 2012 increased slightly from the previous year, mostly prisoner to prisoner related and, as with 2011, was seen less as a serious endemic problem in the prison and more as the success of the PrEMs and staff in getting people to be more aware of incidents and having more confidence in the reporting system than was previously the case.
- 5.1.4 Grendon holds a lower than average population of BME prisoners and according to the prison figures it stands at approximately 21% (compared to 26% nationally). The proportion of BME staff is lower still and has been identified for some time as an area needing attention.
- 5.1.5 A number of BME events are held in the prison each year, some annual, e.g. Ramadan, Eid, Buddhist festival etc, and others one-off such as Haille Selassie's Birthday, Disability Awareness Month and the Anne Frank Exhibition.
- 5.1.6 The Catering department have regular special meals for different ethnic groups in the prison as well as meeting the day to day dietary needs of different religious groups.
- 5.1.7 Most mainstream religions are represented by relevant chaplains or visiting chaplains who are available and take services regularly.
- 5.1.8 In summary Diversity and Racial issues, which are already at a low level, appear to be dealt with effectively in Grendon. An audit in February 2012 gave a Green score for this area and the IMB would generally agree with this accreditation.

5.2 Healthcare

- 5.2.1 The Board is happy to report that, compared to previous years, (see particularly IMB Grendon report for 2011) improvements have been made this year. Communications between the various bodies who are involved in the provision of healthcare have greatly improved.
- 5.2.2 There are now regular monthly contract meetings, chaired by the PCT, to monitor all the services that they commission which has succeeded in improving all the services provided. The IMB monitor all these meetings.

- 5.2.3 Care UK has worked hard to improve its services. Its workforce has stabilised and it has employed two practitioner nurses who are able to hold clinics and prescribe when needed. One nurse was awarded a national award after being commended by prisoners at Grendon. Complaints have been significantly reduced and Care UK is now responding promptly to any complaints. Nurses go regularly to the wings, have meetings with the Therapists and attend a monthly reps meeting with the men.
- 5.2.4 The cleanliness of the Healthcare centre continues to be a concern. The PCT conducted an infection control action plan which the prison was slow to respond to. The prison employed an outside firm to carry out a deep clean of the centre, but this was recognised by all concerned as being to an unsatisfactory standard. By the end of the year plans to refurbish the healthcare centre had been formulated to be carried out in early 2013.
- 5.2.5 Dental Practice. The dental services run by Haddenham Dental have greatly improved in the year. The newly refurbished dental suite is a great success. All new prisoners are now seen on admission to the prison, the waiting list times are reduced and all emergencies are seen the same day if possible.
- 5.2.6 Pharmacy. Lloyds Pharmacy is providing a reasonable service and the communication with Care UK has been greatly improved although there have been difficulties with deliveries. Lost or illegible prescriptions written on faxes have been eliminated by being written up on a computer system (SystemOne).

5.3 Security

- 5.3.1 The effective management of security at Grendon is crucial to maintaining the safe environment in which therapy can take place. Security is supportive of the therapeutic process and wing and therapy staff is present at, and contributes to, security meetings.
- 5.3.2 While it is important that security maintains a balanced position, supporting but not intruding upon therapy, the Board is concerned that there have been significant lapses in security in 2012 which have undermined the work of the therapeutic communities. In late 2012 a mobile phone as well as Class A drugs were found in one community. These had caused serious disruption in the therapeutic process on that community. The further presence of mobile phones on the wings was still suspected/indicated at the end of the year.
- 5.3.3 There has been improvement over the situation cited in 2011 in the control of prescription drugs achieved by the close working of the Security Department, wing staff and Healthcare staff.
- 5.3.4 While the responsibility for mandatory drug testing was delegated entirely to security in 2012, the lack of an overall drug strategy and a drug strategy team, the lack of compliance testing, and the loss of the onsite drugs dogs, especially during visits, can all be seen as contributory factors in the resulting breaches of security surrounding drugs in the prison.
- 5.3.5 There was also a significant rise in key lock compromises and similar security breaches in 2012.

5.4 Drug Strategy

- 5.4.1 Drug issues are more limited at Grendon than at other Category B prisons as men commit to being drug-free as part of their therapy. Incidence of failed drug tests is low. Failure will prompt a commitment vote on the Wing and will usually result in the man leaving the prison.
- 5.4.2 Issues relating to drug misuse including prescription drugs were handled by a combination of security, wing, therapy, healthcare and drug support staff. However the lack of a dedicated drug strategy team inevitably led to some lack of integration of all of these areas with respect to communication and implementation of drug policies and support of prisoners. The Board is pleased that this has been recognized by senior management and will be rectified in 2013. This may allow for the resumption of some compliance testing, as well as a better integration of the mandatory drug testing undertaken by Security.
- 5.4.3 All men arriving on the induction wing have access to a DART worker. The Grendon Drug Sub Group continues monthly meetings with representatives from each wing participating to discuss drug related issues in the prison.
- 5.4.4 There was a greater awareness developed through the year of lack of information on drug histories for men arriving at Grendon and the risks this posed. There was also greater communication developed with respect to the prescriptions being provided through the mental health in-reach teams, in addition to better control of gym use by prisoners on prescription medication.
- 5.4.5 The new drug support services contract between the PCT and Inclusion, the new services provider, came into effect in 2012. However delivery of new services will not be realized until 2013 under the terms of the contract.

5.5 Segregation Units

- 5.5.1 Grendon does not have a segregation unit. Any need for such a facility involves the transfer of the inmate to Bullingdon.
- 5.5.2 It should be noted that Grendon facilities have been used as an effective short term "segregation unit" for prisoners at Springhill who are "lodged" on Grendon wings pending removal to other prisons. The Board is concerned that it is not always notified when these lodgers are sent to Grendon.

5.6 Safer Custody

- 5.6.1 Grendon has continued to have a high level of commitment to all aspects of safer custody. Supported by management, staff and prisoner representatives, safer custody is well managed and co-ordinated.
- 5.6.2 The prisoner representatives are becoming progressively more involved and are being given training to help them contribute positively to the overall safety of the prison.
- 5.6.3 Healthcare also now works much more closely with safer custody management and plays a full part in Safer Custody meetings.
- 5.6.4 The Safer custody meetings are well organised with good reporting and regular attendance. The staff displays a high level of commitment to Safer Custody.

Monitoring fairness and respect for people in custody

5.6.5 Bullying. Grendon continues to be a safe establishment with a low incidence of bullying. A total of 7 Bullying documents were opened in the year with 7 perpetrators and 7 victims. However there were only 5 bullying incidents in the year involving 16 perpetrators and 6 victims - one incident alone involved 12 perpetrators and 3 victims.

5.7 ACCTs

5.7.1 ACCTs procedures and documents are well controlled and closely monitored with training sessions taking place throughout the year. Staffs continues to deal well and sympathetically with these issues among the difficult population at Grendon.

5.7.2 A total of 55 ACCT documents were opened in 2012 (for 37 prisoners) which is one more than last year.

5.7.3 A breakdown of ACCT documents opened on each wing is as follows:

	2012	2011
A Wing	13 (7 prisoners)	9 (6 prisoners)
B Wing	5 (4)	9 (5)
C Wing	12 (7)	7 (6)
D Wing	6 (6)	7 (5)
F Wing	11 (9)	11 (8)
G Wing	<u>8 (4)</u>	<u>11 (6)</u>
TOTAL	<u>55 (37)</u>	<u>54 (36)</u>

5.7.4 Use of Safer Custody Cells in 2012:
17 Safer Custody Cells were used (8 last year) and there were 16 constant watches (6 last year). No particular reasons have been given for this increase in numbers.

5.8 Catering

5.8.1 As reported last year, the Board is concerned about the centralised buying of food, especially meat, which is sometimes of very poor quality. It remains a widely held belief that the costs are higher than if the prison were able to source food locally and independently.

5.8.2 The lack of accuracy in fulfilling the food orders has also continued to be a source of extra work and irritation to the catering staff. Sometimes the wrong food is supplied and at others the wrong quantities. There appears to be a very poor feedback mechanism within 3663 as, despite numerous complaints from Grendon, the service level does not improve.

5.8.3 Despite these difficulties, the staff should be praised for maintaining a high standard of catering which is often commented on favourably by the prisoners.

Section 6

OTHER AREAS

6.1 Population of the Therapy Communities

- 6.1.1 Although the number of prisoners who were considered 'out of therapy' – present on the wings but not partaking in therapy – was less than the previous year, the Board continues to be concerned. Having these men on the wings, sometimes for many months, inevitably has a disruptive influence on the regime.
- 6.1.2 The Board was pleased that the Governor addressed this to some extent in 2012 by entering into a strong relationship with HMP Kingston to enable a faster transfer time if this were deemed a suitable destination. However Kingston has now closed.
- 6.1.3 The Board felt there is some evidence (although anecdotal) that prisoners are being encouraged to come to Grendon as part of their sentencing plans. If true it would seem to go against the voluntary principle of entry to this therapeutic prison, leading to the possibility that these men were less committed and therefore more disruptive to the community.

Section 7

THE WORK OF THE BOARD

7.1 Members of the Board attended meetings throughout the year across the following subjects:

- Therapy
- Healthcare and PCT
- Grendon Ops
- Security
- Inter wing
- Wing meetings
- Catering
- Drug Strategy
- Diversity
- Induction of new staff
- Social events
- Visits
- POA
- Training
- Safer Custody

7.2 Prisons visited/hosted

7.2.1 In 2012 members of the Board visited Gartree prison in March and hosted a visit from the same prison in September.

7.3 External training/conferences

7.3.1 Members of the Board have attended the following external training courses:

- C & R training
- T-CAT training

7.3.2 The IMB Conference was attended by 2 members

7.4 Internal training

7.4.1 Members of the Board have had 9 training mornings in 2012 when talks from various departments in the prisons were given. The Board is grateful for the time and effort given by those members of the prison staff that gave these informative talks.

7.5 Appointments

7.5.1 During the year a new Chair (Margaret Cripps) and Vice Chair (Huxley Cowen) were appointed, their tenure to start at the beginning of 2013. Roy Hawley was elected to continue as BDO and Keith Hutchinson as Information Officer.

7.6 Board Statistics

BOARD STATISTICS - GRENDON	
Recommended Complement of Board Members	15
Number of Board members at the start of the reporting period	10
Number of Board members at the end of the reporting period	13
Number of new members joining within the reporting period	7
Number of members leaving within the reporting period	4
Total number of board meetings during reporting period	12
Average number of attendances at Board meetings during reporting period	10

7.7 Applications

7.7.1 Because the methodology of a Therapeutic community is to allow the members address their own problems in the first instance, the number of applications is low compared to other prisons.

APPLICATIONS BY SUBJECT	2012	2011
Accommodation	1	5
Diversity related	-	2
Food kitchen related/Canteen	-	4
Health related	2	16
Property/money	4	3
Sentence related	-	1
Transfers	4	6
Education	1	-
Confidential	1	-
Discipline	3	-
Therapy	2	-
Miscellaneous	4	3
Total	22	40

I would like to take this opportunity to thank all members of the Grendon Board and our IMB clerk for their hard work and support over the last 12 months.

Louise Hammond
IMB Chair, Grendon