



HMP/YOI Littlehey

Independent Monitoring Board

Annual Report

February 2012 – January 2013

Statutory Role of the IMB

The Prison Act 1952 requires 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 prison is situated.

The Board is specifically charged to:

1. Satisfy itself as to the humane and just treatment of those held in custody within the 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, of 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, every part of the prison and also the prison records.

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1. Description of the Prison

HMP/YOI Littlehey is a Category C (Cat C) male training prison and a Young Offender Institution (YOI) for 18 – 21 year old males, located near Grafham Water in Cambridgeshire. The Cat C prison opened in 1988 as an integrated sex offender prison and the YOI opened in February 2010.

- 1.1 The operational capacity of the Cat C prison is 726 (compared to a CNA of 663). The Cat C side has four main wings A – D and an Induction wing holding 99 prisoners in double cells. There is also one constant observation cell on this wing. There are two further enhanced wings housing prisoners who are looking to move to open conditions on release. There is also a drug rehabilitation wing. There are currently 77 single cells adapted for dual occupancy.
- 1.2 The residential accommodation is supported by a kitchen, healthcare centre, education and workshops and a gymnasium.
- 1.3 Currently the Cat C population comprises 37 nationalities with 33 languages spoken.
- 1.4 The operational capacity of the YOI is 480. The YOI has not been at full capacity during the reporting year and has had a temporary operational capacity of 420. The highest capacity during the year was 466, but due to on-going floor refurbishment on two of the wings, the average for the year has been 433.
- 1.5 The YOI consists of four accommodation blocks, supported by an education block, vocational training workshops, a gymnasium, kitchen, healthcare centre and basketball court.
- 1.6 The YOI currently comprises 33 nationalities with 31 languages spoken.
- 1.7 Shared facilities for both prisons consist of: a reception area, clothing exchange, an all-weather sports pitch and the visits hall.
- 1.8 The co-ordinating Church of England Chaplain is supported by a further four Chaplains in the prison as well as visiting Chaplains. Facilities are provided for, amongst others, Catholic, Free Church, Muslim, Hindu, Sikh, Jewish, Quaker, Mormon, Jehovah Witness, and Pagan prisoners. The chaplaincy organizes volunteers from Christians against Poverty, Prison Fellowship, and prison visitors to come into the Prison.
- 1.9 The prison is categorised as a level 2 for healthcare and Cambridgeshire Primary Care Trust provided healthcare services and drugs strategy up until April 2013. Mental Health In Reach services are provided by the Peterborough and Cambridgeshire NHS Foundation Trust. Drug and Alcohol Treatment was transferred from CARATS and Rapt to Cambridgeshire Inclusion (a specialist directorate of South Staffordshire and Shropshire NHS Foundation Trust) in July 2012.
- 1.10 The new OLASS 4 contract meant that Milton Keynes College handed over education and vocational training services across both the Cat C and the YOI to A4e in November. Tribal (now the Careers Advisory Service) and NACRO provide resettlement services.
- 1.11 The Visitor Centre is located outside the prison and is run by the Ormiston Trust. The dedicated staff and volunteers provide the booking line, as well as refreshments in the Visitor Centre and the Visits Hall. Visits are six days a week, with morning and afternoon sessions alternating between YOI and Cat C prisoners.

2. Executive Summary

The IMB Littlehey thanks the Minister, NOMs and the PCT for their replies to the Annual Report last year. However, the Board is disappointed that issues from last year's report still need to be raised again this year. Namely;

- The issue of inferior building quality due to lack of specification is still ongoing.
- The lack of purposeful activity is still a cause of concern when one third of the Young Offenders are sitting idle during the day and up to a quarter of Cat C prisoners.
- The Prison is tasked with prioritising appropriate interventions and services for ISPs (Commissioning intention 6c). The Board draw the reader's attention, once again, to Prisoner X, who is an elderly gentleman with memory loss who is now **four** years over tariff. Prisoner X is still waiting for his Offender Manager to find a suitable resolution in order that he can be released.
- The Board continues to find the doubling up of cells designed for one to be unacceptable. The Board raises this concern with the Minister every year. HMIP have also raised this as a serious concern. 30% of HMP Littlehey's Cat C population are over 50 years old. The Board finds the idea of a 70 year old climbing into a top bunk deplorable.
- For yet another year the Board has been concerned about the redeployment of officers from the OMU with the consequence of a continued backlog in OASys reporting. Currently, 169 reports are outstanding. The processing of parole reports, Home Detention Curfew (HDC), Cat D applications and Release on Temporary Licence (ROTL) have all been delayed. These delays have led to prisoners not being able to move to open conditions to progress their sentence plans, delays in young offenders being released under HDC and have caused a great deal of anxiety and frustration by prisoners not being able to easily access their offender manager/supervisor to ask questions about their release and resettlement. This is the main reason why YO's want to see the IMB.

Like all prisons, HMP Littlehey has had quite an unsettled year in 2012, with many changes. These include changes in contractors for GP Services, drug treatment services and education supplier. There have been numerous staffing changes due to the closure of Wellingborough prison, the Voluntary Early Departure Scheme (VEDS) and then the preparation of Fair and Sustainable. These changes caused disruption and were unsettling. The Board notes that in the preparation of this report, changes in staffing meant there were some difficulties in obtaining information. The Prison creates huge amounts of data, but we have been unable to find a central management report for each function, which means there is a lack of continuous and consistent key management information which all staff could access. The Board welcomes the post of Performance Manager to oversee management reporting.

The change in GP Service took far longer than anticipated which meant using locums, many of whom had no experience of working in prisons. The change of drug treatment service meant moving away from the abstinence programme and a new way of operating. The education handover was due for August 2012. Due to a delay in awarding the contract it did not actually happen until November 2012, and then a manager was not appointed until January 2013. The end result has been a substantial reduction in the number of activity hours across both the Cat C and the YOI and no increase in the number of hours being planned. At the time of writing the education facility is

critically understaffed, with classes being cancelled for a variety of reasons, which is further exacerbating the lack of activity, especially for the YO's.

The Board would like to observe the increasingly challenging role faced by the Governor with regards to supplier accountability through third party providers. The Board notes how deficiencies of service by external suppliers add considerable strain on staff and resources within the Prison. This, combined with on-going budget cuts, (especially driven through the benchmarking programme), means that the Governor will have to deliver more for less. The Board hopes that account will be taken of the very specific needs of the HMP Littlehey population: young men, sex offenders, and 30% of the Cat C prison population aged over 50.

When HMP Littlehey cat C has approximately 600 men whose index offence is of a sexual nature, the Board is concerned that only 48 currently receive any form of sex offence treatment programme intervention in the year. There is only the core and rolling SOTP delivered. This figure will be significantly reduced when the rolling programme is withdrawn. There is still no national programme to motivate those prisoners in denial of their offence.

Commissioning intentions state that staff should have the ability and willingness to deal with legitimate questions and requests regarding day to day ad hoc requests from prisoners. The Board notes that the Personal Officer Scheme is not working as well as it could in answering these requests. Also, the IMB regularly sees, through its application process, the mental frustration and distress being caused to prisoners because of a lack of communication from their Offender Managers' and Supervisors.

On a more positive side the Board is happy to report that assaults and use of force have decreased year on year. This reflects the on going positive relationships staff have with the YOI prisoners, and some good consistent work from the wing personnel. This improvement in safety was also reflected in the MPQL which was undertaken in April 2012 and scored highly against YOI comparators for prison safety, conditions, humanity and care for the vulnerable.

Some YOIs on ROTL have been involved in community service, such as clearing the school grounds at Kimbolton. The Board is pleased to see the Prison organizing such activities, and prisoners engaging with the local community. The gym staff must be commended for their energy and enthusiasm. In addition to an internal Olympic competition during the London games, they implemented the cycle repair shop after the Governor had introduced this in conjunction with the local police. This is providing real work for the YOIs with a positive result in providing reconditioned bikes for the needy.

Although not in the reporting year, the Board feels duty bound to comment on how the National Policy of Fair and Sustainable has been implemented within the Prison. Every Board member has found it disappointing how a public sector employer can treat staff in such an impersonal way. This has led to very low staff morale during the reporting year. The Board appreciates that the senior management team spent a lot of time in holding surgeries and team briefings as well as sending regular e-mail updates. Despite this, the Board came across staff who felt confused, unsettled, and ultimately extremely dissatisfied about what was happening. The Board were told about cases where non operational staff learned first about their new role from the intranet or other staff members, rather than from their line manager. The Board observed a lack of handover and training for these staff in new roles. In addition, the Board feels compelled to comment on how the position of Catering Senior Officer has been lost in the implementation of Fair and Sustainable. This is a classic case of where the budget has been valued above an individual's exemplary contribution, and where years of experience and impeccable food delivery have been lost.

2.1. Questions for the Minister

- 2.1.1 During the reporting year, the average YO population has been 433, when operational capacity should be 480 prisoners. This has been because of ongoing refurbishment work to the Wings, which are only three years old. If the Minister refers back to the IMB's 2011 and 2012 reports, he will see that the Board highlighted their concerns regarding the poor build specification and quality. The Board ask yet again, what lessons have been learnt following the NOMS Estate Project Delivery Unit's Report on the post project evaluation? How have procedures been updated and changed given future planned new buildings across the prison estate?
- 2.1.2 The IMB would like to highlight, yet again, the number of ISP's in the system and lack of proper procedures for those who do not fit the 'normal pattern'. Two years ago we highlighted the case of Prisoner X who is an elderly man with some memory deterioration. He has not been accepted onto any Offender Behaviour Programmes as psychologists found that his failing short term memory meant he did not retain enough information to ensure his success on any programme undertaken. However, until he has completed a suitable programme (such as SOTP), he is not deemed to have reduced his risk sufficiently for release. He has now been waiting for **four** years whilst his Offender Manager finds a solution that all parties can agree is acceptable. Would the Minister like to comment on this?
- 2.1.3 Last year the IMB wanted to know what was being done to increase the number of prisoners in rehabilitation through sex offender treatment programmes. The Minister responded by saying that NOMS were developing a new set of treatment programmes for those in denial of their offence, and also a new motivational training package. We have yet to see the implementation of these courses. Can the Minister update the Board on developments?
- 2.1.4 The Board continues to find the doubling up of cells designed for one to be unacceptable. HMIP have also raised this as a serious concern. 30% of HMP Littlehey's Cat C population are over 50 years old. The idea of a 70 plus year old climbing into a top bunk is unacceptable. The Board are aware of spaces within the prison estate, e.g. HMP Peterborough and the opening of HMP Thameside and HMP Oakwood. When will the Minister put an end to the indecent practice of doubling up single cells?
- 2.1.5 Care of the rapidly expanding older population is a cause for great concern. Whilst appreciating that HMP Littlehey now has a much needed palliative care suite, will the Minister be encouraging more requests for release on medical or compassionate grounds rather than more resource being put into palliative care suites within prisons?

2.2. Questions for the Chief Executive, NOMS

- 2.2.1 Given that HMP Littlehey is one of the main sex offender prisons in the country, what is the strategy for managing the overall sex offender population in prison? How does HMP Littlehey fit into this strategy?
- 2.2.2 Last year NOM's informed the IMB that there were no specific transitions or interventions in place for the 18 – 21 year old age group. In addition, this age group is not included in the Government's latest consultation Transforming Youth Custody – putting education at the heart of detention. Given that this is the highest re-offending age group, what is NOM's

strategy for reducing re-offending in this cohort? What is the evidence for continuing to hold young people of this age as a separate group?

- 2.2.3 The aging profile of prisoners at HMP Littlehey Cat C warrants specialist attention. The lead role is currently undertaken by the Disability Liaison Officer, when he is not redeployed. The role of Disability Liaison Officer is set to be merged into that of an Equalities Officer. There is a 40% increase of prisoners within the 65 to 84 year old age group year on year. Prisons like HMP Littlehey are not designed for the needs of an older population. In addition, the Prison has very little, if any, support from social services. Strategically, how is NOMS addressing the older prisoner population?
- 2.2.4 Money for the setting up of a print workshop was given by NOMS to HMP Littlehey and also other prisons, on the basis of an agreed outside printing contract to keep the workshops busy. During the reporting year the print workshop remained idle as the national contract did not materialise. Why did NOMS fund the setting up of a print workshop before a signed commitment was in place? The Prison is now having to go out and find its own printing contracts in order to utilise the equipment. Have NOMS changed their processes as a result of this failure to deliver?
- 2.2.5 Does NOMS have any evidence that by assessing an individual prisoner twice, (for sex offenders using RM2000 on top of OGRS) and by using different scales, that this makes any difference to an offenders sentence plan and his reoffending?
(See Commissioning Intention 6b)
- 2.2.6 The Board has been shocked to see how staff, especially non operational staff have been treated during the changes resulting from Fair and Sustainable. Will NOMS be undertaking a national staff feedback survey from the recent Fair and Sustainable management of change, in order to improve any future change management processes?

2.3 Questions for A4e

- 2.3.1 Under OLASS 4 the Board is concerned that education cannot be given to those young offenders who are in Segregation. Why are you stopping the prisoner's education programme based on his location?
- 2.3.2 Where a prisoner has expressed a desire to further his education through GCSEs, will you, as the education provider, support him in this?

3. Issues for the Governor

- 3.1 The Board has been told by some Prison Officers that they have no time to undertake Personal Officer work dealing with the ad hoc prisoners queries. The Board has also been informed by numerous prisoners that they do not know who their Personal Officer is. The scheme is clearly not working. Does the Governor not agree that, given the Commissioning Intention of effective work with prisoners, that the Personal Officer scheme should be at the heart of this and if so how will it be delivered operationally?
- 3.2 The Board has witnessed inconsistencies in Incentives and Earned Privileges across the YOI wings. The Board appreciates that a review was recently undertaken and will monitor its implementation across the wings.
- 3.3 The Board were given a set of figures from YOI adjudications which show 130 (52 suspended) for Cellular Confinement (CC). This indicates an increase of 66% year on year. The Board now understands that there is not just one set of figures. Will the Governor comment on whether there is actually an increase year on year of 66% for YO CC or is the problem with the reporting?
- 3.4 The Board feels that there should be a higher quality of response to request and complaint forms. The Board is concerned that the same person answers both Comp 1 and Comp 1A request and complaint forms. The Governor has reviewed the process and has delegated quality assurance to a senior manager. The Board will be monitoring to see that there are improvements in the quality of response and the overall process.
- 3.5 Over the reporting year an average of 218 man hours has been lost in the OMU every month through staff redeployment. Impacts can be evidenced by the fact that 169 prisoners have no up to date sentence plan. In addition, as a result of this backlog Cat D moves have been missed, release on temporary license (ROTLs) delayed, and Parole Boards postponed. The Board was reassured in July 2012 that the OMU would be ring fenced against redeployment. This has clearly not happened. Would the Governor like to comment?
- 3.6 Good examples of timeliness need to be set by staff to prisoners. The Board has numerous examples where staff have arrived late for meetings and reviews. What does the Governor intend to do to change the culture and imbue a positive attitude to timeliness?
- 3.7 The YOI Forum has been disappointing throughout the year. It has been delayed, rearranged at short notice and cancelled on occasion. Understandably there has been variable support from other departments. Wing reps have been unable to fulfill their role. What does the Governor intend to do in order to give this meeting higher priority?
- 3.8 The presence of rats in the estate continues to be a problem. What alternatives to poison are being looked at to reduce the rat population?

4. Highlights of the Prison

- 4.1 The Measuring Quality of Prisoner Life (MQPL) research took place at HMP Littlehey in April 2012. Overall both prisons came out well from the surveys. The Cat C was in the upper quartile compared against other Cat C Training Prisons. The YOI came in the top three of eleven YOIs.
- 4.2 Some YOs on ROTL have been involved in community service, such as clearing the school grounds at Kimbolton. The Board is pleased to see the Prison organizing such activities, and prisoners engaging with the local community.
- 4.3 The gym staff must be commended for their energy and enthusiasm. In addition to an internal Olympic competition during the London games, they implemented the cycle repair shop introduced by the Governor in conjunction with the local police. This is providing real work for the YOs with a positive result in providing reconditioned bikes for the needy.
- 4.4 After much involvement by the IMB, the Board was delighted to see that the pan roller in bricklaying was eventually installed and we can see that it has made a big difference.
- 4.5 A scheme for Health Champions in the YOI has been established and has achieved improvements in missed appointments and an increase in attendance at health related courses.
- 4.6 The Duke of Edinburgh scheme continues to thrive. The Prison staff involved have been exemplary in their commitment and energy and in providing ongoing leadership to enable young men to have new and challenging positive experiences.
- 4.7 The Barbers workshop finally opened this year. It is an upbeat and lively environment for the young men to learn their skill.
- 4.8 The Board is pleased to see a 30% decrease year on year in the use of force in the YOI, which reflects the ongoing improvements in staff / prisoner relationships.
- 4.9 The Governor and the PCT got to grips with the issue of palliative care within the prison. A palliative care suite received funding approval and building has started.
- 4.10 We commend the Prison for supporting and encouraging a prisoner who had the idea of turning wasteland next to E Wing into a memorial garden.
- 4.11 The Board saw that when one Governor from each side of the Prison was given responsibility for the continuity of care of prisoners in segregation, there were better outcomes for those difficult prisoners.
- 4.12 The Board would like to credit the kitchen for its continued endeavor to produce good quality food on a limited budget. We especially commend them for research and production of appropriate food in celebrating Black History Month. The food was very well received by the prisoners.

5. Mandatory Reports

5.1 Safer Custody

5.1.1 General

Safer Custody achieved a 'Green' in the Safer Custody Audit which took place in October 2012.

Currently there are 4 Listeners on the Cat C side. The Samaritans team has worked hard and completed training on the Cat C side which will welcome a further 7 to the team. In the YOI there are 7 listeners and there is a recruitment drive under way.

The Board struggles to obtain year on year violent incident figures. The Board understands that from January to December 2012 there were 343 violent incidents. The Board is informed that from January to December 2012 there were 45 assaults on staff. The Board hopes that this number can be reduced over the following year.

There were 4 deaths in custody, 3 of which were from natural causes and 1 was by hanging. This was one more death than last year.

5.1.2 YOI

Between January and December 2012, 100 ACCT plans were opened compared with 143 last year. There were 100 incidents of self harm which shows a decline of 33 year on year. All ACCT documents were quality checked on completion by the Safer Custody Team and any items that needed addressing were communicated to the relevant area.

There were 206 instances where use of force was necessary which shows a 30% decrease year on year.

5.1.3 Cat C

Between January and December 2012, 152 ACCT plans were opened. There were 88 incidents of self harm. There were 25 instances where use of force was required.

5.2 Education, Learning and Skills and Purposeful Activity

5.2.1 General

For most of the reporting year Education at Littlehey was provided by Milton Keynes College under the OLASS 3 contract. Due to a delay in awarding the new contract under OLASS 4 the new provider, A4e, did not start until 1st November 2012.

The delays resulted in a very difficult year for the Education department characterised by uncertainty and stagnation. The experienced Education Manager in the Cat C retired in December 2011 and both the overall Head of Education and Curriculum Manager based in the YOI were suspended in Spring 2012. Thus, other than for a brief period from June to October when a part-time manager was brought in, the staff on both sides of the Prison lacked management, direction and support.

In the Minister's response to last year's Annual Report it was mentioned that there was scope to increase activity places under Olass 4. The Board is concerned that at the end of the reporting year the numbers in YOI education are actually lower than the previous year, due to staffing problems. Whilst recognising the need for flexible working across the Cat C and YOI the Board was concerned when recently a Cat C class was disbanded so that the teacher could take a YOI class. The Board questions whether one class should have priority over another.

The A4e contract began in November 2012 and the new Head of Education took up her post in January 2013.

The Board will continue to monitor the Head of Education's plans for the development of education provision in both the Category C prison and the YOI, and look forward to seeing the implementation of much needed changes to improve the quality and suitability of provision, the number of places and morale.

5.2.2 YOI

With no Head of Education or Curriculum Manager, the Board witnessed a lack of leadership, curriculum team structure and training as well as a disproportionate reliance on agency staff. Many of the students were disillusioned and disaffected with the curriculum offered which is based on English, Maths and IT. It is hoped that more courses, reflecting the interests of the students and offering employability skills, will shortly be on offer.

Board members observed much more interest and engagement in the vocational courses offered and consequently an improvement in commitment and attitude. After considerable delay, the Barber's shop finally opened in April. Other courses offered are Bricklaying, Plumbing, Carpentry, Painting and Decorating, Industrial cleaning and Floor laying. Courses are also offered in Computer maintenance and Food preparation.

All courses last for 6 weeks and are offered on a part-time basis with a maximum of 8 students (6 in the Barber's shop) per session.

There was no opportunity for advancement above a level 1 qualification under OLASS 3, but fortunately Young Offenders will be able to achieve level 2 qualifications under OLASS 4. Courses in English, Maths, Business, Finance, Personal and Social development, Creative techniques and ESOL all functioned well and many qualifications up to level 2 were achieved.

The Board is pleased to see the continued success of the Duke of Edinburgh Award scheme. Sixteen young Offenders achieved bronze awards during the year.

There has been an average purposeful activity rate of 85% across the year, but this is set against an average population of 433 as opposed to the 480 operational capacity.

5.2.3 CAT C

Despite all the uncertainty, the experienced Deputy Manager continued to motivate staff and deliver a full programme. However, maintaining staffing levels was difficult and there was a reluctance to use agency staff. This meant that the regular teaching staff were over stretched and were only able to keep the Education Department "ticking over." There were four resignations during the period and no recruitment of new teachers to replace them. We heard reports of teachers having to provide basic stationery for their students as resources were used up and no more made available.

In this difficult climate both full and part-time teachers did a remarkable job and the Board were pleased to see the enthusiasm and commitment of staff in all areas. The Board commends the hard work and commitment of the Deputy Manager in a very difficult year.

The Vocational Training Workshops provided courses in Multiskills (Bricklaying, Plumbing and Painting and Decorating), Motor Mechanics, Motor Body Repairs and Carpentry. Music Technology and Information Technology were particularly popular courses.

Induction and assessment is also done by Tribal staff. Many prisoners arrive at Littlehey with Basic Skills test results from previous establishments, but we are unable to see evidence that Education programmes are provided in response to the needs as shown in sentence plans. A student needs analysis was commissioned in the latter part of the reporting year.

The Board was disappointed to record a high number of unassigned prisoners. On average 25% of the Cat C population could be found no purposeful activity. Money for the setting up of a print workshop was given by NOMS to HMP Littlehey and also other prisons, on the basis of an agreed outside printing contract to keep the workshops busy. The print workshop was not commissioned during the year and the workshop remained idle – meaning this space could not be used for any other purpose. The expected central contract did not materialise. The Prison are now having to go out and find their own printing contracts in order to utilise the equipment and give the prisoners the purposeful activity originally intended. A working week was achieved in three workshops during the year and will shortly be extended to five.

Open University courses will be the responsibility of the prison, but questions about how they will be funded have arisen. Tribal staff are responsible for administering Open University and other distance learning courses, currently for about 20 students.

5.3 Healthcare and Mental Health

5.3.1 General

The standard of Healthcare provided by the Cambridgeshire and Peterborough PCT suffered during the reporting period because of the length of time it took to negotiate the end of the Medacs contract for GP services and to replace it with one with UCC. In the 18 months up to October 2012, 30 locum doctors visited the prison, most of whom were unused to prison conditions and who had varied experience. Since that date the Newnham Walk Surgery have provided four doctors, some with experience of working with the homeless in Cambridge, and they have made an immediate positive impact and have plans for improvements to services.

Healthcare is continually understaffed. Replacements for staff can be appointed but it can take months before they are in place because of bureaucracy. For example, if a Band 6 Nurse leaves, and it is felt that a Pharmaceutical Technician would be a more appropriate replacement, it is very difficult to implement that change. The recruitment process needs revising to be more flexible.

Mental health provision has also suffered from the lack of a consistent GP service. Improving Access to Psychological Treatment (IAPT) received no referrals or cooperation from doctors and so could not fulfil the part of their remit which was to help to reduce dependence on medication in the patients they saw with anxiety complaints and Post Traumatic Stress Disorder (PTSD). IAPT saw around 150 patients during the reporting period and provided self-guided help or full cognitive therapy of up to 20 sessions for the few. The Mental Health In Reach (MRIT) provided secondary

care for 50 or so prisoners. The Board hopes that in the next reporting period there is more cooperation between the different healthcare departments and that referrals are made, so that those in need of psychological support can be provided for.

Escorts and Bedwatch costs exceeded the budget once again. Work has begun on an End of Life Suite to provide for the terminally ill with provision for family and overnight care. It is hoped that this will cut the Bedwatch budget and the Board welcomes it as a humane provision, although they regret that compassionate release is not considered in more cases with the current climate of public opinion.

Two deaths in custody occurred in hospital during this reporting period. A third prisoner died in the Prison during a Novo-Viral epidemic. A fourth death was self-inflicted. In all cases the prison took care to inform the families promptly and where no family members could be found, to erect a memorial.

Waiting times for dentists has resisted improvements despite the PCT finding an extra £10,000 for additional sessions. More money was given to optometry with limited improvement seen. Lloyds continues to give a good pharmacy service.

The Board welcomes the introduction of Health Trainers in the YOI. The eight who began their training in May had an immediate effect on the management of appointments, the attendance at clinics and in helping with smoking cessation. However, the year ended with only two in post. The Board hope that conditions will allow more Health Trainers to be recruited and that the programme will be extended to the Cat C side.

The Cambridgeshire and Peterborough PCT has worked hard to cooperate with the prison to fulfil the aim of making Healthcare in the prison equal that in the community as a whole. They have also been making every effort to prepare for the new Commissioning Body which takes over in April. The Board hopes that the take over will cause as little disruption as possible.

5.3.2 The Psychology and Programmes Unit

The Psychology Department has seen a reduction in personnel as it has moved from an establishment service to a regional one. The Psychology Department treatment manages the programmes, which are delivered by facilitators. They also complete risk assessments and input on a variety of multi disciplinary meetings

For a prisoner to be assessed as suitable for a programme, The Offender Manager has to make a referral to the Programmes team. Perhaps this is the reason why 285 sex offenders had not been assessed as at January 2013. Of those who have been assessed, 39% (123 prisoners) are not engaging, either by denying their offence, or declining to engage in assessment or treatment.

The Board is disappointed that funding was only available for 48 Sex Offender Treatment Programmes (SOTP) completions this year.

Under the Commissioning Intentions segmentation, approximately 40% of the population on the Cat C side are deemed to be low risk and therefore will have no intervention. The Board would like to express concern regarding potential public perception that these men who are in HMP Littlehey because of a sexual offence will have no interventions to change their behaviour and thinking patterns.

Thinking Skills Programme (TSP) and Controlling Anger And Learning To Manage It (CALM), have been run in both the YOI and Cat C. The LEAP programme for working with challenging behaviour has been run in the YOI. The Alcohol Related Violence (ARV) programme has been discontinued. Sycamore Tree (victim awareness) courses have been run on both sides of the Prison. Some restorative justice programmes were run in the YOI but due to the fact that these will be victim led no more can be planned in the upcoming year.

5.3.3 Drugs Strategy

The Commissioners for Services is now the Cambridgeshire Drug and Alcohol Treatment Action Team (DAAT). In July the delivery of drug treatment services in HMP Littlehey was moved from Rapt and CARATS and was awarded to Inclusion, a specialist directorate of South Staffordshire and Shropshire NHS Foundation Trust.

The Drug and Alcohol Recovery Team are able to deliver a range of substance misuse interventions including: assessment, advice and group work. The monthly Drugs Strategy meetings are not very well attended and not all pertinent reports are presented.

There are currently 15 men on methadone treatment in the Cat C. Voluntary Drug Testing (VDT) is no longer taking place. It is thought that if a prisoner volunteers for a drugs test, they are not likely to be taking drugs. Certainly statistics would support this theory.

The number of Security Information Reports (SIRs) has fallen dramatically. Although that does not necessarily imply the amount of drugs being used is falling. Drug use in the Prison is mainly detected as medication drugs.

Passive dog Milo searched 448 visitors, 24 staff, 31 legal visitors and 33 prisoners during the period. All in all there appears to be a drop in the detection of unauthorised items. There is a new Proactive dog Oscar who is settling down to the task well. 7 cells and 301 areas have been targeted with very little found.

5.4 Equality and Inclusion

5.4.1 General

The Prison Equality Action Team (LEAT) meets monthly, alternating between the C Cat and the YOI. The Governor or Deputy Governor chairs the quarterly meetings with the interim being chaired by the Safer Custody and Equalities Governor. The meetings are attended by representatives from all sections of the prison and by prisoners representing Race Equality, Foreign Nationals, Gypsy Roma Travellers, Elderly and Disabled and LGBT (Lesbian, Gay, Bisexual and Transgender). There are 14 representatives on the Cat C side and 9 in the YOI and they wear identifying tee shirts and sweat shirts. The co-ordinators attend induction sessions for new prisoners.

HMP Littlehey's Equality Policy was published in June 2012 and distributed to all departments in the prison. This covers the protected nine characteristics of the Equality Act 2010 - Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief Sex, and Sexual Orientation. All staff and prisoners are bound by the Act.

A trial to assess learning disabilities when prisoners first arrive at Littlehey and monitored by LEAT, began in December and will be analysed by the Mental Health In Reach Team after two months.

In the C Cat prison 155 prisoners have identified disabilities with the greatest percentage relating to mental health issues followed by reduced mobility.

In the YOI 71 prisoners have disabilities, mostly mental health issues or learning difficulties.

5.4.2 YOI

There were 42 Discrimination Incident Reports of which 5 were upheld = 11.9%

Foreign National Prisoners (FN) 69 = 17.5%

Black and Minority Ethnic (BME) 247 = 62.85%

In January 2013 there were prisoners from 33 different countries speaking approximately 31 languages.

5.4.3 CAT C

There were 116 Discrimination Incident Reports of which 5 were upheld = 4.3%

Foreign National Prisoners (FN) 71 = 17.5%

Black and Minority Ethnic (BME) 187 = 27.74%

In January 2013 there were prisoners from 37 countries speaking approximately 33 languages. 24 Foreign National prisoners are detained past their release date.

5.4.4 Older Prisoners

The Disability Liaison Officer (DLO) has taken the lead with older prisoners but with redeployment the Officer has not had the time to take any new initiatives forward. There is a dedicated Older Prisoner Nurse. Also, Older Men Clinics are run and initial screening provided on Reception, with continued monitoring throughout their stay at HMP Littlehey. A support scheme for release has been set up by the Disability Officer who works closely with the local social services who undertake assessments on behalf of other local authorities. Liaison with the social services where a prisoner will be released is currently undertaken by the DLO, but the Board worries about who will take up responsibility for this group of prisoners if this post disappears.

Taking the NOMs classification of 'older' as being 50 years and over, means that HMP Littlehey's older population is over 30%, an increase of 4% since this time last year. In January 2013 there were 228 prisoners aged over 50, with 65 men aged between 65 and 84. This is an increase of over 40% in the last year. 20 prisoners are aged over 75. Within the over 65 year old group, 24 are working full or part-time in one of the main workshops. 12 are employed part-time in the older prisoners work room, packing the breakfast packs for the YOI. The gym staff run special exercise sessions for the older prisoners and there is a well maintained garden for this age group. However, apart from the occasional quiz, and the older prisoner forum, the Prison does not put on any other activities for the OAPs. Other prisons run a range of activities such as day centres, OAP clubs and bring in outside speakers.

5.4.5 Transgender

The prison currently holds 4 transgender prisoners. A monthly transgender forum has been introduced.

5.5 Segregation

5.5.1 General

The Board reported last year that the management of the care and separation units had changed towards the end of that reporting period. It was noted that the responsibility of the units had moved onto the residency profile with a named Governor being allocated to assist in day to day running of the units.

With this structure and a direct reporting to the Heads of Residence on each respective side it was hoped to keep a closer link between segregation and residential units. This year has seen the day to day management taken on by Senior Officers on both the YOI and adult side.

It continues to concern the Board that individual Personal Officers do not appear at reviews.

The Board has attended a sample of the "Complex Needs" meetings. The segregated prisoners as well as ACCT prisoners and others of interest are reported on, and a multi task group discuss their continuous management. We will monitor to see if this process works to address individual prisoners' needs.

5.5.2 YOI - Separation and Care Unit (Segregation)

The SCU has 12 cells of which 2 are constructed for dirty protest use, 1 for special accommodation and 2 as holding cells for those awaiting adjudication etc. Last year the IMB reported that one of the two showers on the ground floor was frequently flooding. This has now been satisfactorily repaired. HMIP highlighted last year that the exercise yard was too small for its purpose. This is now in the process of alteration, with work scheduled to be finished by April 2013. The exercise machines and bench seating, which were added during this reporting year, will be retained in the yard.

The reporting period has seen: 11 held for Own Interest (a reduction of 49%); 82 held for Good Order/Discipline (a reduction of 40%); and 1 Dirty Protest. The Board were given a set of figures from YOI adjudications which show 130 for Cellular Confinement (CC) of which 52 were suspended. If these figures are correct, this indicates an increase of 66% year on year. 2 staff members have been injured within the unit and 1 staff member is on long-term sick leave.

The Board has attended Review Boards which are held every Monday, Wednesday and Friday. There have been a total of 86 visits observing 209 individual prisoner reviews. These reviews have been attended by Healthcare and occasionally by specialist mental health managers when appropriate. It is frustrating that persistent late attendance by the nominated Governor means reviews are not positively time managed.

The Board have not always been notified within the required 24 hour period of prisoners segregated under Rule 45/49. In addition, the recording of some information was incomplete and therefore quarterly reported statistics were deficient.

The Board attends a sample of adjudications. The 948 adjudications in the YOI this year are similar in number to last year. 78 adjudications (8%) resulted in CC and 52 (5.5%) resulted in suspended CC. The Unit has actively managed adjudications this year and 18 were pending at the end of the reporting period.

5.5.3 CAT C - Care and Separation Unit (Segregation)

The Cat C unit has 9 cells and 1 that can be used for strip searches and used as a reception point. 1 cell can be utilised for constant observation and 2 can be used as safer cells. A dedicated room is

available to carry out adjudications and is also used as an interview room. There is a separate shower room. The dedicated exercise yard attached to the unit has had 2 exercise machines and a seating bench added in the last year.

The unit continues to be well staffed by an experienced and effective team of officers. The unit is also visited daily by the Chaplaincy as well as the Duty Governor. Records appear well maintained and the unit has a safe and calm environment. This unit's staff continue to demonstrate a good understanding of Prison Service Orders in their dealings with prisoners and unit users.

Some prisoners stay a long time in segregation because it is difficult to transfer them anywhere else. The Governors do endeavour to minimise stays but it continues to prove problematic. The Board note the efforts to meet the requirements of time frames.

This reporting year has seen: 25 held for Own Interest (50% increase); 59 held for good Order/Discipline (33% reduction); 33 on CC; 1 Constant Observation; 0 Dirty Protests; and 0 Staff injured within unit. Despite a 50% increase in those held for Own Interest, the Board does not view the numbers in the Care and Separation Unit as high.

The Board has attended all 97 review sessions covering 101 prisoner assessments. We noted a consistent healthcare input at both sites of the Prison and, in the main, appropriate structured planning to implement prisoner management.

The Board attends a sample of adjudications. The recorded number of adjudications in the reporting period was 343, with 4 outstanding at the end of the reporting period. The Board is pleased to see an improvement in the time scale of file preparation and conclusion of cases.

5.6 Resettlement

5.6.1 General

Resettlement is the main reason for YO's seeking IMB assistance. This also ranks highly for Cat C prisoners it is the second biggest reason. Not being able to readily access offender managers / supervisors in order to ask questions appears to be one of the major frustrations of the prison population at HMP Littlehey.

For yet another year the Board has been concerned with the redeployment from the Offender Management Unit (OMU) where all prisoner reports and sentence plans are processed. This had led to an on-going backlog of OASys reports, (currently 169 are outstanding) as well as delays in processing Parole Reports, Home Detention Curfew (HDC), Cat D applications and Release on Temporary Licence (ROTL). These delays have led to prisoners not being able to move to open conditions to progress their sentence plans, and delayed release under HDC.

ISPs – there are currently 131 ISPs with 79 post tariff, (only reduced by 9 since last year) Two years ago we reported on Prisoner X who is in his 80s, with memory problems which mean he is not suitable for SOTP but still having to reduce his risk by the parole board. This prisoner is still in the same situation, stuck in a loop with no obvious way out. This prisoner has lost four years of his life whilst his probation officer, forensic high support, NHS Trust and psychology procrastinate as to what his next steps need to be.

Due to many changes in personnel in the Offender management Unit management information for monitoring resettlement has not been continuous and consistent. The Board questions the integrity

of the resettlement statistics that show a prisoner in education or work, when in reality the prisoner has been found a place on a short 'Preparation for Work' course with no likelihood of further education or employment. In addition, the Board is concerned that there is no national requirement to follow through to confirm that the ex-offender actually attends the course. The Board wonders why a short course like this is not actually delivered within the Prison prior to release.

Some YOs on ROTL have been involved in community service, with schools, charities and conservation groups. The Board is pleased to see the Prison organizing such activities, and prisoners engaging with the local community.

5.7 Residential Issues

5.7.1 Food

Even though the food budget daily rate was dropped from £2.10 to £2.03, and is now £1.97, the Board continues to be impressed with the quality of the food the kitchen is able to produce given the size of the budget. However, there is some evidence of waste particularly with the breakfast packs. These are being discarded in the mornings because the cereals are cheap quality and virtually inedible. The sugar, tea bag and coffee whitener is the only part of the pack being retained. The Board observes that the food refusal books are not always being signed and kept up to date.

The Board feels compelled to comment on how the position of Catering Senior Officer has been lost in the implementation of Fair and Sustainable. This is a classic case of where the budget has been valued above an individual's exemplary contribution, and where years of experience and impeccable food delivery have been lost.

5.7.2 Buildings

The initial build specification and lack of build quality in the YOI rears its head again. There continued problems in the YOI wings with flooring, which has impacted on prison numbers in the YO throughout the year. In the gym there is still a problem with securing the weights and the gym machines to the floor because of the under-floor heating. This had still not been fixed as at January 2013.

The accessible ground floor of E wing is at full capacity for elderly and infirm prisoners. The prison will be unable to take any further prisoners with mobility issues.

6. The Work of the Board

The Board continues to monitor both sites with dedicated rotas and application clinics for both sites.

During the year three board members left and a successful recruitment drive brought in three new members. We are delighted to have attracted a new member who is under the age of 25 years and who brings a fresh perspective, which the Board welcomes.

The Board has monitored special interest areas and prisoner forum meeting on both the Cat C and YOI side and found these to be illuminating. Applications to the Board have been erratic at some times during the year because of the collection methods from the wings.

Informative talks have been given by various prison staff before the monthly board meetings. A visit from IMB Highpoint was enjoyable and hopefully both Boards learnt from each other. Also, although just out of the reporting year IMB, Littlehey visited HMP Whatton, to compare the Cat C with another 'sex offender' prison.

One member attended the experienced member's course and the three new starters have just been on the new member's course.

A team performance review was held in December 2012. The Board feels very strongly that the current performance review questionnaire template has limited relevance to the current IMB role and needs to be updated.

Although not in the reporting year, the Board feels duty bound to comment on how the National Policy of Fair and Sustainable has been implemented within the Prison. Every Board member has found it disappointing how a public sector employer can treat staff in such an impersonal way. This has led to very low staff morale during the reporting year. The Board appreciates that the senior management team spent a lot of time in holding surgeries and team briefings as well as sending regular e-mail updates. Despite this, the Board came across staff who felt confused, unsettled, and ultimately extremely dissatisfied about what was happening. The Board were told about cases where non operational staff learned first about their new role from the intranet or other staff members, rather than from their line manager. The Board observed a lack of handover and training for these staff in new roles.

Appendix 1 – Board Statistics

1st February 2012 – 31st January 2013

Recommended Complement of Board Members	16
Number of Board members at the start of the reporting period	16
Number of Board members at the end of the reporting period	16
Number of new members joining within the reporting period	3
Number of members leaving within reporting period	3
Number of attendances at special interest meetings other than Board meetings	75
Total number of visits to the prison (including all meetings)	690
Total number of applications received	370
Total number of segregation reviews attended	YOI 209 Cat C 101 Total 310

Appendix 2 - Application Clinic Statistics

Code	Subject	09/10	CAT C 10/11	YOI 10/11	CAT C 11/12	YOI 11/12	CAT C 12/13	YOI 12/13
A	Accommodation	23	12	7	8	7	1	0
B	Adjudications	8	10	4	3	2	4	4
C	Diversity related	3	7	11	6	11	6	2
D	Education/employment/training	23	18	18	15	15	9	6
E	Family/visits	17	8	6	6	11	8	1
F	Food/kitchen related	6	5	1	3	6	3	1
G	Health related	24	43	3	25	13	25	2
H	Property and mail	47	77	67	59	45	45	19
I	Sentence related	25	49	15	53	35	40	41
J	Staff/prisoner/detainee related	18	22	24	15	17	20	19
K	Transfers	30	24	40	9	31	10	10
L	Miscellaneous	40	25	26	13	16	12	5
M	Recall	2	3	2	2	1	1	0
N	No show	34	60	5	33	25	55	21
	Total number of applications	300	363	221	240	232	239	131