



HM PRISON NOTTINGHAM

Independent Monitoring Board

Annual Report

To Her Majesty's Secretary of State at the Ministry of
Justice

For the period

1st March 2010 to 28th February 2011

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1. 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 Home Secretary 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 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.

2. Executive summary

2.1. Policy Matters for the attention of the Justice Minister.

2.1.1. Remand Prisoners. Every year the Board draws attention to the numbers of prisoners on remand. It remains the Board's opinion that more could be done to speed up the judicial process. (Section 12)

2.2. Policy matters for the attention of the National Offender Management Service, NOMS.

2.2.1. The introduction of the new computer system caused many difficulties which we feel NOMS will want to ensure do not happen again (Section 4.2).

2.2.2. We again draw attention to the shortcomings of the learning and skills provision made by Lincoln College (Section 6.1)

2.2.3. Prisoners are caused inconvenience and distress by difficulties in recovering their property from Branston (Section 13)

2.3. Operational matters

The general slow pace of change in much of what the prison does is not always attributable to the special circumstances of managing within a secure environment and The Board particularly draws attention to the amount of time taken to set up new regime activities. (Section 4 & Section 6).

Attendance at education has been a cause for concern and we are aware that the prison has also been concerned. We also express concern about work shortages and time lost in preparing for the route back to the wings. (Section 6)

Plans to replace metal trays with plastic ones need to be expedited. (Section 8.2)

3. Matters raised in the 2008 to 2009 Annual Report

3.1. The Board appreciates the replies received from:

Crispin Blunt MP, Parliamentary Undersecretary of State, Ministry of Justice

Doctor Peter Selby, President of the Independent Monitoring Board National Council.

The National Offender Management Service (NOMS).

It was also appreciated that the Minister of Justice, Crispin Blunt MP, took the trouble to discuss the work of the Board with two members during his visit to the prison.

3.2. The Board wishes to comment as follows:

With reference to the replies of the Minister

The Minister sent full and detailed responses to The Board's points on remand, recall and ISPP prisoners. The Board appreciates the complexities of the reasons why prisoners are held in Nottingham for each of these reasons and is very well aware of the focus on Public Protection. Nonetheless, the frustration which prisoners express in relation to the slow working of the whole system is reflected in each of these three issues and the end result is congestion and overcrowding. Whatever the case for holding people on remand or for recalling them, any delay in the mechanics of the justice system means people being held under these categories for longer than necessary. We appreciate the evidence provided by the Minister of improvements - for example the increased use of tagging by the Courts - and are aware from prison staff that the delays in the parole system improved markedly over the reporting period. However, as the Minister's reply said, the impact of such improvements tends to be marginal and there is still seems to be scope for streamlining procedures in order to minimise detention times. (Section 12)

3.3. With reference to the replies of NOMS

Senior management

The Governor has now been at Nottingham for nearly three years and this has afforded some management stability. The appointment of two new Deputies within a twelve month period had been unfortunate though not part of a planned reorganisation. (Section 10.2)

Learning and Skills

Our comments on the present provision are at Section 6; some of the assurances given in the NOMS reply, particularly in relation to staffing do not correlate with our experience of what has actually been happening.

Staffing

Our comments about staffing are at Section 10. Again, some of the assurances about the speedy appointment of staff do not correlate with problems we have been made aware of at the prison. It is perhaps worth noting that, whilst target related percentage compliance data may be useful for monitoring purposes, it does not always reflect the experience on the ground for the minority of instances that do not meet the protocol.

Home Detention Curfew

The Board has been pleased that HDC issues have been less apparent during this reporting period.

Car parking

This continues to cause problems. (Section 16)

4. Description of the Prison

4.1. The Expanded Estate. The first six months of the reporting period saw the rapid expansion of the prison capacity from 550 adult prisoners to 1060 adult prisoners and remanded young offenders; young prisoners are accommodated throughout the prison rather than being concentrated together. The prison took control of the new build at the end

of the previous reporting period and expanded on the basis of an increase of around 50 prisoners per week over the summer months. As reported previously, the expansion was opened four months ahead of target and under budget. We commend the management of the project which took place within the established curtilage of HMP Nottingham with limited disruption to prisoners. The work involved in planning and carrying out aspects such as the expansion of the kitchen which had to continue operating throughout should not be underestimated. At the same time, staff changes had to be managed without interruption to normal routines. New staff had to be inducted and integrated into existing teams and many functions within the prison had to step up to expanded workload. Of course there were glitches and we report below about visits and the mail room, but generally the professionalism of the staff has been apparent. More worrying has been the very slow progress with the establishment of some of the new regime activities - particularly workshop activities and the media centre, some of which had still not reached an operational state at the end of the reporting period.

4.2. Community prison. HMP Nottingham is now designated a community prison which means that prisoners sentenced in Nottingham and Derby with short sentences, 12 months or less, stay in the prison until released directly back into their local communities. Prisoners dispersed elsewhere in the country will return to HMP Nottingham for the remaining three months of their sentence prior to release. The Board is supportive of this strategy and of the core target activity to reduce re-offending but is aware of the challenges faced. The number of local offenders is unlikely ever to match the facility exactly, space must be made for relocations from other establishments following incidents, Category B IPP prisoners about whom we have commented in the past continue to be located at Nottingham and in the coming year the local courts will be restructured which is likely to lead to changes in the flow of prisoners from the courts. Nevertheless, retaining local people in a location where they can maintain family contacts and where contact with the prison's local partner agencies can be facilitated does have the potential to make resettlement more effective.

Initially, the Offender Management Unit, OMU, was reorganised into four teams working to geographical locations: Nottingham City, Nottinghamshire County, Derby City and Derbyshire County, in order to improve communication between the prison and local probation and community services. In addition, police funded positions from both the Nottinghamshire and Derbyshire forces have been established within the OMU to improve communication with the local police prior to a prisoner being released; this would seem to be more likely to address community safety considerations than offender resettlement but is a clear indication of effective partnership working. Further changes are now planned to integrate the work of the OMU and the Custody Office which the prison management expects to improve effectiveness.

Administrative effectiveness was undermined by the introduction of a new computer system almost simultaneously with the reorganisation of staff to meet the needs of the new prison. Whilst the introduction of such a system would be bound to be accompanied by teething problems, the difficulties experienced went well beyond this expectation apparently because it was a generic system which did not fully take into account local practice. Prisoners were disadvantaged by errors on their records such that for a few visits allocations were wrong. Staff have become more used to the system over the reporting period but there are still issues which need addressing

4.3. Outside agencies. The running of the prison depends on the effective management of partnerships with specialist agencies and providers of services. Generally this approach is successful but there are occasions when difficulties in one agency spill over and impact on the provision for prisoners. The problems experienced by the PCT (Section 7) in securing dentistry services, ongoing service problems from Lincoln College (Section 6) and the slow start up of the new services provided by the Prison Advice and Care Trust (PACT) in the

Visitor Centre (Section 14) are examples of things which have reduced service standards below those we would wish to see.

During the reporting period the prison has been welcoming visitors from both private and public sector organisations to engage in identifying possible opportunities for activity which can be used to help the process of rehabilitation of prisoners. The introduction of these measures is likely to be slow and limited to small numbers initially but the Board hopes it will be integrated with the regime opportunities and training and qualifications available to prisoners so that ultimately they stand a better chance of finding employment when released.

Areas Which Must Be Reported

5. Diversity.

5.1. Race Equality

In an average month, 71% of the population are White British, 23% are from BME backgrounds and 6 % are 'not stated'. Of the BME population, 6% are from Asian backgrounds, 10% are of Black heritage, 5% are dual heritage (mixed race) and 4% are from other white backgrounds. There was an increase in Racist Incidents during the reporting period but it was lower than the expansion of the population would have indicated; about one quarter were upheld. The main area for complaint (90%) relates to prisoner on prisoner incidents and these are dealt with through the incentives and earned privileges and disciplinary systems.

The Board views with concern an increase in racist incident reports from Muslim prisoners and is pleased that the prison is taking action to introduce faith awareness training for Staff. Muslim prisoner representatives have been recruited specifically to support Muslim prisoners and to appropriately de-escalate issues relating to faith.

5.2. Disability

Approximately 10% of prisoners self report disabilities; the majority are associated with mental health issues and learning disabilities. A Learning Disabilities screening tool is to be introduced shortly (following the appointment last year of a SENCo), allowing the establishment to conduct joint care assessments on these prisoners at an earlier stage and make appropriate adjustments to meet their specific needs.

The new accommodation and prison building now afford prisoners equal access to most areas of the Regime. Suitable work and education places for those with mobility issues are still restricted, however alternatives can be offered. Joint care assessments (between Healthcare and the Disability Liaison Officer) now take place for prisoners disclosing a disability and care plans are written and implemented by appropriate Staff. Peer support group and carer schemes are due to be implemented shortly; the Board hopes that these will be more successful than previous attempts.

6. Learning and Skills:

6.1. Lincoln College Services continue to be mostly provided by Lincoln College; the Board has expressed concern previously about the delivery of services under this third party partner organisation contract and regrets the need to draw attention yet again to the problems. For a second year running there has been no stability of management with three different individuals fulfilling the role of Education Manager. The prison complains of a general lack of management interest from the College and frustrations with delays in filling vacancies have continued; at the time of writing there are 5.5 permanent vacancies and the ratio of permanent to sessional staff is 20:80 which is much too low to ensure continuity. The

absence of a plumber in the building trades workshop has persisted all year and is preventing prisoners from gaining experience in a field where they might stand a chance of employment; plans are in hand now for an officer with relevant experience to retrain. The Board observes that morale amongst staff in Education is not high and is aware of class cancellations due to sickness and issues over under provision leading to the SFA considering claw back of funding. Inevitably problems impact on prisoners - at one point during the year we were asked to investigate the fact that prisoners had not been paid and the explanation was an error by an inexperienced member of staff who had apparently not been familiarised with the system. We have previously been told by NOMS that the system for education provision in prison through a third party college ensures 'longer term stability whilst maintaining a strong focus on performance and continuous improvement'; as we reported last year, our experience does not support this view.

6.2. Provision OFSTED visited the prison in February 2010 and their report identified inadequacies in the areas of outcomes for learners. Although there have been continuing concerns over unmarked work causing qualification delays, there are indications that this situation is improving. Several new qualifications have become available to prisoners - NVQ 1 & 2 in catering, building trades BTEC qualifications in the new workshop and a horticulture OCN level 1 amongst others. The Board commends the work done by the HOLS in securing additional services for prisoners through the Train to Gain programme provided by New College Nottingham under a contract completely separate from the Lincoln College provision.

A media studio was still in preparation at the end of the reporting period as was the virtual campus which when operational will be the first in the area. These are enthusiastically anticipated by the Board as they will broaden the range of the offer and seem likely to appeal to prisoners. However, we are disappointed that the start-up process has been very slow as these developments have been awaited all year.

6.3. Attendance Whilst prisoners generally tell us that they like much of the provision this does not reflect in levels of attendance which have been particularly challenging this year. Prisoner visits, legal appointments, health appointments, security issues and route delays all contribute to this but in addition there are prisoners who just absent themselves. The prison has recognised its underperformance in this area and is working to improve the situation.

6.4. Workshops In 2010 an OFSTED report criticized the mundane and uninspiring work in the Industrial workshops and the lack of qualifications available and gained by prisoners who work in them. The New Build project produced 4 purpose built workshops, giving a total of 8 workshops available with 2 primarily used by Education for vocational training in bricklaying, joinery, painting & decorating, industrial cleaning and electrical. The remaining 6 Industrial workshops are used for various work related functions that vary from prison Contract Services packing of prison breakfast packs, producing tee shirts and towels to more varying degrees of work related projects. Prisoners are made aware of the various opportunities via the wing notice Boards and can earn a maximum £11.00 p.w. based on various targets set by the Management. The 6 Industrial workshops have a capacity of 230 prisoners with 160 registered (69%) and 13 Instructors. All working prisoners are encouraged to achieve a work related qualification in AQA employability and the proportion of passes has increased this year with over 400 prisoners completing the unit.

6.5. New work opportunities Progress has been made with bringing new projects into the workshops and these will include Brixette production from prison recycled paper that can be sold to private companies; reclaimed pallets made into garden planters with a plan to distribute to local prisons; gardening projects with the local council and to supply vegetables to the prison bistro; precision packing that is traceable by the manufacturing plant and dry recycling Nottingham prison waste (not food). There is however plenty of scope for more

projects which will enhance the experience of men in prison and better place them for economic activity once discharged.

6.6. Work shortages. Workshops sometimes run out of work leaving prisoners unoccupied. In addition, prison arrangements for the route mean work ceases up to 30 minutes before prisoners are transferred back to the wings. In each instance prisoners are left unoccupied and in view of the fact that there have been incidents of violence in the workshops over the past months this would seem to be in need of attention.

7. Health Care

7.1. Expansion Healthcare moved successfully into new premises on 1 March 2010. The expansion of the prison population took place more rapidly than recruitment of new nursing staff but this was achieved by December 2010. There is no doubt that a very comprehensive healthcare service is available to the prisoners which, it can be argued, is significantly better than healthcare they would receive in the community. However, there are about 4000 appointments per month which is 4 appointments per prison place. This seems excessive and probably not really necessary as it has considerable knock-on effects on the prison regime.

7.2. Relationship with the IMB IMB members have always enjoyed a good relationship with nurses on the wings and at segregation reviews. However, several members felt unwelcome when visiting the Health Care Centre as a required part of their rota visits. Consequently, a presentation was made to healthcare staff explaining the functions of the IMB and since then relationships have improved.

7.3. New Contract The contract for healthcare was put out for tender in October 2010 and won by the Nottinghamshire Healthcare NHS Trust which is a large mental health trust with health care contracts at other prisons. An expected benefit is that, in future, the healthcare manager will have responsibility for all aspects of health care including dentistry, podiatry, the optician and secondary mental health.

7.4. New Initiatives

Health Promotion

In conjunction with the 'Health Shop', health promotion has started in the visitor's centre beginning with oral health for children.

Disabilities

In collaboration with the Disability Liaison Officer, care and access for disabled prisoners is being improved.

Mental health awareness

This is training for prison officers delivered by a mental health nurse on an ad hoc basis. The nurse is now receiving formal teacher training.

7.5. Dentistry During the first half of the year there were problems with the dentist who was, at one time, not able to work in the prison and then went off sick in August. Other dentists were provided on an ad hoc basis by Nottinghamshire County NHS Trust but not consistently. In November, as the result of a contract with a private provider, a new dentist was appointed and this contract continued until March 30, 2011. As a result the waiting list, which had become a considerable problem during the autumn, was brought under control.

7.6. Did Not Attend (DNA) The DNA rate has been reduced from 30% at the start of the year to 9% in February 2011 due to a group of officers working in health care together with better administration.

7.8. Substance Misuse Cooperation between healthcare and CARATS has been improved so that there are now joint reviews of prisoners on methadone or subutex maintenance at day 5 to establish that the dose is correct and at 13 weeks for longer term planning. On average there are 200 prisoners on maintenance and more needs to be done to encourage detox.

8. Safer Custody

8.1. Suicide and Self Harm Prevention

After four years when there were no suicides, this year there was one self inflicted death within the prison. There was also one prisoner death from natural causes; the prisoner suffered from a terminal illness and was managed on the wing in line with his own preference. As well as support from staff, the prisoner was helped and supported by other prisoners and his family was given enhanced access to him during his final days. This was a difficult situation and not one which HMP Nottingham had experienced previously. Overall, the Board felt his care at that time was sensitive and appropriate.

Despite the increase in the prison population acts of self harm have not increased significantly and whilst some months have seen a rise in incidents of self harm statistics overall have not been as dramatic as might have been anticipated with the increase in prisoners. Significant numbers of incidents relate to a small number of prisoners, some of whom have a long history of self harm. There are currently 14 listeners and further training courses planned for this year. This is a well used service as is the Samaritans phone.

8.2. Violence Reduction

There has been no real increase in prisoner on prisoner assaults.

Of more concern to the prison has been the rise in assaults on prison staff, some of a serious nature. There were 49 assaults last year, an average of one assault per week. Metal dinner trays were a source of concern and a programme to replace them with plastic ones was begun towards the end of the reporting period. In February 2011 there was a run of incidents involving young prisoners. The Governor is on record as stating how well the prison developed order and control following assaults. It was however difficult for staff that prisoners remained at Nottingham for some time and were not moved on after an incident. Staff were sometimes particularly aggrieved that prisoners from disturbances elsewhere seemed to be found place at Nottingham with far greater ease than was the case when someone needed moving away. A policy has been formulated that once the incident was reported to the police and the investigation was on its way the prisoner should be moved out within 72 hours and this has subsequently been demonstrated to work effectively.

9. Segregation and Reassessment Unit.

9.1. Use of the unit. The Segregation and Reassessment Unit has been a generally calm environment with low numbers although we are concerned about a recent increase in assaults on staff; numbers in the SARU fluctuate but utilisation has expanded less than would be indicated by the expansion of the prison. At one point in December there were no prisoners detained in the Unit. This is attributable to the active management approach adopted to return prisoners to normal location as quickly as possible, with some cellular confinements now taking place on normal accommodation wings. In addition, the prison has been focusing on the use of the Incentives and Earned Privileges system to maintain order

to a greater extent. This led to a marked increase in the number of prisoners on basic regime than was previously the case, although monitoring over a longer period will be needed to ensure that it becomes embedded.

It is noteworthy that the Board seldom receives complaints or applications from prisoners about the SARU regime and our observation is that officers work hard to establish effective relationships with prisoners.

9.2. Prisoners with mental health problems The Board continues to be concerned about prisoners with serious mental health problems who are sometimes held in the unit solely because of the difficulties in finding them a more appropriate placement within the prison. Although the prison has a multi-disciplinary exit strategy to minimise the amount of time those with mental health difficulties spend in isolation and relationships with the mental health in-reach team are good these situations are often beyond the immediate control of those at the prison because appropriate facilities are unavailable.

Other Areas on Which the Board Wishes to Report.

10. Staffing.

10.1. Restructuring The year has been a testing time for both management and staff. An influx of significant numbers of new staff takes time to settle to an effective overall team. Where teams have been required to absorb increases in workload without pro-rata staffing increases there has been disenchantment and some problems which have affected prisoners. Unhappy staff are not conducive to the effectiveness of the prison as a whole so the Board are pleased that as the year moved on there was a considerable degree of settling. However, at the end of the reporting period a major reallocation of staff was planned and was causing further uncertainty as it was perceived that experienced staff were being moved on to jobs they were not familiar with. This was exacerbated by unrest over national issues. It is regrettable that the ethnic profile of the staff does not better reflect that of the prisoner community, although we are aware that NOMS does not regard this as a priority.

10.2. Governors Whilst it has been a source of stability that the No 1. Governor has remained in position for some two and a half years, the Board have been disappointed in the level of movement of other staff and particularly in the loss of a second Deputy Governor within a 12 month period. This means that the prison has now had four Deputy Governors in less than 3 years. However, the promotion of some Senior Officers has helped to broaden the continuity of management and we welcome this.

11. Security

In a busy prison with a rapid churn of prisoners, staff have to be ever vigilant. Sometimes affiliated local gang members are co-located and a high percentage of prisoners have drugs and/or mental health problems. In spite of the expansion of the prison, it is still sometimes difficult to keep prisoners apart. 'Throw overs' have continued to be a problem and grills have been funded for windows on D wing which is closest to the perimeter fence.

Problems have arisen over the preparation of documentation following incidents leading to a number of cases against prisoners collapsing when they come before the Adjudicator; the prison is addressing the issues which have given rise to this problem.

Errors in calculating release dates had resulted in two releases 'in error'; new systems are now in place.

12. Overcrowding.

The Board has repeatedly reported over recent years on the many and various reasons for overcrowding at HMP Nottingham. In view of the expansion programme throughout the year this has been less of a problem here than previously. It is also pleasing that issues we have raised previously in relation to Parole Board and HDC delays have been less troublesome because other agencies have resolved some of their own operating difficulties. Nonetheless, there are still prisoners spending very long periods on remand and sometimes then being released to the care of Probation or acquitted; even more worrying are the smaller number of cases which are discontinued. There are still Category B prisoners on IPP sentences in HMP Nottingham unable to complete courses which would lead to their consideration for release and there are still a high number of prisoners recalled for minor breaches of licence.

If more suitable places could be found for prisoners with mental health disorders and also for those struggling to overcome drug addiction HMP Nottingham would be a better place to address its core business as a Community Prison.

13. Prisoners Property

The size of the prison and the rapid movement in and out (Reception at HMP Nottingham is the busiest in the country) is bound to make the management of prisoners property a challenge. However, this seems to be made much worse by the slow turnaround of property going to and coming from Branston. It is also aggravated by the fact that rules about prisoner property vary so much from one establishment to another. This even extends to items from the standard supplier list which are permitted in some but not other establishments. We recognise that events in prison will always make managing prisoner property less than ideal but we believe it could be a great deal better than is currently the case. In addition, there have been a number of incidents during the year where property has been lost following transfer of the prisoner to the SARU or because a cell has not been properly secured during the prisoner's absence. The prison is aware of these incidents and of the need to monitor the situation.

14. Visits

14.1. New Accommodation and provision The visiting experience has been considerably enhanced with the opening of the two new Visits Halls as part of the prison's expansion programme. The new halls are light and airy with a refreshment facility between the halls, selling a range of hot and cold food, and drinks. In late 2010 the prison introduced monthly 'Family Days' where fathers can engage with their children in a far more relaxed atmosphere than is possible during a normal visit. Several volunteer officers have been specifically trained in this aspect of visits, with the children being allowed creative play equipment. The feedback from the prisoners is extremely positive and it is encouraging to note that plans are being made to extend these events to twice monthly

14.2. PACT In the Spring/Summer of 2010 PACT (Prison Advice and Care Trust) was awarded the contract for running the Visitors' Centre and the Visits Hall servery. Following a somewhat slow build up, PACT now seem to have made significant inroads to the services provided in the Visitors' Centre, with interesting and informative display material, an adequate choice of refreshments for visitors arriving early for their session, along with a play area for young children accompanying adult visitors. It is unfortunate that the Visitors' Centre is situated so far from the main prison entrance and is particularly difficult to access by wheelchair due to the steep gradient from the main road.

14.3. Visits Arrangements At times resources have been stretched in meeting the demand for booking visits and sending out VOs due to the significant increase in the prison population and a higher proportion of remand prisoners, occasioned by the prison currently

housing YO's on remand. To ease congestion with telephone bookings, an e-mail system has been introduced which has proved popular with those having computer access. Unfortunately, confusion has often reigned on what constitutes appropriate identification for visitors, at times causing distress. However, a more structured entry system has been adopted which has reduced the number of complaints concerning delays in gaining access to the prison for a visit.

15. Prisoners Mail

Throughout the year prisoners were inconvenienced by mail delays which occurred because of difficulties in matching staffing to workload. The situation was exacerbated by the wider problems with the Christmas mail because of the bad weather. There were also delays in sending out visits orders which exacerbated the problem mentioned above about arranging visits. This situation now appears to have been resolved but we draw it to the attention of the prison as an area which should be given priority because of the importance of mail to prisoners.

16. Car Parking

Car parking is a perpetual problem, with the lack of spaces for both staff and visitors. This causes undue stress to the many visitors who have children and disabilities that have no option but to take the car. The Board feels that despite the Local Government policy to encourage the use of Public Transport, the shortage of parking space impacts upon efficiency, while staff and visitors (and IMB Members) are touring the locality looking for on-street parking and on relations with local residents.

17. Foreign Nationals.

The Foreign National population has been around 100 during the reporting period. Of this population typically 25% are detainees; of the detainees, about half are serving prisoners and half beyond their sentence. Those beyond their sentence present particularly difficult problems as they are held at the direction of UKBA whose processes are very slow; they are usually at HMP Nottingham because their original offence was of a nature or seriousness that makes them unsuitable for a Detention Centre. As mentioned above, they are one of the groups who do not fit the Community Prison model.

On average the Foreign National population is made up of 35 Nationalities and 10 different languages are typically spoken and about one third do not speak English.

Regular focus groups are now held with Foreign National prisoners and new partnerships have been formed to help meet the resettlement needs of those who will ultimately be released back into the community. Alternatives to face-to-face visits are currently being investigated and specialist immigration solicitors have been invited to the Prison to help improve their access to Foreign National prisoners and their confidence in the establishments' role in immigration issues.

18. Mentoring

The mentoring system for prisoners is still being developed. It is concentrating on prisoners serving 12 months or less although it also helps those serving longer sentences who are to be released within a couple of months. The numbers accessing this support has been low because prisoners often do not meet the criteria applied by mentoring organisations who often work in specific areas of need; for example, the Aspire Mentoring project will only take referrals for prisoners with a substance abuse problem who have not sought any other similar interventions. The Board is advised that some prisoners who have assessed

mentoring support have managed to settle back into the community. The prison has plans to improve the service during 2011.

19. Prison Culture.

The Governor continues to work to change the culture so that the experience of prisoners is more positive. We observe that prisoners are now often called 'Mr' though less so when they are being referred to in their absence. This is a long established practice at HMP Nottingham and will not change quickly. There are aspects of the culture which provide scope for further development and the Board particularly supports the management intention to increase the time men spend out of their cells. We frequently visit prisoners and find them in bed or watching day-time TV in the middle of the day and believe this is not a positive experience in relation to preparing prisoners for life beyond the prison walls.

20. Work of the Board.

20.1. Composition of the Board:

Full complement	16
Number at start of reporting period	15
Number leaving during reporting period	6
Number of new members during reporting period	4

Individual members of the Board have worked well and each contributed their skills to make an effective and harmonious team. The Board has been supported firstly by a clerk on temporary contract and latterly by a permanent member of staff; we thank them both for their contribution to our effectiveness. All 12 Board meetings during the reporting year have been attended by either the Governor or deputy Governor.

20.2. Duties

At the end of the period the Board was preparing to conduct a formal review of its performance. Changes have been made to procedures during the year to ensure that the limited membership can fulfil all the necessary duties and the procedures for dealing with serious incidents have been reviewed. Monitoring of the expanded prison has been effective largely due to the dedication of members.

Weekly Rota visits have been carried out throughout the year, the reports of which are copied to the Governor for response where necessary at the next Board meeting. Members also visit the prison for applications, segregation reviews, adjudications and a variety of committee meetings relating to areas of special interest of individual members. Visits have been arranged to HMP Doncaster and to HMP Lindholm to observe Tornado training. The only planned visit to Nottingham had to be postponed because of bad weather. Several members have completed National Courses and in addition some members have attended control and restraint training sessions at the prison.

20.2. Applications:

2006	357
2007	352
2008	254
2009	257
2010	444

It is difficult to establish whether the increase is proportionate to the increase in the size of the prison since this has been an incremental process during the year but it would appear to

be higher than might have been expected which may be indicative of a period of 'settling in' of the new prison. Issues about visits and post were particularly noticeable but a detailed breakdown is unavailable because of an administrative oversight; this will be put right for next year's report.

Appendix: Abbreviations

APAS	Alcohol Problem Advisory Service
BME	Black and Minority Ethnic
CARATS	Counselling, Assessment, Referral, Advice and Throughput Service
DNA	Did Not Attend
DREAT	Diversity and Race Equality Action Team
FN	Foreign Nationals
HDC	Home Detention Curfew
IAPT	Improved Access to Psychological Therapies
IMB	Independent Monitoring Board
ISPP	Indefinite Sentence for Public Protection
KPT	Key Performance Target
LSE	Learning and Skills Council
MQPL	Measuring Quality of Prison Life
NOMS	National Offender Management Service
OMU	Offender Management Unit
PACT	Prison Advice and Care Trust
PCT	Primary Care Trust
P-NOMIS	Prison - National Offender Management Services
SENCo	Special Educational Needs Coordinator
SFA	Skills Funding Authority
UKBA	United Kingdom Border Agency