



Annual Report

Of the

Independent Monitoring Board

For

HM Young Offenders Institution Reading

01 April 2011 to 31 March 2012

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1. Executive summary

This report covers the period from 01 April 2011 to 31 March 2012 and throughout the detailed sections there is mention of good work at Reading Prison, but the IMB¹ has also reported on an important issue that the Board believes should be addressed at Ministerial level (see section 2), and some other areas of concern within the report.

It should be recognised that despite the current financial problems, the Governor and staff have continued to operate the establishment efficiently and humanely, whilst continually striving for improvement through good management and innovation.

Overall the Board is of the opinion that in 2011/12, prisoners detained at Reading, have in the main, continued to be provided with a safe, just and respectful environment and are treated with equality and decency.

2. Issues

a. For the Minister

i. Population management

Despite the Ministers' reply to "last year's report", the Board continues to be concerned about the impact (highlighted throughout this report) of population churn. The Board is mindful of the financial requirements of the Prison Service to maximise the use of large "training" establishments but still believes that it is unacceptable during the long periods when Reading has had lower than full occupancy to:

- i. Restrict prisoners' ability to access/complete the services/rehabilitation programmes available at Reading.
- ii. Waste the considerable effort and resource that has been invested in trying to provide an environment which will maximise the life chances of young prisoners when they are released back into society.
- iii. Negatively impact the Prison regime and day to day life and decency of the prisoners across a whole range of areas.

Accordingly, can the frequency, size and selection of cohorts to be transferred to other establishments be adjusted to increase the stability of Reading's prisoner population and allow the prisoners access to complete the extremely good programmes available?

b. For the Prison

i. Improvements to Reception

Even though progress has been made to improving Reception, can a private interview room be established?

3. Areas that must be reported on

a. Diversity

- i. The Prison continues its commendable stance on diversity, with cultural and systematic processes in place to ensure that prisoners and staff are treated appropriately.

¹ Independent Monitoring Board

- ii. Rather than a dedicated team, with separate meetings and a standalone complaints process to oversee diversity issues, the Prison has now embedded it into their day to day business with all staff charged with ensuring that diversity is part of the Prisons culture, that scheduled internal meetings, whatever their focus, have a standing agenda item to cover any diversity issues, and that any related complaints are handled efficiently via the standard prison complaints and or SIRs².
- iii. The Board are of the opinion that any such complaints are investigated promptly, fairly, with integrity and satisfactorily.
- iv. The percentage of prisoners from BME³ communities has remained fairly constant throughout the year, and religious festivals such as Ramadan continue to be observed well, and supported fully by the prison staff.
- v. The Board has only received a small number of applications that were potentially about racially motivated behaviour by staff during the year.
- vi. The Board remains confident that the needs of prisoners according to their religious beliefs are being fully met though there is a concern that on occasions the capacity of the local Imam is sometimes stretched to its fullest extent.

b. Learning and skills

- i. The provision of education has continued to improve over the course of the year, due to the energetic and effective management of the Education Manager, improved relationships between the Prison and Manchester College's management team and the hard work of the staff.
- ii. Compliance to the contract was met by June 2011 and has been maintained for the balance of the reporting period.
- iii. Staffing levels which were only at 80% of contract in March 2011, have significantly improved and for the last 8 months of the reporting year averaged at 103%. By February 2012 it had climbed to 113%, which has enabled time to hold staff quality improvements sessions leading to new ideas, increasing staff morale and retention.
- iv. In addition through the appointment of a Student Support Worker there has been a steady improvement in both classroom attendance and efficiency.
- v. Based on a needs analysis of the offer a new Education Prospectus was introduced that better meets the requirements and interests of the prisoners to maximise achievement. Including:
 - a. A two week "Ready Steady Work" programme that prepares prisoners for the work environment.
 - b. "Step Forward Dyslexia", in which a specialist teacher together with volunteers, oversee individual reading lessons for those with dyslexia.
- vi. In March 2012 the department together with the National Reader Organisation was successful in attracting funding for a programme entitled "Wilde⁴ about Reading and Literacy at Reading Prison", which

² Security Incident Report

³ Black minority ethnic

⁴ As in Oscar Wilde, Reading's famous inmate

will provide a weekly shared reading session for prisoners overseen by a Reader-in-Residence for a year.

- vii. The provision of vocational skill courses has also improved including the introduction of new popular courses such as “Painting and Decorating” and “Municipal Operations”.
- viii. The introduction of education within the Segregation Unit has in the Board’s opinion been a welcome development, with the Student Support Worker tailoring highly specific social, emotional and behaviour support programmes for individual prisoners which are also backed up by Library staff regularly visiting the Unit.
- ix. The Separated Prisoner Unit now has access to a dedicated and secure classroom for four mornings a week and has escorted access to the Library twice a week.
- x. Even though individual learning plans are in place for every prisoner as an aid to continuity in the event of transfers to other establishments, the Board still believes that the issue of population churn is preventing some prisoners from engaging in learning whilst at Reading.

c. Healthcare and Mental Health

- i. The Board continues to recognise that the Healthcare team has been pro-active in the provision of medical, mental health and dental care, together with general wellbeing and sex education.
- ii. Prisoner applications to the IMB in regard to the provision of healthcare services this year have been low and in the main dealt with in a prompt and efficient manner.
- iii. The level of prisoners registered on ACCT's⁵ remains low and the Board commends the good synchronisation between Healthcare and Decency/Safer Custody in the supervision, care and monitoring of prisoners on open ACCTs. The Board believes that all vulnerable prisoners are being identified and suitably cared for.
- iv. Healthcare’s attendance at GOOD⁶ reviews continues to improve.
- v. The Board has noted that the high level of the prison “churn” impacts on Healthcare’s ability to care for prisoners as follows:
 - a. For prisoners with Mental Health issues, the “churn” is very unsettling and destabilising and can make arrangements for the continuation of care extremely difficult for a transferring prisoner.
 - b. For other treatments it makes completion of certain treatments (such as a course of Hepatitis B injections) difficult. However it is recognised for serious health issues or where a prisoner is awaiting diagnosis Healthcare are able to request a temporary suspension of the transfer.
 - c. The additional effort that is required to ensure that all prisoners leave Reading with sufficiently detailed records.
- vi. During the year nursing cover on a 24x7 basis has been working satisfactorily, primarily for the care of prisoners who are undergoing

⁵ Assessment, care in custody & teamwork process for vulnerable prisoners

⁶ Good Order or Discipline

detoxification from drug or alcohol addiction. The prison pharmacy is now also open 4x a day for the distribution of prescribed medicines and as a “Drop in” centre for the prisoners, with an “In-Possession” policy in place for personal medication.

- vii. There were no recorded instances during the year, where the Board was concerned that a prisoner was seriously mentally ill and was not being handled suitably i.e. relocated to a mental hospital.
- viii. Following the publication of the IMB report “A National Study of Self-Inflicted Deaths in Prison Custody in England and Wales from 1999-2007”⁷ the Board conducted a quick review with Healthcare and Safer Custody and felt that both teams satisfactorily embraced and put into practice the recommendations of the report.
- ix. The Board commends Healthcare for being shortlisted in the top 4 of 12 nominations for the “Clinical Team of the Year” award last year.
- x. Future management and funding of Healthcare within Reading remains uncertain due to the hiatus surrounding the reorganisation of the National Health Service. The Board will continue to monitor the issue.

d. Decency (including safer custody and violence reduction)

- i. The Board is pleased to give another very positive report on the operation of Decency / Safer Custody within Reading who have successfully embedded the Decency strategy within the day to day running of the prison.
- ii. The recently issued Prison Service Order⁸ relating to Safer Custody has been reviewed and adopted including the development of certain documentation and procedures specific to Reading.
- iii. Meetings chaired by the Head of Decency are held monthly for strategic issues and weekly for operational matters. At the weekly meeting representatives from all the relevant departments very effectively discuss in detail all prisoners giving cause for concern and agree courses of action as required.
- iv. Performance metrics are closely monitored and acted upon. This is especially so in regard to self harming which despite being low in absolute terms at Reading is a key focus area for reduction, with the emphasis on identifying individuals at risk during the induction process.
- v. During the year, the Board conducted a detailed review of ACCT procedures and concluded that the process is well managed, effective with good documentation. The Safer Custody team are well advanced in their plans to train all ACCT assessors in the operation of the revised ACCT process.
- vi. During the year, the Governors and Staff have put considerable effort into reducing bullying by monitoring and managing any identified individuals through a detailed 3 stage process.
- vii. Given the short duration of most prisoners at Reading, the Prison has developed good relationships with receiving prisons, probation officers, and various external agencies to ensure that all necessary information is passed to maintain the welfare of the prisoners when leaving Reading.

⁷ DC23/11

⁸ PSO 2011-64

- viii. The benefit of the Listeners continues to be recognised by all involved, unfortunately, as in past years, due to the high population churn the stability and continuity of this service is a constant challenge.
- ix. The monthly Prisoner Consultative Meeting is a good forum to canvas and communicate to the prisoners via representatives about their concerns across a whole range of issues which the Board commends. Whilst the Governor intends to rejuvenate the forum in terms of scope and participation, the Board is still concerned (as stated last year), that due to the high population churn there can be no stability in the membership and therefore there is a question of whether they truly represent their fellow prisoners.

e. Segregated and Separated prisoners

- i. As in previous years, the Board commends the work done by the Segregation staff in dealing with prisoners who have been removed from normal location for various breaches of prison rules including disruptive behaviour and bullying, and recognises the positive results they have achieved.
- ii. The Unit's systems are robust and work well with the staff running a structured regime whereby the prisoners are treated decently and are given ample opportunity to address their behaviour. There is a constructive incentive system so prisoners have goals to aim for and can earn small privileges whilst on the unit. This prepares them well for return to the wings. This also applies to prisoners in the Unit for their own protection.
- iii. There are regular and compliant GOOD reviews which the Board make a priority to attend.
- iv. The Board also attends on a random basis Prison disciplinary adjudications to ensure that they are carried out in accordance with Prison rules and that the awards are fair and consistent.
- v. As part of its regular rota visits, the Board will visit and speak to all separated prisoners at least twice a week throughout the year. During these visits the Board has evidenced the care of staff to ensure that the best interests of the prisoners and prison are considered.
- vi. During the year a significant improvement was made to allow direct prisoner access to the exercise yard, which has not only improved security but also the decent treatment of prisoners.

4. Other areas

a. Alcohol and Drugs

- i. Reading continues to experience over 50% of prisoners having an alcohol or drugs related issue so an ongoing improving care program remains a priority.
- ii. The board is pleased to note that the screening process for new prisoners continues to be completed within 24 hrs and as, previously reported, a full assessment completed within 3 days.

- iii. The IDTS⁹ and CARATS¹⁰ schemes are to be incorporated into one drug and alcohol service with the contracts being re-tendered for implementation by the new provider from October 2012. As part of this close liaison between the prison and the outside community will be a priority. Given the continuing significant population churn, the Board believes that this a positive move in ensuring that focus on treatment continuity is maintained when prisoners arrive, leave or are transferred.
- iv. Overall the board considers that the treatment of drugs and alcohol problems is well managed at Reading and that the process of improving liaison with outside agencies is an imperative.

b. Food, Kitchen and Canteen.

- i. The Catering manager and staff are to be commended for providing a healthy and wholesome menu each day with a choice of fresh fruit for a per capita cost of approx £2.10 per day. Menus are varied and always include halal and vegetarian choices.
- ii. Board members not only regularly observe the serving of meals but also randomly sample the food and have always found it to be well cooked, varied and tasty.
- iii. During the year an additional servery was built on A Wing which has facilitated a faster serving time, reduced queuing and provided hotter food at the point of consumption.
- iv. In order to ensure correct and fair portion control, whilst reducing the risk of contamination, a lot of the primary meal is now cooked and served in individual tin foil containers.
- v. It is unfortunate but understandable given the current economic situation, that for 3 evening meals per week (Friday to Sunday), the prisoners are only provided with a choice of filled baguettes together with packets of instant soup, fruit and biscuits.
- vi. The kitchen also offers the opportunity to prisoners of a four month N.V.Q.¹¹ level 1 cookery course. Unfortunately due to the high level of population churn the prisoners are not always able to complete the training.
- vii. The prison also provides prisoners with a wide range of goods (tobacco, snacks, toiletries etc) ordered from a standard list. For most of the year this was provided very effectively by an in house service but recently it has transferred to the national contract provider used by all other establishments. After some initial “teething problems” this new service now appears to be working reasonably well, albeit it does lack some of the flexibility that the in house service could provide to new prisoners who had missed the weekly order cycle. In these cases the Prison can provide a pack of basic items.

c. Foreign nationals¹²

- i. During the year there was a low but steady FN population at Reading. As at 31st March 2012 there were no prisoners being held on IS91¹³ after

⁹ Integrated Drug Treatment Service

¹⁰ Counseling, Referral, Advise and Through Care Scheme

¹¹ National Vocational Qualification

¹² FN

¹³ Detention Order

completing their sentence who are to be transferred to an Immigration Removal Centre.

- ii. In the Boards opinion FN prisoners were managed well and fairly by the Decency team.

d. Reception

- i. Whilst the provision of prisoner transport to and from the Prison is theoretically “outside” of the IMB and Prison Services remit, the transition in August 2011 of the contract to Geo Amey was not effective and caused unacceptably long delays and discomfort to incoming and outgoing prisoners. The service has now improved to an acceptable level and should further improve once the local depot is opened.
- ii. In addition due to the change in vehicle size by Geo Amey, the volumetric control of prisoners’ personal property (including legal papers and personal bedding), became an issue in regard to intra prison transfers especially from establishments not normally serviced by Geo Amey as the new vehicles had insufficient space to carry excess property which the original prison had allowed. This has now been solved by using spare prisoner compartments within the vehicles to transport the additional items.
- iii. There has been a series of improvements to the area during the year including:
 - a. Installation of 2 shower curtain cubicles within the “rub down” area.
 - b. Repainting the area.
 - c. Installation of Life Channel screens, visible to the holding areas so that prisoners waiting processing can view initial induction information via the video loop.
 - d. More integration between Reception and Induction.
- iv. However the Board still believes that the following are unacceptable:
 - a. Initial interviews being conducted in a public office. The Board believes that with a small investment part of the unused area within Reception could be converted to a private interview room which would help new prisoners be more comfortable and at ease when being interviewed and may assist in making their first night less traumatic.
 - b. The sub standard condition of the toilet facilities.

e. Induction into the prison

- i. During the year there were significant changes to Induction including the provision of a new well equipped facility that has allowed more time to be devoted to the process, thereby making the assessments (especially health and education) more effective in transitioning the new prisoners into a normal regime.
- ii. It has also helped to encourage the prisoners to access the varied opportunities that now exist, which is very important, if their rehabilitation away from offending is to be seriously addressed.
- iii. The introduction of the in house video loop “The Life Channel” is potentially a good and easy vehicle to provide prisoners with up to date

f. Regime and Out of Cell Hours

- i. Despite the obvious current financial pressures, the out of cell hours metric for the prison remain fairly constant to prior years with the occasional dip at holiday times.
- ii. The Board has concerns though; as previously reported, that these metrics are averages for the total prison, which can hide unacceptable levels of confinement in cells for certain areas¹⁴ and prisoners at various points in time, which lead to high levels of prisoner frustration and tension. Therefore the Board recommends that these disparities be addressed.
- iii. However, the goal is to improve purposeful activity¹⁵ rather than simple out of cell activities such as landing activity and domestics.
- iv. Whereas, the Board commends the continuing attention focused on providing more such purposeful activity across the establishment, it believes considerably more needs to be done as this is one of the keys to improving behaviour and reducing re-offending.
- v. The introduction of a new servery on A wing has had a beneficial impact on the overall prison regime whilst reducing the tensions that flared up in the long queues to the main servery.

g. Resettlement

- i. The main strategy for resettlement continues to be developed around the '7 Pathways' as reported in previous years and the Board commends the Prison for its ever increasing effort and emphasis in this area. In particular this year re Housing, Reading placed an impressive 98% of all released prisoners.
- ii. Metrics for reoffending are now being produced centrally by establishment and the Board regrets that despite all the excellent work being done, the rate for Reading remains high in comparison to its peers. The Board believes that this is due to the distortion and negative effect on programmes of the prisoner population churn together with the apparent failure of outside 'support networks' to provide a sufficient safety net to released prisoners.
- iii. As part of the resettlement effort, positive family links are actively encouraged by the Prison. The Board has received good feedback from prisoners on the various excellent initiatives including the regular family visitor days and "Story-book Dads".
- iv. By March 2012, recruitment of a new Probation Team was almost complete and the Board is hopeful this will lead to better support for released prisoners through the integration of the various external agencies.
- v. The Kennet resettlement unit continues to work well and even though selection of suitable candidates is always challenging, occupancy rates during the period have been reasonable, albeit that it started to trail off at

¹⁴ Especially A wing

¹⁵ Education, rehabilitation programmes, Gym etc

the end of the reporting year. The Board continues to recommend that every effort should be made to maximise the occupancy of this facility.

h. Chaplaincy

- i. The Chaplaincy Team¹⁶ are again to be commended for their positive contribution towards the spiritual and personal development of the prisoners, and in responding to all staff and prisoners regardless of religious affinity or none at all.
- ii. Disturbances within the Chapel during the year, has regrettably resulted in security restrictions being implemented to determine which prisoners can attend services.
- iii. The Board is aware that the Multi Faith room used by the Muslim prisoners has on a few occasions been close to full and this will need monitoring in the future.
- iv. The Board commends the Chaplaincy for their work during the year including:
 - a. Greater use of the Chapel for non faith activities (courses and meetings).
 - b. Promoting the rich diversity of all religions and cultures within our society.
 - c. Celebration of all religious festivals including special menus for not only members of the particular faith but the whole prison.
 - d. Continued provision of “Sycamore Tree” courses that involves prisoners with victim awareness and restorative justice.
- v. However, the Board continues to have concerns that the prison’s high population “churn” impedes the Chaplaincy Team in establishing long term relations and mentoring with prisoners which could be to the detriment of their rehabilitation.

i. Association

- i. Association is provided 5 times per week for each landing in the old Victorian Chapel with the following facilities and services:
 - a. Recreational activities such as pool, table tennis and table football. The Board has observed though, that the accompanying landing staff do not often take the opportunity of association as a means of engaging with the prisoners.
 - b. Telephone booths.
 - c. Shower area, however these are in a poor unacceptable state and need to be refurbished.
 - d. Barber.
 - e. Open area with comfortable seating.
 - f. Access to the Library.

¹⁶ Representing Church of England, Salvation Army, Free Churches, Roman Catholic and Muslim religions and faiths

j. Library

- i. The Board commends the library, provided by Reading Borough, which is staffed by two qualified librarians who are pro active and imaginative in the service that they provide to the prisoners.
- ii. It is encouraging that the library is well used and as evidenced by survey much appreciated by the prisoners.
- iii. In addition to the provision of a well chosen and relevant stock of books, magazines, newspapers etc the library also provide a variety of programmes including:
 - a. "The Six Book Challenge", now in its fourth year encouraging prisoners not only to read but to also review, discuss and form opinions about them
 - b. "Read More, Read Better", that encourages the prisoners to broaden their horizons.
 - c. "Encouraging Family Ties", through "Story Book Dads" making cards for occasions such as Mothers Day etc.
 - d. "The Big Question", a very popular weekly competition that encourages the prisoners to think and write about differing subjects.

k. Gymnasium and other recreational activities

- i. The Gym is very popular with the prisoners sustaining their well being and morale. The Board commend the Gym staff in their proactive commitment and efforts especially in developing clear boundaries and respect from the prisoners.
- ii. Prisoners can attend the Gym three times a week which is being increased in the near future, with very good facilities including a large well equipped fitness room, sport hall and an outdoor all weather pitch.
- iii. Unfortunately the outdoor all weather pitch is not used to its maximum potential, however the Board recognises that team matches involving prisoners across the wings require coordination/risk assessments and additional staff which therefore hinders the frequency of such activities.
- iv. In addition the Gym provides vocational and personal development training through:
 - a. Duke of Edinburgh's Award, Some 30 Bronze, 6-10 Silver and 2 Gold awards are gained each year.
 - b. Princes Trust, with 3 courses provided each year with 30 - 45 prisoners gaining award recognition.
 - c. Engagement with the outside community involving Barclays Bank, London Irish Rugby Club, Reading Football Club, the Lawn Tennis Association and even an annual 5 a side football tournament with the House of Parliament team.
 - d. Supporting a special needs school who have the use of the facilities on Fridays with Duke of Edinburgh Award prisoners being involved as helpers.

l. Visits

- i. In the last two annual reports the Board commented that the crèche had not been open due to volunteer recruitment and CRB difficulties. Unfortunately the crèche is still not in use due now to health and safety

- ii. To ease congestion when booking a visit, the prison introduced an e mail booking system, however based on feedback received by the Board this has not proved particularly popular with visitors still phoning to arrange visits. Unfortunately the two given telephone lines feed into one queue and visitors are finding it difficult to get through.
- iii. The Board has noticed that the volunteer refreshment counter within Visits is not always open which is unfortunate for those that have had long journeys with young children.

m. Cells

- i. As part of its newly introduced third rota¹⁷ the Board over a three month period at the beginning of 2012 undertook an informal inspection of cells throughout the prison, which looked at the condition of the cells and furniture together with speaking to the occupants and related landing officers. In total 60 cells across the establishment were visited.
- ii. Feedback from prisoners indicated that in nearly half of the cells inspected (44%) there were no complaints with the fabric of the cells, albeit that the age and condition of the brickwork and flooring meant that many were in need of a fresh coat of paint. It should be noted that the Prison now has a rolling programme of cell redecoration involving the training of selected prisoners as painters.
- iii. However, the furnishings did not score as well with both officers and prisoners commenting on the dilapidated condition of chairs, tables and cupboards. It was noted that moveable items are noticeably poorer than fixed furnishings. In addition the inspections indicated that not every cell has a full complement of tables and chairs, requiring some prisoners to eat food on their beds.
- iv. At the time, there were no specific rules for tidiness of cells, but it was noticed that many were better kept than others.
- v. In all cells inspected it was evident that the toilets were the most challenging area to keep clean, given both their position and the materials available for cleaning. Most occupants (65%) expressed some form of dissatisfaction about toilet conditions.
- vi. Bedding was also an area of concern with many mattresses being well worn and in many cases extremely thin.
- vii. Even though the differences in cleanliness and tidiness of cells were mainly attributable to the prisoners, the Board also believes that the high occupancy turnover per cell due to population churn significantly hampers the efforts of the prison in maintaining cells and furniture in good order.
- viii. It was noticeable that wing cleaner's cells were in noticeably better condition than the majority of others on the wing and the Board suggests that this may be due to the availability of cleaning materials and equipment especially in regard to the in cell toilets.

¹⁷ See para 5 c iv

5. Annexes.

a. Statutory role of the Board

- i. The Prisons Act 1952 and the Immigration and Asylum Act 1999 require every prison and Immigration Removal Centre to be monitored by an independent Board appointed by the Secretary of State from members of the community in which the prison or centre is situated. The Board is specifically charged to:
 - a. 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.
 - b. Inform promptly the Secretary of State, or any official to whom he has delegated authority, as it judges appropriate, any concern it has.
 - c. 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.
- ii. To enable the Board to carry out these duties effectively its members have right of access to every prisoner, all areas of the prison and prison's records (excluding medical details).

b. Description of the Prison

- i. Reading Young Offenders Institution & Remand Centre is a local prison in a Victorian building built in 1844 on the site of a former goal. Despite its age it has been well maintained with a high level of improvements in recent years, providing acceptable living conditions to the Prisoners.
- ii. In 1992 it became a YOI for males between 18 and 21 and is a Category B prison with a Certified Normal Accommodation of 190. The prison has an operational capacity of 293 and has had an average population during the reporting period of approximately 250.
- iii. A small prison in a large town, the corner site location is restricted by a canal, a dual carriageway and an adjacent church, thereby not affording any room for expansion. Expansion of non-cellular accommodation has been in the form of porta-cabins.
- iv. Accommodation comprises three main wings of mixed single and double accommodation cells plus a small Segregation Unit and E Wing, which is used as a 16 bed Separated Prisoners Unit. There is also a 20 bed resettlement unit, known as The Kennet, mainly occupied by prisoners who are local to the prison's catchments area, but it forms part of the wider prison estate's resettlement policy.
- v. Reading has good access by rail and road for visitors and its excellent position in the town allows pre-release prisoners to benefit from outside work experience.

c. Work of the Board

- i. Membership and diversity

As at 31st March 2012 the Board consisted of 12 volunteer and unpaid members of the community. The Board is committed to an inclusive approach to diversity which encompasses and promotes greater interaction and understanding between people of different backgrounds

including race, religion, gender, nationality, sexuality, marital status and age. The Board values this approach to diversity within its own recruitment and board development practices. All members will undertake their duties in a manner which ensures that it is accessible and without prejudice to everyone within the establishment regardless of their background or social situation.

ii. Training

The Board undertook a variety of training throughout the year with Prison staff giving presentations. In addition Members have attended numerous training courses organised by the prison, the IMB nationally and a variety of internal training including an annual self assessment, planning and development day.

iii. Duties

The Board held 11 meetings during the reporting year with 1 cancelled due to close proximity with the IMB national conference and the local annual self assessment and planning day. Members continued to receive applications from prisoners and fulfilled all other rota and statutory duties. These included attending Segregation GOOD Review Boards, Prisoner Adjudications and meetings reflecting their areas of interest as observers. Throughout the year the Board provided IMB cover to the prison on a 24x7 basis through a nominated member being always on rota duty and call for either Monday to Thursday or Friday to Sunday periods. Great effort is made to vary the day and time of rota visits to ensure that all aspects of Prison routine and life are monitored.

Unfortunately due to the current financial problems, the Prison for the latter part of the year has been unable to provide the Board with a supporting part time clerk; this has necessitated Board members to devote additional time and effort to provide the necessary clerical support.

iv. Board activity statistics:

Statistic	10/11	11/12
Recommended Complement of Board Members	10	10
Number of Board members at the start of the year	10	11
New members joining in year	3	3
Members leaving in year	-2	-2
Number of Board members at the end of the year ¹⁸	11	12
Total number of visits to the prison	329	411
Total number of applications received	52	115
Total number of segregation prisoner reviews held ¹⁹	48	67

¹⁸ Including meetings and training

¹⁹ Per prison records

Total number of segregation prisoner reviews attended ²⁰	40	60
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v. Applications to the IMB analysed by nature of concern:

Subject	06/07	07/08	08/09	09/10	10/11	11/12
Accommodation	1	9	4	4	3	5
Adjudications & Segregations	13	5	3	7	5	2
Diversity	4	1	2	4	0	7
Education/Training/Employment	1	14	5	14	12	25
Family/visits	13	6	4	15	8	28
Food/kitchen related	3	2	4	3	0	2
Health related	11	5	5	3	2	11
Property	24	26	5	9	12	12
Sentence Related	17	3	5	2	4	9
Staff/Prisoner/Detainee related	13	8	7	8	5	9
Transfers	3	8	0	3	1	3
Miscellaneous	3	5	3	6	0	2
Total applications	106	92	47	78	52	115

As in past years, the Board continues to receive a relatively low number of applications in comparison to other establishments. There does not appear to be anything sinister or untoward about this and the Board believes that it is the result of the generally good relationships between prisoners and their Personal and/or Landing Officers plus the effectiveness of the Prison's application process which the IMB directs prisoners to in the first instance.

The increase in 2011/12 can be attributed to the following:

- a. A more systematic and accurate recording of verbal questions to the IMB which are now treated as applications.
- b. A one off spike of applications re prisoner mail when the mail room was re-organised and experienced a prolonged period of disruption.

²⁰ Per IMB records

c. Several prisoners making multiple applications on the same basic issue in an attempt to get their way.

However, even though the work of the IMB is covered at Induction sessions, the actual experience of the members going around the prison and talking with prisoners is that the actual awareness of the IMB and its role could be improved. Accordingly the Board is working with the IMB National Committee and Secretariat to have a short video/presentation professionally produced that can be regularly screened to prisoners via the internal Life Channel video loop.

vi. Development

During the year, the Board has continued to invest effort in developing itself including succession planning, delegation of duties across all the members of the Board and further improvements in the documentation of its monitoring activities.

vii. "Third Rota"

At the beginning of the year the Board created the new role of "Third Rota" to provide more meaningful monitoring, when every week a member not involved in the standard rota duties will visit the Prison for 2 to 3 hours to deep dive observe and monitor a particular Prison area/activity that is specified at our monthly Board meetings. This has included the very thorough and successful monitoring of the condition of cells²¹, early morning/evening reception procedures, the ACCT process, prisoner visits, prisoner inductions and even the currency/ relevance of notice boards throughout the establishment.

viii. Acknowledgements

The Board would like to thank the Governor and staff of the Prison for the harmonious and constructive relationship that they have with the IMB.

²¹ See para 4m for summary