



ANNUAL REPORT

of the

INDEPENDENT MONITORING BOARD

of

HMP/YOI WARREN HILL

1 June 2012 – 31 May 2013

Section 1

STATUTORY ROLE OF THE IMB

The Prisons Act 1952 and the Immigration and Asylum Act 1999 require every prison and IRC to be monitored by an Independent Board appointed by the Secretary of State for Justice from members of the community in which the prison or centre is situated.

The Board is specifically charged to:

- (1) satisfy itself as to the humane and just treatment of those held in custody within its prison and the range and adequacy of the programmes preparing them for release.
- (2) inform promptly the Secretary of State, 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.

Members of the Board are unpaid but may claim travelling expenses.

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Section 3

DESCRIPTION OF THE PRISON

HMP/YOI Warren Hill is a young offender institution providing accommodation for a maximum of 192 sentenced and remanded juvenile boys. At the start of the reporting year, June 2012 the roll was 132 and at the end the roll was 107.

New working structures in HM Prison Service (with the title Fair and Sustainable) commenced in January 2013 and were fully operational by April.

Accommodation

The accommodation is split into six units. Waveney and Welcome were completed in 2012. Waveney accommodates long stay boys and Welcome houses the boys during their first week when they are on the Induction Course. The other four units are 1980s purpose-built buildings.

Rating

During this reporting period Warren Hill's score has declined from 4 (the highest possible) to 3 on the Prison Service's own target setting scheme.

Healthcare

In September 2011 a private contractor, Care UK, took over the supply of the nursing service. For most of the reporting year, until last month, the PCT continued to contract with local GPs to attend the prison and with NHS teams to provide for sexual health, secondary mental health and evening and weekend GP cover. The NHS has continued to oversee the provision of all these services to Warren Hill and to two other Suffolk prisons through meetings of the Prison Health Partnership Board. With the winding down of the PCT, direct responsibility for offender health has been taken over the by NHS National Commissioning Board from April 2013.

The dental service continues to be provided by the Weymouth Dental Service.

Education

Education and training is provided by A4e.

Other Agencies

Other agencies working in the prison include Barnardo's, the Lucy Faithfull Foundation, Aldeburgh Productions, Catch 22, Ipswich and Suffolk Council for Racial Equality (ISCRE) and the Prince's Trust.

Throughout the reporting year the Governor of the Prison was Bev Bevan who had been permanently appointed to the post in February 2011.

Section 4

EXECUTIVE SUMMARY

The board considers Warren Hill to be a very well-run prison in spite of the continuing economic constraints and the increased workload brought about by the implementation of the Fair and Sustainable staff reduction and reorganisation scheme.

The number of fights and of assaults on boys and on staff, including those that require hospital treatment, and use of force continue to rise despite the proactive efforts made by the prison to prevent them. The challenging behaviour of a large proportion of the boys, many with gang affiliations and other problems, and many with significant mental health issues, makes Warren Hill a very demanding prison to manage safely and the board commends the staff for their vigorous approach.

The board has been very impressed by the positive way in which the staff have adapted to the reorganisation involved in Fair and Sustainable and their commitment to keeping the prison running smoothly during this very unsettling process. However the reductions in staff members have proved very difficult for a small and complex prison with many tasks to be performed. The board is also concerned that imposing multiple tasks on individuals may lead to a lack of focus.

4.1 Policy Matters on which a reply from the Minister is sought:

- 4.1.1 The IMB would like reassurance that the Minister is aware of the additional challenges that this juvenile prison continues to face. Now that the the number of under 18s in custody is concentrated in a small number of equivalent establishments, Warren Hill has responsibility for some very challenging boys, many of whom have gang loyalties and significant mental health issues.
- 4.1.2 Given the emphasis on further developing the role of juvenile prisons into secure education establishments, the IMB considers that libraries in juvenile prisons should be properly funded in order to ensure that they are open at least five days a week (as previously), and not the current three and a half days as is the case at Warren Hill. (5.2)
- 4.1.3 Late arrivals. The on-going issue of late arrivals to Warren Hill results in some boys not arriving until after midnight. Intervention at a higher level of Government may be necessary. (6.1)

4.2 Operational Matters on which a response is sought from the Prison Service and Youth Justice Board:

- 4.2.1 Segregation (Butley). The prison should continue in its efforts to improve conditions in Butley. There are continuing problems moving boys on to other prisons. (5.5)

- 4.2.2 Substance misuse. The lack of communications between the YOT service and community substance workers means that resettlement work does not always take place. (6.5)
- 4.2.3 Healthcare and Mental Health. Staff shortages in Healthcare and Mental Health have at times affected the working of the prison and continue to do so. (5.3)
- 4.2.4 Healthcare. Health education has declined. (5.3)
- 4.2.5 The prison should give priority to ensuring that maintaining a family relationship contributes to a boy's welfare and rehabilitation, both through maximising the value of family visits and through family liaison work more generally. (6.3)

4.3 Previous year's concerns:

- 4.3.1 Lack of intervention work with the boys to help them deal with their offending behaviour. This continues to be an on-going issue.
- 4.3.2 Late arrivals. These continue to happen. (6.1)
- 4.3.3 The need to allow for schemes that encourage personal development and acquisition of skills even though they do not lead to formal accreditation. The prison is showing some flexibility in this and we urge them to continue to do so.
- 4.3.4 Lack of arrangements for washing personal clothes which are stored on arrival and then reissued on release. There is now an arrangement where clothing can be sent to cleaners at a boy's own expense – rather than the good practice seen elsewhere where clothes are washed in-house – to encourage boys to take a proper pride in their appearance in court and on release. The cleaning scheme had no take up during the reporting year.
- 4.3.5 The construction of a partition between the area concerned with mental health and the area concerned with general operations to ensure patient confidentiality. This partition has now been built. (5.3)
- 4.3.6 The length of time that boys spend in isolation in the segregation unit due to difficulties in moving them on to other prisons. This situation has not improved. (5.7)

Section 5

AREAS THAT MUST BE REPORTED ON

5.1 Equality and Inclusion

Meticulous data are produced monthly to show whether or not the BME boys are being treated within the expected range for many aspects according to the percentage they represent in the prison; at present 52%. Should they be either over or under represented for two or three months the matter is examined to find out why. Statistics can be misleading but anomalies are always examined. For instance the number of boys allowed out of the prison during the day to take part in work or other activity. This has depended entirely on a risk assessment carried out for each individual regardless of ethnicity. Complaints and fights are rarely on the grounds of colour and any incident where race might have been deemed to have played a part is treated seriously and the results logged.

Equalities Action Team meetings are held quarterly and attendance is good, both from prison staff, young peoples' representatives from each residential unit and externally from the Ipswich Suffolk Council for Racial Equalities (ISCRE).

Well-presented and good proactive initiatives such as Black History month and Gypsy, Roma and Traveller history month were educational for all and the resulting displays were also open to visitors.

From our examination of the data and the records we believe that Warren Hill has a good record on equality and that the staff do their best to see that all the boys are treated alike.

5.2 Education, Learning and Skills

Education had a favourable OFSTED inspection, gaining best practice for the raptor project. The learning and skills department is working with the YJB, YOTs and colleges to support boys into work, college and apprenticeships on their release. Their new curriculum is based on individual need with a 25 hour integrated timetable.

The low number of boys at Warren Hill does make discussion groups less effective and timetabling boys difficult because of issues around gang affiliations and violent behaviour. Warren Hill holds very demanding and unpredictable boys who are challenging for all staff caring for them. The board is concerned about behaviour-management in some lessons and the fact that disruptive behaviour is not addressed with a view to changing attitudes in classes.

Whilst acknowledging that good use is made of the fitness suite by many boys, the board continues to express its disappointment at the lack of opportunities for boys to participate in outdoor games and team-building activities.

The board is impressed with the work undertaken by boys involved in vocational courses such as bricklaying, painting and decorating, radio, motor mechanics, cookery and raptors. There is a

concern, however, that these opportunities are only open to a relatively small proportion of the boys at Warren Hill who have been risk assessed to meet the rigorous criteria for selection to such training programmes. The board often reports numbers as low as two boys in the sessions.

The board is impressed with the fact that seven boys, guided by the Writer in Residence, succeeded in achieving awards from the Koestler Trust.

The board (having seen examples of good practice in other juvenile prisons) remains concerned that no practical art work such as drawing and painting is available to the boys at Warren Hill to allow them a therapeutic opportunity to develop further their creative talents.

5.2.1 Library

Until the beginning of April 2013 there was full time cover for the library, having a librarian for 29 hours a week and a full time assistant. Following Fair & Sustainable the assistant was removed and as there is no job description it is unlikely there will be a replacement. The staff have now been reduced to one librarian for 29 hours per week (Tuesday – Friday inclusive) and, as he needs at least half a day for administration work, the library is only open for three and a half days each week. Furthermore there is no holiday or sickness cover. The situation will only get worse as funding will be reduced further next year.

Before April the library was of a high standard and there was always some new initiative. The librarian and assistant were able to monitor attendance and would visit any boy who did not attend. There was a well regulated DVD lending service and many boys and staff took up the Six Book Challenge. The assistant produced regular topical quizzes and the librarian worked with the Writer-in-Residence to organise a three day Literary Festival at Warren Hill. There were always boys in the library reading magazines, playing board games or using the computers but now, for half of the week the library is closed. Boys sitting GCSE and A level exams and working for City and Guilds and other qualifications need books from the library and, of course, these boys have a lot of time alone in their rooms when reading material and DVDs are essential for their wellbeing. It is hard to see how education can be at the heart of their rehabilitation without a fully operational library.

5.3 Healthcare and Mental Health

The reorganisation of the National Health Service during the year has continued to impact upon the arrangements for Healthcare in the prison. For most of the reporting year, until the last month, the PCT continued to contract with local GPs to attend the prison and with NHS teams to provide for sexual health, secondary mental health, and evening and weekend GP cover. The NHS has continued to oversee the provision of all these services to Warren Hill and other Suffolk prisons through meetings of the Prison Health Partnership Board. With the winding down of the PCT, direct responsibility for offender health has been taken over by the NHS National Commissioning Board from April 2013; how effectively the NHS will monitor the delivery of services under this new framework is at the time of writing unclear.

The fine facilities in the new health centre came into use just before the start of the reporting year and are a major improvement compared with the cramped quarters they replaced. The health centre is now adjacent to Reception and to the Welcome unit for those in their first few days in the prison. This has greatly eased the provision of health checks for new arrivals and also helps in providing support for boys at a time when they are at their most vulnerable.

In advance of the move the healthcare staff were very concerned about the lack of confidentiality provided in the new building for the medical secretary who works at a desk in the foyer where boys wait. This remains a concern. Mental health staff considered that locating them in an open plan office shared with others meant that they too could not ensure confidentiality. The prison has now installed a partition wall to deal with the problem. The relocation of the Psychology department so that it is now alongside mental health aids communication about the needs of individual boys.

The new providers of the healthcare service made a significant reduction in the number of nursing staff. The number of general nurses was reduced from eight to five with staff continuing to provide cover for the nearby adult prison at Hollesley Bay from 1700 overnight to 0700 for 365 days a year. The mental health staff was reduced from five to three and at the end of the year the mental health service was undergoing reorganisation with future arrangements uncertain and all the staff having to reapply for redefined jobs. This is an on-going area of concern which will be closely monitored by the board. On a routine basis, and given the small number of boys in the prison, staff have been able to cope but problems have arisen with cover (in both healthcare and mental health) when individual staff scheduled for duty have had to be absent. This has increased the stress for individuals and has on occasion meant that important meetings (such as disciplinary adjudications) have had to be postponed because medical staff were not available to carry out the appropriate assessments. It continues to be difficult however to judge the lasting effect of these staff reductions, as the number of boys in the prison was throughout the year well below the number for which it has been staffed.

The dental provision is particularly important as many boys have rarely, if ever, seen a dentist previously. The dental service continues to be provided by Weymouth Dentists. There have been intermittent difficulties with the service which have been addressed at Partnership Board level. The initial problems with the equipping of the new dental facility have now been overcome, and by the end of the year dental arrangements within the prison were working well with boys showing a greater readiness to attend.

During the reporting year problems have again arisen regarding the escorting of boys to a variety of healthcare appointments including those with external professionals.

Boys of this age are not often ill. Much of the work of staff involves dealing with injuries and carrying out the safeguarding checks necessarily involved for those in custody. Many of the boys do not have good health understanding or habits. Health education, previously a good feature of the department, has declined. This is losing an important opportunity to improve not only the boys' health in the long term but also their general attitude towards themselves.

The IMB has continued to be concerned about the many boys in Warren Hill with significant mental health needs. As highlighted in IMB reports for several years, vulnerable boys at risk of self-harm have often been segregated for their own protection so they can be observed and supported. The prison has been more successful in providing more often for such boys on the main wings but it is a matter for particular concern when boys who, whether or not they have themselves behaved badly, have been further unsettled or intimidated by being placed near or alongside others who are being punished.

The pace of reorganisation and the pressures this causes continue to be a matter of concern as well as the adequacy of the human resources should the prison roll substantially increase. In the meantime, however, the health provision in Warren Hill is good; staff are respected and trusted by the boys for whom they provide caringly and effectively.

5.4 Resettlement

The progress of boys at Warren Hill continues to be closely monitored, and monthly meetings of the resettlement team are held with good attendance from all departments. Initiatives during the year include: creating links with financial organisations to establish bank accounts; setting up a system for accessing National Insurance numbers; setting up training for officers and case workers in order to assist families to help their boys; personal mentor and buddy officers training; restorative justice training for officers; and an “Access to Apprenticeship” pilot which recruits boys for training before moving on to Release on Temporary Licence (ROTL)/employment placement. ROTL continues to develop and work is continuing to make links with major retailers. Currently all those eligible for ROTL were involved in college courses, Prince’s Trust courses, the raptor display team and other places of work. The raptor project was put forward as Best Practice following an Ofsted inspection and has also become a bird rescue centre. Sentence planning, individual care plans, anger management courses and non- accredited interventions are in place.

Accommodation on release continues to be an issue, as mentioned in previous reports, with tensions between social care departments and the YOT – especially in establishing eligibility for care packages. Occasionally boys do not know where they will be living on release. On a few occasions during the year release was prevented by the Governor because of unsatisfactory accommodation. Work is on-going and currently boys leaving Warren Hill have settled accommodation. Boys may face problems on their release; many of these are beyond the control of Warren Hill but merit the continued efforts of the Youth Justice Board.

5.5 Safer Custody

The drop in the population of juvenile offenders has meant that only serious offenders are now in custody, many of whom are very challenging. Despite this Warren Hill continues to run a very structured but open regime.

The IMB continues to monitor monthly safeguarding meetings. These are multi-agency and always well attended including young peoples’ representatives from each unit.

Many ACCTs forms (used in helping to assess and monitor those identified as at risk of self-harm) are opened in Reception as a precaution and then closed within hours when staff are satisfied that there is no cause for concern. Those on ACCTs are well known to staff and are well supported. They are individually considered at the Health and Wellbeing weekly meeting. This meeting is always well attended. Two staff are training as ACCT trainers.

All custodial managers have received Restorative Justice training.

There are now no routine full searches. Such searches take place only on initial Reception and on return from ROTL & Town Visits.

The Safeguarding Department is liaising with The British Red Cross in a good initiative to deliver first aid training to groups of boys.

The boys continue to report that they feel safe and secure in Warren Hill and that they are well looked after.

5.6 Segregation, Care and Separation, Close Supervision

There are problems in the segregation unit (Butley) stemming from the fact that the boys now coming to Warren Hill tend to be from the more serious end of offending, have worse behaviour and cause more trouble than in the past. The result is more offenders confined in Butley and in most cases these are offenders who for the time being cannot mix with any other boy and have to be dealt with individually. At times as many as 10% of the prison's population were segregated in the Butley unit.

The Butley exercise yard has been divided into two which helps as two boys can now exercise at the same time. However, there is still nothing for them to do out there on their own. A ball and basketball net would be beneficial.

As a result of the high level of occupancy, the time taken to manage the daily routine takes longer and leaves little scope for valuable one-to-one work that the Butley staff on occasions do so well. It also means that the desirable amounts of education and exercise cannot be given. Education is often carried out in a corridor which is very distracting, though by the end of the year some new education rooms were in the course of being created. When a boy is alone there is a good opportunity for staff to engage with him in ways that can be very helpful, but this is now severely restricted, even though the prison is only just half full.

Gang related incidents have resulted in some very vicious assaults; boys can be very frightened, often with good reason, and a few have to be kept in Butley for their own protection, a situation that Warren Hill has always tried to avoid. There have been cases where boys have returned to segregation repeatedly after short trials in the main units. While the individuals concerned may sometimes want this, there is no way that locking such boys up for 23 hours a day in solitary confinement can be defended as public policy or good practice.

During the reporting year many boys have been held in Butley for very long periods of time waiting for transfers. This is due to the fact that, having tried various options the prison and the Youth Justice Board find it difficult to locate an establishment where such boys can be placed safely.

Problems with heating and poor ventilation continue. Depending on the position of the individual cells many are either cold or very hot and airless.

The prison has renewed its determination to improved conditions in Butley. The IMB urges the prison to find ways of making the time a boy spends in segregation a more positive and rehabilitating experience.

5.7 Residential

All the residential units are in use. The wings are generally maintained in a tidy and clean condition and graffiti is fairly regularly removed. There is a considerable difference in quality between the old units built in the early 1980s and the new units opened in 2012; although the old units have recently had the showers refurbished, they will never look as clean or be as fit for purpose as the new wings.

Due to the gang issues within the prison there is a protocol for locating boys on units, taking into account any gang affiliations and the staff are very pro-active in using security intelligence and focussing on violence reduction.

5.7.1 Catering

The kitchen provides a varied set of menus which are changed every 4 months and provision is made for vegetarian and halal. Religious festivals are well catered for and the Imam is involved in the catering arrangements for Ramadan.

Budgetary constraints have greatly affected the range and quantity of food produced and the Board receives many complaints from the boys. These complaints are often regarded by staff on duty in the serveries as being justified. 40% of those who completed the recent catering survey rated the overall standard of catering as 5 or better (1 being awful to 10 being fabulous).

Portion control at the unit serveries (which is generally undertaken by trusted boys with staff supervision) is not always perceived as fair.

Monthly catering forums continue to be held with representatives from the young people and the catering manager and many changes are made as a result.

5.7.2 Canteen

There is still a concern about expropriation by some boys of small items being purchased by others through the prison's canteen system. The majority (but not all) of wing staff are vigilant about investigating instances where excess canteen items appear in cells.

Section 6

OTHER AREAS OF THE PRISON

6.1 Reception

Reception is a purpose-built facility forming part of the new Waveney/Welcome unit which was handed to the prison in February 2012. Thus it has now completed its first full reporting year as a functioning unit.

The unit represents a quantum step forward from the previous port-a-cabin facility. Apart from minor teething problems, there are no significant issues or problems to report concerning the functionality of the unit, which provides exceptionally well for new arrivals, as well as the handling of daily comings-and-goings.

However, as mentioned before, and as discussed at both National Council level, and at the 2013 IMB National Conference, there is an on-going issue with the late arrival of boys at the prison. This is a well-known systemic failure of the transportation process, which frequently results in juveniles under 18 – many of whom have already spent a long day at court – arriving at the prison after 8pm, and sometimes after midnight. We are told that these late arrivals are caused by a variety of factors:

1. YJB Placement Service. Once sentence is passed, a prison place is assigned to the prisoner by the YJB. This process is sometimes delayed.
2. Court delays processing the PERs (Public Expense Removals) paperwork.
3. Delays in instructions being passed to the transport contractor. In Warren Hill's case this is usually SERCO.
4. Unforeseen factors such as waiting for a solicitor to see his client.
5. Administrative (paperwork) delays.
- 6 Warren Hill's remote location which can result in it being last on the drop-off route.

However the greatest single probable cause of late arrivals is the route taken by the vehicles, which appears to prioritise prisoners in the adult estate. This is because adult prisons effectively close their doors to new arrivals at the end of the working day, whereas Warren Hill, as a matter of national policy, along with other juvenile prisons, remains open to accept arrivals at any time of the day or night. Although transportation contractors are reluctant to admit it, there seems little doubt that journeys are therefore planned to drop off adult prisoners first.

The staff, management, and IMB at the prison are well aware of the issue and continue to monitor it, with careful record-keeping of late arrivals, systematic querying and follow-up, and regular exchanges and meetings with the PECS coordinator (Prison Escort Contract Services), YJB and SERCO. Intervention at a higher level of Government may be necessary.

6.2 Health & Safety

Throughout the year Board members have expressed their dissatisfaction with the state of the lavatories and showers, particularly in the education unit known as the JAC where, on a regular basis, many items of young people's wet clothing have been found in these facilities. Investigations suggested that young people were not being fined for lost items. Without consequences for failing to look after their clothing young people were prepared to leave any manner of items in these facilities, thus causing a health and safety risk. The Board believes that this matter is being addressed.

6.3 Visits

Visits contribute to the rehabilitation of the boys and it is important for the boys to maintain contact with families and particularly in most cases their parents. The majority of boys live well over fifty miles away from Warren Hill and the prison is fairly remote and not easily accessible by public transport. Concerns have been voiced by the IMB over the past year that the visitors are not processed early enough at the start of the session thus cutting short those visits. The vending machines both inside the visits centre and the visits hall have quite often not been restocked between visits, denying visitors, who may have travelled long distances, the opportunity for refreshment. Action has been taken towards the end of the reporting year and improvements have been noted by the board.

6.3.1 Family Days

There have been 6 family days this year. Boys apply to attend these events, where they can spend time with their families in a less formal manner than routine visits allow. Events have been organised by the family services staff who have facilitated a range of activities including quizzes and children's craft making. A buffet lunch is provided. It is hoped that the loss of the lead person as a result of Fair and Sustainable reforms will not adversely affect the organisation, planning and delivery of future family days.

6.4 Security

This is a very busy department. There are currently 27 gangs identified as having members at Warren Hill so there is a major logistical problem with allocating boys to workshops, education and units. The department continues to devise new methods of avoiding conflict, dealing with it and maintaining a safe environment for boys and staff. Dealing with separation issues takes up an increasing and significant amount of the senior management team's time.

The monthly meetings are well attended and supported by excellent data collection and collation. In addition to this meeting a weekly Stability Meeting is held by the Deputy Governor.

Gangs continue to be a serious problem and new initiatives are constantly being set up. Two of the governors are members of the Home Office sub-group: Ending Gangs and Youth Violence (EG&YV) and attend monthly meetings. EG&YV has completed a peer review at Warren Hill and a new intervention "Bringing Hope" is planned. A representative from EG&YV has worked with staff to raise awareness of gang problems reflected in Warren Hill.

During our reporting year the Command Suite was not opened and there have been no serious incidents. However the number of fights, assaults by a group on one person and staff assaults increased which has resulted in an escalation in the staff use of force and restricted personal intervention.

6.5 Substance Misuse

During the year a new provider (Open Road) has been appointed and delays with the contract have been unsettling for the department, although this has not affected the service given to the boys.

A recurring problem for the department is the lack of communication between the YOT service and community substance workers which means that resettlement work is not taking place. The community drugs worker is often unable to obtain information about a boy before his release and so the service is not seamless and the boy has to go through his history once again, often several weeks after his release, and vital early intervention work is delayed. Young People's Substance Misuse Service (YPSMS) has only two full time staff resulting in a shortfall of services in this crucial area.

There are no alcohol or cannabis workshops at present due to a lack of staff.

6.6 Chaplaincy

The Chaplaincy is shared with Hollesley Bay prison and the Board considers that it is understaffed. The coordinating chaplain is at present seconded to working in London and there is also no permanent Roman Catholic chaplain. However, with the low numbers of inmates at Warren Hill the remaining staff are managing to cover the work. Apart from taking services and conducting group sessions with faith members, they work especially with vulnerable boys and those removed from their unit, regardless of their particular faith. Their ability to work with individuals is valuable. They are notably supportive of boys who have undergone bereavement.

6.7 Restorative Justice

The use of restorative justice has just started at Warren Hill after a number of staff were trained. One officer has been designated to deliver it and the chief focus is to reduce conflict in the prison. It is time consuming work but to date has been very successful. It has been used to prevent some nasty situations where there has been prior intelligence. However there are circumstances where it is inappropriate because the problems are too intractable, for example with some gang issues. The success of restorative justice depends on the practitioner's skill and enthusiasm.

Restorative justice involving both the offender and his victim outside prison is not being done, largely because neither the prison nor the YOT workers have the resources at present, although it may be considered at a later date.

6.8 Personal Mentors

The Personal Mentor and Buddy Officer scheme has undergone an internal review following a new policy which was put in place last year. The scheme now includes comprehensive training with the

addition of appraisals, personal objectives and reviews for the boys. As a result there has been an improvement in communication and in staff attendance at the Detention and Training Orders and Remand Board Reviews which plan a boy's rehabilitation and release. However, with recent staffing changes there is no longer a Family Liaison Officer and many of the tasks conducted by this officer are now the responsibility of the Personal Mentors who have had little training in this area. The IMB is concerned that some of the excellent work done in the past by family-focussed staff may not continue. Such work is important for the long term welfare and rehabilitation of the boys.

Section 7

THE WORK OF THE INDEPENDENT MONITORING BOARD

7.1 Attendance

Members of the IMB visited the prison on a rota basis at least two or three times a week throughout the year. This included visits in the evening, weekends and at night. They also attended various boards, such as those reviewing continued segregation, arrangements for those at risk of self-harm, Detention and Training boards, and adjudications taken by the external adjudicator. Members also observed a wide range of management meetings, including some meetings of the Senior Management Team. Training sessions precede many of the IMB board meetings.

7.2 Applications

During the year the number of applications from the boys asking to see the IMB has more than doubled. Many of these applications continue to be taken 'on the hoof' as the IMB visit the prison. The board does not believe that the increase in the number of applications is due to the discontentment of the boys but rather that boys find it easy to stop and ask IMB members on their round and that better briefing of boys about the IMB during their induction may also be a factor.

7.3 External

Two members attended the IMB National Conference and a group visited HMP/YOI Cookham Wood. The meetings of area chairs and a national meeting of juvenile chairs were attended by either the Chair, Vice Chair or Board Development Officer. Several members belong to the Association of Members of Independent Monitoring Boards (AMIMB) which brings monitors together to discuss issues without any government involvement.

7.4 Liaison

The IMB continues to benefit from excellent cooperation by the Governor, supported by her Deputy and other members of the prison's management team. Almost all the staff continue to be helpful to IMB members as the latter go about their duties and staff in general appear to be well briefed about the role of the IMB.

7.5 Applications by Subject

Code	Subject	2009/10	2010/11	2011/12	2012/13
A	Accommodation	2	1	5	16
B	Adjudications	2	1	2	1
C	Equality & Diversity incl. religion	1	0	0	2
D	Education/Employment/Training incl. IEP	3	3	3	13
E1	Family/Visits incl. mail	3	1	5	12
E2	Finance/Pay	0	0	0	2
F	Food/Kitchen	1	1	1	2
G	Health	4	1	3	1
H1	Property (within current establishment)	2	2	6	0
H2	Property (during transfer/in another establishment)	0	0	0	0
H3	Canteen/Facilities/Catalogue/Shopping	0	0	0	3
I	Sentence related incl. HDC, ROTL, parole, release dates, re-cat, etc	6	2	1	5
J	Staff/Prisoner/Detainee concerns incl. bullying	3	4	4	4
K	Transfers	0	0	0	3
L	Miscellaneous	10	4	8	14
TOTALS		37	20	38	78

7.6 Board Statistics

Recommended complement of Board members	10
Number of Board members at start of reporting period	10
Number of Board members at end of reporting period	9
Number of new members joining within reporting period	0
Number of members leaving within reporting period	1
Total number of Board meetings during reporting period	12
Total number of visits to the Establishment	304
Total number of segregation reviews held	Data not available
Total number of segregation reviews attended	102
Date of annual team performance review	-

Section 8

GLOSSARY OF PRISON-RELATED ABBREVIATIONS USED

ACCT	Assessment, Care in Custody & Teamwork
AMIMB	Association of Members of Independent Monitoring Boards
IMB	Independent Monitoring Board
ISCRE	Ipswich and Suffolk Council for Racial Equality
JAC	Juvenile Activities Centre
PECS	Prison Escort Contract Services
ROTL	Release On Temporary Licence
UKBA	United Kingdom Border Agency
YJB	Youth Justice Board
YOI	Youth Offender Institution
YOT	Youth Offending Team
YPSMS	Young People's Substance Misuse Service