



HMP Wellingborough Independent Monitoring Board

Annual Report – June 2011 – May 2012

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SECTION 2

STATUTORY ROLE OF THE IMB

2.1 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 Justice Minister from members of the community in which the prison or IRC 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 Justice Minister, or any official to whom he has delegated authority as it judges appropriate, any concern it has.
- (3) **report annually to the Justice Minister on how well the prison has met the standards and requirements placed on it and what impact these have on those in its custody.**

2.2 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.

2.3 The members of the Wellingborough board as at end May 2012, are:

David Culwick	Philip Hilton
Pauline Davidson	Terry Jordan (left)
Michael Dodson (development)	Tony Knivett (chair)
Kevin Fouhy	Jim Rouse
Kathleen George	Beth Tracey
	Pam Waker (vice chair)
[10 monitors (board complement 13)]	

2.4 Wellingborough prison will close by the end of 2012. This IMB will then cease to exist. Until the last prisoner leaves this prison, the board remains committed to monitoring HMP Wellingborough to ensure that it is run as a healthy, safe prison and that everybody (prisoners and staff) is treated with fairness, justice and dignity.

SECTION 3

DESCRIPTION OF THE PRISON

3.1 Opened in 1963 as a Borstal, Wellingborough was a Young Offenders institution until 1990 when it became a training prison. It is currently a category C prison for male adults serving 18 months and above. The operational capacity has been 646 and certified normal accommodation, 636. However, at the close of this reporting period, capacity was 587 and there were 577 prisoners. The unlock on Tuesday July 17th (the closure announcement date) was 588.

3.2 The accommodation is a mix of old style buildings and some which are more recently built. Four of the nine wings are relatively modern and the kitchen and education centre are modern. The wing closed by fire remains closed.

3.3 The main catchment area is the London courts. The two main prisons are Wormwood Scrubs and Pentonville. Last year less than 50% of the prison population was from minority ethnic groups. This year it is 64%.

3.4 The number of Indeterminate Sentence Prisoners (IPP) is 41 compared with an average of 123 last year. Lifer numbers are 38 at close of reporting period - 53 last year.

SECTION 4

4 EXECUTIVE SUMMARY

The setting

- 4.1 HMP Wellingborough has been in continuous development for over four years. The prospect of staying in the public sector after being withdrawn from the bid process was experienced by staff as a great relief. The announcement on July 17th 2012, that the prison was to close was greeted with great sadness and shock.
- 4.2 Closure was for long term economic reasons - the prison: "Was in need of £50m refurbishment programme and keeping it open was uneconomic".
- 4.3 Since being withdrawn from the bid, significant changes have taken place. Staff have evidenced a will to improve performance. In a culture of commitment amongst staff and strong imaginative leadership, the prison was on a path to becoming a strong performing prison. And an effective prison in working with offenders in a purposeful way to prepare them for a law abiding life on release.
- 4.4 The independent monitors in the prison can attest to the efforts made and the achievements of staff and managers in managing in a number of comprehensive changes aimed at running a safe, humane and effective regime.

National issues – comments for the minister

Rehabilitation and reduced reoffending

- 4.5 This IMB has noticed an emphasis on this both nationally and locally. The feeling here has been that given time it would work. And meanwhile there has been a steady shift in culture. The public would probably find it hard to believe the effort made by many prison staff these days to assist prisoners toward a law abiding life. More effort is spent on encouraging good behaviour and helping prisoners to develop a better attitude.

The management of drugs

- 4.6 In this report last year the IMB commented on the sheer impact that a lack of effective national drug policy has on a local prison such as Wellingborough. That year critics said of proposed drug reforms that they held: "No prospect of addressing the real issues of drug abuse and related offending in the UK". This year that was compounded by the statement by the Justice Secretary. He noted that: "We've engaged in a war against drugs for 30 years. We're plainly losing it. We have not achieved very much".

4.7 This IMB would have continued to look to the government to tackle this major issue. It would have continued to report the experience of monitors that this is not a problem that will ever be tackled effectively, locally. It would probably have been reduced with proper CCTV coverage and the prison had just won a bid for new visits and perimeter CCTV, but it would always have been a major challenge. The extent of illegal drug use and drug related crime and culture is probably the biggest obstacle to the successful reduction of reoffending and crime in this country.

Information exchange

4.8 Over the years very strenuous efforts have been made to create an effective, seamless information exchange, particularly between agencies within the criminal justice system. This is work in progress and there has been some success. One obstacle to that success currently, is that privately run prisons do not have the same computer system as public prisons and some information is not passed on when prisoners are transferred. This IMB has experienced this causing difficulties.

Summary for the minister

4.9 The closure of Wellingborough was due to the state of some of the buildings and the cost of rectifying that situation. See 6.41 on page 19. The information below reinforces the understanding from government, that it was not about performance or efficiency.

Performance

4.10 For some time, Wellingborough has been a medium cost prison with one of the lowest cost per prisoner in the country (a well forecast £26000 under spend against the 2011/12 budget). Efficiencies of 3% had already been implemented for the 2012/13 budget.

4.11 Staffing levels have been lower than some comparable prisons in the region and currently lower than the bid proposal (5.2% efficiencies made with a reduced officer and senior management profile introduced in September 2011). A reduced Fair and Sustainable senior management structure was introduced in February 2012). Plans were progressing to restructure staffing levels further.

4.12 The process of providing a longer working day and a range of other initiatives to confront offending behaviour and prepare prisoners for a law abiding life had begun and was progressing.

4.13 The bid process helped to identify a plan for a better performing, more effective prison which would continue to offer good value for money. Implementing aspects of the bid plan was monitored by the IMB. Initial findings of a review available at the end of this reporting period, evidenced that in most aspects the prison was performing to or out performing the bid plan requirements (e.g. there were fewer senior

managers (6 vs. 9), fewer officers (101 vs. 106) and fewer OSGs (44 vs. 45) than the market test bid). See Section 8 Annex B, Performance Summary.

- 4.14 In other areas of performance, the prison was meeting most all of its targets. In the last reporting period, the prison went from a level two performing prison to a level three. In this period, the prison retained its level three status. In the security audit there was a good level three score of 88% - amber/green (up from 85%) with two of four modules scoring green this time.
- 4.15 One of the most important performance indicators for Wellingborough to improve was sickness/absence. A strenuous initiative resulted in staff sickness reducing from a monthly average of 13.24¹ to a low of 4.3. In the year to date this is now 8.4 with a target of 9 days.
- 4.16 MDT² performance was below expectations. In a new grouping of comparators and a change in the thresholds for grouping, Wellingborough very recently went, temporally to level two. This was fully expected to be counteracted by future improvements already in the pipeline when closure was announced.
- 4.17 So Wellingborough was getting there. But was not there. Yet.**

Local issues

- 4.18 This report is compiled from evidence produced by individual members on areas of functioning for which they have monitoring responsibility throughout the reporting period. This year, as with all other years, contributions about areas of functioning have contained the highlighting of areas for improvement. These are issues which monitors believe represent shortfalls in service or obstacles to the effective or proper treatment of prisoners. Usually, following publication of the annual report, the IMB will monitor the response by the prison to these issues. The annual report represents part of the monitoring agenda for the coming year. As mentioned in section 7, (7.3) such issues have been attended to swiftly and satisfactorily in this prison.
- 4.19 This year these comments are not listed in this section since the monitoring agenda for the IMB is changed. Within weeks of the submission of this report to the minister, the prison will have been closed. And there will be no requirement to make improvements to the regime or to the way in which are things are done here. And no requirement of the IMB to monitor planned improvements. The role of the Wellingborough IMB will be to monitor the safe and just closure of the prison.

¹ Days per person

² Mandatory drug testing

SECTION 5

REPORT ON KEY AREAS

DIVERSITY

5.1 There were three outstanding Regional Diversity Priorities from the Action Plan in the last reporting period. These were as follows:

- ❑ Equality Strategy
- ❑ Intercultural competency review
- ❑ Needs Analysis for prisoners.

5.2 In this period all were completed. The needs analysis in particular was reported by monitors as a very successful initiative. It highlighted groups of prisoners whose needs have been overlooked. As a result there were a number of fresh initiatives including a concentration on the circumstances of older prisoners and a widening of the range of disabilities for which special consideration is required in this prison.

Race equality

5.3 The DREAT³ monthly meetings analyse racial and associated incidents. Figures relating to DIRF⁴ remained low.

Foreign national prisoners

5.4 There were 66 foreign nationals at the end of May compared to 109 last year.

The board and diversity

5.5 The IMB monitor diversity closely. The diversity team are to be commended for very broad range of effective initiatives introduced.

5.6 The board seeks to recruit from the widest possible range of age, gender, social, cultural, racial and religious background. At the end of this period, the IMB has six men and four women: A magistrate and former nurse, a recently retired town mayor and accountant, a psychiatric nursing manager, a criminology graduate, a waitress, an ex chief executive, a retired jeweller, an ex social worker and an ex probation officer. The age range is 23 – 78yrs.

³ DREAT = Diversity, Race and Equality Team

⁴ DIRF = Diversity Incident Report Forms

EDUCATION, TRAINING & PURPOSEFUL ACTIVITY

The new regime

5.7 Changes to the regime and to the core day were made and a longer working day introduced. A 34.5 hour working week was introduced in three production workshops for 58 prisoners in line with the government's Working Prisons agenda. This was a very well conducted staged initiative which was already showing good results and further improvements were planned. It challenged some well established practices by both prisoners and staff. It stands as an example of how staff, managers and union representatives pulling together in this prison, were able to address government expectations.

Education

5.8 The provision continues to be run by Milton Keynes College, and the Careers, Information and Advice Service (CIAS) by Lincoln College. The education manager has good links with prison staff, and implemented new policies (such as the new core day from 8.15 to 4.30) very well.

5.9 The facilities and environment in the Education block encourage appropriate behaviour and learning: Classrooms are bright and airy with good facilities such as interactive white boards, computers and projectors.

5.10 Two issues in the last IMB annual report concerned the availability of broadband in order for prisoners to access the virtual campus and take qualifications on-screen. Broadband has been installed and both issues addressed. Teaching staff manage groups well, ensuring individual needs are met. Prisoners interviewed by IMB staff were happy with the provision. Also green paper issues were addressed - Virtual Campus was installed and OLASS4 preparation was in place.

Induction and initial assessment

5.11 The education provision is introduced at induction, and all prisoners undertake an initial assessment of their learning needs. Information packs are given to each wing, and details of the service are on the Z drive. Prison education is voluntary, and not all prisoners with learning needs access it. Prisoners are paid less than those taking part in other less meaningful activities, which can discourage some prisoners from improving their skills. However, a pay policy was in mid review when closure was announced.

Employment training

5.12 The majority of the provision is work focused leading to qualifications to help prisoners get employment on release (e.g. employability, construction and catering awards). Prisoners do real work projects e.g. stage props for a local college, creating a Jubilee garden from waste land for a school and videos and posters for prison staff.

Vocational Workshops

5.13 Prisoners are able to work towards qualifications in a range of vocational workshops (e.g. industrial cleaning, construction trades workshops, engineering, plumbing and motorcycle maintenance). Prisoners are positive about the workshops and value the quality of training from caring and enthusiastic staff. Some prisoners felt that their skills could be put to use within the prison e.g. more painting and decorating.

Progression

5.14 Course levels range from entry level to level 2. Prisoners with good skill levels have the opportunity to work as a mentor, and achieve a mentoring qualification. Prisoners are able to enrol on Open University courses. The OU provision is not within the remit of the Education department but staff sometimes help prisoners apply to the OU.

5.15 As highlighted in previous IMB reports, items made by prisoners (e.g. woodwork, art, pottery) are not offered for sale to prisoners and staff, which misses an opportunity to give prisoners pride and satisfaction in their work. An obstacle to this has been public accounting regulations.

Non vocational workshops

Packing and Think 3e

5.16 At this time packing is the only activity in operation and on a limited scale. There are two groups of approximately twenty prisoners who work alternate days. In one period of six weeks there were only five days work and prisoners have been sent back to their cells early. It has been very hard for the prison to find new outside contractors to supply work and sustaining a consistent flow of work is not always possible. Recently, however, new contracts have been negotiated with the charity Sue Ryder and a pallet firm Wren to offer a consistent flow of work.

Copper Mill

5.17 The work consists of recycling cloth and the supply of work is more consistent. The number of prisoners working in this workshop was between twenty and thirty.

Recycling Workshop

5.18 Despite every effort to renovate this workshop, it is hardly adequate to house the machinery and men needed to recycle the different materials from the prison. The Supervisor does a magnificent job with the materials he has to work with but is frustrated that it is underused because of lack of finance and resources. However, plans were in place to enhance this facility.

Farm and Gardens

5.19 The officer /instructor has been at the prison for many years and is passionate and enthusiastic about his work. He and his small team of prisoners recently produced twelve thousand bedding plants from seed. A

shortfall is the absence of ROTL prisoners to work outside the prison fence with one officer. There is clearly room for some expansion.

The laundry

5.20 In the last reporting period the prison complaints system and IMB applications picked up complaints about the laundry system. A new tagging system was implemented this year and these problems resolved.

The library

5.21 Northamptonshire Library Service continued to offer a good service providing newspapers magazines and periodicals, reference books and audio tapes in different languages. The facility is well stocked, used and appreciated by many.

5.22 It is an integrated service. It works with the education department helping run the Toe to Toe reading scheme for prisoners with literacy needs. And with resettlement on the Storybook Dads scheme which helps prisoners keep in touch with their children. Prisoners can also use the library computers to develop their computer skills.

HEALTHCARE and MENTAL HEALTH

5.23 Healthcare Services are managed by Care UK. Care UK has held this contract for 5 years - the contract was recently extended until December 2012 – when it would have been put out to tender. Mental Health care is provided by Northamptonshire Mental Health Foundation Trust.

5.24 The mental health team comprises five nurses, a visiting psychiatrist, counselling and psychological support arranged by the chaplain.

5.25 Each prisoner has had a health screen within two hours of their admission to the prison, where they are referred to any further health services which they require such as: well man, vaccination, asthma, smoking cessation, blood borne virus clinics or dentistry.

5.26 Prisoners requiring any hospital outpatient inpatient or emergency care are taken to Kettering General Hospital, Corby or Northampton General Hospital.

5.27 Since September 2009 Wellingborough have offered integrated drug treatment services provided by Care UK.

5.28 Attendance of prisoners for their healthcare appointments has much improved, with an average DNA⁵ rate of 6%. In 2008 30% of appointments were not attended - the DNA rate for June 2011 was 9.6%.

⁵ DNA = Did Not Attend

Prisoners are given appointment slips delivered to their cell; they are then able to go from work to the appointment and return as in normal society.

5.29 The health care team encourage prisoners to take responsibility for their own health by providing them with information and support.

5.30 Northants Advocacy recently started in the prison - they give advice to prisoners (with mental health and learning disability) and this has been welcomed by prisoners and staff.

THE CARE and SEPARATION UNIT (CSU).

5.31 The unit has coped with many demanding and at times difficult prisoners in this period. The changing profile of prisoners from London postal districts created fresh challenges on the wings which has an impact on the CSU. The quality of the trained staff employed in this demanding unit is very high and they are worthy of special recognition.

5.32 Prisoners are not routinely transferred out from the CSU. There are two exceptions to this - evidence of security issues or an irresolvable issue of own protection. This policy has been working well. SMARG meetings are now held on a regular basis which is an improvement.

5.33 The unit was recently refurbished to make cells more secure after an incident when damage became a security concern.

5.34 Overall, the CSU represents a small part of prison life. It is however, because of its importance, the subject of thorough monitoring by the IMB. The IMB consistently records a high level of satisfaction in the way in which the unit is run and the care which is afforded prisoners detained here, often in very testing circumstances. Staff provide a safe and caring unit in a most professional way.

SEGREGATION	2007/08	2008/09	2009/10	2010/11	2011/12
Rule 45/49 – Own Protection & own interests	143	12	22	15	9
Rule 45/49 – Good Order or Discipline	191	109	89	109	58
Use of special cell	21	15	17	7	6
Use of care suite	Not available	Not available	Not available	Not available	Not in use
Pending adjudications	Not available	Not available	98	Not available	52

PRISONER SAFETY & CARE/ SAFER CUSTODY

5.35 PSI 2011/64 provides the framework for prisoner safety and against which performance is measured. However, prisoner safety is dependent upon a whole range of other departmental activities, such as food, recreation, health, family contact, planning, chaplaincy and education. And upon staff and prisoner morale. Prisoner care and safety has remained a high priority here. Recent initiatives include:

- ❑ dedicated safer custody boxes on all the wings
- ❑ continued identification of hotspots for trouble
- ❑ use of CCTV to assist staff to monitor key areas (there have been no incidents on the M1/M2 corridors since the installation of CCTV)
- ❑ adjudication tariffs lists displayed on all wings, and in the library
- ❑ a display just inside the gate which identifies those being bullied and those suspected of bullying.

5.36 One of the most important improvements in prisoner safety is the violence reduction strategy which deploys the zero tolerance to violence campaign on July 1st. This is a very well thought out, comprehensive campaign involving many staff and is supported by staff generally. So new and imaginative efforts are being made to keep prisoner safety at the forefront of everybody's minds. Safer custody, governance and operational, and measuring quality of prisoner life audits were planned for August and September 2012.

5.37 The report last year noted an upturn in the risk of gang/ drug related violence, thought to be related to changes in the type of prisoner admitted to Wellingborough. The figures below while showing a rise in serious assault, would appear to demonstrate that this threat has been taken seriously, vigorous steps have been taken and the situation has been contained well.

	2008/09	2009/10	2010/11	2011/12
Death in custody	1	1	0	0
Serious assaults – prisoner	4	6	9	13
Serious assaults - other	0	0	0	1
Assault incidents	84	101	63	66⁶
Sexual assaults	0	1	0	3^{7*}
Self harm incidents	100	106	153	123

* 2 of which arose from mental health issues

⁶ 13 of these were rated as serious.

⁷ Of these 3 – 1 on a prisoner, 2 on staff.

SECTION 6

OTHER AREAS OF THE PRISON REGIME

ADJUDICATIONS

6.1 The IMB monitors adjudications. The total adjudications by year are shown in the table below:

2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
1120	1056	1310	1030	934	977	976

The fact that they have consistently reduced is, in the view of IMB monitors, the result of more effective ways of ensuring better behaviour in the prison.

APPLICATIONS TO SEE THE IMB

6.2 The IMB received 248 applications, a small decrease from the previous year of 258. The year before that there were 357 applications the year before that, 239.

Applications by reason for application, by wing and by month:

Reason	No	Wing	No	MONTH	No
Accommodation	4	A	39	June	21
Adjudications	2	B	0	July	17
Diversity related (inc race)	7	C	35	August	20
Education/employment/training	12	D	20	September	11
Family/visits	13	E	23	October	20
Food/kitchen related	4	F	31	November	17
Health related	27	G	32	December	15
Property	45	H	20	January	26
Sentence related (sentence planning)	27	I	32	February	16
Staff/prisoner related (complaint against staff)	19	CSU	20	March	33
Transfers (prison move)	13			April	24
Miscellaneous (other)	45			May	28
				TOTAL	248

Commentary:

6.3 There was little change in numbers this year. The biggest change from last year is the number of sentence related applications (from 61 to 27). Applications concerning property was high again year. This IMB does not

deal directly with property issues – they are passed to the appropriate staff to deal with.

CHAPLAINCY

6.4 Wellingborough is served by an Anglican Chaplain, an Iman, faith leaders and volunteers. The chapel in the main building is quiet and serene and has regular use from a diverse range of faiths. And there is a modern chaplaincy centre with offices for the chaplaincy personnel, training rooms and a multi faith room.

6.5 Besides the provision of multi faith services, there are opportunities for bible study groups, Islamic studies, Christian Fellowship and others. The chaplaincy team are also involved in pastoral care, family visits, bereavement counselling, and help and guidance through the Prison Phoenix Trust and in partnership with Diversity concerning Equality (religion and belief) Regulations.

6.6 The ministers are active within all areas of the prison and make daily visits to the care and separation unit. Spending time with the prisoners is appreciated and often has positive outcomes.

PHYSICAL EDUCATION DEPARTMENT

6.7 The gym is the main provider of recreational activity and the programme of activities is extensive. All activity is indoors. The facility is heavily used.

6.8 The gym works closely with healthcare and there are joint initiatives with healthcare and the kitchens. Courses include gym instructor training, level one introductory certificate in fitness instructing, British weight lifters association introduction into resistance training, first aid training and training in diet and nutrition. These increase the chances of employment on release.

6.9 The gym is a popular facility. It is an integrated aspect of prison life contributing to a healthy, safe prison and to goals of reducing reoffending behaviour. IMB monthly monitoring reports comment consistently on the enthusiasm and skill of staff there.

HEALTH & SAFETY

6.10 The safety of prisoners across a range of issues and activities has included traditional health and safety requirements. One of the main aspects of this has been keeping some of the buildings fit for purpose and safe. See Estates.

- 6.11 In this period there has been an enhanced training programme which has included CSR and fire training. Health and safety is a well managed dimension of the prison.

INDUCTION

- 6.12 There has been a great deal of improvement since the last annual report, in particular the sessions are held on time, there is less fragmentation, less hanging around and there is better co-operation between different parts of the prison who are involved with the process.
- 6.13 The materials are more comprehensive and of better quality. Feedback from prisoners suggests that they are told what they need to know and are content with the arrangements. There is evidence that prisoners are receiving what they should receive and they have access to the advice about life at HMP Wellingborough that makes their arrival less threatening.
- 6.14 There is also evidence of a change of attitude of staff to organising induction – it is seen as more of a priority and given its proper importance. The IMB are now taking part regularly in the induction process so that prisoners are aware of how the IMB at HMP Wellingborough works.

KITCHEN

- 6.15 The problems brought forward from previous reporting periods relating to sub standard equipment and breakdowns have continued. But there has been some improvement.
- 6.16 Despite these frustrations the department has produced a consistently high level of food. Much of PSI 44/2010 is exceeded at Wellingborough. The requirement that cultural, nutritional and diversity needs are met, is done with great imagination and prisoners have good menu choices. The focus group set up to look at the daily menus was re-introduced.
- 6.17 The management team and staff work very hard to enhance the skills of prisoners and produce good quality food on time. Every month the IMB monitoring report describes how staff perform miracles within the limitation of an allowance of £2 10p *per day* per prisoner. And most every monitoring report commends kitchen staff for their efforts. This is given further weight by the fact that of 248 applications to the IMB from prisoners this year, only 4 concerned food/ kitchen.

OFFENDER MANAGEMENT – resettlement, preparation for release

- 6.18 PSO 2300 refers to a focus on the outcomes of reducing reoffending and helping prisoners to participate effectively in society. HMP Wellingborough achieves these outcomes through Resettlement Pathways – a system based on an analysis of OASys assessments.
- 6.19 Each Pathway relates to areas proven to have strong connections with risk of re-offending. The Resettlement Pathways are:
- Accommodation
 - Education, Training and Employment
 - Mental and Physical Health
 - Drugs and Alcohol
 - Finance, Benefit and Debt
 - Children and Families
 - Attitudes, Thinking and Behaviour
- 6.20 The offender assessment system (OASys) is used to assess risk of reconviction and risk of harm and the associated needs. Information from OASys and the offender supervisor is used in the sentence plan which addresses these needs through referral of prisoners to the appropriate set of Pathways and is reviewed every 12 months. The way in which prisoners access the Pathways are objectives in their sentence plans. Prior to release, a prisoner's situation and needs are discussed at a case conference involving the offender management unit (OMU), Healthcare, NACRO, and CARATS (see below).
- 6.21 In a realignment of structure this year to provide an integrated approach, line management responsibilities for all functions and activities which relate most closely to resettlement, were grouped under the head of reducing reoffending . A senior manager has overall responsibility for each Pathway, and these managers, under the leadership of the head of reducing reoffending, constitute the Resettlement Policy Committee, consistent with PSO 2300.
- 6.22 Along with external probation officers, offender supervisors within the OMU are responsible for assessments and they demonstrate a high level of competency and commitment.

Pathway 1 – Accommodation

- 6.23 This is managed by NACRO, dealing with prisoners' housing issues on arrival and in the two months before release. They also run a "Good Tenants" course.
- 6.24 The percentage of prisoners released in the year to March 2012 with settled accommodation on discharge at 92.6%, is marginally down on the previous year, but this is against a generally improving trend over recent

years and is ahead of the (increased) target (KPT) of 90.0%. The national achievement (2010/11) for male category C prisons was 90.0%.

Pathway 2 - Education Training and Employment

- 6.25 The careers information and advisory service (CIAS) carries out the initial assessment of education, training and employment needs. The CIAS team provide on-going advice and guidance and create learning plans; they set targets and review progress.
- 6.26 Job Centre Plus are available to prisoners before release to offer advice on job opportunities, training and education. NACRO also runs the REACH project, financed (for the East Midlands) by the European Social Fund REACH (Regional Employ-Ability CHallenge) project, which delivers an intensive package to higher risk/higher need offenders to improve their chances of finding work.
- 6.27 The KPT for employment on discharge of 15% was well exceeded, with an achievement of 23.3%, well up on the previous year at 14.2%. This is a very substantial improvement and compares with a national achievement (2010/11) for male category C prisons of 29.4%. The Education and Training on Discharge achievement was 17.4% against a target of 15% and a previous year performance of 15.8%.
- 6.28 The Prison has built links to employers in the local community as a means of providing more employment for prisoners - either through contracts in the workshops or through prisoners going to work outside on temporary licence. This was due to be extended.

Pathway 3 – Mental and Physical Health

- 6.29 Covered in separate report.

Pathway 4 - Drugs and Alcohol

- 6.30 The Counselling Assessment Referral Advice and Through care Service (CARATS) offers advice and support to substance users who wish to address their substance use. Clinical intervention is provided through the Integrated Drug Treatment System.
- 6.31 Prisoners can sign up for voluntary drug testing in a drug-free environment wing. A new drug recovery wing was planned with PCT-DAT⁸ funding. Implemented this Autumn, it would have provided a different approach from voluntary testing.
- 6.32 The services of Alcoholics Anonymous are available in the Prison.

Pathway 5 - Finance, Benefit and Debt

- 6.33 NACRO provide advice on debt and benefits, with basic enquiries handled by a peer support adviser and more specialized information and

⁸ Primary Care Trust Drug Action Team

advice supplied by NACRO. Before release, prisoners are now assisted with opening a bank account, so that benefits can be paid in and money better managed through direct debits etc.

6.34 Job Centre Plus staff provide advice on job seekers allowance and other benefits. They see each prisoner before release to discuss benefit/employment options and to arrange Fresh Start appointments.

6.35 The education department runs a financial literacy course.

Pathway 6 – Children and Families

6.36 Covered in separate report.

Pathway 7 – Attitudes, Thinking and Behaviour

6.37 The ATB Pathway includes inputs from Programmes (Treatments), Psychology, Chaplaincy and Diversity. Programmes are overseen by a group which includes the resettlement manager and the treatment manager along with a residential manager. The Thinking Skills Programme is a national interventions unit course which targets prisoners who are medium to high risk of reoffending.

CARATS

6.38 The CARATS team has worked well at providing a drug treatment plan given the lack of time versus a high demand. CARATS works together with healthcare for the IDTS treatment plans to ensure prisoner support. Recently, CARATS have developed client orientated group therapy ADAPT, named by the prisoners, which stands for Addressing Drugs and Alcohol Together.

PHYSICAL ENVIRONMENT (Estates)

CURRENT SITUATION

6.39 Half the current wings are original 1960s vintage. As are workshops, administration block, visits, reception, healthcare and the gate. But all the latter are about fit for their purpose whereas the prisoner wings are not.

6.40 Four of the wings are modern and like the kitchen, education centre and faith centre, recently built. The gym complex is modern but older. So just over half the buildings are original. And five of nine wings need modernisation or replacement. B wing has remained closed due to fire damage.

A HISTORY OF NOTED DELAPIDATION

6.41 It is a frustration of the IMB that the reasons for withdrawal from the bid process and latterly the reason for closure, is something which has been

known about at the highest level at least since 2004. And little or nothing was done about it until eight years later it led to closure. The following are extracts from reports from this IMB to the minister:

6.42**2004/05**

“Like many prisons Wellingborough is no longer fit for its 21st century purpose. Capital allocations are, therefore, required to address this major deficit”.

2005/06

“Previous reports have drawn attention to the poor physical state of the original parts of the establishment, and there has been no improvement in them over the year”.

“The Board is of the opinion that the continued use of these wings can no longer be justified, and urges the prison service to consider alternatives as a matter of urgency”.

2006/07

“The comments made in last year’s report about the state of the five original wings are still relevant this year. Although we understand that there may be long term plans to replace them, they are still housing many prisoners in very poor accommodation. The Board again urges their replacement as a matter of urgency”.

2007/08

“As in previous reports the Board notes the inadequacy and poor repair of the original wings”.

“Crown Premises Inspection – This was carried out in February 2008 and an enforcement notice was issued immediately. The prison still has in use some of the original units that were built in the days when the Borstal was created. None of these buildings have been improved in fire protection terms at all”.

2008/09

“As in previous reports the board notes the inadequacy and poor repair of the original wings A-E. These older wings do not appear to be fit for purpose either in respect of prisoners' facilities or with regard to prisoner safety. The NOMS property board have to decide what to do with the findings of The NOMS Custodial Property Strategic Review”.

“These issues remain a significant concern for the IMB. Putting the adequacy of the older cells blocks aside and the pressing need for escape stairs and smoke management and detection systems, there are other structural deficiencies. The prison, its staff and prisoners remain vulnerable to inadequate fire mains, inadequate sewerage system provision and a electricity supply which has little extra capacity”.....

“There is a CPIG enforcement notice in place which details the risks in A-D wings. Many of these aspects take the risk into the “do something now” zone

(20+ [of 25 max on a risk scale]) – even those which are low likelihood are high or very high impact and should ring immediate alarm bells”.

2009/10

“Previous reports noted that the inadequacy and poor repair of the original wings A-E, made them not fit for purpose. A very recent fire in B wing which resulted in evacuation underlined this point (the whole incident was managed superbly by staff). A major project has begun. It includes Fire detection and misting devices and infrastructure improvements to A – E wings and improvements to sewage, water mains and electricity supply more generally”.

2010/11

“Previous reports noted that the poor repair of the original wings A-E, made them not fit for purpose. The poor condition of a significant part of the estate was one reason given for withdrawal of HMP Wellingborough from the bidding process. It remains an issue but improvements have, and are, taking place and while B wing is still closed, all enforcement notices have been lifted”.

SECURITY & DRUGS

- 6.43 Issues of security and drugs are complex. However, there is a real feeling of a Department that is well lead, managed and supported by staff at all levels. An enormous amount of hard work is done to maintain a safe establishment and to a very large extent this is achieved.
- 6.44 The process of searches and particularly target searches have produced major finds. The aim is to routinely search each and every cell at least once in the year, supplemented by intelligence led searches. Random searching and staff checks are still in force. IMB members now attend monthly security meetings regularly where numbers of security intelligence reports and closed visits are reviewed. The display boards in the reception area contain a great deal of information available for all and this is an excellent innovation. The IMB also recognise the work of the safer custody team and the violence reduction representatives who contribute in a huge way to security.
- 6.45 There has been a tail off of throw-overs reported at the year-end. This is not in accord with the mandatory drugs tests (MDT) figures, which remain high. From April 2011 – March 2012 MDT shows a variety of scores throughout the year. There does not appear to be a particular pattern, however the highest was in May 2012 at 24% followed by December 2011 at 20%. The lowest in April 2012 at 3.3%. On average the highest quarter was July to September 2011 at 15.73%. And for the year, the rate was 12.9% - 0.7% better than the previous reporting period. Mandatory Drugs tests are currently performed on 5% of the prison population. (approx. 29-30 per month). While cannabis, opiate and methadone positives decreased, cocaine, amphetamine and buprenorphine positives increased.

6.46 The improved security audit score produced an air of positivity. Since the last report, a big effort has taken place locally to tackle what this IMB has always considered to be a national problem which reflects the almost complete failure of national plans to address the problem of drugs.

The table below shows the increases in detection.

June – May inc	2007/08	2008/09	2009/10	2110/11	2011/12
Detected throwovers	27	11	17	11	22
Intercepted contraband in visits hall	9	4	3	1	18
Detected drugs in rule 39	8	6	1	1	3
Detected drugs in non rule 39	-	-	10	4	17

VISITS

Pathway Centre

6.47 On 01 07 12, the Prison Advice and Care Trust (PACT) replaced the charity which has run visit support over the years. The concept of a pathways centre as a reception for visitors some of whom have travelled long distances, has been very successful. Thousands of visitors have benefited from the service provided by the volunteers.

6.48 This year the centre produced an information leaflet, funded by BBC Children In Need, which contains useful information for visitors.

Visits Hall

6.49 There were a number of shortcomings in respect of equipment and general care and cleanliness reported last year. These have all been put right.

SECTION 7

THE WORK OF THE IMB

7.1 The complement is thirteen. At the end of this period, the IMB had ten members, three of whom were about to successfully complete their probationary year.

Monitoring

7.2 The emphasis has remained on monitoring and a number of significant improvements in monitoring technique have been designed and deployed. It is to the great credit of members both experienced and less experienced that they all fully endorse the concept of proper monitoring and have built and maintained relationships in the prison which enable this to take place as it should. It is a credit to staff and managers that the working relationship with monitors has meant that when individual injustices have occurred, they are addressed. And when areas for improvement in the systems which result in injustices and difficulties for prisoners have been identified by monitors, they are addressed.

7.3 An example of just how well this can work is the last annual report. Early action on the findings of monitors in the draft which went to managers, meant that by the time that the report had been formally submitted, practically all the local issues raised, had been addressed – shortcomings put right. The Wellingborough IMB test of an annual report is to ask the question every year – “what has improved as a result of this report?”

7.4 The relationship between the SMT and the IMB created by the previous governor has been heavily endorsed and improved and extended by the current number one. The modelling of this at the top by the governor and the ability of the number one governor and the IMB to work together in a way which also underlines the independence of the IMB, makes for an effective monitoring board. It has been crucial.

7.5 The Wellingborough rota report is a monthly, strategic document dealing with systems, not individuals. Issues relating to individual prisoners are dealt with on the spot at the time of the application and implications for the running of the prison arising from applications, addressed at board meetings. So a new look operational report to the board meeting introduced this year, was very helpful because it deals with individual prisoners and this gives the IMB a greater understanding of those areas that may require monitoring.

BOARD STATISTICS	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Recommended complement of board members	11	11	13.5	13.5	13	13	13
Number of board members at the start of the reporting period	10	10	10	10	9	10	8
Number of board members at the end of the reporting period	10	9	9	10	8	8	11
Number of new members joining within the reporting period		2	2	5	2	0	5
Number of members leaving within the reporting period		3	1	5	3	2	2
Number of attendances at meetings other than board meetings		46	61	56	59	46	64
Total number of visits to the prison (including all meetings)		424	368	415	463	452	615
Total number of applications received	304	288	223	239	357	258	248
Total number of segregation reviews held	79	99	101	102	100	99	102
Total number of segregation reviews attended	79	95	97	97	97	95	100
Visits to other prisons	2	1	1	0	2	1	1
Attendance at serious incident		3	5	3	4	5	4

 **Tony Knivett, Chair, Wellingborough IMB**

SECTION 8

Annex A

GLOSSARY OF TERMS & ABBREVIATIONS

Abbreviation /term	Explanation	Other info
ACCT	Assessment, Care in Custody & Teamwork	
CARATS	Counselling, Assessment, Referral, Advice & Throughcare	
GOOD	Good Order & Discipline	
HDC	Home Detention Curfew	
IPP	Indeterminate sentence for Public Protection	Sentence to protect the public from dangerous criminals
KPT	Key Performance Target	
MAPPA	Multi Agency Public Protection panel	
MDT	Mandatory Drug Testing	A key target indicator
NOMS	National Offender Management Service	Merger of Probation & Prison Services
OCA	Observation, classification & allocations	A reception task
OASys	Offender Assessment System	A tool used by Probation & Prisons to assess offenders (risk & needs)
OP	Own Protection	A reason for segregation is for the inmate's own protection
PASRO	Prison Addressing Substance Related Offending	
PCT	Primary Care Trust	
ROTL	Release on Temporary Licence	
SIR	Security Information Report	
SMARG	Segregation, monitoring and review group	
TPR	Team Performance Review	Annual reviews of IMB performance