



HMYOI Werrington

Independent Monitoring Board

Annual Report

1 June 2011 - 31 May 2012

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THE ROLE OF THE INDEPENDENT MONITORING BOARD (IMB)

The IMB supplies the only regular independent oversight of prisons, young offender institutions and IRCs (Immigrant Removal Centres), apart from that of Her Majesty's Inspectorate of Prisons (HMIP). The IMB Annual Report provides the Minister for Justice, Home Secretary, other ministers, senior managers and stakeholders with feedback on the practice and policies of each institution.

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 Home Secretary 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, or any official to whom s/he has delegated authority as it judges appropriate, any concern it has
- (3) **report annually to the Secretary of State on how well the prison has met the standards and requirements placed on it and what impact these have on those in its custody**

To enable the Board to carry out these duties effectively, its members have right of access to every young person, every part of the prison and also to the young person's records.

This report is not intended to provide a chronicle of the year or to paint a rounded picture of the establishment but to highlight mainly those areas of particular concern or outstanding practice only.

Introductory Description of HMYOI Werrington

Werrington is a small Young Offender Institution (YOI), holding male young people aged 15 to 18 years with a certified normal accommodation of 160 sentenced and remand young people.

The establishment opened in 1895 as an industrial school and was purchased by the Prison Commissioner in 1955. In 1957 it opened as a Senior Detention Centre, converted to a Youth Custody Centre in 1985 and in 1988 became a YOI.

The institution is situated on the outskirts of Stoke-on-Trent and has a collection of reasonably new buildings, old unsuitable ones and redundant farm buildings.

The residential areas consist of three modern wings: A Wing with 38 single and 14 double rooms; B Wing with 26 single and 18 double rooms and C Wing with 20 single rooms and 10 doubles and a Rehabilitation and Support Unit with 6 single and two "safer" rooms, though the latter are not fully safe.

Education and administration are situated mainly in the old, original buildings. The gymnasium and Substance Misuse unit are modern but the VT areas and laundry are largely converted outbuildings.

Extensive remedial and health and safety work is being carried out throughout the establishment

Ethos and Atmosphere

Excellent relationships exist between staff and young people and young people consider Werrington to be a safe place. Parents, too, have expressed appreciation for the care their sons are given. Young people are treated with respect and dealt with firmly but fairly on those occasions when discipline is required.

Members of Staff display an empathetic understanding of young people and are often familiar with the difficulties they have experienced. This is evidence of the general commitment and positive attitude of staff to an arduous and stressful occupation. Young people are able to turn to trusted members of staff and receive appropriate advice and support.

Many staff are skilled in employing negotiation as a first means of de-escalating confrontation but when C & R is necessary, staff use minimum force, always try to establish a rapport with the young person and always endeavour to avoid injuries. The establishment continues to be a leading practitioner in the recommended techniques of C & R for young people.

Most young people come from the West Midlands region, particularly which means that young people are more likely to receive visits, being nearer home; however, Werrington's population contains young people mainly from the cities like Birmingham, some of whom are rival gang members. It is due to the vigilance of staff that friction is kept to a minimum, despite the drawbacks in having only two main wings and a smaller wing.

ISSUES FOR CONSIDERATION BY THE MINISTER

The Board requests a response to the following concerns, which need consideration at government level:

1. For several years our request that young people who are disadvantaged by mental health problems or significant learning needs be placed directly in institutions where they can receive full therapeutic support, rather than in standard YOIs has not been satisfactorily addressed. We recognise that such provision continues to be scanty and urge that the Minister, in full knowledge of the pressing need, will pursue proper provision of therapeutic and safe places.
2. Once again we have to highlight the fact that no national programme has been written for use with juvenile sex offenders, to be conducted by experts such as psychologists. It is unjust that older offenders have access to such programmes yet juveniles, for whom there is perhaps more hope of rehabilitation, are ignored. To refer governors in the juvenile estate to expensive charitable organisations is no answer in these financially stringent times.
3. For the **fifth** year in a row we request that the Minister make the strongest representations to Parliament to end cuts in funding of the Prison Service juvenile estate. The government must have in mind the essential principle that young offenders must be helped towards living as responsible citizens through rehabilitation and training. Expenditure on personal progress should lead to a less criminal society and ultimately reduce costs. We expect the government to have the courage and the will to affect this.

4. Although the situation has improved slightly we wish to draw the Minister's attention to the need for a healthcare service which is child orientated especially in the field of mental health. It is still the case that the standards of care provided fall below those available in the community at large, this is despite the valiant efforts of Werrington's healthcare staff.

ISSUES FOR CONSIDERATION BY THE MINISTER AND THE YJB

1. Repeated requests have been made that juvenile offenders serve their sentences in institutions no further than 50 miles from home. The decommissioning of several YOIs means that where in the past only a few young people slipped through the net, many more are now being located far from their families. It is recognised that regular family contact can significantly improve the chances of successful rehabilitation and for young people to find themselves in a distant and unknown place is an isolating and sometimes intimidating experience.
2. We deeply regret that the perilous state of the economy has resulted in the abandonment of many important plans, amongst which were proposals for a new education block to replace the unsuitable and gloomy premises currently in use and an appropriate reception centre. Excellent in so many ways, Werrington is still disadvantaged by the poor quality of its built environment. We request that all such plans are kept in mind, to be implemented as soon as feasible. We do however acknowledge that funding has now been approved for a new reception building.
3. While there has been a greater willingness on the part of courts to award community sentences to juvenile offenders, there remains a significant proportion, including those with obvious mental health problems, significant learning difficulties or simply suffering from extremes of poverty and neglect since an early age, who could be better helped by specialist care in the community. For these young people, prison is an inappropriate intervention when their main needs are therapy, a stable home setting and the steady example of caring and responsible adults. We ask that the Minister and the YJB give every consideration to providing further alternatives to custody, which would enable disadvantaged young people to make permanent progress.
4. Again we have to point out that HMYOI Werrington continues to suffer from insufficient flexible residential accommodation in which to house, separately, opposing gang members, as well as bullies and their victims. Some young people are therefore inevitably put at risk and staff suffer from the stress of containing and managing some very disruptive young people, without recourse to alternative accommodation. Given the often high level of fights and assaults, we urge that solutions are sought for this on-going difficulty at the earliest opportunity.
5. The amount of damage done to cells and furniture by the young people is of continued concern to the Board. We felt that until these offences are more widely dealt with by the courts, especially where there is a breach of a court order it sets a poor example for offenders, who have little to lose by such actions and whose behaviour can result in disruption to the smooth running of the regime. We trust that the Minister and the YJB will consider how best to support governors in bringing cases to court.

ISSUES FOR CONSIDERATION BY THE YJB, THE REGIONAL MANAGER OF CUSTODIAL SERVICES AND THE GOVERNOR

1. We urge the YJB to make every effort to ensure that young people known to be especially at risk of self-harm are not transferred between establishments without pressing reason and full assessment.
2. We remain concerned that some young people stay in Werrington after they have reached their eighteenth birthday, even though they have a length of sentence still to serve. This gives rise to child protection issues, especially as young adults sometimes exert undue pressure on young people. Again, we ask the YJB to move them promptly.
3. At the time of writing, the Board was gravely concerned at the failure to secure the regular services of a child psychiatrist able to monitor the essential treatment of young people with mental health needs. These are among the neediest in the population and are at risk of self-harm, suicide or harm to others. Pressure must be brought on health service providers to fulfil their obligations to this group of young people, whose rights are equal to those in the population at large.
4. The Board is pleased to note that the long asked for video link suite between Werrington and the court system is to be included in the new reception building.
5. Poor educational provision continued to disadvantage young people on the RSU during the reporting period, though RSU officers made heroic efforts to accord young people their statutory rights

Commendations

Again, we must praise the relationship between young people and staff. Young people are treated with respect, good humour and patience. The perception of BME young people was that they were treated equally. The population as a whole felt safe and young people were always able to find support from a trusted adult when needed.

De-escalation during C & R was invariably practised, minimum force used and every effort made to avoid injury. Full searches were kept to an absolute minimum and were only authorised when real danger was posed to a young person or those around him.

Staff continued to maintain a positive approach to their work and set good examples to young people in tolerance, conflict resolution, self-control, hard work and courtesy. We have witnessed many examples of the compassionate understanding of staff, even during stressful and violent situations.

During the year, we have encountered young people who have appreciated the ethos and atmosphere at Werrington and have found their courses and programmes helpful and stimulating.

1 DIVERSITY

- 1.1 Diversity's day-to-day running is undertaken by an enthusiastic and experienced Equalities Officer, whose remit covers all aspects of equality legislation. He provides weekly reports to the governor, as well as the close monitoring and recording of diversity data. The majority of staff, though most have now attended the "Challenge It, Change It" course. The Regional Diversity and Equality Advisor maintains

regular contact and the latest MPQL inspection report on Werrington was welcomed by the DDR.

- 1.2 All disability matters are managed by the equalities officer who provides reports on a monthly basis to the Governor and SMT There is no cell accessible by wheelchair and stairs and steps elsewhere prevent wheelchair access to education classes and other areas. Those with a physical impairment, such as poor hearing or eyesight, receive attention from Healthcare, while those with learning difficulties, ADHD or dyslexia are catered for by the SENCO and Education. YPs with mental health issues now receive care not only from Healthcare but from the recently established CAMHS team; an important improvement in provision.
- 1.3 The monthly meeting of the Diversity and Race Equality Team (DREAT) is chaired by the deputy governor and is well-attended by departmental heads, as well as up to three YPs' representatives. The latter are keen participants, putting forward the requests and complaints of their peers. They are listened to attentively, with their points minuted and listed for action when appropriate.
- 1.4 Unfortunately, there has been no response or interest shown by outside bodies in attending DREAT meetings, despite approaches made. Regrettably, financial restrictions have prevented a regular IMB presence at meetings.
- 1.5 All YPs attend a detailed Diversity induction session, where the manager is sometimes assisted by YPs' representatives. There is also an opportunity to discuss diversity topics at regular group sessions entitled Activ8. YPs participated in events such as Black History Month, the annual Anne Frank exhibition about the Holocaust.
- 1.6 Since the last IMB report, there has been a slight increase in the black minority ethnic (BME) group. The consequent number of young Muslims has sometimes necessitated a move from the multi-faith room to the main chapel for Friday prayers. Ramadan provision is carefully planned, with advice from the Imam and Eid is celebrated with a special meal and a day's holiday. However, halal utensils are not always used for ordinary meals and occasionally Muslims feel obliged to refuse food served using only plastic gloves. Christians are well-catered for by the Chaplaincy team.
- 1.7 The higher numbers of BME YPs held on the Rehabilitation and Support Unit (RSU) continue to give rise to some concern but, on investigation, all proved justified. The YPs themselves did not complain to the IMB that the procedures were discriminatory, though they had the opportunity to do so during the regular visits of the IMB to the RSU.
- 1.9 Not all YPs are aware of what constitutes a formal complaint or the difference between a complaint about racism in contrast to one about a general issue. However, complaints systems are explained during Diversity induction. (The information overload during induction, though given with the best of intentions, is not easily absorbed, especially by those with hearing or learning difficulties or whose first language is not English.)
- 1.10 There is quite often a perception amongst BME YPs that they are not always treated fairly by staff and therefore do not always feel that staff are trustworthy. The IMB has found little evidence of discrimination by staff but recognises that prejudice encountered by YPs in the outside community may have engendered an automatic distrust.
- 1.11 Complaints about racial incidents are promptly dealt with, or notification is given of further investigation, though YPs continue to show a lack of confidence in the

procedure.

- 1.12 SMART system data are discussed at the DREAT meetings to ensure an acceptable balance of treatment across all ethnic groups. The very occasional anomalies are carefully investigated and accounted for.
- 1.13 Sixteen Equality Impact Assessments had been published by May 2011, covering a range of topics. The Equalities Manager took pains to inform YPs' representatives of the content and purpose of these assessments.
- 1.14 Foreign nationals (FN) continue to receive considerable help from one of the Resettlement caseworkers. Despite being given no ring-fenced time, this officer dedicates some of his free time to completing work for this group. Welcome progress has been made by the SENCO, backed by Manchester College and the Head of Learning and Skills, in creating a suitable ESOL course. When necessary, interpreters are used, as is the "Big Word" system, though the majority of FN YPs are able to speak adequate English. Each month, they are given a five-minute phone call to their families abroad.
- 1.15 A significant number of BME YPs demonstrated an unwillingness to apply for Release on Temporary Licence (ROTL), despite the variety of jobs on offer and encouragement given by Resettlement in letters pointing out their eligibility. There is also a regular issue of ROTL application forms.
- 1.16 Risk reduction reports arising from security intelligence do not always provide sufficient evidence as to what further action is needed with the YPs involved.
- 1.17 There remains a need for funding to train a hairdresser in styling African-Caribbean hair, as the trained member of staff is now occupied with other duties. The Board note that some young people are trained to provide this service.
- 1.18 Despite strenuous recruitment initiatives the IMB regrets that there is a lack of ethnic diversity amongst staff and on the Board, however it should be noted that both the Governor and Deputy Governor come from an BME background.

The Board appreciates the efforts of all those involved in supporting those minorities of YPs whose diversity of needs require particular attention.

2. SAFER CUSTODY INCLUDING CONTROL AND RESTRAINT

- 2.1 The Safeguarding Team at Werrington Young Offenders Institute are a dedicated team and deal principally with the following areas: child protection; violence reduction and bullying; suicide and self-harm prevention and the reception department. The department maintains detailed records of all related events and offers support to vulnerable young people additionally dealing appropriately with the perpetrators actions and motives.
- 2.2 There are now 2 designated Officers (previously there had been only 1) the first dealing with Risk Reduction Plan (RRP) Reviews the other with ACCT Reviews.
- 2.3 The Team hold Monthly Meetings, from which information is then produced for the Quarterly Strategic Meetings (attended by outside agencies) who ultimately will report to Staffordshire's Safeguarding Children's Board. They also produce monthly detailed statistics.

- 2.4 The Safeguarding Team is able to call Case Conferences and liaises closely with Healthcare, Substance Misuse, Diversity, Resettlement and Chaplaincy Departments as well as other valuable contacts within Werrington. They also maintain links with outside agencies including Child Protection Teams, Social Service departments, Local Authority Designated Officer (LADO), Police Child Protection Unit, Stoke-on-Trent and Staffordshire Youth Offending teams, NSPCC and Reliance Custodial Services.
- 2.5 During the past year Child Protection referrals have remained at a constant level with no discernible peaks or major concerns.
- 2.6 The incidence of use of force has also declined steadily, as has the number of fights and assaults.
- 2.7 In April the new Risk Reduction Programme (RRP) was implemented. Whilst it is too early to say definitively it appears to be having a positive effect.
- 2.8 Following our last report the Board are pleased to note that 2 Social Workers have been employed. They have made a valuable contribution to the welfare of the young people in the short time they have been in post.
- 2.9 The safeguarding Department is heavily involved with implementing several national Initiatives including improved ACT documentation, independent review of restraint and the new PS-0812 (Care and Management of Young People).
- 2.10 In addition the Department have to work with a new “core day”, “fair & sustainable and “minimising and managing physical restraint” as well as bringing in a 2 year programme to replace C&R.
- 2.11 Since our last report 8 “safer cells” have been fitted. This addresses concerns from the last HMIP inspection.

The Board commends the Safeguarding Team for their commitment, innovative work and support to the young people within Werrington.

3. SELF HARM AND SUICIDE

- 3.1 There were no deaths in the reporting period.
- 3.2 Most operational staff, including OSGs and night staff, carry ‘fish knives’ or have ready access to them to cut ligatures safely and are trained in their use. Training is also given in the ‘Snatch’ procedure.
- 3.3 Self-harm most commonly involves making superficial cuts, making threats to self-harm or the occasional making of ligatures. While there is no pattern of self-harm, there are similar triggers such as bad news from home, distance from family, bullying, distress at being in custody or wishing to attract attention to a hidden anxiety. Such attention-seeking behaviour is always taken seriously by staff, who are supportive, patient and vigilant. Vulnerable young people are encouraged to participate in activities, association and dining out-of-room. ACCT documents are kept out of sight of peers and discreetly managed.
- 3.4 Night-time monitoring of young people on ACCT continued to be satisfactory and documents show irregular observations, rather than easily anticipated checks at set times.

- 3.5 The requirement that ACCT documents must always follow young people during the working day and be returned promptly to the wing still suffers from occasional lapses, despite the best efforts of management, who regularly monitor the files. Quality checks are carried out and reviewed monthly. The IMB follows the progress of all young people on ACCT and reports any concerns about documents to Safeguarding.
- 3.6 There is a sufficient number of ACCT assessors, mostly officer grades.
- 3.7 Post-closure ACCT reviews ensure that the young person is coping and knows where to turn for support. On transfer or release, Safeguarding informs the external YOT of the young person's ACCT history and also alerts YOTs, Social Services and other agencies of the vulnerability and needs of young people on release.
- 3.8 If no e-Asset information has been received, young people are treated as vulnerable on their first night on the Induction Wing; otherwise, e-Asset is used for monitoring the depth of a young person's needs.
- 3.9 The IMB is informed of the background history of those vulnerable young people about whom there is particular concern. This is valuable when carrying out the IMB duty to visit or enquire after the well-being of young people on ACCT on each rota visit.
- 3.10 The Board would like to see a professional bereavement counsellor called in when needed, although the Chaplaincy, Safeguarding and many other staff members provide comfort and support to bereaved young people.

4. VIOLENCE REDUCTION AND BULLYING

- 4.1 Young people exhibiting violent behaviour are currently put into the Risk Reduction Programme (RRP). All those on RRP are required to complete a course which addresses their behaviour. It is not uncommon for violent young people also to be vulnerable and needing to be on ACT.
- 4.2 Monthly Safeguarding statistics give useful information regarding behaviour, ethnicity, incident locations, age groups, injuries, victims and home area of perpetrators.
- 4.3 Staff often use mediation to resolve conflicts at the outset. If mediation is agreed at adjudication, it takes place within 48 hours, both parties signing a Resolution Record.
- 4.4 Bullying trends are monitored regularly and information disseminated between appropriate departments. All known incidents of bullying are investigated, support is given to victims and, where necessary, child protection referrals are made. Perpetrators are given punishment and guidance.
- 4.5 Senior safeguarding staff and partners from outside organisations have attended C & R training sessions to gain an insight into the techniques used.
- 4.6 Both ACT and RRP training were provided to education staff by safeguarding.
- 4.7 Efforts were made throughout the year to address sexually inappropriate behaviour towards female staff.

- 4.8 Wing staff continue to be vigilant in detecting activity such as bullies' orders to victims to tell their visitors to bring in contraband. Intimidating demands for canteen items remain a concern and most wing staff check on unusual quantities of canteen items in young people's rooms, although IMB members have encountered staff who do not fully appreciate the importance of such checks. Volumetric control boxes are issued to young people in which to store a limited quantity of goods.
- 4.9 There is some anecdotal evidence that Gambling still exists but this is dealt with promptly by the Officers. On induction, young people are counselled not too involved themselves in gambling which, if discovered, can result in VR status.
- 4.10 Power struggles between rival groups were sometimes evident, largely based on home area and gang loyalties. This has been exacerbated recently following the decommissioning of several Juvenile Establishments.
- 4.11 Werrington received several young people on the Disruptive Young People Protocol. Staff showed considerable patience and persistence in managing these disorderly youngsters.
- 4.12 It is notable that, when questioned, young people feel that Werrington is a safe place and this was particularly evident in the HMIP report and in the latest MPQL survey.

5. CHILD PROTECTION

- 5.1 Parents/carers are informed of any medical treatment, C & R removals and injuries involving a young person and are also encouraged to share any information which would be valuable in Werrington's care of a young person.
- 5.2 All new receptions complete a questionnaire about their experiences of prison transport and any facilities afforded en route. The results are forwarded twice a year to the Commissioner for Children.
- 5.3 Though now somewhat out of date, the JASP training of staff working with juvenile offenders continued over the year. Most senior managers have received child protection training and staff; generally, undertake this training or refresher courses.
- 5.4 e-Asset information is monitored to inform staff of the depth of young people's needs.
- 5.5 Liaison with outside child protection agencies, such as Local Authority Child Protection and Police Child Protection, is carefully maintained and all cases requiring referral to them were passed on promptly.
- 5.6 The department has acted upon the HMIP's recommendation that when a child protection referral is not appropriate, safeguarding should conduct an internal investigation and log all proceedings.
- 5.7 When the resident social worker left, there existed a real need for a replacement. The department was then unable to comply with HMIP advice that young people coming from the care system should always be seen by the social worker.
- 5.8 All young people who have undergone C & R are seen and debriefed by Safeguarding, whose managers check all documentation, viewing CCTV recordings when necessary. C & R is only used when all other means have been tried.

Whenever possible, Safeguarding attends planned removals of young people to the Care and Support Unit.

- 5.9 Residential staff ensure that up-to-date CSRA information is accessible to all.

The Board commends the Safeguarding Department and allied staff for their unstinting commitment and understanding of the disadvantaged and disturbed young people in their care.

6. LEARNING AND SKILLS

- 6.1 The funding/commissioning responsibility for education services lies with the EFA with Manchester College as provider.

- 6.2 There is still some deep concern that there has been little progress in introducing a National Diploma with regard to young people in custody. This is important with the arrival at Werrington of young people on remand.

- 6.3 The working relationship between Werrington and The Manchester College is sound. Communication is open and frank, supported by a shared desire to provide an appropriate level of education and training.

- 6.4 Werrington has consistently attempted to provide sufficient places for all young people to undertake education and training. This has been somewhat undermined by the inability to attract specialist teachers and trainers for the more practical areas such as tiling and bricklaying.
Notwithstanding that we commend the performance of all staff involved with the allocation of places. Their conscientiousness and enthusiasm enables the sometimes demanding and changing needs of young people to be met in the great majority of cases.

- 6.5 For several years the Board has recorded its extreme disappointment that the YJB is unable to fund the much needed new educational and training building. This situation continues with the present classroom accommodation providing a far from satisfactory environment which can only inhibit the learning process.

- 6.6 The management of refusals by young people to attend education or training is effectively controlled. In addition to refusals being identified at the daily Morning Meeting, a very robust and comprehensive system helps to analyse and investigate the refusal before any decision is taken. All information is placed on a database for future reference and record, though, as yet, no comparative statistics are available.

- 6.7 Continuation of education for young people sent to Werrington is well managed. A dedicated post within the Learning and Skills Department now ensures sound communication links with a young person's previous school.

- 6.8 We commend the work and efforts provided by the Learning and Support Assistants (LSA), in particular their support for young people who attend the Reflection Room as a consequence of poor behaviour. The success of the Reflection Room has seen a substantial reduction in young people returned to the wings. This success is reflected in the positive feedback from young people, who acknowledge the benefit of being offered the opportunity to 'take time out' in order to address their behaviour.

6.9 A comprehensive Learning and Skills assessment is provided for all young people on arrival, to gauge their competence in literacy and numeracy. The resulting outcomes form the basis of the specific learning plans. Additional assessments are then made to identify any other support needs.

This is followed by an efficient system of allocation, identifying the best course of education to meet each young person's needs. Some of the courses provided include:

Launch	-	For lower attainment levels.
Cree8	-	For development of expressive arts.
Fastrack	-	For development of individual skills.
Toe by Toe	-	Peer-assisted reading scheme.
Virtual Campus	-	Online virtual learning environment.
Diversity	-	

6.10 The continuation of education and training is recognised as vital to the future development of young people leaving Werrington. It is intended that their resettlement records be included on release as an integral function within the Learning and Skills Department. Resettlement has been identified by senior management as having parallel links regarding young people's records of education/training. It is expected that this provision will assist further departmental development and enable education/training to be managed more effectively.

6.11 The improved library provision at Werrington remains very popular not only as a source of information but as a place of calm and relaxation. The variety of educational material continues to grow as does improvement in IT facilities. In contrast to so many disappointments regarding proposals for enhanced facilities at Werrington, the Board is pleased to see such a positive improvement and recognises the vision which made such progress possible. A survey of young people regarding the new library facility resulted in most positive responses, indicating its popularity and value to users.

6.12 Emphasis is not only placed upon young people's achievements but on the importance of progression. Progression is not always easy to quantify but considerable effort is made to address any shortfalls before embarking on the next level.

6.13 When combined with the circumstances of a young person serving only a short sentence, the Board recognises the difficulties of demonstrating objectively the progress a young person may have made.

6.14 Physical Education is an integral part of the Learning and Skills Department and continues to develop innovative programmes to benefit the welfare and health of the young people.

6.15 In addition to morning, afternoon and evening Gym sessions being available to the young people football practice for the Werrington YOI Football Team takes place at weekends. The department is open to those held in the RSU

7. PHYSICAL EDUCATION (PE)

7.1 Since becoming an integral component of the Learning and Skills Department, physical education has continued to undergo considerable development. The introduction of enhanced ETPO and positive teaching hours has enabled it to

introduce a much improved constructive activity plan. Areas which have benefitted as a result include Youth Club, Offender Behaviour, Interventions, including general OBP and weapons awareness and gang related interventions, and Sentence Reviews.

- 7.2 The Board commends the hard work, effort and successful progress that the PE Department has achieved during a time of considerable change. This says much for their flexibility, enthusiasm and positive approach to their work.

8. RESETTLEMENT

- 8.1 The Board acknowledges the sheer dedication and commitment of the Resettlement Department with regards to all aspects of its remit concerning the young person's within Werrington. Particular attention is placed on ROTL (release on temporary licence) where various new opportunities are being developed.

These include placements at:

- Werrington in Bloom which is in partnership with the local council, at present there are three young persons doing a fantastic job preparing the ground and planting various flowers in floral displays.
- Swan Bank Mission pensioner's luncheon club
- Blackbrook Zoo which is an on-going project
- Hempstalls Primary school where a young person is involved in paintwork and maintaining the gardens.
- Stoke City Football Club are in the process of accepting young person's to carry out maintenance work within the ground.

- 8.2 Another new exciting project that was recently introduced at Werrington was The Prince's Trust Course in partnership with Stoke City Football Club which delivered a 'Get Started in Sport' programme. The initiative is part of a new pilot scheme called 'Fresh Start' accessible to young people within the prison system. The aim is to facilitate better access to the Prince's Trust Team Programme for those due to be released from prison. The first stage is designed to encourage teamwork, the second raises awareness of the programmes on offer and the third provides a mentor who works with each inmate before, during and post release to increase the chances of positive personal progression. Throughout the week long programme, the young people took part in a number of team challenges where they were encouraged to show good teamwork, communication skills and development of their leadership skills. All the participants successfully completed the challenge and duly received the accredited Taking Part in Sport qualification to help them into jobs upon their release. Funding has been agreed to deliver more courses and the next one is due in September 2012.

- 8.3 The Resettlement Department is quite rightly extremely proud of their achievements regarding the ROTL Project and their objective is to create and maintain a catalogue of at least twenty available ROTL work placements and utilise them in a way which best supports any successful applicant's effective resettlement. This equates to a minimum of 7% of the convicted population. It is the perfect incentive for young people within Werrington to improve their behaviour so as to become eligible for a placement. At the moment there are only four young people on ROTL although this is extremely low there have been on occasions as many as nine. The total number of hour's participation was 333 for the month of June.

- 8.4 The ROTL Policy is being reviewed at the moment and the ROTL 3 form has been revamped to make it clearer for the YOT workers to complete however it appears that some YOT workers are less forthcoming with approval for ROTL. The Board will monitor this closely.

- 8.5 The utilisation of e-Asset on residential wings continues to cause some difficulties for caseworkers. Although information regarding each YP should be readily available through the e-Asset scheme this is not always the case. However, this problem will soon be addressed as the introduction of the new e-Asset is imminent; it is due to go live from 30/09/2012. This will introduce new forms for remand planning and review, risk assessment and management and substance misuse services. A training plan has been devised and the appropriate staff selected to attend some or all of the three modules which include: case management, sentence planning and resettlement plus arrival and induction. Training will commence in July and be completed within three months.
- 8.6 The introduction of the Werrington Job Club which was developed to give the YPs help and advice on all aspects of employment and training thus improving their prospects on release has proved a huge success with each individuals participation.
- 8.7 Restorative justice training has been completed and Werrington is now registered by the Restorative Justice Council as abiding by the Code of Practice and can assure quality assurance during the Restorative Process. Dates have been arranged for two young people to attend Restorative Justice with their victims of which hopefully will be beneficial for both parties. Links are also being developed with partner agencies to complete work within the community using restorative justice.
- 8.8 The Board is happy to note that the lack of parenting skills of the young people is being addressed. A 'Time for Families' course has been developed which runs for half a day per week over a four week period and ends with an evening visit from families. This has proved extremely popular.
- 8.9 Another exciting new project awaiting approval is the special visiting days focused on providing an enhanced experience that will focus on resettlement pathways including families who have a long way to travel, young people who are parents themselves, young people who are engaging on the Building Bridges programme and any other type of family mediation. The new project will be advertised throughout the establishment providing clear guidance on eligibility criteria. A referral system will be developed and implemented through case management who will assist in prioritising those with the greatest need.
- 8.10 There has been a significant increase in the number of foreign nationals being located at Werrington, at present there are approximately 50% BME young people. The installation of the conference phone which allows an enhanced interpreters' service to be used where necessary has been invaluable.
- 8.11 The Resettlement Department have also maintained the provision of exceptional support for foreign nationals on leaving custody. This includes facilitating contact with specialist solicitors, social services and YOT workers.
- 8.12 Since early 2011, Werrington has been accepting up to 40 remand prisoners. This does not appear to have had any detrimental impact on the high standards delivered by the Resettlement Department. This is partly due to the fact that the prison role has not increased but more importantly to the dedication of the team that ensures that each individual receives the care and attention they need. All paperwork and remand reviews are completed on time. At present there are 31 remand prisoners based within Werrington.

- 8.13 As part of the remit of the department in finding secure and suitable accommodation for young people upon release a new programme entitled 'Being a Good Tenant' has now been introduced. The project is proving a huge success. Its objective is to better equip young people to be good tenants and capable of managing the responsibilities of independent living. Another positive step is the development of a PowerPoint presentation for 'Being a Good Tenant' which will be delivered to all young person's within the next few months.
- 8.14 Elected case supervisors have been assigned as 'leads' within accommodation requirements, enabling them to focus on establishing specialist knowledge in this particular area. They attend quarterly area accommodation meetings and have been involved in putting together the regional housing contacts list and the Local Authority housing provider has signed up use the regional referral form/protocol. This will hopefully ensure that all prisoners upon release will be provided with quality accommodation which meets their specific needs.
- 8.15 The objective of the resettlement Department is to ensure that young people leaving custody and their families are provided with information and advice so they are able to access appropriate financial support. Questionnaires for the needs analysis have been distributed to all young people throughout Werrington. The figures have been collated and the results will be distributed shortly, these will provide new objectives for 2012/2013.
- 8.16 It is extremely difficult to get a bank to accept the young people due to issues over ID. This has been an on-going problem although discussions are taking place within Werrington to develop a process that allows young people to gain some form of identification via a photographic citizen card prior to release, however this is dependent upon available resources. The Board will monitor the progress.

In recognition of the importance of ROTL initiatives, planned developments and the positive impact in reducing the level of re-offending, the Board wishes to offer its complete support and commends the enthusiasm and hard work of the Resettlement Department. We sincerely hope that any future financial restrictions will not preclude the obvious advantages of this important provision.

9. SECURITY

This has been another challenging year for the Security teams and the Staff are to be commended for their on-going vigilance and commitment to the safety of the establishment and its population.

- 9.1 Security meetings are held monthly with representatives from all departments attending. Yet another change of Governor along with a new Deputy Governor have resulted in the management of the department being reorganised again.
- 9.2 During the year the drug dog handler was absent for some time so visits by them was limited. However drugs are not a prominent issue in this establishment.
- 9.3 Regular random and routine cell searches and have been successful in tracing tobacco, cigarette lighters and papers. Young persons going on ROTL are searched both on leaving and entering the establishment.
- 9.4 The mobile phone detector has been successful in finding phones in cells.
- 9.5 Cell searching is an important target area in producing finds of homemade weapons, surplus kit and toiletries. Playing cards and compact discs not on the property card

have also been recovered. Playing cards are banned and excessive toiletries monitored as these can be a source of bullying and debt accruing.

- 9.6 Whilst every effort is being made to ensure that the establishment is a safe and secure environment, two recent events caused by a small number of young people some over the age of 18, and who apparently wished to be moved resulted in substantial damage to a number of buildings. Unfortunately youngsters over 18 years of age cannot be moved if they are subject to DTO's until their order is complete. This along with the fact that there is a dearth of places to send these young men means that the situation can only get worse.

10. HEALTHCARE

- 10.1 In our last report the Board reported that Health care has moved into new accommodation which was purpose adapted for its use. This appears to be functioning well.
- 10.2 The department is run by a manager with support from an administrator, 6 mental health trained nurses, 2 general health trained nurses, 2 health care support workers and 3 part time clinical psychologists.
- 10.3 The psychiatric needs of the young people is met by the services of a child psychiatrist who visits once a month, and who can be contacted through the CAMHS Team.
- 10.4 A doctor visits every day Monday to Friday, whilst the optician visits once a month. A genito-urinary clinic is also held once a month.
- 10.5 A dental clinic is 3/4 weeks and the waiting list is minimal.
- 10.6 Hearing and sight tests, together with any immunisations necessary, are provided on reception into Werrington.
- 10.7 Other provision includes courses on sexual health, diet and nutrition, parenting and various screening programmes (many of which are run by the nurses themselves), vaccinations and protection against Hepatitis B.
- 10.8 Overall the Staff are delighted with the new accommodation and the Pharmacy is of a high standard equating well with those in a Category A Prison.
- 10.9 There is still some concern about the number of late arrivals.
- 10.10 Healthcare provided algorithms for G.O.o.D. Reviews, which they almost always attend, as well as providing valuable contributions to ACCT Reviews. They also attend planned removals.
- 10.11 Once again the Establishment is holding its very successful Health Fayre. This is particularly enjoyed by the young people who are able to help with the various stalls and assist with the provision of food and drink.

The Board commends the care and expert attention given to young people by this hardworking department.

11 RESIDENTIAL ACCOMMODATION

- 11.1 Wings are generally kept tidy and clean and there is a rolling programme of redecoration for rooms and landings. The long planned work to bring improvements to the fire alarm systems is underway and should be completed before the end of the year.
- 11.2 Once again, quick responses by the Works Department to damage by young people is recognised and commended by the Board.
- 11.3 The standard of cleanliness in the wing serveries continues to improve with the young people do their best to maintain good hygiene. Easily-cleaned cladding was provided on walls of Doulton Unit serveries; however, pedal bins are needed in every servery in order to avoid contamination and prevent health risks and bins unfit for purpose need replacing.
- 11.4 Officers remain vigilant in checking any inappropriate displays of offensive material and excessive canteen items.
- 11.5 The frequent destruction of furniture, observation panels and plumbing in young people's rooms is still causing great concern to the Board. The cost of which has to be borne by the establishment and ultimately, the taxpayer. The rather mild range of sanctions available at adjudications does little to discourage persistent offenders. If committed in the outside community perpetrators would face prosecution in the Courts. The Board would like to see more our serial offenders facing prosecution in the Courts with an element of restorative justice.
- 11.6 The establishment continues to suffer from a lack of flexibility in residential units. This is particularly noticeable when gang-related rivalry cannot be resolved simply by relocating young people to another wing, there being only two wings available. This is managed through staff initiative, which is praiseworthy but is necessarily stressful.
- 11.7 The Resettlement Support Unit (RSU) is a segregated area within in the Denby Unit. It contains six standard rooms and two 'safe' rooms, though the latter are not fully safe. This Unit accommodates those on GOoD regime, those brought down for adjudication and disruptive young people who need a 'cooling off' period before being returned to normal regime.
- 11.8 Since the improvements to the outside areas the amount of time the young people spent in recreational activities in the fresh air has increased. There is, however, still room for improvement.
- 11.9 Most of the young people on remand are accommodated on B2 the upper storey on the Doulton Unit. However, due to operational pressures caused by the need to move the permanent staff around the Establishment some are accommodated in other areas. This does not appear to be causing any concerns or problems.

11.10 Cell Information

	Single	Double
A Wing	38	14
B Wing	26	18
C Wing	12	10

12 RECEPTION

- 12.1 The problem with late arrivals continues to exercise the mind of the Board. This is frequently caused by young people having to travel from further afield. As each admission takes around 45 minutes to process, if any van arrives later than 7.00pm the reception Staff stays late to receive the transfer and complete their needs assessment.
- 12.2 The provision of a new reception department, so long promised, appears now to be coming to fruition, and although no new build has taken place we are informed that the funding has been agreed and that preliminary preparation work is underway.
- 12.3 Until the new department is completed the staff will still have to function in extremely cramped areas with little privacy for the young people being interviewed on arrival.
- 12.4 There has been an increase in the level of activity since receiving remand prisoners.
- 12.5 The e-Asset (electronic transmission of documents) information continues to show an improvement although there are still problems with the documents not being up to date whilst written information from the courts is sometimes indecipherable. This causes problems in assessing the young people regarding safety and cell sharing issues.
- 12.6 All newly arrived young people are fully assessed by staff before being taken to the induction wing. No matter how late arrivals take place, staff are able to provide a simple hot meal and drink. Welcome packs for the first night are handed out, new arrivals are allowed a phone call home and all have access to canteen ordering within 24 hours.
- 12.7 There is a good storage area for the young people's property, which is packed, sealed and recorded on arrival.

Staff are to be commended for the work they do in Reception under difficult circumstances

ESCORTS:

- 12.8 There are two main problems with the escort service, that of late arrivals and that of the transport of young persons with adult prisoners.
- 12.9 In one month this year a total of 39 young people arrived late, mainly from the Birmingham Youth Court, a third of them after 8 o'clock in the evening. This is partly due to the delay in young persons leaving court.
- 12.10 Although representations have been made to the Prison Escort and custody services, the IMB has been told that the transport of children and adults together was the new agreed policy.
- 12.11 The Board feel that the number of late arrivals is unacceptable for both the young people and the Officers who have to deal with them on arrival. This causes a situation can be very late before new arrivals can be processed and settled down for the night.

13 ADJUDICATIONS

- 13.1 The Board receives monthly records of adjudications and is able to discuss any points arising with the Governor at the IMB monthly meeting.

- 13.2 Although officiating governors make every effort to ensure that these young people understand what is being said and the reasons for decisions, a child-friendly format still needs to be written as the standard procedure for juveniles, especially those with learning difficulties. We feel that, whenever asked, "Do you understand?" the reply is almost invariably an automatic "Yes", with little evidence of true understanding and a general desire to get the matter speedily completed.
- 13.3 Adjudicators are consistent in following the guidelines for penalties and the awards are fair, though we still feel that those prescribed are severely limited in scope and have little rehabilitative effect.
- 13.4 Mediation is offered when appropriate and young people often accept these opportunities to resolve differences, as many lack the social skills to initiate a return to amicable relations for themselves. Mediation is offered in addition to any penalties and, once accepted, is monitored as a quasi-contractual undertaking.
- 13.5 The use of Minor Reports, as a more appropriate route than adjudication in some cases, has fluctuated over the reporting period. It has, at times, been underused.
- 13.6 Young people are encouraged to participate in the process; however, when several young people are awaiting their hearings in the adjacent cells, they can disrupt the atmosphere by their noisy behaviour.
- 13.7 The most serious offences are fights and assaults but the Violence Reduction (VR) Scheme has resulted in fewer assault cases being dealt with through adjudication. The VR programme places demands on young people and expects evidence of improvement, rather than simply meting out punishment. The scheme is undergoing further refinement at present. The frequency of fights and assaults is an indicator that an effective VR programme is essential in addressing violent behaviour. This is more difficult to manage in a small establishment where it is not possible to locate offenders far apart from each other.
- 13.8 As adjudications are held every day, it is not possible for Board members to attend each one, though we sample them when possible. We observe that, despite a drop in population, there has not always been a commensurate decrease in offences; however, this is sometimes due to the misdemeanours of an individual or a very small minority of young people.
- 13.9 The Advocacy service often attends adjudications, however, and supports young people before their hearings.
- 13.10 A young person serving a DTO cannot be given additional custody for disruptive, violent behaviour as this would be in contravention of the Order from the magistrates' court; however, extra days have been awarded by a District Judge to young people on longer sentences and this does not go unnoticed by the rest of the population.

14 GOOD ORDER OR DISCIPLINE (GOoD): RULE 49

- 14.1 The Board endeavours to attend all GOoD reviews, including those at weekends. Reviews are held in the RSU office.
- 14.2 The Board is grateful to the Governor for enabling reviews to take place early in the day when (exceptionally) an IMB member is unable to attend later.
- 14.3 We are still not always given 24 hour notice of a young person being placed on GOoD and warnings of reviews were sometimes inconveniently short. The both the

Gate and the RSU have our rota details so there should be no difficulty in giving sufficient notice of reviews.

- 14.4 Reviews were always conducted in a professional manner, drew attention to the young person's right to call witnesses and to appeal, included discussion with the young person and ensured that they understood the procedure and wording of questions.
- 14.5 Reviews were always held within the statutory period and were attended by a member of the Barnardo's advocacy team when a young person requested their presence, apart from weekends.
- 14.6 Healthcare always provided the necessary algorithm for the review.
- 14.7 There were occasional reviews when attending Board members found no Healthcare staff present. There were also a few occasions when Healthcare appeared not to have been alerted to the time of a review but had to attend at short notice. It was difficult for Healthcare to attend when short-staffed but when no nurse was present, in contravention of the relevant PSO stipulation, the IMB member was obliged to dissent from the review decision.
- 14.8 The Board welcomed the contributions made during reviews by the RSU officers during reviews, which were helpful in assessing behaviour and progress and also useful in encouraging or prompting a young person's responses.
- 14.9 Although this is improving the Board note that not all young people on GOoD received sufficient exercise or teaching. Often, only dull worksheets were left for young people to complete but, thanks to the good offices of RSU staff, some work was done. It was occasionally necessary to curtail time-out-of-cell due to the violent behaviour and threats by the young people held in the RSU.
- 14.10 There were a few occasions when a young person was taken off GOoD regime without the presence of the Board, though we were usually informed of these.

The Board commends the patience, restraint and good humour of RSU officers in carrying out a very stressful job, sometimes subject to hours of provocation. It was not unusual for a young person held in the RSU to be classed as vulnerable as well as disruptive, requiring an additional level of vigilance, which RSU staff unfailingly observed.

The following table shows the number of GOoD reviews attended by the IMB each month during the past three years and their annual totals

2009 - 2010		2010- 2011		2011 - 2012	
June 2009	5	June 2010	14	June 2011	18
July	4	July	19	July	17
August	8	August	11	August	17
September	10	September	11	September	9
October	6	October	18	October	19
November	13	November	14	November	12
December	7	December	22	December	18
January 2010	14	January 2011	15	January 2012	28
February	9	February	21	February	18
March	6	March	10	March	9
April	13	April	7	April	11
May	12	May	7	May	12
	107	TOTAL	169	TOTAL	188

18 reviews were late in starting

15 YOUNG PEOPLE'S SUBSTANCE MISUSE SERVICE (YPSMS)

- 15.1 The Department is accountable to the Resettlement Manger and is staffed by a YPSMS Manager, two full time and one part time drug workers and a part time Administrative Officer. There is also one other worker currently on maternity leave.
- 15.2 The present accommodation is cramped and inadequate, whilst staffing levels need to be higher to serve the client population to the best advantage.
- 15.3 Despite these problems the team is enthusiastic, innovative, ever willing to undertake training and seeks to keep abreast of the rapidly changing trends in drug use, including the use of "legal highs" available on the street.
- 15.4 The main drugs of choice for Werrington's intake remain tobacco, alcohol and cannabis, with alcohol fuelling many crimes. No detoxification treatment is available in Werrington, so YPs needing treatment are referred to an establishment with the necessary facilities.
- 15.5 In tandem with Healthcare, auricular acupuncture is used to good effect, as are relaxation sessions for YPs suffering stress, including that from tobacco withdrawal.
- 15.6 Few young smokers wish to relinquish their habit and the PCT does not provide nicotine patches, though the harm caused by tobacco is covered in YPSMS courses.
- 15.7 The IMB regrets that more is not done by the health provider to treat those at risk from smoking.
- 15.8 A variety of courses is available, according to need, for YPs susceptible to using certain drugs, e.g. those reported by gym staff as showing evidence of previous steroid use are provided with a targeted programme. Further awareness is promoted by the Education department in their induction programme and in YPSMS group-work sessions or in 1:1 advice. A useful course entitled "Plastered" is conducted in a

"virtual pub", where distorting goggles prove to YPs how incapacity through drink can lead to loss of self-control and injury.

- 15.9 A plan to provide a drugs testing system on reception was never implemented but Healthcare staff and GPs trained in drug treatment conduct a comprehensive screening assessment and all new arrivals are seen by the YPSMS within five days.
- 15.10 Good communications exist between Healthcare and the YPSMS and between the YPSMS and other departments (particularly Safeguarding and Resettlement) when necessary, with the proviso that YPs are willing for their details to be shared.
- 15.11 Useful exchanges of information are also conducted with the YOS, though recently this has suffered due to cut-backs in YOS staffing.
- 15.12 The YPSMS Manager also attends meetings with the Intervention Drug Testing Service.
- 15.13 YPs no longer have access to Voluntary Drugs Testing (VDT), which has been in abeyance for some months, due to the cost of the testing equipment — another effect of financial stringency which has impacted on Werrington's service to YPs.
- 15.14 The IMB regrets this loss, given the value of the VDT in helping YPs to live drug-free and providing them with evidence to landlords and others that they are able to do so.
- 15.15 The YPSMS maintains an up to date database, use to the Staff, the county drugs service, and the police, which has been commended by both HMIP and the YJB.
- 15.16 Ad hoc forums for YPs on topics such as Dealing and Alcohol and Violence continue to be provided and minuted, giving rise to animated participation by YPs themselves.

The Board appreciates the dedication and good rapport with the YPs and the imaginative approach of the YPSMS staff and values their contribution to the YPs rehabilitation.

16 ADVOCACY SERVICE

- 16.1 The YPs' advocacy service is provided by Barnardo's and funded by the YJB. The majority of cases dealt with arose through self-referral by the YPs but referrals were also occasionally made by governors, other staff and YOTs.
- 16.2 Adjudications gave rise to the bulk of cases, with advocates providing explanations, support and advice prior to hearings, as well as attending adjudications when YPs requested their presence. Advocates also supported those YPs who decided to appeal against the sanctions awarded.
- 16.3 When YPs had difficulty in contacting their lawyers, particularly in cases of remanded YPs where there was an urgent need for legal advice before court hearings, advocates were able to make the necessary contacts on their behalf.
- 16.3 The service provides valuable advocacy for YPs from the care system, since financial support is often inadequate or lacking altogether, despite the obligation placed on social services to maintain continuity of care for YPs in prison.
- 16.4 YPs have also benefited from advice on benefits and debts, as well as more basic concerns relating to personal spending.

- 16.5 Advocates have been increasingly involved in sentence planning and ROTL matters on behalf of YPs. This has sometimes concerned YPs' anxieties about obtaining accommodation on release.
- 16.6 Good links have been maintained with Safeguarding and advocates also deal with a plethora of less frequent requests for help.
- 16.7 Despite recent temporary staff shortages, the advocacy service continued to exceed the contracted minimum hours and the team undertook further training sessions in order to improve the service. Advocates are seen as a valued and caring body by the YPs.

17 VISITS

- 17.1 The provision of refreshments has been a great asset in this department. Both parents and visitors appreciate the facility and are appreciative of the fare provided.
- 17.2 Alterations to the way in which refreshments are ordered, paid for and distributed. Parents now order and pay for the refreshments and the young person collects them himself. These changes were made in order to minimise the opportunity of contraband being passed from parents/visitors to the young people.
- 17.3 Seating arrangements have been altered slightly to improve "sightlines" for supervising officers.
- 17.4 The non-contact areas are also a much improved facility.
- 17.5 Risk to Children procedures are observed for all visits to young people under 18 years old and all under-age visitors have to be accompanied by an adult.
- 17.7 Family Visits days continue to be held regularly.

18 CATERING AND KITCHENS

- 18.1 Overall the food is of a high standard. A nutritional balance is maintained and special options are always available to vegetarians and Muslims.
- 18.2 Complaints books are available on each servery counter. These are checked weekly by the kitchen manager and acted upon as necessary. Young people also have the opportunity to complain, through their representatives, at the monthly Diversity meetings, which are attended by the kitchen manager.
- 18.3 The main kitchen maintains a high standard of hygiene and staff are always ready to discuss menus and any issues raised by young people.
- 18.4 Opportunities exist, for those young people interested and qualified, to work in the main kitchen, subject to risk assessment.
- 18.5 Special utensils are held in each servery for dishing out halal meals. Ramadan is carefully planned and the correct provisions made in the main kitchen for food preparation. The Imam visits the kitchen and his advice is appreciated.

- 18.6 The kitchen manager runs occasional questionnaires for young people to complete about the quality of provision and these are analysed and acted upon where possible.
- 18.7 We repeat our usual concern that the VT kitchen suffers from having a number of small rooms and that these compromise safety.
- 18.8 The wing serveries have undergone some refurbishment and there has been a marked improvement in cleaning them, although pedal bins in good working order were not always available.

19 THE FUNCTIONING OF THE BOARD

- 19.1 The situation regarding membership of the Board approaches critical. We appointed 2 new probationary members one of whom has resigned. One experienced member has also resigned, and at least one more is on the verge of doing so. This along with the proposed changes to the tenure of office of members means that the problem can only get worse.
- 19.2 A new recruitment campaign is planned for the near future.
- 19.3 All remaining new members have now completed all the modules of the training and have attended the New Members' course.
- 19.4 Several members attended the Experienced Members' Course. It is hoped to continue with the rolling programme of Board Development and, subject to finance, undertake visits to other relevant establishments.
- 19.5 Monthly meetings took place with at least a quorum attendance at each. Eleven meetings were held, that in January having been cancelled due to heavy snowfall and dangerous road conditions.

The Board is grateful to the Governor and other members of the management team who attended our meetings during the year. We also thank all those members of staff who contributed to our training, explained their roles to prospective IMB members and were always ready to provide us with information and advice.

Board Statistics

Recommended complement of Board members	10
Number of Board members at the start of the reporting period: 01.06.11	8
Number of Board members at the end of the reporting period: 31.05.12	6
Number of new members joining within the reporting period	2
Number of members leaving within reporting period	1
Number of attendances at meetings other than Board meetings	78
Total number of visits to the prison/IRC (including all meetings)	336
Total number of applications received	20
Total number of segregation reviews attended	188

Applications to the IMB

Code	Subject	2009/10	2010/11	2011/12
A	Accommodation	1	0	2
B	Adjudications	0	1	5
C	Diversity related	1	1	1
D	Education/employment/training	8	6	6
E	Family/visits	0	2	0
F	Food/kitchen related	1	0	0
G	Health related	0	3	1
H	Property	3	3	2
I	Sentence related	1	0	0
J	Staff/young person related	9	6	1
K	Transfers	4	0	1
L	Miscellaneous	2	1	1
	Total number of applications	30	23	20

GLOSSARY OF ABBREVIATIONS

A

- ACCT** Assessment Care in Custody Teamwork: Care for young people at risk of self-harm/suicide.
Asset A young person's personal history record (see e-Asset)

B

- BME** Black and minority ethnic

C

- C & R** Control and Restraint: Techniques used by officers
CNA Certified Normal Accommodation: The number of prisoners who can be accommodated without overcrowding.
CSRA Cell Share Risk Assessment
CSU Care and Support Unit

E

- e-Asset** Electronically transmitted Asset documents (see **Asset**)

G

- GOoD** Good Order or Discipline: Segregation under Rule 49, either for poor behaviour or for own protection.

H

- HMCIP** Her Majesty's Chief Inspector of Prisons
HMPS Her Majesty's Prison Service
HMYOI Her Majesty's Young Offender Institution

I

- IAGS** Information and Guidance Service
I & EP Incentives and Earned Privileges: Young people can be on Basic, Standard or Enhanced status.
IMB Independent Monitoring Board

K

- KPI/KPT** Key Performance Indicator/Target

L

- LSC** Learning and Skills Council

M

- MDT** Mandatory Drug Testing
MPQL Measuring the Quality of Prison Life

O

- OSG** Operational Support Grade

P

- PCT** Primary Care Trust: National Health body responsible for healthcare.
PER Prisoner Escort Record

R	
REAT	Race Equality Action Team
RIF	Racial Incident Form
ROTL	Release On Temporary Licence: e.g. for work experience, outdoor activities etc.
RRP	Reducing Risk Programme
RSU	Rehabilitation and Support Unit
S	
SIR	Security Information Report
SLA	Service Level Agreement
SMT	Senior Management Team
V	
VDT	Voluntary Drug Testing
VIF	Violence Information Form
VR	Violence Reduction
VT	Vocational Training
VTA	Vocational Training Area
Y	
YJB	Youth Justice Board
YPSMS	Young People's Substance Misuse Service
YOS	Youth Offending Service
YOT	Youth Offending Team