



HMYOI Werrington Independent Monitoring Board Annual Report 1 June 2013 – 31 May 2014

Date of Publication – 30 September 2014

<http://www.justice.gov.uk/publications/corporate-reports/imb>

Section 1

Statutory Role of the IMB

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

The Board is specifically charged to:

- (1) satisfy as to the humane and just treatment of those held in custody within its prison and the range and adequacy of the programmes preparing them for release.
- (2) Inform promptly the Secretary of State, or any official to whom he has delegated authority as it judges appropriate, any concern it has.
- (3) Report annually to the Secretary of State on how well the prison has met the standards and requirements placed on it and what impact these have on those in its custody.**

Section 2

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Section 3

Description of Werrington YOI

Werrington is a Young Offender Institution (YOI) holding male young people aged 15 to 18 who have been sentenced or are on remand. The establishment has an operational maximum of 160 young people. Currently the average is around 110-120.

The institution is situated on the outskirts of Stoke on Trent. Previously a Youth Custody centre, it became a YOI in 1988.

There are two accommodation blocks, Denby and Doulton.

Denby, known as C wing, houses the Rehabilitation and Support Unit with 6 single beds and two 'safer' rooms. On the first floor the wing houses young people on enhanced regime or on induction.

Doulton is split into two wings A (which has 38 single and 14 double cells) and B (which has 26 single and 18 double) with remand and sentenced young people on both wings.

The Gymnasium, Healthcare and kitchens are in purpose built buildings. Last year a new Reception was built which gave young people a much better initial impression of the YOI.

Education, Admin and Visits are situated mainly in the old, original buildings.

Vocational Workshops, Chaplaincy, Library, Laundry and other support services are in a variety of buildings within the estate. There is an exterior football pitch.

Other services are provided by;

Manchester College are contracted to deliver Education and Training.

SENCO (Special Educational Needs Co-ordinator) to support young people with special needs

Kinetic – Youth workers supporting our young people in Education and during association on wings..

Stafford and Stoke on Trent Partnership Trust - Healthcare provider with CAMHS services provided by ENGAGE (South Staffordshire and Shropshire NHS Foundation Trust).

Barnardos – Young Peoples Advocates

Social Workers – Staffordshire County Council seconded from Leek Safeguarding Team.

Section 4

Executive Summary

Unfortunately the IMB at Werrington lost a number of members last year and that left just two members to fulfil the role of the IMB. From September to the end on 2013 they had no Chair, Vice Chair or Board Development officer. A new Chair was appointed in December and together with two dual Board members we are building up the numbers of members to a level where we can fulfil all our duties across the YOI. The report, which technically is from 1st June 2013 is mainly based on evidence since December 2013.

It is evident that the staff at Werrington care for the young people and seek to show them that anger and aggression is not acceptable behaviour. This is shown in the standard of Rule 49 reviews, Adjudications, ACCT reviews, MASH meetings and case conferences.

The Board commends the issue of the daily morning meeting notes which are available to all staff as a prime example of the effective communication systems operating within the establishment. These notes give full details of the previous days/nights events and occurrences.

During this period Werrington has been understaffed and officers from other Establishments have been required to supplement the staff. If the officers come from another (15-18) YOI they are aware of the regime but officers without YOI experience, admit they are 'guesting' and are not able to fulfil all the duties. The dedication of the staff completing extra hours and covering extra duties has meant that the YOI has been able to maintain normal arrangements for most of the time but there have been occasions, however this is only done as last resort, that certain activities i.e. association have had to be curtailed or cancelled.

Education is run well and changes that have been made in the two years since the current manager took charge have meant that in the last 6 months no education classes have been cancelled. (Ref. 5b)

Since the announcement on 17 January 2014 regarding, Transforming Youth Custody, all areas of the prison are working to put plans together to meet these changes. The proposed date to implement these changes was originally November 2014 but this has now been put back until April next year. In February/March a Benchmarking exercise on all the Young Person's YOI took place. As I write this report the result of this exercise is still awaited. All plans, therefore, are on hold until the staffing levels are known.

Particular issues requiring response by the Minister

When new policies are announced, which are major, (Transforming Youth Custody) why does the Government put unrealistic dates for them to be implemented?

The announcement re Transforming Youth Custody on 17 January 2-14 and a change to 30 hours of Education will be a challenge. A number of young people struggle with 15 hours and some attend for half of that time. Due to behavioural issues some are suspended from Education and only specialist help for these young people allows them to back into classes.

Will there be any special dispensation for troubled young people as the main statement accompanying this announcement was that the 3 hours of Education am and pm cannot be interrupted?

Currently the Young people spend 15 hours in Education either am or pm and then 10 hours on other duties which are crucial to the running of the establishment. E.g. – wing, laundry, reception, chapel, education orderlies, waste management and gardens.

When 30 hours of Education is brought in who will cover these areas?

Whilst writing this report an announcement has been made that bedtime for young people is 10.30 and after this time they cannot watch TV. This has raised concerns from various organisations within the YOI. A number of vulnerable young people use the background noise of the TV to help them get to sleep. In the past young people, when they arrived here, were all issued with battery operated portable radios. Despite searching for suppliers these can no longer be purchased.

When making this decision who was consulted and was any notice taken of any who had concerns?

Previous years concerns.

Due to the lack of IMB members an Annual report for last year was not written but I am pleased to report that the new Reception area was opened on 9 September 2013 and gives young people a better initial impression of HMP YOI Werrington.

Section 5a

Equality and Inclusion

5a.1 Equalities meetings for both young people and staff are held regularly with wing representatives attending the YP meeting. Data captured from input into the prison's information system are produced quarterly. This includes information on

adjudications, segregation, release on temporary licence, enhanced, standard and basic regimes analysed by the 9 Protected Characteristics.

5a.2 A poster was designed which showed the 9 Protected Characteristics and the Establishment Leads which was displayed on the wings. The Equalities officer attended the Youth Council at the end of April to explain about the Protected Characteristics. They were asked 'whether they would like the relevant Governor's to attend to discuss their role. All council members agreed this would be a good thing to happen.

5a.3 One issue this year had been the young people on RSU shouting racial abuse at each other when bored. This issue was confined to RSU and the Police Liaison officer spoke to them to discourage this type of behaviour.

5a.4 Faith awareness will now be discussed on staff induction and will be promoted for young people through religious artefacts in the Chapel.

Some of the Protected Characteristics are not applicable to the young people in custody but could be relevant when they return to their own community.

Any new local policies are passed to the Protected Characteristics lead to check they meet current standards.

5a.5 There were 10 DIRF's submitted during January, 19 in February and 9 in March All DIRF's are investigated by the Functional head and the PC lead checks to ensure compliance with legislation. A number of complaints made on DIRF's are not regarding equality and more work needs to be done with young people as to what constitutes an equality issue.

5a.6 All young people have the opportunity of celebrating their faith's special days. The kitchens prepare special food and the chaplaincy arranges the services.

5a.7 IMB Recruitment is open to all. We encourage applications from people from BME backgrounds. Currently a push is being made for younger people to join. We are currently recruiting and one application was from a BME student in her 20's.

Section 5b

Education, learning and Skills

5b.1 Young people coming into the establishment are interviewed and assessed by a member of staff from Education, provided by Manchester College, to determine their educational level. At this interview information is gained as to what courses the young people are interested in. When their induction is ended, they are then allocated to one of their choices. If their education levels are low then they only have one option which is Maths and English classes. These are tailored to improve their skills so they can cope better with other courses. They would also be referred to the SENCO to support and give extra help where needed. The YP is assessed and a decision is made as to the appropriate learning style. A weekly report is produced that informs educational staff, caseworkers, etc of the style of teaching that suits each individual.

5b.2 The Learning Support Staff offer 1-1 reading through Toe to Toe. The Sharron Trust has given talks to both Prison and Library staff in helping to promote this opportunity. Dyslexia Friendly books are available to improve reading.

5b.3 Foreign Nationals have good support – being taught English as a foreign language. There have been young people from Russia and Vietnam as well as the EU.

5b.4 The Reflection room is used when young people display poor behaviour. Just for 15-20 minutes at a time. Some young people cannot cope with 15 hours education so attend for 7 ½ hours.

5b.5 When a young person displays inappropriate behaviour to females, they are taught on a one to one basis by a male teacher.

5b.6 The Education Manager took up post 2 ½ years ago and has worked at improving the quality and variety of courses available for young people.

When recruiting, each candidate is required to teach young people for around 40-50 minutes.

This shows whether the candidate has a rapport with the young people. The students also have the opportunity of asking questions. This has meant that the turnover of staff has decreased as the candidates get hands on experience before they start and there is a 'get out' clause if they feel that it's not for them. Since Christmas no education classes have been cancelled. One concern is that, if a teacher does not work in the prison for more than 6 months, the vetting process has to be done again.

5b.7 The logistics of doubling Education is being planned with the Government's 'Transforming Youth Custody' and plans are being made to implement these changes, even though, at this stage, they do not know who the education provider will be.

The aim is to meet Key Stage 4 – English, Maths and Computing.

Functional skills courses are not appropriate for Young people on short sentences so they use Cambridge Progression Focus Awards which give them underpinning knowledge and the units are small so each small step is an achievement. This is preferable to longer courses that they are unable to finish, and hence they have no certificate for the work they have done. GCSE courses are provided at Hindley or Wetherby YOI's as most young people here are on shorter sentences. OCR and City and Guilds courses are available.

5b.8 The curriculum is based on labour market information for the area the young people are moving to.

5b.9 For most young people, social and personal development is needed. One of the proposals would be to teach 'music tech' which is a course with a difference, and will attract young people to make their own music. It is planned to have a radio booth, and produce request shows, that can go out over the National Prison radio.

The Barista, a new venture, is now open three sessions a week serving coffees, cakes and biscuits. The kitchen fixing project which is planned is a partnership between Dixon Way and Manchester College which will hopefully give young people more scope to get a job on release.

5b.10 When the young people have longer hours of Education additional courses will be run including current affairs, sports science including aspects of nutrition and how the body works, independent living skills, IT/business and art and media studies.

5b.11 There are 10 Learning Support workers who visit Young people not attending Education, mainly the vulnerable group or young people on RSU, who struggle coping with formal education.

5b.12 Young people have access to an IAG (Information, Advise, and Guidance) worker who can give information on employment, education and training

5b.13 When Kinetic youth workers joined Werrington they were attached to Education to work with young people who struggle with Education, mainly the suspended group. Their aim is that young people should be in classes not in their cells. They use AQA's and our young people have achieved 191 accreditations, from November 13 to March 14, in driving theory, victim awareness, fishing, music, understanding the effects of crime, communication skills, improving learning, consequences of bullying and undertaking the role of a youth council member. At the end of May 14 our average learner hours were 15.

Section 5c

Healthcare and Mental Health

5c.1 Staffordshire and Stoke-On-Trent Partnership NHS. Trust are the appointed providers of Healthcare Services at Werrington, together with CAMHS (child and adolescent mental health services) provided by ENGAGE (South Staffordshire and Shropshire NHS Foundation Trust).

5c.2 Every young person is seen by a qualified nurse on arrival, with a subsequent follow up and a more detailed assessment of needs the following day, including the requirement for hearing, sight tests or immunisations.

5c.3 The Health Care team is headed up by a health care manager, who is responsible for overseeing health care facilities at both HMP Drake Hall and HMYOI at Werrington. At Werrington, the manager is supported by an administrator, a team leader, a senior staff nurse, six staff nurses, three support workers, one clinical co-ordinator and a part time clinical psychologist. The Board are concerned regarding the time it takes to fill vacancies in the health care team when they arise, due to the clearance information required

5c.4 Additional support is provided by a Doctor who visits the unit every weekday, together with the emergency cover from an out of hour's service.

5c.5 Dental clinics are held every two weeks with the provision of additional clinics if required. Young people have access to dental checks and a full range of NHS treatments in a modern well equipped dental suite. In the case of emergency treatment being required, arrangements are made with an outside provider. Young people from areas where the water is fluoridated tend to have teeth in much better condition than those from non fluoridated areas. Dental treatment on site is mainly scale and polish, fillings and the treatment of trauma cases cause by teeth being dislodged or damaged by fighting or being kicked in the mouth.

5c.6 Mental health services are provided by the primary care team and mental health specialists. The national model for children's mental health service has 4 tiers with tiers 1 and 2 provided by the primary care team. The tier 3 service is provided by CAMHS, when support from tier 1 and 2 have not effected change or the needs of the patient are too complex and require more skilled/specific interventions. Tier 4 is an inpatient.

5c.7 Following this model at Werrington tier 1 and 2 mental health support is provided by the doctor and nurses in the primary healthcare team. The tier 3 support has been commissioned to provide a multi professional team with psychological therapists who are trained in a wide range of psychological approaches. These

include creative therapies and systematic Psychotherapy and they are able to include (albeit limited) family work where appropriate and clinically indicated. A child Psychiatrist visits the unit every month, and they can be contacted if required by CAMHS

5c.8 Distressed young people are initially assessed by the healthcare team, and if they decide there is a mental health need and which too complex for their team, they will refer it onto CAMHS. Healthcare and CAMHS are able to offer advice to the prison about issues of risk and safety, and if they decide a young person requires increased observation including constant watch observation, this would normally be advised through the ACCT review process.

Guidelines for almost all child and adolescent mental health difficulties recommend that psychological therapies are offered first and that medication is only to be used in the most complex cases.

5c.9 The Board must highlight the difficulties that a young person can have on returning to the community. Currently all prisons come under the NHS England Commissioner, but the community services on the outside are commissioned in the main by GP consortiums, and what they provide depends on their priorities. When a young person left Werrington with complex needs, he went back to his home area; CAMHS here informed the local CAMHS team of his release. He was given medication by healthcare for the first few days. The system then failed because he appears not to have been given priority.

His prescription was not continued and he turned to drugs, committed another offence and was returned to Werrington. During his previous time here, many hours of professional care were given by the staff and safeguarding teams, CAMHS and healthcare, getting him stable and communicating with staff, all of which was lost within seven days of his release. When he came back to Werrington the teams had to start from square one again. In the first few days of his return he went back and forth to hospital several times because of serious self-harm issues as he felt he had let everyone down.

5c.10 Courses on sexual health, nutrition and diet, parenting and various screening programmes including advice on vaccinations, are delivered by our team of nurses.

5c.11 Health care appointment and treatments are carried out in the new modern healthcare centre, which provides a reception area and modern treatment rooms in a clinically suitable environment. An infection control audit completed during the year resulted in 98% compliance, together with a satisfactory patient-led assessment of the care environment.

5c.12 Twenty four hour nursing cover is provided for illness and injury at night and weekends. And the facility to refer to an out of hours GP service for telephone advice or visits is available. Emergency response by the local ambulance service to the unit is good.

5c.13 Regular formal operational and governance meetings ensure that care planning is both systematic and focussed on young people's needs, with an excellent input from all the multi agency teams, safeguarding and staff in regard to the complex needs of young people.

5c.14 When a serious incident has taken place, it is commendable the investigations, effective reporting, learning and action taken by all persons involved which is analysed, to ensure that lessons learned, can be implemented to further safeguard the well being of young people at Werrington.

5c.15 The healthcare complaints system is available to all young people, and during the period April 2013 - March 2014. Two complaints were made to the patient advice and liaison service.

5c.16 On speaking to young people at Werrington who had contact with Healthcare they were positive about the quality of service received, and felt comfortable in talking to healthcare staff about their problems. A regular health focus group provides young people with the opportunity to raise concerns and suggestions for improvement.

5c.17 Young people are seen within laid down guidelines by a primary mental health nurse and by CAMHS staff. The visiting Psychiatrist sees young people who require a medical assessment or specialist prescribing. However on occasions the psychiatrist is not available to issue repeat prescriptions and the local Doctor has to get involved. Mental health staff are responsive to the needs of young people and will accept referrals from young person's themselves, also from mainstream staff.

5c.18 The Board must also raise concern regarding the new regime which means that all TVs will be turned off at 10.30pm, as professional advice given indicates that many young people use the background noise of the TV to help them get to sleep. This we understand has been the norm for many years, and concern must be raised that there is a possibility that distressed young people may react to self harming during the night, when they have no other distraction, and when there is only one nurse on duty and on lock down

5c.19 Our observations of healthcare provision at Werrington for young people is that they are well supported and cared for by the healthcare team and backed up with established mature links with other departments including safeguarding, social workers and external providers.

Section 5d

Purposeful Activity

Gym

5d.1 Each young person has two mandatory sessions per week and 2 voluntary, one in the evening and one over the weekend. Each day there is induction for both ordinary and remedial sessions. There is a large sports hall where there is a five week rota of activities. e.g. table tennis, badminton and volleyball.

Weights room can take 30 Young people at a time. The weights limit is 35kgs.

5d.2 There is a special room which provides lighter weights and remedial equipment for building up injuries etc. Healthcare refers young people who need to use this area.

The Gym has its own laundry so all young people are issued with shower gel, towels and boxers each time they visit.

5d.3 There is little opportunity to do 'gym courses' due to Education levels of the young people.

5d.4 The football team played in the 2013/14 season in the North Staffs league and finished 5th. All matches are played here and the team plays very enthusiastically.

5d.5 Currently each young people should have 15 hours of Education, 3 hours am or 3 hours pm and then is allocated work for the rest of the day. The young people have

3 choices of what they would like to do and the options, plus number of places available (morning/afternoon) are:

waste managements (6 /6), greening (which is tidying the gardens, cutting grass etc) (6/6), laundry (6/6), kitchen (3 /3), wing cleaner (16/16), wing painter (3/3), wing laundry (1/1), reception (1), chapel (1) and education orderly (1). These placements offer work experience only.

5d.6 Help Harry – Help Others (6/6), a charity provides opportunities for Young people to make beaded wrist bands which are then sold to raise money for the charity.

Werrington is averaging around 94% activity. 9 months ago the figure was 80%. This improvement has been achieved by classes not being cancelled and the input provided by Kinetic youth workers supporting the suspended group.

5d.7 The youth workers have a dual role here at Werrington working with both Manchester College in the afternoon and in the morning supporting Young people in the RSU. In the evening they work on the landings during association and over the weekend giving advice and support.

They work with young people in groups or on a one to one basis. They delivered a Bullying Reduction programme, in partnership with the Safeguarding team to 100% of the population. Through an accredited Youth Participation programme, 7 young people were trained to devise and develop a Youth Council model. On the 26 February the first council meeting took place. They elected a Chair and Vice Chair and agreed a note taker and decided items to be discussed. Since that date they have met fortnightly. Various guests have attended the meetings and many topics have been covered including gym, canteen and library.

5d.8 Kinetic are working jointly with Barnados, to ensure young people receive the best outcomes. The Prince's Trust provide some opportunities on release and Port Vale FC supports workshops which cover empowerment, self esteem and behaviour.

5d.9 YPDARS(Young person drug and alcohol service) team run 1 to1 sessions and group courses on cannabis, alcohol and offending.

5d.10 Reflex which is arranged through the chapel, is a 13 week programme which aims to make the young people look at themselves and their emotions, how other people view them, how we respond to others, what is within our control and what is not. There are currently 3-5 young people attending this course.

The young people's Alpha course is also run by a member of the chaplaincy team. This is a 6-7 week course with 4-5 people attending.

Once again through the Raptor project we shall have Birds of Prey in the near future.

Section 5e

Resettlement/Reoffending

5e.1 The offender management unit have been looking at sentence plan targets for the young people. It is felt that they are too basic and should be more specific, taking their general behaviour and the index offence as the starting point. The Head of Casework and the Head of the local YOS (Youth Offending Service) have been sitting in on case reviews. The joint working is at an early stage but their aim is to

improve the quality of the plan. Under 'Transforming Youth Custody' there is a new casework model.

5e.2 Young people, who left Werrington more than three months ago, have been contacted with the result of 56% of the questionnaires being returned. This showed 71% of leavers had not come back into custody. Looking at Employment opportunities – warehousing is being considered and the new Barista would give young people the opportunity of gaining a qualification in customer service.

5e.3 Accommodation is still an issue and quite often it is not known what address young people are going to until 24 hours before their release. Some of the accommodation is not sustainable. Recently at a case meeting, the Local Authority said that one young person would be no fixed abode on release.

This was not acceptable to the case officer so he helped the young man contact the Howard League to act for him. Accommodation was then found for him on release. All young people leaving here have been found accommodation.

5e.4 We currently have approx 26% who are classified as MAPPA 1 and 2. All have regular meeting with their youth offending team. We are receiving young people with longer sentences and an increase in the number of 15 year olds.

5e.5 33% of our population are prolific offenders.

5e.6 The legal Aid, Sentencing and Punishment of Offenders Act 2012 required all young people on remand to be given 'looked after status' automatically. Local authorities then have a duty to visit them within 5 working days of them entering custody. Following on from this, the young people are entitled to a looked after review within 20 working days.

5e.7 'Looked after Children' includes children under Section 20 of the Children Act 1989 for 'voluntary' care arrangements, where the family cannot cope with the child but the parents still maintain parental responsibility for them.

5e.8 Children may also be 'looked after' under Section 31 of the Children Act 1989, which is a full care order. This is when a child is removed from the family the LA and the parents have shared parental responsibility.

5e.9 Local Authorities pay for remand prison placements.

5e.10 Release on Temporary Licence until recently was community projects – teams working at Silverdale Community Centre, All Saints Church and Werrington village Hall. After the National Review of ROTL, it was decided to change its emphasis from community projects to employability projects.

5e.11 Plans are being developed for joint working between Manchester College, Pertemps and the prison to provide appropriate for young people who are suitable for ROTL. The first two weeks will be supervised work around the grounds. The prison will be working with the Prince's Regeneration Trust and Stoke on Trent Company Steelite. Using buildings which are no longer used, the aim is for the Young people to learn to run a business. The skills young people are learning can then be used in a work situation, i.e. building maintenance, bricklaying, painting, tiling, kitchen fitting etc. Business enterprise will also form part of this with young people keeping accounts, writing quotes for the work etc. On Friday afternoon the team will then, under a PE Instructor have opportunity to go bike riding, walking, relaxing whilst the team build up their team working skills.

5e.12 The aim is to help young people understand that money can be made legitimately.

5e.13 Through the Raptor project we will have two birds of prey which are known to have a therapeutic effect on young people.

5e.14 Civilian staff will cover programmes and there will be 5 new members of staff. Previously the Programme staff have done group work with the young people. It has been found that young people respond better to one to one discussion than group sessions. In the future young people will have awareness sessions in areas which is felt is appropriate. These sessions include victim awareness, emotional control, weapons awareness, gangs, introduction to parenting, burglary and money management. One to one sessions will then follow.

5e.15 There are plans for an allotment to grow food that can be sold at market. Other plans involve working with the local YMCA and we are already involved with the Help Harry – Help Others project and in talks with Stoke City to give training to the football team and hopefully to sell the beaded bracelets on match days. Currently young people who are vulnerable and can't cope with Education are used on this project.

5e.16 The Youth Forum meets to discuss various topics regarding Werrington. Their suggestions have included:

- More and better equipment on the wings as young people get bored with nothing to do.
- Request for a TV guide put up on a board in each wing.
- Canteen request for nuts and seeds as they feel there is a lack of protein from the meals.
- Merits and demerits and how long it takes for them to be recoded on their records.
- One item that was brought up was football boots for the football team. We are pleased to report that new boots have now been provided.

5e.17 The Youth Council is also used by staff to get the young people's views. Recently a discussion took place on The Bullying Reduction programme. They were very frank with their views and the discussion ended with young people asking if there could be a lesson or course on 'How to deal with bullies' and 'How to build up self esteem.'

5e.18 The IMB went to the Youth Council to discuss education. The young people felt that the 3 hours in one classroom was too long. When asked how it compared with education on the outside, they said 'they could not say as most had not been to school' but had spent their time in Pupil Referral Units. They did feel that classes were more social than educational. They asked why we do not offer GCSE's as more young people are staying longer at Werrington.

5e.19 Each month there is a family visits day and each day there is a theme.

Recently families were offered a first aid course. Another time the local Community Fire officer came to give a talk on fire safety in the home. In May they had a barbecue.

Courses for Families will now run on a Sunday due to the TYC changes. A Family Engagement Worker has been appointed to work with families preparing them for release. This project is funded by the Barrow Cadbury Trust.

It is hoped that families will become more involved with interventions as part of the offending behaviour work with structured one to one interventions which may include their YOT worker.

5e.20 Assistance with dealing with debt is provided by Citizen's Advise Bureau.

The recent benefit changes are not helping young people on release – recently a young person on release went to live with his step mother and it took some time to sort out benefits, during which time there was no financial support.

Section 5f

Safer Custody

The Board wishes to place on record the high level care and attention that is provided by management and staff to young people who have been detained at HMYOI. Werrington. The past few months have been challenging, having to adapt to the changes that have taken place with staffing, budgets and organisational re-alignments, together with several difficult and complex cases to manage on a day to day basis. Despite all of these challenges the Werrington team have always made sure that the welfare and care of young persons detained remains a priority.

Care and protection of young people

5f.1 The establishment has excellent links with the Local Authority, with the safeguarding strategy and policies being ratified with the Local Safeguarding Children's Board. The Governor or head of safeguarding attend meetings of the main Board and minutes made available indicate that matters relevant to Werrington have been discussed.

5f.2 The unit has a dedicated safeguarding team who have detailed knowledge of the young people in their care. The team is supported by two on-site social workers who provide a valuable link with the Local Authority. In certain cases social workers need to resort to quoting legal guidelines in order for the local authority to visit "Looked after status young people"

5h.3 Strategic and operational safeguarding meetings take place on a quarterly and monthly basis, whilst the monthly meeting has a wider attendance from internal departments. The quarterly meeting is well attended by the local authority and external stakeholders.

5f.4 An extremely valuable multi-agency shared healthcare meeting takes place weekly, where the most vulnerable and complex young people are discussed. Any member of staff can refer a young person for discussion; this may include a young person who could not get off the lowest level of rewards and sanctions scheme, vulnerable young people and young people who had been subject to repeat restraint. A young person remains on the agenda until members were satisfied the situation had been correctly addressed. Care planning is recorded and action points rigorously followed up.

Child protection

5f.5 An excellent working relationship exists between Werrington and the Local Authorities, whose officers have a very good understanding of the distinctive characteristics of a juvenile custodial setting and fully accept their responsibility to provide independent scrutiny. 8 child protection cases have been referred to the local authority since the beginning of the year, and none of the cases had progressed to a further investigation by the local authority.

Self harm

5f.6 There were no deaths in custody during the reporting period.

5f.7 Suicide and self harm prevention is managed by the safeguarding team who constantly monitor the situation, and report their findings at the monthly safeguarding meeting

5f. 8 Incidents of self harm have remained fairly static over the past year, with 128 incidents being reported. The high numbers of these incidents related to 8 prolific self harmers. The main method continues be cuts and scratches. On occasions

young people are found to have a ligature around their neck. As a precaution, operational staff carry fish knives or have easy access to them should they have to cut ligatures safely, staff are fully trained in their use. The Board are concerned with level of self harm, however, we found that the level of care and support given to these youngsters was very good. The Board will continue to monitor each reported case to see if additional support could have avoided the situation happening. During this period on 153 occasions ACCT documents have been opened. Weekly checks are carried out by the duty governor, and daily checks by the residential manager's. ACCTs are regularly reviewed at the multi agency, healthcare and safeguarding meetings, and appropriate action and feedback given to all involved. When spoken to by Board members young people on open ACCT stated that they received a good level of support and help from staff. The ACCT documents are randomly checked by the duty governor on a daily basis and any feedback required is given directly to the case manager. ACCT protocol and staff responsibilities are reviewed and issued on a regular basis.

5f.9 A current area of concern is that in some cases there is a lack of meaningful conversations, and the correct number of observations recorded as detailed in the ACCT document.

5f.10 Whilst there is no set pattern of self harm, it can be caused by being located away from family, bad news from home or partner, bullying or the distress of being in custody. Self harm is always taken very seriously by staff and a support programme for the young person put in place.

5f.11 The Board would welcome investigations to take place to see what possibilities exist to update the accommodation and facilities available to young people when on a constant watch regime.

Violence reduction and bullying

5f.12 Management and staff at Werrington take vigorous action to ensure that all young people feel safe from bullying and victimisation. Young people spoken to said they feel they could confide in staff if concerned. The Board found evidence of good liaison between security and the safeguarding team to reduce offences to a minimum. Young people with a record of violence or bullying are placed on a reducing risk programme, which is used to manage the behaviour of people considered to be at risk, through bullying or other intimidating behaviour. All young people on a risk reduction programme must complete a detailed programme to address their behaviour patterns. Often young people who are violent are also vulnerable, and may need to be on an ACCT document.

5f.13 Mediation is often used to resolve conflict between the parties concerned, and where possible and agreed at adjudication, this will commence as soon as practical and is fully documented.

5f.14 Board members regularly visit young people on their house units and note any unusual amounts of canteen items or shortages of canteen items following a delivery. A list of allowed items and quantities is displayed, and any concerns reported to staff.

5f.15 Documents seen by the Board showed that young people on the risk reduction programme were given appropriate targets and expected outcomes to regain privileges lost.

Section 5g

Segregation, Care and Separation, Close Supervision

5g.1 The Board can confirm that they are advised as soon as a young person has been relocated to the RSU Unit, and that young people are only separated from mainstream activities following the correct authorisation, for their own safety and the safety of others, and not as a punishment.

5g.2 During the past few months the environment of the RSU has been improved with strict policy guidelines to ensure that the regime within the unit is fully implemented.

5g.3 Board members regularly attend RSU adjudications and reviews, and sign the review paperwork to confirm their acceptance or concern of issues arising. Board members can confirm that both of these reviews are always carried out in a fair and professional manner, in the case of the adjudications the young person always has the opportunity to have an advocate in attendance with them.

5g.4 The Board can confirm that all young people on the unit had been authorised for location in the RSU. Documentation was made available to the Board whenever requested, and staff always assisted Board members if they needed to speak to any of the young people in their care.

5g.5 Documentation confirmed that young people were reviewed frequently, and that re-integration planning was commenced and recorded as soon as practical. Young people were able to participate in activities on and off the unit, and attend education sessions on the unit as part of the re integration process. The Board can confirm that the staff in the RSU unit and support units worked well as a team to make sure that young people reintegrated well and safely on leaving the RSU unit.

5g.6 Young people had daily access to telephones, showers, healthcare, fresh air and a governor as part of the reintegration process.

5g.7 Problems arise within the RSU when prisoners cause damage to and flood their cells, or when there are 'Dirty Protests' as accommodation is limited. Often despite the efforts of the estates department, it can be several days before an affected cell can be re-commissioned and put back into use.

5g.8 During the reporting period there was a very difficult period of time, when one young person in the RSU was consistently using verbally racial abuse towards other young people in the unit. This caused a high level of ill feeling, stress and tension. The RSU staff should be commended for the way in which they managed this very difficult period.

5g.9 Despite some of the difficult situations which lead to a young person being in RSU relationships between staff and young people were excellent, and young people spoken to found the environment within the RSU to be safe, and one in which they could discuss issues with staff openly.

5g.10 The Board recognises the importance of staff in the RSU undertaking the basic mental health training programme, and are confident that all staff working in this area will have completed this training during the coming months.

Section 5h

Residential Services

5h.1 A new purpose built reception centre, opened in 2013, continues to provide young people arriving with a modern environmental setting, in which to commence their time at Werrington. It provides staff with a good level of privacy when dealing with new arrivals, some of whom are commencing a custodial sentence for the first time, and may be distressed.

5h.2 Reception for the last few months has been the place where the Independent Adjudicator has held court. The space in RSU is limited and at times as all the RSU cells were full there was no space to house young people waiting for their adjudication to be held. The lack of space meant that Solicitors could not talk privately to their clients.

This move gives space for the Solicitors to speak in private and a larger room to hold the adjudications.

5h.3 Following the criticisms raised by HM Chief Inspector of Prisons in his last report, there has been a programme of improvement and re-decoration across the whole estate, with emphasis on renewing flooring on both wings in the Doulton unit, and in wing C2 in the Denby unit, additional work is still required to floors in certain cells on the ground floor of Denby unit.

5h.4 Denby C2 unit which previously was just an enhanced young people wing is now an enhanced/induction wing. This change was implemented so that new young people coming into Werrington could have the support of young people on enhanced regime, to assist them through their early days in custody. It is a system which is working well, and benefits both the enhanced young person and the newcomer. The changes made on the Denby C2 unit and the support given has had a very positive impact in reducing the number of young people self harming or placed on an ACCT document in the early days of their sentence.

5h.5 Shower facilities and telephones are available to the majority of young people on a daily basis, with regular changes of clean clothing made available throughout the week, and immediately in the case of emergencies.

5h.6 Due to the lack of flexibility in the residential wings, and the high incident of gang culture, staff have to be very diligent and work closely with security to manage challenging situations. Staff at Werrington take this challenge as part of their normal duty, and make sure that the care and safety of all young people in their care is paramount.

5h.7 Young people have raised concerns regarding the lack of recreational facilities on the wings as certain items including pool tables have been removed. This is due to equipment being used to commit a serious assault on a young person.

5h.8 During the reporting period, there have been a number of incidents where young people have climbed over the railings on the wings. Some of these have been of a short duration and brought to a satisfactory conclusion by internal staff. On occasions when the young person, has made no indication that he will come down in the short term the Command suite has been opened and specified procedures followed.

5h.9 Concerns must be raised regarding young people lighting fires in their cells, and also setting off fire alarms inappropriately. Young Persons need to understand and recognise the seriousness of these actions and the dangers they may cause.

5h.10 The destruction of furniture cell fittings and observation panels by young persons continues to put additional pressure on staff to get these problems rectified as soon as possible, to prevent young people sustaining injury. Serious incidents of cell damage are now treated as criminal damage and are reported to the police as such. As a result, incidents of cell damage have declined, reducing the disruption caused to the regime and the cost of repairs.

Catering and kitchens

The Board make regular visits to the kitchen areas, and have always found them to be well run, with special attention being made to hygiene levels within the unit. The kitchens provide meals for every prisoner on a daily basis, including breakfast, lunch and an evening meal.

5h.11 Catering staff aim to present a wide choice of menus with the emphasis on healthy eating, including the provision of five portions of fruit and vegetables each day, and adhering to the governments guidelines on nutrition and calorie intake. However it is not always what the young people would prefer. Catering staff meet regularly with the young people and listen to their comments, which are acted upon where practical.

5h.12 Catering staff endeavours to cater for the diverse range of cultures within the unit, and celebrate diversity by preparing special meals for recognised festivals, including Christmas, Eid, Sikh, Hindu, Buddhist or Pagan, even if there is only one young person of that faith.

5h.13 Comments books are available at each servery counter and are regularly checked by the governor, catering manager and the IMB Board members. Young people also have the opportunity of addressing complaints through their representative at the youth council meetings.

5h.14 Concerns were raised by a number of young people that the choices on the Sunday winter menu for young people on a halal diet were not fair, as meat, rather than meat products, was only offered on one Sunday over a four week period. This was highlighted by the Board to the catering manager who agreed to look at Sunday menus. Currently a food survey is to be carried out through the Youth Council. The Board will continue to monitor the menus.

5h.15 Special equipment and utensils are provided for the preparation and serving of halal meals, Board members taste the food in the course of their regular visits, and witness the serving of meals, special attention being given to hygiene standards of staff and young people working in the area.

5h.16 The Board would wish to see an improvement in hygiene levels and the serving of food in the wing areas. Recent examples of bad practice include young people not washing their hands before putting on protective gloves. Food placed on plates by hand and not by the supplied utensils, halal and non halal utensils not being used correctly, and the hanging of protective overalls over pipe work in the servery areas when not being worn.

5h.17 Health and safety issues have arisen due to the lack of storage bins for food and general waste especially over a weekend period when they are not emptied for three days. Originally there was only one bin so bags were left by the side of the bin. This attracted birds that pecked at the bags resulting in spilt food around the bin. A second bin has been supplied which has improved the situation.

5h.18 The Board would welcome, with the changes in the education arrangements that consideration be given to allow young people to work in the kitchen areas, to allow them the opportunity to obtain recognised qualifications which could help them gain useful employment on release.

Section 6

The Work of the Independent Monitoring Board

Board Statistics	
Recommended Complement of Board members	10
Number of Board members at the start of the reporting period	4
Numbers of members at the end of the reporting period : 31-05-14	4
Number of new members joining within the reporting period	4
Number of members leaving within reporting period	4
Total number of Board meetings during the reporting period	3
Total number of visits to the Establishment	80
Total number of segregation reviews held	Not known
Total number of segregation reviews attended	56
Date of Annual team performance Review	Not held

During 2013 a number of members left the Board and by November 2013 there were 2 members and one of those was retiring at the end of December. Due to lack of members an annual report for period ending 31 May 2013 was not submitted.

A recruitment campaign in September received 4 applications and this became 3 after the visit to the establishment. In November two new members joined the Board, one who would be willing to take on the role of Chair. Interviews were arranged for the new applicants at the end of March and one was appointed. There is still one application pending. Further recruitment campaigns are continuing with the hope of increasing our members.

The number of applications has decreased over the last three years due to our lack of numbers. Within the prison the Advocates, provided by Barnardos are readily available to support the young people. Since being here most young people talk to us about concerns rather than put it in writing.

Issues that have been raised with Senior Management have been: food hygiene, food waste and its disposal, cell flooring and the quality of ACCT documents.

We attend Rule 49 reviews when we are in the Establishment but cannot attend all the reviews with our current level of members.

Applications to the Board

Code	Subject	2011	2012	2013	2014
A	Accommodation		2	2	
B	Adjudications	1	1		
C	Equality and Diversity (inc religion)	1	2	1	
D	Education/Employment/training Inc IEP	6	2		
E1	Family/visits inc mail and phone	2			
E2	Finance/pay				
F	Food/kitchen related				
G	Health related	3			
H1	Property (within current establishment)	3			
H2	Property (during transfer/in another establishment)				
H3	Canteen, facilities, catalogue shopping, Argos				
I	Sentence related		4		2
J	Staff/prisoner/detainee concerns inc bullying	6	3		2
K	Transfers				
L	Miscellaneous	1			
Total		23	14	3	4

Pam Pritchard
Chair Werrington IMB

Section 7

Glossary of establishment related terms and abbreviations in this report.

ACCT - Assessment care in custody teamwork
AQA - Assessment & Qualification Alliance
BME – Black mixed race
CAHMS – Child and adolescent mental health services.
DIRF - Discrimination incident report form
EU – European Union
GCSE – General certificate of secondary education
MAPPA – Multi agency public protection panel
MASH - Multi agency shared health
NHS – National Health Service
NOMS - National Offender Management Service
OCR – Open creditation rewards
PE – Physical education
PNOMIS - Prison national offender management information system
ROTL – Release on temporary licence
RSU - Reintegration and support unit
SENCO – Special educational needs co-ordinator
TYC – Transforming youth custody
YOI - Young offender institution
YOT – Young offending team
YP – Young people
YPDARS – Young peoples drug and alcohol service