



HMYOI WETHERBY

Independent Monitoring Board

ANNUAL REPORT  
JUNE 2010/MAY 2011

to

the Secretary of State

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# 1. Statutory role of the IMB

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

The Board is specifically charged to:

a) satisfy itself as to the humane and just treatment of those held in custody within its prison and the range and adequacy of the programmes preparing them for release;

b) inform promptly the Secretary of State, or any official to whom he has delegated authority as it judges appropriate, any concern it has;

c) report annually to the Secretary of State on how well the prison has met the standards and requirements placed on it and what impact these have on those in its custody.

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

## 2. Description of the establishment

### *Accommodation*

- a) Wetherby YOI (Juvenile) is a dedicated 15- to 17-year-old male establishment accommodating 396 trainees.
- b) Living accommodation is in single occupancy rooms. Twenty-four rooms are available for temporary double occupancy, increasing the potential total to 420.
- c) Main site accommodation is split into five units housing sixty trainees on each unit. One of the units was built in the 1970s and is built from brick and the remaining four units are 'quick build' ready-to-use buildings which were erected in 1997. In addition the high-dependency unit, Keppel, accommodates 48 trainees in a purpose-built structure completed in 2008. Anson unit, built in the 1970s, is now dedicated to longer-sentence trainees with a capacity of 48.

### *Developments*

In early 2010, Anson unit was converted into a facility for those trainees on longer sentences (over two years). Additional funding provides programmes and activities suited to those on longer-term sentences including improved provision for those anticipating applications to the Parole Board.

### *Rating*

Throughout the reporting period Wetherby's rating varied between 3 and 4.

### *Healthcare*

The healthcare unit is managed by NHS Leeds, which covers GP, dental, and Child and Adolescent Mental Health Services (CAMHS).

### *Education*

The outside agency which provides educational services is supplied under contract by The Manchester College. The curriculum covers a range of literacy, numeracy, life skills, IT, and vocational training courses.

### *Other Agencies*

Among other organizations involved in catering for the welfare of trainees are (not exclusively): voluntary prison visitors, The Prince's Trust, YMCA, WISE (trainee voluntary work within the Wetherby area), the Lucy Faithful Foundation, The Samaritans, Barnados, and Connexions.

### *Chaplaincy*

The chaplaincy team is comprised of three full-time staff and five sessional workers together with a church link co-ordinator. Chaplaincy includes a full-time Imam who is the co-ordinating chaplain.

### 3. Executive summary

#### 3.1 *Issues requiring a response from the Minister*

**3.1.1** The IMB feels that the current arrangements for negotiating the contract with Manchester College are unsatisfactory. Education is a vital part of the programme offered to trainees at Wetherby, yet Wetherby itself has little input into the contract which is between Manchester College and the YPLA. As a result a major part of the objective of Wetherby, ‘a secure training establishment’ is not under the control of the prison. This has been highlighted by difficulties encountered in delivering this service over the past eighteen months. Is Government satisfied that education is being delivered to Wetherby YOI in a cost-effective and appropriately managed way? See **4.2.1**

**3.1.2** The calm-down rooms in Keppel are still being used for normal residential purposes at the insistence of the YJB. These rooms were considered to be an important facility when Keppel was designed and that opinion is retained by the management. Why does the YJB insist that rooms specifically designed for calm-down are not kept available for that purpose? See **5.3.3**

**3.1.3** On Keppel unit eight trainees' rooms and four store rooms do not have smoke extraction units and are separated from their associated spurs by fire doors. Are measures to be taken to resolve this issue? See **5.3.4**

#### 3.2 *Other issues requiring a response*

##### *Operational*

**3.2.1** The Board remains concerned that only just over half the trainees take part in PE. It is felt that all young people of this age should take part in some kind of physical fitness regime. See **5.6.5**

**3.2.2** The Board notes with some concern the rising level of staff absence through sickness. What is being done to analyse possible causes and put in place appropriate strategies to get staff back to work? See **3.4.9**

**3.2.3** Living and working conditions in the SCU remain poor. At the time of writing we have been informed that plans exist to improve the shower arrangements and to construct a small room for one-to-one interviewing facilities. What is the time-scale for the completion of these facilities? See **4.5.5**

#### 3.3 *Other issues of concern or excellence not requiring a response*

**3.3.2** The design inadequacies of Anson remain. See **5.4.9**

**3.3.3** First-night care on Benbow is working well and providing support for new trainees. See **5.5.1**

**3.3.4** The ROTL programme is imaginative and gives very good work experience opportunities to appropriate trainees. See **5.1.4**

**3.3.5** The Army Cadet course continues to provide an important opportunity for those trainees who can develop the self-discipline and fitness required. See **5.1.8**

### *3.4 General report*

**3.4.1** It is with great regret and sadness that we have to report a death in custody during the reporting year. It is the first at Wetherby for about ten years. Appropriate procedures were taken at the time to involve Health Care, break the news to the family, and provide support to those officers most closely involved with the incident. The matter is currently being investigated by the PPO.

**3.4.2** The past year has been a challenging one for Wetherby. The establishment is having to manage a greater number of the most difficult and alienated young men, some with significant and complex mental health issues. This follows a fall in the number of custodial sentences imposed by the courts and the consequent closure of other young offender institutions. The estate now has fewer opportunities to move potentially disruptive offenders to other establishments. The staff at Wetherby are facing the challenge of managing them 'within house' very well.

**3.4.3** Wetherby saw an increasing number of assaults during the reporting year, though these fluctuate from month to month. The Command Suite was opened once, but that incident was quickly brought under control. The Board was able to report that the general atmosphere on rota visits was calm and orderly. Wetherby was unaffected by the disturbances which occurred at other YOIs towards the end of 2010 despite having to take in trainees from other establishments which had suffered serious disruption. Careful intelligence gathering nipped potential problems in the bud.

**3.4.4** Racial relationships appear to be satisfactory. Gang formation, which is to some degree inevitable in prison, is rarely racially based.

**3.4.5** Religious extremism was not an issue during the reporting year. The dietary needs of religious groups are well catered for.

**3.4.6** It has taken most of the year for Manchester College to implement its changes to staffing and recruitment. By May 2011 matters seem finally to have settled down, and the new curriculum is bedding in. However, Manchester College still has difficulty in reaching its 15 hours per week target because classroom efficiency is about 80%.

**3.4.7** Management changes have largely been confined to changes in personnel. We were pleased to welcome our new governor in February, and delighted that she is able to produce written reports for the IMB's monthly meetings.

**3.4.8** Although there were no major developments or additions to the estate at Wetherby, on-going maintenance continues to improve the quality of life for trainees: for example improved showers in the gym and on Anson.

**3.4.9** Staff sickness continues to be a problem. Absence has risen towards the end of the reporting year: from an average of 9.5 days in February to 10 days by the end of May. The reason for this is not clear.

**3.4.10** Issues over dental care, and particularly long waiting times, have improved.

**3.4.11** Towards the end of the reporting year a process of change in the management of health care is being introduced as the PCT is transformed into the new Leeds Community Health Care Partnership. Any consequences of this change will be seen during the next year.

**3.4.12** Wetherby underwent an HMCIP inspection in August 2010 which has led to the creation of an action plan to deal with its recommendations. The inspection found that 91 out of 176 recommendations made in the previous inspection in 2008 had been fully implemented, and a significant number of the remainder partially implemented.

**3.4.13** During the year Wetherby's status varied between level three and four. In May 2011 it was level three.

## 4. Obligatory areas of reporting

### 4.1 *Diversity*

**4.1.1** The IMB has gathered evidence from talking to BME trainees and by regular attendance at the REAT meetings and is satisfied that the trainees feel safe at Wetherby. They have commented that they are able to access regimes and facilities and are treated with respect.

**4.1.2** The REAT / Diversity Committee meetings are held monthly and are very well attended by staff and trainees. The trainees' contribution is extremely valuable to this committee. Several skin and hair care products have been added to the canteen list as a result of discussions at the REAT meetings.

**4.1.3** The kitchen staff is continuing to support the trainees by providing food that meets their cultural and religious needs. Foreign language dictionaries have been purchased and have been a great asset, especially for the first night in custody. 66% of staff have completed the Challenge It Change It course so far and more training sessions are planned. Some members of the IMB have also completed the training. Diversity training is also delivered as part of the trainees' education.

**4.1.4** There is a high proportion of BME trainees on the Anson long term unit (30-35%). The average for the other wings is 13-14%.

**4.1.5** There is no longer any external BME target. Nevertheless the establishment continues to monitor the position internally for management purposes. 4.9% of staff have identified themselves as BME.

## *4.2 Learning and Skills*

**4.2.1** This year saw the introduction of a new contract with Manchester College which culminated in a new curriculum being introduced on 1 November 2010 together with a new timetable. The IMB acknowledges the fact that this was a major piece of work for all involved and that the restructuring was painful in parts. In all, this challenging process of change has been dealt with positively. Although delayed, by the end of May 2011 new staff were in place and all new classes operational. Delays relating to security clearance for staff in the Learning and Skills department have improved and by September 2011, there will be a full complement of teaching staff. Unfortunately, purposeful activity remains below the planned thirty hours and the IMB questions why Wetherby YOI has no control over the contract with Manchester College and the delivery of the curriculum by Manchester College. It appears that Wetherby's management is responsible for maintaining purposeful activity even when Manchester College under performs, with no powers of redress financial or otherwise.

**4.2.2** The IMB recognizes that the process of change is incomplete and continues to monitor the progress of the Learning and Skills programme with some concern. A review is due to take place in the coming months to evaluate the success of the new vocational courses. Maths and English classes are now incorporated within all courses on offer for three hours per week. The IMB would like know what plans Manchester College has to evaluate the effectiveness of the new approach to numeracy and literacy.

**4.2.3** Each trainee now has an individual learning plan following induction and assessments with Connexions staff at Wetherby. This information is then passed to Manchester College, which controls the allocations procedure and decides the 'Best Fit' for each individual. However, IMB members often receive informal complaints from trainees with regard to the courses they have been 'offered'. It would appear that some courses are more popular than others, and it is not clear how rigorous the allocation of trainees to them is.

**4.2.4** Unfortunately, there has been no change with respect to the use of voluntary workers in education in Wetherby. Last year Manchester College made a decision to suspend all volunteers who acted as assistants on one-to-one work with young offenders. It seems that Manchester College has not actively pursued this issue, despite the fact that it was previously stated to be 'temporary'. The IMB would welcome the re-introduction of volunteers from the community as learning support for trainees and the establishment itself is keen to support programmes like Toe by Toe which aims to improve literacy among trainees. However, the IMB would not again be active in recruiting volunteers (as was suggested in the response to our Annual Report in 2010) unless it could be confident that the very poor and tactless management of last year's suspensions was not likely to be repeated. In the IMB's opinion it is not likely that the volunteers who were suspended would want to work in Wetherby again after the way they were treated.

**4.2.5** The IMB has closely monitored the Library services in the reporting year. Although the Keppel Unit utilizes the library services well, other units do not. The Library has still not been available during evenings and weekends. It is planned that from 6 September 2011 the Library will open Tuesday evenings and from January 2012 will open two evenings per week and on Saturday mornings. The IMB considers the delays unsatisfactory.

**4.2.6** The facilities available in the Construction Barn for courses in bricklaying, carpentry and painting and decorating commonly appear to be under utilized when monitored by the IMB, especially as these courses are some of the more popular choices for trainees.

**4.2.7** The Army Cadet Force Initiative remains popular and has had a notable success as one trainee joined up to the service on release from Wetherby. The Army Cadet and Citizenship Programme is now accredited. The Board's monitoring has highlighted other areas of excellence. These include the Chef's Academy. Targeting of resources by Manchester College into areas of success and popularity within the curriculum would, hopefully, provide trainees with more opportunities both within the establishment and on release.

**4.2.8** The IMB recognizes the efforts made by the establishment this year to improve the numbers on ROTL with a number of prominent local employers.

**4.2.9** For much of the year the roll has been low. Questions still remain regarding the issue of classroom efficiency which is normally approximately 80%. The Board has taken note that as a result Manchester College is not able to deliver the required 15 hours as is timetabled.

**4.2.10** A number of teaching staff have raised concerns with respect to discipline and behaviour in the classroom and the lack of controls in place for dealing with these situations. It would appear that effective disincentives are not in place for failure to attend class or for removal from education due to behaviour. Observations suggests that some trainees are making conscious decisions to be removed from class in an effort to watch television. This is clearly unsatisfactory.

**4.2.11** The induction course received by new trainees has been lacking in parts. This is recognized and new induction process is being formulated and will be delivered by 1 September 2011. It is intended to be more interactive with the trainees, with the emphasis on promoting the new curriculum. The Board will monitor this new process and hopes to see more boys participating in the education programme and purposeful activity.

**4.2.12** The new tracking programme introduced by Connexions Services at Wetherby in September 2010 is a very positive initiative and will prove to be a valuable tool. It will enable staff to in part to assess the effectiveness of education and rehabilitation programmes received by trainees whilst in custody. Also, it will help to monitor their progress on release, following the improved continuity between internal and external Connexions workers.

### **4.3 *Healthcare and Mental Health***

**4.3.1** Healthcare for Wetherby is provided by NHS Leeds Community Healthcare (formerly Leeds PCT). The Healthcare unit now is adequately staffed following a period of major restructure of the nursing staff last year. The staff are delivering a high standard of care in both in-patient and out-patient settings. A prison officer is often present in the healthcare unit and the nursing staff have informed the IMB that the presence of an officer has increased the morale of the staff.

**4.3.2** The provision of dental treatment is no longer a serious problem. The dentist is now working regular sessions and the waiting list for treatment is adequately managed. Trainees

are able to access emergency dental treatment when required. There are no concerns with ophthalmic services with only a few trainees on the waiting list.

**4.3.3** The unit has been redecorated and old furniture replaced to create a very pleasant environment. A table tennis table is in place although there are still no opportunities for patients to exercise outdoors.

**4.3.4** The CAMHS service appears to be performing in accordance with the standards required by the Care Quality Commission. The CAHMS and Healthcare Joint Partnership Board meeting takes place quarterly and is well attended.

**4.3.5** The majority of the mental health clinical work takes place on the Endeavour unit. This enables the staff to integrate boys from the main site and the Keppel unit which has proved to be beneficial in reducing barriers between the two sites.

**4.3.6** The staff in Endeavour unit are multi-skilled and cover a wide spectrum including mental health, learning difficulties, creative therapy, and speech and language therapy. Over 100 trainees each month are able to access the services provided.

**4.3.7** The CAMHS team feels that it continues to be well supported by the Senior Management at Wetherby.

#### SUBSTANCE MISUSE

**4.3.8** To improve attendance the strategy meeting has moved from bi-monthly to quarterly. The meeting is now structured to include both the security aspect (supply reduction) and the treatment aspect of the work.

**4.3.9** There has been a change of funding since last year from the YJB to the DOH. A planning process commenced this year in order for the PCT to carry out a needs analysis survey, information sharing needs and treatment outcomes. The PCT will use this process to decide on the structure and provision of the YPSMS as from April 2012. This could include the service being tendered out.

**4.3.10** Subutex became an issue at Wetherby during the year when, as a result of the closure of Castington, YOI more trainees came to Wetherby from the north east where the drug was in use. Drug tests indicate that illicit drug use in the prison is low; however, there are ongoing security concerns and finds of tobacco and small quantities of subutex.

**4.3.11** A concern has been raised about the quality of drug testing kit in the establishment. Earlier in the year a trainee was admitted who was receiving Methadone in the community. On the day he was received it was confirmed that he had taken his prescription. This was supervised consumption. The prison testing kit gave a negative result for opiates. It is important that drug testing equipment is of good quality and reliable.

**4.3.12** Steps have been taken to improve liaison with Health Care and CAMHS. The focus of the work is to improve information sharing and working practices. The group maintains links with Learning and Skills via drugs education group work.

## 4.4 *Safeguarding Children*

**4.4.1** As we record in more detail at the end of this section of the report, members of the IMB visit Wetherby weekly and have one-to-one interviews with four trainees picked at random which give us a picture of how they perceive they are being looked after. In addition, we regularly monitor the Safeguarding meeting, and are involved in the induction programme for new trainees.

**4.4.2** The quality of the ACCT documents is very high throughout Residence. This has been recognized by the Standard 60 Suicide and Self Harm external audit inspection, which concentrated on the quality of ACCT document completion and the systems in place to maintain safety. Also it looked at the level of care the establishment offers the most vulnerable young people at Wetherby. The audit team stated that the establishment was a beacon of excellence and that it could be recognized providing best practice within the service. They also recognized that suicide and self-harm systems were embedded throughout the establishment.

The establishment has increased staff training to raise awareness in Suicide Prevention. As well as focusing on uniformed staff they have also delivered training to significant numbers of Education and Health Care staff.

**4.4.3** The establishment has maintained a committed Child Protection and Violence Reduction Manager, as well as a Suicide Prevention Manager. Further to this a dedicated member of the senior management team oversees Safeguards.

**4.4.4** The anti-bullying process continues to be well managed. In addition, the Violence Reduction policy is to be re-evaluated and further improved. A Violence Reduction taskforce has been convened to look at the general rise in violence reflected across the juvenile estate. The task force will be meeting monthly and will look to address all issues arising that relate to addressing violence within the establishment.

**4.4.5** The Operations Department and Residence continue to work closely together to address any issues around drug trafficking. Despite the emergence of Subutex, incidents of drug abuse and drug finds through searching and mandatory drug testing remains low. The main issue continues to be tobacco. Although still a low-level issue, the establishment is working to gather information and to address this problem appropriately.

### REVIEWS

**4.4.6** Each week a member of the IMB selects four trainees on a unit and goes through a questionnaire with each to get an idea of how the regime is being received. Each interview lasts about ten minutes. Thus over a fifty-two week period the IMB meets with about two hundred trainees. Some are on remand, some serving a sentence. Trainees at Wetherby are mainly from Yorkshire, Humberside and the North East, but among those interviewed were some from Birmingham, Wolverhampton, Peterborough, and South London. Although a note is kept of who is interviewed, the responses to the questionnaire are made anonymous.

**4.4.7** All the trainees said they felt safe at Wetherby. While many had seen some form of bullying, there was considerable confidence in the ability and willingness of staff to sort it out

when it came to their attention. All trainees have access to education. Visits, both private and professional, had not given cause for concern. Most of those who had attended the medical centre were happy with the health care they had received, though there has been a problem with dental treatment during the year. At one point a lack of a dentist had led to a backlog of appointments.

**4.4.8** Food is always a sensitive issue with any group of people. Nevertheless our discussions with trainees found a high level of satisfaction with the quality, but occasional grumbles about the quantity of what they received. Comments received by Board members are passed on to the Kitchen Manager who is keen to get feedback.

**4.4.9** During the course of the year the IMB had received twelve applications, and dealt with them satisfactorily.

## *4.5 Separation and Care Unit (SCU)*

**4.5.1** The SCU continues to be well staffed by an experienced and effective team of officers. The IMB monitors the SCU once or twice weekly through its statutory rota visits and its monitoring of continuing segregation of trainees under YOI Rule 49. (At Wetherby the majority of adjudications take place on the residential units.)

**4.5.2** Trainees in the SCU are visited daily by governing staff and chaplaincy, and according to need, by CAMHS, Healthcare, caseworkers etc. There has been some improvement in provision by the Manchester College special educational needs co-ordinator. However, the IMB has observed that education provision is variable and does not appear to be consistently provided. Of concern, is the arrangement between Wetherby YOI and Manchester College which appears to be based on goodwill rather than on contractual obligation. The current protocol seems to be only partially effective with some trainees in the SCU denied support who might otherwise benefit from education.

**4.5.3** The number of trainees resident in the SCU varies greatly from week to week. Nevertheless, the staff are commonly managing some very difficult trainees. The mix of trainees reflects the fact that Wetherby is now a national resource with approximately 25% of its population now being held in the Keppel and Long-term units.

**4.5.4** The IMB is satisfied that trainees after adjudication are not normally retained in the SCU for any longer than is appropriate. However, as mentioned in our 2010 report, a limited number of trainees having committed serious offences in Wetherby, or who are believed to be a serious threat to themselves or others, continue to be held under YOI rule 49 for several weeks before transfer to another establishment. In 2010, NOMS responded to our concerns under the heading 'Removal of trainees who have committed serious offences'. Whilst agreeing that there can be complications in attempting to arrange transfers the fact remains that some trainees are retained for long periods in a potentially destructive environment that could have a negative impact on their welfare and rehabilitation.

**4.5.5** In 2010, the IMB commented upon the inadequacy of the SCU buildings at Wetherby. Later that year after an inspection HMCIP reported 'Little has changed in the physical environment of the SCU and conditions were generally poor. Communal areas remained stark

and cells were small, cramped, and poorly ventilated'. Since that time, the SCU has been repainted and has a less depressing appearance. The structural inadequacies remain.

- a) The accommodation comprises trainees' rooms, a shower, a central lobby, a small office with limited space for filing, and one room which is used for staff meetings, adjudications, and reviews. Critically, there is no dedicated accommodation for trainees to have one-to-one interventions with staff, chaplaincy, healthcare professionals etc. The single meeting room mentioned above is frequently in use for other purposes. It is not uncommon for 'meetings' with trainees to be held through the glass of their doors, in their rooms, in the passage outside, or even in the exercise yard. In the opinion of the IMB the absence of appropriate facilities seriously compromises the ability of all concerned to have meaningful one-to-one engagement with trainees.
- b) Exercise facilities in the SCU for trainees is limited to a small external yard. Footballs can be used in this area but are commonly lost over the perimeter wire. There is no alternative form of exercise on site. The absence of even the most basic gym equipment or indeed the space for it is regrettable. It is likely that the behaviour of some disruptive trainees could be improved if meaningful exercise were readily available.
- c) The lack of exercise facilities in the SCU compromises the establishment in its attempts to provide an enhanced regime for those trainees held for extensive periods under YOI Rule 49 (see 4.5.4). This has been difficult to achieve because trainees have to be taken for exercise to one of the residential wings. Staff availability and logistical issues on the wings are major restrictions.
- d) Poor ventilation in the trainees' rooms in the SCU is of concern. In warm weather, and with no air movement, temperatures and humidity in the rooms can be unhealthily high.

## 5 Other Areas of Reporting

### 5.1 *Offender Management/ Resettlement*

**5.1.1** It is pleasing to report that the resettlement programme continues to work successfully at Wetherby and positive developments have taken place over the past twelve months. The main one has been the closer links developed between the establishment and support in the community whereby a member of a trainee's YOT comes into Wetherby for the sentence planning meeting and someone from the resettlement team attends the trainee's first DTO meeting after release. The purpose is to ensure a continuity of care as the young person returns to the community.

**5.1.2** The IMB monitors the Resettlement Strategy Meeting which consists of a number of stakeholders. In our last report we commented that a greater focus on strategy and the inclusion of the third sector would be welcome. The improving links with youth offending teams as a result of their attendance at strategy meetings helps this process.

**5.1.3** The establishment reaches all its KPTs in connection with its seven pathways as defined by the Yorkshire and Humberside NOMs Reducing Re-offending Regional Plan.

**5.1.4** In our last report we commented on the successful ROTL programme at Wetherby. This has continued and developed in the past twelve months. Trainees are released on

temporary licence to national and local employers, about ten in total, who are prepared to interview those wanting apprenticeships. Many also go out on community visits. A development in the past twelve months has been the opportunity for trainees, under ROTL, to go out for college interviews and, in one case, to complete an on-line application for university. The establishment is to be congratulated on its commitment to the ethos of the ROTL programme, and the imaginative way it is used.

**5.1.5** The long-term relationship with WiSE (Wetherby in Support of the Elderly) continues to be a success. Three trainees a week offer fifty-six hours of community work. This is another good example of the establishment's links with the community.

**5.1.6** The enhanced thinking skills programme (JETS) also continues to be a success at Wetherby. In the last twelve months there has been a move to involve parents and carers with the aim of informing them of what JETS does, and to provide suggestions as to how the young person can be supported on release. This is a very worthwhile development of the programme. During the year the Psychology Department has increased the number of courses offered from five to eight. Additional funding has enabled courses to be run for trainees in the Anson long-term unit.

**5.1.7** Most of the pre-release work inside Wetherby is now done by Manchester College. It offers two courses: Independent Living and Employability. Both have a very good take-up, though there are issues still to be resolved about which trainees should attend. The YMCA is now running the Prince's Trust Bronze Award which has, as its emphasis, good citizenship. Additionally, Bradford YMCA have funded one of its number to work with and support Bradford trainees at Wetherby both while in custody and on release in the community. This is a one-year pilot scheme which has worked very well. The IMB hopes that, not only will it become permanent, but also that the YMCA in other towns from which trainees come will take up the idea.

**5.1.8** The Army Cadet Unit at Wetherby continues to be a success. During the last twelve months about fifty trainees have completed the twelve-week course which runs throughout the year. In it the trainees learn self-discipline as well as a variety of skills, both domestic and outdoor (for example: map reading and camping) which they find challenging and worthwhile. Unfortunately it has not been possible to place each cohort together on one wing after the course is completed which is what the officers would like. Nevertheless it remains an exceptional project, the only one of its kind in the juvenile estate.

## **5.2 *Catering and Kitchen***

**5.2.1** A dietician recently visited the establishment and agreed that the current menu met government guidelines on nutrition and calorie intake. The chefs, within the department, take pride in making the food they deliver the best possible within the constraints of their limited budget and food supply catalogue. Appropriate food is provided for religious groups and the timings for Ramadan fasting is observed.

**5.2.2** The re-introduction of hot meals at lunch time has been a success but it does put pressure on the budget as, for example, the provision of chips costs £124 per service.

**5.2.3** The department strives to achieve a balanced diet; unfortunately it is not always what the trainees would like to eat. The kitchen staff listen to the trainees and all comments are acted upon wherever possible and they try their best with a limited budget to make compromises to accommodate all.

**5.2.4** The works department has been very supportive to the kitchen staff throughout the year and equipment is serviced on a regular basis. Planned maintenance helps to prevent breakdowns. All IT equipment is now up and running in the catering classroom enhancing trainee learning and helping young people to reach their goals.

**5.2.5** Risk levels determine who works within the department. Catering staff interview trainees before being accepted to help them understand what is expected of them when working within the department.

**5.2.6** Successes in Catering include twenty-three trainees achieving NVQ level 1 and ten completing level 2.

**5.2.7** There has been an increase in the daily budget to £2.21. This has helped to combat the rise in food costs (estimated at between 25 – 40% for the year).

### **5.3 *Keppel Unit***

**5.3.1** During the last twelve months Keppel has had consistently high occupancy averaging 45 trainees. During the last twelve months the unit has managed 134 trainees on ACCT supervision. This has been very challenging to staff who needed to ensure that the right actions and decisions were taken on every occasion. Keppel houses some of the most troubled and vulnerable juveniles in the country and the quality of care needs to be of the highest standard. At the time of reporting Keppel is accommodating two transgender trainees, one morbidly obese trainee, and three awaiting secure hospital places. Management and staff are to be congratulated on the way in which they have addressed these challenging situations, and used their skills to engage with the trainees in a variety of activities which have included fishing, music, and sports events as well as small animal care.

**5.3.2** In our last Annual Report we made reference to the then recently commissioned Anson Long Term Unit which is under the same management as Keppel. The new unit has had no significant effect on the management and operation of Keppel.

**5.3.3** Last year we made reference to the use of ‘calm-down’ rooms being used for normal residential purposes at the insistence of the YJB. We are told that the situation remains the same, despite concerns from staff and management. It is the unit manager’s view that this remains an unresolved issue.

**5.3.4** The IMB has been advised that on each of the four spurs, two trainees' rooms including a calm-down room plus a store room are behind fire doors, and without smoke extractors. Potentially this arrangement presents a serious health and safety issue.

**5.3.5** The provision of education by Manchester College has been problematical over the past year and we can report that the prison staff have raised a number of concerns with the IMB. These include lack of consistency in the personnel of the education staff, which has had

adverse effects, for examples on those suffering from Aspergers and ADHD; and the length of sessions for those with poor attention spans.

**5.3.6** The Lucy Faithful Foundation presently works with up to fourteen trainees with a sex offending background at any one time. We note this year, as we did last, that the provision for continuing sex offender treatment once trainees leave Wetherby and enter the YO estate is limited. We are told that the YJB, NOMS, and Wetherby are working on a 'Transition Policy'.

**5.3.7** Local consultation and agreement has resulted in Keppel management agreeing to the move of a night nurse to provide for additional day care. At the time of reporting, this has not yet been fully implemented, and will need to be closely monitored.

## *5.4 Long Term Unit*

**5.4.1** Since last year's Annual Report a number of administrative changes have been made. In part, this is due to the increased numbers of trainees with more challenging behaviour being sent to Wetherby and, on occasions, a lack of information about them on their arrival. The latter issue was brought to the attention of the YJB and has now been rectified.

**5.4.2** Experience has shown that seriously disruptive trainees are not suitable for Anson since they can have a seriously negative impact on those trainees who are endeavouring to take advantage of the opportunities offered on the unit.

**5.4.3** Trainee numbers in the long term unit (Anson) have risen from 24 (September 2010) and 36 (December 2010) to 47 (July 2011) making Anson the largest designated national unit in England. The full capacity is 48. The B.M.E. level is high at about 35%.

**5.4.4** Staff appointed to Anson are given additional training to enable them effectively to manage trainees on long and IPP sentences. They are managing the trainees well and, in the reporting year, there were fewer disturbances on Anson than in the establishment's other residential units.

**5.4.5** Interaction between staff and trainees is good. Successful family days are being run. Trainees are consulted and vote on certain selected programmes and initiatives as well as engage in monthly consultation meetings. A feasibility study is in progress for a wing council of staff and trainees.

**5.4.6** Anson is a semi-autonomous unit under the same management as Keppel. It benefits from a staffing ratio of one officer to eight trainees. This compares to one to ten on the main site and one to six on Keppel. Funding has been provided by the YJB for extra CAMHS and psychology provision. The extra staff will provide a new accredited offending behaviour programme – 'Life Minus Violence'. A clinical psychologist will provide staff supervision.

**5.4.7** Anson is offering trainees the opportunity to engage with a compliance drug testing programme. This will be of benefit to them when they apply for parole or ROTL, if they remain drug-free while in custody.

**5.4.8** More programmes and initiatives will be offered in the next six months when the multi-disciplinary staff team have received training, and the new staff have had a chance to settle in.

**5.4.9** The structural and design inadequacies of Anson continue to make it a relatively difficult building to supervise. Security and oversight are compromised by blind spots.

## *5.5 Other Accommodation*

**5.5.1** This includes the residential units Benbow, Collingwood, Drake, Exmouth, and Frobisher. Benbow is the first-night unit and provides an enhanced level of care for new trainees.

**5.5.2** The number of trainees at Wetherby has increased during the year due to the closure and re-role of other juvenile establishments in the UK. Fortunately, it has not yet been necessary to double-up in trainees' rooms.

**5.5.3** There have been improvements to the residential units over the last year, including the installation of new CCTV cameras giving a much improved monitoring system, the refurbishment of toilets, and new individual showers and the replacement of blankets with duvets.

**5.5.4** New floodlights have been installed to the exterior exercise yards thus extending the period of time trainees can spend outside the units.

**5.5.5** Washing machines and dryers have been installed on all residential units for trainees to use.

## *5.6 Physical Education*

**5.6.1** The Physical Education department provides a wide range of opportunities for trainees. All trainees are given the opportunity of two sessions per week (2 x 1.5 hours). Time tables take account of trainees' work and education commitments to ensure that all have access to the gym facilities.

**5.6.2** A range of courses is available under the umbrella 'Sports Studies Course' and the guiding principle of the curriculum is that of assisting the trainees towards resettlement in the community. The Sports Studies Course is delivered in units, and four levels of award are delivered over an eight-week period and this offers a degree of flexibility so that trainees can access the appropriate level depending on their particular circumstance e.g. their release date. At the time of writing the IMB has not been able to discover the numbers actually accessing each course. All qualifications and course credits link into National Governing Body Framework, for example, Active IQ and Sports Leaders' Course, and cover competencies such as: setting up of Gym Facilities, Basic Principles of Health, Fitness and Lifestyle (incorporating theory on nutrition, diet, and exercise), First Aid at work, and Leadership skills. Qualifications or course credits can link into Duke of Edinburgh Bronze Award's four competencies of Skills, Interests, Community Service, and Expedition.

**5.6.3** Trainees who are not in employment (staff comment indicated that there may be a shortage of jobs to go round) or education come under the Gym ‘Outreach’ programme and are timetabled for attendance at the gym and library on a daily basis.

**5.6.4** A timetable and rota system is in place for evening and weekend use of the gym. This information is displayed on all wings and trainees have the opportunity to book a place on the relevant sessions. Weight training and football are the most popular activities. Weight training availability has been limited during the day and provided more specifically in the evenings/weekends to encourage more regular use of the facilities during these periods.

**5.6.5** Staff advise that the ‘uptake’ of gym facilities by trainees is approximately 64.5%. This percentage has been higher in the past with a notable decline observed over the last twelve to eighteen months. Competing opportunities, e.g. TV and associated games and mini-fitness facilities on individual wings were cited as possible reasons.

**5.6.6** There has been a welcome improvement to the shower area of the gym over the current reporting period. Dividing panels have been installed to provide individual shower areas, affording more privacy and security for the trainees.

## **5.7 Works and Fabric**

**5.7.1** The works department has continued to carry out major improvements across the site throughout the reporting year. Much of this work has improved the facilities for trainees. Examples include:

- a) the gymnasium showers have been refurbished and now provide ‘privacy walls’. The limited funding provided would not allow for separate shower cubicles.
- b) Grenville Chef Academy kitchen has been completed. This enables six to eight trainees to undertake NVQ training courses.
- c) Anson Leg 1 has had new resin floors and sanitary equipment fitted. The remaining two legs will be completed soon. There are plans to install resin floors as and when each wing is refurbished. The floors are easier for the trainees to keep clean.
- d) New outside fitness equipment e.g. rowing machines, exercise bikes and cross trainers have been fitted to Anson and Keppel.
- e) All the walkways around the establishment have been repaired

**5.7.2** The site manager post is currently vacant. Interviews for the post are imminent. Monthly meetings are held and chaired by the Deputy Governor. Relationships with the rest of the establishment remain good.

**5.7.3** Three staff were made redundant in May (one plumber, one electrician and one bricklayer). This is likely to have significant implications for the future.

## 5.8 Chaplaincy

**5.8.1** The chaplaincy team at Wetherby comprises three full-time staff (an Imam, a Church of England chaplain, and a Pentecostal minister) and five sessional workers representing other Christian denominations together with a church link co-ordinator. A Buddhist chaplain visits Buddhist trainees once a month. Appropriate ministry is provided for any Sikh or Jewish trainees as required. During the year, the Chaplaincy co-ordinator (who was the Church of England chaplain) retired and a new chaplain has been appointed. The Imam has been appointed to the post of Chaplaincy co-ordinator.

**5.8.2** The chaplaincy department increased the numbers of prison visitors both the community and from the Abundant Life Church.

**5.8.3** Two services are held on Sunday mornings for Christian trainees which Keppel trainees also attend. The regime of two services was introduced following a serious incident. Each service now includes no more than 30 trainees. There is a Roman Catholic mass on Saturdays (attendance c. 20) and Friday prayers for Muslims (attendance c. 30). All major festivals are recognized. 31 trainees followed Ramadan.

**5.8.4** Trainees who are unable to attend services through either being located in Healthcare or in the Separation and Care Unit are visited by a member of the Chaplaincy team. In total, the number of trainees who attend religious worship is approaching one third of the establishment's population.

**5.8.5** About thirty baptisms were conducted during the year. The Free Church has bought a baptism pool for full submersion baptisms.

**5.8.6** The chaplaincy offer programmes to the trainees throughout the week including Islamic studies, an Alpha course, choir practice, Bible studies (including Bible study – First Steps), and baptism preparation. Trainees are allowed to attend these programmes during education or work sessions.

**5.8.7** Pastoral visits are carried out throughout the establishment every day, specifically to trainees located in both the Healthcare and Separation and Care units. The team visits trainees on ACCT and attends ACCT reviews. They also visit all new trainees.

**5.8.8** Religious extremism has not been a major problem at Wetherby. Positive education is used to help combat issues in this area. The Chaplaincy co-ordinator wishes to develop and promote an awareness of different faiths and religions.

**5.8.9** The IMB believes that the Chaplaincy team makes a vital and effective contribution to the welfare and pastoral oversight of the trainees at Wetherby. There is still concern by the Chaplaincy team that the programmes for the trainees which they deliver are still not accredited.

## 5.9 *Escorting*

**5.9.1** Trainees arrive at various times throughout the day depending on where else the escorts have to travel. Wetherby YOI has an open door policy and will accept trainees during the evening. The incidence of late arrivals is not as high as hitherto.

**5.9.2** Trainees complain about the long journeys they have to endure. Some long journeys are inevitable given both that Wetherby is now a national resource and that there are now fewer juvenile establishments with which exchanges can be made.

**5.9.3** All trainees arriving at Wetherby are processed as efficiently as possible and those requiring extra support are placed in Healthcare for their first night at Wetherby and the appropriate paperwork is started to support them into the main establishment.

## 6 *Wetherby IMB statistics*

Recommended complement of Board members	15
Number of Board members at the start of reporting period	15
Number of Board members at the end of the reporting period	12
Number of new members joining within the reporting period	-
Number of members leaving during the reporting period	3
Total number of Board meetings during the reporting period	13
Average number of attendances at Board meetings during reporting period	10
Number of attendances at formal meetings including GOoD review boards but excluding IMB Board meetings	84
Total number of visits to the establishment (including all meetings)	449
Number of applications processed	12