



HMP North Sea Camp

ANNUAL REPORT

1 March 2014 - 28 February 2015

Chair Margaret Smith

1 Statutory Role of the IMB

The Prisons Act 1952 and the Immigration and Asylum Act 1999 require every prison and Immigration Removal Centre (IRC) to be monitored by an Independent Board appointed by the Home Secretary from members of the community in which the prison or centre is situated. This Board is known as the Independent Monitoring Board (IMB).

The Board is specifically charged to:

- 1 Satisfy itself as to the humane and just treatment of those held in custody within its prison and the range and adequacy of the programmes preparing them for release.
- 2 Inform promptly the Secretary of State, or any official to whom 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 custody.

To enable the Board to carry out these duties effectively its members have the right of access to every prisoner, every part of the prison and also to the prison's records, with the exception of individual's medical records unless specifically granted in writing by each individual.

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3 Description of North Sea Camp

HMP North Sea Camp is an Open Category D male Resettlement Prison with a Certified Normal Accommodation of 420 (305 on roll at 28/2/2015). It opened in 1935 as a Borstal and became an adult male prison in 1988. The prison is six miles east of Boston.

The prison holds a highly complex group of prisoners. It carefully manages the risk associated with such offenders being held in an open prison, with risk assessment being a core part of management.

The accommodation comprises six residential units, a kitchen and dining room, a modern Healthcare unit, a well-equipped gymnasium, chapel, library and a working farm incorporating workshops. There is also a large playing field, which prisoners can use for football and outdoor sporting activities and during association periods up to 20.00hrs in the summer months.

HMP North Sea Camp has the following contractors/agencies delivering services:

Healthcare is provided by Nottinghamshire Healthcare NHS Trust
Education and Training is provided City of Manchester College
Lincolnshire Action Trust continues to provide elements of training
Addaction - provides drug/alcohol support and counselling
Probation Service
Lincolnshire Library Service

Voluntary organisations providing assistance to prisoners include Community Links, Samaritans, Alcoholics Anonymous, local church groups, Macmillan, Marie Curie, St Barnabas Hospice, Age UK and Early Prevention of Cancer (EPOC).

4 Executive Summary

1. This report has been compiled by the Independent Monitoring Board of HMP North Sea Camp and covers the period between 1st March 2014 and 28 February 2015.

2. The changes imposed on all prisons this year continue to provide us all with challenges. The Board is happy to report however that despite the current staff shortages and the upheaval caused by the changes to the rules regarding Release on Temporary Licence (ROTL), the Board's view is that the establishment has had a satisfactory year.

3. Following a small number of high profile absconds from open prisons early in the reporting period, changes to the rules on ROTL were introduced nationally. Unfortunately this was done in a rush, before a new Prison Service Instruction had been fully evolved. This led to a number of applications to the Board. **Para 5.8.3**

4. The Board believes that ROTL is an integral part of the resettlement process and the intention behind the new rules, making temporary release more closely related to a prisoner's resettlement plan, is sensible. Our concerns are about the way the changes were implemented. It remains to be seen what effect the revised ROTL arrangements will have on the resettlement of offenders and the Board will continue to monitor the outcomes. **Para 5.8.3**

5. The Board welcomes the fact that the risk assessment process which determines whether an offender is suitable for open conditions is being more rigidly applied. The Board believes that this, combined with a firm approach to returning offenders to closed conditions if they commit further offences at HMP North Sea Camp, should greatly reduce the risks associated with releasing offenders on temporary licence. All this has placed a heavy burden on the Offender Management Unit, which despite staff shortages has handled the situation relatively well. **Para 5.8.3**

6. The Board is concerned that problems with personal property are a source of considerable grievance to many offenders. When they are transferred from one establishment to another, their property is frequently lost, left behind or sent to the wrong prison. The problem is worse where transfers are from private prisons. Dealing efficiently with prisoners' property moves is a major problem across the prison estate and the Board would like to see NOMS taking urgent steps to address the issues. **Para 6.3.5**

7. The Board is also concerned with the problems the prison faces with a growing elderly population and the increasing incidence of age related illnesses and the growing number of prisoners with Dementia and Physical Disabilities. The Prison and the Healthcare Provider are trying to ameliorate this but a dedicated unit for the care of the elderly is long overdue. **Paras 5.3.3, 5.3.7, 5.3.8, 5.10.4**

8. The Board has again repeated the need for the dormitory accommodation in South Unit to be replaced and some of the old officers' houses to be refurbished and is pleased that at the end of the reporting period there are proposals to carry out some of the necessary work. **Para 5.10.1**

4.1 Issues, which require the attention of the Minister

1. There remains a need for better facilities to be put in place for the care of older prisoners, particularly those with disability and age related illnesses like Dementia and the terminally ill. Plans were in place for a dedicated palliative care centre but these have not been realised. **Paras 5.3.3,5.3.7, 5.3.8, 5.10.4**

2. There are increasing problems surrounding property, partly due to storage problems but also due to poor service by contractors when prisoners are transferred to and from North Sea Camp. This has been particularly poor when prisoners have been transferred from private prisons. **Para 6.3.5**

3. Poor Contract management is still causing problems in the prison. NOMS is neither addressing contract failures nor exacting penalties so poor performance is likely to continue. This applies to Catering and Maintenance contracts **Para 5.11.6 and 5.12.5** and Transfer of Prisoners Property as described at **2 above**

4.2 Issues of operational concern requiring a response from H M Prison Service

1. There continue to be problems with Release on Temporary Licence (ROTL). While because of work undertaken by the prison these are at a lower level than last year there have still been a number of applications to the board about cancellations at very short notice, which have incurred unnecessary travel costs to families **Para 5.8.3**

2. There is still dormitory accommodation in the prison. With judicious use of in house expertise and some capital funding the existing dormitory accommodation could be divided and a number of former officers' houses could be refurbished to replace the remaining Dormitory Accommodation. **Para 5.10.1**

Matters from Previous Years Reports

4.3 Progress made from last year's report

The Board is pleased to be able to report a number of improvements following matters being raised in last year's report. This has been done largely with resources found within the prison. Progress has been made in the following areas:

1. The change of Education provider from Milton Keynes College to Manchester College has had a positive effect on the delivery of Education Provision in the prison.

2. While there is still no provision for on site Dentistry the new Healthcare provider has put in place plans to address this. There have been great improvements in waiting times for the Optician and 4 local GPs now hold surgeries at the Prison.

3. Improvements made in the management of the stores have meant that while there are still occasional shortages of items, this is no longer as severe as in the past two years when the board expressed serious concerns about this.

4. Hospital and other appointments are no longer so regularly missed and unless there is a security incident there is a dedicated Escort Officer each day.

5. The kitchen is now using more produce from the farm and there are plans to extend this further. This will mean less reliance on the sometimes very poor quality products supplied by the 3663 contract.

6. There has been a significant improvement in addressing security breaches in the last twelve months with far fewer having been reported.

7. While the Library has periods where prisoners are using facilities without staff supervision, changes this year mean the Gym no longer has unsupervised sessions. The Board is satisfied that the Health and Safety concerns we raised last year have been addressed.

Previous Years Concerns

4.4 The response from the Minister addressed last year's concerns as follows:

<p>1. There is a need for facilities to be put in place for the care of terminally ill prisoners and a need for processes to address the growing number of deaths in custody due to the ageing population of the prison</p>	<p>These concerns were addressed by reference to NHS England Commissioners being aware of the need for provision of bespoke care for older prisoners at HMP North Sea Camp. Commissioners have recently met with representatives from the Lincoln Partnership Foundation Trust to discuss requirements and resourcing and will provide an update to the prison in due course.</p>
<p>The Board feels that this was not the subject of a satisfactory response by the Minister and is not aware of any formal update on progress.</p>	
<p>2. Poor Contract management is still causing problems in the prison. NOMS is neither addressing contract failures nor exacting penalties so poor performance is likely to continue.</p>	<p>The response was that the issue of contract management is taken seriously and where work is not completed to appropriate standards action is taken.</p>
<p>This was not a satisfactory response by the Minister as problems have persisted this year, and as far as property matters are concerned have got worse, despite the Ministers assurance that appropriate action is taken.</p>	

4.5 Issues of operational concern requiring response from H M Prison Service

<p>1. The change to education funding processes has presented a number of difficulties. One of the main concerns is interruption to delivery through prisoner non-attendance or movements. This impacts on prisoners' achievement rates and has financial implications for the Education Contract. Processes need to be established to minimise the effects on prisoner's achievements and loss of funding for the provider.</p>
<p>Addressed by the prison during the year see 4.3.1 above</p>
<p>2. There is still no provision for on site Dentistry. This was highlighted in last year's report. The NOMS response stated that a business case is being developed by LPFT to consider options for providing an in-house dentistry service. This has not taken place and remains a concern to the board.</p>
<p>Addressed by the prison during the year see 4.3.2 above</p>
<p>3. There are issues with providing appropriate working footwear for a number of prisoners.</p>
<p>Addressed by the prison during the year see 4.3.3 above</p>
<p>4. Hospital and other appointments are frequently missed due to a lack of staff to provide escorts.</p>
<p>Partially addressed by the prison during the year see 4.3.4 above</p>
<p>5. There continue to be problems with Release on Temporary Licence (ROTL). Specifically there have been many applications to the board about cancellations at very short notice, which have incurred significant travel costs to families.</p>
<p>NOMS response is that ROTL is only cancelled if there has been a change in the individual's circumstances, which would highlight an increased risk. The Board</p>

<p>supports the protection of the public in this way but a number of the cancellations have been due to delays to paperwork being issued to prisoners and poor communication between staff and the prisoners affected.</p>
<p>This continues to be an issue this year see 4.2.1 above</p>
<p>6. There is still dormitory accommodation in the prison. With judicious use of in house expertise and some capital funding a number of former officers' houses could be refurbished to replace these.</p>
<p>NOMS response was twofold, one of competing resource and one relating to connections to the mains sewers needing to be made. As Prison Officers and their families lived in these houses in the past presumably they coped without mains sewage.</p>
<p>The Board still has concerns about having any dormitory accommodation in the prison particularly where there is housing stock that could be converted to sound accommodation for the prison estate.</p>
<p>7. The decision to suspend use of the farms own livestock for the kitchen was detrimental to the prison. While this has been re-instated the board is concerned that this may happen again to mollify the requirements of the 3663 contract. It is the Board's view that it would be wrong and not cost effective to do this</p>
<p>Addressed by the prison during the year see 4.3.5 above</p>
<p>8 There have been significant security breaches in the last twelve months</p>
<p>Addressed by the prison during the year see 4.3.6 above</p>
<p>9. There are increasing problems surrounding property, partly due to storage problems but also due to poor service by contractors when prisoners are transferred to and from North Sea Camp. This continues to be an issue this year see 2.2.2 above</p>
<p>This continues to be an issue this year see 4.1.2 above</p>
<p>10. Both the Gymnasium and the Library have significant periods where prisoners are using facilities without staff supervision. This means that not all facilities in the Library and Gymnasium can be accessed for considerable periods of time. In the Gym this also raises Health and Safety concerns</p>
<p>Addressed by the prison during the year see 4.3.7 above</p>

5 Section 5

Equality and Education

5.1. Equality and Inclusion

1 A lot of work has been undertaken to support prisoners with disabilities. Two wings have been adapted to provide disabled facilities, which include ramped exits for emergencies and the fitting of handrails. There are more single occupancy rooms available for prisoners with wheelchairs. All disabled prisoners are assessed with regards to their disability and if a single room is required this is provided.

2 A full disability survey was undertaken by two disabled prisoners who are wheelchair users. The result was that the maintenance department is addressing the recommendations made and there is ongoing work to address these. A lot of work has been done to ensure that areas are accessible to all and this is being reviewed continually.

3 Age UK continues to come into the establishment twice a week and provide a full programme of activities for the over 50's and disabled prisoners. In addition to this they are also running cookery classes.

4 The Equalities Hub is working well and is run by 4 full time paid orderlies who liaise with the Equalities Officer on a daily basis. Every week there is a support group for prisoners relating to a Protected Characteristic. The Prison was asked to pilot a scheme whereby these are entirely led by prisoners, minutes are taken and these are fed back to the Equalities Officer. Up to 20 prisoners attend each meeting.

5 The Prison now has a full time orderly to support veterans in custody and helps run dedicated meetings and events to support them. Although veterans are not a Protected Characteristic the Prison decided that support was required for them whilst in prison and once released. The Equalities Officer made initial contact with The Royal British Legion and after several meetings they now attend the prison one full day per month for a drop in clinic. These sessions are open to both prisoners and staff and are very well attended. They offer a full range of assistance to prisoners, including financial help for training and help with accommodation on release.

6 April 2015 sees the introduction of the Adult Social Care Act and the local authority will have responsibility for assessing and providing equipment for our disabled residents. This should hopefully speed up the process and also ensure that the care continues once they are discharged from prison. The Equalities Officer is working closely with healthcare in relation to disabled prisoners and attends their Gold Standard Framework meetings and their Older Person Action meetings.

7 Over the last year work has been undertaken to build up community links and the Prison now has a good working relationship with Boston College, Just Lincolnshire and the Lincolnshire Community Voluntary Service. Representatives from these regularly attend bi-monthly Equality Action Team Meetings.

8 The Prison has celebrated various events including a two-week Black History celebration. This included a lot of input from prisoners and the Prison ran poetry and art competitions, a quiz and two celebration evenings in the chapel. There was a good level of participation both from prisoners and staff.

9 The Prison commemorated Remembrance Day and also in the week running up to that the Prison commemorated the events surrounding the start of World War 1. An art competition took place and The Royal British Legion came in spoke with prisoners.

5.2. Education, Learning and Skills

1. Education is provided through a partnership approach with The Manchester College providing the OLASS education provision. This is a new provider who took over from Milton Keynes College on 2/2/2015. In addition Lincolnshire Action Trust and the National Careers Service provide education and training opportunities. Funding is drawn down through attendance at classes and learning outcomes.

2. There has been a significant increase in the number of Prisoners gaining vocational qualifications. Several new courses have been added and some courses which did not have a qualification attached to them have been enhanced with a nationally recognised accreditation. The number of qualifications in the Education department's

vocational courses has increased by 374% from the previous academic year. The Education Department offers the following courses:

<p><u>Employability</u> Employability Level 1 Business Start-up Level 2 Customer Service Level 1 Volunteering in the Community Team Leadership Working in the Creative Industry Level 2 Peer Mentoring level 2 Business Administration Retail Knowledge Level 2</p>	<p><u>Functional Skills</u> English (all levels) Maths (all levels) Information Communication Technology (ITC)</p>
<p><u>Personal and Social Development</u> Personal Cooking Skills Community living (pre release) Personal Finance Money Management Level 1 Sculpture Level 1 Drawing Skills Level 2 Personal and Social Development</p>	<p><u>Vocational Training</u> Bricklaying Level 1 and Level 2 Painting and Decorating Level 1 and Level 2 Forklift Truck – Counterbalance Level 2 Forklift Truck – Telescopic Level 2 Practical Horticulture Level 1 and Level 2 NVQ Diploma In Rail Engineering Track Maintenance</p>

3. Achievement and success rates are very good. Most Prisoners who start a course complete it successfully. There has been a strong and systematic emphasis on employability through both curriculum design and observation of teaching and learning assessments in OLASS delivery. 85% of observations showed clear and relevant links to employability. Improvements have been made to ensure Prisoners are regularly encouraged to consider transferable skills acquired during their learning & skills and work activities.

4. With the increase of staffing in the PE Department, delivery of vocational qualifications has increased by 75%. In addition the demand for and uptake of distance learning/higher education/Open University courses has increased by 100%. The Prison now has 4 laptops in the library – Two are dedicated for use by Open University students and other distance learning work and two are available for all prisoners to use for driving theory practice. This is an extremely positive development for the establishment.

5. Another positive development has been an increase in the amount of non-OLASS qualifications in the kitchen and the farm. This has been supported by Prison Staff who have attended observation of teaching, learning and assessment training in partnership with the OLASS provider to support this provision.

6. The introduction and training of a new Peer Mentoring programme has been effective. The qualification is now mandatory for all Prisoners undertaking key roles where they are offering a support service.

7. All Education, Learning and Skills provision is accessible by all prisoners. Learners with any kind of additional support needs are catered for as far as practically possible. There is additional learning support in classes to provide extra help where necessary. The department has access to a wide selection of additional learning support materials if required when dealing with a specific physical need.

Specific strengths across all Education Learning and Skills provision

8. Functional ICT skills are built into vocational courses. The OLASS Bricklaying and Painting & Decorating courses have had ICT embedded and all learners produce their portfolio of evidence electronically whilst simultaneously working towards appropriate ITQ units.

9. The quality of learners' practical and portfolio work is very good. Learners produce high quality course and practical work. This has been recognised both by External Verifiers from awarding bodies and by Ofsted in 2014.

10. Established collaborative working relationships between strategic partners is improving the quality of provision offered - for example, National Careers Service interventions in the Employability course, Mental Health delivery in the Personal and Social Development course and interventions from Lincolnshire Action Trust to secure funding for prisoners wanting to continue their rail industry training following completion of the rail engineering course.

11. A strong and meaningful Education Induction process has been introduced. The induction process focuses well on the need for good English and Mathematics skills and strongly relates each course to long-term employment opportunities.

12. National Careers Service ensures that prisoner needs are identified and signposted appropriately and 100% of customers feel very satisfied with the service they receive.

13. Through the gate employability provision, which provides ongoing support for education, training and employment is provided through Lincolnshire Action Trust REACH services. This plus a close working relationship between the prison and the OLASS provider has enabled Prisoners to use qualifications gained in a more meaningful way within work activities.

14. An extensive publicity and marketing campaign has been implemented. The OLASS provider has worked closely with the prison to produce a comprehensive set of information leaflets and posters designed to inform Prisoners of courses available, the time scales for each course and the minimum requirements. In addition, displays around the prison have been developed to inform Prisoners of the employment opportunities available for each of the qualifications on offer.

15. There are excellent attendance levels and punctuality at all Education, Learning and Skills provision.

Healthcare & Mental Health

5.3 Healthcare

1. Lincolnshire Partnership Foundation Trust (LPFT) provided healthcare until 1st October 2014 when provision was taken over by Nottingham Healthcare NHS Foundation Trust (NHFT), which currently runs healthcare services in 14 other prisons and appears to understand the needs of the establishment. Daily operational management continues to be maintained by an on-site Manager.

2. Four doctors from a Boston Practice provide 3 appointment sessions a week. They are also available for telephone consultations and will visit at other times if necessary. Nurses are available for appointments three times daily. During the core day the nurses hold a wide range of clinics, including cardio-vascular, diabetes, epilepsy, respiratory, smoking cessation and well-man.

3. The team has to meet the wide range of healthcare needs of long term prisoners including the elderly, those with complex conditions, wheel chair users and those who require support with social care. The team is supported by social care providers in Lincolnshire, Marie Curie, McMillan and St Barnabas Hospice. Age UK continues to provide two popular day-care sessions a week.

4. There is a new optician who has a negligible waiting list. A podiatrist attends monthly and nurses hold clinics on the intervening weeks.

5. There is still no on-site dental service. There has been a survey with a view to building an extension the healthcare centre for a dental surgery. Meantime prisoners still use a local dental surgery, mostly under escort.

6. The problem with prisoners who did not attend (DNA) has greatly reduced. The provision of escorts for prisoners attending hospital and dental appointments is still erratic. Healthcare staff find it frustrating to cancel appointments at short notice.

7. NHFT is not contracted to provide 24/7 cover. The Board continues to have concerns about the care of terminally ill and older prisoners. There is now a dedicated spur on North Unit for sick and disabled prisoners, which is an improvement. Two social workers now assess vulnerable prisoners' needs prior to discharge.

8. Plans were being considered for a dedicated palliative care centre but these have not been realised. The Board is aware that these are still under active consideration and hope progress is made this year. On a positive note the arrangements on the North Unit spur do make it easier to ensure that prisoners have daily help with personal care and management of their conditions.

9. The management changeover was smoothly handled by the healthcare team, which has been short staffed for much of the period. There are currently three nurse posts advertised. The length of the vetting process to appoint staff takes too long and slows down recruitment.

5.4 Mental Health

1. Nottingham Healthcare NHS Foundation Trust took over responsibility for

delivering this service from LPFT on 1st October 2014. The Clinical Matron continues to be based at HMP Lincoln but visits HMP North Sea Camp on a regular basis where the Primary Healthcare Team is based.

2. Prisoners are seen on induction and can refer themselves if necessary. The nurses on the Primary Team offer individual counselling and therapy sessions mainly helping with depression and anxiety. A Team nurse can be called in a crisis and help to manage ACCT (Assessment Care in Custody Teamwork) reviews where there is danger of self-harm or suicide. A Clinical Psychologist attends monthly.

3. The Team is based in a building separate from the Healthcare Centre. This means that some prisoners will not seek help because they perceive a stigma attached to being seen seeking Mental Health treatment. There are plans to extend the current Healthcare Centre to accommodate the Mental Health Team. The Board considers that this would be a sensible move.

5.5 Substance Misuse

1. Addaction runs drug treatment services. Addaction nurses administer daily drug treatments to the small number of prisoners on such regimes. The Team has worked hard to offer different sessions to raise their profile and to engage with prisoners.

2. Peer mentoring has been useful. Art Therapy has produced an impressive mural on the walls in the corridor of the unit. The groundwork has been done for a recovery garden, which it is planned, will produce vegetables for the local Methodist Church, which provides meals for those in need. The plan to give back to the community is commended.

3. NACRO (National Association for the Care and Resettlement of Offenders) has been visiting but unfortunately this organisation is ceasing its presence locally. Their contribution will be missed.

4. Unfortunately illegal drug use continues within the prison. Prisoners visit the local town for work, both paid and voluntary, and for ROTL and the availability there of drugs, both legal and illegal, makes this an ongoing problem.

5. Some prisoners will not seek help because there is a misconception that drug treatment will affect their eligibility for ROTL and parole or even lead to return to closed conditions.

Purposeful Activity (Includes Work)

5.6 The Community Engagement Team

1. The Community Engagement Team (CET) deals with all Community Service Volunteer (CSV) and paid work placements. The team organises training to help equip prisoners on placements with life skills and personal development and supports the Resettlement Programme.

2. Available opportunities are advertised in each accommodation unit and on the main walkway, as well as within the Prisoner Advice Centre (PAC).

3. The establishment has succeeded in obtaining work skills accreditations. With the increase in staffing levels within this function there has been an increase in accreditations from the gym. The Education Department delivers training opportunities in fork lift truck, painting and decorating and bricklaying courses and other qualifications. Farm staff provide accredited courses including animal husbandry. The increase in the number of long term/indeterminate prisoners has enabled the establishment to deliver quality training not previously possible with a short sentence population. Some prisoners are able to achieve up to NVQ Level 3 during their stay, improving their employability when competing for work in the job market.

4. Currently, there are prisoners taking advantage of the CSV and paid work programmes. While the need to have continuity of employment and the nature of the offences committed by some of our prisoners makes paid work placements difficult to obtain, CET staff members are visiting more external placements and sourcing additional placements through word of mouth in the community. Other staff members attend community events to identify opportunities for prisoner placements. The Prison has recently recruited a Staff Activities Manager with the intention of increasing the number of CSV opportunities.

5. For those prisoners unable to access external opportunities the Prison is hoping to develop enhanced paid work roles within the establishment. One such area is unique within the Prison Service. North Sea Camp has a workshop producing lobster pots from materials supplied by the contractor. When completed, the pots are distributed to fishing ports in the UK and overseas. The contract provides full time employment for approximately 14 prisoners, with scope for expansion. The work is hard, requiring strength and use of acquired skills. It provides good earnings for those prisoners able to maintain a high output with production currently between 150-160 pots per week.

6 The Prison has started to develop a recycling workshop; and has appointed a supervisor, to lead a team dealing with all waste products within the establishment. The intention is that the team will also develop links with outside agencies that work with waste products.

7 The Prison has developed a relationship with HIS Church, which provides a HIS Market where prisoners can buy clothes and other goods, which have been donated by firms to HIS. This is seen by the Board as a very positive feature for the prisoners particularly those who have limited finances perhaps due to age and/or lack of outside links. The HIS market also provides the opportunity to shop in person rather than through a catalogue and that is important to resettlement.

5.7 The Farm

1. The management of the farm is under the direction of the Head of Reducing Re-offending. The Prison has recently recruited a Farm Manager.

2. The farm provides employment for prisoners who also undertake qualifications. It is planned to develop this further in conjunction with the Head of Education.

3. The garden was entered into the Windlesham Trophy Fresher Garden competition for the first time in 2014. Although NSC did not win the competition, a lot was learnt from the feedback given and hopefully NSC will be entering the full competition this year.

4 Salad and Vegetable crops have been plentiful this year with all the produce going into the Kitchen. The Farm has also had a good year growing for Tozer seeds and hopes to utilise 10 poly tunnels for their work this year.

5. The farm has also consistently supplied the kitchen throughout the year with Pork and Lamb. The cattle numbers decreased in 2014 as a result of change in the farming policy. The Farm has been quality assurance audited for the Red Tractor Beef and Lamb scheme which excellent accreditation for the farm in general.

6. A new outlet for the rare breed pigs has been established with a company called Ginger Pig from Yorkshire who supplies specialist London shops. The Farm gets a premium for its product on this contract and if this relationship works well there may be expansion of this activity. The sheep have sold well through the market in 2014 after a reasonable lambing

7. Formal training takes place on the Farm. The Farm Manager is working with Education to deliver Level 1 and 2 Horticulture qualifications. For the first time in many years the Farm has been awarded “fully compliant” in the Bio Diversity Audit.

5.8. Resettlement

1. Resettlement in North Sea Camp is unique. The range of custodial sentences means that many prisoners are limited as to the resettlement activities they can participate in externally.

2. All able prisoners of working age are required to be employed. To prepare for their release, many prisoners will undertake paid and/or voluntary community work. Prior to this prisoners will have undertaken some appropriate work within the prison. All prisoners are subject to a rigorous risk assessment before they are allowed to work outside. The risk assessment takes into account all aspects of an offender's Offender Assessment System (OASys) and a work placement risk matrix has been introduced to ensure that the right prisoner has the right placement, the drive being public protection.

3. The ROTL system in the establishment has improved since last year's report but there are still some problems. Examples this year include a number of occasions when prisoners who are due out on ROTL are not getting timely information and their arrangements have to be cancelled. While the number of applications to the Board concerning ROTLs has fallen from last year it remains one of the top two reasons for applications to the board

4. The Board recognises that the work of the staff in the unit is hampered to some extent by external agencies that are slow to provide information. The concentration of Multi Agency Public Protection Arrangements (MAPPA) prisoners places a strain on staff time. The Prison has recruited more staff for the OMU and hopefully this will address some of the pressures on the overworked staff in the unit.

5.9. Safer Custody

1. The Board has to report that there has been one death (natural causes) in custody in this reporting year. The Board is aware that the number of deaths over the past few years reflects the ageing population of the prisoners. The board remains

concerned that despite being raised in the report last year no major provisions have been made to deal with this problem.

2. The Safer Custody Committee meets once a month with a representative from most departments attending.

3 The Safer Custody Officers provide a daily drop in service for prisoners to air any concerns they may have on a variety of topics. The service has proved to be very successful and has reduced official complaints. In turn this has alleviated work for officers and administration alike, as many problems are solved by the Safer Custody Officers talking to other departments and passing on the information to the prisoners. All conversations and subsequent actions are logged in a book. This is a popular service amongst the prisoners as often they seem to respond better to verbal response than written ones and the turn round is much quicker.

3. The Board is pleased to report that NSC has maintained a low number of ACCT (Assessment Care in Custody Teamwork) documents opened during the last reporting period, indicating that prisoners are receiving the correct support mechanisms which are readily available when personal problems arise. Violence Reduction numbers are also slightly down on the previous report period, as are adjudication and absconds.

4. The board continues to have concerns that the planned surveillance cameras across the estate still have not been implemented since the serious incident in January 2014, however the DCC has allowed funds for a "temporary stand-alone camera system" to be installed in the main car park and parking around the security building. Some exterior lighting has been upgraded around the car parks with brighter bulbs but no additional lighting has been incorporated yet as much of this planned lighting was to be attached to the permanent surveillance camera masts.

Residential

5.10 Accommodation

1. The Board is aware that accommodation remains dated and overcrowded however it is noticeable that cleanliness is driven to a high standard. Core accommodation is in five residential blocks two of which retain some dormitory accommodation. At this time the Prison has few prisoners in dormitory accommodation due to the fact that the Prison Roll, in common with other Open Prisons has been low for a number of months. A Capital bid and Business case has been submitted to bring on line an additional 3 Jubilee houses, which would give up to 48 bed spaces. With the additional spaces, the prison could retain the current Certified Normal Accommodation of 420 and decommission all dormitory spaces.

2. The five residential Blocks accommodate 354 prisoners. In addition there are 5 independent living units known as Jubilee 1 – 5. Jubilee 1 is a supervised independent living unit within the prison boundary. Jubilee 2, 3, 4 and 5, are independent living units situated outside the core prison boundary. The independent living units support the resettlement of 66 prisoners near the end of their sentences and like the main residential blocks are staffed during the core working day.

3. Internally the North and South Units reveal the original decades old structures, clean but shabby and in places exposing bare rotten wood. Remedial work continues

to be carried out here and in the other Units to fix any broken areas and generally the internal structure is in a good state of repair. Storage still remains an issue, as does space, however there is currently an accommodation review underway to standardise all rooms and ensure that all prisoners have adequate storage.

4. The Board in its last report expressed concerns about the ongoing care of disabled, terminally ill and older prisoners as the prison is not always able to make appropriate accommodation adjustments. The Prison now has a fulltime Equalities Liaison Officer and has recently achieved a Green rating on the Governance & Organisation audit. Healthcare now apply the gold standard framework and work in partnership with local authorities under the Care Act 2014 to ensure the needs of older prisoner are met at North Sea Camp. Prisoner "Buddies" are allocated to disabled prisoners to assist them in achieving access to all facilities at the establishment.

Dedicated activities for older prisoners are run on a weekly basis in partnership with Age UK. These include activity and community sessions, cooking lessons, exercise activities (Run with by the Physical Education Instructor Staff and AGE UK) and there is now also a garden for older prisoners to work in, develop and grow items. Care for terminally ill and end of life prisoners is a priority and as recent examples evidence every effort is made to meet their individual needs, up to and including compassionate release, but there is still no Palliative Care Unit. Most disabled prisoners are located on North unit on dedicated landings with access to disabled washing, showering and toilet facilities. These landings have additional aids such as handrails and specialist equipment in rooms (provided by local authority)

5. The visitors waiting area has been re-decorated and new seating placed in it. The visits area has also been decorated with new seating added. A capital bid has been submitted for an additional conservatory extension to increase the space available for visits.

5.11 Catering and Kitchens.

1. The Catering Manager and his Deputy are supported by a team of 3 staff, one less permanent member during the last six months. Approximately 36 prisoners work in the kitchens, some of whom are working on NVQ level 2 examinations in hospitality, 4 of which are completed, 3 ongoing and 1 about to start.

2. Menus run on a 5-week rotation cycle offering a wider variation than before, these include hot and cold meals, with vegetarian and healthy options available. North Sea Camp (NSC) is the only prison currently that offers a cooked breakfast 7 days a week. The comment book completed by prisoners shows a high level of satisfaction for both food quality and dining environment. The food is sampled daily by the Governor and weekly by IMB rota members. The Kitchen received the highest Food Hygiene rating of 5 by Boston Borough Council. NSC was recently put through to the Regional Award finals in this area and was scored at 86% for good or very good food by HMIP which was the highest score ever seen. All Audits have awarded the Kitchens and Catering Green.

3. Cultural and Religious events continue to be catered for, with four events per year for a number of religions. The faiths currently supported are Christianity, Islam, Buddhism, Paganism, Hinduism, Sikhism and Rastafarianism. Any prisoners who have religious dietary requirements are catered for on individual basis e.g. Jewish prisoners

- 4 The kitchens continue to supply free catering for family visit days.
5. The farm continues to supply the kitchens, mainly supplying pork, sometimes a little lamb, eggs and seasonal vegetables. It is possible this might well be reduced in the future with the reopening of the farm shop. The Board hopes that this does not happen and that the shop is supplied by the farm increasing the amount of produce/meat that it is producing.
6. With tight budgets for catering, £2.10 per prisoner per day, and no increase this year, NSC has invested in bread making equipment, a spiral mixer, roll divider and 40 grid oven, this will significantly reduce the cost of purchasing rolls and should pay for itself in just a couple of years. With the equipment on site, installation is anxiously awaited but no date given as yet.
7. Ongoing problems with suppliers 3663. Some out of stock items have replacements sent. It is inconvenient to change menus at short notice. Other items are not replaced at all. The Catering Manager reports a slight improvement with the contractors. The Board is concerned that these breaches come on top of concerns raised in previous reports and are aware that other IMBs report similar issues.
8. Existing equipment is due for replacement and awaiting delivery; presently 1 oven is permanently out of order, with another, which only has dry heat and no steam. Some weeks have seen the ovens reduced from 4 to only 1 to feed up to 400 men, it is only the experience and dedication of the staff that has ensured meals were ready.
9. Additional catering is available in the staff mess, which has shown a significant rise in revenue this year proving its popularity. The sale of refreshments in visits is popular and has nearly doubled its revenue this year. It is planned to reopen the NSC farm shop, but this will no longer be under the direction of the kitchens.

5.12 Maintenance

1. The focus of the Maintenance Team this year has been to support the Governor in his drive to improve the cleanliness and general conditions at North Sea Camp. This has involved concentrating on improving staff & prisoner areas by implementing a program of re-decoration and repair. The Team helped by between 10 and 12 prisoners continues to maintain the statutory maintenance requirements allowing the normal routine to run smoothly. The team have also undertaken a number of projects over and above their core role including the creation of additional workshop spaces, refurbishing OMU (Offender Management Unit) 3 and most recently the design and installation of two CCTV systems covering staff parking areas.
2. The Prison has managed to fill two vacant positions with agency staff (Business Administrator and Painter/Decorator), and this has quickly had a very positive effect including the commencement of the redecoration of the Administration building. The Governor also granted permission for an agency OSG to be recruited to escort contractors and this has also been a very useful addition reducing the time spent on escorting trades persons.
3. Prisoners continue to work on the various trade teams with some projects being supported by an element of unskilled prisoner labour. This in-house team provides the prison with 24/7 cover.
4. The CDS (Completing Delivery of Services) project is now in the mobilisation

phase in preparation for contract start on the 1st June. The new supplier Amey will take over the running of both hard and soft services including maintenance, stores and grounds maintenance. There has been a lot of work undertaken to provide data and all but one of the verification surveys for NSC have now been completed.

5. As in last year's report some of the work undertaken by Contractors took a long time to complete. Once again there were problems with showers and part of the problem was getting contractors to accept responsibility for the faults.

5.13 Stores

1. Problems highlighted in the last two years' reports have largely been resolved. More officers are now licensed to update the computer systems, although shift patterns can still lead to an uneven workflow and backlogs in completing orders. Some minor shortages occur because orders to Branston are not always fulfilled speedily.

2. The Board understands that Stores is scheduled to be privatised during the coming year. It waits with interest to see if standards can be maintained or even improved.

6 Section 6

6.1. Chaplaincy

1. The Chaplaincy at North Sea Camp endeavours to provide pastoral support to all prisoners and staff, irrespective of their faith. There is a chapel and a multi faith room at North Sea Camp. The chaplaincy team is helped by prison orderlies who look after the chapel and help run activities. The department facilitates corporate worship and religious study for many faiths, and also provides several secular activities, such as a weekly quiz night, a band and a choir.

2. The Chaplaincy team consists of one full-time Managing Chaplain, five regular Sessional Chaplains, two regular volunteers and an Official Prison Visitor. A Notice of Change has been submitted to increase the salaried team by adding 2 x 0.5 Chaplains: an Anglican priest and a Muslim chaplain.

3. There has been significant progress towards recruitment of chaplains for minority faiths, for example Jehovah's Witness, Spiritualist, Pagan, Mormon, Quaker and Hindu. There are currently 13 distinct faiths or denominations represented in the establishment population

4. The current Managing Chaplain took up his appointment on 18 August 2014, a week after the most recent Chaplaincy HQ Audit. There were a large number of actions as a result of the audit, many of which have already been dealt with. One of the causes of the large number of actions was that the previous chaplain had been off work due to poor health for a considerable time. The Board would wish to commend the Volunteer chaplains who kept services running for the prisoners and organised Carol, Remembrance and other services during this difficult time.

5. The Chaplaincy Team Journal is used daily and provides an ongoing statutory record of significant Chaplaincy interactions with prisoners. An Observation Book is located in the Chaplaincy Office, which enables discipline staff to keep abreast of incidents in the Chapel and Multi Faith Room and to take action accordingly.

6. The Chaplaincy is currently undertaking a project in partnership with Farms & Gardens to establish a number of themed "faith gardens". These will include a Christian maze, a Buddha grove, a Pagan wheel and others. It is hoped that this project will begin in the spring.

6.2. Security

Long term sickness and retirements within the Security department have impacted on other staff members, placing them under a lot of strain. The department has a Graduate band 7 officer replacing the head of security on a temporary placement at present.

2. Whilst Benchmarking is being met, one has to question the validity of such benchmarking with a one fits all attitude within the prison estates bearing in mind that at NSC nearly 50% of prisoners are sex offenders. With one high profile case of a NSC escapee due in court in May 2015, maintaining the safety of the general public with regards to an open estate as well as the credibility of the establishment, more manpower should be a serious consideration. This has been recognised and the Benchmark allocation for security is being revisited.

3. A recent drop in Intelligence Reports is being monitored; all prison staff have been reminded of the procedure and its importance.

4. The planned surveillance camera system at NSC and additional exterior lighting has yet to be started despite plans having been drawn up. The systems would increase personal safety and deter prisoners from bringing contraband back into the prison estate. There has been some upgrading to existing lighting by the way of brighter LED bulbs, and there is funding in place from the DDC to introduce a temporary stand-alone camera system for the main car park and security car park.

5. Previous plans to introduce a holding unit at NSC have yet to take shape, with no definite decision on where a holding unit will go. The Boards view is that the lack of such a Unit could lead to potential violent incidents against both staff and other prisoners whilst prisoners are awaiting transfer to closed conditions.

6.3. Induction/Reception

1. Induction sessions for prisoners arriving at HMP North Sea Camp are led by prisoners with knowledge of the establishment and are overseen by an induction officer. The sessions take place on the South Unit where prisoners are settled for the first few nights. Some of the accommodation is in dormitories. The office used by the induction prisoners is very small. The induction officer shares an office with the unit officer. General sessions are held in the recreation room. This means it is difficult to hold a confidential meeting with a prisoner as there is nowhere for confidential conversations

2. Despite the accommodation the process is efficient and prisoners are satisfied that they are being looked after. The dormitory accommodation is not popular but there are plans to replace this. The Board hopes that this happens soon

3. The holding room for prisoners arriving and being transferred out has been painted but remains rather gloomy and lacks comfort. Wooden benches are adequate for short periods but more comfortable seating and refreshment provision could avert problems on the few occasions a prisoner spends a long time in there.

4. Storage of prisoners' property is still inadequate because of a lack of space.

5. There are increasing problems surrounding property, partly due to storage problems but also due to poor service by contractors when prisoners are transferred to and from North Sea Camp. This has been particularly poor when prisoners have been transferred from private prisons. Property related applications have increased by 55% this year, which makes it the area, which causes the prisoners most concerns. While some of the problems are due to volumetric control issues where prisoners have too much property many more are caused by the contractor providing vehicles that are not large enough to carry the prisoners and the property they are entitled to.

6.4. Gymnasium

1. The gymnasium offers opportunities for all prisoners and two lunchtime sessions for staff. An extra full time staff member joined during the year so there are now 2 ½ PE staff and with overtime it has meant that not only are there no unsupervised sessions, but the facilities are also open seven days a

week. PE staff on induction see all prisoners and the opportunities are explained.

2. Courses are offered including first aid and healthy living.
3. Remedial sessions, over 50s and retired prisoner sessions are offered in addition to sessions for shift workers and evening and weekend sessions for other prisoners.
4. On Thursday mornings prisoners and staff support a group of special needs adults. They do a range of exercises and play games. This is a popular activity with both prisoners and visitors and is a valuable contribution towards engagement with the local community.
5. The Board is pleased to note that the gymnasium is able to offer more and that all sessions are supervised. Staff are looking to source more equipment. This is to be commended.

6.5. Library

1. The library is managed by Lincolnshire County Council Library Service. The library is open 7 days a week and is clean and bright with constantly changing displays. The library is run by one qualified librarian and a team of prisoners. The Librarian is present for just over half of the opening sessions and for the remainder prisoners operate the Library.
2. Daily newspapers and a variety of magazines are available in the Library and books, jigsaws, scrabble and DVDs can be borrowed. Inter-branch loans can be arranged.
3. For the last library reporting year there were 58,303 visits/footfall (up 30% on the previous year), loans and issues totalled 27,974 (up 43%), and DVD loans totalled 8715 (up 68%). Inter branch loans numbered 1263 (up 58%)
4. There were 22 requests for Storybook Dads and 10 recordings took place. The library stocks a variety of books, papers, magazines and DVDs and caters for all reading abilities. DVDs are very popular and the library now has 750 DVDs.
5. The librarian takes a keen interest in promoting reading amongst those who have not really read before coming to North Sea Camp.
6. Four stand-alone computers have been installed in the library for help with for example the theory driving test and distance learning with the Open University and other providers.

7 The Work of the IMB at North Sea Camp

7.1 Overview

1. The Board still does not have the full complement of 10 members. One member died after a short illness and one member retired having completed 15 years of IMB Service. Recent recruitment campaigns have resulted in a poor response, with only one new member appointed. Another campaign has just started. The Board continues to be concerned about the length of time it takes to appoint new members.
2. Rota visits are carried out on a weekly basis. Prisoner applications are taken either via the IMB boxes or when a prisoner makes a direct approach to a Board member. Applications are dealt with as they are received and prisoners are kept updated on progress as soon as practicable, bearing in mind that many are out working during the day. The number of applications was similar to last year.
3. Members make brief reports on their Rota visits, copies of which are sent to the Governor. Board meetings are held once a month when the Governor attends to deliver his Report and to discuss current issues and respond to members' questions on matters of concern or interest.
4. Board members monitor some of the few Adjudications arising and attend some of the establishment's management meetings.
5. The Governor, Senior Managers and Staff are cooperative and supportive of the Board's presence and activities. Members benefit from the support of a conscientious and willing Board Clerk.

7.2 Training

1. Two members attended the Annual Conference. Board members have taken the opportunity of attending training courses within the prison. Board meetings are often followed by informal training/information sessions given by professionals working in the prison. All Board members contributed to the Annual Team Performance Review

7.3 Board Statistics

Recommended Complement of Board Members	10
Number of Board Members at start of reporting period	7
Number of Board Members at end of reporting period	5
Number of new members joining within reporting period	1
Number of members leaving within reporting period	3
Number of attendances at meetings other than Board meetings	132
Total number of visits to the prison (including all meetings)	176
Total number of applications received	49
Total number of segregation reviews held	N/A
Total number of segregation reviews attended	N/A

7.4 Prisoner Applications to the Board

Code	Subject	10/11	11/12	12/13	13/14	14/15
A	Accommodation	7	3	6	4	0
B	Adjudications	6	2	4	2	3
C	Diversity related	2	0	3	0	2
D	Education/Employment/Training	3	0	6	6	2
E	Family/Visits	7	3	7	11	2
F	Food/Kitchen related	0	3	0	0	0
G	Health related	8	1	5	5	1
H	Property	12	7	9	11	17
I	Sentence related (inc. HDC)	38	18	18	25	16
J	Staff/Prisoner related	6	4	1	2	2
K	Transfers	0	4	6	1	1
L	Miscellaneous	8	3	7	6	3
	Total Number of Applications	97	48	72	73	49