



THE INDEPENDENT MONITORING BOARD

HMP STOCKEN

ANNUAL REPORT

**1ST MAY 2014
to
30TH APRIL 2015**

Section 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 Home Secretary from members of the community in which the prison or centre is situated.

The Board is specifically charged to:

1. Satisfy itself as to the humane and just treatment of those held in custody within its prison or centre and to the range and adequacy of the programmes preparing Prisoners for release.
2. Inform promptly the Secretary of State, or any official to whom s/he has delegated authority as it judges appropriate, any concern it has.
3. Report annually to the Secretary of State on how well the prison has met the standards and requirements placed upon 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.

*** NOTE**

The reporting period for the HMP Stocken IMB closes on 30 April annually, with the report submitted by 31 July. Exceptionally, this report additionally addresses the incident of concerted indiscipline which occurred on 14/15 June 2015. If comment on this serious incident were not included now it would be too outdated for inclusion in the 2015/16 Annual Report. Thus the opportunity to make important observations would be lost. The Board's comment on this matter may be found at Section 6.3.7 'Other Regime Areas the Board Wishes to Highlight'.

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Section 3

EXECUTIVE SUMMARY

Introduction

The IMB considers that HMP Stocken continues to be a generally efficient and effectively managed prison and, importantly, there is evidence of improvements year on year, despite new and difficult challenges. These challenges, reflected in more detail in the body of this report, include reconfiguration of the prison population following the introduction of Resettlement Prisons, over-tight resource constraints, an increasingly challenging prisoner population, exacerbated by the insidious and thoroughly destructive influence of ‘Novel Psychoactive Substances’ (NPS). In these circumstances the continued maintenance of a largely safe establishment and evidence of thoughtful and at times innovative regime improvements says much for the Management Team and for the efforts of a supportive staff, including those contracted to the prison in areas such as Healthcare and Education. Nevertheless concerns remain. These are summarised below and where necessary, discussed in more detail in Section 6.3 of the report. Likewise particular examples of innovation and excellence are highlighted in Section 6.4 of the report.

3.1 ISSUES REQUIRING A RESPONSE:

3.1.1 Adequacy of Staff Resources

The Board is increasingly concerned about the adequacy of staff resources. It is fortunate that staffing is largely in line with allocation. However a defence based on that premise would fail dismally. The allocation is ‘tight’ and appears not to reflect the inevitable exigencies of operating a busy training prison where a minority of prisoners can and do cause disproportionate use of staff resources and where others require additional support. This issue, because of its impact, is discussed in detail at Section 6.3.1 below.

THE IMB CONSIDERS THAT IN THE INTERESTS AND WELLBEING OF PRISONERS AND STAFF THIS MATTER REQUIRES TO BE ADDRESSED URGENTLY AND JOINTLY BY MINISTERS AND BY THE NATIONAL OFFENDER MANAGEMENT SERVICE (NOMS).

3.1.2 Novel Psychoactive Substances (NPS)

The Board is worried and concerned by the rapidly increasing problems attributable to NPS or ‘legal highs’ as they are often called. They are in essence mind-altering narcotics. This concern is an oft repeated theme in this report and the Board makes no apology for that. It requires radical measures urgently if the problem is to be combatted effectively.

It was the case until recently that drug availability was a limited concern within HMP Stocken, through effective staff control, sound intelligence gathering, search methods and excellent work both by Healthcare and the Integrated Drug Treatment Service (IDTS). The emphasis was very much on recovery for those arriving at the prison with an addiction problem.

That has now changed, and behavioural problems directly attributable to these substances have increased markedly in recent months despite the very real efforts staff have made and continue to make. Unlike classified substances which are illegal, ‘legal highs’ are available

locally and end up within the prison. They are less easy to detect because of variable content. Normal methods of detection, particularly the use of search dogs, have only limited success. Testing equipment for NPS is limited and very expensive. However the costs of this equipment would be more than outweighed by the benefits of having such equipment available. The very fact that it was in the prison would have a deterrent effect and prisoners would soon know that testing equipment was available.

Prisoners mistakenly believe that these substances are less harmful and less addictive than what, for want of a better expression we would describe as conventional and illegal substances. Consequently the use of NPS is increasingly popular. In addition to the deleterious effects on health and the generation of frequent instances of aberrant behaviours, NPS generates debt problems and increases the potential and indeed the actuality of violence between prisoners and of prisoners on staff. The Board is aware that Government plans to introduce legislation to make these substances illegal but faces drafting difficulties (as did the Irish Government) over legally secure definitions. Consequently regulatory restriction has been delayed. Nevertheless, the availability of these substances is such that action is required urgently to address this problem. Interim measures pending legislation should be considered. This issue is further addressed at Section 6.3.4 below.

THE IMB CONSIDERS THAT THIS ISSUE IS SUCH THAT MINSTERS SHOULD TAKE IMMEDIATE ACTION TO ADDRESS THIS ESCALATING PROBLEM, NOTWITHSTANDING THE CURRENT LEGISLATIVE DIFFICULTIES. THAT ACTION MUST ALSO SUBORDINATE THE CURRENT HIGH COST OF PROVIDING TESTING EQUIPMENT TO THE BENEFITS OF ITS PROVISION AND A DIMINISHED POTENTIAL FOR DISORDER.

3.1.3 Property

The failure of many establishments to apply the correct volumetric controls on property held by prisoners is a continuing problem and it is particularly disappointing, indeed unacceptable that the Board finds that it has to raise the matter again. The topic is further discussed at 6.3.2 below, where we refer to our previous unsuccessful attempt to obtain a satisfactory solution to an issue that remains the single most frequent concern raised by prisoners. We also suggest a potential solution to an issue that the continued failure to resolve adds to pressures on staff at a time of resource constraints and the requirement to effect public sector savings.

THE IMB CONSIDERS THAT SUCH STEPS AS HAVE SO FAR BEEN TAKEN TO RESOLVE THIS ISSUE BY NOMS HAVE BEEN INEFFECTIVE AND UNACCEPTABLE. ACCORDINGLY THE IMB REQUESTS THAT FRESH INITIATIVES ARE TAKEN TO ADDRESS THE MATTER AND THAT THE IMPLEMENTATION OF NEW MEASURES IS MONITORED FOR COMPLIANCE.

3.1.4 Chaplaincy

The Board is concerned that for reasons of operational necessity the post of Head of Chaplaincy was, in effect, vacant for a period of nine months. Inevitably this had an effect on management direction in this important area, particularly so as an outstanding Chaplaincy Audit Report raised important issues that required to be addressed. This does not contribute to team efficiency and cohesion. The Board recognises that the absence of a suitably graded temporary replacement anywhere in the region thwarted the efforts of local management to resolve the problem. The Board acknowledges the support provided by the Governing

Governor and his Senior Management Team: also the periodic visits from the managing chaplains from other local establishments. Nevertheless we consider that these local efforts might have been complemented by action from the NOMS Head of Chaplaincy. Pastoral care for those in custody is a crucial aspect of prison life and the Board consider that where situations of this kind arise in the future, unusual though they are, measures should be taken to ensure that a temporary incumbent for the post is found swiftly.

THE BOARD WOULD WELCOME AN ASSURANCE FROM THE NATIONAL HEAD OF CHAPLAINCY AND NOMS THAT IN FUTURE TEMPORARY APPOINTMENTS IN SITUATIONS SUCH AS THIS WILL BE MADE IN A TIMELY MANNER.

3.1.5 Special Cellular Provision

Currently Stocken only has one cell fitted with CCTV for Prisoner observation purposes, a situation unchanged from last year. The Board considers that this facility requires to be enhanced. This is a prison with a current capacity for 843 prisoners, currently scheduled to increase by a further 200 from 1 January 2017, as a consequence of a development plan approved by the then Secretary of State earlier this year. It is, in the Board's view, essential that facilities in this area be increased, ideally now, but if that is not feasible then via adaptation of the new building plans to increase markedly the availability of CCTV. Such provision would also further facilitate the best use of scarce staffing resources.

THE IMB REQUESTS CONSIDERATION BE GIVEN TO ENHANCING SPECIAL CELLULAR PROVISION AND IDEALLY A FIRM COMMITMENT TO INCLUDE SUCH PROVISION IN THE NEW BUILD.

3.1.6 Extension to Healthcare Facilities

The extension in 2014 of Healthcare service provision to 1830 hours daily, including at weekends and Bank or Public Holidays, was a considerable improvement for which the Board had been calling. The additional provision is welcome but is not sufficient. This is a large prison with a population of 843 prisoners located in a rural, relatively isolated area and should have 24 hour cover. The absence of 24 hour care was highlighted by the Prison Service Ombudsman in a report in 2013. If full cover in Healthcare is not to be provided on a 24/7 basis, then at the very least a nurse practitioner or other suitably qualified health professional should be on hand on that basis. This requirement will become yet more important when the Stocken prison capacity is scheduled to increase at the beginning of 2017.

THE IMB REQUESTS THAT HEALTHCARE PROVISION BE REVIEWED BY NOMS AND THE CONTRACTED PROVIDER AND CONSIDERATION BE GIVEN TO FURTHER ENHANCING PROVISION.

3.1.7 Offender Management (OASYS)

This topic continues to cause concern to the Board, and details of the responses to our concerns about the completion of these important assessments which promised much, and delivered very little, are set out at Paragraph 6.3.3. Despite this the efforts by the Stocken Offender Management Unit have been admirable and have resulted in significant progress in reducing the backlog of outstanding assessments. However their efforts are undermined by the continuing failure of Local Prisons to discharge their responsibilities in this area. The effect of this is that as fast as the backlog is reduced it is added to by prisoners arriving on

transfer without completed assessments. The Board considers this failure to be unacceptable as is the clear failure of NOMS to take effective steps to remedy this matter which requires an explanation. It is commendable that staff working in this area have not been de-motivated by what must seem to be a 'labour in vain'. This matter is further discussed at Section 6.3.3 below, where details of our past efforts to effect improvement are detailed.

THE BOARD BELIEVES THAT ASSERTIVE ACTION SHOULD BE TAKEN BY NOMS TO IDENTIFY PRISONS FAILING PRISONERS IN THIS REGARD AND TO TAKE PROMPT AND EFFECTIVE MEASURES TO REQUIRE THOSE PRISONS TO REMEDY THE MATTER.

3.1.8 IMB Secretariat (Recruitment)

The Board considers that changes are needed urgently to the IMB Recruitment Policy and the support provided by the Secretariat. This is a complex issue as some aspects of this process are in the hands of the Secretariat, other aspects are influenced by the Commissioner for Public Appointments and yet others fall to the IMB National Council. However the aspect of concern to the Stocken Board is that a recruitment campaign which was initiated in July 2014 did not result in the successful candidates being appointed until late June 2015. Whilst this delay was exceptional the process generally is slow and needs to be accelerated, notwithstanding the important checks that need to be made. These delays hamper effective monitoring and, more importantly, serve to de-motivate those who have applied offering to undertake voluntary service. The issue is raised in this report because of the impact on IMB effectiveness and because the responsibility for the Secretariat in management terms rests with NOMS.

THE BOARD WOULD WELCOME AN ASSURANCE FROM NOMS THAT THE RESOURCING FOR THE IMB RECRUITMENT PROCESS WILL BE REVIEWED BY THE SECRETARIAT IN CONJUNCTION WITH THE IMB NATIONAL COUNCIL AND ARRANGEMENTS MADE TO PROGRESS RECRUITMENT WITHIN WEEKS RATHER THAN MANY MONTHS.

3.2 ISSUES NOT REQUIRING A RESPONSE:

3.2.1 Kainos

'Kainos' is an organisation which delivers 'Challenge 2 Change', an accredited offending behaviour programme consisting of five modules focussing on reducing re-offending and designed to be delivered over six months in a community setting within the prison. Nationally 87% of Kainos graduates do not attract a further custodial sentence within two years: in 2013/14 HMP Stocken's figure was 86%. C2C is currently only being delivered in three prisons nationwide and the IMB was sorry to learn of the necessary and unavoidable transfer of the Kainos scheme from HMP Stocken. However, given that HMP Stocken is not designated to be a Resettlement Prison the removal of the facility, whilst regretted, is fully understood.

3.2.3 Employment Opportunities

In the period covered by this report measures have been taken to develop gardening activities and preparations have been made to install poly tunnels. The Bicycle Repair Workshop goes from strength to strength and the recruitment of 'Trackworks' to train men in rail maintenance is a welcome addition. The course culminates in the award of a certificate enabling those who achieve accreditation to seek employment within the railway industry when discharged. A full list of workshops is provided in Section 5.2.

The Board wishes to see a continuation of moves to 'meaningful' employment leading where possible to qualifications. Some areas of employment are mundane in the extreme and serve only to engender the habit of working and routine. Accordingly if prisoners are not quickly moved on to roles of greater complexity, offering an opportunity for interest and useful skill and qualification acquisition, the benefit of acquiring the work ethic is lost. The contracting agency charged with developing employment opportunities should in our view be producing many more quality initiatives than is presently the case. At an early project meeting for the expansion of Stocken those present were reminded that the IMB considered increased efforts to find employment opportunities were essential. The Board will focus on progress in this area in the coming year. Unless there are marked improvements by the agencies responsible for developing employment opportunities this is likely to become a matter requiring a response from NOMS in the 2015/16 Annual report.

3.2.4 Violence Reduction Scheme

The IMB at Stocken wishes to commend the very positive initiatives that have been taken by the governing team to manage Safer Custody and Violence Reduction. The prison has two residential governors, one of whom focuses on residence management, the other on Safer Custody. These two handle all reviews taking place under Rule 45, thus ensuring continuity and certainty in the management of the individual's problems and concerns. Further, prisoners seeking to stay 'behind their door' on Rule 45 in their own interest are dealt with positively and constructively with a personal plan developed for their safety and security, thus enabling them to enjoy a degree of association supported by prisoner mentors. The mentors accompany them as they begin to become used to moving about the prison during quieter periods. Conversely those who may be perpetrating threats or other intimidating behaviour are closely managed through a three stage Violence Reduction Scheme. The IMB believes that these initiatives and the manner in which they are applied are very positive methodologies in the care and support of offenders.

3.3 OVERALL ASSESSMENT

The assessment of this IMB, which conducts between 60 and 80 visits per calendar month encompassing, over time, all areas of the establishment, is that HMP Stocken continues to be a well run prison operated by a Management Team and a Staff who work hard to care for prisoners effectively, safely and humanely. Adjustments in senior Staffing continue to refine the senior team and effective cooperation and mutual support is very evident. Stocken, like many other establishments, is increasingly afflicted by the new scourge of NPS. These substances, still largely undetectable, create significant and serious behavioural problems affecting security and control. Legislation, though difficult, is urgently needed to reduce external availability of so called 'legal highs' which are obtainable in nearby towns and on line. Access to these substances also generates debt and prisoner on prisoner bullying and intimidation, together conspiring to diminish the otherwise good levels of safety and security established within the prison by sound management.

Section 4 DESCRIPTION OF HMP STOCKEN

4.1 CATEGORY, PURPOSE, POPULATION

HMP Stocken is a male Category C training prison adjacent to the A1 in Rutland: access by public transport is limited. Opened in 1985 with 300 medium/long term Prisoners the prison has expanded over the years: in March 2010 the certified normal accommodation was increased to 843 with 790 single cells and potentially 52 double cells housed in 11 residential units. Following extensive refurbishment and expansion during the 2012-2013 reporting period, with a temporary increase in operating capacity to 1056, various wings were closed and have now been demolished. The current operating capacity at HMP Stocken is 843, with a scheduled increase by 202 to 1045 from 1 January 2017 on completion of the planned expansion programme.

At the end of the reporting period, wing usage is as follows:

A	Demolished.	B	Demolished
C	Demolished	D	Demolished
E	Demolished	F	½ Kainos
G	Demolished	H	Induction
I	Drug & Alcohol Recovery	J	Closed
K	IDTS	L	Generic
M	Generic		

In our last Annual Report the Board lamented the decline in the Gardens Department. We were pleased to report that a new initiative, under the auspices of Activities and Reducing Re-offending, planned for the restoration of a productive, instructive department under a qualified instructor. It was hoped that Prisoners would soon be involved in vocational training and would be providing the prison kitchen with produce year-round. Disappointingly progress has been slower than we expected and reality remains some way from meeting expectations. We would welcome some acceleration in this area, as it offers meaningful activity leading to individual personal achievement rather than the mundane. There are also limited cost savings to be obtained here from food production for the prison kitchens.

During the reporting year HMP Stocken's Investors in People accreditation was subject to review and the prison retained the award.

In 2012 HMP Stocken was rated a Performance Level Three prison, down from a Level Four. The Governor saw this as a real opportunity for consolidation and reinforcement of the practices and ethos that led to the awarding of Level Four, and as a chance to improve and regain the level held in 2011/2012. In 2013/2014 and 2014/2015 HMP Stocken remained a Level Three.

4.2 PARTNERSHIP WORKING

SMART	The Substance Misuse Recovery Team helps offenders with drug and alcohol related problems to break the cycle of addiction and offending. The five elements of this process involve assessing the individual's needs; accurately informing them about drugs and alcohol and the harmful consequences of using them; helping them access services and rehabilitation programmes; contributing to their case management; and helping them implement a care plan tailored to the individual.																								
Chaplaincy	<p>Spiritual care and guidance is provided by a multi-faith team led by the Managing Chaplain. As at June 2015, the team consisted of:</p> <table border="0" style="margin-left: 40px;"> <tr> <td>1 Muslim Imam</td> <td>part time</td> </tr> <tr> <td>2 Anglican Chaplains</td> <td>one part time, one full time</td> </tr> <tr> <td>1 Roman Catholic Chaplain</td> <td>part time</td> </tr> <tr> <td>1 Salvation Army Chaplain</td> <td>part time</td> </tr> <tr> <td>1 Jewish Rabbi</td> <td>part time</td> </tr> <tr> <td>1 Hindu Chaplain</td> <td>part time</td> </tr> <tr> <td>1 Sikh Chaplain</td> <td>part time</td> </tr> <tr> <td>1 Buddhist Chaplain</td> <td>part time</td> </tr> <tr> <td>1 Jehovah's Witness Chaplain</td> <td>part time</td> </tr> <tr> <td>1 Pagan Chaplain</td> <td>part time</td> </tr> <tr> <td>1 Quaker Chaplain</td> <td>part time</td> </tr> <tr> <td>1 Mormon Chaplain</td> <td>part time</td> </tr> </table>	1 Muslim Imam	part time	2 Anglican Chaplains	one part time, one full time	1 Roman Catholic Chaplain	part time	1 Salvation Army Chaplain	part time	1 Jewish Rabbi	part time	1 Hindu Chaplain	part time	1 Sikh Chaplain	part time	1 Buddhist Chaplain	part time	1 Jehovah's Witness Chaplain	part time	1 Pagan Chaplain	part time	1 Quaker Chaplain	part time	1 Mormon Chaplain	part time
1 Muslim Imam	part time																								
2 Anglican Chaplains	one part time, one full time																								
1 Roman Catholic Chaplain	part time																								
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1 Jehovah's Witness Chaplain	part time																								
1 Pagan Chaplain	part time																								
1 Quaker Chaplain	part time																								
1 Mormon Chaplain	part time																								
Education	Since August 2009 contracted educational provision has been the responsibility of the Milton Keynes College. (See Section 5.2 below.)																								
External Volunteers	16 volunteers work in a variety of roles within the Chaplaincy. In addition volunteers also assist with the Kainos (C2C) scheme to aid prisoner's social development. Members of the Prison Fellowship run the Sycamore Tree/Victim Awareness courses and attend chapel services every Sunday.																								
Healthcare	This is provided under contract by Nottingham Healthcare NHS Foundation Trust. The Centre is run by Nottinghamshire Community Healthcare and medical Staff is provided by a GP practice in the local town of Oakham, 8 miles away.																								
Kainos	An organisation delivering 'Challenge 2 Change', an accredited offending behaviour programme consisting of five modules focussing on reducing re-offending and designed to be delivered over six months in a community setting within the prison. Nationally 87% of Kainos graduates do not attract a further custodial sentence within two years. C2C is currently only being																								

delivered in three prisons nationwide but will shortly cease at HMP Stocken.

Library	Both books and Staff are provided by Rutland County Library.
Children's Links	HMP Stocken currently benefits from three Play Leaders in the Visitors Centre paid for by Children in Need. The work includes close liaison between staff at Stocken and the Childrens Links representative. Children's Links play an important role in the Family Pathway. Sales of food to visitors generate a small profit which goes to Children's Links to pay for additional play equipment and the funding of Family Days.
Samaritans	Based in Grantham, the Samaritans are responsible for training Listeners.
Shannon Trust	Previously known as 'Toe by Toe', this is a 'buddy-led' reading improvement system. The scheme was relaunched 28 Feb 2014 and given a more mature profile; mentor retraining was required and at the time of writing there are 15 mentors helping 11 learners. Each reader has 10-15 minutes a day with his mentor and the prison allocates 6 hours per week of Officer time to help administer the course. This is a nationally run charity currently overseen by NOMS.

Section 5
COMPULSORY REPORTING AREAS

5.1 DIVERSITY

Age

As the prison demographic across the Estate ages, the IMB at HMP Stocken feels it worth noting that as at the end of May 2015 Prisoners fell into the following categories:

Category	No. of Prisoners
18-20	1
21-24	140
25-29	186
30-39	284
40-49	146
50-59	62
60+	16
Not known	0

An ageing population will naturally bring with it changing issues and needs and this Board will continue to monitor the situation.

Chaplaincy

Following the departure of the Managing Chaplain, who had only been in post since May 2014, a replacement was finally appointed in June to begin on 1 August. (See Section 3.1.3.)

At the end of May 2015 the religious demographic of the Prisoners in HMP Stocken was:

Agnostic	2
Atheist	4
Baptist	1
Buddhist	13
Christian	64
Church of England	148
Church of Scotland	5
Greek Orthodox	1
Hindu	6
Jehovah's Witness	2
Jewish	4
Mormon	17
Muslim	104
No Religion	273
Orthodox (Greek/Russian)	1
Other	1
Pagan	11
Protestant	2
Rastafarian	4
Roman Catholic	125
Sikh	5

The first Mormon Chaplain for ten years to work at HMP Stocken began ministering during the reporting period. The sending of Christmas cards from the Chaplaincy team recommenced in 2014, and after a break of two years there was an Ash Wednesday service well advertised using posters on the Wings.

Disability

It appears that some Prisoners remain, as recorded in our last Annual Report, reluctant to admit to any form of disability when they complete their Induction Disability Questionnaire: this can mean a delay in the accurate assessment of disability within the prison. However as at 19 May 2015 collated from Healthcare and Prisoner questionnaires show the following:

Disability	No. of Prisoners with Disability
Severe disfigurement	3
Other Mental Impairment	4
Speech Impediment	6
Progressive Condition	14
Reduced Physical Capacity	22
Visual Impairment (inc Blindness)	26
Hearing Difficulties (inc Deafness)	30
Learning Difficulties (inc Dyslexia)	35
Reduced Mobility	46
Dyslexia	49
Other Disability	62
Mental Illness	79

No Disability, or Disability not Recorded/Disclosed	No. of Prisoners with No Disability or Disability Not Recorded/Disclosed
No Disability	632
No Disability Recorded	188
Refused to Disclose	49

Detail	Count
Active Prisoners	815
No. of Prisoners with a Disability	245
No. of Prisoners with more than one Disability	77
No. of Prisoners with no Disability information recorded	1

Having mentioned this in our last Annual Report, it remains the case that there is no toilet for the disabled in the Segregation Unit. To avoid losing a cell disabled Prisoners whose behaviour suggests that they might otherwise be transferred to the Unit, continue to remain in their cell and to be subject to cellular confinement (CC) on their wing.

Diversity & Equality

During the period covered by this Report, two Equality representatives have been appointed on M Wing and one is being sought for each of K, L and I Wings. Posters are being designed and displayed to try to encourage interest in these vacancies and it is further hoped that the Diversity Courses now running in Education will lend credibility to a post that can provide support to prisoners and staff alike.

The Dementia Cell is presently being used as an ordinary cell but can be vacated immediately should it be required for a dementia sufferer.

5.2 LEARNING AND SKILLS

Academic learning continues to be provided by Milton Keynes College (MKC) whose remit also includes responsibility for seven workshops: VT Motor Vehicles, VT Plumbing, VT Catering, VT Painting and Decorating, VT Bricks, VT Industrial Catering and VT Railway Maintenance, which is sub-contracted to Trackworks. The education facilities in the prison are collectively referred to as the 'College'.

Our last Annual Report drew attention to the continuity of leadership with the process of recruiting a new College Manager taking longer than ideal. It is a concern that this remained an issue until recently, with the postholder in place from March 2014 leaving after a little over 12 months without the provider (MKC) having put the appropriate quality of support in place.

The IMB is pleased that Governing Governors have been given an enhanced responsibility for the quality of prisoner education and its outcomes, with the December 2014 letter from NOMS and the Skills Funding Agency clearly setting out increased accountabilities for Governors. Whilst this is a positive step benefitting both Governors and learning standards, it is essential that the contracted provider fulfils its' obligations. The Stocken Board would welcome reassurance from the provider that it has the capacity to improve the support it provides, especially with a new College Manager in post. (The incumbent took up duties on 29 June 2015.)

Prisoner induction to the College and initial assessments are working well. The second week of the induction course includes 'Equality and Diversity' and 'Communication in the Workplace', themes which are also explored through the curriculum and as part of class delivery. Use is also made of visual material such as posters. Prisoners are surveyed as to their perceptions within Learning and Skills. Each Vocational Training Workshop employs a Mentor and they, along with the five prisoner Mentors within the College, assist lecturers in the delivery and maintenance of learning. Attendance data is carefully analysed and appropriate action taken with discussion taking place at a senior level: levels of attendance and punctuality have improved and are now considered to be good. It is pleasing to note that whenever the IMB makes a visit to the College (always unannounced), prisoners demonstrate engagement and enthusiasm.

Railtrack has been running now for almost 12 months and the IMB is pleased to report that it is a great success. A ninth course is now running (1 July 2015) and all courses have been full, with around 100 prisoners now having completed their studies. Railtrack is sub-contracted through MKC and funding is drawn through the Skills Funding Agency.

Funding draw-down overall was at 88% at the start of 2015, but the IMB understands that the outturn will be very close to 100% for the year with boosting from additional qualifications being delivered through outreach in the Industries Workshops and other achievements and improved administration by the College.

The Board notes that the programme of painting and re-decoration has improved the College environment. Although slow in implementation the appearance of corridors is now more attractive, with artwork and displays in place.

Staff attendance at Quality Improvement Group (QIG) meetings is patchy, an issue which has been raised with the Governor. This led to an immediate improvement but is now slipping back. These meetings are important as a means of raising standards for prisoners but apart from the attendance issues these meetings lack rigour, with deadlines for requests for information from prison staff not being followed up and enforced.

‘Storybook Dads’, managed by the Library, continues to provide a valuable service for those prisoners who wish to take up the opportunity.

Skills

Workshop number and purpose	No. of Staff employed	No. of Prisoners employed	Amount earned per session attended
1 – Currently remains closed			
2 – VT Motor Vehicle Studies	1 Staff	8 – 12 Prisoners	£1.34
3 – Plumbing and Tiling	1 Staff	10 Prisoners	£1.34
4 – Waste Management	3 Staff	12-20 Prisoners	£1.34
5 – VT Catering	2/ Staff	22 Prisoners	£1.34
6 – Badges and Lighter Caps	2/3 Staff	40 Prisoners	£1.34
7 – Badges and Electric Cables	2 Staff	36 Prisoners part time	£1.34
8 – DHL	11 Staff	42-60 Prisoners	£1.67 (+ earned bonus)
9 – Bricklaying	1	12 Prisoners	£1.34
10 – Painting and Decorating	1 Staff	10 Prisoners	£1.34
11 – Cycle Maintenance	2 Staff	20 Prisoners	£1.34
12 – Laundry	3 Staff	15 Prisoners	£1.34
Kitchen	11 Staff	44 Prisoners in shifts	£1.65
Gardens	2 Staff	20 Prisoners	£1.34

- 1 A contract with B&Q to refurbish blinds was due to be completed in February 2015 and although briefly extended has now come to an end. It is worth noting that the

quality and consistency of the work done here was rated by B&Q as amongst the best in the country.

- 4 **Waste Management:** Prisoners can work towards completing a WAMITAB (Waste Management Industry Training and Advisory Board) qualification in Recycling Operations, Level 1. This workshop processes all the recyclable waste produced by the prison: daily bin collections, monthly wood and metal collections and the collection of confidential waste and its processing.
- 6 **Badges and Lighter Caps:** HMP Stocken's contract with Polymer Ltd to process compact discs into recyclable granulate has come to an end. Until One3One Solutions comes up with an alternative, the contract to assemble badges with Enterprise Products and plastic caps for lighter fuel canisters with J Banks has been increased to provide work in this workshop.
- 7 **Badges and Electric Cables:** One Category D prisoner is employed in the Stamford offices of Enterprise Products, the company that supplies the Badges work. The electric cables work remains short term and intermittent.
- 8 **DHL:** DHL is contracted to provide 'canteen' services to prisons and has chosen to use their HMP Stocken facility as the base from which they supply 7 prisons in the Midlands area. This encompasses the provision of toiletries, tobacco, sweets and other items on which Prisoners can spend their money. Employment here attracts higher wages due to the responsibilities and levels of trust involved in the work and appointment to positions in DHL is much prized. However, the workshop continues to experience high levels of loss, amounting to £17,000 in one year. The Manager attributes this to the standard of prisoner now employed and extra measures have been put in place to try to reduce theft. A valuable Warehousing Level 2 qualification can be earned, and is delivered through Manchester College.
- 9 **Bricklaying:** Two different levels of qualification can be earned here much faster than outside the concentrated prison environment: the lower takes four weeks to complete; the higher twenty. Places in this workshop are sought after as the qualification is seen as marketable, post-release.
- 11 **Bicycle Maintenance:** We were pleased to include this workshop in the 'Examples of Excellence' section of our last report, and nothing has happened in the last year to change our view that this is an exemplar of constructive, positive employment, well run by motivated Staff who in turn enthuse the Prisoners who work hard to achieve valuable qualifications. The value of this workshop can be seen in the return of restored bicycles to two charities, 'Derby Bikeback' – Lifecycle UK and 'On Your Bike' – Grantham to be sold cheaply in local communities. Levels 1 and 2 in Cycle Repair and Maintenance can be earned and it is pleasing to record that the excellent work done in this area continues.
- 12 **Laundry:** Although Prisoners working here cannot earn a qualification, the workshop processes all the laundry needs of the prison. It washes, stores and issues bedding, clothing and towels to the whole establishment and the opening of a CES store in Workshop 1 - which the Board notes has not yet come about despite plans being under development for the whole of this reporting period - would increase the number of Prisoners gainfully employed.

The post of Mentor exists in Workshops and is highly sought after as it is a trusted position and is therefore better paid, and forms part of achieving enhanced status in the IEP system. Similarly, additional responsibility in the workplace earns extra. In addition, Prisoners are paid to attend a variety of training courses such as 'Preparation for Detox', on average the

same £1.34 per session that can be earned in conventional workshops. ROTL jobs earn considerably more but HMP Stocken struggles to supply suitable Category D prisoners for these and as a result, much of the work – for example litter picking and Outside Gardens – has to be done by already stretched prison staff.

The atmosphere in the vocational workshops is good, with – in the main – motivated, cheerful Prisoners working hard to achieve good results. A positive attitude from the Staff clearly helps and there is definitely a firm intention on the part of the Instructors to make the system work and to train Prisoners. Understandably part of the Prisoners' motivation is the pay they receive, but in general there is intent to do well, qualify, and to improve their chances of gainful employment when released. Acceptance into a workshop is not automatic and consequently carries kudos: the six month Body Repair Shop and Tyres and Exhaust courses for example require maths, English, literacy and numeracy. Participants are proud of what they do and what they have achieved, in order even to be accepted on a course.

All wing workers are paid £1.12 per session and Wing mentors are band 3 so earn £1.67 per session. Prisoners who do not work receive £2.50pw unless they have been sent to back their Wing due to over manning for the work available. Other financial incentives exist and vary between workshops but in general are awarded according to attendance, productivity or successful completion of a course.

Gardens

The maintenance of specified areas outside the prison, under supervision, is currently performed with only two Category D prisoners. The rural location of HMP Stocken would allow for 6-8 but the changing profile of the Prisoners makes finding suitable candidates more and more difficult. The Instructor would like to obtain additional work in the village (for example maintenance of the church grounds) and qualifications in horticulture are currently being sought.

The frames for the six new poly tunnels ordered for the inside gardens have been erected but are not yet in use. The decision on where to site the new buildings that have been ordered in which to house tools and supplies has been delayed by the news that the new Activities Building planned in the next phase of building works at the prison will be on the site of the old G and J compounds. The instructor is still waiting for decisions on what to grow and states he has submitted proposals for the development of the site, but emphasises that the success of the plan to provide the kitchen with produce is more than ever dependent on seasonal planting and availability issues. Add to this the remaining uncertainty as to where the inside gardens will fit in the prison post the new build, and the future in this underused corner of the establishment remains frustratingly unclear. This real opportunity needs to be seized.

Trackworks

In April 2014 Trackworks, a division of Network Rail, began a seven week training scheme at HMP Stocken involving twelve Prisoners in laying full size track. On successful completion of the course Prisoners are given a medical and then registered with the agency nearest to their release address with a view to future employment. Network Rail has invested £250,000 in this project, with the prison service spending £28,000 to facilitate its implementation.

5.3 HEALTHCARE AND MENTAL HEALTH

Healthcare provision at HMP Stocken continues to be provided by Nottingham Healthcare NHS Foundation Trust. The Centre is run by Nottinghamshire Community Healthcare and medical Staff is provided by a GP practice in the local town of Oakham, 8 miles away.

At the time of writing the Primary Care Team has vacancies approaching 50%, partly caused by a national shortage of RGNs. Cover provided by agency staff is costly and can be unreliable, during the reporting period the first half of the year there was good reliability from the agency staff but this has declined during the second half, and does not enable patient/carer continuity. The problem seems to be one of recruitment rather than retention and the Directorate of Nottinghamshire Healthcare Trust and the Healthcare Manager are working pro-actively together to try and find ways to make the roles within prison more attractive to outside applicants by, for example, stressing the opportunities for position holders to increase their scope of practice, and creating a post of trainee pharmacy Technician.

Unfortunately the employment of a Pain Management Nurse was unsuccessful as she decided she did not want to work in the prison environment: a Regional Pain Relief Nurse has been appointed with specific expertise in handling complex pain issues and will visit HMP Stocken one day a week.

One GP is now working four days pw which is helping maintain a consistency of practice, particularly in prescribing. The second GP is currently on maternity leave and is due to return to cover Mondays only.

The Mental Health team has recently recruited several new team members and is currently fully staffed. The substance misuse team has also filled its vacancies and has been fully staffed since February 2015, for the first time in two years. The prison also offers an optician, a podiatrist and a dentist along with a Diabetes Clinic, a Smoking Cessation Clinic and a cardiovascular risk assessment within 72 hours of arrival. A Cluster Pharmacist has been appointed to work one day per week to help prescribing habits across Area Prisons and NHS England has funded the training of four detox officers. It is to be hoped that all the new recruits stay.

DNAs (Did Not Attends) remain at a fairly constant level and are being monitored by one of the Governors. The major impact is caused by missed external appointments: hospitals, prison staffing (relevant to escorts and bed-watches), healthcare staff and indeed other prisoners can all be adversely affected. The current system whereby Healthcare staff deliver appointment slips under cell doors is time consuming and has to be conducted with great care to avoid inaccurate delivery, as result the prison has now returned to a system whereby the slips are delivered to the wing office for distribution.

DNAs can occur for various reasons, including the Prisoner's condition improving of its own accord, a lack of understanding on the part of the Prisoner of the ramifications of a missed appointment, or sometimes the patient's fear of diagnosis and/or treatment. Whatever the case, any prisoner who refuses to go to an external appointment now has to go to Healthcare where the implications of their actions are explained, including the affect they may have on their own welfare. If they continue to refuse to travel, they then have to sign a waiver.

Patient forums are held on a regular monthly basis, giving patients the chance to air issues or concerns with the Healthcare provision, and monthly meetings between Healthcare and Mental Health have been re-established. The NHS Advocacy service now helps prisoners with formulating complaints but since April 2014 Nurses have visited Wings on alternate Friday as a means of allowing interface between prisoners, officers and Healthcare in the treatment of complex health issues and complaints.

A new dispensing system has been introduced during this reporting period. It is IT based and provides more control over the dispensing of drugs. It is also considered potentially easier to use. There are concerns over the slow speed of the IT system and the different support structure for IT between Nottinghamshire HNS and Leicester NHS has led to some communication difficulties, but work is clearly underway to sort these out and staff seem determined to do so. In the meantime the prescribing pods on K, M and L wings continue to facilitate the efficient dispensing of medication given Stocken's large area. Prisoners spend less time walking the corridors to and from Healthcare easing congestion and lessening the opportunities to swap medication, willingly or otherwise.

Our concerns about the limited extent of Out of Hours provision are detailed elsewhere in this report.

5.4 SAFER CUSTODY

'Safer Custody' at HMP Stocken encompasses all aspects of violence including self-harm and suicide. It also covers Listeners/Samaritans counselling, food refusals, ACCTs, support and peer support schemes and deaths in custody.

Currently Safer Custody and SMARG meetings are held every three months and are chaired by the Head of Safer Prisons and Equalities. They are attended by all operational governors, the Safer Custody custodial manager, Samaritans, Listeners, Mental Health and Security. It is intended that in the future the Safer Custody meetings will be held quarterly, and that a new Safeguarding meeting will be held weekly. This latter will cover complex and vulnerable prisoners, ACCTs, VRs, IRs and the Segregation Unit. In addition, Safer Order Control Tasking (SOCT) meetings, of which Safeguarding is part takes place weekly and include representatives from Healthcare, Mental Health, SMART, Activities and OMU.

The Board has observed a relatively low use of the 8-10 prison based Listeners, versus a relatively high use of the 'Samaritan' telephone service, mostly during the evenings. Reasons for this are being sought, and the Safer Custody team is looking at expanding the role of Listeners to include an 'holistic' approach to their work, in a Governor-led initiative to make the role played by support teams more proactive. This would involve Listeners becoming involved in Prisoners from the Reception stage and would enable them to look at issues they bring from other prisons, mental health problems, their family situation, etc. In the meantime a new Listener DVD is being shown on Induction. A drop-in session is also proposed for one afternoon a week in Healthcare, facilitated by the Mental Health in-reach team. The new scheme whereby Activities Mentors collect and chaperone vulnerable prisoners, accompanying them as they walk to their employment, has been favourably received and seems to be working well.

Between April 2014 and February 2015 there were 157 ACCTs opened at HMP Stocken and 19 prisoners transferred in on open ACCTs. The Duty Governor checks on all open ACCTs at the weekends and the Head of Safer Prisons checks them during the week. It is perhaps of interest that the drop in the numbers of ACCTs required coincides with an increase in the number of phone calls made to the Samaritans noted above. There are regularly two places available on ACCT assessor training. It is disappointing to note however that the Safer Cells at the prison no longer meet safety requirements. The current proposal is that two of the three cells in the Segregation Unit should be brought up to spec: while there is no statutory requirement to have these facilities, the Board feels the changing profile of prisoners means these improvements should be made sooner rather than later.

HMP Stocken has a zero tolerance approach to violence, and the Head of Safer Custody has already put in a lot of work into writing a draft strategy based on the principles of **Understand – Manage – Deter – Support – Equip – Build**. The scheme covers the use of VR1, VR2, VR3 stages and victim support, which is tailored to meet the specific needs of individuals. During January 2015 there were six prisoners subject to VR1 and 13 to VR2, and three taken up by Victim Support.

- VR1 status is opened and closed by the Safer Custody team and is used where further information is required on the activities of a prisoner where he has made threats or is suspected of bullying.
- VR2 status is opened, reviewed and closed by the supervising officers and will be used if there has been an act of violence, assault or fight or the prisoner's behaviour on VR1 has not improved after 28 days. Following a review in line with IEP protocol, Basic regime will be applied.
- VR3 status is only used as a last resort, and is considered by a Band 7 or above. The decision to apply VR3 status is based on security information, evidence from VR1 or VR2, or where there is a specific threat. Prisoners will be located in the Segregation Unit under Rule 45.

The Victim Support plan is not intended for long term use and is a stepped approach to integrate the prisoner back into taking part in activities. Distraction packs containing activities such as crosswords and word searches and also information on how individuals can better manage debt and bullying issues are available from Safer Custody.

Following the recent Serious Incident on K Wing (reported at Section 5.3.7 below) it is interesting to note that HMP Stocken is bucking the national trend that sees violent incidents usually triggered by Prisoner v Staff issues. Instead, it is apparently debt related matters that cause violent incidents. In December 2014-March 2015 serious assaults in the prison peaked and it would seem that there is a correlation between the number of prisoners on Basic regime, and the number of assaults perpetrated. A large number of prisoners seem to be in debt and available information strongly suggests that NPS is the major cause. (see Section 6.4.3 below).

For further comment on this important area of the prison's activity, see Section 6.4.8 below.

5.5 SEGREGATION

The Segregation unit remains a busy, challenging area of HMP Stocken which is run well, dealing with Prisoners humanely and reasonably, despite increasing incidents of some very challenging behaviour. Over the reporting period the use of the Unit has decreased, and investigation suggests that the reason for this is twofold: firstly, the reconfiguration of the prison estate has resulted in prisoners serving longer sentences (mostly 4 years +); secondly, HMP Stocken has initiated a policy of dealing with prisoner issues under normal location status wherever possible, using the VR system. (See Section 6.4.6.) The latter has significantly reduced the number of open ACCT documents during the reporting period.

Wherever possible industry in the Unit is addressed and Education is routinely offered in the form of In-Cell Education Packs. Word searches and the like are also offered and made available. Chapel visits can be booked once a week if requested/appropriate.

This Board has observed that staff on the Unit are courteous and professional when dealing with prisoners in their charge, giving real time to talk one-to-one with individuals and helping them to improve their behaviour where possible. In one instance a visit was arranged to take place within the Unit because of the particular needs of the prisoner involved. Part of this process can involve challenging continuing bad behaviour and explaining the consequence of continued refusal to co-operate and this is done sensitively but firmly. It is the Board's view that the leaders of the team have shown enthusiasm, professionalism and consistency when dealing with 'resource intensive' prisoners – of whom there are an increasing number.

Section 6

OTHER AREAS THE BOARD WISHES TO HIGHLIGHT OR EXPAND UPON

6.1 RESETTLEMENT

HMP Stocken has not been designated as a Resettlement Prison. Consequently prisoners approaching the last three months of their sentence are transferred to a Resettlement prison, ideally close to the area in which they intend to reside following discharge. A change in the prisoner community is gradually taking place to enable this policy to be brought into full effect. There are a small number of prisoners who for a variety of reasons cannot be transferred to Resettlement establishments, and the IMB is impressed that already resettlement arrangements for this group have been retained and refined by staff at Stocken.

Prior to the new arrangements outlined above, Resettlement was measured against three national criteria. As at the end of March 2015, the last financial year for which resettlement statistics are available, HMP Stocken's performance was as follows:

Settled Accommodation	92.93% against target of 88%
Education and Training	18.38% against target of 15%
Employment	32.12% against target of 29%

6.2 OFFENDER MANAGEMENT UNIT (OMU)

It is pleasing to note that in our 2013/24 Report, the OMU fell into the category entitled 'Our Concerns' and it is testament to the amount of hard work done by the team that we are happy to report considerable progress, notwithstanding considerable and what were ongoing staffing issues. The continuing problem of prisoners arriving at Stocken without OASYS reports or reports that are not up to date is dealt with elsewhere as an area of concern.

In March 2015 there was only one part time Probation Officer doing the work of three full time Officers, carrying 50% of the work load of high risk prisoners: one new PO had been appointed and was awaiting security clearance. Support was provided by two Probation Support Officers (PSOs) who were unable to work with high risk cases. As a temporary solution, the balance of the high risk cases was distributed among 16 Offender Supervisors (OSS) with ten of them working in OMU and the remaining six in the Orderly Office. This imaginative system was deemed to be working well at the outset, and was to be evaluated in three months time, ie around the time of the writing of this report.

Despite the considerable strain put on the team by these staffing issues, the department's performance is impressive. Measured against official performance targets as at March 2015;

20 reports prepared for court on time	100%
Parole dossiers prepared on time	100%
ROTL returned on time	100%
5 MAPPAs returned on time	100%
PNomis dashboard entries made for	96% of prisoners
22 Cat D assessments made in February	100% in correct month

It is the opinion of the Board that OMU now has a significantly improved operating arrangement and that the changes made have been successful and are working well. Briefing meetings continue to be held with staff on a regular basis and seem to be contributing to a

positive and more settled atmosphere in which targets are being met. Planned further progress includes the allocation of a named OS to every prisoner within 24 hours of his arrival; an improved knowledge across the prison of the work done by OMU; Resettlement will be absorbed within the department; the workload split between OMU and Detail will be appraised and, if appropriate, continued.

Concerns remain, however. With the reorganisation of the Probation Service, the redistribution of the PSOs within the Estate will result in a considerable loss of working hours for the OMU by the end of 2016. The lack of certainty around Resettlement means that Staff are unsure as to how the new process will be managed, and of the impact changes may have both on their department, and on prisoners.

The work of OMU is important, intense and can be complex. It is unfortunate that the working environment for people engaged on this work is located, currently it is believed of necessity, in an environment that gives little or no access to natural light, there being no external windows for the majority who work in the department. This is unsatisfactory and the Board would like to see the opportunity of the upcoming building work and associated changes used to facilitate a change of workplace for OMU.

6.3 OUR CONCERNS

6.1.1 Adequacy of Staff resources

This concern is highlighted at Paragraph 3.1.1 as a matter jointly requiring the attention of the Minister and of NOMS. Stocken is an establishment where we as a Board are satisfied that the Governing Governor and the management Team make optimum use of staff resources. The 'staff in post' figures demonstrate that the prison is up to its staffing profile, and effective and supportive management of absence means that a sickness absence factor of circa 5% is noteworthy of positive comment, especially in the public sector. Nevertheless resources are stretched on most occasions when extra pressures are evident. These can stem from incidents of indiscipline, prisoners requiring special attention or support – for example constant watch, hospital escorts or an accumulation of these and other factors.

The Board is not suggesting that the staffing profile is wrong. However, Members are concerned that the staffing profile has insufficient regard to the exigencies of daily operation of a prison where the population is becoming more problematic, there is an increasing incidence of NPS related incidents which, for reasons recorded elsewhere, are difficult to prevent, on top of the extra pressures referred to in the previous paragraph.

On 65 separate occasions during the reporting year 1 May 2014 to 30 April 2015, a restricted regime was implemented due to limited staff availability. The Board considers such a level of implementation to have been unacceptable but unavoidable because of resource constraints. It is important to point out that when a restricted regime has been introduced it has almost always been at weekends. Also, it has been limited to specific areas on a rolling basis so that different groups of prisoners are affected. Moreover, careful management has ensured that access to visits, or the Chaplaincy, have not been curtailed.

The need for a restricted regime arises when insufficient staff are available, usually because of annual leave, sickness absence, detached duty, maternity/paternity leave or other supervening events affecting staff or prisoner needs. The present allocation is in line with

‘benchmarking’, as adjusted by operational experience. It also reflects cogently argued cases for additional resources put forward by the Governing Governor. We highlighted last year that the allocation was ‘tight’, and that providing escorts, constant watch provision and other unexpected occurrences left no margin. The instances of restricted regime confirm our concerns as previously expressed.

The Board contends that whilst the curtailment of public expenditure is important, it is less important than providing adequate resources and a contingency addition to reduce the number of times a regime restriction has to be applied. Such restrictions add to pressure on prisoners and this can bring additional problems for staff. This situation requires to be addressed urgently. Indeed a failure to address this issue could generate frustration and indiscipline amongst prisoners leading to the incurring of additional and probably avoidable resource costs.

6.3.2 Property

This issue was raised in the IMB Annual Report for last year and NOMS were asked to take effective measures to address this single most frequent complaint from prisoners. Despite this the Stocken Board has seen no substantive improvements and as detailed at Paragraph 3.1.3 above, requires assertive action by NOMS. The Board is mindful that NOMS have reminded Governors of the need to deal promptly and effectively with property issues, particularly where the failure to effect delivery after transfer to another establishment has occurred. This is a serious cause of prisoner frustration and the failure to resolve the problems leads to a wasteful use of scarce staff resources dealing with searches for property, processing prisoner complaints and frustrations. Often prisoners serving lengthy sentences accumulate more property than the two regulation boxes that the prison transport providers are contracted to carry. Property then gets held back and delayed, if not lost in the system.

To date the measures taken by NOMS appear to have had no marked effect, and radical action is needed to address this problem. We understand that in the main prisoners are entitled to hold property which conforms to prison restrictions and can be contained within two volumetric boxes. Is it not possible to issue each prisoner with two such boxes when received into the prison system on sentence, have their name and number recorded on those boxes and for the prisoner to retain them for the duration of his/her sentence? These boxes, which meet the transport contractors’ criteria, would leave each prison with the prisoner.

On transfer, property in excess of that which can be accommodated in the individual’s allocated boxes would automatically be sent, either to central stores or to the prisoner’s home address. This issue requires radical and effective action for the benefit of prisoners and in the interest of staff time. Present slackness over property, and the failure by NOMS to address this issue effectively results in costs to public funds which might be better spent on other purposes, for example additional staff resources, minimising the need for regime restrictions.

6.3.3 Offender Management System OASYS

In the 2013/14 Annual Report the Board drew the attention of NOMS to this vexed topic and provided tabulated data demonstrating the extent of the issue. When the Minister for Prisons responded he included with his letter details of the responses from NOMS to the issues the Board had raised. This was one such. Effective steps were promised and no doubt guidance was issued to Governors. By November 2014 with no improvement apparent we took the unusual step of writing back to the Minister, enclosing further data demonstrating that little if any improvement had occurred following his initial reply. Again, assurances were received

from the Minister, based we assume on briefing from NOMS, that steps had and were being taken. There has to date been little evidence of any improvement.

6.3.4 Novel Psychoactive Substances (NPS)

This increasing problem is now of critical importance if prisons are to remain safe and secure with those held within them prevented from inflicting damage, possibly long-term damage, on themselves and perhaps others. It must be addressed urgently by NOMS and indeed by Ministers. This matter is deliberately referred to at several points in this report, particularly paragraph 3.1.2 because of its importance. In addition to the other concerns regarding NPS the IMB is alarmed that NPS substances can be impregnated into paper and imported into prison through the pages of books and letters to prisoners. Currently there is little or no equipment available that can be used to check these incoming items for NPS.

6.3.5 Reconfiguration

The IMB considers the decision to designate certain prisons as Resettlement Prisons to be a sensible development which over time will enable many more prisoners to arrange housing, employment, social service and probation service contact during the last three months of their sentence whilst resident in a 'near-home' locality. This provision, which requires a significant number of prisoner transfers to bring to fruition, has led to non-Resettlement Prisons such as Stocken undergoing a partial population reconfiguration. This brings a number of challenges. It is pleasing to report that Stocken is coping well with the issues Reconfiguration brings. These include:

- Prisoners at Stocken generally having a significant proportion of their sentence still to serve (usually 4 years or more)
- Prisoner population not leavened by those approaching release
- Prisoners being relocated further from their home area because of the needs of others to be nearer home to prepare for resettlement.

The IMB will continue to monitor the reconfiguration process to ensure that every effort continues to be made to adjust and work with a changed prison population profile.

6.3.6 The IMB Recruitment Process

This is raised as a matter for NOMS to address as they provide staff to the IMB Secretariat and the head of the Secretariat reports to a NOMS official. Action needs to be taken on this matter to allow advertising by local Boards and to speed up the administrative process. See Section 3.1.8 above. The people best placed to recruit are those local to the area. They will be aware of where to advertise, what groups to speak to, what events they could attend to promote the voluntary work of the IMB. The Secretariat would then focus solely on essential administration and checks: also, critically, it would ensure that recruitment was open, fair and reflected the need for equality and diversity. Local recruitment in the ways suggested earlier in this paragraph would also reach a more representative swathe of the community.

6.3.7 Concerted Indiscipline 14/15 June 2015

This very serious incident involving a significant number of prisoners occurred overnight from Sunday 14 June 2015 to early on Monday 15 June 2015. It is inappropriate to discuss any aspect of this incident because of the potential for possible criminal proceedings against those involved. The matter is also the subject of an internal Prison Service Inquiry ordered by the Director of the Prison Service and being undertaken by a senior Governor from

another area. It is also outside the reporting period for this Annual Report, but by the time of the 2015/16 Annual Report will not attract comment.

Nevertheless, it is important to record that this incident was monitored throughout by Members of the IMB. As a body we were impressed by the management of the incident and wish to commend staff at every level for their professionalism and the care exercised for prisoners in the face of very challenging circumstances. As a result of the extensive damage done to the establishment during the incident a number of prisoners were transferred during the night and at short notice to other prisons. It is especially noteworthy that care was taken to ensure that prisoners were properly checked prior to departure, facilities were put in place for them to be provided with everything necessary for their journey – including in one instance adequate carbohydrate food for a diabetic – and that receiving establishments were fully briefed regarding the details of each prisoner they were to receive.

6.4 EXAMPLES OF EXCELLENCE

6.4.1 The Catering Department, and Manager

Catering for the large and diverse population of HMP Stocken will always be a complex and demanding task. The IMB is pleased to record that the Catering team continues to supply individual preferences, meet varying dietary and nutritional needs and fulfil diverse cultural requirements using a limited budget and a largely unskilled, mostly Prisoner workforce which requires constant supervision and training.

The Catering Department is successful and well managed. It currently meets all the requirements of the legislative and budgetary targets and works hard under skilled management to provide as good a service as possible to the Prisoners it exists to feed.

The Manager displays enthusiasm, energy and professional pride in his role and demonstrates well established communication skills with Management, his own Staff and Prisoners. He liaises regularly with the Chaplaincy to better plan for religious festivals and frequently attends Prisoner forum meetings. He is open to suggestions and will adapt his planning to incorporate these when possible: comments made by Prisoners are responded to well and quickly. He is committed to the training of the Prisoner workforce and has motivated his own Staff to develop their skills and qualifications, which enables them also to take an active part in both giving and receiving training.

Good value hot food is once again available in the Visits Hall, with the profits from sales being put back into the Catering budget. Further, the department has demonstrated flexibility under difficult circumstances producing, when required, large quantities of meals for staff at very short notice and at night during Serious Incidents.

6.4.2 The Bicycle Repair Workshop

Workshop 11 at HMP Stocken continues as an exemplar of constructive, positive employment. Well run and orderly, the atmosphere is one of hard work and a team spirit that can sometimes be hard to find elsewhere in the prison. The bicycles come in for repair from local leisure facilities and charitable organisations and can be stripped down to bare component parts before being expertly restored and reassembled by Prisoners working towards marketable qualifications. Places here are highly valued and sought after, and with good reason. Such is the success of the Workshop that more outlets are being sought for the finished products. (See Section 5.2 above.)

6.4.3 The Relationship between the IMB and the Governing Governor

This continues to be excellent with both parties recognising the value of frank and open discussion and respecting, though not always sharing, the others' standpoint. An effective IMB with adequate support from the establishment is a requirement of the Minister, but the Governing Governor understands that as a 'critical friend', such a Board has benefits for him and his team. It is a demonstration of the extent to which he values the Board's input into the running of the prison that he regularly uses the Weekly Rota Report in his SMT meetings.

6.4.4 The IMB Clerk

The hard work and efficiency of our Clerk is invaluable to the Board, and we are pleased to acknowledge her contribution to the team effort. She is proactive and knowledgeable and combines the detailed and confidential work she does for the IMB with her wider prison duties seemingly without great difficulty. We are grateful to her for the considerable part she plays in what we feel is our competent monitoring of HMP Stocken.

6.4.5 ROTL Selection, and the work of the Offender Management Unit

From 1 April – 1 December 2014, 624 ROTL's were issued, all of whom returned to the prison on schedule. The amount of work involved in processing such a workload, to the extremely high standard that achieves results such as these, cannot be understated and is to the great credit of the OMU team.

6.4.6 The Segregation Unit staff

The quality and dedication of the Segregation Unit staff is, in the opinion of this Board, exemplary. Dealing with the most difficult members of an already difficult population the Board's observations show that the team displays a consistently high level of care, humour and positive involvement, often under considerable duress.

6.4.7 The Resettlement Team

The statistics referred to at paragraph 6.1 above reflect considerable credit on the three person Resettlement team. They exceeded targets in all three areas of measurement despite staff shortages and exceptional circumstances elsewhere that required those working on the team to be transferred at short notice to other Officer duties. We are delighted that this work was recognised through the prison's Reward and Recognition programme.

6.4.8 Safer Custody

The IMB, as noted elsewhere, is impressed with the thought, care and level of prisoner support provided by the Safer Custody Team. The central aim here, in addition to safety, has been to provide a form of care that creates an environment in which individuals cease to feel an overwhelming need to be 'behind their door' under Rule 45. Individual care and support packages are developed through which the prisoner, supported by a peer mentor, is enabled to move about the prison at particular times and to take part in a range of activities. These can, over time, lend to full or partial reintegration into the community on the wing, or in the wider establishment. Those who are believed to have generated fear or violence are identified and required to undertake Violence Reduction Programmes. The Leader of the team is extremely keen for the IMB to be involved at all stages of this process and it is most encouraging to see this open and transparent working.

This innovative work by the Stocken Management Team and the Safer Custody Department is, in the view of the Board, to be commended: this proactively managed unit is enthusiastic, passionate and motivated to challenge aspects of prisoners' behaviours. The positive results

of lessening self imposed isolation and of enabling constructive support to be given between prisoners – both for the mentor and the mentee - can already be seen and assuming such progress continues, the Board feels consideration should be given to rolling this work out across the Estate.

Section 7

THE WORK OF HMP STOCKEN'S IMB

7.1 BOARD STATISTICS

All figures refer to the period covered by the Annual Report.

	13/14	14/15
Recommended Complement of Members	17	17
No. of Members at the start of the reporting period	17	17
No. of Members at the end of the reporting period	16	14
No. of Members leaving during the reporting period	1	3*
Total no. of Board meetings during reporting period	12	12
Average number of attendances at Board meetings	14	11
No. of attendances at meetings other than of the Board**	65	121
Total no. of visits to the prison including all meetings	812	805
Total no. of Applications received	325	487

* All three due to Tenure

** To include weekly meetings between the IMB Chair and Vice-Chair and the Governing Governor.

One new Member was appointed during the reporting period and has been in post for six months. She has attended the Foundation Course and training continues under the local extensive training and mentoring scheme developed by the Board.

7.2 ROTA VISITS

The Board continually assesses its' monitoring. Rota Visits are conducted to ensure that every part of the prison is visited once every ten weeks by members, usually in pairs. The ten week cycle is reviewed regularly by the Board to ensure that those areas that give the Board cause for concern are visited more frequently than others. Written reports are produced and sent first to the Governor, who is encouraged to comment on matters raised both in writing, and then to Members before discussion at the next monthly meeting of the IMB. As a result of the increased computerisation of the Board, Members now have more opportunity to read and assimilate information in advance of the opportunity to discuss content with the Governor. The Governing Governor continues to use the reports in his SMT meetings as a means of identifying areas of concern, and of improvement, within the prison. This is a clear example of the prison and the IMB working collectively from their separate standpoints.

Members present written reports on their ASI at least twice a year at the monthly Board meeting and copies are given to the Governing Governor to keep him apprised of findings, and views held.

To accommodate the loss of three valued and experienced Members of the Board due to Tenure, the IMB Areas of Special Interest were changed as of 1 January 2015 from:

- Catering, Kitchen & Wing Serveries
- Reception & Induction
- Activities & Reducing Re-Offending
- Healthcare
- College
- OMU & Resettlement
- Security
- Safer Prisons & Equality including Segregation
- Annual Report

to:

- Reception
- Activities and Reducing Reoffending (including College)
- Healthcare
- Offender Management Unit (OMU)
- Safer Prisons and Equality, including Segregation
- Annual Report

In addition to this, another Member visits those on Rule 45 (Own Interest) every week. Segregation Reviews are held three times a week: whenever possible a Member is present.

7.3 APPLICATION STATISTICS

CODE	SUBJECT	11/12	12/13	13/14	14/15
A	Accommodation	1	4	0	2
B	Adjudications/IEP	6	13	24	28
C	Diversity related	2	7	2	2
D	Education/employment/training	13	18	15	12
E	Family/visits	13	15	9	23
F	Food/kitchen related	2	7	3	2
G	Health related	39	34	22	26
H	Property	51	36	76	149
I	Sentence related	34	28	23	50
J	Staff/Prisoners/detainee related	19	22	23	37
K	Transfers	25	17	39	47
L	Miscellaneous	29	17	19	45
DNA	Did Not Attend			54	51
	Cancelled			11	13
	Answered by letter			5	
	TOTAL	234	218	325	487

During the year the Chairman received 33 Confidential Access complaints, all of which were pursued and resolved. This figure is down from 58 during the 13/14 reporting period.

7.4 SEGREGATION REVIEWS

IMB members attend the Rule 45 Segregation reviews each week and the 72 hour reviews whenever possible. The Board is pleased to report that the two Governors whose remit has been extended to include conducting these reviews continue to provide a continuity of treatment and a deeper understanding of the issues facing the Prisoners who come before them.

7.5 ATTENDANCES AT PRISON COMMITTEES

Members have attended committees within the Prison as observers. Any matters of interest or concern are related to other members at the monthly Board Meetings. Each Member is allocated an ASI and is required to produce a written biannual report which is then presented to the Board.

Meetings attended included:

The Quality Improvement Group QIG
Diversity, Race Equality Action Team (DEAT)
Prisoner's Forum
Safer Prisons
Reducing Re-Offending

A Member of the IMB will also be present in the Silver Command suite during a Serious Incident, and both the hot and cold de-briefs thereafter.

7.6 INDUCTION TALKS TO PRISONERS AND NEW STAFF

After something of a delay the DVD mentioned in our last two Annual Reports is now to be shown on the intranet playing on a loop on various screens throughout the prison and the Visits Centre, and on a daily basis to new arrivals in Reception. It was pleasing that the Board was recently approached by a prisoner Induction Orderly and asked to attend some induction sessions: the Board was happy to comply.

Members continue to participate in Staff Induction in person.

7.7 BOARD TRAINING

Planned training and information sessions for Board members on topical subjects continue to be held as a prelude to each monthly Board Meeting. These sessions are in addition to the training which the Secretariat arranges for members, or instruction from prison Staff on matters such as personal safety, security and fire safety together with, periodically, a regular re-examination of the Board's own approach to its duties. These important exercises enable the Board to examine and assess, on a continuing basis, its work as an effective and cohesive unit in an ever-changing environment. The Board also conducts an annual Team Performance and Review away day once a year.

ACKNOWLEDGEMENTS

The Board wishes to place on record its appreciation of the cooperation of Staff at all levels as we undertake our monitoring role. A number have given freely of their time to help resolve issues or provide briefing to members on specific issues. The Chairman and Vice-Chair meet each week with the Governing Governor and we are pleased to note that whilst the Board remains entirely independent, it is now able to operate in parallel with prison management as it continues to run the prison in an efficient and humane manner.

GLOSSARY

ACCT	Assessment Care in Custody Teamwork
ASI	Area of Special Interest
CC	Cellular Confinement
C2C	Challenge 2 Change (see Kainos)
CSRA	Cell Share Risk Assessment
DEAT	Diversity Equality Action Team
DIRF	Discrimination Incident Report Form
DNA	Did Not Attend
IDTS	Integrated Drug Treatment Services
IEP	Incentives and Earned Privileges
IPP	Indeterminate Sentenced Prisoner
MKC	Milton Keynes College
NPS	Novel Psychoactive Substances ('Legal Highs')
NOMS	National Offender Management System
NTRG	National Tactical Response Group
OASYS	Offender Assessment System
OSS	Offender Supervisors
QIG	Quality Improvement Group
PSO	Probation Support Officer
RBL	Royal British Legion
ROTL	Release on Temporary Licence
SFA	Skills Funding Agency
SMART	Substance Misuse and Recovery Team
SMT	Senior Management Team
SOCT	Safety Order Control Tasking (SOCT)
TSP	Thinking Skills Programme
VEDS	Voluntary Early Departure Scheme
VR	Violence Reduction