



# **Annual Report of the Board**

**for**

**The Verne**

**Immigration Removal Centre**

COVERING THE PERIOD

**28 March 2014 to 31 March 2015**

## **INTRODUCTION**

This report is presented by the Independent Monitoring Board (IMB) for The Verne Immigration Removal Centre and covers the period from 28 March 2014 to 31 March 2015.

The IMB for The Verne acts as a 'watchdog' on behalf of the Home Secretary and the general public by providing independent oversight of the Immigration Removal Centre (IRC). All members are volunteers.

The Board monitors the treatment of detainees and the conditions in which they are held in order to ensure that these men are treated with dignity and respect.

The IMB works closely with the staff of The Verne whilst maintaining independence and impartiality. Concerns are raised with staff or management in the first instance, which may lead to a swift resolution of a problem; if this is not possible, members have at least obtained a better understanding of what the problem involves before escalating it to a higher level, or, if necessary, to the Minister of State.

A detainee can make an application to see a member of the IMB to discuss his problems relating to his stay in The Verne. Our remit does not include a detainee's immigration status.

The IMB is also available to members of staff, should they wish to discuss their own problems in confidence.

Chair, Independent Monitoring Board, IRC The Verne.

## Section 1

### STATUTORY ROLE OF THE IMB

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

The Board is specifically charged to:

- (1) satisfy itself as to the humane and just treatment of those held in IRCs.
- (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 far the IRC or Short Term Holding Centre has met the standards and requirements placed on it and what impact these have on those held in the centre.

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

### IMB Diversity Statement

The Verne IMB will not discriminate directly or indirectly against anyone because of age, disability, gender reassignment, marital and civil partnership status, pregnancy and maternity, race including nationality, ethnic or national origins, religion or belief, sex and sexual orientation, in recruitment, in the treatment of members, and in the way the Board monitors the treatment of people in detention.

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### Section 3

#### DESCRIPTION

IRC The Verne has a remote rural location on the Isle of Portland in Dorset. The Verne Citadel was built with convict labour in the 1840's to house prisoners building the breakwater for Portland harbour. The site was later used for a military barracks. The Verne operated as a prison from 1949 to October 2013. Alterations were then carried out to prepare it to become an Immigration Removal Centre. In March 2014 it re-opened, initially as a Prison receiving Foreign National Offenders who had completed their sentences and were awaiting deportation. It became an Immigration Removal Centre on 28<sup>th</sup> September 2014. The maximum operating capacity is 580, all males. The National Offender Management Service (NOMS) operates the Centre for Home Office Immigration and Enforcement.

Each detainee is supplied with a mobile telephone on arrival so that he can maintain contact with his family, friends and solicitor. He can buy credit as required.

The Healthcare Centre provides 24 hour healthcare with a comprehensive range of medical and dental services, although no inpatient provision. Dorset Healthcare University Foundation Trust (DHUFT) is contracted to provide medical services.

The Shop is available to all detainees and sells a wide variety of items including fruit and cultural food.

Facilities include:

- a suite of computers with limited internet access;
- A well-equipped gymnasium;
- A Multi Use Games Area (MUGA);
- Exercise equipment in the outdoor areas near the accommodation wings;
- A large playing field;
- Education and Arts departments staffed within the Weston College contract;
- Library services provided by Dorset County Council.

The Chaplaincy offers facilities for all faiths.

Bail in Detention, Verne Visitors Group, the Red Cross, Migrant Help and Music in Detention visit the Centre to give support to detainees.

The Home Office Immigration Enforcement Department has an office within the Centre.

## Section 4

### EXECUTIVE SUMMARY

The Board considers IRC The Verne to be a well-run centre. It provides a decent environment where detainees awaiting removal are treated humanely and fairly. Management has high expectations of staff and there are many examples of good and dedicated work by officers and managers. Staff have generally coped well with the transition from prison to IRC. The Board is pleasantly surprised how open management is to suggestion and constructive criticism. Staff have confidence in managing detainees and, generally, there is mutual respect between officers and detainees.

The Board are satisfied that detainees have adequate accommodation, good food and access to top quality healthcare, as well as work opportunities and an impressive range of activities. The Board is pleased that the areas of Welfare and Resettlement are developing within the Centre.

An HMIP Inspection was conducted in mid March 2015 and although verbal feedback, which was mixed, was given at the very end of the reporting period, the Board makes no comment on this in the following report as there was too little time left to note any specific changes that were made. We would however, like to state that we were surprised by some of the criticisms and note that there were many good comments as well.

The Board's main concerns are:

- The unexpectedly large number of men with mental health problems;
- The time taken to move such patients to a more appropriate facility;
- The unsuitability of the ex-segregation unit as a Care and Separation Unit (CSU) for those seriously ill with mental health problems, or awaiting Tuberculosis test results;
- The inadequacy of the Reception facilities, especially with increasing numbers of detainees at the Centre;
- Lack of late evening dispensing of medications.

#### **Requiring a response:**

1. Lack of secure beds for detainees with serious mental health issues
2. Too many detainees arriving from prisons with previously undiagnosed mental health problems
3. Lack of suitable facilities for detainees with suspected Tuberculosis. Currently they must be housed in CSU alongside detainees with mental health issues or those removed from association (Rule 40).
4. High numbers of detainee night arrivals.

## **Section 5**

### **5.1 Population**

An all-male establishment with approximately 65 nationalities represented.

Average Stay: 6 weeks

Length of longest stays: 12 months

### **5.2 Equality and Diversity**

**5.2.1.** The gradual increase in numbers of detainees over the reporting period has necessitated a corresponding increase in the work done to ensure that diversity is recognised, that there is no discrimination against anyone with protected characteristics and that equality is upheld.

**5.2.2.** The Diversity and Equality Team (DEAT) have met regularly since the opening of the Centre and have monitored the make-up of the Centre population, in terms of ethnicity, languages spoken, religion, age, and disability. Action has been taken to involve the various groups in discussions about their experience at the Centre and to investigate any needs they might have, and any ways their situation could be improved. Detainees are not always ready to become involved in forums but progress has been made.

**5.2.3.** A Cultural Calendar has been created and outside organizations have been invited in to facilitate cultural events, such as a dragon for the Chinese New Year; Black History month and similar events.

**5.2.4.** There is an excellent Chaplaincy team and all faiths can be supported. The large chapel building which was used when The Verne was a prison, is unfortunately now outside security fencing and is only used as an office for the Chaplaincy team. A mosque and a multi-faith room have been set up where they are accessible, but space is limited, particularly for Friday prayers for the Muslims, and for events such as the special meal to celebrate Eid at the end of Ramadan. The Board is concerned about this problem in view of the number of Muslims in the detainee population.

### **5.3 Education Learning and Skills**

**5.3.1.** Education services at the IRC are contracted out to Weston College, however the contract expired during the reporting period and the service was subsequently delivered and managed on a month by month basis. A meeting to review the strategic partnership between Weston College and The Verne management and to try to resolve the contractual situation is due to take place in June 2015.

**5.3.2.** The resulting uncertainty affected the teachers working for Weston College and needs to be resolved. The Training Manager is very positive and tries to offer the detainees a range of training options that will be useful to them both at The Verne and also when they return to their home country. Investment is necessary to fully develop training opportunities. However, without a firm contract, Weston College are reluctant to invest further resources.

**5.3.3.** Food hygiene qualifications are a particular problem. Regulations within food preparation areas demand a Level 2 qualification; however some interested detainees are unable to pass the qualification at that level, due to their limited understanding of the English language.

**5.3.4.** At present, AIM is the awarding body responsible for all qualifications delivered at the Centre.

**5.3.5.** There is an excellent partnership between Personal and Social Development (PSD) and the Mental Health Team.

**5.3.6.** There is a constant need to provide courses for the ever changing detainee population. The Training Manager carries out regular reviews of the courses to maintain interest of detainees and also benefit their future welfare.

#### **5.4 Healthcare, Mental Health and Dental Services**

**5.4.1.** Healthcare services are contracted to Dorset Healthcare University NHS Foundation Trust (DHUFT). Standards are monitored by the Trust and by the Care Quality Commission. Healthcare offers a 24 hour, 7 day a week service provided by a General Practitioner, Nurses, Healthcare Assistants and a Paramedic. There is a nurse triage system, a visiting psychiatrist, nurse-led clinics and Drug and Alcohol services in operation, and most detainees can be offered an appointment within 24 hours. Emergency care is available on site but if necessary detainees are taken by ambulance to Dorset County Hospital. Dental services and a dental hygienist are also available on site and appointments are arranged as necessary.

**5.4.2.** There were several improvements made to the Centre during the change-over period and work has continued to reduce damp and provide better storage facilities for equipment. There are no in-patient facilities on site although detainees with acute mental health problems are looked after in the Care and Separation Unit (CSU) as are detainees with suspected Tuberculosis. This is not a suitable place in which to look after such patients, although the care given to them by the CSU staff is exemplary.

**5.4.3.** During this reporting year, staff have encountered many changes. With the closure of The Verne as a prison in October 2013 many staff were deployed to other establishments and then did not wish to return to IRC The Verne, as it meant being on a 24 hour rota. Additionally, the change to an Immigration Removal Centre was delayed until the end of September 2014; The Verne re-opened with the status of a prison in March 2014, receiving time-served foreign national offenders awaiting deportation. Some of these men presented more challenging behaviour than had been usual when The Verne was a Category C prison. Recruitment, always difficult on Portland, once again became problematic and there has been great reliance on agency staff as a result. Despite the hard work and competence of the staff, the lack of continuity has inevitably affected the day to day efficiency of the service. Unfortunately, the Senior Nurse Manager suffered a serious injury and required several months' sick leave. During her absence, Healthcare was managed by a succession of nursing managers seconded from other establishments. The current excellent nurse manager is also agency staff. Recruitment for permanent staff is ongoing.

**5.4.4.** Since becoming an IRC the Board has noted a significant rise in the number of detainees who have been placed on Assessment, Care in Detention and Teamwork (ACDT) observations and also in the number of detainees refusing food for varying periods of time. The delivery of Mental Health services in the Centre is an ongoing issue. The Centre still lacks proper facilities for caring for men with mental health problems and there remains a severe lack of secure mental health beds nationally, should any detainee need to be sectioned under the Mental Health Act.

**5.4.5.** Information is offered to all detainees about the NHS complaints system, although many complaints can be resolved internally by the nurse manager. The main complaints are around the dispensing of medication, as the queues are often long and medication which should be taken in the evenings must be handed out at 4pm at the dispensary in the Healthcare Centre. There is not yet a suitable facility available on the residential wings which would allow a later dispensing round. The Board would like to see this situation addressed.

## **5.5 Purposeful Activity**

**5.5.1.** The Centre offers a range of opportunities for work, education and sport. But since work is not compulsory for detainees, commenting on participation rates within any of these activities is not straightforward. Table 1 shows the take-up of various (non-PE) activities for both morning and afternoon for a typical week. Since the roll has been over 500 for only a short time, it may be too early to draw firm conclusions from these data. For example, the proportion not engaged in work or learning (NEWL), 48.5% in the morning and 44.4% in the afternoon, may not be unduly large given the transient population of the centre. However, it is difficult to understand why

working as a cleaner is proving far more attractive than working in the kitchens. There may be a case for greater incentives for kitchen work if the take-up does not meet the needs of this essential service. Increased participation in the gardens might help restore The Verne estate to something close to that which was so often admired in former (prison) days. Opportunities for rehabilitation, especially in vocational education and industries, are available for those detainees who are prepared to take them.

**5.5.2.** The 34.1% of detainees who actually engaged in PE (see Table 2) need not be interpreted as showing a low interest in the opportunities offered. The all-weather multi-use games area (MUGA) seems to be in frequent use. It is hoped to make more use of the full-sized grass pitch in future for sporting activities.

**Table 1: Activity Take-up**

<b>ACTIVITY</b>	<b>AM %</b>	<b>PM %</b>
NEWL	48.5	44.4
Orderly	4.4	4.6
Cleaner	12.3	14.2
Servery	5.8	6.7
Wing Rep	2.5	2.9
Painter	1.2	1.1
Education	6.5	8.2
Education Vocational	0.8	1.1
Education Work	2.3	2
Industries	4.7	3.8
Contract Services	5.6	5.5
Waste Management	1.4	1.3
Kitchen	2.3	2.7
Gardens	1.9	1.7
<b>Total No. Detainees</b>	<b>520</b>	<b>561</b>

<b>Table 2: Physical Education Activity</b>		
Detention centre population (roll on survey date)	507	
Total detainees registered for PE activities (Detainees who have attended PE induction class and completed PARQ)	276	54.4% (roll)
Total Detainees attending PE activities (Attended at least one PE class during reporting month)	173	34.1% (roll) 62.6% (registered)

## **5.6 Safer Detention**

**5.6.1.** Safer Detention meetings are held monthly, with staff attending from key areas. Individual cases of violent incidents are discussed and a Peer supporter is invited to attend part of the meeting to raise detainees' concerns. Towards the end of the reporting period a weekly Complex Detainee Meeting has been set up to assess and monitor the welfare of detainees with physical, mental health and social issues.

**5.6.2.** Detainees generally say that they feel safe at The Verne, although those who have no previous experience of detention and who are not English speakers can feel intimidated by other detainees and feel unsafe. Some of these have complained about being bullied by the ex-offenders.

**5.6.3.** Detainees at risk of self-harm and for whom an Assessment Care in Detention and Teamwork (ACDT) file is opened are well cared for and their progress is efficiently monitored.

**5.6.4.** Similar to that of many custodial establishments, psychoactive substances (Spice) continue to be a serious problem and are often the cause of violent behaviour. Recently the number of searches has been increased.

**5.6.5.** A support plan for detainees on their arrival has been put into place by welfare staff. This includes using Peer Support to assist Reception staff when there are language difficulties and to explain to detainees the systems at The Verne.

**5.6.6.** There were tensions in the first six months from the re-opening in March 2014, when detainees arriving found that the Centre was being operated under prison rules

and without the facilities to be expected in an IRC. However, since non-offenders started to arrive in September 2014 and recreational and other facilities have been developed, the atmosphere has been calmer and there has been less anti-social behaviour. This has been helped by the return of officers from detached duties and the re-establishment of a stable workforce.

**5.6.7.** Staff at The Verne in general have very good relationships with detainees and have good de-escalating skills, only using force when clearly necessary.

## **5.7 Care and Separation and Constant Supervision**

**5.7.1.** The Care and Separation Unit (CSU) which was the Segregation Unit when The Verne was a prison comprises 8 cells. Two of these are constant observation cells and have been specially adapted to cater for self-harm and vulnerable detainees.

**5.7.2.** In the period since The Verne opened as an Immigration Removal Centre (IRC) on 28<sup>th</sup> September 2014, 245 detainees have been in the CSU. These admissions, with the exception of 6, have been as a result of the applying of Rule 40 – Removal from Association.

**5.7.3.** Most detainees are held for less than 24 hours before being returned to normal location on the residential wings. All detainees are seen daily by the Duty Governor, a member of the Chaplaincy team, a doctor or nurse from Healthcare and the Home Office Manager.

**5.7.4.** It is of concern that detainees are held in the CSU inappropriately, in particular detainees with mental health problems. Detainees in CSU are often on Assessment, Care in Detention and Teamwork (ACDT). It is often two to three weeks before mental health detainees can be assessed and relocated to more suitable accommodation; in one instance a detainee was kept in CSU for 51 days before a secure bed in a mental health facility could be found. Detainees who are suspected to have TB are also housed in CSU until medical tests have been completed.

**5.7.5.** Another disturbing factor is that there have been 65 cases when Control and Restraint (C&R) has been used. This is partly attributed to the IRC accommodating on opening almost solely ex-Foreign National Offender (FNO) detainees. However with the FNO population under 40% at the end of the reporting period, and the weekly C&R monitoring since the end of March 2015, it is hoped that its use will reduce.

**5.7.6.** A small room in the CSU has been adapted as a Soft room and has a settee, easy chairs, a television, books and games in it. This room is for use by detainees

who have not committed any offences, but need to be segregated e.g. suspected TB cases; de-escalating and calming down of a potential volatile moment. There are still bars at the window so it is not totally satisfactory.

**5.7.7.** Plans are being produced to extend CSU and also to convert cells to reduce the present harshness which pervades but there is no certainty that this will take place in the near future.

**5.7.8.** The officers who work in the CSU are to be congratulated on the superb way that they treat all detainees who go there. They deal with them in a caring, considerate and compassionate manner doing everything possible to help them. Many have complex problems and they often do not speak or understand English. 'Big Word' language line and a Samaritans' phone are available in CSU.

## **5.8 Residential Services**

### **5.8.1 Accommodation**

**5.8.1.1** Following the re-role of HMP The Verne to IRC The Verne, detainees are accommodated in six blocks, plus a casemate (vaulted chamber in the fortress walls) which houses dormitory accommodation. The blocks are known as A1&2, B1&2 and C1&2 wings, each housing about 90 detainees predominantly in single cells, but with a small number of detainees in double cells. There are showering and toilet facilities on each landing. The casemate, which is known as D Wing, has 9 dormitories, each with eight cubicles and an association area; D wing is now the Induction Wing to which detainees are transferred at the beginning of their detention at The Verne.

**5.8.1.2** Wings A1 and A2 are Supportive Living Units and accommodate detainees who are judged to require more than the usual level of support from staff. The selection is made by an Induction officer during the Induction process using a questionnaire seeking information concerning previous incidents of being bullied, self-harming, drug/alcohol or health/hygiene issues, learning difficulties or special needs. The Chaplaincy also has an office in A1 so that a member of the Chaplaincy Team is readily at hand during the day should any problems occur in the Supported Living Units requiring their support.

**5.8.1.3.** During the second half of 2014 there was a requirement for The Verne to supply staff to other prisons in the UK. This, together with the relatively short stay of many of the detainees, meant that the opportunity for staff to build relationships with detainees on their Wings was significantly reduced. As a result, the atmosphere on the Wings was less welcoming than it had been when The Verne was operating as a Category C prison. However, once the requirement for detached duty decreased, the relationship between Wing Staff and detainees improved and it remains good.

## **5.8.2 Detainee Consultation Meetings**

**5.8.2.1.** Consultation meetings were set up soon after The Verne re-opened as a prison taking in only Foreign National Offender detainees (IS91s). The meetings were chaired by the Head of Residence. Their purpose was to provide detainee representatives with an opportunity to air issues raised by fellow detainees. The meetings were bi-weekly and were supplemented with a Food Meeting once a month. Staff attendees included Custodial Managers, representatives from Equalities, Safer Custody, Activities, the Chaplaincy, and the IMB and, for the Food meetings, staff from the Kitchens. Operation of The Verne as an IRC began in late September 2014, after which a senior manager from the Home Office team also attended the meetings.

**5.8.2.2.** The topics which have been most regularly discussed in the meetings have been: detainees being disgruntled at finding that they were in a prison, rather than an IRC (in the first six months only); Food; the Shop; Mobile Phone signals; problems of cleanliness and equipment failures on the Wings.

**5.8.2.3** During the period when The Verne was re-opened as a prison, many detainees arrived having been told they were transferring to an IRC. They arrived expecting to be given mobile phones and to have internet access, to have freedom of movement, access to a drop-in shop, and a higher rate of pay. Their dissatisfaction at finding this was not the case was understandable. The management made strenuous efforts to minimise this problem, by directly contacting all establishments transferring (IS91s) to The Verne.

**5.8.2.4.** Most meetings have included some reference to provision of food. Questions have been raised concerning the quantity and quality of food served and the availability of special foods. In his responses to these requests, the Kitchen Manager has made positive responses provided budgetary and nutritional requirements can be met. Where the requirements cannot be met he has frequently suggested alternative items which could be provided to give more variety to the food on offer.

**5.8.2.5.** Peer Supporters have raised a number of issues relating to the shop. Many are suggestions for new items to be stocked and some relate to the large queues which often occur when the shop is open. As the shop has a small inside waiting area and only a single till, most of the detainees queue outside the shop, which is far from ideal when the weather is inclement. A second till has been ordered and cabling for it is now in place. Detached duty requirements meant that on a few days there was insufficient staff available to man the shop.

### **5.8.3 Welfare Office**

**5.8.3.1.** The Welfare Office opened in early January 2015. The opening times can be found on Welfare notice boards on the Wings and a visit to the Welfare office is included in the tour of the establishment which is part of the induction process. Monthly welfare interviews with detainees are carried out and monthly meetings with the Peer Supporters are also held.

**5.8.3.2.** Detainees are asked to try to resolve Wing-based issues with Wing Officers, prior to reference to the Welfare Office. Initially, the Welfare Office operated on a 'drop in' basis in the mornings with visits by appointment in the afternoons, but from mid-February all visits were on the 'drop in' basis.

**5.8.3.3.** Property and legal services are the topics of most discussions with Welfare staff. Many detainees arrive at The Verne unaccompanied by their personal property and the Welfare Office work to retrieve detainees' lost property. Detainees can also obtain numerous legal applications and forms from the Welfare Office.

**5.8.3.4.** Detainees who are leaving The Verne to travel to their home country can obtain information, which can be printed in several languages, from the Welfare Office concerning resettlement in their country.

### **5.8.4 Kitchens**

**5.8.4.1.** The Kitchens provide a continental breakfast, cold lunch with fresh vegan soup, and a hot supper, for the population of up to 580 detainees of approximately sixty-five nationalities with a wide variety of dietary requirements. There is a four-week rotating menu with five choices at lunch and supper. Fresh fruit and vegetables are provided daily. The kitchens also provide special food for many religious and cultural festivals.

**5.8.4.2.** Since the re-opening in March 2014 there has been a shortage of catering staff, with long-term sickness and bereavement affecting attendance, and difficulties and delays experienced in recruitment. The complement of staff was approximately half the number required until the end of the reporting period. Detainees have no obligation to work and those who have taken jobs in the kitchen do not always turn up. An improvement in staffing levels is hoped for, however the problem is serious and needs addressing.

**5.8.4.3.** Each dining room has a Comments Book, although these contain few constructive remarks. One of the Consultation meetings with Peer supporters and staff is particularly concerned with Food each month, and Kitchen staff are represented so there can be discussion. Given the range of nationalities being

catered for, inevitably there are complaints, though these seem to be a matter of taste rather than any well-founded comments about quantity or quality of food.

**5.8.4.4.** Board members taste the food at the Serveries and are impressed with the standard achieved.

**5.8.4.5.** Unfortunately there is no cultural kitchen at present where detainees could cook their own food. Self-catering equipment is limited to microwaves, kettles and toasters.

**5.8.4.6** The Board notes that there can be a good social atmosphere in the dining rooms when men sit down and eat together, and regrets that many prefer to take food back to their rooms, leading to washing-up being done in the bathrooms, causing blockages and leaving the washing facilities dirty.

### **5.8.5 Reception**

**5.8.5.1.** Reception became a 24 hour facility during this period, and as yet there is a lack of staff trained for Reception duties, especially at night. Consequently staff morale is low.

**5.8.5.2.** The reception area is fairly small and there are no windows in one holding area. There is only one toilet and there are no washing facilities. The two television sets which have been installed have not yet been connected.

**5.8.5.3.** Detainees often have to wait in Reception for several hours for their details to be processed.

**5.8.5.4** Reception staff are not always informed in a timely manner when court appearances have been cancelled.

**5.8.5.5.** Detainees sometimes miss medical appointments because their transport arrives earlier than arranged and leaves without them. On occasions transport leaves without a detainee because of the short notice of the planned removal.

### **5.8.6 Visits**

**5.8.6.1.** The visits area has been refurbished and is very comfortable. However detainees have few visits by friends and family because of the isolated rural location and the distance from the station. It is an hour's journey from Weymouth to the IRC, by bus and a steep uphill walk of over a mile; there is no courtesy bus. Detainees are however visited by local support groups such as 'AVID' (Association of Visitors to Immigration Detainees).

## Section 6

### THE WORK OF THE INDEPENDENT MONITORING BOARD

#### Annex A – Summary of applications to IMB

<b>Subject</b>	
Accommodation	2
Diversity related	0
Education/employment/activities	4
Location of centre/Family/Visits	7
Food	3
Health Related	11
Lost Property/money	22
Concerning Immigration Status	15
Staff/detainee related	5
Transfers	0
Miscellaneous	5
Home Office	2

## Annex B – The work of the IMB

<b>Board Statistics</b>	
Recommended complement of Board Members	14
Number of members at start of reporting period	11**
Number of members at the end of reporting period	10
Number of new members joining	1
Number of members leaving	1
Total number of Board meetings	13
Total number of visits to the IRC including all meetings	212
Total number of applications received	76
Date of Annual Team Performance Review	February 2015

\*\*One member of the board is currently inactive due to a failed (an ambivalent) CTC. As we have not been officially informed of her status as a member of the Board she must still be counted within our numbers.