



HMP & YOI MOORLAND

INDEPENDENT MONITORING BOARD (IMB)

ANNUAL REPORT

MARCH 2015 – FEBRUARY 2016

1 STATUTORY ROLE OF THE BOARD

The Prison Act 1952 and the Immigration and Asylum Act 1999 require every prison and Immigration Removal Centre (IRC) to be monitored by an independent Board appointed by the 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 custody within its prison and the range and adequacy of the programmes preparing them for release.

(2) inform promptly the Secretary of State, or any official to whom he/she has delegated authority as it judges appropriate, any concern it has.

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

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.

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3. DESCRIPTION OF THE PRISON

HMP & YOI Moorland is a Category C Resettlement prison, which holds up to 1006 adults. At the time of writing this report there were 340 Sex Offenders, 36 Young Offenders (YO), 8 YO Lifers, 38 Imprisonment for Public Protection (IPP) Prisoners, 240 Foreign National Prisoners and the remainder were Category C Adults. There is a high population of under 24 year olds. YOs are dispersed amongst the rest of the population.

There are seven accommodation blocks and a Segregation Unit which holds up to 28 prisoners. There are currently 16 operational workshops, 2 barber shops, kitchen, gym, chaplaincy, visits centre, healthcare, two education areas, two libraries, Home Office Immigration Enforcement (HOIE) office, gardens and administration offices.

Healthcare is run by Nottinghamshire Healthcare NHS Foundation Trust and Education by NOVUS.

4. EXECUTIVE SUMMARY

4.1 Overall IMB judgement

The prison has gone through another very turbulent 12 months with many changes and processes to implement. Benchmarking was finally completed and this has resulted in a reduction in the number of staff overall within the establishment. The IMB feel strongly that areas such as Segregation and line route are visibly understaffed and as such staff are struggling to cope with the many pressures that they face in dealing with such a diverse population. This the IMB believes has an impact on safety within the establishment. Low staffing was also a contributory factor to the cancellation of escorts taking prisoners to hospital appointments.

Drugs and Violence are also a major concern; although the prison has many initiatives in place to counteract these, the volume still remains high and has increased since the last report. The knock on effects of this means that bullying, debt and sadly serious damage to health and property has spiralled. As a result the number of prisoners located in the segregation unit for their own safety and others needing to be transferred to other prisons has increased.

The Board has observed that a growing number of prisoners appear to have significant mental health difficulties.

However, despite the issues above, the prison has worked very hard to improve staff morale and implement a number of strategic and procedural changes to improve the working of the establishment and they should be commended for this.

4.2 Report Summary

Due to the diverse type of prisoner, range of minority groups and ethnicities within the establishment the prison has, during the reporting period, tried to address individual needs but there is still work to be done in this area.

The quality of the delivery of education is high and there is a strong emphasis on vocational courses. Approximately 68% of the prison population is involved in part-time and full-time work and the prison is working hard to get prisoners out of their cells and involved in meaningful activity. There is the appropriate use of the IEP system to address prisoners who refuse to comply. The use of the prison library is good.

Waiting lists for medical treatment generally reflect those in the outside community but the number of missed appointments (See section 4.4. below) is still an area of concern.

The prison is still embedding the principles of being a "Resettlement" establishment and are continuing to train and work with staff to fully understand what their roles and responsibilities are to deliver this.

Safer Custody is well managed and the IMB are invited to attend all serious incidents which they feel are very well managed. The number of prisoners on ACCTs is high and there are often high numbers of these in Houseblock 7 and Segregation. This puts additional pressures on these units, which is a major concern.

Segregation is an area of major concern. This is an area which frequently houses vulnerable prisoners and prisoners who demonstrate violent and refractory behaviour. This results in cell damage and consequently some accommodation is poor. The IMB recognise the additional pressure on staff and feel strongly that the unit is under manned (See Section 5.7). The number of adjudications has more than doubled in the last year and it is self-evident that the increased volume requires additional resources to meet completion in a timely manner.

A painting and cleanliness programme was instigated during the year, and although there are still some cells and areas that need work, the prison looks much fresher and cleaner than before. The gardens are well cared for and the Board compliments the gardening team for the pleasant and colourful gardens which enhance the grounds, especially around the entrance to the visitors centre.

The kitchen do an excellent job in supplying and supporting religious and health needs on a daily basis and also menus to meet specific religious customs at different times of the year. Frequent equipment breakdowns and the time taken to repair equipment is a major concern (See 5.8 below).

The Security Department is well run with some best practices being recognised. The Board has serious concerns about drugs in the establishment and especially the New Psychoactive-Substances. The impact of these drugs results in erratic and sometimes violent behaviour, related debts, possibly serious damage to health and sadly a less safe environment (See 4.1 and 6.2 for more information).

Applications to the IMB have decreased by 20% from the previous year which may be an indication that prisoners are having better interaction with the prison in getting issues resolved or that changes in systems and procedures are having a positive effect.

4.3 Particular Issues Requiring a Response

For the Minister

The IMB feel strongly that the Segregation Unit is understaffed and as such the staff there are struggling to cope maintaining an adequate regime and all the paperwork required within the unit. At the start of 2016 an application was submitted by the Governor for a Business Administrator for this unit. This post has not yet been authorised. The IMB fully support the prisons submission for this additional post and would appreciate the Ministers support for this.

Over the year, The Board has highlighted the frequent equipment breakdowns in the kitchen and the length of time for repairs to take place. We are concerned about the extra pressure that this places on the kitchen systems. Could the Minister provide any support for budget to provide new, better quality and more reliable equipment?

For the Prison

During 2015/16, the Board have been concerned about the lack of opportunity for those in Segregation to participate in education and have a wider range of suitable reading matter available. The Board would like to see this implemented and monitored more effectively.

The Board are concerned about the lack of definition of Houseblock 7 and the type of prisoners located there. They are also concerned about the number of staff working in the unit and their level of experience relating to the induction process (See Section 6.3 for more information).

The IMB would like to see more pro-active support and information given to Foreign National Prisoners who are anxiously waiting for an update on their immigration status (See section 5.1 for more information).

4.4 Previous Years Concerns

The Board are still concerned about the number of cancellations of escorts for hospital appointments and the number of internal appointments that are missed (see 5.3 Healthcare).

All other issues raised in the 2014/2015 report have been addressed.

5. AREAS REPORTED ON

5.1 Equality and Inclusion

The Prison holds a quarterly Discrimination Incident Report Form (DIRF) Scrutiny panel at which DIRF report forms are scrutinised. Each houseblock also has a PID (Prisoner Information Desk) worker who aims to help prisoners through the system.

A facility for the retired men, "The Retreat" was opened this year which is a place for the more mature to meet, engage and socialise in a relaxed setting.

Moorland currently accommodates 36 people under the age of 21 years. There are 70 people over the age of 60, the oldest person being 89. There are 201 people aged between 21 and 25 year and it has been shown that this cohort is responsible for the largest proportion of incidents of non-compliance, disorder and violence.

Moorland currently accommodates 240 Foreign National people from 55 nationalities. 65% people are White British and 35% of are non-white British

There are 20 religions recorded.

There was only 1 Foreign National forum during the year and the IMB were not aware of any other forums scheduled to meet the needs of any other diverse groups within the population. The IMB received a number of applications from Foreign National Prisoners during the period concerning their immigration status. The IMB would like to see more pro-active support and information given to Foreign National Prisoners who are anxiously waiting for an update on their immigration status.

There was 1 trans-gender prisoner within Moorland during the reporting period and the prison made every effort to accommodate her appropriately.

5.2 Education, Learning and Skills

During Induction, the educational achievements of the prisoner are reviewed and their educational needs and vocational pathways are discussed. At this meeting a strong link is established between Education and Careers. A personalised pathway is set up in order to ensure that the prisoner's individual educational and vocational needs are met. The prisoners are encouraged to record their achievements in a 'Portfolio to Employment'. It is introduced to every prisoner during their induction and it is their responsibility to review it regularly. The portfolio can then be taken by the prisoner to future interviews.

Work based Learning

Approximately 68% of the prison population is involved in part-time or full-time work. A variety of work is available at HMP Moorland and a vocational qualification based on Industry Standards is available in each area. In order to ensure that a basic standard of Maths and English are achieved, N-ergy hold Maths and English classes in the workshops.

Education

Manchester College (NOVUS) provides 287 places in Education comprising of 73 Full-time and 214 Part-time. This is a successful department as shown by the achievement of Ofsted Grade 2 (Good) in the recent HMIP inspection.

As well as encouraging academic achievement there is a strong emphasis on vocational courses e.g. nationally recognised Food Hygiene and Health and Safety courses.

The Education Department is very keen to recognise and celebrate achievement. An example of this was a bricklaying competition held in December 2015, which was judged by visiting employers. A programme of competitions are being planned which will allow the prisoners to showcase their skills to local employers.

Working Together

As HMP Moorland is a Resettlement Prison regular meetings take place between relevant departments e.g. Reducing Reoffending, Learning and skills, Industries, Activities, Education, and Chaplaincy.

Links with Employers

This is an area which is continuing to be developed within HMP Moorland.

- The Education Department is marketing the vocational work by arranging competitions which are judged by employers.
- 340 Employers are part of a scheme which will accept the achievements of the prisoners once they have been verified by the workshops of HMP Moorland.
- Prisoners are encouraged to review their 'Portfolio to Employment' regularly and take it to interviews.

Library

The library supports the work of the Education Department by providing books on relevant subjects wherever possible.

Future Developments and Challenges

The Board is impressed by the enthusiasm and commitment of all who work in the area of Education, Learning and Skills. Their hard work is evidenced by the achievements of their students.

Areas for future development include:

- Obtaining more work for the Workshops
- Continuing to build links with employers and developing new vocational courses e.g. barbering and Customer Service

During 2015/16, the Board have been concerned about the lack of opportunity for those in Segregation to participate in Education. This is being addressed and in future, the sometimes reluctant learners in Seg will be offered some elements of Education suitable for their abilities.

Programmes

There are a number of programmes available which deal with anger management and substance abuse.

In October 2015 the first Sex Offender Treatment Programme was started at Moorland. The first cohort of clients will finish in March 2016.

5.3 Healthcare and Mental Health

Healthcare is provided by Nottinghamshire Healthcare NHS Foundation Trust who deliver an integrated Healthcare service. There are separate sessions for RES 1 and RES 2 prisoners and waiting lists mainly reflect those in the community. The main area of concern has been the waiting list to see the dentist. This has not been helped by the long wait for a new dentist chair which was detailed in the IMB Annual Report for last year. However at the time of writing this report we are aware that this is now on order.

A large range of clinics are held to meet prisoner's needs.

The Board are still concerned about the number of cancelled escorts for hospital appointments. Whilst we appreciate this has in the main been caused by staff shortages we feel that attendance for hospital appointments should be given a higher priority. We note that 51 appointments alone were cancelled during the period May – September 2015, some of these were as a result of NPS incidents.

The Board are still concerned about the number of "internal" appointments that are missed due to:-

- Staff training days
- Lack of notification/awareness of appointment
- Availability of escorts
- Increased number of lockdown days

5.4 Purposeful Activity

(Please also see Section 5.2 Education, Learning and Skills)

All prisoners, including those with disabilities, retired prisoners and foreign nationals are given the opportunity to work and attend education. The gym runs a range of programmes to suit all prisoners irrespective of their age, skills and fitness levels.

There has been an increase in getting prisoners to work and into vocational training during the reporting period. The prison has worked hard to obtain contracted work for prisoners and assist prisoners in gaining vocational qualifications. However, at times there has been insufficient work available.

On one of the RES 1 houseblocks a new library has been created along with a "day room" for retired prisoners.

5.5 Resettlement

At the time of writing this report 38.74% of prisoners were from South Yorkshire (CPA8) area: located here for re-settlement purposes.

The Prison have a resettlement office which is located in an accessible, spacious and welcoming accommodation. Four areas of support are represented here:

- NACRO Resettlement for Prisons and Probation
- Advanced Personal Development
- National Careers Service
- Department of Works and Pensions -Jobcentre Plus

Until the end of April 2015 Shelter provided the housing lead; in May 2015 NACRO were awarded the lead contract to manage resettlement in the prison and work with the other agencies in this key area. In total the various agencies have the equivalent of 4 full time employees.

NACRO continue to provide appropriate resettlement accommodation for around 80%+ (similar to 2014/15) of released prisoners and some of this is in their own dedicated move on accommodation.

An induction pack is provided to each prisoner on entry to the prison and the various services are available during the period of detention.

12 weeks before release each prisoner is invited to attend a discharge review on a one to one basis. This is to offer to each prisoner the range of resettlement options available and to formulate an individual plan covering:

- ongoing accommodation
- financial, benefit and debt advice
- career and training

This is supported by the DWP who six weeks before discharge see individual prisoners to make direct arrangements for work related benefits to be available on discharge and appointment with his local Jobcentre Plus on release. Whilst in receipt of benefits and for up to 2 years following discharge the DWP offers each discharged prisoner a mentor scheme. In the current year DWP has seen 85% of those prisoners expecting to be discharged. However those who are likely to be in receipt of disability benefits are offered an appointment scheme only.

All in all this part of the prison continues to provide a high level of service to around 700 discharges per annum and its continued success should be welcomed.

It has been noted that there is limited support for prisoners who fall into the disability benefits area and this is an area that would benefit from being reviewed.

5.6 Safer Custody

2015 saw the introduction of the ring fenced safer custody team (one band 4 and one band 3) which has made a positive impact and improved the capturing of information regarding violence and self-harm.

During 2015 there were:

- 282 ACCT documents opened.
- 205 Incidents of self-harm.
- 24 Constant supervisions.
- 543 Violence Reduction Order (VRO) reports received.
- 212 Assaults or fights reported prisoner on prisoner.
- 41 Assaults reported on staff.
- 374 Adjudications for violence with 159 being referred to the police.

During 2015 there were 2 deaths in custody by natural causes.

The prison holds a monthly Safer Custody meeting, which is attended by an IMB member. During rota visits IMB members review ACCT documents and talk to prisoners who are on ACCTs. IMB members attend some ACCT reviews and are invited to attend some multi-disciplinary ACCT reviews.

The IMB, when available, attend planned removals of prisoners and have noted attendance at 4 during the reporting period.

The IMB attended 7 serious incidents during the reporting period and found all of them to be managed very professionally. Unfortunately we were unable to attend 1 incident that occurred.

5.7 Segregation

Moorland Segregation unit has a total capacity for 28 prisoners. 24 are for everyday usage and there are 2 special accommodation cells and 2 for close observation. Available within the unit is a servery, two shower areas, two recreation yards and a small library trolley and prisoner telephone access.

Due to the nature of the prisoners held on segregation there is a lot of cell damage which results in cells being out of action. There is a lot of graffiti in the cells and the quality of some of the accommodation is poor.

The Board is informed within 24 hours of any prisoner being moved into Segregation and IMB members can speak freely with all prisoners in there at any time. IMB Board members attend the 14 day reviews which are held weekly. The IMB make every effort to ensure that prisoners are seen within 72 hours of being placed within the Segregation Unit.

The Segregation Unit can be a very volatile and an extremely noisy unit. Segregation is a high risk area and often gives a good indication of the state of the whole prison.

The IMB feel strongly that the Segregation Unit is understaffed and as such the staff there are struggling to cope with maintaining an adequate regime with all the paperwork required within the unit.

The number of adjudications has more than doubled in the last year and the numbers in the unit have increased from average of 10/12 to 16/17.

At the start of 2016 an application was submitted by the Governor for a Business Administrator. This post has not yet been authorised. The IMB fully support the prison's submission for this additional post within the unit.

The Board have been concerned about the lack of opportunity for those in Segregation to participate in Education and have appropriate reading matter available.

The IMB feel that the staff in the unit are very respectful to the prisoners located there and give them a good level of time and attention within their time constraints. We also appreciate the time and support given to IMB members.

5.8 Residential Services

General

There are seven house blocks, one Segregation Unit and one Kitchen. Two house blocks are for Res 2 prisoners and five are for Res 1 prisoners. A number of "single" cells are being used as "double" cells. The toilet areas in some cells are not screened adequately to ensure proper levels of privacy.

Every Houseblock has a daily cleaning schedule, carried out by designated prisoners. Some Blocks are tidier and cleaner than others. Communal areas e.g. the Visitors Centre are cleaned by AMEY, a cleaning company which employs prisoners.

A painting programme instigated during 2015-16 has resulted in the whole prison looking fresher and more 'cared for'. Litter around the prison has been significantly reduced due to regular cleaning parties. The gardens are well cared for and provide a calm setting around the establishment. The Board compliments the gardening team for the pleasant and colourful gardens which enhance the grounds, especially around the entrance to the Visitors Centre

Lack of staffing on the wings is a huge concern as it has an impact on the wing regime and the general well-being of prisoners and staff. When staff presence is at a minimum on the wing, they are unable to respond to prisoners requests adequately or promptly which can often result in further friction. The resultant reduction in association time is a constant complaint received by the Board.

We have also raised the loss of time and money when there is a lack of staff for escorts to external appointments or to provide evidence at Adjudications and Segregation Reviews.

The Board compliments the gardening team for the pleasant and colourful gardens which enhance the grounds, especially around the entrance to the Visitors Centre.

Kitchen

The kitchen is clean and well managed. A number of special diets are supplied to support religious and health needs on a daily basis, as well as menus to meet specific religious customs at different times of the year.

Over the year, the Board has highlighted the frequent equipment breakdown and the length of time for repairs to take place. The Board is concerned about the extra pressure that this places on the kitchen systems. The Board has also highlighted the lack of correct clothing being worn in the kitchen and serveries i.e. headwear not being worn.

Food is transported around the prison in heated trollies. Catering comment books are kept on the Houseblocks and they are checked regularly for feedback about the quality of service. Despite the regular equipment breakdown, the kitchen admirably manages to supply meals on time to all the house blocks.

General/Kitchen

Contractors take too long to remedy maintenance and repair problems e.g. from this year include, the ovens in the kitchen, washing machines and dryers, and exercise yards.

6. OTHER AREAS REPORTED ON

6.1 Security

The Security Department has been subject to several audits over the year with successful outcomes and some best practice being recognised.

Their monthly meetings, some of which are attended by the IMB, are purposeful with ongoing scrutiny of procedures and practice being very evident. Intelligence development and objective setting is clear and proportionate.

There is an established analysis team which handles a relative high number of Incident Reporting System (IRS) reports each month. These are discussed at the daily Senior Staff Management meetings and actioned promptly with a report going to the Governor at the close of the week. Staff have confidence in this system and use it appropriately.

There have been positive links with the Police Intervention Team and other external agencies. The Police Liaison Officer has proved to be a valuable asset to the Security Department. The Traka and Mercury system are now well embedded and biometrics have been introduced in the Visits and Reception areas

The Board has serious concerns about drugs in the establishment and especially NPS. The impact of these drugs results in erratic and sometimes violent behaviour, related debts, possibly serious damage to health and sadly a less safe environment. The security team are proactive and continue to make every effort to reduce their introduction into the establishment. There are additional surveillance cameras, Automatic Numberplate Recognition cameras, together with the attendance of the Yorkshire Area Search Team and the use of police cars on perimeter roads. All incidents are reported to the police.

The Board has a positive relationship with the Security Department which leads to the sharing of relevant information.

The Board would like to commend the Security Department for its robust vigilance and positive approach in what seems to be a continuously challenging environment.

6.2 Drugs and Violence

Drugs and Violence are also a major concern. Although the prison has many initiatives in place to counteract the escalating incidents the volume has increased since the last report. The resultant effects are bullying, debt and damage to health and property. Additionally more prisoners are segregated for their own safety and subsequently having to be transferred to other establishments.

The number of violent incidents has increased since the previous annual report and the Board are very concerned about this. (See section 5.6 Safer Custody).

6.3 Houseblock 7

What was previously the Induction Unit was renamed Houseblock 7 and initially housed the kitchen workers. However, this is no longer the case and the unit seems to have an ill-defined purpose being used to locate the more vulnerable prisoners within the establishment and those prisoners refusing to re-locate. This unit appears to hold a large number of prisoners on ACCT's. The IMB feel that there is an insufficient number of experienced Induction staff within the unit. Due to this, the IMB are concerned that the induction process may be compromised.

7. THE WORK OF THE INDEPENDENT MONITORING BOARD

Board Statistics	
Recommended Complement of Board Members	20
Number of Board Members at start of the reporting period	7
Number of Board Members at the end of the reporting period	7
Number of new members joining during the reporting period	4
Number of members leaving within the reporting period	4
Total number of Board meetings during the reporting period	12
Total number of visits to the establishment	461
Total number of segregation reviews held	52
Total number of segregation reviews attended	52

The IMB carries out the following duties:-

- * Rota
- * Applications
- * Segregation review
- * Adjudications
- * Board meetings
- * Chair's meeting with the Governor
- * Chair's meetings with Vice Chair & Board Development Officer
- * Attendance at multi-disciplinary ACCT reviews
- * Senior Management Team Meeting
- * Attendance at Area Chair meetings

In addition to this members attend a variety of committee meetings and IEP reviews, training events etc.

APPLICATION MONITORING 2015/2016

Below is a breakdown of prisoner applications by location, month and category.

LOC	M	A	M	J	JY	A	S	O	N	D	J	F	TTD
HB1	5	2	2	7	3	3	6	3	2	2	2	2	39
HB2	2	3	0	4	3	2	1	0	3	6	3	2	29
HB3	8	6	10	7	2	0	3	1	2	0	0	1	40
HB4	1	2	7	10	2	3	1	1	2	0	0	3	32
HB5	0	9	6	3	2	3	0	0	0	4	0	4	31
HB6	7	3	8	9	4	6	2	1	3	8	0	5	59
HB7	1	0	1	3	0	0	0	0	0	0	0	0	6
SEG	0	1	2	0	0	1	2	0	1	1	1	1	7
TOTAL	24	26	35	43	16	18	13	6	13	21	9	18	242

CATEGORY

	2015/ 2016	2014/ 2015
Accommodation	0	6
Adjudications	3	3
Equality & Diversity (inc. religion)	5	5
Education/employment/training inc. IEP	26	32
Family/visits inc. mail & phone	12	22
Finance/Pay	10	7
Food/kitchen related	0	4
Health-related	17	35
Property (within current establishment)	20	14
Property (during transfer/in another establishment)	20	35
Canteen, facilities, Catalogue shopping, Argos	4	7
Sentence-related (inc. Home Detention Curfew, Release on Temporary Licence, parole, release dates, re-categorisation etc.)	40	46
Staff/prisoner/detainee concerns inc. bullying	25	41
Transfers	23	30
Miscellaneous	23	20
Prison complaints system	14	2
TOTAL	242	309

**8. GLOSSARY OF ESTABLISHMENT-RELATED TERMS AND ABBREVIATIONS USED IN THIS REPORT
(alphabetical order)**

Abbreviation	Description
ACCT	Assessment Care in Custody and Treatment
DIRF	Discrimination Incident Report Form
DWP	Department of Works and Pensions
HOIE	Home Office Immigration Enforcement
IEP	Incentive and Earned Privileges
IPP	Imprisonment for Public Protection
IRS	Incident Reporting System
NPS	New Psychoactive Substances
RES 1	Cat C Prisoners Adults and Young Offenders
RES 2	Sex Offenders
VRO	Violence Reduction Order
YO	Young Offender

THE END