



ANNUAL REPORT

HMP & YOI HATFIELD

**1ST OCTOBER 2014 – 29TH FEBRUARY
2016**

1. Statutory Role of the Board

The Prison Act of 1952 and the Immigration and Asylum Act of 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 custody within its prison and the range and adequacy of the programmes preparing them for release;
2. Inform promptly the Secretary of State , or any official to whom he has delegated authority as it judges appropriate, any concern it has;
3. Report annually to the Secretary of State on how well the prison has met the standards and requirements placed on it and what impact these have on those in its custody;
4. To enable the Board to carry these out 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

3.1 HMP/YOI Hatfield is a category D Resettlement prison, formerly known as Moorland open, as part of HMP Moorland and was part of the South Yorkshire Cluster, and it was procedurally managed by a cluster governor and cross – site functional heads. Since that time and the appointment of its own Governor, Hatfield has focused on becoming a stand – alone resettlement prison having officially separated from HMP/Moorland in April 2014 and having taken over the previous HMP Lindholme I wing (previously an Immigration Removal Centre) in June 2015 now known as The Lakes site, approximately 4 miles from the main Hatfield site. The primary use of this site is to accommodate all new arrivals into Hatfield for an initial three month period before they progress to the main Hatfield site.

3.2 HMP/YOI Hatfield has a baseline CNA of 390 and in-use CNA 340 due to 'E' Unit being closed.

3.3 The population, all convicted, range in ages from Young Offenders to those of mature years, At the Lakes site all accommodation is on a shared basis although if for any reason single accommodation is required e .g health reasons then this will be provided. At the main Hatfield site all accommodation is in single cells and there is a small (6 beds) unit which provides independent living.

3.4 On arrival the prisoners undergo a rigorous risk assessment, health screening and educational assessment and they will be allocated into education, training and/or work placement during this three month period prior to moving to the main site. There is full employment for all prisoners across the two sites, the ethos of the prison is for resettlement and preparation for returning into the community by developing a wide range of skills to enhance their opportunities on release. Those prisoners eligible for release on temporary licence (ROTL) will initially undertake voluntary unpaid community work before moving on into paid employment or further training outside the prison, many prisoners maintaining employment on release.

4 Executive Summary

4.1 The prison has gone through a period of considerable change and uncertainty during the reporting period moving from being part of a cluster to a separate and autonomous establishment. Under the leadership and vision of the Governor Chris Dyer and his Management team the prison has evolved from a lack of direction by the previous management to being on the point of becoming a high performing prison. It is a credit to each and every member of staff who have engaged with enthusiasm in this process.

4.2 The quality, range and delivery of education is excellent as acknowledged by the HMIP (Her Majesty's Inspection of Prisons) 2015, Ofstead Outstanding.

4.3 The resettlement department work hard to achieve good outcomes for prisoners, there is an impressive range of purposeful activity and full employment. Many prisoners found work outside the prison which they were able to continue on release.

4.4 Safer Custody is well managed with a recent audit requiring no action points to be undertaken. Prisoners are generally safe and violence is extremely unusual.

4.5 Healthcare is establishing its own autonomous department which will benefit the establishment. The service is easily accessible and of the same quality commensurate with that in the community.

5 Equality and Inclusion

5.1 Following the move from the previous cluster arrangement this committee has been reformed under the leadership of the Deputy Governor since October 2014, with the prison having a positive and proactive approach to equality matters. Meetings are held bi-monthly and attended by staff from relevant departments including prisoner representatives who make a valued contribution, a member of the Board has particular responsibility for monitoring this area and has good liaison with the Equalities Officer who was appointed in April 2015. The Board would like to see this officer given more time to develop the role.

5.2 All prisoners are requested to complete an equality questionnaire on arrival which asks about ethnicity, nationality, disability and other protected characteristics. Included in the induction process is a session on race, equality and diversity.

5.3 The prison have appointed a full time Equalities Representative who operates across both sites of the prison plus three further voluntary representatives, this has proved helpful in promoting events which have included; MacMillan Coffee morning and Black History Month.

5.4 Several focus groups have been set up for BME, Travellers, Older Prisoners and Gay prisoners. The numbers attending these groups is dependent on the prison population at the time and also on those working out of the prison, however, the equalities officer makes regular contact with the group to check on well-being. A separate Quiet Area has been provided for older prisoners for reading, a quiet chat or playing cards the area has so far been under used. The older prisoners are also offered some specific gym sessions.

5.5 Whilst there are no specific rooms for prisoners with disabilities, there is plenty of ground floor accommodation available and any prisoner requiring additional medical aids not already in use will be given help to acquire these by the Equalities Officer and Health Care. Staff are aware of those prisoners who have a personal emergency evacuation plan (PEEPS) in place, at the present time there are 6 in place. At present there is 1 YO, 75 Adults under 50yrs, 45 over 50yrs with 3 prisoners over 70yrs

5.6 The catering manager has provided menus for all appropriate festivals and celebrations.

5.7 The chaplaincy team has experienced difficulties during 2015, many due to the previous clustering arrangement, however, following an audit by NOMS earlier in 2015, an action plan was put in place to address issues particularly regarding regular chaplaincy meetings and recording their work. All prisoners are seen on entry to Hatfield to provide information about services and the help, support and guidance available.

6 Learning, Skills and Education

6.1 The Board is pleased to report that there is sufficient learning, skills and work places to meet the needs of the population who are all purposefully employed. Novus (Manchester College) is delivering excellent quality educational courses .A recent Ofsted report in August 2015 rated this department as' **Grade 1 Outstanding**' in both Quality of learning, skills and work provision and Leader and Management of learning, skills and work.

6.2 On arrival at Hatfield the prisoners are assessed for levels of numeracy and literacy and one- to-one training is available if required. The needs of each prisoner is taken into account together with any previous qualifications and skills already gained at previous establishments. There is a very good working relationship between Novus, The National Careers Service and since May 2015 the Community Rehabilitation Company (CRC) although there have been several changes of NACRO staff in this role.

6.3 The allocation process is both efficient and effective, the range of work is good and includes cleaners, peer mentors, PID workers (prisoners information desk) in various locations,, gardeners, recycling and waste management, poly-tunnels for the production of fruit and vegetables, chickens ,stores, kitchens and recycling lives,(who also help prisoners with accommodation and employment) a fabrication workshop, refurbish (a shabby chic workshop and re-assembly of furniture for resale through their shops) and a coffee shop.

6.4 In addition there is an IT Suite, providing Levels 1-3, a Barbering Suite and a Business Suite which won an award for the provision of Sfedi (small firms enterprise & development initiative) courses which covers all aspects of business development especially for those wishing to set up their own business.

6.5 The Board have found prisoners undertaking education to be polite and engaged on their tasks and that the course is relevant to the prisoners needs. The staff are experienced and well qualified and continually offer help and encouragement to the prisoners.

6.6 The Family Days have proved very popular to maintain family ties, it is intended to hold four per year. The staff work extremely hard to provide activities for the children and combined activities for the family e.g. a quiz that involves all family members. The Board have observed that these days are enjoyed and much appreciated by the families.

6.7 There is a well-stocked library at both sites, run by Doncaster Metropolitan Borough Council and this is well used by the prisoners at both sites where videos and games are also available to borrow.

6.8 Corridor wall displays throughout both the Hatfield and the Lakes gives prisoners clear and well-presented information about the provision of the educational opportunities presented in the prison.

7 Purposeful Activity – also see Education, Learning and Skills.

7.1 All prisoners including those who are retired or have disabilities are given the opportunity to work or attend education and the take up of this is that very few are unemployed, and the Board is able to report positively on the purposeful activities that are available in the prison.

7.2 Those prisoners eligible to work outside the prison are assessed with regard to the skill sets needed to match these to the expectations of each prisoner for their future employment on release. Prisoners are required to complete a short period of unpaid/voluntary work in the community during which time they will be assessed and prior to them moving on to paid employment. For some prisoners this is the first time that they will have been involved with legitimate employment and is an important step to returning to a life outside prison.

7.3 There are excellent working partnerships with external providers and Employer Engagement events have been held with the following;

- Laing O'Rourke – Construction industry
- Volker Fitzpatric – Construction/rail industry
- Siemens – Electronic industry

7.4 In addition Volker Fitzpatrick delivered Employability Skills training to three co-horts plus one session on Behavioural Change.

7.5 A Farm Shop is planned at the Hatfield site for the sale of fruit, vegetables, plants and garden furniture (made at HMP Ranby) articles made in the welding shop e.g. plant and flower holders, and eggs from the chickens at the Lakes site.

8 Health and Mental Health

8.1 Healthcare is provided by Nottinghamshire Healthcare NHS Foundation Trust who deliver an integrated Healthcare service. Since June 2015 HMP Hatfield/ Hatfield Lakes has had its own staff including a Clinical Matron.

8.2 The healthcare available to prisoners is good and equate to those experienced in the community. Some prisoners have quite demanding and complex healthcare needs as the age of the prison population increase. If required hospital admission will be facilitated in Doncaster or Sheffield.

8.3 Mental Healthcare both primary and secondary are provided across the site together with Substance Misuse services although there are no recovery programmes available at present. A recent report by NHS England/NOMS/Public Health England is under review and an action plan is being developed.

8.4 Social Care Arrangements are working well since April 2015 and regular monthly meetings are taking place to discuss outcomes from any assessments. Complex Case Management in physical health care is the result of a 3year service improvement plan for long term/significant illness e.g. Parkinson's disease is now in place.

8.5 Dental care is provided by HMP Moorland and prisoners are taken for treatment from both sites of the prison on a weekly basis. On the whole this works well and waiting times are no longer than those in the community, however, the impact of a broken dental chair on more than one occasion have extended these times. However, there is no provision for dental emergencies although the Advanced Nurse Practitioner is able to prescribe antibiotics. The Board feel it would be beneficial for the prison to have its own dedicated dental service.

8.6 Primary Care Health screening for those prisoners aged 40yrs – 74yrs is now taking place for chronic disease, blood borne viruses, aortic aneurysm, heart disease, eye disease and falls.

8.7 A General Practitioner attends each site of the prison weekly in addition to which an Advanced Nurse Practitioner is able to review and prescribe medication if necessary.. Two new Pharmacy Technicians have been appointed which has had a very positive effect as this relieves the nurses from this duty in the maintenance, ordering and management of the pharmacy supplies.

8.8 Issues to be looked at in the future include Health Promotion, Service User Involvement and Substance Misuse.

9 Resettlement

9.1 A gradual transformation has taken place regarding temporary ROTL (Release on Temporary License) arrangements until the final policy in March 2015. The prison experienced difficulty initially dealing with those prisoners in the Restricted ROTL group who require three accompanied town visits for which the prison was not resourced. Each prisoner is assessed individually and occasionally a prisoner may require more than three visits particularly those who have been in prison many years e.g. lifer's.

9.2 During the three month Assessment Period following their admission to the Lakes site the OASys (Offender Assessment System) is reviewed, although this is not always completed from the previous establishment in this case the OMU (Offender Management Unit) will need to do this initially. In some cases this has to be completely renewed as the paper work is not up to the standard required at Hatfield who work to a high standard. During this assessment period the sentence plan, OASys and reception checks will highlight any issues including those in relation to Public Protection and those who require Enhanced Behaviour Monitoring. The Inter-departmental Risk Management Team meet on a monthly basis to discuss these high risk prisoners.

9.3 There are 4.5 Probation staff working in the OMU across the two sites at present although the Benchmarking was for 5, it is hoped to obtain this level shortly. In the meantime the Senior Probation Officer is giving addition support. The Board note the excellent working relationship between these two functions.

9.4 At present there are 14 Offender Supervisor's, however, due to this group still having to carry out Operational Duties this number is often depleted on a daily basis which can impact on the prisoners being given information and support by their allocated Offender Supervisor. Despite this the prisoner's case notes are of good quality and shows understanding of their prisoner's.

9.5 There are some communication issues with National Probation Service and the Community Rehabilitation Companies in the community to obtain sufficient information within a given timeframe and this can prove problematical for those prisoner's waiting to access ROTL and HDC (Home Detention Curfew) as they are not able to be informed until the day before. Prior to this they will be given permission on the understanding this information is available.

9.6 The OMU and Reducing reoffending departments together with National Career's (awarded a Butler Trust Award) and the Community Rehabilitation Companies work jointly to help prisoners maintain family ties and to address other areas such as training employment, drug and alcohol issues and to facilitate access to support services inside the prison and in the community.

9.7 ROTL and HDC is well used as would be expected in a Resettlement Prison, the OMU have been working hard to establish good relationships with the sending establishments to ensure that the prisoners have enough time left on their sentence to benefit from Resettlement opportunities.

10 Safer Custody

10.1 The prison takes positive and proactive measures to deal with safer custody issues. The establishment has introduced a Contact Support Officer Scheme (previously Personal Officer) which focuses on the importance of every contact, this ensures that prisoners feel supported and they are encouraged to share any issues and concerns as well as building trust. A community concern initiative was also launch in October 2015 which gives prisoners the opportunity to inform the prison if they are concerned about a fellow prisoner and forms for this are readily available on the residential units.

10.2 The Safer Custody team meet on a monthly basis under the lead of the Residential Governor, this includes prisoner representation and a member of the Samaritans. There are four trained Listeners (trained by the Samaritans) at present who work on a rota basis. In June 2015 peer support for substance misusing prisoners was introduced. These prisoners are trained in basic drug awareness, group work skills and addiction. The Recovery Champions are available to support any prisoner and hold weekly Narcotic and Alcohol Anonymous meetings in the evenings to allow access for all prisoners.

10.3 There is a clear anti-bullying policy in place and each incident is thoroughly investigated and if appropriate to be referred to a review board. All perpetrators and victims are allocated a case manager who will monitor, support and educate appropriately. In 2015 there were 15 incidents of Harassment and Threats (Bullying)

10.4 Eleven cases were dealt with under Assessment, Care Custody and Teamwork (ACCT) procedures during the reporting period. There were two incidents of Death in Custody, one by natural causes and one self - inflicted.

10.5 A Safer Custody Audit reported No Action points.

11 Security

11.1 As with other establishments the importation of drugs, alcohol and mobile phones is the greatest threat to a secure environment. As benefits an open prison HMP Hatfield/Lakes has minimal physical security measures although the Lakes is more secure as it still has a fence and the gates are locked during the night period.

11.2 The reduction of staffing numbers due to benchmarking has meant that the searching of prisoners on return from outwork is minimal. This increases the risk for drugs, alcohol and mobile phones to enter the establishment.

11.3 In spite of this the staff are to be commended on their vigilance in keeping illegal and illicit items to a minimum through regular search procedures. They are assisted in this by The Yorkshire Area Search Team. The very good staff-prisoner relationships ensure that security concerns are swiftly reported and actioned.

11.4 The regular security meetings set appropriate objectives particularly in relation to drugs, alcohol and mobile phones. There is an awareness of the dangers and risks associated with NPS drugs (Novel Psychoactive Substances). As the summer period approaches an increase in the use of steroids is being observed.

11.5 A disappointment is the number of prisoners who absconded during the reporting period from both Hatfield and the Lakes. Those who absconded total 12 of which 9 prisoners were IPP's (Indeterminate sentence for Public Protection) this must question the suitability of some prisoners being given Cat D status either by their previous establishment or recommended by the Parole Board. The number of prisoners returned to closed conditions during this time total 102.

12 Residential

12.1 As HMP Hatfield is a split-site establishment the prisoner's accommodation differs at each site. At The Lakes site which is a former RAF site and latterly used as an Immigration Removal Centre, the accommodation is in shared rooms. The whole of this site was extensively refurbished prior to opening in June 2015, providing 'G' and 'H' wing, unfortunately some parts of the residential areas are already showing signs of damp on walls and ceilings. There is a separate dining room for use by the prisoners.

12.2 HMP Hatfield main site accommodation is all single occupancy across six units. Units A, B and C accommodating 60 prisoners, again these units show signs of damp. D and E unit accommodating 40 prisoners in each are of the prefabricated kind and were originally used for workers of the channel tunnel prior to being obtained for use at Hatfield. These units are well past their life expectancy having previously been refurbished and are now at the point of requiring further major work. Unit E is closed at the present time. The Board would ask for a

decision to be made as to the future of these units in light of the major expense required. A rolling programme of repainting is in operation and the prison now has a corporate image. The gardens at both sites are well maintained and the Hatfield site has won several awards including Gold Standard for Business Premises, Gold Standard for Unusual Container and Silver Gilt for Allotment of the Year.

12.3 The kitchens at both sites provide good quality food and provide for all diets whether medical, religious or from individual choice. There is a rolling pre-menu choice and prisoners can eat this in the dining rooms provided or many prefer, to take it back to their room. There are microwave facilities and toasters on each unit. Equipment breaking down continues to be a problem for the kitchen staff, especially the length of time taken to get them repaired.

12.4 The non-smoking policy introduced during 2015 has been accepted with surprising ease. Smoking areas have been introduced across the sites. Shower curtains are in the process of being put in place in the joint showers and additional doors have been placed on the top of the toilet doors giving more decency and privacy when using these facilities.

12.5 The Governor has held a regular monthly meeting with all the prisoners to keep them up to date with changes across the estate either locally or nationally, there are also prisoner consultative meetings on a regular basis and lots of opportunity for the prisoners to contribute with suggestions and ideas to life whilst they are at Hatfield.

12.6 Since April 2015 Amey have taken over the works and maintenance of the establishment. The situation with this contract is somewhat unique in that Amey at HMP Lindholme provide this service to Hatfield Lakes site and Hatfield main site have its own team. The time taken from the initial request to the actual job being completed has without doubt increased and is process driven. The Board feel that particularly at the Lakes site, (serviced from HMP Lindholme) that this site is at the bottom of the pile. This in no way reflects on the staff who were previous prison employees but on the processes and procedures introduced by Amey themselves.

THE WORK OF THE INDEPENDENT MONITORING BOARD

BOARD STATISTICS	
Recommended Complement of Board Members	2
Number of Board members at the start of the reporting period	2
Number of Board members at the end of the reporting period	5
Number of new members joining within the reporting period	3
Number of members leaving within the reporting period	0
Total number of Board meetings during reporting period	17
Number of visits to the Establishment	165
Number of Segregation Reviews held	0
Number of segregation reviews attended	0
Date of annual team Performance Review	0

Monitoring fairness and respect for people in custody

THE WORK OF THE INDEPENDENT MONITORING BOARD

Code	Subject	2014 (Oct-Dec) Year	20015/2016 Year	Year	Year
A	Accommodation	0	1		
B	Adjudications	0	0		
C	Equality & Diversity (inc religion)	0	0		
D	Education/employment/training (inc IEP)	0	2		
E 1	Family/visits inc mail & phone	0	1		
E 2	Finance/Pay	0	0		
F	Food/kitchen related	0	0		
G	Health related	0	2		
H 1	Property (within current establishment)	0	3		
H 2	Property (during transfer/in another establishment)	0	4		
H 3	Canteen, facilities, Catalogue shopping, Argos	0	0		
I	Sentenced related (inc. HDC, ROTL, parole, release dates, re-cat etc)	0	4		
J	Staff/prisoner/detainee concerns (inc bullying)	0	0		
K	Transfers	0	1		
L	Miscellaneous	0	1		

Monitoring fairness and respect for people in custody

Conclusion

HMP/YOI Hatfield provides a safe and decent environment where all prisoners are treated as individuals and with respect, the staff prisoner relationships are excellent.

The Board would like to thank all the staff for their co-operation, help and support in the carrying out of its duties.

Wendy Anwar

Chair