



**THE INDEPENDENT  
MONITORING BOARD**

**HMP STOCKEN**

**ANNUAL  
REPORT**

**1<sup>ST</sup> MAY 2015  
to  
30<sup>TH</sup> APRIL 2016**

## **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.

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### Section 3 EXECUTIVE SUMMARY

#### INTRODUCTION

The IMB considers that HMP Stocken remains, in line with previous recent reports, a generally efficient establishment which is well managed. In view of this conclusion the Board took issue with the findings of Her Majesty's Inspectorate of Prison's (HMIP) who undertook an unannounced inspection of the prison in early July 2015. An exchange of correspondence between the Board Chair and the then Chief Inspector expressed concerns about the approach of the inspection team and some of its findings. The Board considered that the inspection report overall had been unduly coloured by a specific instance of concerted indiscipline\* which had occurred some weeks prior to the team's arrival. This, the Board felt, led to less positive conclusions by the Inspectors in at least one area than might otherwise have been the case. The Board considered this unjustified, based upon their own assessment formed from over 700 separate visits to the establishment in the preceding 12 months. It was also considered that insufficient recognition was given in the HMIP report to the good work undertaken by management and staff, often when resources were at a premium.

(\*The serious incident is commented upon elsewhere in this report).

Like other establishments HMP Stocken faces a continuum of over-stretched resources and a challenging prison population, exacerbated by the scourge of drugs, especially New Psychoactive Substances (NPS). The Board is encouraged by recent legislation, (May 2016), making these substances illegal and providing for significant sanctions for those found in possession, supplying or otherwise concerned with the provision and circulation of such substances. However, as noted below more now needs to be done, particularly by way of testing prisoners, to ensure maximum effectiveness of the new legislation.

The Board is particularly encouraged by the way in which Management and Staff have worked together following the significant impact of the serious incident of concerted indiscipline which led to K Wing at Stocken being out of use for a period of eleven months whilst damage was repaired. This speaks well of the team ethic demonstrated by all staff.

#### 3.1 ISSUES REQUIRING A RESPONSE

##### 3.1.1 **Adequacy of Staff Resources.**

In the Annual Report for 2014/15 the Board noted that it was increasingly concerned about the adequacy of staff resources. It is disappointing to note that no action has been taken by Ministers or the National Offender Management Service (NOMS) to review the staffing requirements of this establishment. As we pointed out last year Stocken considered itself fortunate that staffing was broadly in line with the profile determined for the prison. Indeed the prison has been in a sense 'beneficial' that the loss of K Wing in June 2015 as a consequence of concerted indiscipline has marginally lessened pressure on staff as those

officers who were allocated to that wing have been re-deployed, increasing available resource by four.

Nevertheless pressures remain significant and the allocated resource provides insufficient contingency for the inevitable escorts, constant watch requirements and hospital bed watches. Staff sickness is commendably low but again contingency provision is inadequate. Ministers and NOMS must realise that paring resources to the bone, if not beyond, will not in any way facilitate achievement of their commendable aims of providing a safe and secure environment where prisoners are encouraged to better themselves in preparation for release. Indeed the continuing failure to provide an optimum, rather than a barely minimum level of resource could be construed as suggesting that the Minister's stated intentions are in fact merely aspirational and that delivery intent is lacking.

'THE IMB CONSIDERS THAT IN THE INTERESTS AND WELLBEING OF PRISONERS AND STAFF THIS MATTER REQUIRES TO BE PROPERLY AND URGENTLY ADDRESSED BY MINISTERS AND NOMS.' (A quotation from the 2014/15 report, this request for action is again repeated as no action has been taken). FURTHER, IT IS REQUESTED THAT A SUBSTANTIVE RESPONSE IS PROVIDED ON THIS OCCASION AND THAT IT SPECIFIES WHAT ACTION WILL NOW BE TAKEN, IDEALLY WITH A TIMETABLED DELIVERY COMMITMENT.

### **3.1.2 Criminal Justice Secure Mail (CJSM)**

This system is a secure e-mail system enabling IMB Members and many others working in the criminal justice system to communicate personal and confidential information, one to another. The system is frankly not fit for purpose: it is cumbersome to use, but more importantly it is inadequate in terms of capacity. During the working day it is frequently difficult if not impossible to gain access within a reasonable amount of time. Messages are frequently lost when the system flashes 'error' due to overload. This concern has existed for a very considerable time and whilst minor adjustments seem to have been made, this facility remains a major source of frustration and concern.

IMB Members are unpaid volunteers. They give of their time freely and willingly. It is however unreasonable for the Ministry of Justice to allow a situation to continue in which Members have to commit disproportionate amounts of that voluntary time because of the inadequacies of this system. Indeed some Members now *only* try to access this system in the early morning or late at night!

THE IMB REQUESTS THAT RADICAL AND URGENT ACTION IS TAKEN BY SENIOR MANAGEMENT WITHIN THE MINISTRY OF JUSTICE TO ENABLE ALL THOSE WHO USE THE CJSM SYSTEM TO HAVE ACCESS TO AN IMPROVED SYSTEM OFFERING INCREASED CAPACITY, GREATER RELIABILITY AND BETTER OPERATING FLEXIBILITY

### **3.1.3 New Psychoactive Substances**

As noted above the Board is much encouraged by the new legislation designed to deter those in prison using, dealing or assisting in the distribution of these pernicious and

addictive substances. They present substantial dangers to those who use them and, equally importantly fuel aberrant behaviour and violence to other prisoners and to staff. However legislating and applying sanctions to those who may engage with the use or distribution of these substances is but one part of the necessary and urgent response, essential if this scourge is to be diminished. Investment is required to ensure that there is rigorous searching and testing within establishments and searching of those who come into the prison. It is understood that testing equipment for NPS is expensive, but without adequate provision of this equipment some of the benefits of the recent legislation will be diminished. Similarly, staff resources sufficient to ensure frequent searching and close monitoring of behaviour must be considered if this relatively new scourge of prisons is to be addressed with maximum effectiveness. Failure to invest the necessary resources now will lead inevitably to greater costs later.

THE IMB COMMENDS MINISTERS ON IMPLEMENTING LEGISLATION TO DETER NPS AND TO IMPOSE DETERRENT MEASURES. EQUALLY THE BOARD NOW SEEKS A SPECIFIC FURTHER COMMITMENT FROM MINISTERS AND NOMS TO GIVE MAXIMUM EFFECT TO THEIR LEGISLATIVE MEASURES BY COMMITTING THE FINANCE NECESSARY TO PROVIDE ADEQUATE QUANTITIES OF TESTING KITS AND STAFF RESOURCES TO ENSURE RIGOROUS MONITORING OF THIS IMPORTANT PROBLEM.

#### **3.1.4 Remittance of Money to Prisoners**

The Stocken IMB supported the motion to the IMB Annual Conference calling on NOMS to revise the Prison Service Instruction which provides for money to be remitted to prisons to enable prisoners to purchase necessities and other items permitted under the "In Possession" arrangements pertaining to each particular establishment. As matters presently stand quite substantial sums may be remitted to prisoners and whilst these sums are held on behalf of prisoners in individual accounts from which purchases can be made, there is presently clear potential for these arrangements to be exploited. The sending in of substantial sums can create 'haves' and 'have nots' within prison, which can create interpersonal tensions. Also items purchased can be sold, or otherwise traded to obtain illicit items, for example NPS, or for 'services' which might include violence. It is also feasible that money may be sent in as a result of external trading on a prisoner's behalf. Stricter limits on the amount and frequency for remitting money to prisoners are needed.

THE IMB ASK NOMS TO REVIEW SPEEDILY THE PRISON SERVICE INSTRUCTION (PSI) DEALING WITH THE REMITTANCE OF CASH WITH A VIEW TO IMPOSING SIGNIFICANTLY STRICTER CONTROLS ON BOTH AMOUNT AND FREQUENCY OF PROVISION.

#### **3.1.5 Offender Assessment System (OASys)**

The IMB at Stocken takes a particular interest in the work of the Offender Management Unit (OMU). The Unit deals with all aspects of a prisoners' progress, identifying the need for educational qualifications, skills needed for employment upon release, courses designed to assist prisoners to address their offending behaviour, together with many related aspects. Crucial to the effectiveness of the unit's work is an up to date OASys Report in respect of each prisoner. We have commented in the past on the backlogs in the preparation and

maintenance of such reports at Stocken, particularly the understandable frustration caused by transferees to the establishment who arrive without an up to date report, or even a report at all.

Accordingly we warmly commend Stocken OMU who, with considerable effort, have got the situation on these reports under control. This enables prisoner training and development, and their offending behaviour to be addressed in an effective and timely manner. However we remain disappointed by the number of prisons who transfer prisoners to Stocken without an up to date report. We have raised this issue as a matter to be addressed by NOMS in each of the last several years and remain disappointed that effective action is still needed. Action is needed to require Governors to address this issue, primarily for the benefit of prisoners, but also to lessen the inevitable impact on staff at the receiving establishment.

THE IMB SEEKS A FIRM ASSURANCE FROM THE HEAD OF NOMS THAT HE WILL REQUIRE GOVERNORS TO ADDRESS THIS CONTINUING PROBLEM, FOR THE BENEFIT OF BOTH PRISONERS AND STAFF.

### 3.1.6 Employment of prisoners

The IMB is much encouraged by recent pronouncements by Ministers on this topic. The speech by the Prime Minister was followed by an important speech to the IMB National Conference on 19 March 2016 by Prisons Minister Andrew Selous in which the necessity for meaningful and productive work for prisoners and links to employers was a central focus. Such work, and the acquisition of the skills and qualifications to undertake it, coupled with the establishment of links between prisoners and potential future employers, are clearly seen by the Government as vital elements in the care and development of a prisoner whilst serving a sentence of imprisonment. Such provision offers a real opportunity to equip and encourage offenders to turn away from crime upon release and use the skills and abilities they have gained and developed for the benefit of themselves, their families and the wider community. The importance of this issue in a training prison, where, daily, through effective management, around 90% of prisoners are regularly available for work or training, cannot be over-estimated.

The Board is therefore very concerned to report that in spite of significant efforts by the Stocken team responsible for this area, the position with regard to authentic developmental prisoner employment leading directly to external employment opportunities for substantial numbers upon release, is disappointing. This does not 'fit' with stated Ministerial objectives and requires to be addressed.

Despite its rural location HMP Stocken has excellent road links, being just a mile distant from the A1 and the prison has undertaken extensive enquiries in the area to obtain productive work for prisoners. Examples of local success in capturing work include: -

Enterprise Services (badge making)

J. Banks (lighter caps)

Murcroft (wiring looms)

*Stocken initiative*

*Prison Service Industries*

*Prison Service Industries lead developed by Stocken*

Bartrum's (wheelchair refurbishment)	<i>Stocken initiative</i>
Bicycle Refurbishment *	<i>Stocken initiative</i>
Gardens Creation and sale of hanging baskets	<i>Stocken initiative</i>
Gardens Sale of artwork on reclaimed slate as garden ornaments	<i>Stocken initiative</i>
Trackworks (rail engineering) **	<i>Stocken initiative</i>
Streetworks Road repairs ***	<i>Stocken initiative</i>

\* working with three local charities to provide refurbished cycles. This work delivers Level 1 and level City and Guilds qualifications, with 45 such qualifications gained since 1 January 2016.

\*\* This activity is now sub-contracted to Milton Keynes College as part of Vocational Training Delivery, funded through the Skills Funding Agency.

\*\*\* Sourced by the local manager of Milton Keynes College, this course is scheduled to start in August 2016.

The prison also undertakes work on behalf of DHL, picking, packing and preparing orders for prisoner canteen purchases. Stocken services some seven prisons across the Midlands and labour provision to DHL is part of a national contract. *Prison Service Industries Initiative*

Stocken has recently acquired work concerned with the assembly of camouflage nets for the Ministry of Defence, through the engagement with Prison Service industries of the Stocken Industries Team. This work, presently in its initiation stages becomes the subject of a three year contract in August 2016. *Prison Service Industries Initiative*

Prisoners at Stocken also undertake a range of vocational qualification training under the auspices of the 'contract for service' with Milton Keynes College, (see Section 5 of this report for details of the Vocational Training Workshops, and the numbers training there).

With K Wing now repaired HMP Stocken's current prisoner capacity is 843, medium and long-term offenders. A new wing has been approved, with building scheduled to begin in mid-2016. This will add a further 205 places to the prison capacity, bringing it to circa 1050. Substantial planning is required if those held here are to be enabled to gain skills, qualifications and work, including work linked to prospective external employers, offering continuity of work on release. Presently the provision of good work and skill acquisition opportunities is far from sufficient to meet the needs of those currently held at the prison and far better support to the local Industries Team is needed. Unless this happens the Ministerial announcements on this topic will be seen as hollow and unfulfilled, creating disillusionment for those prisoners who wish to improve and become valued members of the community.

In recent weeks the IMB has noted with concern that in at least one non-vocational industry workshop we monitor there has been a significant lack of available work. Up to twenty men allocated to this workshop have had little to do and on the occasion of our most recent visit were chatting and reading newspapers. Understandably they were asking why there was no work. Upon enquiry we were told further work was not expected from the company concerned for another week, and this had happened before. This incident starkly demonstrates the need for the Stocken Industries team to be better supported by Prison



Service industries. Some companies supplying work may understandably have variable business and volume requirements. Accordingly the range of companies agreeable to providing work needs to be developed and expanded to ensure that the efforts by local management to get prisoners off the wings and into work are not frustrated.

Major initiatives are needed urgently both by Prison Service Industries, and by NOMS to supplement the commendable local initiatives taken by Stocken and other prisons. The Ministerial statements were bold and far-reaching and offer real hope of, over time, encouraging prisoners to forsake crime and apply the skills and work knowledge and links with external employers that they should be able to acquire in prison. Ministers together with NOMS and Prison Service Industries must now deliver against these commitments.

THE IMB COMMENDS RECENT MINISTERIAL STATEMENTS RELATING TO THE PROVISION OF INCREASED OPPORTUNITIES FOR PRISONERS TO DEVELOP VOCATIONAL SKILLS AND UNDERTAKE MEANINGFUL EMPLOYMENT COUPLED WITH, OVER TIME, LINKS TO PROSPECTIVE EMPLOYERS. TO GIVE EFFECT TO THESE COMMITMENTS THE BOARD ASKS THAT MUCH GREATER EFFORTS BE MADE BY NOMS TO PROVIDE THESE FACILITIES FOR ALL PRISONERS AT STOCKEN.

### 3.2 ISSUES NOT REQUIRING A RESPONSE

#### 3.2.1 **The Incentive and Earned Privileges Scheme (IEP)**

This excellent scheme, last reviewed in 2013, when an extensive Prison Service instruction (PSI) was issued suffers from variable interpretation and application across the prison estate. The IMB understand that a central review has been completed and a significantly clearer and more succinct instruction will shortly be issued. This is welcome and will, we trust, reduce the potential for future misunderstanding by prisoners: also, the current unfortunate variations occurring in the application of the scheme between establishments. It is useful to demonstrate this issue by example. In recent months a number of transferred prisoners have arrived at Stocken holding the highest level of privilege – ‘Enhanced’. Some of these appear to hold that status on the basis of good behaviour and the making of an additional contribution, perhaps as an orderly or mentor. Others appear to hold the status simply on grounds of good behaviour alone, which does not meet the intention of the PSI. There is also some confusion about the length of time for which a transferred prisoner should be entitled to retain Enhanced following transfer whilst a new opportunity for making the necessary additional contribution is found.

We particularly commend staff at Stocken who, following a marked number of applications to the IMB from recently arrived prisoners, undertook to carry out an internal review of such cases. A meeting was held with each prisoner involved, and a specific period agreed during which their enhanced privilege status would be preserved pending successful achievement of a suitable contributory position at Stocken. This review has been undertaken with consideration and empathy, a point highlighted by the IMB Member who attended a review team discussion.

It is this kind of action that assists in minimising the frustrations prisoners can understandably feel.

### **3.2.2 Smoking**

Ministers and the National Offender management Service (NOMS) are progressing towards a 'no smoking' prison estate with understandable caution, yet certainty of purpose. This is commendable. Management at Stocken has been preparing for the cessation of smoking for some time. Promotional work has been undertaken by the healthcare provider to encourage attendance at smoking cessation classes, and the use of NHS approved items designed to diminish tobacco addiction. Stocken has also been successful in its piloting of the use of e-cigarettes. This has required careful introduction and well-managed supervision as these devices offer scope for misuse: until the 25 May 2016 legislation took effect the prohibited substances in prison termed 'New Psychoactive Substances' (NPS) were known as 'legal highs' in the wider community. The opportunity for misuse remains and the diminution in the availability of these substances is due to rigorous searching and sound supervision. (NPS and testing is dealt with at Paragraph 3.1.3 of this report).

To prepare for the wider introduction of the smoking ban management has exercised particular initiative by seeking to establish no smoking areas of the prison and encouraging prisoners who wish to transfer to those areas. To date F Wing is entirely non-smoking, together with one spur of I Wing. This considered approach serves to encourage and to demonstrate to those prisoners who do smoke, that the days of that activity are drawing to a close. This points up the idea that they should consider how best to give up the habit. This several-stranded approach is much welcomed by the Board.

### **3.2.3 General Prison Administration**

IMB members, many of whom have significant experience of administration in both the private and public sectors, comment regularly in dealing with prisoner concerns that these could be significantly reduced in number - if not entirely avoided - if the administration within establishments was more effective and better coordinated. This especially applies to property issues and general information to prisoners. Overall, responses to prisoners require improvement and there needs to be better coordination and cooperation between prison departments both within, and between, establishments. If this were to be addressed, not only would there be savings in time and effort for staff, but a substantial and continuing cause of legitimate prisoner frustration would be curtailed.

This area would benefit if a named senior manager had a specific responsibility for driving forward a programme of improvement and better cohesion, thus giving an additional enhancement to an already generally well-managed prison.

### 3.3 OVERALL ASSESSMENT

As in recent annual reports the IMB at Stocken consider the prison to be well run and operated by a Management Team which works hard to care for prisoners effectively, safely and humanely. It is the case that confidence was noticeably shaken by the instance of concerted indiscipline which occurred in June 2015. This confidence was further eroded by a report from HMIP which seemed unduly and unfortunately (as set out in the Board Chairman's letter to the then Chief Inspector) influenced by an event, which had occurred shortly before their arrival. (As noted in a later part of this report the Independent Prison Service Inquiry found that the event could not have been anticipated and attracted no serious criticism to the prison). Happily, professional skills and commitment, management abilities and a team ethic have sustained Stocken during this period. In assessing the year overall, the Board consider the prison's performance to be very creditable.

Areas of concern have been addressed. OASys backlogs have been cleared and the Safer Custody Team has continued to address Violence reduction effectively, in so doing gaining a national award. The Education department (College) is going from strength to strength and local efforts to develop opportunities for meaningful employment continue. Frequently between 80% and 90% of prisoners are out of their cells engaged in activity during the working day. Effective measures to seek out illicit material, including drugs, particularly NPS, continue and there are indications that this is rather less of a problem than highlighted in our previous report, though still a significant concern which better and more extensive testing facilities would address. These achievements in the context of the other events noted above offer a further springboard for the prison as preparations for expansion move forward.

## 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. An act of concerted ill-discipline during the 2015-2016 reporting period, covered in some detail in the 2014-2015 Annual Report, resulted in the closure for refurbishment of K Wing. The current operating capacity at HMP Stocken remains nominally at 843, but for the majority of the reporting period the actual figure was 713, due to the temporary closure of K Wing. The scheduled increase by 202 to 1045 from 1 January 2017 on completion of the planned expansion programme remains.

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

A	Demolished.	B	Demolished
C	Demolished	D	Demolished
E	Demolished	F	No Smoking
G	Demolished	H	Induction
I	Drug & Alcohol Recovery	J	Closed
K	Being rebuilt	L	Generic with Older Persons landing
M	Generic		

During the reporting year HMP Stocken's Investors in People accreditation was retained and the prison remained a Level Three establishment, as it has been since 2013.

#### 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	Spiritual care and guidance is provided by a multi-faith team, led by the Managing Chaplain, and all prisoners are seen by a member of the team within 24 hours of their arrival at the prison.

As at May 2016, the team consisted of:

1 Managing Chaplain (C of E)	full time
1 Church of England	sessional
4 Roman Catholic	sessional
1 Muslim Imam	part time (21 hours)
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 Mormon Chaplain	part time

One Free Church or Salvation Army post is currently vacant.

Education	Since August 2009 contracted educational provision has been the responsibility of the Milton Keynes College.
External Volunteers	23 volunteers work in a variety of roles within the Chaplaincy. 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 medical staff are provided by locum doctors with two now having been offered permanent contracts.
Library	Both books and Staff are provided by Rutland County Library. 'Storybook Dads', managed by the Library, continues to provide a valuable service for those prisoners who wish to take up the opportunity to record stories for their children or close (approved) family members under the age of 16.
Children's Links	HMP Stocken currently benefits from Play-workers in the Visitors Hall paid for by Children in Need. The work includes close liaison between staff at Stocken and the Children's 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	'Turning Pages': a 'buddy-led' reading improvement system originally known as 'Toe by Toe'. The scheme was relaunched in 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 EQUALITY, DIVERSITY AND DISABILITY

#### **Diversity**

The DEAT (Diversity, Equality Action Team) meets every month, and while this may seem to be surprisingly frequent, it is agreed that the information thus shared helps give an overview of Safer Custody. This is of course an area which touches upon much of prison life and regular examination of it assists in building an overarching view of the health of the establishment.

#### **Age**

As the prison demographic across the Estate ages, the IMB at HMP Stocken feels it worth noting that as at the end of April 2016 prisoners fell into the following categories:

<b>Category</b>	<b>No. of Prisoners (%)</b>
21-25	159 (22.5%)
26-30	142 (20%)
31-35	117 (16%)
36-40	81 (11.5%)
41-45	69 (10%)
46-50	54 (8%)
51-55	39 (5.5%)
56-60	25 (3.5%)
61-65	14 (2%)
66-70	5 (0.7%)

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

## Ethnicity

<b>WHITE</b>	<b>No. of Prisoners</b>
English/Welsh/Scottish/Northern Irish/British Irish	459
Irish	8
Gypsy or Irish Traveller	7
Any other White background	17
<b>MIXED/MULTIPLE ETHNIC GROUPS</b>	
White and Black Caribbean	31
White and Black African	2
White and Asian	4
Any other Mixed/Multiple Ethnic background	6
<b>ASIAN/ASIAN BRITISH</b>	
Indian	25
Pakistani	29
Bangladeshi	5
Chinese	0
Any other Asian background	19
<b>BLACK/AFRICAN/CARIBBEAN/BLACK BRITISH</b>	
African	10
Caribbean	65
Any other Black/African/Caribbean background	16
<b>OTHER ETHNIC GROUP</b>	
Arab	0
Any other Ethnic group	4
<b>NOT STATED</b>	
Preferred not to say	2



## Chaplaincy

At the end of April 2016 the religious demographic of the Prisoners in HMP Stocken was:

Agnostic	2
Atheist	3
Baptist	0
Buddhist	17
Christian	78
Church of England	95
Church of Scotland	2
Greek Orthodox	0
Hindu	9
Jehovah's Witness	1
Jewish	6
Mormon	7
Muslim	106
No Religion	237
Orthodox (Greek/Russian)	1
Other	1
Pagan	10
Protestant	1
Rastafarian	7
Roman Catholic	105
Sikh	10

## Disability

As recorded in our last two Annual Reports, neither the IMB nor the prison can be entirely confident that prisoners are accurately recording their disabilities – if any – on arrival, as there seems to be a reluctance to admit any such. However, as at the end of April 2016 the figures collated from Healthcare and Prisoner questionnaires show the following:

Disability	No. of Prisoners with Disability
Severe disfigurement	1
Mental Impairment	4
Speech Impediment	4
Progressive Condition	8
Reduced Physical Capacity	18
Visual Impairment (inc Blindness)	13
Hearing Difficulties (inc Deafness)	23
Learning Difficulties (inc Dyslexia)	48
Learning Disability (inc Autism)	1
Reduced Mobility	26
Dyslexia	14

Other Disability	99
Mental Illness	43

<b>No Disability, or Disability not Disclosed</b>	<b>No. of Prisoners</b>
No Disability	427
Refused to Disclose	33
No. of Prisoners with more than one Disability	66

For the third year running we have to report 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.

## 5.2 LEARNING AND SKILLS

The provision of academic learning and vocational skills, collectively referred to as “College”, continues to be provided by Milton Keynes College (MKC). This year the IMB has been pleased to note that the gradual improvement in service provision has accelerated, largely due to the appointment of a new Head of College. Service provision includes responsibility for seven workshops, providing VT (Vocational Training): VT Motor Vehicles, VT Catering, VT Painting and Decorating, VT Bricklaying, VT Industrial Catering, and VT Railway Maintenance, sub-contracted to ‘Trackworks’.

The HMIP/Ofsted inspection of June 2015 rated the provision of learning and skills as ‘Good’, with the partnership with the provider MKC described as effective, and leading to some good outcomes. As noted above, the IMB now readily concurs with that assessment, and is especially pleased to note the differential from the position some two to three years ago.

The new head of College demonstrates strong, motivational leadership, and has developed and promotes a clear vision of the way ahead. A philosophy of continuous improvement permeates through all aspects of the work of the College, together with a shared understanding of the detailed actions set out in College’s Improvement plan to address the Inspectorate’s recommendations. These are carefully monitored on a monthly basis to show progress against actions.

The well-planned and coherent curriculum focuses on vocational training pathways and on the development of prisoners’ functional skills, complemented by a sound and thoughtful use of labour market intelligence to ensure that as far as possible the College meets the skills gaps and the requirements of prospective and potential employer. This makes the action that is requested elsewhere in this report, under “Matters Requiring a Response” from Ministers and NOMS all the more vital. Unless this happens significant opportunities referred to by Ministers’ as needing to be developed, will have been developed and costs

incurred, but the resulting opportunities lost! Efforts to develop work opportunities, particularly links to external employers, must be redoubled.

Prisoner induction to the College environment, where they are referred to as ‘students’ works well and introduces men to the learning ethos from the outset. This contributes to good behaviour and helps develop and thereafter stimulate enjoyment of learning. A College Induction Course occupies two weeks, with the second week focussing on ‘Equality and Diversity’. This theme is then further explored through the curriculum and its delivery. Use is made of visual material such as posters. Each Vocational Training Workshop employs a mentor and they, together with the prisoner mentors within the College, assist lecturers in the delivery and maintenance of learning.

Success rates in English and Maths are much improved; this is largely due to greater consistency of staff delivering courses, higher expectations and detailed monitoring of attendance. It is also pleasing to note the structured agendas for the bi-monthly meetings of the Quality Improvement Group (QIG) meetings which focus on learning and achievement. IMB Members periodically observe these meetings, but are disappointed to note that they are not well attended by all stakeholders. This means that the opportunity to share much good practice is diminished. Apart from this point the Board commend the College on its performance over this reporting year.

## 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	2 Staff	12-20 Prisoners	£1.34
5 – VT Catering	2/ Staff	22 Prisoners	£1.34
6 – Camouflage nets	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
Trackworks	1 Staff	13 Prisoners	£1.34
Kitchen	11 Staff	44 Prisoners in shifts	£1.65
Gardens	2 Staff	20 Prisoners	£1.34

- 1 At the time of writing Workshop 1 is about to be opened as a CES and Textiles operation. This is a plan that has taken almost two years to come to fruition, but we are pleased to report that Staff are about to take delivery of machinery to enable 2 instructors to manage 10 prisoners at the standard rate of £1.34 per session.
- 6 **Camouflage Nets:** Officially the three year contract with the Ministry of Defence does not begin until the end of July 2016, but at the time of writing work on it has already started.
- 7 **Badges and Electric Cables:** Soon to become the refurbishment centre for Bartram's Wheelchairs when their focus of operation moves from Ely.
- 8 **DHL:** DHL provides 'canteen' services to seven prisons in the Midlands from their hub at HMP Stocken. 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. A valuable Warehousing Level 2 qualification can be earned, and is delivered through Manchester College.
- 9 **Bricklaying:** Positions here are much sought after as the qualifications that can be earned are recognised and valued in the commercial workplace.
- 11 **Bicycle Maintenance:** This remains 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:** Prisoners working here will shortly be able to still earn a qualification and the workshop continues to process all the laundry needs of the prison. It washes, stores and issues bedding, clothing and towels to the whole establishment.

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. 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 – still, as reported last year, has to be done by already stretched prison staff.

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 frames for the six new poly tunnels ordered for the inside gardens have been erected but still, as previously reported, are yet to be brought into use. However, we understand

that progress can be expected very shortly: this is good news, as left unused they represent a waste of time, money, and a potential valuable resource. In addition, preparations for developing a recognised qualification in horticulture are well advanced with the first group of prisoners benefitting later this year.

Other initiatives demonstrate the commitment of the Gardens instructor and those who work there, such as the creation of hanging baskets (of which some 70 have been sold this year) together with other items of decorative garden merchandise: skilfully executed slate etchings, for example, have been made and are on display around the prison.

The potential for the re-use of monies earned by the Gardens team requires consideration in the context of the overall funding for HMP Stocken and perhaps across the prison estate.

### 5.3 HEALTHCARE AND MENTAL HEALTH

Healthcare provision at HMP Stocken continues to be provided by Nottingham Healthcare NHS Foundation Trust. The medical staff are provided by locum doctors with two now offered permanent contracts. The national shortage of trained nurses continues to have an effect on the department but the employment of three long term agency staff means that service delivery is not impacted.

Since our last Report it is pleasing to record that the department will shortly no longer be reliant on agency doctors. At the time of writing the two doctors (one currently a locum) are in the process of clearing security and DBS and will between them cover the five day week. This is to be welcomed, not least because in the course of the last year the GP waiting list has grown to such an extent that it has now been split into two categories: the first is for prisoners who are new patients, or who have a new problem. The second is for those awaiting a follow up appointment, or a treatment review. This method ensures that new problems are dealt with promptly. Long term condition screening is now done as part of the reception process.

DNAs (including those at the pharmacy) continue to run at a constant rate of about 14%. Work is being done to understand the nature of these in an attempt to reduce the time wasted by prisoners failing to attend appointments. The major impact continues to relate to the outside appointments with hospitals, prison staff, healthcare staff and other prisoners all affected. Any prisoner who refuses to go to an external appointment has to go to Healthcare where the full implications are explained, including those to their own treatment, and a waiver has to be signed.

A new, IT based dispensing system has been introduced which has been designed to be easier to use, and to provide greater control over the dispensing of drugs. A great advantage of this new system is that it reduces the need for prisoners to go in person to the dispensary, with all the perils such return journeys involve.

The Social Care Act which came into effect on 1 April 2015 has had a limited impact as the prison only has one prisoner at present who needs social care. Funding for 2015/16 was

provided by Rutland County Council: it is unclear at the time of writing whether or not this will continue as direct funding, or whether it was included in the healthcare bid.

The monthly meetings between Healthcare and Mental Health have been reinstated.

The Mental Health Team has recruited two Healthcare Support Workers, who will provide physical healthcare screening for patients with a known severe and enduring mental health diagnosis. The plan is to implement 'Improving Access to Psychological Therapies (IAPT)' based interventions.

It is the belief of this Board that healthcare provision continues to match, and in many cases to exceed, that which is available to patients outside.

#### 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. (Sadly three Deaths in Custody have occurred during the reporting year. See Section 6.3.3 of this report.)

A Safer Custody meeting is held monthly and is attended by representatives from all functions.

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.

Between May 2015 and April 2016 there were 174 ACCTs opened at HMP Stocken and 21 prisoners transferred in on open ACCTs. The Duty Governor checks on all open ACCTs at the weekends and the Head of Safer Prisons and Equalities checks them during the week. 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.

HMP Stocken has a zero tolerance approach to violence, and the Head of Safer Prisons and Equalities 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. The decision to apply VR3 is based on security information, VR investigations, VR1 and VR2 or where there is a specific threat and is considered at the multi-disciplinary Safety, Order Control tasking meeting. Prisoners will be located in the Segregation Unit under Rule 45 for phase 1 and phase 2. For phases 3 and 4 they are based on H Wing as part of the re-integration back into a normal regime; a process which includes the completion of specifically designed workbooks.

Each individual's Victim Support plan is not intended for long term use and is simply a stepped approach to reintegrate the prisoner back into the life of the prison and taking a full part in activities and association. Individual plans are adapted to ensure prisoners remain supported at all times and feel safe. The use of peer support is also proving very successful.

## 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 5.4 above.)

Wherever possible activity for those held within the Unit is addressed and Education is routinely offered in the form of In-Cell Education Packs. Word searches and the like are also made available. Chapel visits can be booked when requested.

Members of the Board visit this unit several times each week and continue to be impressed by the professional behaviour exhibited by staff when dealing with the prisoners in their charge. It is the Board's view that the Segregation team shows enthusiasm, professionalism and consistency when dealing with resource intensive prisoners.

Following a High Court ruling during the reporting year (Bourgass), there were changes made to prison rules relating to prisoners held in the Segregation unit under Prison Rule 45. Whilst these changes represented an administrative and practical challenge resulting in some teething difficulties, the process has been streamlined and continues to be reviewed by the Management team on a regular basis. It is the Board's view that the process has now settled down and operates effectively and efficiently.

Board members continue to monitor this area closely, regularly attending review boards and highlighting any concerns. Members are particularly alert to the need for the use of different Governors to conduct review boards and the requirement for the 42 day review by the regional Deputy Director of Custody. We note that this review by the DDC is a 'paper exercise' rather than the requirement for the DDC actually to undertake the review and see the prisoner.

IMB members regularly attend Use of Force meetings. In one such it was noted that there was no considered approach to the selection of Officers for enhanced C&R Training and there was simply a system of self-nomination, which could include probationary officers, with staff attending as their name reached the head of the list.

The IMB expressed concern and, as a consequence, probationary officers cannot now place their names on the list and other volunteers require to have a report completed by their line Manager before acceptance. Decisions for placing staff into C & R advanced training are considered by the C & R co-ordinators and discussed and agreed at the Use of Force Committee.



## Section 6

### OTHER AREAS THE BOARD WISHES TO HIGHLIGHT

#### 6.1 OFFENDER MANAGEMENT UNIT (OMU)

The HMIP report relating to OMU expressed concern that the unit was not driving the work undertaken with prisoners sufficiently and that Offender Supervisors appeared to have little contact with prisoners to motivate and support them through their sentence. Since then an Action Plan to address this has been developed. That said, the frequent need to redeploy staff due to resource constraints has inhibited progress with the full implementation of the plan. As noted elsewhere in this Report, credit is due to OMU for reducing the number of outstanding OASys reports to 15 at the end of this reporting period. However, once again, the Unit is not helped by the fact that the number of prisoners arriving from other establishments without an up to date OASys report - or even a report at all – can be as high as 75%. Hence our reference to this as a Matter Requiring a Response in paragraph 3.1.5 of this Report.

In addition, since the HMIP report was completed, OMU has reintroduced Lifer Forums, with two such having taken place. They have also facilitated two Foreign National surgeries with 18 attendees; a further surgery is planned. The Unit manager has also enhanced contact with prisoners by the Offender Supervisors with the establishment of 'drop-in' sessions on the Wings.

A resource review of OMU has still not taken place. Benchmarking identified the need for five full time equivalent probation officers. However, there is only the equivalent of 1.5 in post, with 2 probation support officers. Once further probation officers can be recruited it is likely that the probation support officers will leave the Unit.

Community Rehabilitation Companies (CRCs) started coming to the prison two days a month in January 2016 to work with prisoners who are being released into the local area direct from HMP Stocken, rather than from a designated Resettlement prison. The system whereby ten SOs work mainly in OMU and six in Detail as Offender Supervisors is a sound arrangement. However, it is severely diminished in effectiveness by the frequent redeployment of officers to essential tasks on the wings because of inadequate resources. This links with 'Matters Requiring a Response' where we urge the Minister and NOMS to review staffing allocations.

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. We would urge the authorities to find the financial resources necessary to implement the proposal for the installation of roof lights in this area to allow staff reasonable access to natural light.

## 6.2 OUR CONCERNS

### 6.2.1 **Adequacy of Staff Resources**

We have continued each year since the Fair and Sustainable Scheme and the associated benchmarking of resource requirements to express concern about the level of resource provision. Each year it is drawn to the attention of both Ministers and NOMS. Those reading this report will note that the document is littered with references to a pressing requirement to review the benchmarks for this establishment in the interest of reducing stress on staff, and to enable better service provision to prisoners. The allocating of resources against a benchmark is a sound starting point for determining the basic level of staff required. However the resource contingency provided in addition to the basic benchmark needs to properly and fully reflect the frequently fluctuating exigencies of the often febrile situations occurring in the daily life of a busy prison. It is apparent to the IMB on their regular and frequent visits that the contingency needs are not adequately provided for in the full resource allocation. Failure to resource establishments like Stocken to be able to meet these situations creates frustrations for prisoners, adds additional pressures to hard working staff already undertaking a stressful role, and is in the Board's view a false economy. This situation inevitably has a number of impacts, with perhaps the most readily visible of these being the imposition of a restricted regime.

Imposition of a restricted regime denies prisoners time out of cell, affects activities, results in otherwise avoidable changes to the daily regime including, on occasion altered meal arrangements. A restricted regime was imposed at Stocken on 35 occasions during the period covered by this report. Whilst this constitutes a marked reduction on the 65 instances upon which such a regime was imposed during the 2014/15 reporting year, it is nevertheless far too many. (The achieved reduction has been helped by the availability of the staff resource previously allocated to K Wing, which has been out of use for almost the entire reporting year.) Moreover, the Board understands that the resource constraints that we are referring to will result, from the early summer 2016, in the need to review and modify the core day to make optimum use of increasingly scarce resources. Such an imposition will need to be carefully and fairly applied across the establishment and Visits and the opportunity to attend the chaplaincy should not be affected. This reinforces our concerns that staff allocation requires review.

Apart from ready evidence of restriction to the regime, the lack of adequate contingency is also felt in ways that are largely unnoticeable and immeasurable. These constitute hidden risks likely to become manifest over time by prisoner indiscipline and staff absence. Stocken currently has relatively low levels of sickness for a public sector employer, 7.47% for the 2015/16 Business Year, but this situation should not be used as an 'encouragement' by Ministers and others to continue to fail to address this issue.

### 6.2.2 **Property**

This is a continuing problem across the Prison Service. However the IMB is pleased to note that the incidence of property related issues raised with the Board that relate to Stocken itself has fallen. This reflects internal management measures to deal promptly with

property arriving from other establishments, and an early determination whether items can be held 'in possession' at this prison (The range of items prisoners can retain in their possession varies between establishments). The majority of property enquiries received by the Board relate to property 'lost' 'destroyed' or not promptly transferred when a prisoner arrives at Stocken from another establishment. Applications relating to Property, as listed in paragraph 7.3 of this Report, stood at 149 in 2014/15 and coincidentally total exactly the same number for the 2015/16 reporting year. However, the difference is that most of those during the last twelve months are generated from problems which have arisen elsewhere.

At paragraph 3.2.3 of this report we comment upon the need for a general improvement and better coordination in prison administration. This is especially evident in the handling of property related matters between establishments. As noted elsewhere improvements could help reduce prisoner frustrations.

### **6.2.3 Concerted Indiscipline**

In our previous annual report we touched on an incident of concerted indiscipline which occurred overnight on 14/15 June 2015. That incident resulted in extensive damage necessitating the complete closure of K Wing for repair, with the consequential transfer of around 120 prisoners to other establishments. We observed, briefly at the time that this incident was monitored throughout by Members of the IMB, and that we were particularly impressed by the management of the unfolding events and the marked professionalism shown by staff over many hours and extended periods of duty. Given the very serious nature of this incident NOMS instituted an independent inquiry by an experienced governor from another region. The report showed clearly that the indiscipline could not have been anticipated or expected and that no serious fault could be attributed to the management and staff at Stocken. The Board Chairman was pleased to have the opportunity of giving the Board's views to the Inquiry.

Clearly events of this type create a shock to the confidence and perception of those who work in an establishment where such an event has occurred. We are therefore especially pleased to note that effective management and a cooperative workforce has clearly put this matter behind them and the prison continues to figure very positively in wider management reporting. It should be noted that a number of prisoners who were allegedly involved in the concerted indiscipline have been charged with offences and await a Crown Court hearing.

### **6.2.4 Deaths in Custody**

Sadly, during the currency of this report a total of three deaths in custody occurred. Of these the latter two occurred followed medical assessment resulting in admission to hospital for treatment of illnesses from which the individuals had suffered for some time. The first of these deaths occurred on 25 December 2015, and the second on 20 February 2016. The IMB Chairman was informed and monitoring by the Board confirmed that all appropriate actions had been taken both in regard to the prisoners themselves, their families, and those other prisoners with whom they were in contact whilst resident within Stocken.

On 25 November 2015 a prisoner sadly took his own life. Despite the efforts of the staff he could not be revived. Two members of the IMB attended at 0630 hours following prompt notification of the occurrence. The Members remained in the prison, mainly on the wing where the death had occurred. It was noted that all appropriate procedures were followed both in respect of the care of prisoners and the officers who had been directly involved. The Police attended and undertook enquiries. Thereafter, and throughout the day IMB Members were able to note the explanations given to prisoners, the discussions that officers initiated with them, the careful handling of unlocking for the distribution of medication, and later for association. This matter is still in the hands of the Coroner, and no doubt an inquest will follow in due course. The IMB is satisfied that this tragic event was dealt with effectively and with compassion. It should be noted that all Deaths in Custody are immediately referred to the Prisons and Probation Ombudsman for inquiry.

#### **6.2.5 HMIP Inspection**

Comments in the Executive Summary to our Annual Report highlight the IMB's concern over this inspection which resulted, following a meeting, in an exchange of correspondence between the Board Chairman and the then Chief Inspector. The concerns centred on two principal aspects. Firstly, the inspection occurred a few weeks after a significant instance of indiscipline, which appeared to colour their view. Secondly, following the team holding a series of prisoner focus groups and the use of a questionnaire on the first full day of the inspection the Lead Inspector met with the IMB Chairman on Day two and said that the team were concerned about the safety within the establishment. (The published final report subsequently reiterated the HMIP view that "The prison is not safe enough").

The role of HMIP is that of inspection. Visits may be announced or unannounced, occur every two to four years and generally last four to five days, having been preceded by a preliminary fact finding of around two days. The role of the IMB is quite different. IMB Members are volunteers from all walks of life who monitor the prison on a continuing basis, day by day and week by week. Members hear prisoner applications for help, undertake weekly visits to all parts of the prison on a rota basis, observe reviews of prisoner interviews by staff, and most importantly engage with prisoners and officers as they exercise their unfettered access to the prison. On average the Board undertakes circa 60 attendances each month, or over 700 per annum.

It was explained to HMIP that the Board did not recognise their conclusion, highlighting the extent of our activity within Stocken (a point subsequently put to the Chief Inspector) both verbally and in the subsequent correspondence. However this dichotomy of views of the two organisations is unhelpful and could be said by an independent observer to diminish the value of both. It is clear that there are benefits to be gained by greater opportunities for cooperation between the two organisations for the benefit of all. For example, the IMB contends that there would be greater value in collectively viewing the outcome of the focus groups and questionnaires alongside IMB Rota Reports and Application records and, separately a full study of the prisoner complaints system. Any conclusion reached without each of these aspects being taken into account can only offer a partial and unbalanced assessment. It is hoped that the planned Memorandum of Understanding between the IMB National Council and HMIP will facilitate such arrangement and result in close and effective

cooperation from our separate perspectives. Prisoners and staff deserve the best possible and wholly balanced assessment of the establishment in which they live and work.

### 6.3 EXAMPLES OF EXCELLENCE

#### 6.3.1 **The Education Department (College)**

As noted in Section 5 of this report the steady improvement in educational and vocational training provision had continued during the last several years. However in 2015/16, coinciding with the appointment of a new Head of College and greater clarity of vision and purpose the education department has made rapid strides during the period covered by this report. The air of motivational energy and enthusiasm is palpable, with those attending courses demonstrating commitment to learn and good behaviour. This, as we have noted impressed those concerned with the OFSTED element of the 2015 HMIP inspection. The College staff are to be commended for their work.

#### 6.3.2 **The Catering Department**

The Catering Team continues to face a considerable challenge in catering for a large population with increasingly diverse dietary requirements and expectations. The IMB continues to be impressed with the team's ability to supply particular dietary needs and preferences, faith requirements within a limited budgetary 'envelope'. Permanent professional staff are supplemented by a largely unskilled prisoner workforce which, in an environment where health and safety considerations are well to the fore, necessitates close and continual supervision. Yet on virtually every weekly occasion when IMB Members visit there is an atmosphere of calm in which work progresses steadily with the task of delivering over 2,300 meals each day, and a total of approximately 843,000 over a full year. In addition, the Department services vending machines for staff in the Visits Centre and Visits Hall. The Catering department also provide snacks for visitors in the Visits Hall such as:- sandwiches, bacon rolls, halal beef burgers, halal beef sausage rolls, vegetarian curry pasties and a wide further range of options.

Comment on the Catering department would not be complete without reference to the Complaints Register. This is reviewed regularly by IMB Members. For an establishment of the size of Stocken, with a capacity of 843 prisoners, the incidence of complaints is remarkably low. Three or four each month represents the normal maxima, and from time to time there are also notes of appreciation. The most significant aspect is the responses. In respect of each complaint the Catering Manager responds in detail with a comprehensive explanation, often making suggestions that might meet the complainant's concerns. This concern and attention to detail is to be commended. This could be used as a prime example of how management might deal with the issues we have identified at paragraph 3.2.3 in relation to the standard of prison communications and information provision.

#### 6.3.3 **Vocational Training Workshops**

In previous annual reports attention has been drawn to the commendable work undertaken by the Bicycle Repair Workshop, and we do so again this year. Currently this workshop is

working with three separate charities to provide refurbished bicycles. It provides Levels 1 and 2 City and Guilds qualifications with 45 successes in qualifications gained so far this year. Other vocational workshops, Trackworks, Catering, (whose buffet provision services the IMB have purchased on a number of occasions) also merit particular mention, together with the other vocational workshops and training provision. We look forward to the planned extension to the vocational qualifications available to prisoners working in the Laundry and possibly thereafter Horticulture.

#### **6.3.4 Working Relationships**

These continue to progress in an atmosphere of friendly, mutual respect, in which the IMB feel 'comfortable' in raising concerns, knowing that those concerns will be listened to, and if appropriate acted upon. Healthy disagreements can and do occur, but these serve to enhance rather than diminish the working relationship. The Board Chairman meets with the governing Governor, or his deputy on a weekly basis. The Governor attends part of the monthly IMB Board Meeting, to present his report and answer questions. The Board has a detailed service agreement with the Governor and appreciate the facilities made available for our use. For our part we look through our comprehensive and in-depth monitoring of the prison to provide a form of 'critical friend assurance', a descriptor with which the Governor has said he concurs.

A particular example, also noted elsewhere in this report (paragraph 3.2.1), was the Management's initiative to undertake an internal review of the IEP Scheme to ensure fairness of treatment for those transferring from other establishments. The outcome was, in appropriate cases, the allowance of a more reasonable period of time for the new arrivals to seek and obtain roles at Stocken which warranted the retention of 'Enhanced' IEP status. Contrary to the view of HMIP, (who observed that there was insufficient flexibility applied in this area), this initiative by the Head of Residence and one of his Custodial Managers to work in parallel with the IMB to address concerns is a sound example of cooperation from separate perspectives and a measure which removed a perception of unfairness.

#### **6.3.5 The IMB Clerk**

The Board is greatly appreciative of the hard work, efficiency and assistance provided by the IMB Clerk. As noted last year she is pro-active, knowledgeable and is happily possessed of almost inexhaustible patience. The contribution that the Clerk, and her deputising colleague make adds much to the efficiency of administration within the Board and to our communications with the staff of the prison.

#### **6.3.6 ROTL Selection, Offender Management, OMU**

From 1 April 2015 to 1 December 2015 a total of 291 ROTLs were issued, all of whom returned to the prison on schedule. The amount of work involved in processing this workload to the high standard that achieves results such as these should not be underestimated. Given that the OMU is kept busy constantly catching up on outstanding OASys reports, which some transferring establishments have failed to provide, (see Section 3.1.5) this is a particularly creditable achievement.

### **6.3.7 The Healthcare Team**

The Board was pleased to see that the Healthcare Team was nominated for a national award by Nottinghamshire Healthcare NHS. 'Team of the Year – Clinical, for Outstanding Service Contribution and Recognition Scheme 2016'.

### **6.3.8 VT Catering**

Board members report a motivated, energetic Workshop manager demonstrating care for the prisoners who in turn speak highly of her commitment and hard work. Prisoners can earn a Level 2 Catering qualification and places in the workshop are highly sought after. A positive, productive atmosphere prevails.

## Section 7

### THE WORK OF HMP STOCKEN'S IMB

#### 7.1 BOARD STATISTICS

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

	<b>14/15</b>	<b>15/16</b>
Recommended Complement of Members	17	20
No. of Members at the start of the reporting period	17	17
No. of Members at the end of the reporting period	14	16***
No. of Members leaving during the reporting period	3*	1
Total no. of Board meetings during reporting period	12	12
Average number of attendances at Board meetings	11	12
No. of attendances at meetings other than of the Board**	121	109
Total no. of visits to the prison including all meetings	805	738
Total no. of Applications received	487	415

\* All three due to Tenure

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

\*\*\* Of which one was granted a 12 month sabbatical for reasons of family illness

#### 7.2 BOARD REPORTING ARRANGEMENTS

Members of the Board make a Rota Visit to the prison each week. During the course of these visits Healthcare, Kitchens and the Segregation Unit will always be visited, and Members may observe adjudication hearings taken by a member of the governing team. In addition, Members will visit a number of the parts of the prison. The areas visited change each week and, over the course of a ten week cycle all areas of the establishment will be visited on one or more occasions. The cycle is 'organic' and at least three times each year the Board Management Team reviews the Rota reports, together with other available information, and adjusts the focus for the next period. This ensures that areas of concern are promptly and regularly monitored.

Our reports are passed to the Governor for his observations and we compile a 'snagging list' of issues to which we would welcome a response: all such are then considered at the next Board Meeting. Similar arrangements also pertain to Members' 'Areas of Special Interest' for which they prepare and table reports to the Board twice each year. A named Member is 'on call' each week and prepares a report of incidents reported and attended.

Finally new Members are invited in the second half of their probationary year to undertake a project. This entails a detailed study of some aspect or area of the prison and the preparation over a period of months of a report. This we find assists the integration of new



Members into the team, and gives the individuals confidence as they become a source of detailed knowledge on a particular area. In the past year Project Reports on “Prisoner Reception”, “The Chaplaincy Department”, and “The Care Act 2015 and its Application within HMP Stocken” have been completed and presented to the Board.

The IMB Areas of Special Interest for this reporting period are:

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

In addition to this, another Member visits those on Rule 45 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	15/16
A	Accommodation	1	4	0	2	2
B	Adjudications/IEP	6	13	24	28	24
C	Diversity related	2	7	2	2	
D	Education/employment/training	13	18	15	12	15
E	Family/visits	13	15	9	23	24
F	Food/kitchen related	2	7	3	2	4
G	Health related	39	34	22	26	26
H	Property	51	36	76	149	149
I	Sentence related	34	28	23	50	40
J	Staff/Prisoners/detainee related	19	22	23	37	30
K	Transfers	25	17	39	47	34
L	Miscellaneous	29	17	19	45	41
DNA	Did Not Attend			54	51	19
	Cancelled			11	13	7
	<b>TOTAL</b>	<b>234</b>	<b>218</b>	<b>325</b>	<b>487</b>	<b>415</b>

During the year the Chairman received 22 Confidential Access complaints, all of which were pursued and resolved. This figure is down from 33 during the 14/15 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 reports that any Governor whose remit has been extended to include conducting these reviews can now do so. It is hoped that this new system will continue to provide the continuity of treatment and the deeper understanding of the issues facing the Prisoners who come before them

#### 7.5 ATTENDANCES AT PRISON COMMITTEES

IMB Members appreciate that the Governor has made clear that there is an open invitation to attend meetings of committees or teams within the establishment. This, and the provision of a table of upcoming meetings, is appreciated. Members record their attendance simply as an observer. As noted earlier the Board Chairman meets with the Governor each week. In addition, during the past year he has had specific invitation to attend the HMIP report back to the Senior Management Team, the project meetings for the upcoming build of an additional wing and a meeting between the Senior Team and the head of NOMS. During the year Members have attended the following:-

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

Members also attend de-briefing meetings following any serious incident which occurs, and Staff Inductions on a bi-monthly basis.

#### 7.6 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. During the reporting period the Board has had instruction from, amongst others, the Head of Corporate Services, the Mental Health and Substance Misuse Teams, the Catering Manager, two psychologists and the head Librarian. Further, they have been given a thorough briefing on the proposed refurbishment of K Wing and have had a demonstration from the indicator dogs. 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
CRCs	Community Rehabilitation Companies
DEAT	Diversity Equality Action Team
DIRF	Discrimination Incident Report Form
DNA	Did Not Attend
HMIP	Her Majesty's Inspectorate of Prisons
IDTS	Integrated Drug Treatment Services
IEP	Incentives and Earned Privileges
IPP	Indeterminate Sentenced Prisoner
MKC	Milton Keynes College
NPS	Novel Psychoactive Substances
NOMS	National Offender Management System
OASys	Offender Assessment System
QIG	Quality Improvement Group
PSI	Prison Service Instruction
PSO	Probation Support Officer
ROTL	Release on Temporary Licence
SFA	Skills Funding Agency
SMART	Substance Misuse and Recovery Team
SMT	Senior Management Team
TSP	Thinking Skills Programme
UOF	Use of Force
VR	Violence Reduction