



HMYOI Werrington Independent Monitoring Board Annual Report 1 June 2015 – 31 May 2016

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Section 1

Statutory Role of the IMB

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

- (1) satisfy 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.**

Section 2

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Section 3

Description of Werrington YOI

Werrington is a Young Offender Institution (YOI) holding male young people aged 15 to 18 who have been sentenced or are on remand. The establishment has an operational maximum of 142 young people. Currently the average is around 110-120. It is expected that the operational maximum will be reduced in the future. This will allow most young people to have individual cells.

The institution is situated on the outskirts of Stoke on Trent. Previously a Youth Custody centre, it became a YOI in 1988.

There are two accommodation blocks, Denby and Doulton.

Denby, known as C wing, houses the Care and Separation Unit with 6 single beds and two 'safer' rooms. On the first floor C2 wing (has 10 double and 12 single rooms) for young people on enhanced regime or on induction.

Doulton is split into two wings A (which has 48 single and 4 double rooms) and B (which has 34 single and 10 double rooms) with remand and sentenced young people on both wings.

The Gymnasium, Healthcare and kitchens are in purpose built buildings. In 2013 a new Reception was built which gives young people a much better initial impression of the YOI.

Education, Admin and Visits are situated mainly in the old, original buildings. Vocational Workshops, Chaplaincy, Library, Laundry and other support services are in a variety of buildings within the estate. There is an exterior football pitch.

Other services are provided by;

- **Manchester College (NOVUS)** who were awarded a five year contract, starting on 1 March 2015 by the YJB to provide Education and Training.
- **SENCO** (Special Educational Needs Co-ordinator) to support young people with special needs
- **Kinetic** – Youth workers supporting our young people in Education and during association on wings..
- **Care UK** were appointed our Healthcare provider on 1 April 2016 with Mental Health Services, which includes drug and alcohol treatment, provided by Shropshire and South Staffordshire NHS Foundation Trust.
- **Barnardos** – Young Peoples Advocates
- **Social Workers** – Staffordshire County Council seconded from Leek Safeguarding Team.

Section 4

Executive Summary

The new core day was implemented in July to include the new 30 hours contract. On week days this would start at 7.15 and end at 20.15. This includes two domestic periods am and pm and two 3 hours sessions of Education each weekday. At weekends the start would be 7.30 and end at 17.30. During mornings and afternoons there would be enrichment time for Young people (YPs').

The length of association each young person (YP) received was based on their IEP (Incentive and earned privilege) level. Enhanced would receive 90 minutes, standard 45 minutes and basic none.

In August over a number of weeks the YPs' increased their hours of Education to 30 hours which included 3 hours of Gym. For some YPs' 15 hours of Education was a struggle and it was soon realised that 30 hours was unachievable for a large number of YPs'. In fact we have averaged around 17 hours of Education during the year and Werrington has been leading the rest of the Young Offenders Institutions (YOIs).

Despite recruiting new staff to teach the YPs', a number resigned and certain classes were suspended until new teachers could be appointed. During the year the Education team have been continuously recruiting.

60% of Education time was protected so YPs' could not attend certain appointments during this time. Werrington choose to have their 40% unprotected time on Monday to Thursday afternoons. During this time, for example: family visits, legal visits, routine health appointment and case reviews could take place. There are other appointments that could only take place during this time and it has become a logistic nightmare at times. Family visits are the most important so they have priority over all other appointments.

The number of YPs' remaining in cell and on Outreach increased; so many YPs' were only out of cell for short periods with teachers giving them work to do in cell. It was possible, at times, to have two or three together in a group session. The number of YPs', on Outreach has reduced over the period; with classes taken by Kinectic giving YPs', time out of cell and an atmosphere of learning that they can cope with. The big issue that Werrington has is the number of YPs' who have to be kept apart. It is managed well by Security and Wing Staff. The route can take around 30 minutes, due to the fact that individual groups, that get on together are moved together and separated from YPs' they do not get on with. There are some individual YPs' who have to be moved on their own.

This situation has wider issues on the wing. Each YP should have a shower, exercise and access to a phone each day. There are 16 showers on the Doulton unit, in two's, but at times there can only be 8 YPs' in the showers. This is because the wing cannot put certain YPs' together. HMIP (Her Majesty Inspector of Prisons) criticised the fact that we lock YPs' in the shower. This is the time that that they are most vulnerable so locking the doors is keeping them safe. In February this year new

showers were to be installed. A stop was put on the work despite the need for more showers.

A bid was put in to modernise the care and support unit (CSU) with proper constant watch cells. The prison is still waiting for this work to be done.

During the year the increase in violence which has occurred, not just between YPs', but YPs' attacks on staff is a big concern. This seems to be the case across the estate. Werrington has not had the influx of 'legal highs' that other prisons have had to deal with. The board are pleased that this is the situation here. This has been achieved by the hard work and vigilance of staff.

Minimisation and Managing Physical Restraint (MMPR) is fully implemented and the techniques that officers have learnt are used and in some cases has de-escalated the situation with YPs' complying with the request to be guided back to their room. In some cases full restraint has had to be used when YPs' refuse to comply with the order they have been given. The Use of Force meeting reviews each individual case to see if lessons can be learnt and that all the paperwork fully covers all aspects of the incident. Each day there is an on call duty MMPR coordinator.

The original new POELTs (prison officers in training) have been with us now for more than 12 months and the prison has continued to recruit. The majority of staff on wings are new and the training they receive is general. They receive an extra week to cover the youth estate so the support they receive is crucial when they become operational. During the year we have had to send staff on detached duty to other YOIs' who have been going through MMPR training or are short of staff. In August 2015 an opportunity for 4 staff was offered which would give serving officers a qualification called Youth Justice Effective Practice Certificate. This was the only opportunity to formally have a qualification based on the job. Previously new POELTs had the opportunity of working towards an NVQ which would give them a formal qualification. The board is saddened that this is not the case as our YPs' are being encouraged to work towards qualifications that will improve their skills, yet the officers do not have that opportunity.

In January 2016 Werrington was asked to pilot a new way of interacting with young people in our care. Its aim is to foster effective relationships between staff and YPs'. CUSP (Custody Support plan) is an element of NOMS YPE Behaviour Management Strategy. It is hoped that CUSP should lead to significant reductions in violence. During the year Psychologists were appointed to Werrington. Previously we had none. This has given the YOI experts who will be able to help deciding what is best for our YPs'. They are currently assessing all our YPs'. The Interventions team have been trained to deliver STAG – Starving the anger gremlin, JETS – Juvenile enhanced thinking skills and A>Z. (a non-accredited course which is aimed to move YPs' away from offending. The courses are mainly in groups of 6-8 or for YPs' with issues then 1 to 1's are available for some of the courses. The first JETS course ended with a presentation of certificates on the 6 May. Families were invited to share in their success. Further presentation events are planned.

There are plans for an Enhanced Support Unit to support YP's who have complex needs that cannot be met within mainstream services. The board feels that all YOI's

have YPs' who come within this category and that all establishments should have an ESU.

The new Senior Management team are working well together with one aim to keep the YPs' safe. The Bullying Reduction Program has now become the Bullying and Violence Reduction Program due to the levels of violence we are experiencing. A Governor has been appointed to look at violence. Staff at Werrington work with the YPs' to try and improve their behaviour. Rule 49 reviews, case conferences, multi-disciplinary meetings and MASH meetings work with the YP at the centre; trying to address his concerns. Families are important and families are invited to case conferences to participate in how the YP can be helped.

At the end of May Governors have been given more autonomy to change the regime. One of the plans at Werrington is to change the core day to reduce the 30 hours of Education to 25. The board support this move.

Our hope for an increased board by the end of this reporting year has not fully materialised. Two new members have been appointed and are in their probationary year. One very active member became ill earlier this year so is currently out of action. The current recruitment campaign has given us 3 candidates so I am cautiously optimistic for next year.

Particular issues requiring response by the Minister, Youth Justice Board and the Governing Governor.

Plans are being finalised for the Youth estate. An interim report was issued in December with full report due out in July. It would appear that the report favoured smaller units with Education as the key. I think the move to 30 hours of Education last year has proved that YPs' cannot cope with more Education. Talking to YPs' most have not gone regularly to school and Pupil Referral Units' became a drop in when they felt like going. I have sat in on a case review and talking to a very experienced YOT (Youth offending team) worker about 'alternative provision' and how it works in the community found that this provision is more like 'a drop in' for an hour or so. The current provision of 30 hours a week 5 days a week is too much. If these YPs' were in the community; at school they would have 13 weeks holiday a year; so why are we surprised when they cannot cope with the current regime. **The board ask that you look carefully at the options before making a final decision of the future of the YP estate.**

The board is concerned that some serious assaults by YP's on staff do not result in prosecution. It would appear that the Crown Prosecuting Service in some cases decide that it is not in the public interest because they are 'a lifer', or they are currently serving a long sentence. What about the injuries suffered either by a YP or a member of staff? The message it sends to the perpetrator is "you cannot touch me – I have got away with it." Surely it will encourage others to do the same and the YP or staff member feels that justice has not been served.

The proposed changes in the contract that mental health nurses are on duty 9-5 Monday to Friday with, at the moment, no provision for on call or out of

hours service is very worrying. We quite often receive YP's on a Friday, Saturday and Sunday from court. They often display self-harm and low mood. If they have to wait until Monday or on a bank holiday weekend maybe 4 days for a mental health nurse to be on duty a tragedy may happen.

Section 5a

Equality and Inclusion

5a.1 Equalities meetings are held regularly but without any YPs' attending. This is due to the fact that the meetings are at a time when Education is protected. To offset this, youth forums have been set up for young people's to give their views.

5a.2 YP Equalities representatives have been identified and have been trained by one of our Kinectic workers. The representatives have polo shirts with logos for Safer Custody, BRP and Equalities.

5a.3 Protective Characteristics leads have been identified and posters displayed. A forum on race and culture and Safeguarding/Equalities have been held and there are plans for other forums.

5a.4 Numerous equalities partners have been identified: these include – Challenge North Staffs (Hate Crime Network), Brighter Futures, Galaxy LGBT, Stoke on Trent City Council Equalities Team, YMCA North Staffs, VOICES – Voices of Independence, Change and Empowerment in Stoke on Trent, Changes health and Wellbeing, Sanctuary Stoke, LGBT Zone, VAST, Savana, Staffordshire Buddies, Stoke Pride, Burslem Elim Church and Asylum seekers project, Burslem Children's Centre and Disability Solutions. A list of these support groups are displayed on the wings.

5a.5 Each week a list of YP's who have Special Education needs are sent out by our SENCO(Special Educational needs Co-ordinator). This includes their assessment level, area of need, learning style and any additional information that would be helpful to staff, when dealing with that young person.

5a.6 The YPs in the Care and Separation Unit have continued, at times, to shout racist abuse to each other and to young people above them and on the Doulton unit. Our Police Liaison officer will speak to those involved and warn them of the consequences.

5a.7 Race has been the main area on DIRFs (Discrimination incident report forms) received. During the reporting year from June 2015 to March 2016 there has been 120 DIRF forms submitted and 48 were upheld. The data for April and May is not currently available. The number upheld has reduced during the year with February and March showing 19 forms received and none upheld.

5a.8 Werrington has now got an active account with CapitaTI; who provide translation services for young people. This service included face to face, telephone interpreting, translation services – written and recorded, services for the deaf – sign language and lip reading.

5a.9 Ramadan is nearly over and the numbers who started the fast were 30. The young people tend to stop and restart as, due to the time of year, the time between sunset and sunrise is short so the time of fasting is long. All young people have the opportunity of celebrating their faith's special days. The Christmas Carol service

started with the Imam reading from the Koran in English, of the birth of Jesus. A number of young people took part in the service and enjoyed refreshments at the end.

5a.10 IMB recruitment has continued through the year. One person was appointed in October from an earlier campaign. We have had two recruitment campaigns during the year. The first campaign one person was appointed and joined the board in March. The second campaign is at the interview stage and there are 3 candidates. The IMB encourages applications from people 18 years and above. There is no upper age limit. Age wise we are a diverse board.

Section 5b

Education, Learning and Skills

5b 1 In August 30 hours of Education per week began with 3 hours of Education am and pm. It became apparent that the change from 15 to 30 hours was a big shock to many of our young people. Most had been excluded from school and had attended pupil referral units which do not require full attendance.

5b 2 If these young people were in the community they would have had 13 weeks a year on holiday. So would the teachers. The contract was for 30 hours of Education for 52 weeks a year. 60% of this time is protected so young people can only have visits, casework reviews, legal visits and non-urgent healthcare appointments on Monday to Thursday afternoons. It is therefore unobtainable for our young people to achieve 30 hours of education a week.

5b 3 They managed 15 hours of Education as either am or pm they were cleaning the wings or tending the gardens. A number of young people, who were poorly behaved, were removed from Education as they were disrupting classes. They then went onto an Outreach program. The number on outreach exceeded what was expected so the young people spent longer time in cell. In November the number on outreach was 34, approximately a third of young people. Work was given to them to do in cell but the time the outreach workers could spend with young people was limited.

5b 4 To help young people adjust to the 30 hours education, they will have an extra weeks support, following their prison and education induction, prior to starting their chosen course.

5b 5 A number of the new teachers left including the sports science and music studies teacher. So these pathways were not available as it was a specialist post. A new recruitment campaign was started but this took around 8 weeks before they would be in post. Education staff managed to provide education for all young people with the help of Kinectic, who are youth workers.

5b 6 In October HMIP and Ofstead arrived and the education again received a 'Good' award.

5b 7 The Sharron Trust train our learning support staff to deliver 'Turning Pages' to our young people and this is working well and a number of young people are improving their reading through this scheme.

5b 8 The new courses introduced: sports science, individual learning skills, creative design and music and this gave young people more opportunities to choose from.

5b 9 Sadly in March due to young people deciding that it was a good idea to destroy the bricks workshop, this facility is out of action. It will cost thousands of pounds to make it safe. The tiling and kitchen fitting workshop which is next to bricks is also out of action.

5b 10 Kinetic continue to work with young people who struggle with education. 6 young people have taken their GCSE's here this year. Through liaising with schools, who have provided resources and teachers support, these young people have had the opportunity to take these exams at a very important time of their lives.

5b 11 We are currently without a roving trainer, to cover cleaning and laundry, but the work goes on with the young people receiving help with maths and english.

5b 12 The number of young people who have special educational needs has reduced over the year. 30% have been identified with SEN, of which 16% have statement/EHC plans and 22% have behavioural difficulties. Information as to how officers and staff can help these young people is available on a weekly basis.

5b 13 The prison is applying for 'dyslexia friendly' status so all correspondence with young people has been changed so that it can be easily read. The IMB have changed their application form and the booklet 'Who are the IMB', to a dyslexia friendly font.

5b 14 All education classes spend 40 minutes a week in the library. Alternate weekends A and B wing have the option of going to the library if they are not going to education. There is no arrangement for young people on C2 or ROTL (Release on temporary Licence) to access the library

5b 15 In March there was an exhibition of Artwork created by the Young people was held at the Spout café in Leek. An opportunity to show their talents.

5b 16 In January a 'golden ticket' reward scheme was introduced. To gain the award the YP had to attend their named activity, show good behaviour, complete work set, receive no sanctions and are not be returned to the wing. The reward was either more time in the gym or more time on association or youth club.

5b 17 There are plans to introduce a team of officers dedicated to support the teachers in Education, doing patrols, visiting classrooms, escorting YPs' to appointments.

Section 5c

Healthcare and Mental Health

5c 1 On the 1 May 2016 Care UK were appointed healthcare provider for the West Midlands prisons. Mental Health services, including drug and alcohol treatment would be subcontracted to Shropshire and South Staffordshire NHS Trust. Care UK appointed a Healthcare Manager to coordinate all the strands of healthcare services.

5c 2 The first change that was indicated was that there would be a 9-5 Monday to Friday service provided by the mental health nurses. These nurses had worked shifts so the proposed changes would have a big impact, especially financially.

5c 3 Under the old contract general nurses and mental health nurses worked as one team; but the separate contracts has meant that the duties will be split. This has meant a shortfall of general nurses, so a recruitment exercise is taking place and until the posts are filled, agency nurses are being used.

5c 4 As I am writing this report, 10 weeks into the contract, a new model for the provision of services was announced. The changes proposed were a shock to the

current staff especially the mental health nurses, CAHMS and YPDASS team. Due to the reduction in staffing in this area a number of staff are now looking for jobs in the wider NHS. Their experience gained over a number of years will be a loss to the establishment.

5c 5 The monthly meetings are now all clinical governance meetings rather than quarterly governance meetings, though there has been no attendance from NHS England.

5c 6 There is cover 24 hours a day, in case of injury or illness, from general nurses who can, refer to an out of hours service, for advice or visit.

Locum GP's are being used at the moment and a recruitment for a permanent part time doctor are proceeding.

5c 7 The dental clinic is working well and have caught up with appointments and the waiting list is about 6 weeks. A new dental x-ray has been installed.

5c 8 The current CAMHS team, made up of a Counselling Psychologist, Cognitive Behaviour Therapist and a Clinical Psychologist have been working with YP's to improve their condition. When I spoke to the psychologist in post two years ago I was told that they just maintained the young person whilst in prison. The current service was a big plus to the prison but these posts are not part of the new plan. These posts will go on the 31 July.

5c 9 Werrington is working with Drake Hall to cross deploy staff trained to support people using the GU (Genitourinary) clinic, for reasons of decency.

The new model for mental health and substance misuse, which has recently been announced, will reduce the numbers of mental health nurses from 4 to 2 and 1 full time substance misuse worker plus part time admin and team leader. The current team is 8 staff. The losers appear to be the young people on drugs but on the plus side the plan is to have a learning disabilities nurse, speech and language therapist. The mental health nurses will have support from a Consultant Psychiatrist and a CAMHS psychologist.

5c 10 There has been issues with young people not being collected and brought to their appointments. To address this a new process is being considered for designated officers to escorting young people around the establishment to appointments. This would reduce the 'did not attend' numbers.

5c 11 Care UK are now looking into whether YPs' have had all injections/accelerated programme and immunity. Currently there had been a programme to have Hepatitis B injections only.

5c 12 Patient Experience Surveys, issued by staff to YPs' following treatment are now being returned to healthcare. Staff from healthcare can now attend Youth Council meetings.

5c 13 Dispensing of medication has been centralised and to support this healthcare will send a list over to the wings the night before so that YPs' can be escorted to the dispensing point.

Section 5d

Purposeful Activity

5d 1 Transforming Youth Custody brought many changes including the opportunity of spending 3 hours a week in the gym. Gym staff planned a schedule based on an 8 week cycle. To start with a number of YPs' refused gym. Rather than being a plus it became a minus in the new set up.

5d 2 YPs like to be outside but due to a football pitch, which is water logged for a large part of the year, this did not happen. Costing of astro turf was sourced but it was too expensive.

5d 3 The take up for gym has increased during the year through staff encouragement.

5d 4 The Duke of Edinburgh course planned has not started yet, but it is moving forward. These initiatives take time and the prison want to get it right. The Sports Studies course is very popular and most YPs complete the course which lasts for 8/12 weeks.

5d 5 Extra sessions of gym are available evenings and weekends. As I write this report a new evening physical education schedule for YPs has been issued which encourages staff participation in playing football and circuit training.

5d 6 On 18 September 2015 a Festival of Sport was held, which replaced the normal education timetable. Each landing made up the teams and there were 5 separate venues where teams could win points. It was a very successful event that both YPs and staff enjoyed.

5d 7 Kinectic youth workers continue to work within Education and on the wings supporting young people. The aim of the project is to deliver, a range of individual and group activities, which encourages the active and informal learning of YPs'. This gives them knowledge, skills and experience to develop socially, educationally and personally as individuals throughout their time in the establishment. By engaging with YPs', they have a better knowledge and understanding in the following areas: Health and wellbeing, appropriate language and behaviour, actions and consequences, life skills, relationships, values and attitudes, independent living, mental health, assertiveness, equality and diversity, money skills, self-identity, racism, exploring gender, peer mentoring skills, violence reduction and safeguarding.

5d 8 The Youth Council, supported by Kinectic, floundered during the changes to 30 hours of Education from August to October. A recruitment drive was held in October and meetings recommenced. This forum discusses various issues brought up by YPs' and staff. At the meeting in May 2016 a number of topics were brought up, including IEP (Incentives and earned privileges) issues, gym, food, education, wings, and release on temporary licence. At that meeting a Governor attended who answered their questions and explained what was allowed and what wasn't and why.

5d 9 YPDASS provide specialist drug and alcohol interventions. During this reporting year 70 to 80% of our YPs were supported with 1-1 or group sessions. This included clinical treatment, individual psycho-social interventions, structured group work and family support. As stated previously in the healthcare report the new contract is totally different than what is in place currently.

5d 10 Through the Chaplaincy a number of accredited courses are run. Each chaplain runs courses relevant to their faith. The Imam – Islamic lessons, Roman Catholic – Journey into faith. Reflex provide - managing emotions – a My Life

course. Daylight offer a science based Alpha course. Other courses are available. The Board is pleased that a Church of England chaplain has been appointed and will provide further teaching through the pilgrim course. We now have a Sikh YP and the services of a Sikh chaplain has been arranged.

Section 5e

Resettlement/Reoffending

5e 1 The new casework model introduced last year is working well. There are good links with the YO (youth offending) teams not just locally, but across our catchment area. Our caseworkers attend post-exit 10 day reports either in person, if it is logistically realistic to go, video link, or conference call. All YPs' are contacted at 13 weeks post-exit to see how they are doing. A good number reply to the questionnaire.

5e 2 Accommodation is still a problem for 'looked after children' as noted in our last report. The young person quite often does not know where they are going until the day before their release. Though no YP's have left without having an address to go to. The YP's are regularly reviewed. At the first review it is usual to invite parents so that they can see how their child is settling here. Their YOT worker will be there as well. If case workers have any questions families may be able to help. Follow up reviews are held regularly again with family and YOT in attendance. Prior to release there is a final review to make sure everything is in place for a smooth transition. A photo booklet has been produced to show to families areas of the YOI that they do not see. Ie what a cell is like.

5e 3 One of our members has been to a variety of reviews and they are always focussed upon the YP. At one final review the YP, who was approaching 18, realised that life would be very different. At 17 and 364 days he was a child with a lot of support. One day later he was an adult and needed to take on responsibility for himself.

5e 4 In the past the majority of YP's were on DTO's (Detention Training order). We have a number of Section 91's YPs' with long sentences who will remain here until they are 18 and then move on to a young adult establishment.

5e 5 Our population is made up of approx. 40% 'looked after children' 35% MAPPA 21% 'prolific offenders' and 4% others.

5e 6 During the year a Vietnamese YP arrived from court. The casework officer realised that he had not committed an offence and contacted the Refuge Council. He was then released.

5e 7 Our Community Engagement worker continues to work with YPS' to improve their chances of work or gain experience to enrol on a college course. If the local ROTL (Release on Temporary licence) board decide a YP is suitable for work on the outside, he is referred to Staffordshire County Council Open door scheme. There are a variety of different opportunities, covering many trades that our YP can choose from.

5e 8 During the reporting year there has been 13 YPs' who have completed a total of 326 sessions of work. Of those YPs' at least two, on release, are working. Another YP was 'non presumptive for early release' due to his offence. Whilst on ROTL he

challenged that decision and, due to his good behaviour he was successfully released early and is now at university. There was another success for a YP who went to gain experience at Robert MacGillivray Panel products. He worked so well that on his final day they had a buffet party and presented him with a t-shirt with the number 17 and his name on the back. He is now at college studying hospitality. Werrington is now working with the East Midlands Resettlement consortium to help our YPs' with a positive opportunity on their release.

5e 9 During the year an Employment Fayre was held. There were a number of stalls including; local colleges, Staffs County Council, Sue Ryder charity shops, TCC waste, Seddons Builders, Amey, and the Army. The Health Fayre was for both staff and young people.

5e 10 The Psychologist team are now in place and are working with our YPs' to address their issues. They assess the YPs' needs and recommend which of our interventions are suitable to address those needs. What is now available for YPs' are 'Starving the Anger Gremlin' – the imaginative workbook shows young people how to starve their anger gremlin and control their anger effectively. 'Juvenile Enhanced Thinking Skills' – The six aspects of the program are problem solving, self-control, cognitive style, social perspective taking, moral reasoning and critical reasoning. 'Aggression Replacement Training' aims to challenge young offenders to accept responsibility for their behaviour. To reduce the incidents of assault, public order offences and criminal damage. The A-Z programme is a short motivational non accredited programme to support YPs' move away from offending. The course is designed to encourage prisoners to consider their lives up to now, choices they have made and goals for the future. The courses and tutors are now in place and the first groups have taken place. At the end of the course all participants receive a certificate.

5e 11 Building Bridges aims to improve the communication and relationship between YPs' and their primary parent or carer through simple tasks and some group based activities.

5e 12 Sadly after a good start a number of staff have left, so some courses are on hold, whilst recruitment takes place.

5e 13 Since reforming the Youth Council continues to meet. YPs' can bring up any issues. They have invited Governors, Education manager and Kitchen manager to their meetings. They are then grilled by the YPs'. issues have included, gym equipment, more activities in the vibe, kit change, celebration events, canteen prices high in relation to shop prices, to name a few.

Section 5f

Safer Custody

5f 1 Following the HMIP Inspection when the safety of young people was found to be at a lower level than at the previous inspection. Safety became a priority for all staff. A list of helpful things staff could do was sent by the Governor to all staff.

5f 2 At times it is difficult to ascertain the root cause of issues between YPs'. Young people who are constantly violent were looked at to try and pre-empt acts of retaliation and to reduce the number of acts of violence. The security department

receive information which is analysed. They may receive information which on its own is negligible but, when it is looked at with other intelligence it may complete the circle. Sadly outside issues can be brought into the prison. YPs' receive orders to assault other YPs' who are not in their gang.

5f 3 At the start of the reporting year there was a Bullying Reduction Programme. In October this programme became the Bullying and Violence Reduction programme due to the high number of assaults on both staff and YPs'. There are three tiers to the programme: tier 1 they are monitored, at tier 2 they are actively bullying or displaying violence and at tier 3 they are removed to the Care and Support unit for a period of two weeks. Whilst they are on the programme, they are regularly reviewed by staff and Safeguarding Governor. When they are put on the programme, they receive a notice which informs them of the level they are on and their targets. If they are on tier 2 then their caseworker will talk to them as their behaviour could affect their release date.

5f 4 The number of Young people on the register increased from 2 at the beginning of November to 20+ during December when YPs' who were violent were added to the list. Each week the YPs' are set targets to improve their behaviour. Sadly even with this added support the violence is still too frequent.

5f 5 The safeguarding team are supported by two on site Social Workers who make sure that the YPs' local authority social worker complies with support for their YP in custody. They sit in on reviews in CSU, attend Multi Agency Safeguarding and Health meeting, which discusses, weekly, vulnerable and complex YPs' and Multi-Disciplinary meetings called to discuss possible transfer of a YP to another YOI. They are the voice of the YP and provide an excellent service..

5f 6 In our last report we had a YP who was a serious self-harmer I am pleased to report that this year there has been some self-harm but not on the scale as last year. The board also reported that the time it took to section a YP was an issue. I am therefore pleased to announce that a YP who required sectioning, was sectioned, and the move to the secure facility, following receipt of the warrant to release to the secure unit, was around a week.

5f 7 ACCT documents are regularly looked at and any issues are referred to the Governor. This is still an area of concern especially around the recording of conversations and complying with the required number of observations. A number of training sessions for staff have been arranged and the Coroner of Stoke on Trent has accepted an invitation to address officers about inquests.

5f 8 The advocacy service is managed by Barnados who offer wide ranging support to the young people. The service has suffered a shortfall of staff during the reporting period and difficulties in recruiting. The new team are now in place and are working to bring the service back up to the standard it was previously at.

5f 9 The MMPR team are now well established and there is usually an MMPR officer on duty each day, who will respond to any requests for assistance. All staff receive regular update training to keep up their skills. Under MMPR there are a number of de-escalation tactics they can use and staff are using these when dealing with YPs'.

5f 10 Some YPs' are intent in carrying through with their indiscipline and in those cases then use of force is necessary. When force is used, as the last option, each week the actions of the officers is reviewed by senior management, healthcare and social workers. The YJB and the national MMPR team have been very complimentary about the staff at YOI Werrington.

Section 5g

Segregation, Care and Separation, Close Supervision

5g 1 The Care and Support unit is often full, and occasionally overflowing with YPs' having to remain in their own cell. We would wish that it was empty but that is rarely the case. The staff in CSU are always supportive of the YPs' and make sure they have phone calls, shower and exercise every day. Sometimes YPs' prefer to be in CSU as they know they will get their full regime, when on the wing, that may not be the case.

5g 2 Education visit each week day and spend what time they can with the YP. They are supported by Kinectic, who are youth workers. When CSU is full it can be difficult to see each YP; especially if they are on 2 or 3 officer unlock. In these cases work is left so that they can do it in cell. As there are no TVs in CSU YPs' rely on books to read or puzzles.

5g 3 At times it can be very noisy as the YPs' shout to each other across the unit. Sometimes this banter is racially motivated. Some like pressing their cell bell, others smash up or flood out their room. If they cause trouble they think this will lead to being transferred. They seem to forget that the YOI, where they wish to go, have to accept them for transfer and can, and do look, at their record of behaviour.

5g 4 Reviews are conducted on Tuesday and Fridays which up to this year the IMB have been able to attend. Due to ill health since January only Tuesday's have been able to be covered. Reviews are a multi-agency approach with case work, social worker, education, programmes, healthcare in attendance. The YP is quite often asked 'what do you think should happen today?' Their reply is not always the view of the Governor. The aim is to get the YP back on normal location. Phased reintegration starting with sleepovers, then if suitable, attend education. Gym is another option. Sometimes it works and other times it does not.

5g 5 The unit only has eight cells and none are constant watch cells. The showers are adequate for the numbers. During the reporting year a bid was put in for the refurbishment of showers, both on the Denby and Doulton unit and the provision of constant watch cells. It was put out to tender and the work on the showers was due to start in February. The refurbishment was then deferred. The prison was told, that they had to resubmit the bid, and we are now waiting hopefully for a date to start the work.

5g 6 Adjudications are held each day and the number varies. Each day a Governor is detailed to hear the cases. Due to the increase in assaults both on staff and YPs' from January this year the maximum award for fights or assaults rose from 14 days loss of privileges, up to 21. There has been an increase in the number of fire incidents which is a cause for concern. The Independent Adjudicator attends every 4 weeks. He has added 134 days to YPs' sentences in the first quarter of the year.

5g 7 To put into perspective the increase in violence: in the last quarter of 2014 there were 76 assaults 18 on staff whilst in the same period in 2015 that had increased to 174 of which 93 were on staff.

Section 5h

Residential Services

5h 1 Young people arrive at Werrington usually in the evening, even though their court case probably ended around lunchtime. YOI's have no time cut off for arrivals so they are usually last on the transport. This means that staff in Reception have limited time to process the paperwork that has to be completed. Any potential issues are raised with wing staff. Healthcare see all young people whilst they are still in reception. Usually they have a shower and a meal before being taken to the induction wing, Denby. This is a small unit that houses new arrivals and enhanced YPs'. During the first couple of weeks, they have a prison induction, and receive information, on various departments including, Chaplaincy, Programmes, Case Workers, Advocates, Safeguarding, Education assessments, gym and information about prisoner's monies, excess postal charges and for their first week – a choice between phone credit or extra snacks.

5h 2 Each YP will be allocated an education place based on their educational level and usually one of their choices. This can be a difficult time as they now face 3 hours of education am and pm.

5h 3 In the first few weeks peer mentoring is provided by Kinectic Youth Workers. Their support has made a positive reduction of the number of ACCT documents being opened in the first few days.

5h 4 The aim is for all young people to have showers, telephone calls and outside exercise each day. At times this cannot be fulfilled due to the number of YP's here that cannot mix with each other. On the Doulton Unit there are technically 16 showers but due to the 'keep apart' list only 8 can be used safely, unless there are two YP's who can shower together. There are times when there have been YP's who cannot be with any other YP and they have to be moved when all other YP's are locked up. The wings need the refurbishment of showers to take place so that they can all have a shower each day. Extra phones are being installed on the exercise yard.

5h 5 YPs' are responsible for keeping their room clean and tidy. Not all YP's adhere to this policy. Damage to prison property is a weekly issue. Smashing observation panels and furniture or setting off alarms continues. Despite being informed of the danger of setting fires in cell, a number of YPs' do this. Due to the numbers and that the fires were putting staff at risk; the Governor made the decision that any cell fire would be inundated with water prior to staff opening the door. All Yps' who set fire are spoken to by the fire officer of the danger they are in due to smoke inhalation. Minor damage is dealt with in house adjudications and serious damage cases are referred to the Police.

5h 6 In June last year Amey took over the contract for the estate. The budget that was set aside for damage was not sufficient to cover the level of damage done by the YPs'. This contract includes, gardens, laundry and waste management. Up to August, 15 hours a week, the YPs' did a variety of jobs around the prison. With 30 hours of education, the gardens soon became unkempt. No YPs' helping to tidy and weed the garden. Looking around the grounds, it is sad to see what has happened. Flower beds needing weeding, Weeds in abundance on pathways.

5h 7 There are two youth clubs; one for Denby YPs' and one on the Doulton unit. What is on offer is limited by space and safety of the YPs'. Kinectic youth workers are on site during the evening association providing added facilities.

5h 8 There has been a number of incidents at height, some for a short period and others where the command suite had to be opened. During one incident a great deal of damage was done to the bricks workshop and it is still out of action. During each incident at height, a risk assessment is made and if it is safe to do so then the YP will be pulled to safety as these incidents disrupt the day to day activities.

5h 9 The kitchen now provide a menu which is in use across the YP estate. The new menu gave more choice and the board have not received any complaints. The standard of food is good. The new breakfast packs are given out in a morning but there are a large number of YP's who do not collect these packs especially at the weekend. Lunch is a filled baguette and there is a hot meal in the evening. YPs' who do not collect the breakfast pack may be losing out on their daily calorie intake. They are children and the menu is designed to give them all the goodness and vitamins they need.

5h 10 The food serveries have been monitored and there are still issues with hygiene. Not washing hands, issues with portion sizes. YPs' behind the serveries expecting larger size portions as a reward for serving. During Ramadan YPs' were provided food in flasks to eat after sunset. This works well and the festival of Eid was celebrated. During the two weeks at Christmas the normal menu was suspended and on Christmas Day, Boxing Day and New Year's Day festive food was on offer and on other days one vegetarian option and one main option was available.

Section 6

The Work of the Independent Monitoring Board

Board Statistics	
Recommended Complement of Board members	10
Number of Board members at the start of the reporting period	3
Numbers of members at the end of the reporting period : 31-05-14	5
Number of new members joining within the reporting period	2
Number of members leaving within reporting period	0
Total number of Board meetings during the reporting period	11
Total number of visits to the Establishment	185
Total number of segregation reviews held	Not known
Total number of segregation reviews attended	248
Date of Annual team performance Review	Not held

The board has worked, to fulfil the full duties, but due to the low level of active board members that has not always been possible. CSU reviews are a priority. The board have managed to sit in, on a considerable amount of adjudications including the external adjudicator. Monitoring food serving, reading ACCT documents and looking at complaints. Listening to concerns over the new healthcare contract. Young people tend to speak to members whilst they are walking around the prison rather than write on the application form. Most incidents at height are usually resolved within the first hour. If not the command suite is opened and we are invited to attend. Just before Christmas there was a possible hostage situation and a member attended. It was resolved when the national team arrived with their dogs. The YPs' refused to remove the barricade so the national team took over the incident. The member was briefed as to what was going to happen. The YPs' were removed from the cell and handed over to staff who escorted them to CSU. During the move to the CSU urine was thrown out of the 2's landing cell windows, onto the staff, YPs' and IMB member.

Applications to the Board

Code	Subject	2013	2014	2015	2016
A	Accommodation	2		2	2
B	Adjudications				
C	Equality and Diversity (inc religion)	1		1	
D	Education/Employment/training Inc IEP			3	4
E1	Family/visits inc mail and phone			1	
E2	Finance/pay				3
F	Food/kitchen related			1	
G	Health related				2
H1	Property (within current establishment)				2
H2	Property (during transfer/in another establishment)				
H3	Canteen, facilities, catalogue shopping, Argos				
I	Sentence related		2	1	3
J	Staff/prisoner/detainee concerns inc bullying		2	9	10
K	Transfers				
L	Miscellaneous			4	1
Total		3	4	22	27

Pam Pritchard
Chair Werrington IMB

Section 7

Glossary of establishment related terms and abbreviations in this report.

ACCT - Assessment care in custody teamwork
BME – Black mixed race
CAHMS – Child and adolescent mental health services
CSU – Care and Support unit.
DIRF - Discrimination incident report form
GCSE – General certificate of secondary education
IEP – Incentive and earned privileges
MAPPA – Multi agency public protection panel
MASH - Multi agency shared health
MMPR – Minimisation and managing physical restraint
NHS – National Health Service
NOMS - National Offender Management Service
ROTL – Release on temporary licence
SEN – Special educational needs
SENCO – Special educational needs co-ordinator
TYC – Transforming youth custody
YOI - Young offender institution
YOT – Youth offending team
YP – Young people
YPDASS – Young people’s drug and alcohol service