



HMP/YOI CHELMSFORD Annual Report

1st SEPTEMBER 2015 TO 31st AUGUST 2016



Monitoring fairness and respect for people in custody

Section 1

STATUTORY ROLE OF THE IMB

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

The Board is specifically charged to:

- (1) satisfy itself as to the humane and just treatment of those held in 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.

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.

Section 2

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Section 3

DESCRIPTION OF THE PRISON

3.1 There has been a prison on this site in Chelmsford since 1819. The original prison (A-D Wings) was built on the traditional “spokes of a wheel” design of three storeys. Two new residential units were added in 1996 (E and F Wings) and a third (G Wing) was opened in 2006. There are a variety of other facilities including a Healthcare Centre, Educational facilities and a Gymnasium and artificial sports pitch, a Multi-faith room, Library, Kitchen, Laundry, Recycling Centre, Visitors Centre and a variety of offices housing prison and agency staff.

3.2 Chelmsford is currently designated a Category B Local Prison serving local courts and holds those who are sentenced, on remand or on trial. It holds adults and young adults and some foreign national prisoners. The average stay of a prisoner is just a few weeks, which leads to a high turnover, with a large number of transfers to and from court and other establishments each day.

3.3 Segregation is on A Wing and vulnerable prisoners have separate accommodation on D Wing. The newer part of the prison has a 12 bed 24-hour Healthcare unit, E Wing provides the drug treatment system, F Wing is the first night and induction unit and G Wing holds a mixed population including older and enhanced prisoners.

3.3 The Prison’s Operational Capacity is 745.

3.4 During this reporting period Helen Carter was Governor until January 2016 and Steve Rodford OBE from then on.

3.5 Care UK runs Healthcare, People Plus provides Education and Sodexo, in partnership with the National Association for the Care and Rehabilitation of Offenders (NACRO) are responsible for Essex Community Rehabilitative Services providing Probation services.

Section 4

EXECUTIVE SUMMARY

4.1 Much of what the Board is reporting remains little changed from that contained in the report for 2014-15 and earlier years, being beyond the control of the Governor and staff:

- the Victorian buildings are dilapidated and in need of major refurbishment, for which finance is not available, or of maintenance that is not being provided adequately by Carillion, the Works contractor;
- Government budgetary cuts have continued and reflect a much lower number of officers – against the ‘New Ways of Working’ Benchmark profile. The establishment total was set at 144, but at the end of the reporting year stood at only 125 in post, of whom 11 were sick absentees.
- This has resulted in long-term temporary working profiles and shift patterns and, as a result of Benchmarking, only part-time engagement in work or education for prisoners. Of that reduced total, there are a significant number of young and inexperienced officers and, given that many prisoners appear disengaged, the Board fears for general prison safety.

4.2 The Board remains concerned at the levels of violence, bullying and self-harm which have increased sharply, a situation which was also noted by the HMIP in their inspection. The Board however commends the Governor specifically for his efforts in holding clinic sessions with individual repeat violent offenders to examine behaviour and where possible address causes.

4.3 The Board also continues to be greatly concerned by the performance of Healthcare in general and the apparent lack of secure mental health accommodation available outside of Prison.

The Healthcare providers - Care UK, continue to make changes to their structure but, as noted, the Board regrets that the level of service being provided to care for prisoners’ physical and mental health needs remains inadequate.

This is exemplified by the largest number of prisoner applications received during the year concerned Healthcare but, as Care UK operates its own complaints system, the Board is able to provide little assistance.

4.4 The Board is concerned that the reduced number of officers has resulted in the continuation of part-time education and consequently more time in cells for the prisoners. There is also concern that the number of allocated work and education places is further compromised by the lack of escorting officers.

4.5 Despite the challenging conditions in which officers and staff are working and the fact that the Personal Officer scheme is no longer in place, the Board recognises the considerable efforts made by these individuals, in engaging with prisoners on a day to day basis and for the assistance provided to Board members in resolving issues when dealing with prisoner applications.

Section 5.1

EQUALITIES AND INCLUSION

5.1.1. The Board has observed that, in general, due attention is paid to prisoners in all the protected characteristic groups. These are Younger Prisoners (YPs), Older Prisoners (OPs), Travellers, prisoners belonging to various religious groups, prisoners with Learning Disabilities (LDs), Vulnerable Prisoners (VPs), Veterans, Gay/Bisexual/Transsexual Prisoners, Foreign National prisoners (FNs) and Black and Minority Ethnic prisoners (BME).

5.1.2. During much of the reporting period, the Prison was significantly below the staffing levels indicated necessary by bench marking, as a consequence, the Prison has been unable to continue to provide forums for most of these groups. Currently there is only a forum for Travellers, run by the Chaplaincy but the Board is concerned that there are no OP, YP or FN forums. However, a general questionnaire has now been introduced to communicate with prisoners in the protected characteristic groups. These will be sent out to one particular group bi-monthly. The first response from Older Prisoners has provided useful feedback.

5.1.3. However, during the reporting year the Board received only 4 applications which were Equality/Inclusion specific, a significant decrease from 11 the previous year.

5.1.4. On induction, all new staff receive a 40-minute Equality presentation but the Board is disappointed to note that only just over a third of Prison staff have completed the more testing on-line Equalities training.

5.1.5. Throughout the reporting period the Prison population has included an average of 9 -11% Foreign National prisoners and the Board is pleased to note the co-operative working between the Prison and the Home Office Immigration Enforcement Team, as monitored by the Board and also reported by HMIP.

5.1.6. The Equality Impact Tool, which should enable the Prison to compare its own statistics with data held by NOMIS for the entire prison population, is currently only providing information that is 9 months old.

5.1.7. During the reporting period the numbers of VPs has significantly increased and, consequentially some are now accommodated on A and F Wings as well as D Wing, which is the designated VP Wing. Although they are all receiving appropriate regimes, this sometimes proves difficult for F Wing to achieve with its current low staffing levels.

5.1.8. Care UK is contracted to provide a part-time nurse to specialise in the care of Learning Disabled prisoners but the Board is very disappointed to note that it has failed to do so.

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5.1.9. A monthly Equality Meeting is held, at which there are several Governor-grade representatives are present but the Board is disappointed that staff who are leads on particularly protected characteristics are not always able to attend because of other commitments and prisoner representatives from the wings are not always present.

Section 5.2

HEALTHCARE AND MENTAL HEALTH

5.2.1. The highest proportion of applications received by the Board in this reporting period concerned Healthcare issues. There was a significant increase in the number, 66 compared with 45 in the previous year. A third of these Healthcare applications concerned medication issues.

5.2.2. The Board is concerned that prisoners continue to experience difficulties and delays in receiving the correct and sufficient medication both on entering the Prison as well as on a daily basis.

5.2.3. Recruiting and retaining staff at all levels within Care UK continues to be an issue and the Board is concerned that agency staff are still in regular use in an attempt to cover clinical vacancies.

5.2.4. The Board is worried that the recent introduction of Care UK's own complaints process may prevent effective monitoring and appropriate and timely intervention by the Board on behalf of prisoners. Under the new system Care UK gives itself significantly more time to respond to complaints than under the Prison's system and the process for prisoners to make subsequent appeals or applications is not clear.

5.2.5. The Board has serious concerns about the on-going shortage of prison staff in Healthcare and the potential disruption to the delivery of an effective programme of clinics and attendance at appointments.

5.2.6. The Board also has concerns that the lack of prison staff in the in-patient unit of Healthcare has resulted in a reduction in association time for the prisoners, thereby impacting on the wellbeing of an already vulnerable group of individuals, and increasing the risk to prisoner safety.

5.2.7. For the reasons outlined above, the Board believes that Care UK fails to deliver the level of service required to meet prisoners' general healthcare needs. In addition, the chronic shortage of secure mental health places available outside the Prison, relative to the large numbers of prisoners with serious mental health problems, means that, in the Board's view, the mental health provision for prisoners is far from adequate.

The Board will continue to monitor closely the performance of these vitally important areas.

5.2.8. The Board is pleased to learn that two apprentices who joined the Healthcare administration team have successfully completed their apprenticeship and it is anticipated they will be given permanent positions.

5.2.9. The Board has concerns about the poor provision of dental services at the Prison, which although fulfilling its contractual hours, does not ensure that sufficient appointments are offered. Additional support to clean dental equipment would enable two full days of appointments to be scheduled per week.

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5.2.10. The Optician service was interrupted for two months, but is now well restored with a new Optician who trained a prisoner to give general advice and help other prisoners choose spectacles. Although this prisoner has left the Prison, the Board hope this will be a continuing initiative.

5.2.11. The Board was pleased to note that prisoners' non-attendance at clinic appointments was being monitored and managed in the early part of the reporting period with a subsequent reduction in wasted appointments.

Section 5.3

REDUCING RE-OFFENDING

Resettlement

5.3.1. Reducing reoffending remains the government's key strategy in the management of prisons and therefore deserves a thorough and critical approach.

5.3.2. There are several strands in this all-embracing policy: education and work to equip prisoners with skills that they can use after release; the Visits regime to keep prisoners in touch with family and community; and the work carried out pre-release to try to find prisoners jobs and accommodation.

5.3.3. The Board has identified the following positive features in the Prison's process:

- The way in which every member of staff is made aware of the strategy and their part in it through the Prison's "every contact matters" training.
- The screening of prisoners at Induction and the consequent allocation to a learning pathway consistent with their educational level.
- The care taken to provide a resettlement plan for prisoners 12 weeks before release; followed by attendance at a pre-release clinic 4 weeks before release attended by the Offender Management Unit (OMU), Chaplaincy, the Integrated Drug Treatment Service (IDTS), Inside Out, National Careers Service (NCS), the National Association for the Care and Rehabilitation of Offenders (NACRO), Care UK, Jobcentre Plus and People Plus; followed by a one to one interview with NACRO to make sure that the prisoner is content with the information he has received.
- The role of NACRO in making information available to prisoners on issues relevant to their situation, such as housing, finance - including dealing with debt, drugs and alcohol, learning difficulties and mental health.
- The work that NACRO does in relation to housing, including a clinic to educate prisoners in how to be good tenants and what to do if they are in arrears with rent; and a specimen letter to the prisoner's local council asking for emergency housing.
- The efforts made to find prisoners accommodation; however, roughly a quarter of prisoners leave the prison with nowhere to go. There are a number of possible reasons for this, not the least of which is the chronic shortage of accommodation in Essex.
- The efforts made to cultivate a positive relationship with local employers through employer engagement events at the Prison. Employers in the construction and railway

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industry are frequent attenders. In May of the reporting year 23% of all prisoners released left with a job offer.

5.3.4. However, the Board views the following as being unsatisfactory:-

- The disconnection between OMU and Resettlement. Through the Offender Assessment System (OASys), OMU gain an insight into the causes of offending behaviour and what needs to be done to address it. However, the Board believes that OMU, with its deeper understanding of individual prisoners' problems, should be involved in formulating the strategy for Reducing Reoffending.
- Furthermore, as noted by the Board and by HMIP, in reporting on their visit to the Prison in April 2016, the quality of OASys assessments was disappointing and contact between prisoners and Offender Supervisors was too limited, leading to prisoners feeling unsupported and disengaged.
- The fact that the CRC does not report back to the prison, which means that the Prison has no idea how successful their efforts have been or how they can improve.
- The fact that education and work are only part-time, which was implemented as a result of Benchmarking.
- The fact that a quarter of prisoners leave the Prison with no accommodation to go to.

Purposeful Activity including Education and Work

5.3.5. Work and education are intended to equip prisoners with skills and in some cases qualifications that they can use in employment upon release and are therefore key aspects of the Reducing Reoffending strategy. The Board is hopeful that the gathering of post-release data will provide a better understanding of the usefulness of qualifications gained by prisoners. This should also inform future decisions on courses delivered.

5.3.6. The Board recognises the importance of the work undertaken by prisoners in the Kitchen, Laundry and Recycling and also that done by prisoner Insiders, Listeners, Mentors, Orderlies, Cleaners, Painters, Yards Party workers, and representatives in support of fellow prisoners and their role in keeping the prison functioning and in reasonable condition.

However, the impact of education and work is diminished by the following factors:

- Too few prisoners have employment and up to 25% of prisoners remain locked up on the wings when work movement starts. It should be noted however that remand prisoners, a sizeable proportion of the population, are not required to work.

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- Of the 226 places in education/work that are available each day, it is reported that approximately 90% are allocated and attendance is at an average of about 70%. However, problems continue to persist, with prisoners not attending their classes.
- Most prisoners only have the opportunity to work and attend classes on a part-time basis, the consequence of which is that their earnings are limited and more time is spent in their cells.
- In recent years the Prison has had to shorten practical courses to fit the average length of stay of prisoners, thus reducing the qualification levels available to prisoners. In this reporting period, the Prisoner Information and Communications Academy (PICTA) introduced more basic courses and therefore lower level qualifications.
- The shortage of staff means that some areas of the Prison, where qualifications could be achieved, such as the Gym and Kitchens, are unable to offer these to prisoners.
- The education provision for D wing is only two half-days a week delivered in a dedicated classroom in the Education block.
- In-cell education is, for the most part, not currently available.
- During staff shortages access to the Library is curtailed and this has been particularly noticeable and an increasing problem this year.

The Board notes the following positive developments:

- This year, Level 2 Peer Support, Level 2 Business Studies and the CSCS qualification, which is required for most construction jobs, were added to the available qualifications.
- The Education department has in the past reported that approximately 90% of learners achieve the qualifications for which they enrol. However, some of the qualifications gained were not universally recognised. Over the last year most of these courses have been withdrawn, and instead only courses with a nationally recognised qualification are now offered. As a consequence the success rate has reduced to 80%.
- Eight new computers were installed in the Library during the year, providing a valuable learning resource, for example in distance learning and for writing up course work.
- Higher education courses via the Open University are available where appropriate, following referral from the NCS to those who request it. The Education department has had some success in gaining funding from the Prisoners' Education Trust for Open University education.

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- Examples include prisoners undertaking degrees in Business and Art. The Education department has gone to some lengths to facilitate the provision of these courses which invariably require complex support arrangements between student and provider.
- The Board received only 5 Applications concerned with work and education issues, which is a welcome reduction from 11 in the previous year.

Section 5.4

SAFER CUSTODY

5.4.1 Safer Custody is the mechanism employed by the Prison to ensure that all prisoners, particularly those who are perceived to be at significant risk, are closely monitored and receive appropriate care and protection.

5.4.2. The Board is concerned that throughout the year under review, its members' weekly reports have mentioned a high level of violence between prisoners, and assaults on members of staff. We have also seen an apparent increase in the use of New Psychoactive Substances (NPSs) and other drugs, and of prisoners who regularly self-harm, as well a reported increase in prisoner debt and bullying and several incidents of concerted indiscipline by quite large groups of prisoners.

5.4.3. Sadly, we must also report that there have been 3 Deaths in Custody (DICs) during the reporting year.

5.4.5. In their report following an unannounced inspection of the Prison in April 2016, HMIP inspectors said that since their previous inspection:

“Levels of violence had increased sharply. Measures to manage and reduce violence were poorly coordinated but most prisoners felt safe. Levels of self-harm were high but support for those at risk of harm was generally good. Security was well managed. Drugs were easily available but supply reduction measures were improving, particularly addressing new psychoactive substances. The level of use of force was high and governance was weak.”

5.4.6. They also reported that: *“Recorded levels of bullying, assaults and fights had increased sharply and were all far higher than at similar prisons. Most incidents were related to drugs and debt, and most took place on the older wings.*

5.4.7. They also stated that: *“The number of recorded self-harm incidents had increased considerably, and was far higher than that at comparator prisons”.*

5.4.8. The Board's observations and analysis of data provided by the Prison tends to support this view:

5.4.9. The number of assaults on prisoners increased from 167 in 2014/2015 to 253 in 2015/16, the number of prisoners held in the Prison's Segregation Unit on Good Order or Discipline (GOoD), increased by 37% (from 90 to 124), and the number of prisoner adjudications rose by 14% (from 1897 to 2166).

5.4.10. The Board was pleased to note that the number of Assessment Care in Custody (ACCT) documents opened during the reporting period fell by 5.5%, and the number of reported self-harm

incidents fell by 4.5%. However, the actual numbers of ACCTs and incidents of self-harm – 1039 and 592 respectively, remain uncomfortably high.

5.4.11. The Board is however concerned about the quality of entries recorded in ACCT documents relating to the observation of prisoners assessed at risk of self-harm. The entries often do not give insight into the prisoners' moods and demeanours.

5.4.12. The Board reported last year on significant changes in staffing during the year and the Prison has faced similar challenges during the current reporting period.

5.4.13. Although many new and inexperienced officers have been recruited, turnover has been worryingly high and for much of the period, and the number of officers available to maintain the security of the Prison and ensure the safety of prisoners, has fallen well below the Prison's minimum establishment.

5.4.14. The Board continues to be favourably impressed by the care, professionalism and dedication demonstrated by individual officers and other members of the Prison's staff, but remains extremely concerned that current staffing levels and the Prison's general shortage of resources, in our view, makes it impossible to ensure prisoners' safety and decency.

Section 5.5

SEGREGATION UNIT

5.5.1. The Segregation Unit is located on A Wing, where it takes up the whole of the ground floor (level 1) and half of level 2. Part of the rest of the Wing accommodates VPs, D Wing having been completely full for much of the period. Their presence on A Wing complicates the job of staff, who find it difficult to run appropriate regimes for all prisoners on the Wing.

5.5.2. As reported last year, the physical condition of the Segregation Unit remains poor. It is housed in the oldest part of the Prison and whilst a painting programme involving prisoner labour has been evident, it can only be said that at best it “fills the cracks”. The Unit’s officers are therefore caring for some of the most challenging individuals in the establishment in a most unhelpful environment.

5.5.3. The Board is pleased to report that the Unit’s officers have continued to make timely contact with its members, enabling prisoners to have access to the Board as required.

5.5.4. Board members continued to attend and monitor the reviews of prisoners on GOoD and have generally found the process to be appropriately managed and the documentation accurate. There was an average decrease of 9% in the number of prisoners being held on GOoD during the reporting period.

5.5.5. 157 prisoners were held on Cellular Confinement (CC) during the reporting year, compared with 208 the previous year. The Board has noted the great commitment and professionalism of officers and the care which is shown, particularly to some very difficult and/or troubled individuals.

5.5.6. The number of Adjudications increased by more than 15%, which is reflective of the increased use of NPS and higher levels of violence and refusal to obey orders. The Independent Adjudicator, who officiates in more serious cases and has the authority to add to a prisoner’s sentence, now attends every 14 days, instead of every 28 days as in the past.

5.5.7. The Board is pleased to note that there were only two dirty protests during the reporting period and that the Unit’s Special Accommodation was only used once.

Section 5.6

RESIDENTIAL SERVICES

5.6.1. Although efforts are being made to improve the look and feel of the older wings (Wings A – D) such as painting, deep-cleaning and descaling of toilets, the physical condition of these Wings remains very poor and they are gloomy and difficult to clean and maintain. Many cells designed for single occupancy house two prisoners and in many there is a lack of privacy with in-cell toilet arrangements. The Board believes that unless major refurbishment of the fabric of the older section of the prison is carried out, conditions will deteriorate further to the detriment of prisoners' well-being.

5.6.2. VPs, a number of whom are older or with limited mobility, continue to be held on wings which do not have facilities to manage their regimes. This means that these prisoners often have an even more restricted regime and are disadvantaged compared to other prisoners.

5.6.3. Following problems with food quality, the daily meal allowance per prisoner has been temporarily increased from £2-02 to £2-25. There is a regular prisoners' food forum where prisoners' comments and suggestions about meals are discussed, and this change has brought some positive comments from prisoners.

5.6.4. The Board continues to be concerned about the physical state of areas outside wings, which are often littered with discarded food and general rubbish thrown out of cell windows. Despite the work of cleaning parties, who attend to these areas daily, vermin continue to be a problem. The Board is pleased to note that there has been a programme of fitting and installing grills over cell windows, which should, eventually, largely eliminate the problem of litter being disposed of in this way and restrict the ability of prisoners to pass items between cells. The Board is keen to see this programme completed.

5.6.5. The Prison is still awaiting the installation of washing machines and dryers on B and C Wings. These would enable prisoners to wash personal clothing and should eliminate the need to drape clothing over surfaces and the Board feels that this programme should be completed as quickly as possible.

5.6.6. The Board remains concerned at the number of packages thrown over the walls, containing drugs, mobile phones and other contraband and awaits the promised installation of more extensive netting over exercise areas.

5.6.7. The Board is very concerned with the performance of Carillion, the facilities management company, as there seems to be a very long waiting time for essential maintenance and repairs.

5.6.8. Although the number of IMB applications concerning prisoners' missing property have reduced by 34% (21 down from 32) compared to the previous reporting period, prisoners often still have to wait too long for their property to be brought from storage to the wing.

5.6.9. The Board is disappointed to have observed little evidence of the Personal Officer system in operation.

Section 5.7

VISITS CENTRE

5.7.1. The Board is pleased to note that the Prison's Visits Centre, operated by staff and volunteers working for The Ormiston Trust, provides an effective and efficient service to those visiting both convicted and remand prisoners.

5.7.2. Visitors are welcomed to the Centre, a generally non-threatening and calm environment, and are treated with care and respect and provided with the necessary information to enable them to enter the Prison with as little difficulty as possible.

5.7.3. Visitors report that the Prison's current arrangements for the booking of visits work reasonably well, with few delays, and that Prison staff are, given the environment in which they operate, considerate and helpful.

5.7.4. The Board is however disappointed to note that Sunday visiting has, for the time being, been suspended due, it is believed, to staff shortages, and it is hoped that visits on both days of the weekend will be resumed as soon as practicable to assist visitors who work during the week and/or who wish to bring children of school age.

Section 5.8

COMPLAINTS

5.8.1 Board members carried out a snapshot audit of the Prison's responses to prisoners' complaints and found they were mainly dealt with in a reasonable time, although the responses written by Prison staff ranged from excellent to "less than helpful".

Section 5.9

RECEPTION

5.9.1 During the reporting period there have been some improvements to the facilities in Reception with the provision of water fountains, better toilets and the installation of televisions in all the holding cells.

Section 6

THE WORK OF THE BOARD

BOARD STATISTICS	
Recommended Complement of Board Members	19
Number of Board members at the start of the reporting period	18
Number of Board members at the end of the reporting period	16 2 on Sabbatical
Number of new members joining within the reporting period	2
Number of members leaving within reporting period	5
Total number of Board meetings during reporting period	12
Total number of visits to the Establishment	404
Total number of GOoD reviews attended	138
Date of Annual Team Performance Review	April 2016

Section 7

APPLICATIONS TO THE BOARD

Code	Subject	Year 2015/16	Year 2014/15	Year 2013/14	Year 2012/13
A	Accommodation	8	10	1	1
B	Adjudications	0	4	0	3
C	Equality & Diversity (including religion)	4	11	8	2
D	Education/employment/training (including IEP)	5	11	4	10
E	Family/Visits including mail & phone	5	5	3	8
F	Food/Kitchen related	3	3	3	6
G	Health related	66	45	32	36
H	Property (within current establishment)	21	32	25	24
I	Sentence related (including HDC, ROTL, parole, release dates and re-categorisation)	11	8	8	4
J	Staff/prisoner/detainee concerns (including bullying)	20	9	13	10
K	Transfers	12	13	7	4
L	Miscellaneous	22	25	18	17
	Total number of IMB applications	176	176	122	122

Section 8

GLOSSARY

ACCT Assessment Care in Custody Teamwork

Adjudication The formal internal disciplinary procedure for prisoners.

Application A request by a prisoner for a personal interview with the IMB

CC Cellular Confinement

CRCs Community Rehabilitation Companies

DIRFs Discrimination Incident Reporting Forms

DIC Death in Custody

GOoD Good Order or Discipline

FN Foreign National

HMP Her Majesty's Prison

IEP Incentive-based Regimes and Earned Privileges

IMB Independent Monitoring Board

LD Learning Disability

MOJ Ministry of Justice

NACRO National Association for the Care and Rehabilitation of Offenders

NCS National Careers Service

NOMIS National Offender Management Information System

NPS New Psychoactive Substance – new drugs that are developed or chosen to mimic the effects of illegal drugs such as cannabis, heroin or amphetamines and may have unpredictable and life-threatening effects

OASys Offender Assessment System used in England and Wales by Her Majesty's Prison Service and the National Probation Service to measure the risks and needs of criminal offenders under their supervision

OMU Offender Management Unit

PICTA Prisoner Information and Communications Academy

SOs Supervising Officers

VP Vulnerable Prisoner

YOI Young Offenders Institution

YP Young Prisoner (aged 18 - 21 years)