



Annual Report
of the
Independent Monitoring Board
at

HMP Full Sutton

For Reporting Year
2016

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Monitoring fairness and respect for people in custody

TABLE OF CONTENTS

Introductory Sections

Section	Topic	Page
1	Statutory Role	3
2	Executive Summary	4
3	Description of Establishment	6

Evidence Sections

4	Safety	7
5	Equality and Fairness	10
6	Segregation Unit, Close Supervision Centre, First Unit	12
7	Accommodation (including communication)	14
8	Healthcare (including mental health and social care)	15
9	Education and Other Activities	16
10	Work, Vocational Training and Employment	18
11	Resettlement Preparation	20

	The Work of the IMB	21
	Applications to the IMB	22

1 STATUTORY ROLE OF THE IMB

The Prison Act 1952 requires every prison 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.

Main judgements

Full Sutton is a well-managed prison which succeeds in creating a stable environment, that is as safe as possible, for prisoners and staff. Accommodation is generally of a good standard. Management readily engages with the Board and responds quickly to any concerns Members express about the regime or the treatment of individual prisoners.

There is a successful culture of prisoner representation which allows for a two way of flow of information and communication. This contributes to a sense of fairness in the making of decisions affecting prisoners across the regime.

Safety and security are continually monitored and maintained. Prison staff work to ensure that individual prisoners are properly located, so that they are safe, and that their location meets their needs. Young prisoners have been pro-actively assisted to integrate safely into the system. The segregation unit regime has improved, and prisoners have access to showers, exercise and other facilities on a regular basis. There has been an increase in the number of prisoners committing acts of self-harm, although the number of actual incidents has reduced; and there is appropriate support for those at risk. The prison is ensuring that staff, prison mentors and listeners increase their understanding of mental health issues. No prisoner took his own life in 2016.

Violence between prisoners, and prisoner violence against staff, reduced in 2016, compared with the previous year.

Overall, the Board considers that prisoners are fairly and humanely treated and that the treatment and care they receive is governed by a full assessment of their needs.

To improve safety and well-being, and to prevent new prisoners getting into debt and falling prey to pressure from other prisoners, the prison should move quickly to establish an 'induction workshop', or other arrangements to enable new prisoners to earn money, the need for which has already been recognised.

Although reductions in staff numbers have not adversely affected safety there have been some consequences for prisoners. In particular, prisoners have to wait longer for their property; there have been some lock downs of wings and the gym, particularly at weekends, as staff are deployed to cover other areas; and risk assessments can take a longer time to be conducted.

Prisoners are allocated to prison workshops. Although some workshops are busy and represent a positive experience, much of the work prisoners do is simple and repetitive and the flow is variable; prisoners often have nothing to do. This represents a waste of manpower and resources. While the prison has investigated contractual opportunities, more attention needs to be given by the Prisons and Probation Service, and Government, to the employment of long term prisoners in prisons such as Full Sutton, and to the development of both therapeutic, and more stimulating education programmes.

Main Areas for Development

TO THE MINISTER

There is a need to develop a fresh focus and impetus on employment and education for long term prisoners, in order to assist with rehabilitation and support safety and security.(Section 10; para 9)

TO THE PRISON SERVICE

The Prison Service should:

- Re-examine the purpose and use of segregation units (Section 6; paras 4-5)

- Review the provision of psychology services to include, where necessary, one to one psychological assessment and therapy of prisoners, and so enable the better understanding, and handling, of prisoners displaying obsessive, obstructive or difficult behaviour. (Section 8; para 9)

TO THE GOVERNOR

The Governor should:

1. Consider how to address the presence of the gang culture that has arisen among some elements within the Muslim faith group, to prevent that culture from becoming accepted as the norm by prisoners and staff. (Section 4; paras 7-10)
2. Proceed with the planned induction workshop to lessen the likelihood of new prisoners getting into debt and being open to pressure from other prisoners. (section 4; para 11)
3. Enable additional staff to be trained as mediators (section 4; para 15)
4. Continue refresher training for staff to ensure consistent case management and improvement in the quality of entries in ACCT (Assessment, Care in Custody, and Teamwork) documents. (Section 4; para 5)
5. Monitor the access of IPP prisoners to programmes.(Section 11.4)

Improvements

3 DESCRIPTION OF THE PRISON

HMP Full Sutton is one of five high security dispersal prisons in the country for category A and B adult males and is situated about 11 miles east of the City of York, near the town of Pocklington in North Yorkshire. It has a Certified Normal Accommodation (CNA) of 606 and an Operational Capacity (OC) of 626. Nearly all its prisoners present significant risks to both security and to the public at large. A small number of prisoners have committed offences connected with or sympathetic to terrorist goals and some have achieved significant criminal notoriety for other reasons.

HMP Full Sutton opened in 1987 as a purpose-built high security establishment. There are 6 main wings. A, E and F are general wings and B, C and D wings accommodate vulnerable prisoners. The First Unit is the first night, induction wing and reintegration unit for those leaving segregation. There is also a segregation unit, close supervision centre (CSC) and a health care unit.

The site also comprises a kitchen, visitors' centre, Chaplaincy, gym, library, education rooms and a number of workshops. A reception area for prisoners' visitors is located outside the main gate.

The prison is part of the public sector, and although HM Prison Service is responsible for the operation of the establishment, the main service providers are:

- NOVUS (previously named City of Manchester College), for Learning and Skills.
- Spectrum Community Health CIC, for health services.
- GeoAMEY, for escort provision.
- AMEY, for provision of facilities management and site maintenance.
- Purple Futures, for provision of community rehabilitation

The prison also works in partnership with:

- the Samaritans for the provision of training for prison listeners
- Leeds Beckett University for the 'Learning Together' initiative
- MIND for training in mental health issues
- Shannon Trust for reading support
- Cruse for bereavement counselling
- New Bridge Foundation

B Evidence sections 4 – 11

4 SAFETY

1. The Board is satisfied that safety and security remains a high priority for senior managers and staff and is well managed. As a high security prison, housing the most serious offenders on longer sentences, Full Sutton benefits from a having a more settled population than many prisons, and an older population profile, which has positive implications for safety and security in the prison.
2. The Board's assessment is that there have not been any serious consequences from the reduction in staff numbers that arose out of the last benchmarking process, because good order and discipline have been maintained through: constant vigilance and monitoring of the establishment; the ongoing development of professional relationships between staff and prisoners; and maintenance and improvement of facilities.
3. Full Sutton suffered none of the disruption faced by some other prisons at the end of 2016, and the Board is aware that some prisoners reassured their families, when adverse reports of prison life were publicised in the media, that 'it's not like that in Full Sutton'. Some prisoners whose recategorisation means that they can now leave Full Sutton and the high security estate, have expressed the view to Board members that they would really prefer to stay at Full Sutton if they could. Prison Officers at Full Sutton did not join in the Prison Officers' Association action in 2016.

Self harm

4. There has been an increase in the number of prisoners who self-harmed, from 41 in 2015 to 75 in 2016, but the number of self-harm incidents decreased, from 143 in 2015, to 116 in 2016. The Board is satisfied, however, that proactive monitoring by prison staff and appropriate interventions has helped to keep the position relatively stable. Prison listeners also play a vital and substantial role in helping troubled prisoners. Prison listeners are trained and supported by the Samaritans. Refresher training needs to continue for staff to ensure consistent case management and improvement in the quality of entries in ACCT documents. In 2016 no prisoner in Full Sutton took his own life.

Drugs

5. While drug misuse exists, the security measures in place mean that it is less prevalent than in some prisons. The greatest threats arise from:
 - new prisoners arriving from other prisons
 - Full Sutton prisoners who leave the prison for some reason and then return, for example following accumulated visits, and
 - abuse of Rule 39, which allows for confidential privilege in legal correspondence.
6. The prison has adopted a new approach to dealing with psychoactive substance misuse. When dealt with at adjudication, prisoners are offered a psychoactive substance awareness course, which they must attend and fully engage with. If they accept, their sentence is suspended while they undertake the course. If they do not attend or do not comply properly, their sentence is reinstated. It is too early to make an assessment of the initiative's success. The IMB will continue to monitor this in the coming year.

Wing safety

7. Prisoners' lives have been increasingly affected over the past few years by the presence on the wings of a gang culture that has arisen among some elements within the Muslim faith group, and which has become the largest gang element. This is criminal activity in relation to drugs, debts and 'taxing', with threats and pressure on those who don't comply. It can result ultimately in pressure to convert to Islam on the grounds that this will release the prisoner from his debt or other punishment.

8. Prisoners who are susceptible to this criminality, who are often younger and generally more vulnerable prisoners, feel themselves to be under severe threat and no longer safe. The Board is aware of cases where this fear and threat is real and has affected individuals so much that they are unable to function properly, and which have resulted in physical violence either on or by the prisoner under pressure. To get out of trouble some prisoners take action to ensure they are sent to the Segregation unit, and then refuse to locate at Full Sutton. This contributes to the high volume of prisoners in the Segregation Unit.
9. The prison seeks to deal with these situations under their Violence Reduction Strategy and we are aware of appropriate action being taken to ensure prisoners are safe. Where possible prisoners may be persuaded, if risk assessments indicate it is safe, to relocate to another wing. However, risk assessments may indeed confirm that it is not safe for them to locate within the prison. In either scenario, the work involved for prison managers in finding solutions on a prisoner by prisoner basis is time consuming and difficult. The Board witnesses regularly the work and effort that goes into finding safe and appropriate solutions, when Members attend adjudications, Review Boards and other meetings with prisoners.
10. The Acheson review found that the threat from Islamic Extremism (IE) can manifest itself in prison in various ways and specifically referred to the Muslim gang culture and the consequent violence, drug trafficking and criminality inspired or directed by these groups. The link between IE and the criminality is complex. But the Board has observed that the criminality and influence of some elements within the Muslim faith group, although being dealt with within Full Sutton, appears now to be accepted by prisoners and staff as the normal way of life. The Governor, and the Prisons and Probation Service, need to consider how to address this, separately from IE policy and guidance, for the sake of both prisoners and staff.
11. Prisoners who are in debt are open to pressure, threats and bullying. Officers have identified that prisoners coming into Full Sutton are at increased risk of falling into debt because, throughout the year, it has taken several months for them to be given employment. The possibility of an 'induction workshop' was raised, where prisoners could be employed when they first came to the prison, and their skills could be assessed before they move on to different employment. This would give them funds and mean they were less likely to get into debt, thus reducing the likelihood of laying themselves open to pressure from other prisoners. In recognition of the need to address the problems that arise from being without income, the prison has arranged, from January 2017, for new prisoners to receive full pay for three months, pending allocation to work. An induction workshop has, however, yet to be put in place. While we are aware that prison managers are considering how to proceed, the Governor should address this as a matter of urgency.

Escorts and Reception

12. Survey results confirmed that the treatment received by prisoners during escort was rated as respectful. Nine out of 10 prisoners had a wait of less than two hours in Reception and were satisfied with the search procedures. Of these 10 prisoners, eight received their property within two weeks. A Board member shadowed a group of three prisoners being transferred out of Full Sutton. The atmosphere throughout the process was of calm, respectful attention to detail.

Enhancing Safety through the Rehabilitative Culture

13. In common with other prisons in the high security estate, Full Sutton has introduced the Rehabilitative Culture programme to prisoners and staff, through a series of meetings and workshops. Wings now have prisoner and staff cultural champions. The message that prisoners need to take responsibility for their own actions is working its way through, and members have seen this reinforced in conversations between officers and prisoners for example, in general conversation, in the segregation unit or during adjudications.
14. The programme is beginning to be successful in breaking down barriers between staff and prisoners and there has been some good work on the wings to organise events such as the prison Olympics and music events. Prisoners are being encouraged to take more responsibility for themselves, albeit within a prison

environment, and where possible their skills are used, for example in special decorating projects, such as the mural for children in the visit area and decorating the CSC. These initiatives enable officers and prisoners to have different types of conversations, and enable the prisoners to take some pride in what they have achieved. It is hoped that this will lessen the frustrations of some prisoners and contribute to a safer environment. It is too early to measure the success of this and the IMB will continue to monitor it.

15. During the year, the prison introduced a mediation scheme between prisoners in order to settle disputes. A high-profile mediation was successful. Prisoners have welcomed the scheme and some have asked for the possibility of mediation as a means of resolving issues in which they are involved. However, the number of prison staff able to act as mediators is very small. The prison should seek to train more staff as mediators.
16. During 2016 there was a reduction in the number of incidents of violence between prisoners, and in the number of incidents of prisoner violence towards staff. The figures stood at 129 and 25 respectively, compared with 150 and 29 in 2015.
17. There were three deaths in custody during the year. All men died of natural causes following periods of illness. The Coroner recognised and commented on the high standard of treatment that one of these prisoners had received during his time at Full Sutton.

5 EQUALITY AND FAIRNESS

Equalities

1. The Equalities Action Group and Forum is a well-run and effective forum which drives equality policy in the prison. Prisoner diversity representatives have taken to their roles well as have prison management, resulting in effective discussions, problem solving and planning for the future. Management concern themselves with the individual circumstances of prisoners to assist them where possible, and ensure the prison meets its obligations under the Equality Act.
2. A Black and Minority Ethnic (BAME) forum has been established during the year in response to complaints that prisoners from those groups received less favourable treatment in such areas as, for example, employment opportunities and adverse Nomis entries. Data in the past has not supported this view, but the forum seeks to address these issues, and the IMB will continue to monitor the position in 2017.
3. The number of Discriminatory Incident Reporting forms (DIRFs) decreased by 7%, from 209 in 2015, to 195 in 2016. The Humberside Diversity Panel act as a reference group and review the handing of DIRFs.
4. The prison population of Full Sutton is very diverse, not only in terms of the usual characteristics of ethnicity, faith, sexual orientation, disability and age, but also in terms of language skills, educational attainment, stability and mental health, and nationality. The Board's assessment is that decisions which affect prisoners' care and progress are made according to the needs of the individual prisoner, and that the same level of care is offered to all prisoners regardless of any of the characteristics referred to above.

Family visits

5. Full Sutton held a number of successful Family Visit days and Adult Family Visit Days, including one for the families of CSC prisoners. The prison has gone to great lengths to create an enjoyable and relaxing environment for prisoners and their families: days are generally arranged around a theme, or school holidays, such as Easter, Halloween and Christmas, and prison staff are highly engaged and interact well with both prisoners and the families attending. Games and crafts are provided for the children and at Christmas one of the Governors dressed up as Father Christmas to distribute presents donated by a local charity. One of the most appreciated parts of the day is a shared meal between prisoners and their families and throughout the day staff take photos of the family units which are available to both prisoners and families.

Elderly prisoners

6. In August 2016, 73 prisoners (13.5%) were over 60 years of age and, of those, 14 were over 70. The support for, and care of, elderly prisoners is good. An elderly prisoners group, managed by a Mental Health Nurse, supported by a PE instructor, holds weekly meetings. Special gym and outside football sessions are well attended. Health checks are offered regularly including blood pressure and weight checks, as well as memory and mood monitoring checks. The group manager has been seconded to the prison Equalities team in order to enhance facilities for the over 60s further.

Faith and religious activity

7. Twelve faith groups are represented among the prisoners. The chaplaincy team, consisting of a full-time managing chaplain, an Imam, and Roman Catholic and Church of England clergy, works well with prisoners and management to meet the needs of all faiths, through the delivery of faith based services and study groups, and through pastoral work with prisoners including those on restricted regimes and in health care. The team is supported by clerics from other faiths who come into the prison as necessary.
8. The largest faith groups are Church of England (23%), Muslim (20.6%), Gypsy Traveller and Roma, and Roman Catholic (16.9%). At the time of writing, 29% (168 prisoners) of the prison population attended a weekly act of collective worship. The largest groups were from the Muslim faith (73), the Church of

England (38), and the Roman Catholic faith (16). 41 prisoners from other faiths also attended acts of worship.

6. SEGREGATION, CLOSE SUPERVISION CENTRE and the FIRST UNIT

Segregation unit

1. The weekly segregation roll at Full Sutton is normally in the high twenties, but has been over 30. Members of the IMB visit the segregation unit up to seven times a week, and it constitutes a significant part of the Board's workload. Members attend Review Boards, Adjudications and ACCT reviews, and undertake rota visits during which all prisoners are spoken to. The Board has observed staff dealing with prisoners on dirty protest; food refusal; planned removals; and the movement of prisoners requiring staff to be kitted in PPE (personal protective equipment).
2. The HMIP report and PSO 1700 require that the regime in the Segregation Unit should be as full as possible, and that only those activities that involve mixing with prisoners on main wing location should be curtailed. This means that the basics of ensuring the prisoners receive their daily entitlement of exercise, showers and telephone calls should be met. The constant high roll places great demands on staff to enable this full regime to be run. For the most part in 2016 it has been achieved. A review is in progress looking at introducing sustainable improvements to the regime.
3. Despite the pressure, the Board has observed personalised contact between prisoners and staff. Staff interact well with prisoners when they come out of their cell, for example, to collect their hot meal. The atmosphere is relaxed and all prisoners are treated the same no matter what may have passed during the day and regardless of ethnicity or faith. The Board has witnessed very patient exchanges between staff and troubled or difficult prisoners.
4. The average length of stay in the unit has varied considerably over the reporting period: between 38 and 62 days in a quarter. The unit held four prisoners who spent nearly a year in segregation at Full Sutton prior to their transfer. At the time of writing the unit holds one prisoner who has spent almost a year in segregation at Full Sutton, and three who have each spent, in total, over a year in segregation in Full Sutton and elsewhere.
5. There are several reasons why prisoners spend extended periods in the Segregation Unit:
 - Behavioural and mental health issues which need addressing before they can be located
 - Waiting for transfers to other establishments
 - Waiting for a place in a special unit or mental health hospital
 - They are at risk from other prisoners in the high security estate and are not suitable for a downgrade of their risk history
 - They refuse to locate because they believe they are at risk if they locate at Full Sutton
 - They refuse to locate because they want a transfer closer to home.
6. The prison is seeking to address some of these issues by moving appropriate prisoners to the First Unit (see paragraph 9 below) where they receive more focussed input and support.

Close Supervision Centre

7. The CSC is well designed, providing prisoners with their own kitchen, gym, recreation room, exercise yards, visits room and ever extending gardening opportunities, which are very popular. Attention needs to be given to the heating problem in some of the cells where prisoners complain of the cold in the winter. The unit won the Windlesham Award in 2016.
8. The unit has a good staff to prisoner ratio and benefits from extensive input from effective officers, the psychology department and the resident psychiatrist. During 21 rota visits, the Board has found the atmosphere to be calm and relaxed and the attitude of the staff to be purposeful. The Board has attended 10 monthly review meetings and one community meeting which have been handled sensitively and fairly. A sense of community is easily discernible in the unit with prisoner welfare at the heart of what is achieved. During 2016, two prisoners were de-selected and returned to the normal prison population.

The First Unit

9. The First Unit, developed in its current form in 2016, houses prisoners who need to be encouraged to locate onto the mainstream prison wings, either from a period in segregation or for other reasons. Prisoners mainly come to the Unit because:
 - They have had a troubled history in prison and, as a result, find themselves frequently in the segregation unit,
 - They are at risk in some way because the nature of their crime, relationships on the wings, or because their youth and inexperience makes it difficult for them to locate safely onto the wings, and/ or
 - They have very complex and seemingly intractable problems and need focussed input to be able to progress.
10. The unit applies a multi-disciplinary approach involving health, psychology, prison staff and the Governor with responsibility for the unit. Good use is made of prisoner mentors on the unit to help and support prisoners to develop basic skills they may be lacking.
11. The Board has been impressed with the level and quality of contributions from prison staff during prisoners' reviews, which IMB members attend, and the work that has been undertaken to help very troubled prisoners. Particular success has been achieved with young prisoners, who came into the unit withdrawn and unresponsive, and who had been assessed as unlikely to be able to cope with an existence on the wings, and were therefore at risk. The IMB has witnessed genuine progress being made with these, and other, prisoners.

Adjudications

12. Board members attended 68 adjudications during the reporting year and found them to have been fairly conducted.

7 ACCOMMODATION (including communication)

1. Accommodation throughout the prison is clean and generally well kept. The refurbishment of one particular wing has, officers believe, contributed to the more settled atmosphere the wing now enjoys. The environment, when moving around the prison, is calm and quiet.
2. Prisoners generally report a good variety and quality of food, and there is wide provision for special diets. There was good support for the 34 religious festivals that last year involved celebration with food. Board members' visits to the kitchens and the wings at serving times support this view, and only two applications to the Board concerned food. However, the budget for prisoner food currently stands at only £2.03 per day, and this is having an impact on the quality of raw ingredients, particularly meat. Throughout the year, the kitchen has been working at minimum staffing levels. Relationships between kitchen staff and prisoners are good and prisoners displayed a real sense of pride in their work.
3. Prisoners at Full Sutton who choose to do so can buy and prepare their own food. Prisoners appreciate the ability to do this very much.
4. The Prisoner Council, consisting of representatives from the wings, and chaired by the Governor, has proved an effective forum, not only for ensuring information is disseminated direct to prisoners from senior management, but also for ensuring prisoners' voices are heard; they play a full part in offering solutions to issues which affect their daily lives.

Property

5. The service provided by Reception in ensuring prisoners' property is searched and reaches them, has improved during the year. However, the officers in Reception continually have to prioritise their varied workload and are often required for other duties elsewhere in the prison.
6. The IMB received 50 applications during 2016 relating to property issues, 18 of which were logged in the winter months as the backlog of catalogue and holiday orders built up.

8.HEALTHCARE (including mental health and social care)

1. The Board made 45 visits to the Healthcare facility and spoke to prisoners about day care services and inpatient care. Having identified issues with both dental and optician services, members of the Board carried out in-depth enquiries into these two areas.
2. In 2016 the Healthcare services at Full Sutton were contracted out to SPECTRUM. The Prison made efforts to establish good relations with the new healthcare providers during this period of change. In March the prison struggled to keep a minimal service operating due to refurbishment work being carried out in the Healthcare wing.
3. Prisoners report that they receive a good level of Healthcare except in dentistry and optometry. Optician services began the year with 90+ prisoners on the waiting list. The position improved during the year, which ended with a list of just over 30. This was achieved by running additional clinics when practicable.
4. The prison has recognised the delay in dental service delivery and some remedial actions have been agreed: the number of appointments with dentists has been increased and the number of appointments with hygienist reduced, to ensure there is a better match between the care and treatment that is needed and those delivering it.
5. Queuing for medication remains a problem. The Prison is considering reverting back from liquid to tablet form (originally instigated on grounds of cost) to speed this up. However, due consideration is currently being given to the pros and cons of both forms of delivery.
6. The Prison makes efforts to promote the wellbeing of the prisoners with the introduction of initiatives on smoking cessation, substance abuse, exercise and diet. The IMB is satisfied that additional aids are provided, and structural alternations made, for prisoners with special needs.
7. 90% of prisoners who responded to an IMB survey stated that they had been offered information on Healthcare within 24 hours of arrival at Full Sutton.
8. Many prisoners have mental health problems. The Board's assessment is that the mental health team is stretched. Members are satisfied that prisoners with recognised mental health problems who find themselves in the segregation unit, or at adjudications, or those who are placed on an ACCT receive input from the mental health team, and are treated not only appropriately, but well and with understanding, by prison officers. Members have also found, however, that prison officers are sometimes at a loss to know how to deal with prisoners with behavioural problems, which appear to border on mental illness, or are the result of apparent borderline personality disorders or who have difficult personality traits. The prison has recognized the need to improve the understanding of mental health. MIND has provided resilience training for staff and Spectrum will provide further training. The prison has recently commissioned training on the long-term effects of brain injury and its associated emotional and behavioural problems. Governors are currently considering how these issues should be assessed.
9. One to one psychological assessment and therapy is not normally available to prisoners. The psychology team is not commissioned to undertake this work (and current staffing levels would, in any event, preclude it). This seems to the Board to be an omission, on the part of the Prison Service, in the treatment of prisoners, and is a matter of concern. Prisoner officers and governors have to try to make progress with prisoners without really being able to understand what they are dealing with or knowing how to break the cycle of obsessive, obstructive or difficult behaviour.

⁰ One to one risk assessment may be undertaken with TACT offenders, those highlighted through Pathfinder and via Parole Directions.

9. EDUCATION AND OTHER ACTIVITIES

1. Educational achievement and employability are key elements in contributing to the successful rehabilitation of prisoners. However, a majority of prisoners at Full Sutton have long sentences and this makes progression routes particularly challenging. Fifteen visits have been carried out in the education department during the reporting period and the following issues have been identified:

Outputs v Outcomes

2. Having spoken regularly with prisoners and tutors, the Board believes that the contract provider (NOVUS) is concerned with securing (certificated) results rather than developing skills and maximizing therapeutic effects. This focus on outputs is having a negative effect on tutors who feel under pressure to “pre-assess prisoners to make sure they are up to passing the course,” and could directly affect prisoners by limiting access to courses. The Board therefore welcomes the planned reestablishment of Ministry of Justice control over the education budgets and hopes this may provide a more balanced provision for long term prisoner needs.

Progression and Continuity

3. The education department provides a limited range of academic and vocational subjects. Maths and English have a reasonable uptake with 300 and 350 prisoners respectively between level one and two. Art and cookery are popular but limited by the available facilities. Most subjects can only be taken to level 2 at present, and while the Board welcomes the proposed addition of level three courses in 2017, there remains the problem of continuity for prisoners, many of whom have expressed a desire to continue into further and higher education. Particularly in respect of long-term prisoners there is a stated desire for more stimulating, therapeutic and continuous forms of education. However, these requirements are in direct conflict with the ‘outputs’ culture described above.
4. Funding for OU studies are restricted to those in the last six years of custody. This prevents many of those in Full Sutton who have the ability and desire to study at this level from doing so. One initiative, which has been in development for nearly two years is a partnership with Leeds Beckett University (LBU) to develop and deliver a ‘Learning Together’ programme. 12 students from LBU will learn alongside 12 Full Sutton students within the prison, with eminent criminologists as part of the visiting lecturers team. All students (university or prison) followed the same application and interview process. The module was finalized during the reporting year and commenced in January 2017. Feedback has so far been good. The prison has done well to put this in place.

Recruitment

5. A new art therapy class closed within a few weeks of its inception when the tutor was redeployed elsewhere. The difficulty of recruiting new staff is often compounded by the security clearance process which can take up to nine months. The Board would like to see improvements in this process and would also welcome consideration of maintaining a bank of CTC-cleared tutors.

Motivation

6. Despite active marketing by the education department, enrolment figures are falling with the latest figures just under 60% uptake. Many prisoners lack the motivation to undertake education not only because of the limited choices but also because workshops offer better remuneration, (Prisoners in education receive only standard rate IEP and a small bonus of £2 - £10 on receipt of certification but this simply cannot compete with workshop pay rates). One prisoner recently summed up what has been said by others: “I’d rather sit doing nothing in the workshops than be in education for about £1 a day”

7. A recent Board visit included a staff room visit during which staff voiced concerns over falling enrolment and their fears that this may lead to further job losses. The Board hopes that the return of budgetary control to the MoJ and the education department's developing focus on more work-based learning will help allay staff concerns.
8. The Board commends the staff and tutors in the education department who, in spite of the challenges mentioned, have achieved excellent success rates of 92% with a retention rate of 99% out of 1345 enrolments (340 learners). Of 927 completed courses there were 61 fails and 858 successes. The Board has found a high level of commitment from staff and tutors in supporting prisoner learning in a positive environment and prisoners have been enthusiastic and motivated during our visits.

The gym

9. The gym at Full Sutton is well run and very well used. Around 70% of the prison population consistently use the gym facilities. One prisoner described the gym to Board members as 'the heart of the prison'. The regular exercise that the gym provides not only allows prisoners to maintain their fitness, it also allows for the release of pent up frustration and encourages team work.
10. The gym equipment available comprises weights and cardio machines. The sports hall is used for badminton, volleyball, basketball, soccer and fitness circuits and there is a large outdoor AstroTurf football pitch which is also used for circuits and running. Prisoners are able to attend the gym between 2 and 5 times a week depending upon their IEP level. Over Bank Holiday periods football, badminton, tennis, fitness and over 60s bowls competitions take place.
11. Gym staff provide courses for older prisoners and those with health problems that particularly benefit from exercise. The gym staff go to great lengths to organise and run courses which meet prisoner needs, including Slim Club, Pulmonary Rehabilitation (award winning), and Walking to Fitness.
12. Prisoners integrate well in the Gym and work alongside different faiths and cultures without issue. This is in large part because prisoners recognise that staff respond to their needs and tailor gym activities accordingly. Separate sessions are held for main wing and VP wing prisoners, though on at least one occasion in the year both groups competed alongside each other at a charity fitness competition, an achievement of which the gym staff are rightly proud.

10. WORK, VOCATIONAL TRAINING and EMPLOYMENT

1. During the reporting period the workshops have maintained around 90% of target hours (a 10% improvement on 2015). Unemployment has consistently averaged 35, mainly due to new receptions and those of high risk status or in intensive therapeutic programs. Twelve monitoring visits to the workshops were undertaken during the reporting period and the following issues are of note:

CAD (Computer Aided Design)

2. Very little actual activity is available for the majority of prisoners attending this workshop.
3. It was hoped to offer City and Guilds (C&G) level and a qualified tutor was appointed. However, no funding was made available for the necessary C&G accreditation subscription without which the course cannot be certificated. CAD currently offers basic programs on technical drawing, 2 and 3-dimensional drawing. Having spoken to most of the prisoners on the course there is clear disappointment at the limitations in the class and much of their time is spent sitting around chatting or reading, as many of them have already covered the basic programs.
4. The tutor had suggested an alternative use of the resources, such as teaching non-accredited design programs but this would also require the purchase of approved software and this has not been taken up. The Board has also noted that some of the IT equipment has not been in working order since it arrived at Full Sutton from another prison.
5. Most prisoners were very keen to engage with the C&G program which, they believe, could offer a reasonable chance of work on leaving prison for those who would need it. However, the tutor, who has on many occasions voiced his disappointment and frustration to the Board, has now resigned for another post outside the prison estate. The governors continue to consider alternative proposals for the CAD workshop but nothing has yet been decided.

Contract Services

6. This workshop is generally busy and well attended. However, many prisoners comment on the repetitive and mindless nature of the activity being undertaken which consists of assembling plastic pens and earphones. Whilst the prisoners are kept busy the Board is of the view that this cannot be called 'meaningful' work and prisoners have often commented on how 'boring' or 'mind-numbing' the work is. The workshop sometimes has a depressing air about it during Board visits. Despite the mundane nature of the activity and complaints, the Board recognizes that the prisoners continue to turn up for the work and complete the tasks to a good standard which has resulted in securing further contracts. The Board, however, would welcome the addition of contract work that offers less repetitive or mindless activity.

Textiles

7. The textile workshops make prison joggers and shirts. When there is sufficient work, prisoners are occupied, but the work flow is not constant and there is sometimes little for prisoners to do. The Board understands that steps are being taken to purchase embroidery machines to enable the prison to seek contracts from sports organizations and schools for uniform items such as sweatshirts and polo shirts.

DHL workshop

8. The DHL workshop supplies sundry goods to prisons across the country. It continues to provide a busy and positive working experience for prisoners.

9. In 2016 the prison has set up an Activity Strategy Board, (ASB) chaired directly by the Governor, which includes prisoner, staff and management representatives. The aim is to develop work and education fit for a long-term population. The ASB will consider plans for changes across the current workshops, removing activities and replacing them with work that is more enjoyable, interesting, and stimulating. A prisoner learner and industries forum feeds into this work, and early engagement with The Prison and Probation Service's Retail and Prison Service Industries appears hopeful in developing and increasing new work opportunities, which may include extending DHL and, potentially, a woodwork shop.

10. While the Board welcomes the above, and is aware that the Governor has sought more employment opportunities with specific companies, the Board is of the view that more needs to be done to secure meaningful work for long term prisoners in Full Sutton. The prison population of Full Sutton represents a substantial workforce. In support of local initiatives, the issue requires consideration and new impetus from HM Prison and Probations Service and from Government.

11. RESETTLEMENT PREPARATION

1. In 2016, because of the nature of Full Sutton, less than 20 prisoners ended their sentence here and were released directly from the prison. Prisoners coming up for release are normally transferred to a prison nearer their home in readiness for release.
2. The recent report by HM Inspectorate of Prisons, *Unintended consequences: Finding a way forward for prisoners serving sentences of imprisonment for public protection (IPP) (Nov 2016)* highlighted the high number of prisoners serving IPP sentences who remain in the prison system, often many years post-tariff. The report concludes that serious systemic failures within the prison, probation and parole systems are contributing to the large number of IPP prisoners still in prison at the end of their tariff.
3. At the end of the reporting period there were 54 IPP prisoners at Full Sutton of whom 36 (67%) were over tariff. The corresponding national figure is 80%. HM Inspectorate cites the inability of some IPP prisoners to access Offending Behaviour Programmes as a significant cause of delayed release. Based upon the data the Board has obtained, it is not possible to conclude whether this is the situation at Full Sutton. The available data does, however, show that in 47% of cases (17 out of 36) the scheduled parole board review date is overdue.
4. In the reporting period 13 of the 36 over-tariff prisoners submitted an application to the IMB. Of these, four concerned sentence planning or access to courses. The Board recommends that the prison monitors the position of IPP prisoners further.

5. Work of Board

The number of Members was well below complement at the beginning of the reporting period. This has been the case for several years. Recruitment, that is the ability to attract sufficient applicants, and the recruitment process, which is very lengthy, has not been able to keep pace with retirements and other changes. During the year, the Board lost three members and gained two. The Board complement was temporarily reduced further because of the personal circumstances of some members. Recruitment campaigns took place in 2016. At the end of the reporting year three suitable candidates still awaited formal appointment. Further recruitment campaigns are being held in 2017.

Despite the above, the Board has continued to function well. Board members have been in the prison at least three days a week, and usually more. The Board has focussed its monitoring on those on restricted regimes, that is, in the Segregation Unit, the Close Supervision Centre, the First Unit, and those in inpatient healthcare. The Segregation unit is visited at least twice weekly and the majority of R45/R46 boards attended; all prisoners are spoken to. The Board has visited all parts of the prison which prisoners attend, during times when they are in full use. Members have also attended relevant meetings which deal with the condition and treatment of prisoners, including: the Equalities action group and forum, the Prisoner Council, Rehabilitative Culture meetings, SMARG, MCBS and VRS meetings. Prisoner applications to the Board are dealt with in as timely a way as possible, but the relatively small Board membership and the complexity of some of the issues means that some prisoners have had to wait longer than the Board would like to be seen, and for examination of their application to be completed.

BOARD STATISTICS	
Recommended Complement of Board Members	18
Number of Board members at the start of the reporting period	9
Number of Board members at the end of the reporting period	8
Total number of visits to the Establishment	427
Total number of segregation reviews attended	609

5 - Applications

Code	Subject	Current reporting year
A	Accommodation including laundry, clothing, ablutions	2
B	Discipline including adjudications, IEP, sanctions	32
C	Equality	6
D	Purposeful Activity including education, work, training, library, regime, time out of cell	21
E 1	Letters, visits, phones, public protection restrictions	17
E 2	Finance including pay, private monies, spends	12
F	Food and kitchens	6
G	Health including physical, mental, social care	12
H 1	Property within this establishment	29
H 2	Property during transfer or in another establishment or location	21
H 3	Canteen, facility list, catalogue(s)	2
I	Sentence management including HDC, ROTL, parole, release dates, re-categorisation	24
J	Staff/prisoner concerns including bullying	41
K	Transfers	12
	Other	8
	Total number of IMB applications	245