



Annual Report
of the
Independent Monitoring Board
at
HMP & YOI Hatfield

Annual Report March 2016 to February 2017

Published
July 2017



Monitoring fairness and respect for people in custody

Statutory Role of the Board

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

The Board is specifically charged to:

- 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;
- Inform promptly the Secretary of State, or any official to whom he has delegated authority as it judges appropriate, any concern it has;
- 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 these out effectively its members have right of access to every prisoner and every part of the prison and also to the prison's records.

Contents

1.0	Description of the Prison	Page 4
2.0	Executive Summary	Page 5
3.0	Equality and Inclusion	Page 5
4.0	Learning and Skills and Education	Page 6
5.0	Purposeful activity	Page 8
6.0	Health and Mental Health	Page 8
7.0	Resettlement	Page 9
8.0	Safer Custody	Page 10
9.0	Security	Page 11
10.0	Residential	Page 12
11.0	Work of the Board	Page 13
12.0	Conclusion	Page 15

1.0 Description of the Prison

1.1 HMP/YOI Hatfield is a split - site Category D Resettlement prison located approximately some 4 miles apart, and now known as Hatfield Lakes and Hatfield main site. A change of Governor took place in June 2016 when Governor Chris Dyer departed and Governor Julia Spence was appointed Acting Governor taking over as substantive Governor from September 2016.

1.2 The primary use of the Lakes Site is to accommodate all new arrivals into Hatfield for an initial three month assessment period before they progress to the main Hatfield site.

1.3 HMP/YOI Hatfield has a baseline CNA of 390 and in-use CNA 338 and an operational capacity of 390

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

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

1.6 Throughout the reporting period visits to the prison have been made by various bodies including an Evidence Session by The Public Accounts Committee in July 2016, chaired by Meg Hillier MP, the first time this meeting has been held in a prison. This included several members of Parliament including Caroline Flint MP, staff from the National Audit Office, and senior staff from National Offender Management including the Chief Executive Michael Spurr

1.7 A visit by Dr Alan Billings, The Police & Crime Commissioner for South Yorkshire who is particularly interested in reducing reoffending took place in July. Visits were also made by The High Sheriff of South Yorkshire Dr Julie MacDonald and The Mayor of Doncaster.

2.0 Executive Summary

2.1 2016/17 has been a period of consolidation for the prison following a number of changes, the most significant of which being the appointment of a new Governor. HMP/YOI Hatfield continues to be a high performing institution under the leadership and vision of Governor Julia Spence and her team. Staff from all departments continue to be engaged and enthusiastic in delivering the Prison's Business Plan.

2.2 The quality, range and delivery of education is excellent as acknowledged by the HMIP (Her Majesty's Inspection of Prisons) 2015 and Ofsted (Section 4.1, page 7).

2.3 The resettlement department work hard to achieve good outcomes for prisoners, there is an impressive range of purposeful activity and full employment (Sections 5.0, page 9 and 7.2, page 11). Many prisoners found work outside the prison which they were able to continue on release. Partnership working has been strengthened during the year and outcomes are now being recorded.

2.4 Safer Custody is well managed. Prisoners are generally safe and violence is extremely unusual. (Section 8.4, page 13)

3.0 Equality and Inclusion

3.1 This committee is now under the leadership of The Governor. Meetings are held bi-monthly with the prison having a positive and proactive approach to equality matters. To this end there is an Equalities Officer who does excellent work in the time allocated. This officer operates across both sites. Because of their other duties this officer is unable to attend all of the committee meetings. These meetings are attended by staff from relevant departments, prisoner representatives and a member of The Board. One of the prisoner representatives takes the minutes.

3.2 All prisoners are requested to complete an equality questionnaire on arrival at The Lakes which asks about ethnicity, nationality, disability and other protected characteristics. Include in the induction process at The Lakes is a module on race, equality and diversity.

3.3 Throughout the year there are various events held to promote equality. This year a prisoner took upon himself to promote Black History Month. He received encouragement from The Equalities Officer and help from The Education Department. He gave a presentation to some 70 prisoners and staff and the kitchen provided appropriate refreshments. This was the first time he had attempted such a project and he is to be congratulated for his efforts.

3.4 There are a number of focus groups, in particular: BME, Travellers, Older prisoners and Gay prisoners. The numbers attending these groups is dependent upon the prison population at the time and also those currently working outside the prison.

3.5 Whilst there are no specific rooms for prisoners with disabilities there is plenty of ground floor accommodation available. Any prisoner requiring additional medical aids not already provided will be given help to acquire these by The Equalities Officer and Health Care. Staff are aware of those prisoners who have a personal emergency evacuation plan (PEEPS) in place. At the time of writing the report there were 6 prisoners with PEEPS in place.

3.6 The catering manager provides excellent menus for all appropriate festivals and celebrations.

3.7 The chaplaincy team take an active role throughout both sites. At the present time there is no ordained catholic priest to take Holy Communion at The Lakes. There is an Imam on both sites. However, at the Lakes he is frequently absent which results in Friday prayers being taken by the prisoners themselves. The Board consider this to be far from appropriate.

3.8 The Discrimination Reporting System (DIRFS) is in place but this year there are none to report. The Board have received no complaints of discrimination of any type.

4.0 Learning, Skills and Education

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

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

4.3 The allocation process is both efficient and effective, the range of work is good and includes cleaners, peer mentors, PID workers (prisoners information desk) in various locations,, gardeners, recycling and waste management, poly-tunnels for the production of fruit and vegetables, chickens ,stores, kitchens and Recycling Live , a fabrication workshop, refurbish (a shabby chic workshop and re-assembly of furniture for resale through their shops), a cycle refurbishment workshop and coffee shops. A Tool Shed project with The

Conservation Foundation Trust charity to renovate old tools is currently being established. The tools will then be donated to local schools and community groups.

4.4 The welding workshop has now taken on an additional building to provide the extra space needed to produce more diverse products for the farm shop and deliver qualifications at levels 1 and 2. This sector of industry offers good employment prospects on release. This workshop is totally self-funding.

4.5 Learning resources and classroom facilities continue to be improved as appropriate including new furniture and resources for delivery of the Horticulture Course. External learning provision is promoted and utilised as appropriate including the Open University and other distance learning. The prison continues to update and 'modernise' its education provision, a recent redecoration programme has provided an environment which relates more to a college facility in the community. This includes an upgrade of the existing Virtual Campus to Hybrid, the Virgin Business Start Up programme, which is a government backed enterprise initiative, is currently being explored.

4.6 The Gymnasium staff have commenced a National Navigational Award Scheme for prisoners that is designed to build self-esteem, confidence and working together to problem solve. These are skills that can be transferred into the prison and work environment.

4.7 There is an IT Suite, providing Levels 1-3, a Barbering Suite and a Business Suite which has won an award for the provision of Sfedl (small firms enterprise & development initiative) courses which cover all aspects of business development especially for those wishing to set up their own business.

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

4.9 The Family Days have proved very popular to maintain family ties, and four are held annually. The staff have worked extremely hard to create a welcoming environment and to provide activities for the children and combined activities for the family e.g. a quiz that involves all family members, the feedback forms have indicated that these days are enjoyed and much appreciated by the families.

4.10 There is a well-stocked library at both sites, run by Doncaster Metropolitan Borough Council and this is well used by the prisoners at both sites and there is the opportunity to have computer access to driving awareness and theory in preparation for obtaining a full licence. Videos and games are also available on loan.

4.11 Corridor wall displays throughout both at Hatfield and the Lakes gives prisoners clear and well-presented information about the provision of the educational opportunities in the prison, these are regularly updated.

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

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

5.2 Those prisoners eligible to work outside the prison are assessed with regard to the skill sets needed and to match these to the expectations of each prisoner for their future employment on release. Prisoners are required to complete a short period of unpaid/voluntary work in the community during which time they will be assessed and prior to them moving on to paid employment. For some prisoners this is the first time that they will have been involved with legitimate employment and is an important step to returning to a life outside prison. At the time of reporting there are 50 prisoners on unpaid work and 29 in paid employment.

5.3 There are excellent working partnerships with external providers and Employers including Timpsons and Road Tankers Northern who are both extremely supporting and proactive in offering employment experience and opportunities on release.

5.4 A Farm Shop is now established at the Hatfield site for the sale of fruit, eggs, vegetables, plants and garden furniture and articles made in the welding shop e.g. plant and flower holders. The shop has proved extremely successful since opening in May 2016 and the income generated has provided funds for this to be extended which is presently under construction doubling the retail space available. This will support partnership working with other establishments and the sale of new lines.

6.0 Health and Mental Health

6.1 Healthcare is provided by Nottinghamshire Healthcare NHS Foundation Trust who deliver an integrated Healthcare service. Healthcare continue to have a dedicated team across the two sites.

6.2 All Clinical Pathways continue to meet weekly for complex case management. This will ensure that those with significant complex needs e.g. cancer treatment and those with chronic unstable conditions are proactively managed. This has become more significant due to an ageing prison population. Social Care arrangements are working well and regular monthly meetings are taking place to discuss outcomes from any assessments.

6.3 The Healthcare Manager is prioritising a review of the whole Substance Misuse Services throughout 2017/18 to include work streams that are recovery focused and linked to community

services. Mental Healthcare both primary and secondary are provided across the site, prisoners can access these services immediately on entry. Mental Health care is mainly of a primary nature and secondary Mental Health is few and far between – there are no issues of note.

6.4 Dental care is provided by HMP Moorland and prisoners are taken for treatment from both sites of the prison on a weekly basis, on the whole this works well and waiting times are no longer than those in the community. Emergency provision can be provided when the Dental Team are on site at HMP Moorland, however, there is no provision for emergency dental care out of hours. NHS England are aware of issues with the Moorland Dental provision for Hatfield/Lakes.

6.5 The National Campaigns of Triple A, Bowel Cancer Screening and Retinal Eye Screening is being delivered.

6.6 The Health Care Service at Hatfield continues to be delivered by a multi – disciplinary team of General Practitioner, Registered General Nurse, Registered Mental Nurse, Pharmacy Technician, Substance Misuse Practitioner, Health Care Assistants and Specialist Nurses.

6.6 Priority for the coming year include Health Promotion in line with National Campaigns and issues pertinent to the general population to support prisoners through resettlement into local community services.

7.0 Resettlement

7.1 HMP/YOI Hatfield undertake an annual analysis of the populations resettlement needs, evaluating the effectiveness of existing activity and identifying development opportunities.

7.2 A number of improvements have been implemented during the period since the last report including: the introduction of monthly Discharge Boards which review all prisoners being discharged in month to ensure all support processes are in place; the introduction of weekly Induction talks which promote better understanding of the ROTL process incorporating Stages 1 and 2 placements; significant developments to support Enterprise/Self-Employment post release and SOVA have been engaged specifically to deliver this; a generic resettlement offering from NACRO has been refined and is fully operational; and APM (Advance Personnel Management) is now offering more intensive resettlement preparation and support to those prisoners with most need.

7.3 During the three month Assessment Period following their admission to the Lakes site the OASys (Offender Assessment System) is reviewed, although this is not always completed from the previous establishment in this case the OMU (Offender Management Unit) will need to do this initially. In some cases this has to be completely renewed as the paper work is not up to the standard required at Hatfield who work to a high standard. During this assessment

period the sentence plan, OASys and reception checks will highlight any issues including those in relation to Public Protection and those who require Enhanced Behaviour Monitoring. The Inter-departmental Risk Management Team meet on a monthly basis to discuss these high risk prisoners.

7.4 There are 4 Full-time and 2 part-time Probation staff working in the OMU across the two sites at present although the Benchmarking was for 5. In the meantime the Senior Probation Officer is giving additional support. The Board note the excellent working relationship between these two functions.

7.5 At present there should be 14 Offender Supervisor's, however, due to promotions and this group still having to carry out Operational Duties this number is often depleted on a daily basis which can impact on the prisoners being informed and support by their allocated Offender Supervisor, there are 3 vacancies at present. Despite this the prisoner's case notes are of good quality and shows understanding of their prisoner's.

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

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

7.8 ROTL and HDC is well used and approximately 2300 licences are issued monthly, as would be expected in a Resettlement Prison, the OMU have been working hard to establish good relationships with the sending establishments to ensure that the prisoners have enough time left on their sentence to benefit from Resettlement opportunities.

8.0 Safer Custody

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

8.2 The Safer Custody team meet on a monthly basis under the lead of the Residential Governor, this includes prisoner representation and a member of the Samaritans. There are four trained Listeners (trained by the Samaritans) at present who work on a rota basis. The Recovery Champions numbers have declined to zero at present as no prisoners have come forward to replace those who have left

8.3 There is a clear anti-bulling policy in place and each incident is thoroughly investigated and if appropriate is referred to a review board. All perpetrators and victims are allocated a case manager who will monitor, support and educate appropriately. Ten cases were dealt with under Assessment, Care Custody and Teamwork (ACCT) procedures during the reporting period. There was one Death in Custody during the year involving a prisoner in a road traffic incident.

8.4 Exit surveys, asking prisoners how safe they felt at Hatfield on discharge are conducted and the table below shows these scores for the period August 2016 to February 2017, with 10 representing very safe and 1 representing not safe at all.

Total Discharged	Score 10	9	8	7	6	5	<4
96	60	18	12	1	2	3	0

9.0 Security

9.1 The security of both Hatfield and The Lakes is given a high priority. The security committee meets monthly. Attendance at the meetings could be better, but shift patterns make this, understandably, difficult. The monitoring by The IMB is also made difficult by there not being a regular meeting day. This is again understandable due to shift patterns.

9.2 As with most establishments the importation of drugs, alcohol and mobile telephones is the greatest threat to the security of the prison. The staff are pro-active in combatting illegal goods and they are to be congratulated on the number of drugs and mobile telephones found in their efforts to make Hatfield a safe and secure prison.

9.3 Security of The Hatfield site is made difficult by the complete lack of any fence and the fact that the rear of the prison is open farmland. The Lakes does have a fence but in spite of the vigilance of staff illegal goods still enter the prison. The staff are assisted in regular searches by The Yorkshire Area Search Team.

9.4 The reduction of staffing numbers due to benchmarking has meant that the searching of prisoners on their return from outwork, town visits and home visits is minimal. This increases the risk for illegal items to enter the prison.

9.5 During the reporting year only 2 prisoners have absconded which is a big improvement on previous years. However, disappointingly is the fact that some 150 prisoners have been returned to close conditions. This must question the suitability of some prisoners being given Cat D status.

12 Residential

10.1 HMP Hatfield is a split-site prison (Hatfield and The Lakes) and accommodation differs at each site.

10.2 At The Lakes there are 2 wings, G and H, with accommodation in double rooms. The site was extensively refurbished when opened 2 years ago. A welcome addition this year are privacy flaps on the glass panels set into the room doors. The recent installation of a Tannoy system has made communications much easier. There is an on-going painting programme to keep the site looking fresh.

10.3 At Hatfield the accommodation is in 5 units. A, B and C accommodate 60 men each in single rooms. Due to their age these units need constant maintenance and decoration. D unit is a prefabricated building originally used for channel tunnel workers and is well past its life expectancy. It too requires constant maintenance. F unit is a converted segregation unit housing elderly prisoners in very pleasant surroundings.

10.4 At the beginning of the year The Board had concerns about the cleanliness of the Hatfield site. However, the residential manager has taken this in hand and has transferred the day to day cleaning from industrial cleaners to unit residents. This has resulted in the units being cleaned to a good standard.

10.5 On both sites there is a dining room adjacent to the kitchens. Identical menus on both sites provide good quality and healthy food. Prisoners with special diets are well catered for whether this be on medical or religious grounds. Prisoners can eat their meals in either the dining room, or as many prefer their own rooms. On all the units there are microwaves and toasters.

10.6 The Governor holds regular briefings with the prisoners to make them aware of changes in the estate both locally and nationally. There are also prisoner consultative meetings where prisoners have the opportunity to make suggestions and put forward ideas to improve the regime.

10.7 In their previous report The Board raised concerns about the time taken for Amey to carry out maintenance work at The Lakes. Amey do not have a team based at The Lakes but at the adjacent HMP Lindholme. This is not a criticism of the staff but of the system. A recent example of this was the time taken by Amey to connect the electricity supply to the recently installed coffee bar which took approximately 6-8 weeks.

11.0 THE WORK OF THE INDEPENDENT MONITORING BOARD

BOARD STATISTICS	
Recommended Complement of Board Members	6-8
Number of Board members at the start of the reporting period	4
Number of Board members at the end of the reporting period	4
Number of new members joining within the reporting period	2
Number of members leaving within the reporting period	1
Total number of Board meetings during reporting period	12
Number of visits to the Establishment	199
Number of Segregation Reviews held	0
Number of segregation reviews attended	0
Date of annual team Performance Review	Nov '16

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THE WORK OF THE INDEPENDENT MONITORING BOARD (cont'd)

Code	Subject	2014 (Oct-Dec)Year	20015/2016 Year	2016/2017 Year	Year
A	Accommodation	1	1	1	
B	Adjudications	0	0	0	
C	Equality & Diversity (inc religion)	0	0	0	
D	Education/employment/training (inc IEP)	0	1	4	
E 1	Family/visits inc mail & phone	0	1	1	
E 2	Finance/Pay	0	0	6	
F	Food/kitchen related	0	0	0	
G	Health related	0	2	3	
H 1	Property (within current establishment)	0	2	7	
H 2	Property (during transfer/in another establishment)	0	2	1	
H 3	Canteen, facilities, Catalogue shopping, Argos	0	0	0	
I	Sentenced related (inc. HDC, ROTL, parole, release dates, re-cat etc)	0	2	4	
J	Staff/prisoner/detainee concerns (inc bullying)	0	0	0	
K	Transfers	0	1	0	
L	Miscellaneous	0	1	0	

Monitoring fairness and respect for people in custody

13.0 Conclusion

HMP/YOI Hatfield provides a safe and decent environment where all prisoners are treated as individuals and with respect, the staff prisoner relationships are excellent. Prisoners are given every opportunity, and actively encouraged, to reform and constructively engage in society on release.

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

Wendy Anwar	Chair
Reg Cartner	Vice-Chair and BDO
Helen Grainger	
Christopher Hiley	