



Annual Report
of the
Independent Monitoring Board
at
HMP Humber

January 2016 to December 2016

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Monitoring fairness and respect for people in custody

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.

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3. DESCRIPTION OF THE PRISON

3.1.1 HMP Humber is a Category C Resettlement and Training prison, formed from a merger of HMP Everthorpe and HMP Wolds on April 2014. The prison holds up to 1062 Adults

The original Everthorpe site was built in 1958 as a Borstal and the site subsequently expanded further to include up to seven residential wings, a segregation unit with accommodation for 14 prisoners and a separate small residential unit for up to 14 Cat D prisoners. There were, at the time of the merger, 19 operational workshops, kitchen, gym chaplaincy, visits centre, healthcare, two education areas and a library. The site also included gardens and administration offices. Over the years it fulfilled a variety of roles and before the merger it was operating as a CAT C male training prison

3.1.2 The original Wolds site was built in 1992 as a remand prison and was the very first privately run prison in Europe. The site includes up to seven residential wings and one segregation unit with accommodation for 18 prisoners. There were, at the time of the merger, 8 operational workshops, kitchen, gym, chaplaincy, visits centre, healthcare, one education area and a library. The site also included gardens and administrative offices. Before the merger the Wolds was operating as a privately run CAT C male training prison.

3.1.3 The two prisons were built on adjacent sites and operated independently of each other. In April 2013 the contract to run a new prison, formed by a merger of the two separate prisons, was awarded to the prison service.

3.1.4 The newly formed HMP Humber operated under one governor and senior management team from April 2014 across two sites which were still separated by a wall.

3.1.5 The building contractors commenced work in January 2014 to unite the two sites and created a connecting walkway which became operational on May 1st 2015. This was the date on which the site became operational as a single prison. Since this date there has been an extensive rationalisation of several functions and use of buildings to operate more efficiently. There is now one large segregation unit with accommodation for 18.

3.1.6 The new site operates with one kitchen and a bakery, two libraries (one of which is run on a part time basis), one visits centre, one chaplaincy, one healthcare surgery and a separate mental health unit. The site has provision for 31 workshops, of which 29 are operational.

3.2 Contractors and agencies

City Health Partnership	Health care provider for HMP Humber
Lifeline / DARS	Work with individuals, families and communities both to prevent and reduce harm, to promote recovery, and to challenge the inequalities linked to alcohol and drug misuse.
Geo-Amey	Escort contractor
Amey	Provision of facilities management and maintenance at HMP Humber
Novus	Provision of learning and skills at HMP Humber
Purple Futures–Interserve,	3SC, P3 and Shelter have formed a legal partnership which will own the Community Rehabilitation Companies
Shannon Trust	Engage with every non-reading prisoner early in their sentence, to open up new avenues of opportunity, and give them hope for a new and different lifestyle.
Play Alliance	Provide dedicated team of Play Leaders and Volunteers who support children and families during visits to the Prison
Job Centre Plus	Assist in finding employment in the community
National Careers Service	Help men with careers decisions and planning
Turning Point	The Turning Point Project continues YMCA Humber's provision of accommodation and support for ex-offenders he Turning Point Project continues
Prince's Trust	Humber's provision of accommodation and support for ex-offenders.
Remedi	Provision of quality restorative justice, mentoring services and training

3.3 Charities and voluntary agencies.

Alcoholics Anonymous	AA is concerned solely with the personal recovery and continued sobriety of individual alcoholics who turn to the Fellowship for help.
Samaritans	Support the Listeners and provide training to help vulnerable men at HMP Humber

Veterans In Custody Provision of support and guidance for ex-service personnel in all aspects

R-evolution Is a new charity working to provide offenders, ex-offenders and their families with skills, employment and resettlement support in an effort to reduce re-offending and increase community participation

Margaret Carey Foundation Providing cycles for refurbishment.

People's Trust for endangered species.

10,000 dormouse habitat boxes produced in HMP Humber workshops.

4. EXECUTIVE SUMMARY

4.1 Overall IMB Judgment

- 4.1.1 This is the second IMB annual report of HMP Humber. The Prison was inspected by HMIP in August 2015. The HMIP report assisted the Board in understanding the work required to make improvements.
- 4.1.2 The Prison has experienced difficulties throughout the year for a number of reasons. There continues to exist a different culture between staff who had previously worked in the private sector and those who had operated in the public service. There has been a shortage of staff, and particularly operational officers, and this has been compounded by high levels of sickness. It is believed a contributory factor in these high levels was stress brought about by the consequent high workload, the then current regime and the sense of insecurity felt by both prisoners and staff alike. The Board was disappointed by the number of experienced officers who were lost to the service.
- 4.1.3 The Board is extremely concerned by the high levels of assaults, serious incidents, self harm and the five deaths in custody. The Board is further concerned by the large amount of illegal items and substances entering the Prison.
- 4.1.4 Early in the year the Governor made substantive changes to the regime. A freeflow system was introduced which allowed prisoners to move around the site with minimum supervision. Many of the changes proved unpopular and it appeared to the Board that morale was at a low level. There was a disconcerting number of changes to the Senior Management Team (SMT) including the number of temporary promotions. Because officers' were not always rostered to work the same wings, relationships between them and prisoners suffered.
- 4.1.5 The Governor (Ian Telfer) left his post in August.
The new Governor, Marcella Goligher was appointed in October.
In this context it should be noted that the bulk of the Board's concerns relate to the period prior to the appointment of the new Governor.

4.2 Summary of issues raised

- 4.2.1 As stated in 4.1.2 these problems were addressed by a "back to basics" approach. Unfortunately, owing to the shortage of manpower, this has had little impact on standards or staff morale. The number of requests for advice and assistance from the IMB reflects this.
- 4.2.2 The 2015 HMIP report highlighted the strengths in Education Learning and Skills (see 5.2). However the Board continues to have concerns (see 5.2.8) that attendance could be improved.
- 4.2.3 The Board now recognises a good service is being delivered by City Health and complaints have decreased. (See 5.3) However the Board does have concerns about the effective use of ACCTs in managing mental health issues.

- 4.2.4 While there is a good range of purposeful activity available the Board is extremely concerned that approximately 20% of prisoners are regularly unemployed (see 5.4.1) The Board's monitoring of the wings indicates a large number of prisoners are remaining on the wing during the day.
- 4.2.5 Progress has been made in moving forward as a resettlement prison (see 5.5) The Board is concerned at the gaps of human resourcing of Resettlement. The Board is pleased that the Senior Management is now working towards embedding Resettlement and Reducing Reoffending in the overall daily regime.(see 5.5.7)
- 4.2.6 The Board continues to be seriously concerned about the major infestation of vermin. (see 5.6.1) The Board recognises that every effort, including the services of a private company, has been made and progress has been achieved in the latter part of the year.
- 4.2.7 The Board believes that some of the designated double cells are inappropriately small for two people and that this raises issues of decency and dignity.(see 5.6.2)
- 4.2.8 The Board feels the service provider, Amey, is unacceptably slow at repairing and replacing kitchen equipment.(see 5.6.9)
- 4.2.9 The Board is particularly concerned about the high usage of illicit substances and the apparent inability to stop its ingress to the prison despite the fact that a number of strategies have been employed by the management.
- 4.2.10 The Board is concerned that the exercise facilities, in the Segregation Unit are neither decent nor appropriate. (see 5.8.1)
- 4.2.11 The Board believes very strongly that better coverage of the prison by good quality, tamper-proof CCTV would help not only in establishing the veracity of some injury claims but improve the safety of all persons within the Establishment (see 6.3.3)
- 4.2.12 The Board is also concerned about the number of mobile phones being used increasingly to facilitate criminality.(see 6.3.6)
- 4.2.13 The Humber Pilot Project is an initiative which was set up early in 2015. It is designed and led by serving prisoners. Through peer-to-peer support, advice and guidance, it helps men to progress and navigate their journey inside prison positively. The Board is extremely impressed with this initiative. (See 6.5.6)

4.3 Particular Issues requiring a response:

- 4.3.1 The Board continues to be concerned about the often slow response of capital works. Each request needs the approval of a NOMS Board. This is an extra layer of bureaucracy which adds no value. The Board asks why prison governors are not given their own budget. Governors are in a much better position to judge priorities and therefore able to respond much faster to the changing needs of the prison.
- 4.3.2 The Board has concerns that transferability and recording of learning information and outcomes between prisons is inefficient. This often means men, who have been transferred from another prison having to repeat tests, modules and levels (see 5.2.5). The Board asks how the Prison Service could improve this situation.

4.3.3 The Board has concerns about the high number of prisoner applications that it receives about the misplacement or loss of their property during transfer between prisons and during relocation within the Prison (i.e. relocation to Segregation}

4.4 Previous year's concerns

4.4.1 The Board still has concerns regarding the different working practices and cultures which continue between the two component prisons. This was not helped by the high turnover of staff and SMT.

4.4.2 Regime changes had been introduced. These were unpopular and largely failed to address the issues. The Board recognises that towards the end of the year the management put in place more effective systems and practices and a more positive culture began to be developed.

5. AREAS REPORTED ON

5.1 Equality & Inclusion

- 5.1.1 Equality consists of a full-time Band 6 manager, a full-time Band 3 administrator and is profiled 32.5 hours per week. However there have been issues because staff have been on occasions relocated due to staff shortages elsewhere. This has caused difficulty in meeting new work as it arises.
- 5.1.2 The Board thinks that effective systems are now in place and appear to be succeeding. Core group meetings are regularly held for Travellers, BME and Over 55s. However there have been difficulties in recruitment and retention of Equality reps due to the rate of pay, compared with that of Humber Pilots.
- 5.1.3 Equality impact assessments and DIRF scrutiny panels were carried out this year. There were 38 DIRFS this compared to 36 in 2015. The Equality Dept did not provide services to members of staff.
- 5.1.4 Following recruitment the Diversity of the Board is now 10 males and 7 females creating a much better gender balance.

5.2 Education, Learning and Skills

- 5.2.1 There are two elements to Education. The OLASS element is run by Novus. The Non-OLASS provision is provided by the Prison itself. The Library, run by East Riding Council, not only provides books, but also offers facilities for “Toe to Toe” mentoring and “Story Book Dads”. There are good indoor PE facilities and good access to recreational PE. In addition there is exercise equipment situated on some of the exercise yards.
- 5.2.2 The prisoners complete a need analysis survey and the curriculum provides a good range of work and vocational training to meet their needs with a broad range of suitable subjects available. These include: Bricks Plastering, Tiling, Maintenance operations, Painting and decorating, Art and Design, ICT Ambertrain (Railtrack) and a bakery. A call centre is operating employing approximately 15 men.
- 5.2.3 The Board is impressed with the diversity of courses on offer.
- 5.2.4 It should be noted that overall success rates in education and vocational training are high.
- 5.2.5 During induction the prisoners’ basic literacy and numeracy skills are assessed. This is to enable the correct placing of men on appropriate courses with an individual learning plan. The Board has concerns that prisoners are transferred into the Prison without basic educational information which results in them having to repeat tests, modules and levels. All prisoners who are able must achieve Functional skills level 1 before they can apply for work within the prison.
- 5.2.6 Prisoner progress is monitored by regular OLASS meetings.
- 5.2.7 Attendance has not been good and this has been of concern to the education team and the Board because it is linked to the overall funding.

- 5.2.8 There is a waiting list for places on courses but most men will eventually be able to access their requested course. The Board has some concerns that prisoners on shorter sentences will be unable to complete within the short time they are in the Prison.
- 5.2.9 The library has a good range of stock, containing fiction and non-fiction as well as a reference section. Newspapers and magazines are available and access to the library by prisoners is currently good. Local newspapers from across the area are ordered so that men can search for jobs and accommodation.
- 5.2.10 The Prison has two state of the art gyms which are very popular and well utilized.

5.3 Healthcare & Mental Health

- 5.3.1 City Health Care Partnership (CHCP) have the contract to provide the Health Care and Substance Misuse Service. CHCP joined in partnership with Lifeline DARS to provide the Substance Misuse element of the contract. There is a Primary Care Centre, which supports clinical/medical needs, and a Wellbeing Centre, which provides Mental Health provision.
- 5.3.2 There have a number of interventions occurring during the year. These include a Wellbeing event which was attended by approximately 80 prisoners and 100 members of staff. All were offered health screening, information and sign posting. Many different agencies were involved and Healthcare received very positive feedback.
- 5.3.3 Healthcare have promoted a variety of groups and activities on individual wings to raise the knowledge and awareness of those in the Prison's care. Prisoners are now self- triaging and even non-urgent requests for appointments are being dealt with within a week. Urgent problems are now dealt with within 24 hours. Wing based clinics are creating an increased presence of nurses on the wings and consequently minor problems are dealt with quickly and efficiently. There is now 24 hour nursing provision. The number of complaints received by the IMB has reduced. Complaints continue but the majority now appear to be about medication, especially analgesics and sedatives.
- 5.3.4 The Board shares the concerns of Healthcare that 25% of men making appointments failed to attend. This has impacted on waiting lists along with the health state of the population.
- 5.3.5 The Board feels that the renewed focus on health education, well being clinics and well man sessions is offering a service comparable to that offered in local communities. The Board is pleased that smoking cessation advice is being offered in preparation for the smoking ban due to come into force in 2017.
- 5.3.6 Epidemic misuse of the drug Novel Psychoactive Substance (NPS) is causing serious demands on Healthcare as well as numerous incidents in the establishment. In Mental Health the number of ACCTs has increased significantly and a coroner's report had raised concerns about the appropriate use of ACCTs.
- 5.3.7 Healthcare put in place strategies to reduce the use of NPS. However these have not resulted in any reduction. The Board shares the concerns of Healthcare and SMT and all staff and recognises that further work is necessary.

5.4 Purposeful activity (includes work)

- 5.4.1 There is a good variety of activities available including education, functional skills, work- skills shops and contract work. However there are not sufficient numbers of places for all to be gainfully employed. The Board is concerned by the shortfall of over 200 places and the number of men held on the wings all day.
- 5.4.2 However the Board is impressed with the effort the new Senior Team and Head of Activities are making to procure more places. There has been an increase in 'purposeful activity' during the year. The development of the bakery and the Siemens recruitment, call centre and Railtrack etc. is making a significant increase in the number of available activities.
- 5.4.3 Staff absences, shortage of tutors and sudden resignations, can affect the number of skills courses that can be run at any one time. While this has been a cause for concern some improvements have been made recently.
- 5.4.4 It has been difficult to establish the number of vacant opportunities because the data provided has been unclear. Some members of staff have alerted the Board to the high numbers of men remaining on the wings instead of attending work or education. The Board is concerned that there is not a coherent approach to support purposeful activity and in some cases wing staff have not been encouraging men to engage.
- 5.4.5 A snapshot of data provided for the Board suggests that 86.7% of men are engaged in work or education but this was based on an analysis of 836 men from a roll of about 1030. This included 75 men who were unemployed and awaiting allocation. Some men will be in the Induction process.

5.5 Resettlement

- 5.5.1 In May 2016, HMP Humber published a new "Reducing Re-offending Strategy" document which aimed to deliver a co-ordinated and integrated response to resettlement issues ... [and] promote engagement and constructive relationships between everyone involved in reducing reoffending'. In order to deliver successful resettlement services to all prisoners, there was a clearly stated commitment to the need to work in partnership with other relevant statutory agencies, such as the National Probation Service, Health Services, CRCs, National Careers Service, Job Centre Plus and Local Authorities.
- 5.5.2 More specifically, the strategic aim of HMP Humber is 'to facilitate eventual release, through the provision of Offending Behaviour Programmes, work, education, and by focussing on the 7 Pathways identified by NOMS as key to reducing re-offending:
- Pathway 1: Accommodation
 - Pathway 2: Education, Training and Employment
 - Pathway 3: Health
 - Pathway 4: Drugs and Alcohol
 - Pathway 5: Finance, Benefits and Debt
 - Pathway 6: Children and Families
 - Pathway 7: Attitudes, Thinking and Behaviour'

- 5.5.3 The management and implementation of the new Reducing Re-Offending Strategy is currently being undertaken by an expanded Reducing Re-Offending Committee (RRC), which is regularly attended by the two members of the IMB within whose Areas of Special Interest its work falls.
- 5.5.4 In order to deliver an effective 'Through the Gate Service (TGS)' to every prisoner released from HMP Humber, a Resettlement Zone has been created to coordinate the services available for men about to be released. These services include:-
- Shelter – offering Accommodation Interventions
 - Debt and Finance – focussed on utilities debts, debt awareness etc.
 - Credit Union – to set up bank accounts for men about to be released
 - Job Centre and National Careers services
 - Children and Families – including domestic budgeting
- 5.5.5 Most of these services are triggered in the last 12 weeks of a prisoner's sentence, when the original resettlement plan is automatically reviewed by Shelter/Purple Futures. At this stage, Shelter's Resettlement Workers assist the men to find somewhere appropriate to live following release (if this has not already been addressed) as well as helping them find suitable employment (in conjunction with National Careers Service, and the two APM workers based full-time in the prison). In addition, Shelter's Resettlement Workers refer men for advice on money management and debts, and steer them in the direction of the other services available in the Resettlement Hub.
- 5.5.6 It would appear, therefore, that HMP Humber has in place a comprehensive Offender Management and Resettlement Strategy plus structures for its effective delivery. However, the IMB has found during its rota visits that by no means all the men who are released from the prison have accommodation, jobs or families to go to. It has proved difficult for us to monitor in any precise way the effective delivery of the Purples Future contract or to assess how well the various resettlement services (both in the prison and in the community) work together to meet the needs of released prisoners.

5.6 Residential Services (includes accommodation, food, catering and kitchens)

The accommodation consists of 14 wings, a small category D unit of 14 beds and a segregation and care unit of 18 beds

Wings	Number of cells	Of which double cells	Function
A	38	12	First night-centre and Induction
B	38	12	Working wing
C	38	12	Working wing
D	38	12	Working wing
E	38	12	Drug recovery
F	38	12	Drug recovery
G	16	14	Enhanced/working wing
H	90	30	Working wing
I	90	1	Working wing
J	76	6	Working wing
K	76	6	Working wing
L	76	6	Working wing
M	75	6	Working wing
N	120	0	Enhanced
O (Kairos)	14	0	Resettlement cat D
SEG	18	0	Seg
Totals	879	141	

- 5.6.1 In 2015 we reported our concerns around the serious infestation of rats. Rentokill were employed and the infestation was brought under control. However in November there was a re-infestation, albeit not as serious as the previous year's. There was an immediate response and the problem appears to be resolved. It has to be said that prisoners throwing unwanted food from their cell windows was a contributory factor. The fitting of grills on windows should go some way to preventing this.
- 5.6.2 The Board believes that some of the designated double cells are inappropriately small for two people and that this raises issues of decency and dignity.
- 5.6.3 One of the advantages of the merger and rationalisation of functions is that it has released buildings so creating great scope for future developments
- 5.6.4 The large distances between functional areas can be time consuming for staff and prisoners alike, who have to move to different locations. In response to the geography of the site the IMB reviewed its modus operandi.
- 5.6.5 The Board compliments the ground staff and gardening team for the pleasant and tidy gardens that enhance the grounds and gives the men sense of pride in HMP Humber.
- 5.6.6 The meals are made in one kitchen and the other kitchen has been turned into a bakery. This is a new innovation which has the potential to make savings in the catering budget and is producing a high quality product.

- 5.6.7 Menus are rotated on a four week cycle. Kitchen staff are challenged to produce tasty and nourishing food within the limited budget. The men working in the kitchens and in the bakery are encouraged to study for qualifications to help them find employment on release.
- 5.6.8 Machine breakdowns continue to be frequent, equipment remaining out of action for some considerable time. The service provider for repairing and replacing kitchen equipment is unacceptably slow. Some equipment appears to be past its best and unrepairable.
- 5.6.9 The Works Department have a five-year contract (with 2 year extension option) with Amey,

5.7 Safer Custody

- 5.7.1 This has been a difficult year for Safer Custody with five deaths in custody during the year and an increased level of self-harm despite the excellent work carried out and reported on in the previous year.
- 5.7.2 The new Governor has identified safer custody as a priority. An additional Custodial Manager has been appointed to cover violence reduction, the development of management checks and the governance of ACCT documents. The Governor is working to ensure safer custody is viewed as a whole prison responsibility and not just the responsibility of the Functional Head. Action plans from the five deaths in custody are being implemented
- 5.7.3 The SMT has undertaken a safer custody training day which is to be rolled out to all managers. The good quality ACCT / safer custody training will give all staff important skills to work with and support men who are on ACCTs. A management check system of all ACCT documents by the night orderly officer has been put in place.
- 5.7.4 A new Violence Reduction Strategy was introduced in September 2015 to address bullying. Men affected by bullying are placed on compacts and supported via the Violence Reduction Officer. An agency called Remedi has been brought in to develop and train staff to use opportunities to mediate. This is aimed to help those individuals, who are being threatened or bullied, to go through a restorative practice process.
- 5.7.5 As part of the new Violence Reduction Plan the new Governor initiated a two day lockdown search which proved very productive in the incredible amount of drugs, hooch, NPS, weapons and mobile phones that were recovered.
- 5.7.6 There are regular Safer Custody meetings attended by prison staff and Healthcare with representatives from Mental Health, Samaritans, Listeners and the Humber Pilots. A member of the IMB attends these meetings when possible but there is a scheduling clash.

There is now a very clear direction to safer custody from the senior management team and a recent assurance visit to Safer Custody confirmed that good progress is being made.

5.8 Segregation, Care & Separation, Close Supervision

- 5.8.1 The Segregation unit offers decent accommodation for 18 men. However the Board feels that the exercise facilities resemble cages and are not appropriate. Security is breached by men passing illicit items and substances through the windows. The SMT is looking at ways to address this problem.
- 5.8.2 Shower facilities and general conditions are good.
- 5.8.3 The Board has reservations that not all alternatives are explored fully on the wings before segregation i.e. IEP. However the Board is satisfied that men on ACCTs are only segregated after all other options have been exhausted.
- 5.8.4 R45 Reviews are now held to a regular timetable and this has enabled the Board to attend the majority of these. The Board is concerned that it is no longer regularly informed when a prisoner is removed to the Segregation Unit.
- 5.8.5 The innovative Virtual SEG enables Senior staff to discuss and relocate men exceeding the 42 day limit by conference call. These moves can give men a new opportunity to modify their behaviour and therefore giving them a fresh start.
- 5.8.6 The Board commends the professionalism and compassion displayed by officers in the SEG.

6. OTHER AREAS

6.1 Chaplaincy

- 6.1.1 The Chaplaincy has been busy due to the number of bereavement relevant issues. CRUSE, our bereavement counsellors have been on site to provide much needed support to both prisoners and staff. Chaplaincy staff have been proactive in providing support on the occasions of deaths in custody and even on news of prison staff members.
- 6.1.2 Fixed Term Contracts (FTC) have been offered to all sessional chaplains of which three have opted in. FTCS are due to be reviewed in October 2017.
- 6.1.3 On occasion men wishing to attend worship at weekends were delayed because the gates were not unlocked. In addition men attending Chaplaincy during the week were prevented from returning to their wings due too a lack of officers to escort them.
- 6.1.4 The Board feels that an office on Zone 1 would enhance the effectiveness of the Chaplaincy.

6.2 Health and Safety

- 6.2.1 There are many actions in progress, and these are monitored through a quarterly Occupational Health, Safety and Fire Committee meeting.
- 6.2.2 The infestation of vermin has been apparently eradicated. The Board supports the approach of changing the culture and attitude to the disposal of litter and food waste through cell windows.
- 6.2.3 Although safety equipment is supplied in the workshops it has been noted that this is not always used by the men.

6.3 Security

- 6.3.1 Some areas of the larger site are vulnerable to throw overs, and some of these are currently accessible to prisoners. Throw-overs occur mainly during the hours of darkness. A sum of £53K has been allocated for fence extensions around the perimeter.
- 6.3.2 The use of drones throughout the Prison estate to deliver illicit substances and items over the wall has also been experienced by HMP Humber. The Board applauds the initiative to purchase two drones and to train officers in their operation.
- 6.3.3 Improved CCTV has been installed thereby improving the safety of all persons within the establishment.
- 6.3.4 NPS continues to cause problems across all areas of the prison, with 85% of men admitting to using one or other of the available substances. The Board is concerned that officers are placed at higher risk of injury when controlling prisoners who are high. The stresses associated with this contribute to the high levels of staff sickness. In addition this is having a detrimental effect on healthcare services both internally and externally.
- 6.3.5 The need for searches for illicit substances & items plus intelligence gathering continues to put pressure on Security.
- 6.3.6 Mobile phones, especially those with internet capability, continue to create security risks. These can be used to facilitate criminal activity including arranging throw overs, taxing (external debt collection) and bullying.
- 6.3.7 Prisoner debt seems to be aggravating the amount of self harm, transfer seeking and the number of men requesting refuge in the Segregation Unit. An increase in the number of men self isolating in their cells has also been noted. Debts are usually settled outside the prison.

6.4 Visits

- 6.4.1 The number of visiting sessions has increased. Consequently visitors are less crowded, leading to enhanced security and an improved visitor experience.
- 6.4.2 A snack bar sells a varied selection of food and drinks.
- 6.4.3 The external reception building provides decent facilities for visitors before they enter the Prison.

6.5 The Humber Pilot Project

- 6.5.1 The Humber Pilot Project is an initiative which was set up early in 2015. It is designed and led by serving prisoners. Through peer-to-peer support, advice and guidance, it helps men to progress and navigate their journey inside prison positively. The project involves prisoners, staff and management and provides a mechanism for communication and consultancy between the prison and its residents, streamlining current mentor/rep roles and replacing the former Council. It is hoped that this will strengthen the culture of rehabilitation inside prison, bridge the gap between prison and community and make best use of the resources available, including the skills prisoners have to make a difference to them and their peers. At the heart of the

Humber Pilot vision is progression, with a core focus on not just improving prison life but increasing the employment opportunities of Pilots.

6.5.2 There are 8 core team members spread across the prison supported by pilots on each wing. The responsibilities of the core team are as follows.

1. To support Wing Humber Pilots in doing their job and personal development.
2. To be the link between HP scheme/wings and function heads
3. To feedback monthly issues to the governor.

Information Desks

Information Desks are now on all wings. They have been made in the prison and consist of fold up shelving contained in a cabinet on wheels. They hold Humber Pilot log sheets to record contacts and information from other agencies such as the IMB.

Café Bar (Quay)

Facilities for visitors and men on visits have been greatly improved by the Humber Pilots taking over the running of the Café Bar. It allows for longer visits and there is a wider range of food including hot snacks.

X-Box 360

Following close consultation with the Governor X-Box 360's and the associated catalogue has been added to the facilities list. This allows the men to order a wider range of goods.

Improvement to visits

Since the appointment of the current Governor the visits structure has been changed to allow men to get more visits and for a longer time. The visits hall is also less crowded.

Veterans Link (SSAFA)

The Humber Pilots have made links with services that will provide support for veterans in custody.

OMU

The Humber Pilots have worked together with the OMU to support men with their HDC and helped to identify men who have previously been in care.

Greens

The Governor supported the Humber Pilots Proposal that men no longer need to attend the gym wearing 'Greens'. Men attending from work areas will wear workwear and men attending from wings will wear suitable clothing which can include gym wear.

Safer Prison Workshop

The safer prison workshop was set up to help men who were experiencing life inside prison for the first time. It was constructed to help them understand the difficulties and problems they could face and how best to avoid them. It now plays an integral part of the Induction process. Since it was introduced more than eight hundred men have successfully attended since March 2016.

Support for distance learning

With the support of the Senior Management Team the Humber Pilots have been able to create new job roles within the establishment to help promote and support the provision of Distance Learning for men in Humber.

Enhanced Gym Session

The Humber Pilots have come to an agreement with the gymnasium staff about making enhanced gym sessions available to all eligible men.

Humber Post

The Pilots have created a publication called the Humber Post. This is a newsletter written by the Pilots and is produced and printed by the DTP workshop. It provides relevant information on the establishment and up and coming events.

Sports Direct

The Pilots were able to source and agree with the Business Hub to approve the provision of the Sports Direct catalogue for men. As a result of this there has been an increase in orders placed.

The Body Shop

The Pilots have agreed a unique service with Body Shop where the men can purchase gifts for friends and family.

Free TV for Retired men

The Humber Pilots Equalities Team campaigned successfully for all retired men to enjoy rent – free viewing of the television services.

Siemens

Working closely with the Company the Humber Pilots and Management secured the opportunity for men to have interviews and increase their career prospects on release.

Eight men have now gone on to gain full time employment on release. A further event is planned for February 2017 where men will be assessed for future employment.

Section 7

THE WORK OF THE INDEPENDENT MONITORING BOARD

BOARD STATISTICS	
Recommended Complement of Board Members	24
Number of Board members at the start of the reporting period	18
Number of Board members at the end of the reporting period	17
Number of new members joining within the reporting period	nil
Number of members leaving within reporting period	1
Total number of Board meetings during reporting period	12
Total number of visits to the Establishment	550
Total number of Rule 45s attended	239
Date of Annual Team Performance Review	Nov 2016

IMB Application Statistics

Code	Subject	Year 2015	Year2 016	Year	Year
A	Accommodation	12	13		
B	Adjudications	13	5		
C	Equality & Diversity (inc religion)	8	4		
D	Education/employment/training inc IEP	54	28		
E1	Family/visits inc mail & phone	11	34		
E2	Finance/pay	5	11		
F	Food/kitchen related	6	8		
G	Health related	69	58		
H1	Property (within current establishment)	44	47		
H2	Property (during transfer/in another establishment)	49	40		
H3	Canteen, facilities, Catalogue shopping, Argos	14	20		
I	Sentence related (inc. HDC, ROTL, parole, release dates, re-cat etc)	17	26		
J	Staff/prisoner/detainee concerns inc bullying	17	21		
K	Transfers	46	39		
L	Miscellaneous	77	75		
Total Number of IMB application		496	429		
Number of Confidential applications		24	19		

8. GLOSSARY OF ESTABLISHMENT-RELATED TERMS AND ABBREVIATIONS USED IN THIS REPORT (alphabetical order)

Abbreviation Description

ACCT	Assessment Care in Custody and Treatment
CAPEX	Capital Expenditure
CRC	Community Rehabilitation Company
CPA	Community Package Area
DDC	Deputy Director of Custody
DIRF	Discrimination Incident Report Form
HMIP	Her Majesty's Inspectorate of Prisons
IEP	Incentive and Earned Privileges
IPP	Imprisonment for Public Protection
NOMS	National offender Management Service
NPS	New Psychoactive Substance
OLASS	Offender Learning and Skills Service
PSI	Prison Service Instruction
PSO	Prison Service Order
SEG	Segregation Unit
SMT	Senior Management Team
TES	Training Employment Services
NOVUS	Education and Training Provider for the Prison under contract
TTG	Through the Gate

THE END