



Mr David Libiszewski
Chair, Independent Monitoring Board
HMP Lincoln, Greetwell Road
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LN2 4BD

27 July 2017

Dear David

**HMP LINCOLN: INDEPENDENT MONITORING BOARD ANNUAL REPORT FOR
1 FEBRUARY 2016 – 31 JANUARY 2017**

Thank you for your Board's report for the year ending 31 January 2017. I am grateful to you and your colleagues for all the hard work that has been put into capturing your helpful observations, particularly as you have three relatively new Board members who are undertaking their probation period.

I understand your ongoing concerns about the staffing situation at HMP Lincoln, following previous correspondence on this issue in the Summer of 2016. In November 2016 we announced a £100m investment to increase prison officer numbers nationally by 2,500 and earlier this year launched a new Prison Officer Apprenticeship scheme that will help increase diversity and make it easier to join the Prison Service. The support applicants and new prison officers receive has been improved to engage them throughout the process and support them through to the completion of their training and probation periods. New entry prison officer mentors are being appointed to lead this work, and at our most challenging recruitment sites we are giving Governors greater freedom to hire the staff suitable for their establishment with the expertise and skills they need.

Although a number vacancies to still exist at HMP Lincoln, the national recruitment campaign has supported the prison and the quality of incoming recruits is considered very good. Recruitment advisors and new entry prison officer mentors are in place and vacancies within the East Prisons Group continue to be monitored and reviewed on a regular basis.

I am pleased that better management, the new regime, and the core day implemented in February has allowed prisoners more time out of their cells and more predictability in the regime.

You also raise concerns about the increased level of self-harm at HMP Lincoln, which I know has been a priority for the Governor and the Senior Management team. We have provided more information on this, and in particular the role out of national training on suicide and self-harm prevention, in the attached annex.

It was encouraging to receive your comments about the generally good relationship between staff and prisoners despite the implementation of restricted regimes and the challenging behaviour of many prisoners. I was also pleased to note despite a very challenging year for HMP Lincoln, there have been improvements in a number of areas. I am sure your positive comments about the care and management

of segregated prisoners, reception, work of the Offender Management Unit, security, safer custody, and the kitchen are appreciated.

I understand the Boards continuing concerns regarding the maintenance and repair issues across the establishment. As a high churn Category B local prison, HMP Lincoln unfortunately suffers from high levels of vandalism which have proved a challenge for the contractors (Amey).

Following changes in the Amey operating model, there is now a dedicated Amey Site Manager at HMP Lincoln who has provided greater focus on tackling problems. The past few months have seen a marked improvement in Amey's approach to delivering a responsive and effective maintenance and repair service, resulting in the number of cells unavailable reducing to an average of around five per week. Additionally, the National Service Team are working with Amey to develop plans for mobile response teams to better meet the peaks in demand for reactive repairs.

I am pleased the heating failures in the Care and Separation Unit now appear to have been rectified, with modifications made to the pipework and that the prison has implemented a revised painting and cleaning programme in the First Night Centre to ensure that cells are adequately refurbished and brightly painted as required. Additional cell furniture and equipment has also been provided and new lighting is to be introduced with repairs to this area are now prioritised.

A quote regarding the installation of CCTV equipment has just been received which will be discussed with the Governor to decide how best to progress the project.

The National Facilities Management Team have explored obtaining new windows through Public Sector Prisons Industries and One3One Solutions but unfortunately this proved to be unsuccessful as production of cell windows has been intermittent. A further capital bid has been submitted recently and an outcome is awaited. In the meantime during periods of hot weather and very high temperatures, prisoners will be provided with in-cell fans, bottles of water and allowed extra time out of cell subject to operational constraints.

I note you have raised some local issues of concern in your report which the Governor will continue to keep you aware of as work continues. HM Prison and Probation Service (HMPPS) comments in response to other issues raised in your report are set out in the attached annex.

The Justice Secretary and I appreciate the valuable role played by members of Independent Monitoring Boards throughout the estate and we are very grateful for your continued hard work on behalf of HMP Lincoln.

Yours sincerely



 **SAM GYIMAH MP**

HMP LINCOLN: INDEPENDENT MONITORING BOARD ANNUAL REPORT FOR 1 FEBRUARY 2016 – 31 JANUARY 2017

HMPPS comments on matters raised in the report

High Level of Self-Harming

The increase in self-harm at HMP Lincoln, and across England and Wales, is of great concern and urgent action is being taken both nationally and locally to improve safety and reduce violence in prisons. Following a successful pilot, improved training on suicide and self-harm prevention is being rolled out across the prison estate. The recruitment of additional staff, together with the new Offender Management Model, will also provide additional support resulting in a dedicated prison officer to every six prisoners enabling those officers to build constructive relationships with prisoners which will help to reduce levels of self-harm.

The number of self-harm incidents at HMP Lincoln has been a priority for the Governor and senior management team, with the increased number of Assessment, Care in Custody and Teamwork (ACCT) cases reflecting the increasing number of complex-need prisoners entering the establishment, the risk presented to staff and the need to manage the prisoner safely. The new regime has improved the time prisoners spend out of their cell and provided increased access to facilities and both peer and staff support and contact. Further staff training will aim to reduce the number of ACCT cases to a much lower level or reduce the length of time a prisoner spends on the ACCT register or on constant supervision.

Psychoactive Substances

HMPPS does not tolerate drugs in prisons and there is a range of robust measures in place to detect such substances including physical searching, cell-searching, x-ray machines, surveillance and detection dogs. To address the use of psychoactive substances, new laws have been introduced including the Psychoactive Substances Act 2016, making it a criminal offence to supply and possess psychoactive substances in prisons, carrying a maximum sentence of two years' imprisonment and an unlimited fine, as well as an innovative new programme of mandatory drug testing for psychoactive substances.

Significant steps have been taken at HMP Lincoln in partnership with Lincolnshire Police to reduce drugs entering the prison, including daily operational activity to deter throw-overs and attempts to traffic drugs into the prison through visits or prisoners recalled to custody.

Drug treatment also has a very important role to play in tackling the problem with substance misuse services are commissioned through NHS England to provide a range of services. Alongside these treatments, HMPPS is working closely with health partners to provide information, guidance and support to prisoners, visitors and staff on the impact and damaging consequences of drugs.

Equality and Inclusion

The establishment's response to equality and inclusion continues to improve. All senior management team members having responsibility for a protected characteristic and equality meetings are held monthly and include prisoner representatives from across the prison.

Availability of Nurses in Reception

In partnership with Nottinghamshire NHS Trust a full time nurse is now provided in reception throughout the day and not reassigned other tasks. This allows the same clinician to provide continued care for the

patient leaving and returning to the establishment within the same day and has had a very positive impact on reducing prisoner time in reception, health triaging and assessments, and providing treatment where necessary. These improvements have also significantly reduced the number of times reception staff finish their shifts late.