



Annual Report
of the
Independent Monitoring Board
at

HMP Wealstun

for reporting Year
(1 June 2017 to 31 May 2018)

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Monitoring fairness and respect for people in custody

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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.

2. EXECUTIVE SUMMARY

This report presents the findings of the Independent Monitoring Board at HMP Wealstun for the period 1 June 2017 – 31 May 2018. IMB evidence comes from observations made on visits, scrutiny of records and data, informal contact with prisoners and staff, surveys and prisoner applications.

The Board considers that this has been a difficult year for the prison, with a significant level of violence and bullying having a negative impact on the already overstretched staff. A major factor is the amount of psychoactive substances (PS) and other drugs entering the prison. However, the management have worked tirelessly to successfully reduce the flow of drugs into the prison over the year. During the 12-month reporting period 1060 prisoners were discharged and 414 transferred out. These were replaced by an equal number of prisoners coming into Wealstun. This considerable churn in the prisoner population puts particular pressure on Reception, the Induction Unit and OMU.

The overstretching of staff has also resulted in restricted regimes, so prisoners are locked up for longer periods, causing more problems.

The Board considers that the prison is well managed and that management are doing a good job under very testing circumstances. The Board felt that the disappointing Measuring the Quality of Prison Life (MQPL) report in February was unfairly critical, as the comparisons were made with prisons surveyed prior to benchmarking. The prison should also be congratulated for the smooth implementation of the smoking cessation, with very few problems.

Main judgements

The Board considers that prisoners are treated fairly. (Page 11, Section 5 refers)

On the evidence the Board has, the prison staff ensure that prisoners are treated humanely and decently. However, the state of the prison buildings and the impact of PS and lack of staff mean that prisoners are not treated as humanely or decently as they should be.

The accommodation continues to be unacceptable in some parts of the prison. This is compounded by problems with the performance of Amey and the management of the contract. (Page 15, Section 7 refers)

The Board remains concerned about the level of staffing. Staffing levels are already low, partly due to the time it takes to recruit and train, plus sickness and maternity leave, and this is greatly exacerbated by two further issues: firstly, the number of code blue alarms arising from the prevalence of PS, other drugs and illicitly brewed alcohol, and, secondly, the considerable training requirements for implementing Offender Management in Custody (OMIC). These issues pull staff away from their normal duties, resulting in more regime curtailment and delays in escorts and transfers from segregation. This causes prisoner unrest which in turn leads to more staff and prisoner assaults. The introduction of the Regime Management Plan seems to be reducing officer assaults but is resulting in major regime curtailments and longer lock downs. The prison is having to rely on officers working overtime to maintain any semblance of a regime, which must be at significant cost. The Board continues to monitor the situation closely.

Preparation for release is good in part, with prisoners being contacted by St Giles Trust (which provides resettlement services). However, a lack of staffing in St Giles has resulted in prisoners being released without the necessary support. (Page 19, para 11.8 refers) The continuing delay in introducing OMIC due to a lack of staffing is a concern to the Board. (Page 19, para 11.2 refers)

Areas for Development

TO THE MINISTER

Whilst HMP Wealstun is currently training new officers, the report highlights a considerable number of problems which are caused, or compounded, by inadequate staffing levels. In addition, the Board is concerned about the number of new recruits who have no experience and require mentoring from experienced officers, thus taking additional resources. 54% of officers have less than 2 years' experience. The Board does not feel that the staffing increase proposed by the Government is sufficient to address the serious problems that HMP Wealstun is currently facing. Funding for officers should be sufficient, and effectively planned, to ensure that staffing levels are never allowed to reduce to this critical level. What representations are being made to the Government to ensure these issues are understood and to secure additional funding for staffing?

TO THE PRISON SERVICE

Ensure that the pre-sentence reports commissioned in court from the probation service before prisoners are sentenced to custody are passed to the prisons as a useful basis for Offender Assessment System (OASys) completion. (Page 19, para 11.5 refers)

Ensure that the Amey contract for the maintenance of prisons is fit for purpose and is adequately funded so that prisons receive the service they require. (Page 15, Section 7 refers)

Funding should be made available to enable the prison buildings to be brought up to the standards required for a category C prison (Page 15, Section 7 refers)

TO THE GOVERNOR

Ensure that the Disability Equality Action Team (DEAT) is resourced correctly to undertake their work and ensure that the process allows the IMB to monitor satisfactorily. (Page 11, para 5.2 refers)

Ensure that work is undertaken to improve the morale of the Chaplaincy Team, including considering the management and location of the team. (Page 11, para 5.5 refers)

Ensure that the IMB is notified, as specified in the PSOs, of prisoners removed to segregation, use of force, special accommodation etc. as requested by the Board. (Page 13, para 6.4 refers)

Ensure that prisoners are not held in segregation for too long. (Page 13, para 6.5 refers)

Ensure that the prison continues to very closely monitor the performance of Amey so that all maintenance work is undertaken timeously and to the required standard. (Page 15, Section 7 refers)

Ensure that any work sub-contracted by Amey is thoroughly checked by Amey at completion so that any remedial work required is undertaken as part of the sub-contract and not day to day work. (Page 15, Section 7 refers)

TO THE PROVIDER (of Healthcare/Education/Maintenance etc)

Amey to ensure that any work undertaken by sub-contractors is checked before completion is agreed so that any remedial work required is undertaken as part of the sub-contract. (Page 15, Section 7 refers)

Improvements

It is disappointing to note that most of the issues highlighted in last year's report have not

been successfully addressed. Lack of staffing is still an issue, as is the continuing poor state of the accommodation and the performance of Amey.

3. DESCRIPTION OF THE PRISON

3.1 HMP Wealstun is a category C adult training and resettlement prison for men, situated in a semi-rural area near Wetherby in West Yorkshire. It has a Certified Normal Accommodation (CNA) of 810 and an Operational Capacity (OC) of 833.

3.2 On 1 April 1995, HM Prisons Thorp Arch and Rudgate amalgamated to form HMP Wealstun. This created a category C (closed) side and category D (open) side within one establishment. In 2008, the open prison closed and the prison underwent a conversion to an entirely category C prison, which was fully operational in May 2010. Since May 2015, it has served a resettlement function for the West Yorkshire area.

3.3 There are 10 residential units and a Segregation Unit (SEG). A and B wings are the original 1960 remand centre buildings; A wing includes a Residential Support Unit for self-isolators; C wing is a pre-fabricated single-cell accommodation unit; D wing accommodates the majority of prisoners on the integrated drug treatment system (IDTS) programme; E, F, G, H, I and J wings were converted from open category D accommodation to closed category C accommodation; G wing is the drug recovery wing; I wing holds some of the older population and is the First Night and induction wing; and H wing is mainly for prison kitchen workers.

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

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

NOVUS, for Learning and Skills.

CAREUK, for the provision of healthcare/mental health.

GeoAMEY, for escort provision.

AMEY, for provision of facilities management and site maintenance.

St Giles Trust, for resettlement services.

B Evidence sections 4 – 11

4. SAFETY

4.1 The prisoner population at HMP Wealstun contains a high proportion of vulnerable individuals, many of whom have experienced negative life events, including drug and alcohol abuse, mental health problems, family background and relationship problems, social disadvantage or isolation and previous sexual or physical abuse. These problems are exacerbated by the widespread use of PS. There are currently 8 Listeners, and the Samaritans attend the prison on a regular basis. The Governor and her team work proactively to ensure that the prison population is balanced ethnically and culturally across the wings to ensure that no single element of the prison population dominates a wing.

4.2 The prison has worked hard to reduce the amount of PS entering the establishment and by May 2018 instances of PS misuse had reduced substantially, as can be seen by the significant reduction in failed mandatory drug tests (MDT); see Table 1 below.

Table 1 Percentage of MDT that were failed

Month	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
% MDT positive results	49.7 8%	45. 24 %	38.6 4%	48.7 8%	39.5 3%	43.1 8%	32.5 0%	23.2 6%	26.8 3%	31.7 0%	23.2 6%	12.20 %

Netting over exercise yards, and more searching and photocopying of mail (personal and legal) have made a significant difference to the amount of PS, but there has been an increased quantity of illicitly brewed alcohol being found in the prison. Prisoners have complained to the Board about the opening of legal mail but it is clear that in a lot of cases the mail had not been enveloped correctly. The situation needs continual monitoring by management, who cannot afford to be complacent. The Board continues to monitor the situation with PS, and the resultant problems.

4.3 The number of code blue alarms continues to be a major problem in the prison. These can include being under the influence of drugs and/or illicitly brewed alcohol. There was an increase in illicitly brewed alcohol finds when PS was not so readily available. Table 2 below shows the massive peak in code blue alarms (where a prisoner is unconscious) between November and February, with those 4 months accounting for 71% of code blues for the year. February alone accounted for 30% of the annual total.

Table 2 Number of code blue alarms

Month	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Total
Number	25	7	20	19	23	74	72	75	161	38	19	8	541

These alarms require urgent officer attendance and put a significant strain on the already low staffing level, resulting in more lock ups whilst the alarms are managed. When a prisoner is found to be under the influence of PS, other drugs or illicitly brewed alcohol, they are placed on report, reduced to Basic IEP and any paper in their cell is removed for testing.

4.4 The reduction in PS has not, however, reduced the amount of violence and bullying, which continues to be quite high. The fact that there is less PS in the prison may be causing these problems, as a reduced supply means greater competition for drugs, higher prices and therefore greater debt incurred by prisoners obtaining their supply from other prisoners. In

addition, the shortage of staff and pressure caused by incidents means that regimes are being curtailed on a regular basis which results in prisoners being locked up for a considerable amount of time; instances of over 14 hours a day are regular. This is worse at weekends: for example, prisoners are given association on Saturday morning and then locked up until Sunday lunchtime when they get association again. The drivers for violence and self-harm are closely related: since April, they have gone from debt, retaliation and issues with staff to bullying, which is closely related to debt. These drivers are very often linked to drug use. However, the implementation of the Regime Management Plan and a reduction in staff have both resulted in restricted regimes for prisoners and caused instability, mainly as prisoners struggle to cope with change, frustration and being locked up for longer.

4.5 The prison has introduced the Challenge and Support Intervention Plan (CSIP) process this year which means that instances where prisoners feel threatened or are violent are closely monitored by senior staff. Current indications are that they are helping in most cases. The majority of open CSIPs are for prisoners on the Residential Support Unit (RSU), which holds self-isolating prisoners. Prisoners in the RSU now have a regime to follow and staff work towards reintegrating them into the main prison population. The success or otherwise of this initiative is still unclear and the Board will continue to monitor.

4.6 Safer Prison meetings have now been successfully combined with the Security meetings and are chaired by a senior governor. This has ensured that an integrated view is taken across safety and security in the establishment and all relevant staff attend. Security measures are proactive, with considerable work undertaken to identify and resolve issues. This is evident to Board members who attend the Security and Safer Prison meeting.

4.7 Safety Intervention meetings were held weekly but it was obvious when the Board attended that their importance was not recognised by the Senior Management Team. However, the meetings have now been given the required importance following a new Governor being transferred in. The meetings are weekly, chaired by the No. 1 Governor and attended by security, safer prison and residential governors, ACCT case managers, healthcare, DARs and OMU. The meeting looks at progress on all ACCTs, CSIP and segregated prisoners. This is a vast improvement on the previous position.

4.8 The prison has taken part in the PAVA trial this year. The availability of PAVA and the wearing of body cameras at incidents has proved a deterrent to prisoners, who tend to stop any misbehaviour when they know they are being filmed. The footage has also been useful in investigations following incidents.

4.9 The number of prisoners on open ACCT files has fluctuated throughout the year but now seems to stand at between 20 and 25 each day. There have been 411 instances of self-harm in Wealstun over the past 12 months, an average of 34 per month. In one month, 20.4% of prisoners arriving at Wealstun had a history of self-harm. Over the past twelve months, instances of self-harm at Wealstun have been consistently lower than at other establishments within the region. The high number of ACCTs at times in the SEG was a major concern for both the Board and the prison. The Board is satisfied that the prisoners in SEG who are on ACCTs are in an appropriate and safe place and that the prison has fully justified the reasons for placing them there. However, this does have a significant impact on staffing as frequent reviews were required. ACCT reviews in the SEG are now conducted at Governor grade, resulting in better management of the risks, especially for vulnerable prisoners. Board members continue to thoroughly check open ACCTs on the wings and in the SEG every week and, where possible, speak to the prisoner and attend the reviews. A checklist for members has been introduced to assist the checks. The recording and monitoring of ACCTs by staff was a major cause for concern for the Board, however the recent change to having permanent CMs (9am – 5pm) on the wings should improve the recording and the situation is being closely monitored.

4.10 The reception process is managed reasonably well. Prisoners are processed efficiently and moved to the induction unit on I wing. However, there have been problems with

prisoners being sent to Wealstun incorrectly, mainly from HMP Leeds: for example, a prisoner with a clear “Not to be returned to Wealstun” on his record, as he had previously assaulted a member of staff. Unfortunately, Leeds are unwilling to then take them back and so Wealstun has to locate them in the SEG pending a transfer. This resulted in a prisoner being segregated for a number of weeks before a suitable transfer could be arranged. Other problems identified at reception which originate at the exporting prison are: prisoners being transferred without having had an OASys record completed; Cell Share Risk Assessments not being completed; property not being transferred with the prisoner; outstanding adjudications which then need to be heard by Wealstun; open ACCTs or ACCT procedures not having been followed correctly; and prisoners arriving with concealed drugs or other items which should have been picked up on search prior to transfer. The Board has raised the problems with HMP Leeds with the DDC; however, problems remain, which is unacceptable as it creates additional, unnecessary work for Wealstun and ultimately impacts on the prisoners.

4.11 The other issue with reception is the length of time it takes for prisoners’ requests for property to be met. This has been raised with the Governor and apparently is caused by a lack of staff in reception to process the requests. The situation has not improved but additional resources have since been allocated which it is hoped will improve the situation.

4.12 The relocation of the induction unit to I Wing is a significant improvement to the induction process. I Wing is a much smaller wing and is less intimidating than the previous induction wing located on the much larger and troublesome C Wing.

4.13 The Command Suite has been opened a number of times during this reporting year and although there were some initial problems the Board is now being properly notified in line with the agreed Critical Incident Contingency Plan.

4.14 There were no deaths in custody during the reporting year. However, a death in custody occurred early in the new reporting year and is currently being investigated.

4.15 The Board is pleased to note that the team set up last year to carry out assurance checks continues to provide an improvement in the level of decency with which prisoners are treated and hope the team will continue in the future.

5. EQUALITY AND FAIRNESS

5.1 In a typical month over the reporting period the ethnic background of the prisoner population was: White 76.5%, Asian 14.0%, Black 5.0%, Mixed 4.0% and 'Other'/not-stated 0.5%. Although the prison has an aim to replicate this pattern on each wing, operational issues make this difficult to achieve on all wings. Approximately 20% of the prisoner population identify themselves as having some form of disability. The majority of these prisoners fall into the categories of mental illness or learning difficulties. The number of prisoners requiring a Personal Emergency Evacuation Plan (PEEP) varied from 2 to 9 over the year. There are quarterly meetings of the Diversity Equality Action Team (DEAT), which has prisoner representation for part of the meeting and an external representative from a local university. Amongst other things, the DEAT meeting monitors the pattern and progression of Disability Incident Report Forms (DIRF). In line with Recommendation 25 of the Lammy Review (on Black, Asian and Minority Ethnic individuals in the Criminal Justice System), the Board now attends the 'use of force' meetings with a specific remit to consider the interests of prisoners. To date, no issues have been identified.

5.2 The significant staffing instability in the DEAT reported last year has continued and this has negatively impacted on the efficiency of operations. A change in governor oversight during the year added to the instability; this has made it difficult for the Board to satisfactorily monitor activity in this area. There has been some slippage in the effective delivery of some of the functions relating to ethnicity and disability, e.g. the timely response to DIRFs and the lack of activity in some of the special support groups.

5.3 As last year, the kitchen continued to be proactive and successful in catering for religion-based diets and festivals. Prisoners express satisfaction with the daily halal and other religious dietary requirements. Special food is laid on for major religious festivals such as Christmas, Easter, the Ramadan month and the festival of Eid. Caribbean meals were put on during Black History Week and, as part of special 'taster theme nights', prisoners from the Traveller community were involved in producing related food items.

5.4 The Chaplaincy Team consists of a full time Anglican chaplain with part time chaplains in the following areas: Roman Catholic (1 x 30 hours plus 1 sessional); Free Church (1 sessional plus a volunteer); Sikh (1 sessional); Muslim (1 x 18 hours, 1 x 9 hours and 1 x 4 hours) and Buddhist (1 sessional). Other denominational chaplains are available on request. The team is supported by a volunteer Chaplaincy Assistant. Towards the end of the reporting period the unanticipated absence and subsequent resignation for health reasons of the Anglican chaplain added to the pressure on the Chaplaincy Team. A replacement has been appointed to fill the Anglican Chaplaincy vacancy but has yet to take up service.

5.5 Members of the Chaplaincy Team are fully involved in such activities as ACCT Reviews, SEG Reviews, visiting prisoners in the SEG, the DEAT meetings and the induction of prisoners. Regular religious services are conducted at the weekend and prayer and study group sessions are available during the week. On a daily basis the chaplains carry a heavy, unpredictable and demanding pastoral load supporting prisoners in personal and family problems. It has been agreed for some time that both the efficiency of the Chaplaincy Team and the role satisfaction of individual chaplains would benefit from the appointment of a Managing Chaplain. It is also recognised that, both strategically and in day to day operations, the Chaplaincy suffers from its current split-site and multi-office housing. Both of these issues would appear to have a significant negative impact on the morale of the Chaplaincy Team.

5.6 The complaints system in the prison appears to work effectively. Prisoners are generally aware of how the systems work, appropriate forms are available on the wings and

the Complaints Clerk processes the submitted complaints efficiently and is helpful to the Board in monitoring the progress of individual complaints.

5.7 An internal review of the Incentives and Earned Privileges (IEP) scheme, which included consultation with prisoners, was completed and a report issued in August 2017. A main thrust of the new policy is to more fully involve both prisoners and wing staff in the process of assessing the IEP status of individual prisoners.

5.8 The system for visits to prisoners seems to work well. Both formal complaints to the prison and applications to the IMB relating to visits are very rare. The booking system for a visit works efficiently. The visits hall is light, airy, well decorated and well furnished. There is a crèche area staffed by external volunteers and a refreshment counter staffed by prisoners. Prisoners can attend an accredited 30-hour Family Learning course in which they develop (partly in the classroom and partly on special visits) children's reading activities and games. Successful 'Dads and Kidz' days were arranged on a regular basis over the reporting period when prisoners could spend time with their children both alone and with their partners. Support activities for wives and partners were arranged during the periods in which prisoners were with their children. During the reporting year a welcome boost to family liaison activity was the establishment within the prison of a team of three Family Engagement Workers (one full time and two part time). This team is provided by Jigsaw, an experienced local charity, which delivers liaison services between prisoners and their families. Amongst other things, the team runs a ten-week parenting course for prisoners, supports homework clubs and provides a range of activities for wives and partners on 'Dads and Kidz' days. Regular Family Strategy meetings began in February with the focus on strengthening prisoners' family ties and reducing inter-generational crime.

6. SEGREGATION

- 6.1 The Segregation Unit (SEG) is a purpose-built building with cells for 14 prisoners and short term holding cells for prisoners awaiting adjudication. Prisoners are removed from the mainstream prison either for their own safety, having received threats from other prisoners, or because they need to be kept separate from the main prison population due to their behaviour or risk level. In addition, cellular confinement is given as a punishment for infringements of the prison discipline rules.
- 6.2 Early in 2018 the long-awaited improvement work was carried out on the unit, with all cells being fitted with electricity and the damp problem addressed.
- 6.3 Senior staff on the unit have changed a couple of times during the reporting year and the handovers were handled reasonably well. However, although the lack of regular Segregation Monitoring and Review Group (SMARG) meetings throughout the year was raised in the last annual report, it wasn't until May 2018 that the first meeting for over two years took place. Dates are now in place for future meetings so hopefully they will now take place on a regular basis. The failure to hold meetings meant that regular statistics on the SEG were not provided to Region. This is unacceptable and will be closely monitored by the Board. The statistics which should now be presented to the SMARG meetings will help the Board monitor the situation better. The prison has been asked to provide details of the destination of prisoners leaving the SEG, as the impression is that more are being transferred than located back onto the wings.
- 6.4 Notification of segregation was through the daily notes received by the Board from the prison. A more formal method of notifying the Board of prisoners being segregated, use of force, special accommodation etc. was introduced in December 2017. However, despite numerous reminders, this is not happening. The Board will continue to raise this concern with the Governor.
- 6.5 All segregated prisoners are seen weekly by the Board member on rota and can ask to speak privately if necessary. The prison reviews continuing stays in the SEG as required. Review Boards are now held at the same time every fortnight, allowing an IMB member to attend. The correct procedures are being followed. The reviews are well run, with prisoners being allowed to contribute fully. There is a significant number of prisoners who are segregated for over a month, which is a cause for concern for the Board. Some need to continue to be segregated until a cell is found on an appropriate wing. However, a lot of cells are out of action because of vandalism and this delays moves back to normal location. Additionally, some segregated prisoners cannot return to normal location at Wealstun for a number of reasons and the Segregation Governor is responsible for arranging transfers to other prisons, which is very difficult. Once prisoners have been in the SEG for over 42 days the DDC is notified and they are put on the virtual SEG moves, which means they usually get transferred to local prisons. However, once a transfer has been agreed it is difficult to arrange transport and this can delay transfers for weeks. Although the prison could arrange to transport prisoners themselves, this relies on staff being available and, as stated previously, the staffing situation is critical. The weekly SIM meetings monitor the situation and the Board hopes that by making senior governors aware of the problems things may improve. However, improvement is not yet evident and the situation will be closely monitored.
- 6.6 A significant number of prisoners in the SEG (sometimes a third) have an open ACCT. The Board is satisfied that removal of a prisoner with an open ACCT to the SEG is not necessarily inappropriate; however, the Board is concerned about the high number of ACCTs and the pressure this puts on the limited staffing and on the regime for the other segregated prisoners.
- 6.7 The regime in the unit is reasonable, with daily exercise (up to 2 hours a day), phone calls and showers (on request). The unit has two exercise yards. Prisoners have access to radios, TVs (according to IEP level), books and education and can also have access to Listeners

and Samaritans if required. The segregation paperwork is generally well kept but there have been occasions when the Board has picked up issues with daily record sheets not being replaced on a daily basis and the SEG noticeboard, listing the prisoners, being out of date. These are raised immediately with the CM or senior officer on duty and are quickly rectified.

6.8 The number of adjudications has increased significantly over the year, probably due to the increase in violence and drug use and the shortage of staff, with often 20 to be heard each day. Plans to computerise the adjudication process have still not been implemented so a considerable amount of SEG staff time is spent doing the paperwork, which impacts on the regime for prisoners. Much work has been undertaken to reduce the backlog of adjudications, with additional sessions being arranged and better instructions on when it is appropriate to adjourn an adjudication being discussed and agreed at the Adjudication Standards meeting, attended occasionally by the IMB.

6.9 The Board has noted a change of management in the SEG late in the reporting year which has resulted in an improvement in staff/prisoner relationships, with staff knowing the prisoners better and treating them with respect, compassion and professionalism, especially at the Segregation Review Boards. The revised Segregation Policy has finally been produced and this allows prisoners to understand what is expected of them in the unit. The Board will, however, continue to monitor closely.

7. ACCOMMODATION AND COMMUNICATION

7.1 It has been reported in previous years that there are many deficiencies in the state of the accommodation, and this persists.

7.2 Given the state of the public purse, the prison establishment will always be underfunded. This makes it all the more important that repairs are carried out efficiently. A major advantage of the outsourcing model should be that, when required, a contractor can more easily deploy increased resources to carry out work. However, Amey state that their contract obligations cover planned preventative maintenance plus an amount for unplanned repairs and that they do not have sufficient resources to carry out the additional workload caused by unplanned work resulting from vandalism. Amey could provide more resources to carry out the peaks of work which are caused by prisoner damage, but it would incur additional costs. Amey and the prison appear to have different expectations of what is included in the contract. However, it is clear that additional resources are required.

7.3 In addition, there are still examples of straightforward replacement of equipment taking too long. There are also flaws in reporting: the focus is on the number of active jobs at any time but there is no information on backlogs or if work is carried out by the original due date.

7.4 There appears to be a lack of ownership of jobs once they are on the system, and poor communication on progress. Jobs can languish unless chased up by prison staff. Someone needs to take ownership. A revamped complaints system was introduced during the year to identify problem areas, but there is a need to monitor the work being carried out. Amey must do more to keep staff informed about the reasons for delays and to generally improve the quality of information provided.

7.5 It is not just delays which cause complaints; more worrying is complaints about the quality of the work undertaken. There are examples of work not being carried out satisfactorily, or sometimes not being carried out at all, yet being closed off on the system. Some of the work carried out is unacceptable. This work is important to keep the prison functioning, but cynicism has arisen about when improvements can be expected.

7.6 Last year the Board reported that major work was required to refurbish the SEG and the kitchen floor. Since then, the SEG has been successfully refurbished. It was a significant achievement to keep this challenging environment operational while the work was being done. Although it is hoped that the better cell conditions can be maintained, the early signs from prisoner damage are not good. Whilst it has made a considerable difference to the accommodation, small niggles with the finished work (leaking radiator and loose plug sockets) were annoying and had to be fixed by Amey rather than by the sub-contractor who originally undertook the work.

7.7 The Board are impressed with the self help group (Q-Branch) that has been set up to refurbish cells and hence improve decency and living conditions for prisoners.

7.8 Over a year has passed and the kitchen floor still has not been done. The delay was not helped by the requirements not including a temporary kitchen whilst the work was being undertaken, thus increasing the costs significantly and requiring a revised bid. However, work is due to start in December 2018 and will be managed throughout by a dedicated project manager. This work is essential to help the kitchen to maintain its high standards and ensure the health and safety of all those who work there. The Board continues to be impressed with the quality of the food produced, evidenced by the very few applications about food over the year.

7.9 The Board still receives a number of applications concerning prisoners' property not being received from their previous prison. Given the movement of prisoners between prisons, it is not surprising that some possessions go missing, and locating them takes time. Whilst the Board understands that with pressures on staffing this is not a top priority for the prison, there is nevertheless a human side to it. It is important for prisoners to have their personal possessions with them, as this has an impact on prisoner wellbeing.

7.10 This year has also seen a number of complaints from prisoners about insufficient prison clothing being available, for example only small boxer shorts. This is not treating prisoners decently.

8. HEALTHCARE (including mental health and social care)

8.1 Care UK holds the contract for healthcare services; this includes primary health, mental health, substance misuse, clinical and psycho-social services. Dental, physiotherapy and optical services are sub-contracted through Global Diagnostics, along with x-ray and ultrasound. Staff generally work 12-hour shifts, from 7am to 7pm. GP services are provided by a practice in nearby Wetherby, including on-call for out-of-hours, Saturdays and Sundays. Requests for appointments through healthcare applications are assessed through nurse triage on the same day they are received and waiting times are equivalent to those in the community. Medicines are dispensed three times daily by pharmacy technicians and nursing staff.

8.2 Tele-health is now up and running. The benefits are that appointments are not being cancelled because of the regime; they can be arranged at short notice and some appointment waiting times are better than hospital waiting times. However, Tele-health is sometimes seen by the prisoners as a second-class service and training and education is therefore being provided to healthcare representatives to overcome this perception.

8.3 Dental waiting times are comparable with those in the community.

8.4 The biggest risk faced by the healthcare team is the giving out of medicines, particularly the in-possession medications which are tradeable. The team are working with officers to provide a more streamlined service. They have moved the medication time and have put some separation between basic and enhanced prisoners. Some extra officers have been provided in the security search team for spot checks on medication.

8.5 An issue raised by the Board over a year ago was the fact that the photo machine used for photo ID had broken. ID is required for all prisoners attending treatments. Officers are supposed to provide paper ID but this does not always happen, resulting in delays. Funding has now been obtained for a biometrics package, which is an alternative source for providing ID, which should resolve the issue.

8.6 The healthcare team are put under enormous pressure when there is a spike in incidents due to PS. There is increased violence and other major repercussions such as increases in escorts and bed watches. The Mental Health team are looking at ways of being more proactive, for example the trainee psychological wellbeing practitioner is doing more group work with the prisoners.

8.7 Healthcare forums are held once a month. Speakers from organisations such as Bowel Cancer UK talk to the healthcare reps, who can then display posters on the wings.

8.8 The Board is satisfied that this service is working well, with the biggest challenge being competing priorities. There are no major concerns in this area and the staff strive for continuous improvement. The relationship between the prison and the provider continues to be extremely positive.

9. EDUCATION AND OTHER ACTIVITIES

9.1 Novus is the provider at Wealstun for Education and Skills. All prisoners are assessed on arrival for English and mathematics and placed at the appropriate level. Additional arrangements are made for those with learning difficulties. Some outreach work is undertaken in English and mathematics for self-isolating prisoners and those attending other courses or workshops. Novus has added a new course in Practical Horticulture Skills to the curriculum during the reporting period and a class in Art has been introduced for a limited number of prisoners. The majority of the courses on the curriculum lead to nationally recognised qualifications. Distance learning is encouraged, with twelve prisoners currently studying with the Open University and other providers.

9.2 The prison library is well and appropriately stocked and prisoners have regular access.

9.3 Unfortunately, there are issues around staff recruitment, retention and sickness within the Education Department.

9.4 The gym is well equipped and provides a session for all prisoners, with those on enhanced status being offered extra sessions as a reward and inducement to continued good behaviour. Unfortunately, the prison regime often curtails time in the gym due to staff shortages and operational requirements.

9.5 Time out of cell has been an ongoing issue over the reporting period due to staff shortages, with association being reduced and lock downs being implemented on a regular basis, leading to some obvious disquiet among prisoners.

10. WORK, VOCATIONAL TRAINING and EMPLOYMENT

10.1 The prison continues to offer a range of courses aimed at enabling prisoners to find employment on release. Vocational courses such as plastering, tiling and painting and decorating are popular and all have waiting lists. It is understood that bricklaying, which was previously another popular course, will shortly be reintroduced. During the reporting period The Mess has begun operating. This joint Novus/prison initiative has doubled the number of prisoners able to gain nationally recognised qualifications in catering, barista and front of house work as well as providing good food and a place for staff to relax. A workshop has recently been introduced for self-isolating prisoners to gain access to prison employment. A second workshop has been established called Q Branch; this gives prisoners the opportunity to gain experience in various maintenance tasks which enhance the prison environment and leave the more specialist jobs to Amey, the official maintenance provider. In order to introduce this, and because of a lack of trainers for Personal Protection Equipment (PPE), the waste management workshop has been scaled back considerably, which is disappointing. Prisoners with safer custody issues are offered in-cell work.

10.2 Within the prison as a whole, some 50 prisoners on average are unemployed. Those refusing to work are placed on a No Work No Pay regime. Those with behavioural and safer custody issues form the remainder of the total.

10.3 The prison continues to have strong relationships with local employers and organisations in order to identify employment opportunities for prisoners on their release. Research is carried out to identify vacancies in the local area with a view to matching them with the courses offered. Recently, a prospectus entitled Resettlement Opportunities 2018-19 has been published; it gives an overview of what resettlement services are available at Wealstun, how to access them and what they can do for a prisoner.

10.4 Community involvement is actively fostered and outside groups are encouraged to use conference rooms in The Mess to further this. The pop-up shop continues to provide vegetables and plants grown in the prison gardens and bread and cakes baked in the kitchen to staff, visitors and the local community.

10.5 The Learning Skills and Employment Quality Improvement Group meets monthly and has begun to award certificates to the Worker of the Quarter and the Learner of the Quarter to recognise their positive impact. The celebrations include invited family members.

11. RESETTLEMENT PREPARATION

11.1 The Board can report progress towards the implementation of Offender Management in Custody (OMiC), involving key workers and key worker champions. A steering group has been working since November 2017 to explain and consult, preparing the prison and staff for the new system. Locations for consultations, administration, training and suitable IT facilities are among the requirements that need to be met before the OMiC model can start.

11.2 It has not yet started, however, because 21 new officers are needed. Early in the year, new staff were being assigned to HMP Leeds rather than Wealstun. Staff attrition (19 staff in six months) made normal staffing difficult. Plans to implement OMiC have been delayed as the key workers were meant to have been available by spring but weren't. The training of staff requires at least two days and many staff also require training in Five Minute Interventions (FMI). OMiC cannot begin properly until staffing reaches 174, which seems likely to be in December 2018. When 160 staff are in post, 60 of the most recently received prisoners (with a minimum of three months to serve) will be allocated a key worker.

11.3 The prison regime has been on shut down while staff are trained. The Board is often asked why there are so many shut downs. The training for OMiC is, unfortunately, compounding the staffing problem.

11.4 The challenges faced by the Offender Management Unit (OMU) are even worse than those noted in the report last year. There is a constant flow of prisoners transferred to Wealstun who have not had an OASys (Offender Assessment System) completed by their previous prison. This means that Wealstun OMU has to complete them within their first eight weeks (for low tier offenders) or 16 weeks (for high tier offenders and those serving more than 4 years) if resources permit. This has not always been possible because of staff shortages. It should also be noted that Wealstun is not resourced to undertake OASys completion that should be done by the original prison.

11.5 Pre-Sentence Reports, commissioned in court from the probation service before prisoners are sentenced to custody, are a useful basis for OASys. Surprisingly, these reports don't always arrive to inform the production of OASys. These would help with the care, resettlement and rehabilitation of prisoners.

11.6 OMU's resource challenge has only worsened over the past 12 months. There are four prison officer offence supervisors, when last year there were eight, and they can be cross deployed to help with staffing problems elsewhere in the prison. An undertaking was given that four offender supervisors would work solely on OMU work unless there was an operational emergency, however they have been doing trolley work, covering wings or acting as hospital escorts. Consequently, there are not enough interviews or sentence plans completed. The number of case administrators has dropped. There used to be 15 a week but now there can be 30. Obviously fewer staff means less efficiency and more stress and prisoners not being seen when required.

11.7 From 2 January 2018 new criteria were introduced for assessing home detention curfews (HDCs). Since then, the average monthly number of HDCs has increased by 140% (from 15 to 36). Previously, the number of breaches and the opinion of the outside probation officer were the criteria considered; now the deciding factors are a suitable address and managed risks. This means that more offenders and dangerous prisoners are being released without the previous safeguards being in place. This is a concern for the Board. Furthermore, delays have occurred for some prisoners when the correct paperwork required to inform the HDC was not completed on time by HMP Leeds.

11.8 St Giles Trust provides support to offenders when they are within 12 weeks of the end of their sentence. They assist with resettlement plans and accessing services such as health, substance misuse support, employment, education, training, finance, benefits and debt advice. Prisoners can have up to three meetings with St Giles to discuss their needs. It has been understaffed on each occasion the Board has visited; understaffing has resulted in a number of prisoners being released without the necessary support. A new member of staff has now started work, which should hopefully improve the ability of the team to deal with its workload.

11.9 As a step towards improving the resettlement support given to prisoners and overcoming resource challenges, there is now a monthly 'Resettlement Hub' where prisoners are invited to address outstanding resettlement needs by meeting with accommodation providers, financial institutions, agencies who help with employment, Jobcentre Plus, OMU, Drug and Alcohol Rehabilitation Service (DARS) and Through the Gate mentors.

11.10 Prison Forum Meetings take place.

11.11 The transfer of prisoners to other prisons is generally the responsibility of OMU and is well managed. However, security and transfers from the SEG are the responsibility of the functional head, which leads to delays in getting suitable transfers arranged. The Board remains concerned that this results in prisoners being held in the SEG for a significant time. It would seem better for all transfers to be dealt with by OMU as OMU staff get to know contacts in other establishments.

11.12 In summary, there remain significant challenges within OMU, however there is hope that as OMiC begins to work the current pressures will be relieved. St Giles Trust continues to provide valuable support to prisoners and the 'Resettlement Hub' and Resettlement Opportunities pamphlet are encouraging positive steps.

C Section – Work of Board

The Board currently comprises 7 members. Despite the small number of members, all core duties were performed: weekly rota visits, applications and monthly Board meetings. A recent recruitment campaign has resulted in 2 new members being recruited. The Board, unfortunately, lost 3 experienced members last year.

Weekly rota visits continue to take place, following a system which reflects the scale and variety of the areas visited and the need to record members' findings effectively and objectively. All prisoners in the SEG are spoken to and all prisoner applications are answered, speaking to the prisoners themselves where possible. In addition, open ACCT documents on the wings visited are checked for completeness and accuracy to ensure that the process is being followed, and ACCT reviews are attended. Such activities brought members of the Board into direct contact with both prisoners and staff.

A Board meeting is held each month, which the No. 1 Governor or a member of the Senior Management Team attends, and serious concerns that were identified during visits are raised.

The number of applications to the Board has risen by more than 50%. This could be because of the increased visibility of the IMB in the establishment, as the prisoner induction pack includes more information about the Board. However, it is more likely that it is because the prison is under a lot of pressure because of the increase in drugs and violence and the fact that the staff are stretched further with the additional work this is creating, so issues are not being resolved.

BOARD STATISTICS	
Recommended complement of Board members	16
Number of Board members at the start of the reporting period	8
Number of Board members at the end of the reporting period	7
Total number of visits to the establishment	224 (plus 8 Serious Incidents)
Total number of segregation reviews attended	129

D Section - Applications

Code	Subject	Current reporting year	Previous reporting year
A	Accommodation including laundry, clothing, ablutions	8	0
B	Discipline including adjudications, IEP, sanctions	5	3
C	Equality	1	3
D	Purposeful Activity including education, work, training, library, regime, time out of cell	11	8
E 1	Letters, visits, phones, public protection restrictions	13	9
E 2	Finance including pay, private monies, spends	5	6
F	Food and kitchens	2	0
G	Health including physical, mental, social care	14	10
H 1	Property within this establishment	15	17
H 2	Property during transfer or in another establishment or location	16	20
H 3	Canteen, facility list, catalogue(s)	1	2
I	Sentence management including HDC, ROTL, parole, release dates, re-categorisation	20	12
J	Staff/prisoner concerns including bullying	23	15
K	Transfers	10	3
	Miscellaneous	25	
	Total number of IMB applications	169	108