



**Annual Report**  
of the  
**Independent Monitoring Board**  
at

**HMP Dovegate**

for reporting Year  
1 October 2017 to 30 September 2018

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*Monitoring fairness and respect for people in custody*

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## A Sections 1 - 3

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### 1. STATUTORY ROLE OF THE IMB

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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.

The Independent Monitoring Board at HMP Dovegate is committed to treating all with respect and fairness, regardless of race, colour, ethnicity, religion, belief, national origin, gender, age, marital status, sexual orientation or disability.

IMB members have had free and unconstrained access to all areas of the prison and had the full co-operation and support of the Director, his Senior Management Team and all prison officers and staff. This has been greatly appreciated as has the help, guidance and support given by the HMPPS Controller/Acting Controller and their team. (Dovegate is a privately managed establishment operated by Serco).

In compiling this report, it should be noted that the Board has again been very short of members during the year and some areas have had little or no in-depth review of the operations.

### **Overall Judgement**

The last reporting year saw many changes to previous working and operational practices and implementation and further changes have continued into this reporting year. Following the hurricanes in the West Indies and the severe damage to the Turks and Caicos Islands (and in particular their prison) a number of senior management and staff have been going there to help with the reorganisation and management. In addition, the Director of Dovegate was in Australia from February to May and then a further time in June 2018 advising on a new prison being built there. This had the effect of stalling some of the initiatives and changes. The Board has to question the benefit of so many management and staff being seconded compared with the importance of the ongoing work at Dovegate. However, despite the above, the Board believes that the overall positive progress made last reporting year has continued in this year.

Key areas for review were:

Three house blocks

Work/Education and other activities

Staffing levels/Recruitment

Therapeutic Community

Health Care

Segregation

### House Blocks

House Blocks 1 and 2 house sentenced prisoners, including those on long-term sentences, who are all engaged in employment or education or who have retired. Prisoners in House Blocks 1 and 2 have more opportunities for purposeful activities and have a less restricted regime. House Block 2, upper wing K, is now an SRU (Social Responsibility Unit) as from 8<sup>th</sup> January 2018, and houses up to 30 prisoners who are considered to be violent and/or anti-social. The wing has dedicated officers (12) and psychologists (3) working with the prisoners on one-to-one and group sessions to improve their behaviour.

House Block 3 is for sentenced prisoners who are unemployed (and awaiting allocation of employment or education if appropriate), first night prisoners, remand prisoners and those with sentences of four years or less. In addition, VPs (vulnerable prisoners) have now been moved from House Block 2 to House Block 3, wing P.

As from April 2020, HMP Dovegate will become a fully long-term Category B prison and just about all of the existing residents of House Block 3 will be relocated into other prisons.

### Work/Education

The reorganisation of House Blocks in the reporting year 2016/17 was undertaken to help achieve full employment or education for sentenced prisoners in House Blocks 1 and 2. A target of 95% work/education was set, but up to 30<sup>th</sup> September 2018 this has not been achieved, although month by month the percentage has increased - the target figure of 95% was close to attainment (+90%) by the end of the reporting year. .

The four workshops are now all operational, fulfilling a number of work contracts. 579 prisoners are in full time employment (26.5 hours pw).

Between April and September 2018, the numbers in employment/education increased by 142 (+ 17.5%), from 670 to 812 prisoners, and only 27 prisoners (excluding those under health care, segregation or in retirement) were without some purposeful activity.

### Staff Levels/Recruitment

HMP Dovegate staffing levels remain high with reasonable retention rates. However, this has continued to lead to an above average number of young, inexperienced staff. In this reporting year 16 members of staff have been disciplined, dismissed or had a criminal charge brought against them for inappropriate behaviour or bringing in illegal substances/items to the prison.

As previously reported, a number of senior management and staff have been to the Turks and Caicos Islands throughout this reporting year, as well as a number of senior managers (including the Deputy Director) who have been seconded to other prisons.

### Therapeutic Community (TC)

Following five failed audits by HMPPS under its 'Community of Communities' initiative, HMP Dovegate was subject to a further review in March 2018. Even though the major changes planned after the in-depth review in 2017 were still in the process of being implemented, the latest audit in 2018 was very positive in its findings.

IMB has, due to low member numbers, been unable to monitor anything more than the day to day requirements. However, for the coming year, one of our members is to treat the TC as an area of “special interest” and report accordingly next year.

### Healthcare

Healthcare in HMP Dovegate is provided by Care UK, who sub-contract to South Staffordshire and Shropshire Foundation Trust to deliver mental health services. Healthcare services were generally good and the wait for dental appointments has been halved from last year (51 days to 25 days for routine appointments). Waiting times to see a GP have also significantly decreased from 41 days to 12 days between April and August 2018. Urgent appointments are now available on the same day. However, external appointments are cancelled because of the lack of escorts and internal appointments are missed because of a lack of staff “runners” to get prisoners to the Health Care Centre.

### Segregation

During the 2016/17 reporting year, the Segregation Unit underwent a revamp and reorganisation and the changes agreed were all implemented. These included all staff in Segregation to wear body cameras at all times, enhanced training, review of suitability of individual staff to work in the unit, and the introduction of purposeful activity. These changes have continued into the 2017/18 reporting year.

### Positive developments 1<sup>st</sup> October 2017 to 30<sup>th</sup> September 2018

- ACCTs stable
- Self-harm down
- Key lock incidents down
- Staff levels high
- Staff sickness below 8 days per annum
- Intelligence reporting/action excellent
- Work/education numbers significantly increased
- NPS (new psychoactive substances) down
- Waiting times to see GP and dentist(s) well down

### Areas of concern 1<sup>st</sup> October 2017 to 30<sup>th</sup> September 2018

- Violence and assaults well up and back to 2016/17 levels
- Prisoner property losses, particularly when transferred, too high
- Availability of escorts for external hospital visits
- Deaths in custody
- Staff suspensions/dismissals/criminal charges

### Conclusion

The IMB Board at HMP Dovegate believes that the positive progress made in the last reporting year, ending 30<sup>th</sup> September 2017 has, despite the increase in violence/assaults, continued this reporting year and the prison, in the main, is settled and calm.

The reorganisations, changes and new initiatives, including OMiC (Offender Management in Custody), Segregation, TC and SRU have all progressed positively.

### Main Areas for Development

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#### **TO THE MINISTER**

All three points identified in last year's report (and previous years) are still relevant and outstanding and there seems little point in repeating them. The problem of prisoners' property has particular impact on our IMB members as it takes around 40% of our time dealing with property issues. We are of the opinion that it should not be difficult or take the time that it apparently has to produce a workable solution to the problem.

#### **TO THE DIRECTOR**

- To reduce the continuing internal problems with prisoners' property
- To get consistency in IEP (incentives and earned privileges) prisoner reviews
- To provide sufficient officers to meet the escort requirements for internal visits to healthcare and external visits to hospitals
- To upgrade the healthcare unit waiting room, toilets and wash hand basin. This has been highlighted on the previous three annual reports.
- To upgrade the shower and toilet facilities in the Segregation Unit.

### 3. DESCRIPTION OF THE PRISON

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HMP Dovegate is located near to Uttoxeter, Staffordshire and is a Category B training prison holding male prisoners aged 21 and over.

The main prison consists of convicted prisoners, mainly serving determinate sentences, a remand facility and about 130 local prison places.

There is also a purpose-built Therapeutic Community that takes repeat and mainly violent offenders, who come from any prison in the country, and volunteer to address their offending behaviour through group and individual therapy. All prisoners go through assessment to make sure they are suitable for the Therapeutic Community.

The Certified Normal Accommodation of the main prison is 885 and that of the Therapeutic Community is 200, giving a combined total of 1085.

The number of prisoners held in the main prison over the reporting year has been on, or very close to, the Operational Capacity of 1160.

The main prison consists of three house blocks. The two original house blocks 1 and 2 each have five wings built around a central “bubble”. Each wing has 2 floors, each floor having 20 cells, four showers, a food serving area and laundry on the ground floor. There are fixed tables and chairs, a pool table and exercise machines in the recreation area plus an outside exercise yard. Cells in these two house blocks were designed for single occupancy and have an in-cell wash basin and toilet.

A further 20 cells are larger and can accommodate 2 prisoners.

The new house block 3 has its wings built around a control “bubble”. This block has a dedicated drug treatment wing. The cells are larger, complying with European standards, and have integral showers. All the wings have the same facilities as in blocks 1 and 2.

HB1	Cat B Trainer
A Wing	Long-term sentences (over 10 years and enhanced IEP)
B/C/D/E Wing	Sentenced prisoners engaged in employment/education
HB2	Cat B Trainer
F Wing	Sentenced prisoners engaged in employment/education

G Wing	Long term sentences (over 10 years and enhanced IEP) Employed/unemployed/retired  Sentenced prisoners engaged in employment/education Over 50 years of age/pre-and post-Therapeutic Community SRU
H Wing	
J Wing	
K Wing (lower)	
K Wing (upper)	
HB3	Local Prison Provision
L Wing	Unemployed sentenced prisoners awaiting allocation of Employment/Education  First night centre and Initial Substance Misuse Team (ISMT) detox Sentenced 12 months or less/in resettlement period (could also be in employment/education Vulnerable Prisoners (Sex Offenders)
M Wing	
N Wing	
P Wing	

The Therapeutic Community, which is separated from the main prison by an internal fence, consists of three house blocks all having single occupancy cells, with in-cell toilets and showers. The Therapeutic Community shares some of the main prison facilities, e.g. healthcare and gymnasium.

ATMs (Automated teller machines) are installed in all the residential areas, allowing prisoners to check their accounts, order meals, doctor/dentist appointments and many other functions.

HMP Dovegate has its own kitchen and laundry.

The Healthcare Centre has 11 cells for in-patients and the usual range of outpatient clinics.

HMP Dovegate has a large education and training facility, Dovegate College, four workshops, a recycling centre, a gymnasium and multi-faith centre.

The library services are provided by Serco in partnership with the Staffordshire Library Services.

Vocational training is run by two sub-contractors.

- Construction and Skills Solutions (CSS)
- N-ergy

HMP Dovegate has a contract with Serco Integrated Services for facilities.

HMP Dovegate has very well maintained and attractive gardens with productive vegetable and flower growing areas.

A hedgehog preservation scheme began in the summer 2018. Constructed by prisoners, it is hoped that HMP Hog Gate will help increase the population of this endangered species.

## Evidence sections 4 – 11

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### 4. SAFETY

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	1 <sup>st</sup> Oct 16 to 30 <sup>th</sup> Sept 17	1 <sup>st</sup> Oct 17 to 30 <sup>th</sup> Sept 18	
Self-harm incidents	555	510	-8.1%
ACCTs opened	709	719	+1.4%
Assaults prisoner on prisoner	84	179	+53.7%
Assaults prisoner on staff	56	65	+14%
Violent Incidents	220	297	+25.9%
Deaths in Custody	0	7	

The number of assaults and violent incidents has increased significantly this reporting year and is very similar to the 2016/17 returns. There is some evidence that shows that prisoner-on-prisoner assaults and prisoner-on-staff assaults are again reducing but violent incidents continue to be high. Spikes in violence have occurred when LTHSE (long term enhanced security estate) prisoners have been transferred in from other establishments.

Although ACCTs open are marginally up and still high, management is reducing the need to maintain the open ACCT documents past the crisis point ie when a prisoner is in potential imminent danger, and in the Board's view the ACCT process is being well managed.

Self-harm incidents continued to reduce in the reporting year. There are a very small number of prisoners who are repeat, troubled "self-harmers" which impacts on the self-harm figures.

During the reporting period there were seven deaths in custody, following only one in the previous two reporting years. Two of the deaths were by natural causes, one by hanging, one by choking and three, apparently self-inflicted, are still to go to Coroner's court.

Despite the significant numbers of deaths in custody there are no obvious reasons or trends and none were on ACCTs or had come to the attention of staff to be at risk.

## **5. EQUALITY AND FAIRNESS**

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Although the IMB have not carried out any in-depth reviews, it can report on the following after last year's review of the equality and diversity operation in HMP Dovegate.

### **DEAT Meetings (Diversity and Equality Action Team)**

Meetings are being held monthly and are chaired by the Director, invited attendees, including the Controller, IMB and prisoner representatives. Subjects discussed include:

- Race/Sexual Orientation/Gender Identify
- Religion or Belief/Disability/Age/Foreign Nationals
- Forces Veterans in custody

### **Lammy Review**

Monthly forums were held with cross-sections of prisoners with invited attendees. An action plan is currently being formulated.

### **Equality Reps**

Nine prisoner Equality Reps are in the process of completing their level 1 qualification in Equality and Diversity.

Two Equality Team Leaders have been appointed to oversee and flag up any E&D related issues to the Equality Team.

### **Events**

- LGBT Family day.
- Traveller/Gypsy/Romany Awareness
- Dovegate Pride and Black History Month
- International Men's Day
- Age and Disability Fair
- National Inclusion Month
- Remembrance Day
- Transgender Day

## **6. SEGREGATION/CARE AND SEPARATION UNIT**

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Following last year's review, some reorganisation took place and three objectives were set.

- Engage with prisoners to ensure that a robust but reformatory approach is practised
- Guide and direct prisoners to have expectations displayed to them in order for them to have a chance of engaging with the regime positively
- Officers to behave in a pro-social manner at all times in order to deliver a reformatory service

In the opinion of the IMB these three objectives have largely been achieved.

Operational areas were also clearly defined and included the wearing of body cameras at all times in Segregation, unlocking procedures, planned intervention, fixed meeting times, spontaneous C&R (Control and Restraint). Paperwork was completed appropriately and on time and time spent in Segregation kept to an absolute minimum.

The IMB believes that there has been good improvement in the management of the Segregation Unit with the number of assault claims made by prisoners against staff well down and with none proven.

Time spent in Segregation by prisoners has, with few exceptions, been kept to a minimum and prisoners returned to the general prison population quickly or moved on. However, there are still areas for improvement:

- Body cameras are not always being worn by all Segregation staff or are not visible on their persons
- Section 45 reviews (meaning removal from association either in a prisoner's own interest/own protection or in the interests of Good Order or Discipline) are not always being started at the agreed time, which is 2 pm on Mondays, Wednesdays and Fridays and it is not always clear who the senior manager conducting the review will be.
- Too many adjudications are being found not proven (over 50%) due to incorrect information, not following procedures, staff not understanding the processes)

The relationship between staff and prisoners in Segregation is, in the main, much improved and is proactive and positive.

## **7. ACCOMMODATION (including Communication)**

HMP Dovegate is less than 20 years old and generally has a good standard of accommodation and facilities. However, natural wear and tear is evident in certain areas and has been reported through the Board's weekly rota visits.

Standards of cleanliness vary from wing to wing across the prison, and serveries, fridges and microwaves are a constant problem on some of them. In the opinion of the Board this reflects the effectiveness or otherwise of the particular wing staff and middle management.

M Wing stands out to the Board as an example of how a wing should look and be managed. The Board has questioned how this cannot be repeated in all wings. Our monthly reports have included:

- Showers in a poor state and often not working
- Water dispensers broken and not repaired or not replaced for months (a particular issue this summer due to the hot weather and poor cell ventilation)
- Inconsistent provision of microwaves and fridges on the wings leading to complaints from prisoners to the Board
- Broken tables and chairs on the wings throughout the prison. The IMB Chair undertook an audit in February 2018 and found 36 broken chairs and 7 broken tables with many others showing signs of stress. Management did respond to our report and many have now been replaced, although this will continue to be an ongoing problem until they are all replaced. Until this happens, it presents a serious health and safety risk.
- In the Segregation Unit the showers are not fit for purpose and are frequently found to be filthy, with the toilet regularly blocked.
- In the Healthcare Unit the main waiting room has no effective toilet hand-washing and drying facilities. The toilet is frequently found to be blocked. Although conditions such as these are unacceptable anywhere in the prison, it is concerning when prisoners are waiting to see a doctor.
- The misplacing of prisoners' property, a subject continually highlighted in annual reports, continues to be a major issue to the Board and for the prisoners. This is now particularly relevant in prison to prison moves, where complaints are up by 47%. The Board estimates that it takes up over 40% of our time dealing with property complaints.
- On a positive note a programme of replacing floor covering on all the wings, including showers and cells, is taking place and a programme of repainting all the cells is well advanced. The fire contingencies identified have all been completed and the CCTV system in Dovegate has been reviewed and is being updated.

## **8. HEALTHCARE (including Mental Health and Social Care)**

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Healthcare including social care is provided by Care UK which subcontracts to South Staffordshire and Shropshire Foundation Trust to deliver mental health services. Eight healthcare assistants deliver social care to the three patients currently in need of it.

The Head of Healthcare in post at the time of our last report left at the end of June 2018 to be replaced by his successor at the beginning of July. As in the NHS, there is a problem of recruitment and retention of nursing staff, though every effort is made to do so. Staff vacancies are currently running at 21%, represented by nine nurses, four mental health nurses with an additional two on maternity leave.

An Integrated Quality Assurance and Improvement meeting is held monthly, which the Board usually attends as does the Head of Safer Custody. The Head of Healthcare is part of the Senior Management Team and a healthy relationship exists between the two. There is always a positive sense of wanting to improve practice and delivery.

Health services were inspected jointly by the Care Quality Commission (CQC) and HMIP during May and June 2017 and were found to be generally good. There is a prison-wide approach to wellbeing, with health promotion days, healthy eating initiatives etc. The Healthcare Champions, one per wing, have access to scales, blood pressure monitors, can measure BMI and give peer information and encouragement as well as providing feedback to healthcare staff. They have been instrumental in getting healthcare surveys returned, which reveal high levels of satisfaction on the “I would recommend this service to family and friends” score. The CQC found the healthcare services were rated more highly in Dovegate than in comparable prisons at the time.

Prisoners on arrival receive satisfactory written information on health services. How to access healthcare is reiterated by the prisoner Insiders conducting induction. Care UK has its own Complaints and Concerns system, though the Board continues to receive significant numbers of healthcare applications often concerning queries about medication. Complainants to Care UK are offered face-to face meetings which often resolve concerns.

Nursing staff are available 24 hours a day. Prisoners have an appropriate range of primary care services; they have daily access to emergency appointments and can book into triage clinics (for immediate assessment without an appointment) on each house block or the walk-in clinic in the healthcare centre every day.

*Segregation Reviews.* Healthcare staff attend segregation reviews, though often do not have any prior background knowledge of the prisoner under review. The way that any notes are made on a prisoner for further investigation/action often appears ad-hoc, written on a bit of paper and, once observed, on the back of a hand. It would be helpful if nurses recorded all individual reviews.

The Board recognises the frustration of the healthcare team with the lack of clinical space. The in-patient unit, which does not come up to clinical standards, lacks a room for nurses to make clinical interventions. The custodial officers who staff the unit display a good and sympathetic knowledge of the prisoners in their charge, many of whom have mental health needs. They deserve praise for their compassion and patience.

It is pleasing that therapeutic activity has been introduced into the unit, though because of their risk profiles it is not possible to allow the patients full association together. In the summer, during the hot weather it was good to see that prisoners were engaging in activity outside in the exercise yard that looks out over the Therapeutic Prison gardens.

However, the association room is a most unwelcoming space with hard plastic chairs, a table, bare flooring and a 'kitchen' area in a poor state of repair. It is not a therapeutic environment.

The Board has reported for over two years on the disgraceful state of the waiting room and toilet in the healthcare centre, the legitimate subject of complaint from prisoners. Despite approval being given by the new Director in 2016 to upgrade this room (new seating, TV etc.) this remains the grim place it has been for a long time. The Board is not at all clear why things are taking so long.

The state of the waiting room and length of wait continues to be a source of complaints from prisoners.

The lack of space generally continues to be an issue. The prison population has expanded by four wings since its original opening but the healthcare facility remains the same. Though there are nine mental health staff, a maximum of three clinical rooms are available for consultation. Though there are six nurses, there is space to run only two clinics. There is no room in the in-patient facility for a nurse to make a clinical intervention.

The Board has reported previously on its concern that prisoners on arrival who have substance misuse issues – alcohol, drugs – are not being placed on the detox wing usually because of lack of space. For example, 22 such cases occurred in July, 15 in August. This is potentially dangerous as we have said before. Cases are usually picked up the following morning by the healthcare team.

In order to overcome this problem, there is now a weekly Monday morning meeting between ISMT and the COM (House block manager) to identify who can be moved safely off that wing; hitherto, prisoners have overstayed their time.

The ingress of illegal drugs, in particular of New Psychoactive Substances (NPS), continues to be an issue, though the Board is pleased to note that the number of suspected NPS incidents between April and August has seen a reduction (from 46 to 32), perhaps pointing to the efforts of the prison security to minimise the availability of these substances.

Waiting times: the waiting time for a GP appointment decreased significantly between April and August from 41 days to 12, though urgent appointments are available on the same day and an Advanced Nurse Practitioner (ANP) and pharmacist were available to prescribe.

Dentist: the waiting time for a routine appointment has also reduced in the same period from 51 to 25 days with a pleasing reduction in the number of routine appointments not seen within six weeks from 31 to 1 in the last five months.

Mental health: average waiting time for a mental health assessment has varied between 37 and most recently 17 days. Three prisoners transferred to a mental health hospital in August; the waiting times varied from fewer than 14 days to between 29 and 56 days.

An ongoing concern relating directly to DNA (do not attend) figures is the lack of 'runners' to accompany prisoners to the Healthcare Unit for appointments, which the Board reported on last year. For example, in August 75 GP appointments, 25 mental health and 41 dental appointments were not attended for this reason. All these have to be rescheduled. The Board and Care UK both accept the need for more officers to act as 'runners'; discussion with the prison is on-going.

Operational difficulties lead to the cancellation of external hospital appointments, as the Board reported last year. Four escorts a day, two in the morning and two in the afternoon, are available, but emergencies on the day take priority. In June, July, August and September 2018, the percentage of cancellations due to lack of escorts was 35.5%, 51.2%, 33.3% and 43.7% respectively.

This was a problem noted in the last HMIP report but as yet there has been no increase of escorts though discussions are taking place. We reiterate: hospital visits are deemed necessary for good reason, investigative or procedural. Delays can compromise health.

Monthly meetings of the Quality Assurance Information Group are well run and usually attended by an appropriate member of the prison's operational staff.

## **9. EDUCATION, EMPLOYMENT and VOCATIONAL TRAINING**

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Good progress has been made during the reporting year, with the key objectives having been to improve the quality, availability and attendance in work, education and purposeful activities.

The Board review in April 2018 showed there were 516 prisoner places in work and 154 prisoners in education making a total of 670. By the end of September 2018, the number in work had increased to 579 in work and 180 in education, making a new total of 812 (+17.5%). The main prison population, as at the end of September 2018, was 960, but that included 65 on remand and an average of 60 either in Healthcare, Segregation or having retired. This left a balance of 27 prisoners (3%) not attending a minimum of 27.5 hours per week of purposeful activity.

A target of 95% has been set for the total number of prisoners to be in and attending purposeful activity, but that figure was not met in the reporting year due to claimed sickness/not being ready to go to work/education at the allotted times. There is now a new sickness procedure in place whereby a prisoner stating that “they are sick” will be assessed by healthcare staff to see if it is genuine.

All four workshops are now in use and the quality of some of the industrial work available for prisoners has improved during the year. The company “Recycling Lives” started in the summer of 2018, providing more meaningful and increased levels of recycling activity. Recycling Lives also offers those prisoners who show initiative and a good work ethic the opportunity to work for them on release.

The Head of Learning and Skills left in early 2018 and the new department head has carried out a reorganisation with positive results and improvement in attendance. However, since this report she has also resigned her position.

Dovegate does not currently have tutors for brickwork or carpentry so these workshops are not in use.

Serco introduced “Serco Jobs” in the summer. The company looks at the prisoners’ existing skills and the prisoner completes a “Passport to Employment” which shows his skills, where he can enhance them, including with further education, and prior to release will have a job interview with Serco which can lead to a job to go to on release. Early days, but so far two prisoners have had job offers and a third is expected to receive one shortly.

Other work initiatives include a possible call centre and the “Million Stars Project” which recycles discarded tents from festivals. A new consultant has also been appointed to work with local firms to enhance the provision of purposeful activity.

### **Library**

Attendance has generally been poor due to escort issues, especially from House Block 3, although some improvement in attendance has been achieved recently.

## **10. RESETTLEMENT PREPARATION**

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This year’s information is for a full reporting year.

Number of Prisoners discharged	858
Number of Prisoners not found accommodation	186 (21%)
Number of prisoners found employment	149 (17.4%)

Although the number of prisoners not found accommodation is on a par with last year, those prisoners found employment is up by over 6%.

## C Section – Work of Board

As can be seen from the following Board statistics, we are still significantly below the recommended complement of Board members. This has continued to put undue pressure on a very small number of individuals and their exceptional hard work and effort is much appreciated.

For the second year running, this was not helped by a recruitment and appointment process taking 8 months from start to finish. By the time the Minister had signed off the two successful applicants, one had withdrawn. A further recruitment campaign produced 4 candidates, none of which were suitable.

In the Board's opinion, the recruitment process is not fit for purpose and the various stages of recruitment need to be reviewed and evaluated as a matter of urgency to significantly shorten the process.

One member of the Dovegate Board will have completed his 15 years as a member and will retire at some point during 2019, which will leave the Board further depleted.

BOARD STATISTICS	
Recommended complement of Board Members	20
Number of Board members at start of reporting period (including 5 probationers)	8
Number of Board members at the end of reporting period (including 3 probationers)	8*
Number of members joining within the reporting period	1
Number of members leaving within reporting period	1
Total number of Board Meetings during reporting period	12
Average number of attendees at Board Meetings during reporting period	6
Total number of visits to the prison	424
Percentage of Segregation reviews attended	99%
Total number of applications received	396
<i>*one Board member is a trainee and one had restricted visits due to health issues</i>	

## D Section - Applications

Applications by Subject		2017 - 2018	2016 - 2017	2015-2016
Code	Subject	12 months	12 months	12 months
1	Accommodation	6	7	11
2	Adjudications	8	2	2
3	Equality and Diversity including religion	12	3	2
4	Education/employment/training including IEP	25	19	17
5	Family visits Inc. mail and phone	14	22	25
6	Finance/Pay	18	17	16
7	Food/kitchen related	6	7	2
8	Health related	56	48	20
9	Property within current establishment	70	59	46
10	Property during transfer/in another establishment	90	43	40
11	Canteen, Facilities, Catalogue Shopping, Argos	8	4	8
12	Sentence related (Inc. HDC, ROTL, parole, release dates, re-cat etc	13	12	13
13	Staff/Prisoner/Detainee concerns Inc. bullying	24	25	10
14	Transfers	6	7	3
15	Miscellaneous	39	10	21
16	Blanks	0	8	21
	Total number of IMB applications	396	293	257
	Increase on last year	26%		

The complaints direct to the prison are well down year on year and the Board believes there is a cross-over in some areas between those that the prison receives and the IMB receive.