



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

**HMP Humber**

for reporting Year  
January 2018 to December 2018

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*Monitoring fairness and respect for people in custody*

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### 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.

This report represents the findings of the Independent Monitoring Board at HMP Humber for the period 1 January 2018 – 31 December 2018. IMB evidence comes from observations made on visits, scrutiny of records and of data, informal contacts with prisoners and staff, surveys and prison applications.

### **Main judgements**

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#### **Are prisoners treated fairly?**

Overall, prisoners receive fair treatment in HMP Humber.

There continues to be a positive attitude towards supporting prisoners in maintaining good relationships with their friends and family (5.7 Equality & Fairness).

The proactive introduction of new workshops supports prisoners to gain skills that can be utilised on release in the job market (9.2 Education & Other Activities).

#### **Are prisoners treated humanely?**

The recent OSAG<sup>0</sup> audit reported that reception and first night was positive, particularly the innovative debt workshop that is delivered as part of induction (4.1 Safety).

Access to a Listener (trained by the Samaritans) during the reception process improves the safety and humane treatment of prisoners (4.1 Safety).

The availability of Listeners at key times within the regime to support prisoners in times of personal crisis. (4.5 Safety).

In general, the prisoners are treated in a humane way at HMP Humber. This is shown by the use of segregation remaining relatively low despite high levels of incidents in the establishment (6.2 Segregation/Care & Separation Unit).

We hope cells and other facilities will continue to improve as a result of the Ten Prisons Project (7.1 Accommodation & Communication).

#### **Are prisoners prepared well for their release?**

There are good opportunities for prisoners working in the kitchens, bakery, visits servery and on wing serveries to gain qualifications to help them with employment after release (9.4 Education and Other Activities).

Links with local employers are strong. This is to secure contract work for prisoners both during their sentence and after release (10.1 Work, Vocational Training & Employment).

Outcomes of the offender management model are closely monitored to ensure all men are monitored right through the seven identified pathways (11.2/11.3 Resettlement Preparation).

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<sup>0</sup> Operational and System Assurance Group, HMPPS

## **Main Areas for Development**

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### **TO THE MINISTER**

The Board is looking forward to seeing the impact of the Ten Prisons Project on challenging violence, disruptive behaviour and funding the fight against drugs within HMP Humber.

The Board would like the Minister to review how prisoners' property is transferred to ensure it follows men between establishments. It is often late or not received at all (7.7 Accommodation & Communication).

### **TO THE PRISON SERVICE**

There has been a strong emphasis on safer custody within the prison, which has shown some improvements. The level of violence is closely monitored. Despite this there were still high levels of self-harm incidents during the year and five deaths in custody during the year (one of these was natural causes, one was an accident, two were drug related and one was apparently self-inflicted). What plans are there to allocate extra resources, particularly in mental health, to support prison governors in tackling this major issue? (4.7 Safety).

The Board receives a large number of applications about loss of prisoners' property. Responses to prisoners' complaints from other establishments are often late or not received at all. The Board will continue to monitor the situation. Can the Prison Service develop a system of handling prisoners' property in order to reduce these unacceptable losses and to minimise the numbers of compensation claims? (7.7 Accommodation & Communication).

### **TO THE GOVERNOR**

The Board has seen an overall improvement in the welfare and general safety of the men during this reporting year.

The Board is also encouraged by the can-do attitude among the safer custody team, who are knowledgeable about men who are of particular concern and have clear plans to support and manage each of them (4.3 Safety).

The Board congratulates the Governor and her staff for their very proactive approach to reduce the amount of drugs getting into the prison. There has been a reduction in the supply of drugs into the prison which is extremely positive (4.3 Safety).

The Board is pleased to see the increased number of visits sessions for men plus additional facilities for families (5.7 Equality & Fairness).

The Board is encouraged by the change to the new core day which reinstated the hot meal being served in the evening plus changes to the menu, to be fully rolled out in spring 2019, and improvements are ongoing. The IMB has received positive comments from prisoners on the changes already implemented. (7.6 Accommodation & Communication).

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

A large number of men entering the establishment suffer with mental health issues. The Board would like to see more full-time personnel to support these men rather than the reliance on agency staff (8.6 Healthcare).

## **Improvements**

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Throughout the reporting year a programme of recruiting new staff has been ongoing. As a result of this there are large numbers of inexperienced officers within HMP Humber. Management and more experienced officers have supported the new officers well, in order to ensure a stable regime brings improvements to staff morale and to conditions for the prisoners.

Body worn cameras have been fully rolled out as well as the new key worker programme towards the end the reporting year. The Board looks forward to being able to report positively on the key worker programme in their next annual report.

These new measures should decrease the administrative tasks and release more staff time, in order to further enhance staff/prisoner relationships.

### **3. DESCRIPTION OF THE PRISON**

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- 3.1 HMP Humber is a category C training and resettlement prison, formed from a merger of HMP Everthorpe and HMP Wolds in April 2014. The prison holds up to 1062 adult males. In 2018 Humber was re-classified as a complex prison.
- 3.2 The original Everthorpe site was built in 1958 as a Borstal and the site subsequently expanded further to include up to seven residential wings, a segregation unit with accommodation for 14 prisoners and a separate small residential unit for up to 14 Cat D prisoners. There were, at the time of the merger, 19 operational workshops, kitchen, gym chaplaincy, visits centre, healthcare, two education areas and a library. The site also included gardens and administration offices. Over the years it fulfilled a variety of roles and before the merger it was operating as a category C male training prison.
- 3.3 The original Wolds site was built in 1992 as a remand prison and was the very first privately-run prison in Europe. The site includes up to seven residential wings and one segregation unit with accommodation for 14 prisoners. There were, at the time of the merger, eight operational workshops, kitchen, gym, chaplaincy, visits centre, healthcare, one education area and a library. The site also included gardens and administrative offices. Before the merger, the Wolds was operating as a privately-run category C male training prison.
- 3.4 The two prisons were built on adjacent sites and operated independently of each other. In April 2013 the contract to run a new prison, formed by a merger of the two separate prisons, was awarded to the Prison Service. The newly-formed HMP Humber operated under one governor and senior management team from April 2014 across two sites which were still separated by a wall.
- 3.5 The building contractors commenced work in January 2014 to unite the two sites and created a connecting walkway which became operational on May 1st, 2015. This was the date on which the site became operational as a single prison. Since this date there has been an extensive rationalisation of several functions and use of buildings to operate more efficiently. There is now one large segregation unit with accommodation for 14.
- 3.6 The new site operates with one kitchen and a bakery, two libraries (one of which is run on a part-time basis), one visits centre, one chaplaincy, two gyms, one healthcare surgery and a separate mental health unit. The site has provision for several workshops, and currently 22 are operational.

## Evidence sections 4 - 11

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### 4. SAFETY

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- 4.1 The reception process works well. New arrivals are processed quickly by reception staff and transferred swiftly to the induction unit, H wing. They are seen by a range of prison personnel to identify their individual needs. The peer workers are also Listeners (prisoners trained by the Samaritans to provide confidential emotional support to fellow prisoners). The recent OSAG audit reported that reception and first night was particularly positive around the support given to men. They also commented positively on the innovative debt workshop that is delivered as part of induction. The use of CSIP<sup>0</sup> is beginning to have an impact and staff are very positive and understand its purpose and processes.
- 4.2 Induction commences the day after arrival, with an informative PowerPoint presentation delivered by officers and/or Humber pilots. The Humber Pilot Project is designed and led by serving prisoners. Through peer-to-peer support, advice and guidance, it helps men to progress and navigate their journey inside prison positively. The project involves prisoners, staff and management and provides a mechanism for communication and consultancy between the prison and its residents, streamlining current mentor/rep roles and replacing the former Council. The project strengthens the culture of rehabilitation inside prison, bridges the gap between prison and community and makes the best use of the resources available, including the skills prisoners have to make a difference to them and their peers. At the heart of the Humber Pilot vision is progression, with a core focus on not just improving prison life but increasing the employment opportunities of Pilots.
- 4.3 The published week-long induction programme is to support prisoner integration into the regime and is delivered by staff from a wide range of departments. The Board will continue to monitor the induction process to ensure that prisoners are fully aware of the role of the IMB.
- 4.4 The prisoner population at HMP Humber 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 use of psychoactive substances (PS). The impact of new psychoactive substances (NPS) across the prison is still a major concern which continues to cause problems. However, due to the proactive approach taken by the management, there has been a reduction in the supply of drugs into the prison, which is extremely positive. Within this reporting year 58 parcels were intercepted. There are several Listeners, and the Samaritans attend the prison on a regular basis to support Listeners. The Governor and her team work proactively to ensure that the prison population is balanced across the wings.
- 4.5 There are regular safer custody meetings attended by prison staff, the mental health team, and representatives from the IMB, mental health, Samaritans, Listeners and the Humber pilots. Data is presented at these monthly meetings, and individuals causing concern are discussed. Action is agreed and written in the minutes. The impact of this

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<sup>0</sup> Challenge, Support and Intervention Plan to deal with violent behaviour

action is then discussed at the next meeting. Listeners, who are made available on wings to support prisoners, are represented at these meetings and report any problems they have in carrying out their role at the meeting. They are very positive about the work they do. There is a definite can-do attitude among the safer custody staff. Staff and managers are knowledgeable about men who are of particular concern and there are clear plans to support and manage these men.

- 4.6 Support for self-isolating prisoners has greatly improved. Self-isolators can attend the Kairos unit, a day centre where they can work and study without mixing with the rest of the population. The IMB has reported very positively about the atmosphere observed there. Individual prisoners in crisis are discussed at the safer custody meetings. Data is reviewed in order to capture patterns. For example, if it has identified that several self-harm incidents occurred just after evening lock up, Listeners are made available on the wings during this time to support prisoners.
- 4.7 The number of prisoners on open ACCT<sup>0</sup> files has fluctuated throughout the year but has been very high at times, with the highest, 70, being opened in October and a total of 629 throughout the year, which is over 100 more than in 2017. The management of ACCTs is very good. The recent OSAG audit fed back that there is a good standard in terms of the quality of work, particularly the case reviews which were very detailed and the audit team feedback that they had clearly observed and gained a real sense of the men being treated as individuals. They also reported a good multi-disciplinary approach to complex cases. In this recent audit the prison was awarded four green ratings and four amber/green ratings, with an overall rating of amber/green.
- 4.8 There has been a strong emphasis on safer custody within the prison which has shown some improvements. The level of violence is closely monitored. Despite this there were still a significant number of self-harm incidents during the year and five deaths in custody during the year (one of these was natural causes, one was an accident, two were drug related and one was apparently self-inflicted). The prison responds quickly, learning from the recent deaths in custody, and uses a DIC action plan to implement further strategies for improvements. The command suite has been opened many times in this reporting year. There continues to be clear direction on safer custody from the senior management team and a genuine commitment to support prisoners who do not feel safe.
- 4.9 The 'Andy's man club' initiative is still embedded within the establishment. It is a support group for prisoners who can meet weekly to discuss any issues of concern. There are no restrictions on who can attend. The Board believes this is a good support mechanism for men and attendance remains strong.
- 4.10 There are 28 Humber pilots. They continue to support the men on their journey through custody by providing an additional mechanism for communication and consultancy between the prison management and its residents.
- 4.11 Force has been used to restrain prisoners on 246 occasions, with a general downward trend over the year due to improved de-escalation strategies. All incidents of the use of force are documented. Humber continues to compare favourably with other similar prisons in relation to its levels of violence and the use of force. The use of body worn cameras by officers is fully rolled out and acts as vital evidence should the use of restraint on prisoners be required.

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<sup>0</sup> Assessment, Care in Custody and Teamwork procedures for those at risk of self-harm

## 5. EQUALITY AND FAIRNESS

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- 5.1 The team is made up of a manager and part-time prison officer support. The complement also includes oversight from a senior manager and is in line with other prisons in relation to staffing levels. There is an equality strategy which has been updated to consider most of the protected characteristics. Senior managers have been identified to lead protected characteristic strands.
- 5.2 There have been 68 discrimination incident reporting forms (DIRFs) submitted this year compared to 41 in 2017. DIRFs are available on all wings. The equality manager carries out the investigations. Replies are polite and signed off by the deputy governor.
- 5.3 In November 2018 the prison had 34 foreign national prisoners (FNPs) which rose to 41 by the end of January 2019. Border Agency staff visit the establishment every month and speak with FNPs who have requested a meeting or if information needs to be shared or gathered.
- 5.4 Prisoners continue to report that the chaplaincy provides invaluable pastoral support. Active participation in services is encouraged. Support is offered to families following a death in custody, and also to other prisoners who may be affected. Facilities for the establishment are located in zone two and include a chapel, multi-faith room and two group rooms, which facilitate a range of weekly activities, including study groups and meditation. Friday Muslim prayers are held in the multi-faith room and washing facilities are available. The chaplaincy visits all new arrivals and those held in the segregation unit daily. Chaplains attend segregation review boards and see all prisoners subject to ACCT case management monitoring at least weekly.
- 5.5 The complaints procedure is well managed and responsive most of the time. The Board feels prisoners are not using the general applications process fully and are going straight into the complaints' procedure instead. Applications to the IMB have reduced this reporting year, which could suggest this process is working well. It is hoped that the full implementation of key workers will contribute to a reduction in complaints as the roll out continues.
- 5.6 The prison uses the national incentives and earned privileges (IEP) scheme to encourage positive behaviour. On average around 41% of prisoners are on the enhanced level, 52% on standard and 7% on basic. Unemployed prisoners on the basic level can spend up to 23 hours a day in their cells, alone and without a television. The prison also encourages positive behaviour through wing cleaning competitions every other month.
- 5.7 Visits session numbers have been maintained through this reporting period. Visitors, spoken to by the IMB, are positive about their visits experience. Visitors move promptly into the visits hall and searching is respectful, and considerate to children. The visits room is reasonably relaxed and comfortable, having been refurbished this year. There are refreshments available, and orderlies help to assist visitors. There are also some toys for children. Lincoln Action Trust provide structured play opportunities and facilities in visits and for family days. Legal visits take place on three mornings a week. There are also some initiatives to support prisoners' family contact, including regular family visits and reading schemes.
- 5.8 The two libraries, one on each zone, are run by East Riding of Yorkshire Council. Most prisoners can attend sessions twice a week. These are quite short, at only 30 minutes. Literacy support is available through the Turning Pages programme. The library stock is reasonably good including some legal books, other materials to meet prisoners' diverse needs and abilities and local newspapers. There has been some disruption to the access to these facilities for men because of the problems with the roof in zone 2 library but these were resolved quickly.

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

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- 6.1 The segregation unit comprises 14 cells and one special cell. The segregation environment is reasonably decent, and cells are largely free of graffiti. The two exercise yards are stark with graffiti etched into brickwork. Two prisoners can exercise at the same time, one in each yard. The Board re-emphasises its comments from its 2016 report that the exercise yards are not appropriate. Bids have been submitted under the Ten Prisons Project to refurbish the showers in this unit, which will include wet room flooring. Trickle vent windows will also be fitted to target areas.
- 6.2 The Board is encouraged that despite the high levels of incidents within the prison the use of the segregation unit remains relatively low. The average stay for a prisoner in segregation is around 15 days. This reduction in the use of the segregation unit has become possible due to the hard work of officers on wings who have managed prisoners more effectively. The Board believes that the segregation unit should only be used as a last resort and is pleased to be able to make this observation.
- 6.3 All prisoners receive regular visits from the duty governor, chaplain, healthcare/GP. The segregation unit is visited at least once a week by the IMB and many rota reports comment on the observed excellent relationships between the staff and those held in segregation. Officers know and interact with the men well. Segregation reviews showed that managers try to minimise the time prisoners remained in segregation. Care plans drawn up for prisoners held for more than 30 days demonstrated good efforts to reintegrate them. Segregated prisoners also have daily access to exercise, telephones, showers, distraction packs, library books and some educational activities.
- 6.4 The majority of segregation review boards are attended by the key personnel. This has improved through the year. The Board attended 295 Rule 45s plus a number of ACCT reviews. Board members are always able to speak freely with all prisoners held in the segregation unit. The Board is pleased that they are now notified in the majority of cases of a new arrival allowing the Board to speak to the individual within 24 hours if required.
- 6.5 The Kairos Unit (which is a separate building within the establishment) has been established and provides support for men who self-isolate or are otherwise vulnerable and in need of support. This is currently attended by an average of eight to ten men on a daily basis. The Board have reported very positively about the work being conducted on this unit.
- 6.6 When there have been dirty protests, prisoners have been served a meal at their door. When the protest ends the prisoner is placed in a clean environment and the dirty cell carefully cleaned by trained prisoners. Screens are used where prisoners are on dirty protest or where the observation panel glass has been broken. This reduces risk to prisoners and staff of being spat at or having urine or faeces thrown at them.

## **7. ACCOMMODATION AND COMMUNICATION**

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- 7.1 HMP Humber is part of the Prisons Minister's Ten Prisons Project. Through this the prison has been able to bid for £850,000 to £900,000 during the last year. Part of this funding will allow for a focus on deep cleaning, and in zone 2 an improvement to living conditions in J, K, L & M wings in particular. Deep cleaning and redecoration will be provided by outside contractors. New serveries, flooring and shower screens are to be installed. Communal toilets and sluice rooms will be removed.
- 7.2 Assurance checks to residential accommodation are carried out in two wings each week. Early in the year £30,000 was spent on descaling toilets; this work was carried out by Amey contractors. £21,000 is to be spent on in-cell furniture replacement.
- 7.3 The IMB welcome all the work described above that is being undertaken on residential accommodation, as we have received applications on a regular basis from prisoners on issues with living conditions. A new senior development manager for Amey was appointed in September and the IMB are hopeful that there will now be an improvement to general prison conditions.
- 7.4 First night cells are clean and have a television and a kettle. Most cells are in reasonable condition, and prisoners sign a compact and generally take responsibility for keeping them clean. They have access to adequate stocks of cleaning materials. As detailed above there has been significant improvement in the cleanliness of the in-cell toilets, new window grilles and shower screens. Communal areas on residential wings are generally clean and litter free. Prisoners have good access to showers, and all are able to shower every day.
- 7.5 Litter continues to be a problem around the establishment, which adds to the ongoing issue of rats. Rentokil are employed on a regular basis to tackle this. The fitting of new grilles on cells windows as detailed above helps to address litter thrown from cells, plus staff undertake regular checks.
- 7.6 There are sufficient telephones on residential units, although work is also being carried out to fit in-cell telephones following government plans to introduce these throughout more prisons.
- 7.7 A new kitchen manager is introducing changes to the menu, to be fully rolled out in spring 2019, and improvements are ongoing. The IMB have received positive comments from prisoners on the changes already implemented. Prisoners can buy a wide range of products from the prison shop. Breakfast packs are issued the evening before. The serving of food is supervised by staff. The IMB are pleased to report that the introduction of a new core day in 2018 saw the hot meal moved back from lunch time to evening.
- 7.8 The IMB reported last year that the kitchen equipment was not being repaired in a timely manner. Finally, this year the dairy fridge in the kitchen was repaired after two years and the raw meat fridge repaired after six months. Four new fryers still require the gas pipes reconfiguring.
- 7.9 Prisoners' property is generally well managed within the prison. However, the Board receives a number of applications concerning property not being received from previous prisons for various reasons. Responses to prisoners' complaints from other establishments are often late or not received at all. The Board will continue to monitor the situation.

- 7.10 There have been extensive problems with a leaking roof above the library in zone 2 of the prison which has led to the relocation of the library for the medium term. This move to a smaller upstairs room has necessitated a reduction in the number of books available for lending and it is hoped that the required repairs to the main library will be undertaken as soon as possible.
- 7.11 The prolonged summer heat impacted on the establishment and there were ventilation issues in many areas. The Governor hired 20 air conditioning units which were distributed in key areas around the prison.
- 7.12 The new 'Hope Unit' for IPP prisoners opened at the end of May 2018. The unit can house up to 48 men and there are currently around 41 men resident there. Of these men, 38 are taking part in the progressive regime being rolled out on the unit, and five of the men have already moved on to Stage 2 of the regime. The self-contained shop in the unit is due to open in early spring 2019, which will allow men to be able to prepare their own food, developing their skills as a preparation for when they are released.

## **8. HEALTHCARE (including mental health and social care)**

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- 8.1 Healthcare is delivered by City Health from two healthcare centres, one in each of the two zones. Clinical rooms in the healthcare centre in zone 2 are clean and well equipped. The waiting room in zone 2 has recently been redecorated but both centres are still poorly ventilated; this is a concern, particularly in hot weather. Drinking water is provided for men to alleviate this but better ventilation is still a priority. It is notable that the walls display no health information. Medical emergencies are well managed by appropriately trained staff.
- 8.2 The confidential complaints system has recently been overhauled following delays in responding to complaints. This backlog has now been cleared and responses are now being completed in a timelier manner.
- 8.3 Psychoactive substances (PS) continue to be a major issue for healthcare within HMP Humber. Staff are well trained on PS drugs and are adept at identifying and dealing with these.
- 8.4 Data shows that attendance rates are at least 85% for GP clinics, 73% for nurse-led clinics, 85% for substance misuse clinics and 82% for mental health clinics. However, at dental clinics attendance is lower at 66%
- 8.5 Prisoners with social care needs are identified promptly, and staff work closely with East Riding of Yorkshire Council to ensure prompt assessments by qualified social workers. Person-centred care plans help to ensure that social care needs are managed by appropriately trained staff.
- 8.6 The Board notes that there are a large number of men entering the prison who have mental health issues. This means that the mental health team are under considerable pressure. At times, we find that the number of open ACCTs which the mental health team are dealing with interferes with their other work, especially preventative treatment. The mental health team are often supporting over 150 prisoners, with several under the care programme approach (CPA). Most prisoners are seen on the wings or in activities to improve engagement. The referral and allocation process is generally prompt and effective. Waiting times for routine nurse and psychiatrist appointments is reasonable at around two and nine weeks respectively, but those with urgent needs are seen more quickly. The Board is aware that there is still a huge emphasis on agency staff supporting these services.
- 8.7 DART (Drug Treatment and Action Team) supported 977 men in 2018. Practitioners see all new referrals promptly, provide induction groups for new arrivals, and see those in their caseload regularly in accordance with need. With support from other areas of healthcare they provided a 12-session group to support F wing prisoners reduce their opiate substitute dependence. All prisoners can access a range of mutual aid groups, including self-management and recovery training (SMART).

## **9. EDUCATION AND OTHER ACTIVITIES**

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- 9.1 A broad range of learning is available for men in HMP Humber delivered via OLASS (Offender Learning and Skills Service) through contracted providers. This consists of basic, functional and entry level skills, maths and English to level 2 and NVQs in practical subjects to level 2. Some level 3 learning is delivered and there is some limited access to Open University and distance learning. Most teaching is at the required level, particularly in practical subjects, and prisoners who completed their courses achieved well. The Novus 'Across the Gate' programme is a successful job brokerage scheme that helps prisoners to get a job after release. Facilities for vocational training are good. Outcomes are generally acceptable, and the progress of men is satisfactory.
- 9.2 Men have agreed action plans with identified outcomes which are reviewed at regular meetings and reports are submitted from all departments. There is a continued commitment to developing partnerships with business, industry and community organisations in order to link learning and qualifications with likely opportunities for men on release.
- 9.3 The prison has a well-equipped workshop for prisoners to develop computer and smartphone apps by writing computer code. Prisoners benefit from teaching by outside experts via electronic communication, as well as the prison's instructor. Prisoners work enthusiastically and are aware that they were developing skills that are in demand in the job market.
- 9.4 There are good opportunities for prisoners working in the kitchens, bakery, visits servery and on wing serveries to gain qualifications to help them with employment after release.
- 9.5 The PE department has consistently operated to a very high standard throughout the year. The prison officers are highly motivated and professional, and often put in extra effort. Personal achievement development scheme (PADS) courses have been very successful and are very popular with the men. HMP Humber is working with Hull City football club as part of a twinning scheme involving 20 prisons and their local football clubs. It is pleasing to note that new equipment has been installed in the zone 2 gym this year.

## **10. WORK, VOCATIONAL TRAINING and EMPLOYMENT**

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- 10.1 The Governor and senior managers have a good strategy and partnership arrangements for learning and skills. Managers continue to develop innovative links with local industry to secure contract work for the prison and encourage employers to consider employing prisoners after release. A good example of this is Dawn Meats interviewing men whilst in prison and subsequently offering them work on their release. Managers are successfully addressing weaknesses in prisoner allocation to work. Attendance and punctuality have improved but there is still work to do in this area.
- 10.2 The Board is pleased to see an increase in activity places in 2018 to 908 in total. Some of these are only part-time. This leaves around 104 prisoners with no activity. Some are unfit for work, and some refuse to engage in work despite best efforts.
- 10.3 The Board notes that due to the figures above and the part-time nature of some activities on occasions there are still high numbers of prisoners on the wings during work time spending many hours locked in their cells.

## **11. RESETTLEMENT PREPARATION**

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- 11.1 Following the adoption by HMP Humber of its Reducing Re-Offending Strategy (May 2016), which the IMB noted in its Annual Report for 2016, work progressed throughout 2017/18 towards the adoption of the new offender management model. It is intended to be integrated with the existing Reducing Reoffending Strategy and to provide a coordinated focus for what the prison does in terms of preparing prisoners for their release, from induction/assessment and sentence plans to a more effective through the gate service (TTG). The development of this offender management model involved close liaison with Probation, CRC/Shelter on behalf of Purple Futures, offender supervisors and other involved parties.
- 11.2 The achievements and outcomes of the offender management model are closely monitored by an expanded bi-monthly Reducing Reoffending/QIG meeting, attended by IMB observers. This reviews progress on the seven pathways identified by NOMIS: accommodation/shelter, education/employment, healthcare, drugs and alcohol/DART, children and families, plus input from the chaplaincy, Across the Gate and Humber pilots.
- 11.3 From the evidence of our regular IMB attendance at the Reducing Reoffending/QIG meetings, it would seem that the delivery of an effective resettlement programme has improved during the year under review, in terms of the provision of suitable accommodation for men on release (through the work of Shelter).
- 11.4 All men who alert the establishment that they need bank accounts are assisted in applying for one prior to release. However, there are still some men who leave the establishment without bank accounts, which can mean they are unable to claim benefits after release.

## **B Section – Work of Board**

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The Board has been able to meet its commitment to monitoring duties and has been able to efficiently report on issues of concern and good practice identified at each of those visits. Prior to each Board meeting the Chair presents these issues to the Governor. The Governor continues to be active in promptly addressing the issues raised and reporting back to the Board. The Board is appreciative of this and other information about the activities and operation of the prison provided by the Governor at each meeting. Important issues raised during the Board meeting are noted and followed up by members during their rota visits.

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. During the year, we have endeavored to raise the profile of the IMB by increasing the number of visits to workshops ensuring all are visited by the IMB on a regular basis.

Board meetings have been generally well attended and a full coverage of duties continues, reflecting the level of commitment of members. The Governor or, on occasions her deputy, always attends the meetings to update members on current issues and developments and provide feedback on issues raised by the Board.

For annual reporting purposes each member of the Board is allocated to at least one specialist monitoring area. This improves the Board's overall knowledge and depth of monitoring.

All prisoners in the segregation unit are spoken to and prisoner applications are answered, speaking to the prisoners themselves where possible. In addition, open ACCT documents on the wings visited are regularly checked for completeness and accuracy to ensure that the process is being followed. ACCT reviews and Rule 45 boards are regularly attended. Attending such activities brought members of the Board into direct contact with both prisoners and staff.

During the year the Board has also attended, as observers, a range of prison meetings to extend its depth of monitoring and to inform itself of events and changes. A Board representative has also been present at a number of other prison events over the reporting year.

The Board launched a recruitment campaign in November 2018. Sadly, no applications were received. We are planning another campaign early 2019 and looking at how to advertise more widely using a range of social media platforms such as LinkedIn, Facebook and Instagram.

<b>BOARD STATISTICS</b>	
Recommended Complement of Board Members	24
Number of Board members at the start of the reporting period	16
Number of Board members at the end of the reporting period	16
Total number of visits to the Establishment	396
Total number of segregation reviews attended	295

## Section - Applications

Code	Subject	Current reporting year	Previous reporting year
A	Accommodation including laundry, clothing, ablutions	27	15
B	Discipline including adjudications, IEP, sanctions	7	5
C	Equality	7	2
D	Purposeful Activity including education, work, training, library, regime, time out of cell	28	29
E 1	Letters, visits, phones, public protection restrictions	13	43
E 2	Finance including pay, private monies, spends	0	0
F	Food and kitchens	16	7
G	Health including physical, mental, social care	48	72
H 1	Property within this establishment	42	67
H 2	Property during transfer or in another establishment or location	35	43
H 3	Canteen, facility list, catalogue(s)	17	21
I	Sentence management including HDC, ROTL, parole, release dates, re-categorisation	34	36
J	Staff/prisoner concerns including bullying	34	26
K	Transfers	32	55
L	Miscellaneous	44	72
	<b>Total number of IMB applications</b>	384	493