



Annual Report
of the
Independent Monitoring Board
at

HMP and YOI Kirklevington Grange

for

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 was situated.

The Board was 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.

Main judgements

2.1 An overall view of Kirklevington Grange prison was that it was a well-run operation, and as a result the majority of the prisoners had a positive experience during their stay. This was reflected in the number of “Applications” received by the board this year showing them to be exceptionally low and a decrease on 2017.

These facts are supported by the monitoring activity via the Rota reports and informal observations throughout the year.

In general prisoners are treated fairly and are appreciative of the attention and assistance of IMB members when they do have an issue. Overall the prison staff were attentive and helpful but on the odd occasion a difference of opinion could occur, but this was rare and soon sorted. Healthcare for the prisoners had notably improved over the last year and the prison population recognized this.

Kirklevington had the advantage of individual cell allocation so the prisoners generally have their own space with communal areas light and airy and well cared for by their own efforts. There were some issues with curtains in the communal shower areas, this was at times the prisoners own doing, but interventions resulted in new curtains being provided.

2.2 To support the prison’s reform status a comprehensive delivery plan operated improving the prisoner’s surroundings, living environment and preparing them for ultimate release.

The plan was reviewed and updated on a regular basis throughout the year with the support and input of both staff and prisoners.

2.3 The prison continued a close relationship with other prisons, particularly Holme House which was only a short distance away. This created a better understanding between establishments and was beneficial to prisoners on transfers.

2.4 As records show there are few reported incidents of discrimination of any kind, but when these are discovered they are swiftly dealt with.

Chaplaincy had a good understanding with the prisoners, the only concern was, despite efforts by staff it was not possible to recruit an Imam, but provision was made for the Muslims to worship.

2.5 Resettlement was one of the corner stones of “Kirklevington” and the year has seen considerable success in involving the prison population in education, useful activity, work experience and placement. This has seen an increase in release on temporary licence (ROTL) and the number of cancellations of these was extremely low. Finding new employers for prisoners outside the prison has been ongoing and successful, enabling prisoners to find a vocation and employment on their release in some cases.

2.6 There appears to have been a marked improvement in healthcare facilities over the past year and waiting times for appointments have been reduced although there are still some concerns. Illicit drugs were still an issue within the prison, as they are in most establishments, but they were carefully monitored and frequent checks and searches were carried out.

2.7 Education plays a big part in a prisoner's rehabilitation and success rates in the core subjects of English and Mathematics were high. Continuation of education was encouraged including at local university and colleges.

2.8 There were concerns that the majority of the accommodation was elderly and lacking in financial investment to keep up reasonable standards. Along with this there appeared to be a lack of urgency and support from contracted maintenance, which can only result in a deterioration of the buildings and services in future years. In some blocks, one cell key can unlock others and this could result in theft of another prisoner's property and enable the hiding of drugs in other cells without the knowledge of the occupant.

2.9 Boredom was an issue with prisoners at the weekend and there are always requests for more TV channels and resumption of the prison radio service. The authorities were always looking into this, but we understand it would be a large budget item.

2.10 From the boards monitoring and reporting during 2018 we could conclude that in our opinion HMP & YOI Kirklevington Grange staff and prisoners has an ongoing positive attitude to the successful rehabilitation of prisoners.

The report shows the dedication to preparing prisoners well for their release, through education provision, particularly in the core subjects of Maths and English; and work place commitments both inside and outside the prison. The preparation was varied to suit the prisoner's needs and was well supervised and documented.

Our concerns for next year are the possession and use of new kinds of drugs; the possession of illicit items such as mobile telephones and maintenance of the estate to provide suitable accommodation and facilities for the prisoners.

3 DESCRIPTION OF THE PRISON

3.1 Kirklevington Grange is an open prison catering for both Category D adult male prisoners and young male offenders. The operational capacity of the prison was 283. It has often operated below this level, with around twelve to fifteen young offenders on roll.

3.2 Kirklevington Grange places a significant emphasis on its resettlement role and employs a range of strategies to support this.

3.3 On arrival prisoners undergo a rigorous risk assessment, which may take up to three months. Then, if appropriate, prisoners are eligible for release on temporary licence (ROTL). Initially they undertake unpaid community work and then are able to get paid work or further education and training outside the prison, if this was available and part of their sentence plan.

3.4 Prisoners are accommodated within the main building and in four units situated in the grounds. Three of them were originally accommodation units on oil platforms, while the fourth and most recent is purpose built. Further facilities within the establishment include an education centre, gymnasium, workshops for welding, woodwork, recycling facilities, laundry and extensive gardening areas. A Visits Reception building has recently been brought into service to ease the administration of Visits and to make the process more user friendly.

3.5 Education was provided by Novus. Nursing and administration was provided by G4S Health Services UK Ltd, GP services by Spectrum Health, dental services by Hardwick Dental Practice and non-clinical drugs and alcohol support by Change Grow and Live. The Tees, Esk and Wear Valley NHS Foundation Trust and the charity MIND provided care and support on mental health issues. Durham Tees Valley Probation has continued to run a number of accredited offending behaviour programmes. Volunteers from NEPACS (North East Prisoners After Care Society) run a tea bar in the visits room and shop facilities are provided by DHL

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4 SAFETY

4.1 When prisoners are transferred into Kirklevington, Geo Amey was responsible for inter prison transfers. Prisoners who were transferred from Holme House were sometimes collected by staff from Kirklevington or Holme House.

4.2 The Reception staff at Kirklevington were not aware of any complaints from prisoners regarding their transfer journeys. The IMB has not received any complaints.

4.3 The Reception area was refurbished in 2017 and offers a suitable environment for the arrival of prisoners with adequate seating and reception desk. On arrival prisoners had their property checked and compared to their personal property card. Prisoners are offered a meal in the main dining area – depending on their arrival time at the prison. They were met by the induction officer, given a room key, and accommodated usually in F unit. The prisoners were given an overview of the establishment and a tour of the prison during their induction. The prisoners made no complaints about the induction process.

4.4 The promotion of a safe environment within the prison was evident during rota visits. The prison staff were trained and consider safety a high priority.

4.5 Use of force – there was 1 reported incident during the year. The number was identical to those reported in 2017. This reflects and supports the positive culture in the prison observed during Rota visits.

4.6 There were 11 assessment, care in custody and teamwork (ACCT) documents opened in 2018 compared to 22 in 2017.

4.7 There were two incidents of self-harm recorded in 2018. These were one cutting incident and one ingestion incident. In 2017 there were five recorded incidents – however it should be noted that one prisoner was responsible for three of these incidents.

4.8 There were 14 allegations of bullying recorded in 2018 compared to 13 in 2017. All of these incidents resulted in Violence Reduction Support Plans (VRSP), being opened. Among the 14 incidents there were 16 victims and 4 perpetrators. From the start of 2019, VRSPs will be replaced by Challenge Support Intervention Plans (CSIPs) to monitor/control bullying incidents

4.9 Reportable incidents – none reported in 2018. However concern had been raised regarding the “new” bedding issued to the prisoners. Concern was raised late in 2018 about lack of guidance from the Fire Guidance Group about what the correct washing detergent should be used.

4.10 The prison operated an active Listener programme (where prisoners are trained by Samaritans to provide confidential emotional support to fellow prisoners). All prisoners had direct access to the Listeners and were informed of their presence at their induction. Posters were on display throughout the prison and Listeners had a relevant sign on their cell doors in order that all prisoners are aware of who they were. Because of the “openness” of Kirklevington Grange and the fact that appointments did not have to be made to access a Listener, their role was not as formal as in other prisons; which meant that the prison could not be sure that prisoner’s issues were dealt with.

Summary

Overall the lack of serious safety issues within the prison reflected the high priority the Governor and staff gave to the issue, and while many of the safety metrics measured in the Prison Service as a whole were trending upwards, those at Kirklevington are either static or falling.

5 EQUALITY AND FAIRNESS

5.1 The prison continues to promote successfully equality and inclusion under the Equality Act 2010.

The prison had a fluctuating population of around 275.

White British	86%
White gypsy / Irish travellers	4%
Pakistani / British	4%
Mixed white /Asian	2.0%
White other	2.0%
British / Bangladeshi	1.1%
Remainder	0.9%

There were no issues concerning discrimination.

5.2 The age breakdown was:

Ages 18 - 29 = 53

Ages 30 - 49 = 169

Ages 50 - 76 = 53

It was pleasing to note that the various ages caused no problems. However according to the exit interviews 5% said they had experienced or witnessed bullying, 26% said different groups of prisoners did not get along well, also 29% said they felt unsafe at KLG. (These were the views of prisoners leaving but none elected to make a comment, therefore it was not possible to follow up). It was noted that during IMB visits the men seem to be pleasant with each other and appear to be supportive of each other. No complaints had been made regarding personal safety to any IMB members.

5.3 The significant religions and beliefs could be broken down into five main areas:

Christianity	49%
No religion	42%
Muslim	7%
Buddhism	1%
Others less than	1%

5.4 The prison currently had a Church of England and a Roman Catholic Chaplain on site; as well as visiting Jehovah Witnesses, Buddhist and Sikh. The prison had been attempting to recruit a Muslim Chaplain since 2017 but this continued to be proving difficult. Friday Prayer Meetings were held at nearby HMP Holme House (approx. five miles away). There appeared to be no religious animosity or concerns among the prisoners.

5.5 There were prisoner equality representatives who met with staff as and when required to discuss prisoner and staff issues. There were also regular focus groups with prisoners which were generally well attended. Results were sent out in regular newsletters to all prisoners.

5.6 Of the 54 prisoners who were registered with a disability 75% had a hearing impairment, learning difficulties or mental health problems.

All prisoners with disabilities and other health issues (including bereavement) were assessed by qualified staff from the Care in Custody Department on arrival and during their stay and appropriate measures taken to assist them and improve their situation. Personal emergency evacuation plans were in place to ensure those with disabilities were taken care of. Prison staff made IMB members aware of prisoners with disabilities and by pointing out photographs of prisoners on display. IMB members regularly spoke to the disabled prisoners and made sure their needs were being met during their visits. No issues were encountered.

5.7 In addition to the normal visiting times for prisoners staff organised family days four to five times per year; held during half term and holiday periods to enable families to participate in the activities provided. This was well supported and appreciated by the prisoners.

5.8 Throughout the year a wide range of events supporting equality and inclusion were organised including Ramadan, Chinese New Year, Black History Month etc. and the prisoners are well informed in advance of times and locations. Special menus were prepared for these occasions in collaboration with the prisoners. The catering department does an excellent job of supporting these events.

5.9 IMB Members consist of:

Chairperson	Male
Vice chair	Female
Members x 5	Female
Members x 3	Male

One of the Board's 10 members was from a minority ethnic background.

5.10 HMP Kirklevington was a well-run and efficient establishment. The relationship between staff and prisoners and IMB members was very good. Ideas and recommendations from all sides are shared openly and genuine efforts are made by all concerned to make improvements.

6 SEGREGATION/CARE AND SEPARATION UNIT

6.1 The Segregation Unit has now been decommissioned and houses two holding rooms and prisoner information.

7 ACCOMMODATION (including communication)

7.1 Kirklevington Grange has 12 units of accommodation with an operational capacity of 283. Each prisoner had a key to their room and many of the rooms had their own bathroom facilities. The accommodation in the estate was of varying age. This establishment has a cell certificate schedule dated 29th August 2018 which details the number of prisoners that can be accommodated.

7.2 The establishment has reasonable levels of cleanliness in accommodation and communal spaces although this has been found to vary in areas. However, efforts were being made to address this, including by making the provision of cleaning materials readily available at all times to encourage all to take responsibility.

7.3 The ageing facilities, particularly the sanitary facilities in the main Grange building, are of concern and, although some upgrading and maintenance continued throughout the year, there needs to be a comprehensive refurbishment of the facilities and utilities to offer improvement.

7.4 The IMB noted that the dignity of the occupiers had been improved with regard to the provision of shower curtains and also efforts made to reduce hazards with the provision of slip mats in the shower areas.

7.5 Kirklevington Grange benefits from an external coffee shop, open to the public, which is extremely popular and was able to offer Costa Coffee. This external shop and the internal coffee shop, open to both prisoners and staff, offered a good source of work and training for the prisoners of the establishment, many of whom have become trained baristas.

7.6 The main kitchens currently hold a 5-star food hygiene rating following the last Environmental Health inspection in April 2017.

7.7 The kitchens have all been found to operate to a high standard both in organisation and hygiene, with suitable portion control and this was in no doubt due to the dedication and hard work of the staff and prisoners who went above and beyond to provide tasty and nourishing food.

7.8 Maintenance and repair of kitchen equipment has proved an issue during the year and appeared to be in large part due to the poor response times for maintenance and repair by the HMPPS contracted company. Critical equipment was unavailable for extended periods of time (e.g. main fridge), which was wholly unacceptable for the establishment.

7.9 The food was accepted by most prisoners to be of a good quality and quantity with much of the menu being freshly prepared on site, which, given the limited budget, is extraordinary. The kitchens have also imaginatively offered special menus to celebrate diversity and shared cultural events such as during black history month and comprehensive treat packs at Christmas.

Communication

7.10 Each prisoner had a designated personal officer who they have ample opportunity to see and discuss issues with. Staff had a good knowledge of prisoners and seemed, on the whole, to have a positive relationship with each of them, particularly the longer duration occupants.

7.11 Where needed, intensive support by way of a bespoke ACCT was provided to prisoners. Staff provided intensive support to any prisoner the subject of an ACCT and recorded all observations and interactions well. There were timely and suitable arrangements made should there have been any incidents at the establishment.

7.12 There were numerous meetings where prisoners could input their thoughts and ideas on different subjects. However, reoccurring comments that the IMB heard were that many of the prisoners were afraid to complain about anything as they feared they would be targeted and sent immediately back to closed conditions.

7.13 Kirklevington Grange now has personal in-room telephones and access to canteen, repairs reporting, information and in-house communications from the digital kiosks situated in key locations throughout the property. These were in regular use and none of the prisoners appear to have any difficulties in their use.

7.14 Ongoing through the year was the issue of access to the prison radio and the volume output. Prisoners were also keen for additional TV channels to be provided to counteract some level of boredom.

7.15 Ongoing issues, the subject of two complaints during the year, related to prisoner's property being lost or delayed during its transfer from other establishments. Although staff did their best to chase this up it continued to be frustrating for the prisoners.

Summary

The IMB are very concerned that the majority of the accommodation at Kirklevington Grange was elderly and lacking in financial investment to maintain it to a good standard. This needs to be urgently addressed as this, along with the poor support from the contracted maintenance firm, will lead to continuing deterioration of the accommodation which will rapidly become unfit for purpose.

8 HEALTHCARE (including mental health and social care)

8.1 Healthcare provision at Kirklevington Grange operates as a satellite of HMP Holme House, sharing services and staff. Joint healthcare meetings are held bi-monthly.

8.2 Healthcare was provided by external contractors: (see 3.5)
Some services (e.g. optometry, Henderson's Opticians) are provided in the community given the availability of Release On Temporary License.

8.3 Kirklevington Grange's healthcare requirements differ from most other prisons due to its categorisation as an open prison. Prisoners transferred from other prisons would have had investigations and treatment for any acute health issues at the sending prison. New arrivals underwent reception screening within 24 hours of arrival: a Complex Case Register identified and recorded continuing and social care needs. The prison cannot accept some prisoners with severe physical disabilities or wheelchair users given the nature of the estate.

8.4 The staffing establishment was:
1 X 37.5 hours per week Senior Nurse - clinical responsibilities plus assurance / governance/ managerial / supervisory roles).
1 X 8 hours per week Health Care Assistant - with responsibility for phlebotomy (collection of blood samples).
1 X 40 hours per week Administrative support.
1x23 hours per week clinical nurse.

8.5 Currently there is 1 General Practitioner session per week, supplemented by 2 (sometimes 3) Nurse Prescriber sessions. Additional clinics included vaccinations, sexual health, weekly 'Well-Man' sessions and monthly diabetic and asthma assessment evening sessions. A weekly health promotion talk led by the lead nurse was also trialled. During Dec 2018 Spectrum Healthcare cancelled General Practitioner / Nurse Prescriber clinics at short notice (sometimes on Friday for the following week) which had a negative impact upon those prisoners, who had taken time off work to facilitate appointments. This in turn led to their loss of earnings and / or negative entries in prisoner notes.

8.6 Prisoner health appointments, medical records and prescriptions were managed / stored via computer based systems. There was a system failure between the 27th and 29th of December 2018 which left healthcare unable to function. Although this mirrored arrangements in the community the implications for prisoners who were unable to access alternative sources of healthcare support were significant – not seen for medical appointments, no medication could be ordered and external hospital appointments could not be made.

8.7 During the year, there were 36 referrals to Smoking Cessation sessions.

8.8 Missed appointments ("Did Not Attends") totaled 778 over the reporting period. Healthcare staff believe forgetfulness or specific health issues no longer being a problem are the two main factors at play.

8.9 Mental health referrals can be made via the healthcare team or by self-referral to the mental health team based at HMP Holme House. Issues around sleep patterns / insomnia and anxiety featured highly. There were 30 mental health referrals, although healthcare staff reported some reluctance to acknowledge mental health problems due to stigma and concerns around the perceived potential to be returned to closed conditions if the condition could not be safely managed at HMP Kirklevington. There was generally one psychiatrist session per week, and this was supplemented by one counselling and one 'Re-Think' session weekly. A fortnightly clinic facilitated the administration of depot medication [long acting anti-psychotic treatment in injection form]. Within the healthcare department a former storage area has been redecorated and furnished to provide a base for mental health staff. This facility has not been taken up however, with staff citing it as too small for their needs.

8.10 At the end of the reporting period waiting times were 10 days for routine dental referrals, although urgent cases are always fast tracked. There was no wait for GP appointments. Urgent referrals were accommodated via a 20-minute emergency slot incorporated into each session.

8.11 Substance abuse was a concern. The drug and alcohol recovery team (DART) assessed prisoners on arrival at Kirklevington Grange. Engagement was on a voluntary basis unless the prisoner was taking methadone, when monthly assessments were required. The programme was peer led with three peer mentors within the establishment and two working in the community, creating links and addressing student groups in schools and colleges. A new initiative saw the establishment of Self-Management Recovery Training groups, which were peer led training sessions held at weekends to enable working men to participate. 40% of prisoners felt DART had met their needs, 32% said they had not and 28% had no involvement with the DART.

Over the reporting period Jan to Dec 2018 the following drug tests were conducted:

	Random Tests	For the purpose of Risk Assessment	Suspicious due to Intelligence Reports
Number conducted	320	59	32
Positive Results	16	4	9
% positive Results	5	6	28

8.12 Although 5 out of 18 "on the hoof" complaints received in 2018 related to healthcare, exit interview statistics indicate 67% of prisoners had general satisfaction with healthcare at Kirklevington Grange, with many prisoners commenting that healthcare within the prison mirrors or exceeds provision in their home communities.

9 EDUCATION AND OTHER ACTIVITIES

9.1 Education provision comes under the general responsibility of reducing re-offending.

9.2 Most provision is the responsibility of Novus but the prison supervises Welding, Metalwork, Car Valeting, Joinery and Portable Appliance Testing.

9.3 The range of courses provided by Novus was extensive, their main subjects were English and Mathematics of which prisoners are expected to reach level 2 before their release. Prisoners had on occasion complained that they had already attained this level in previous education sessions, but when it was explained that the present curriculum being taught replaced the previous qualification, they generally accepted this. Other disciplines included Horticulture, Barista, Customer Services, Health & Safety, Car Valeting, and Food Safety. Courses are recognised and monitored nationally. Failure to engage in Mathematics and English lessons can have a negative effect on decisions made when considering a prisoner's ROTL (Release on Temporary Licence) application.

9.4 When the prisoner arrived they were given a few days to settle in before being given an appointment with careers service. Together with the staff they prepared a skills action plan based on past records, the prisoner's ambition for the future, and what course was a realistic possibility for the individual, depending also on funding. With this information an assessment plan was prepared to the benefit of the prisoner, together with a diagnostic test to ensure the correct programme was being followed. This should also have identified any learning difficulties the prisoner may have and, if necessary, a learning support plan could be prepared. Special provisions are negotiated for vulnerable prisoners.

9.5 All prisoners were expected to engage in a learning plan and we found that the majority accepted this and made good progress.

9.6 The main issue encountered was with the short term prisoner who arrived from another establishment with poor education, as the time spent at Kirklevington Grange is insufficient to complete a course. To accommodate prisoners arriving with low skills the prison provided additional money (£K10 a quarter), to support embedded Mathematics and English to rectify these literacy and numeracy deficits. There were many successes enabling prisoners to secure employment during their sentence and on release, and one prisoner on release was able to read to his grandchildren for the first time.

9.7 The careers service assist in the release programme, seeing all prisoners 4-6 weeks prior to release giving advice and guidance.

9.8 During rota visits members spend time in the department, visiting the classrooms and are generally impressed with the prisoners' work ethic and progress.

9.9 During the year it was reported that 1.5% of classes were cancelled for external reasons.

9.10 From the exit interviews 69% of the 222 completed stated that education met their needs.

9.11 All prisoners are able to access the Library. There was a high registration level (88.8%), and prisoners were able to request books that were not currently available in the Library from the librarian who ensured that these requests were met. Prisoners also used the library for playing games of chess or some quiet time reading.

10 WORK, VOCATIONAL TRAINING and EMPLOYMENT

10.1 At Kirklevington Grange a wide range of employment opportunities are offered. These include cleaning, kitchen work, coffee shop and barista positions, woodwork, gardening and administration. Community project placements are offered by Mind, Barnardos and Riding for the Disabled among others, which together employed 80 men daily. External full time paid employment, for example in charity shops, restaurants and building companies provides work for approximately 60 prisoners.

10.2 Work opportunities were matched to prisoners by means of a 'Skills Action Plan'. This was usually completed within a week of arriving at Kirklevington Grange. It identified the desired employment destination, and the required experience and qualifications to achieve this. Progress was tracked using an IT system and shared within the prison departments. Recent surveys indicate 100% satisfaction with this service.

10.3 Figures showed that attendance at work in each sector; internal, community and paid employment was running at 88% for the year to date. Any unexplained absence from work was robustly challenged.

10.4 Work was very rarely cancelled and where this was unavoidable, alternative provision was made. Current data showed that only 1.5% of educational classes were cancelled, with no cancellation of employment.

10.5 During the year all prisoners, including retirees, were engaged in gainful activity.

10.6 Staff and employers encouraged all prisoners to develop new skills and to seek additional qualifications. A minimum level 2 in both English and maths was an expectation for all men by their time of leaving. The skills action plan linked employment, qualifications and future work aspirations for each prisoner. Prison staff liaised with employers, community partners and education providers to create a menu of appropriate skills and qualifications to suit the local jobs market and thus enhance the likelihood of men securing employment. This system also highlighted areas of new provision, for example a new partnership had been developed with Costa Coffee, which provided barista experience, and NOVUS was providing a qualification associated with this.

10.7 In all employment areas, prison staff sought to match an appropriate qualification to the work experience. However, this could be difficult where prisoners' sentences were short, or prior educational levels were low, when literacy and numeracy took precedence. Due regard was given to prisoners wishing to prioritise life skills, for example family cooking.

10.8 The provision had forged very strong links with local employers, demonstrated by work being provided for 60 prisoners by 23 local providers. For example one local employer had had an association with the prison for over 8 years, and currently employed 15 prisoners. Prison staff were actively looking to enrol employers from further afield to enhance the opportunities for men from outside the local area.

10.9 At Kirklevington Grange it is mandatory to undertake a period of community work. The prison currently works with in excess of 30 partners to provide opportunities for 80 men. This year, of particular note, was a collaboration with RAF Cosford to create a meditation garden for injured servicemen and their families.

10.10 Acceptance at Kirklevington Grange is dependent upon the resident agreeing to secure paid employment. To help them achieve this, there were five staff members who were primarily engaged in seeking new partnerships, and performing risk assessments of employers and workplaces. A team of prisoners and staff worked in Careers Guidance, and during the year they introduced an Employment, Training and Education newsletter which offers hints and tips, advertised vacancies and celebrated successes. There was also a job-club, which was wholly focused on supporting the men to improve their skills and secure work. In addition, a large local employer offered a weekly drop in session to assist the men in finding work upon their release. At the time of release 50% of men have employment, including 51% of those aged 50 and over. Anecdotal evidence from the men has suggested that it was the prisons reputation for securing quality employment that was a major reason for some prisoners requesting a preference for Kirklevington Grange.

11 RESETTLEMENT PREPARATION

11.1 Offender Management was of good quality as recently confirmed by the National Audit for Best Practice Notification Assurance visit and HMP & YOI Kirklevington Grange (KLG) was praised for the way they carried out the Offender Assessment Systems (Oasys).

11.2 Offender Management was consistent and of good quality due to the early assignment of an Offender Supervisor for every prisoner, a thorough risk assessment process involving a multi-disciplinary team and good outside links with the National Probation Service. Every prisoner was individually managed and their needs attended.

11.3 Sentence planning fed into the risk assessments and the resettlement plans of prisoners, questionnaires to families enabled family involvement.

11.4 All Release on Temporary Licence (ROTL) was supported – community work, managing family ties and access to activities that assist in reducing re-offending. There were over 3000 ROTLs per month with a small number of ROTL failures (less than 10), which were investigated with lessons learned where needed.

11.5 There was a lot of advice and support available across the prison regarding Wellbeing with discussions taking place about what was being done and what can be done.

11.6 There was a new process in place for Home Detention Curfews (HDC), everyone who was eligible for HDC now had access to it. 202 prisoners were assessed for HDC, 140 were approved, 36 were ineligible, and 7 opted out, 10 presumed unsuitable, 9 rejected.

11.7 There was 1 abscond from the prison in 2018.

11.8 Twelve prisoners were released on parole in the last year.

11.9 A lack of suitable accommodation can delay prisoner release, Bail Accommodation and Support Service (BASS) do experience occasional problems.

11.10 The new Welcome Centre for visitors has not been used as intended due to a lack of NEPAC funding which ceases completely in early 2019. The prison was hoping to access some funding to ensure the continuity of family workers in the prison! However there have been successful Family Days and After School Clubs for 4-16 year olds to enable dads and children to do homework together.

11.11 There were 54 prisoners in paid employment at the end of the year, this was down in part due to low prison rolls and prisoners not being eligible for employment due to those coming with shorter sentences.

11.12 There were 118 prisoners returned to closed conditions in 2018. The reasons for return were:

- Drugs

• Possession of unauthorized articles	24
• Non-compliance	13
• Not suitable for regime	6
• Security Intel	15
• Personal Safety (mental Health)	3
• Bullying	4
• Further charges	6
• Risk Assessment	5
• National Probation Service	2
• Other (individual reasons of 1)	13
• Total	118

11.13 Fifty nine percent of those returned had served 6 months or less at KLG, (35% 3 months or less and 10% 1 month or less).

11.14 Generally all prisoners had a residence on release.

11.15 All prisoners in employment had a bank account.

11.16 Governors carried out all exit interviews. There were 222 exit interviews in 2018 of these:

- 20% served under 12 months, 45% 12 months to 4 years, 31% 4 years +, 4% indeterminate sentences.
- 75% of the total served their first prison sentence.
- 96% said they were treated well in Reception.
- 8% said they had issues with property on arrival.
- 96% said that the Induction programme met their needs.
- 85% said that it was quiet enough to sleep at night.
- 90% said that their Apps/Complaints were dealt with appropriately.
- 90% said that their personal officer maintained contact with them,
- 93% said that staff were helpful with any queries they had.
- 97% said that staff treated them with respect.
- 29% said that they felt unsafe at KLG.
- 5% said that they had experienced or witnessed bullying.
- 26% said that different groups of prisoners did not get along well.
- 67% said that Healthcare met their needs.
- 40% said that DART met their needs, 32% said that DART did not meet their needs and 28% not applicable.
- 69% said that education met their needs
- 65% said that Community Placement was helpful.
- 43% said that they were helped sufficiently to find a job, 24% said no and 33% said not applicable.

C Section – Work of Board

- The Board decided to recruit more members in 2018 and 6 were appointed with 2 put on standby this meant that we would have 10 members starting in 2019.
- The Board worked to a Rota Timetable which was produced up to 6 months at a time. Each member had a rota week and carried out a monitoring visit during that week. They also had specialist areas to look at in more detail.
- There were very few applications received from prisoners at Kirklevington Grange therefore the IMB clerk notified the member on duty if there had been any applications submitted and the duty member would come in to the prison to deal with them.
- During the monitoring visit each member completed an 'Area visited sheet' this ensured that all areas were visited and monitored over a period of time. A rota report was completed by the member on duty and circulated to all Board members, IMB clerk and Governor, highlighting any questions to the Governor requiring a response; these were then added to the report and given out at the Board meeting.
- The Board always met on the first Thursday of the month to which the governor or a representative usually attends.
- The Annual Team Performance Review (ATPR) was undertaken in October/November of each year, information from this was collated and fed back to members and any training needs identified.
- Training needs identified from the ATPR as well as those relating to other areas such as the new Digital Prison technology were scheduled over the year during the first half hour of the Board meeting. National training was attended as needed as was in-house training provided by the prison for new members as well as on areas such as safeguarding.
- New board members were provided with a mentor and accompanied different members on their rota visits until they were deemed to be competent.

BOARD STATISTICS	
Recommended Complement of Board Members	10
Number of Board members at the start of the reporting period	7
Number of Board members at the end of the reporting period	11*
Total number of visits to the Establishment	205
Total number of segregation reviews attended	n/a
NB: * This includes the chair who was a member until the end of December	

D Section - Applications

Code	Subject	Current reporting year	Previous reporting year
A	Accommodation including laundry, clothing, ablutions	1	1
B	Discipline including adjudications, IEP, sanctions	2	1
C	Equality		
D	Purposeful Activity including education, work, training, library, regime, time out of cell	1	5
E 1	Letters, visits, phones, public protection restrictions		2
E 2	Finance including pay, private monies, spends		5
F	Food and kitchens		1
G	Health including physical, mental, social care	5	10
H 1	Property within this establishment		1
H 2	Property during transfer or in another establishment or location	2	
H 3	Canteen, facility list, catalogue(s)		
I	Sentence management including HDC, ROTL, parole, release dates, re-categorisation	1	2
J	Staff/prisoner concerns including bullying	3	
K	Transfers		
L	Miscellaneous	2	1
	Total number of IMB applications	17	29

(14 22)

NB: 'On the hoof' (verbal applications later noted in writing – number shown in brackets) included in the above total figures.