



Annual Report
of the
Independent Monitoring Board
at

HMP Hatfield

**For reporting Year
May 2018-April 2019**

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Monitoring fairness and respect for people in custody

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1 STATUTORY ROLE OF THE IMB

The Prison Act 1952 requires every prison to be monitored by an independent Board appointed by the Secretary of State from members of the community in which the prison or centre is situated.

The Board is specifically charged to:

- (1) Satisfy itself as to the humane and just treatment of those held in custody within its prison and the range and adequacy of the programmes preparing them for release.
- (2) Inform promptly the Secretary of State, or any official to whom he has delegated authority as it judges appropriate, any concern it has.
- (3) **Report annually to the Secretary of State on how well the prison has met the standards and requirements placed on it and what impact these have on those in its custody.**

To enable the Board to carry out these duties effectively, its members have right of access to every prisoner and every part of the prison and also to the prison's records.

2 EXECUTIVE SUMMARY

Main judgements

2.1 This report presents the findings of the Independent Monitoring Board of HMP/YOI Hatfield for the period 1 May 2018 to 30 April 2019. IMB evidence comes from observations made on visits, attendance at meetings and contact with prisoners and staff.

2.2 It is the opinion of the Board that prisoners are treated fairly and humanely. Meals are very good, catering for ethnic, cultural and other special dietary needs. Although living accommodation is now old and tired, it is always as clean as is possible. Work commenced in the year to renovate washroom/toilet facilities in the three main accommodation units and this has been to the benefit and appreciation of the men. With few exceptions, all prisoners are provided with purposeful activity upon entry to The Lakes which then continues on their transfer to Hatfield.

2.3 Prisoners are well prepared for release. All will have had ROTL, usually to their home, prior to release.

2.4 Hatfield continues to be a top performing prison, ranked number 3 on the prison list. The Board would like The Minister to congratulate the Governor and Staff on this achievement. Partners providing education and healthcare continue to perform very well and contribute to the successes of the prison.

2.5 The Board has done a profile raising exercise in Hatfield this year but continues to receive low numbers of Applications. We believe this is because of good relations between prisoners and staff who are experienced and empathetic to prisoners' needs. The Board values and thanks The Governor for the ongoing support of the Senior Management Team to the work of the Board and the inputs and information provided.

Main Areas for Development

TO THE MINISTER

2.6 Hatfield holds some 8 IPP prisoners, some many years over their original tariff. When will these prisoners be given a parole date to enable them to plan for their future?

TO THE PRISON SERVICE

2.7 Hopes have been raised and dashed during the previous reporting year regarding replacement accommodation for D and E units which are really not fit for purpose. When will a decision be made and funding allocated to replace these?

TO THE GOVERNOR

2.8 The men really value purposeful employment and work experiences which lead to meaningful employment, increased numbers of opportunities throughout the year would support this and impact positively on prison performance.

3 DESCRIPTION OF THE PRISON

3.1 Hatfield is a Category D Resettlement prison situated on the outskirts of Doncaster, South Yorkshire. The CNA is 378.

3.2 The prison is on 2 sites which are 4 miles apart. Both sites are based on former Royal Air Force bases.

3.3 The smaller site Hatfield Lakes holds 112 prisoners and is used as a reception area where prisoners spend their first 3 months. The accommodation is in large double rooms in 2 wings holding 56 prisoners in each wing. Although the buildings are old the Prison Service has spent money on refurbishment from its previous use which was as an Immigration Removal Centre.

3.4 The Lakes site has extensive horticultural facilities, free range chickens, a furniture refurbishment workshop, education and IT rooms and a bicycle repair shop. There is also a well organised group of prisoners who carry out general maintenance of the site,

3.5 The Hatfield site comprises 6 separate accommodation blocks with 260 single rooms and a small 6 bedded unit for independent living. Two of the units E and D are in constant need of repair and maintenance. These units were originally used by the Channel Tunnel workers and subsequently relocated for further use at Hatfield. We believe that they had a 10 year life span and currently they have been at Hatfield for 20+ years. In spite of continuous refurbishment of showers cladding and roof they remain dated and inappropriate. Quite frankly The Board are of the opinion that they are well past their sell by date. Although there are plans for a replacement this is not happening.

The Board closely monitors the cleanliness of the units on both sites and are satisfied that these are cleaned to an acceptable standard. During the reporting year there has been an ongoing refurbishment to shower rooms and the toilet facilities on the landings and there has been an improvement to the privacy and decency in these areas.

3.6 At Hatfield work opportunity is provided by the charity “recycling lives”, horticulture, general recycling and maintenance. Retail experience is gained in the “Thyme Served” shop which is open to the public and the Barista coffee bar which also serves lunches and snacks. Education is provided by NOVUS with courses in IT, corporate business, welding and barbering.

Outside work is in 2 stages. Stage 1 voluntary work and Stage 2 paid employment.

3.7 Health Care is provided by Care UK. It has been a seamless change from the previous provider Nottinghamshire Health Authority.

4 SAFETY

4.1 Hatfield and The Lakes are a safe environment for both prisoners and staff.

4.2 During the reporting period two ACCTS were opened. All members of The Board and prison staff have had SASH training.

4.3 There are 4 Samaritan trained Listeners. 1 at the Lakes and 3 at Hatfield.

4.4 The security of both Hatfield and The Lakes is given high priority. The security committee meets monthly, during this reporting period there has been better departmental attendance, a member of The Board is invited to attend. The Head of Security reminds all staff on a regular basis of the security objectives and reminds them to be vigilant at all times. Staff are constantly updated with intelligence covering concealments for example. Both sites are vulnerable to illicit items being 'dropped off' inside the perimeter and both staff and the Yorkshire Area Search Team (YAST) work hard to intercept these items. Further installation of CCTV cameras and a fixed camera at the rear of D and E units (Hatfield) will help this situation.

4.5 This year 96 prisoners have been returned to 'closed' conditions, the Board recognises the work of the staff to reduce numbers, prisoners are not automatically returned to 'closed' conditions but in certain circumstances are returned to The Lakes for individual assessments. 464 MDT tests were carried out this year 18 tests proved positive.

4.6 There have been no deaths in custody in this reporting year.

4.7 During the reporting period there have only been two absconds. The prison is to be congratulated on this low number as the main site is very exposed, bordered by a low fence and a manned barrier.

5 EQUALITY AND FAIRNESS

5.1 HMP Hatfield had an Equalities and Fairness committee which is under the leadership of the Governor. Meetings are usually bi-monthly with the prison having and positive and proactive approach to equality matters. The prison also has an Equalities Officer who continues to do excellent work and works across both sites. Equalities meetings are attended by staff from relevant departments, prisoner representatives and a member of the Board.

5.2 All prisoners are requested to complete an equality questionnaire on arrival at The Lakes which asks about ethnicity, nationality, disability and other protected characteristics. Included in the induction process at The Lakes is a module on race, equality and diversity. The prison is currently placing a framed copy of the prisons 'vision statement' for Equality and Diversity strategically around both sites.

5.3 There are a number of focus groups in particular: BME, Travelers', Older prisoners and LGBT and all meet regularly. In addition, in recent months a Disability group has been added. The number attending the groups is dependent upon the prison population at the time and also those currently working outside the prison. In the last year, the prison has also invited The Samaritans into the prison, speaking directly to men themselves and supporting prison Listeners. This was suspended during the year due to staffing issues at the Samaritans, however it has recently been resumed.

5.4 Whilst there are not specific rooms for prisoners with disabilities there is plenty of ground floor accommodation available. Any prisoner requiring additional medical aids not already provided is given help to acquire these by the Equalities Officer and Health Care. Staff are aware of those prisoners who have a PEEP in place. At the time of writing the report there were 9.

5.5 The catering manager provides excellent menus for all appropriate festivals and celebrations. This year there has been: a Travelers' night; an American night; a Pakistani night; a Yorkshire night and a Chinese night.

5.6 The Discrimination Incident Reporting System (DIRFS) is in place. This year there were six DIRF Forms submitted however on assessment, none were deemed actual DIRFS. These were scrutinised by two members of the Board who were satisfied that correct and timely procedures were in place. The Board have not received any complaints concerning discrimination.

5.7 Family Days are held on a regular basis at The Lakes and these are well attended. Refreshments are provided by prisoners who, as well as serving drinks, prepare fresh meals to order. This is welcomed by visitors and prisoners.

6 SEGREGATION/CARE AND SEPARATION UNIT

HMP Hatfield does not have a Segregation/Care and Separation Unit. Any prisoner requiring segregation is removed to a closed establishment.

7 ACCOMMODATION AND COMMUNICATION

7.1 The hygiene standards in the kitchens at both sites are good. Identical menus are served. Meals are generally served on time and at the correct temperatures. The kitchen staff are always correctly attired in clean uniforms. Prisoners can choose to eat in the dining room or their rooms. On all units there are microwaves and toasters.

7.2 There are no problems with regard to accessing phones, canteen, mail order catalogues, or the facilities list.

7.3 The complaints regarding prisoner's property not following them after a move are few and these are handled by the staff in a timely manner.

7.4 It is the Board's opinion that the officers have a good knowledge of individual prisoners and staff-prisoner relationships are generally very positive and supportive.

7.5 The Governor is pro-activate in making the prisoners aware of changes in the estate both locally and nationally by holding regular briefings. There are also prisoner consultation meetings where there is an opportunity to make suggestions and put forward ideas to improve the regime.

7.6 The maintenance work at the Lakes is carried out by Amey. They do not have personnel on site and are drafted in from adjacent HMP Lindholme. In the past response times have been poor, but in this reporting period there has been an improvement. Additionally, the prison has recently secured a 'Handyman' resource from the Amey contractor to carry out work at the Lakes site that he is capable of undertaking. Work that is outside of his remit or capability is referred to the Lindholme Site Manager.

8 HEALTHCARE (including mental health and social care)

8.1 Healthcare is provided by CareUK, they have now delivered the integrated service for almost two years. A dedicated team operates across the two sites and in the opinion of the Board continue to provide an excellent service.

8.2 Healthcare is delivered by a multi-disciplinary team of General Practitioner, Registered General Nurse, Registered Mental Nurse, Pharmacy Technician, Substance Misuse Practitioner, Health Care Assistants and Specialist Nurses.

8.3 All clinical pathways meet weekly to discuss case management to ensure those with complex needs are proactively managed, prior the meeting officers will attend to outline any concerns. This is becoming more significant due to the ageing prison population. Social Care arrangements are working well and regular meetings take place to discuss assessments outcomes.

8.4 Mental Healthcare is provided across both sites and can be accessed on entry.

8.5 Dental care is provided by HMP Moorland and prisoners are taken from both sites for treatment on a weekly basis, waiting times are commensurate with those in the community. Optometry and Podiatry needs are available. An Occupational Therapist covering the prisons in the Doncaster area is available as required.

8.6 Hospital appointments are well managed.

8.7 Substance Misuse delivers a comprehensive service, educating prisoners on the effects of drugs and focusing on recovery paths. One to one is available on induction and those not seen are sent a pack with information about the service, describing overdose risks and how to access Substance Misuse. Posters are displayed on all units regarding drug usage. Narcotics Anonymous have started weekly meetings and cover all substances including alcohol. The Board recognises the excellent work being carried and the close working relationship with other areas of healthcare.

8.8 All National Campaigns are delivered and meetings are held regularly to make prisoners aware of health issues such as strokes, diabetes, HIV and conditions particularly relevant to men's health. The Health Boards displayed on the units are updated on a monthly basis.

9 EDUCATION AND OTHER ACTIVITIES

9.1 The Board is pleased to report that there are sufficient learning and skills places to meet the needs of the population and all men are purposefully engaged. At the time of writing the report, 3 men (less than 1% of the population) were ill or retired and therefore not engaged in purposeful activity. The last OfSTED report in 2015 rated the department as Grade 1 Outstanding in both quality of Learning, Skills and Work provision. Leadership and Management is also rated as Outstanding.

9.2 The new Prison Education Framework (PEF) contract commenced on 1st April 2019. The successful bidders were Novus. The transitions to the new contracts and ways of working were implemented smoothly with no disruption to learners. The Governor will have access to procure courses and educational services via Dynamic Purchasing System (DPS). Working with men on site means that courses will be chosen based on need and the labour market intelligence. Courses will be delivered innovatively to complement existing services.

9.3 On arrival at HMP/YOI Hatfield the prisoners are assessed for levels of numeracy and literacy and one to one tuition is available if required. The holistic needs of individual men are taken into account together with any previous qualifications and skills already gained at previous establishments. Learners with Learning Difficulties and Disabilities have equal access. Lone study by men is encouraged and supported where appropriate.

9.4 Men are assessed on arrival to establish their learning needs. This assessment is in collaboration with the prisons men have recently been transferred from. Individual Learning Plans take into account Entry Level needs and are regularly updated throughout their sentence. Areas for development in these plans are SMART (Specific, Measurable, Achievable, Realistic and Time bound). Waiting times for acceptance on a course are minimal. Excellent achievement rates are maintained across all areas of learning, the overall success rate is 98%.

9.5 HMP/YOI Hatfield is a Cat D Resettlement Prison and learning provision includes higher level courses affording good progression opportunities for men. This is further encouraged and supported post sentence with good working relationships with external institutions for example, Leeds College of Building, supported learning progression on ROTL and on release. Open University and Distance learning is encouraged and supported.

9.6 Prisoners are offered access to provision equally, depending on their needs. Learning staff offer pastoral support and help with Life Skills. They try to adopt a holistic approach to learning and try to be as flexible and supportive as possible.

9.7 Less than 1% of courses are cancelled and, where this happens it is usually due to external reasons outside the control of Novus.

9.8 Learner forums are facilitated by both prison and Novus staff. Prisoner feedback is actively sought as are suggestions about new courses. The prison newspaper, DN7 is another way men can give feedback. Reasonable requests are given serious consideration and get a response. Annually NOVUS produce a number of case studies that demonstrate the impact of learning on lives and progression and these provide encouragement to all men to engage.

10 WORK, VOCATIONAL TRAINING and EMPLOYMENT

10.1 The Board is pleased to report that there is sufficient learning, skills and work places to meet the needs of the population who are purposefully employed. All prisoners including those who are retired (1 at present) or have disabilities, are given the opportunity to work or attend education and the level of take up means that very few are unemployed. The Board is able to report positively on the purposeful activities that are available in the prison.

10.2 The Novus Works Provision is running extremely well with 399 men have been supported since the service was implemented with 128 outcomes into Employment and Training. In the calendar year to April 2019, there were 106 discharges, of which 39 (37%) were positive outcomes. Robust data is supplied by the department monthly and can be tracked into the community. The service works in partnership with the Reducing Re-offending Stage 1 and 2 officers.

10.3 A Training Needs Analysis is completed for the population annually which takes into account sentence plans and provides a focus on vocational training and self-employment. All provision offered is linked to real prisoner need and progression opportunities. This continues to be enhanced by the continued development of community partnership arrangements, particularly those in welding and barbering where prisoners continue to obtain employment post release. Learning staff continue to be supported by Resourcing Consultant who supports men into employment and ongoing training. All learning staff liaise with staff within the prison and externally in order to provide a cohesive service.

10.4 The allocation process is both efficient and effective. The range of work is good and includes cleaners, peer mentors and PID workers (men who work on the Prisoner Information Desk) located in various easy to access places in the prison. Work is also available in the gardens where poly tunnels are used for the production of fruit and vegetables and where chickens are kept. Work is also available in the recycling and waste management department and in the stores, kitchens and fabrication workshop. Recycle Lives is an external company where men can earn up to £60 per week plus their prison wage for productivity and meeting targets. There is also Refurnish, a shabby chic workshop which renovates furniture for resale through a number of shops and where some prisoners are employed. There is also a Cycle refurbishment workshop and coffee shop. A Tool Shed project with the Conservation Foundation Trust charity to renovate old tools has been established and the tools are sold or donated to local community groups.

10.5 The Welding workshop continues to be successful and produces more diverse products for the Farm Shop. Level 1 qualifications can be undertaken by prisoners and there are good employment opportunities available for men who progress.

10.6 The Gymnasium staff deliver a range of courses including a National Navigation Award Scheme for men that is designed to develop self-esteem, confidence and teamwork skills. To date, Leeds Rhinos have successfully delivered 4 courses.

10.7 There is an IT suite providing Level 1-3, plus a Barbering and Business Suite.

10.8 Those prisoners eligible to work outside the prison are assessed with regard to their skills and the needs of employers. Prisoners are expected to complete a short period of unpaid/voluntary work in the community during which they are assessed prior to moving on to paid employment. For some men this is the first time they have been involved in legitimate employment and it is a big step in their rehabilitation.

10.9 Hatfield continues to have excellent relationships with its external providers. These include Timpson's, Next, IAC in Scunthorpe and Road Tankers Northern. These organisations are extremely supportive in offering job opportunities for men on release. The Farm Shop on the Hatfield site is managed by prisoners and sells eggs, fruit vegetables plants and refurbished furniture. It is extremely popular with the local residents.

10.10 There is a well -stocked library on both sites run by Doncaster Metropolitan Borough Council.

11 RESETTLEMENT PREPARATION

11.1 The men are allocated an Offender Supervisor (OS) on arrival at the Lakes and a new one on transfer to the main Hatfield site and these remain the same for the duration of their stay. The OS is easily accessible to men should the need arise and they provide consistent and accurate information in supporting the men, identifying issues at the earliest opportunity to minimise disruption.

11.2 HMP Hatfield offers access to a number of Offending Behaviour Programmes for example Aspire, Re-Think and Anger Management. Participation is encouraged as part of ROTL arrangements where appropriate and will feature in the individual's sentence plan. The programmes are valuable in addressing some of the issues which may have played a part in their offending and support their reintegration into society. Men attending do so willingly and report that they feel benefit from participating.

11.3 Offender management arrangements in HMP Hatfield support Multi Agency Public Protection Arrangements (MAPPAs) and Offender Supervisors are required to submit a report to support MAPPA meetings about members of the population and will attend the meeting where necessary. Offender Supervisors identify if a prisoner to be managed under MAPPA on release 6 months in advance in order to support management and release arrangements.

11.4 As a Resettlement Prison, HMP Hatfield provides a wealth of information, advice and support to men approaching release. Case Administrators, Offender Supervisors and other Managers are all available to answer questions and provide support. These are supported by prisoners who have a PID (Prisoner Information Desk) role and offer the men a first port of call for information on Induction, Applications, ROTL and general support. Partner organisations also support the release process, for example, a prisoner with no home address to return to on release will be supported by NACRO. APM (Advanced Personnel Management) offer more intensive resettlement preparation and support those prisoners with most need. This process is managed by a monthly discharge board which brings together Through the Gate Services, OMU, Healthcare and Mental Health, Education, Activities and Programmes and partner organisations in order to identify individuals needs on release and tries to ensure that there is appropriate advice and assistance to support them.

11.5 Release on Temporary License (ROTL) and Home Detention Curfew (HDC) are an important part of the resettlement journey of all prisoners in Hatfield. Each month approximately 1500 ROTL licenses are issued and license breaches by way of failure to return from ROTL or adhering to a curfew are extremely rare. In the first 3 months of 2019 HMP Hatfield achieved a 99% ROTL success rate against a target of 95%. The new ROTL Policy imposed on 16th May 2019 means that each person is eligible for Release on Day Release (RDR) and Release on Overnight Release (ROR) at the point of entry in Open conditions. In HMP Hatfield this is to be managed using a period of suitability assessment which is anticipated to last up to 8 weeks in Standard ROTL cases and up to 12 weeks in Restricted

ROTL cases. All applications for HDC are considered where the prisoner is eligible and unless they have very poor behavior or unsuitable addresses are usually approved. There have been 48 HDC releases since January 2019 (correct at 23.05.19).

11.6 The prison places a strong emphasis on the establishment or rebuilding of family ties and ROTL is instrumental in supporting this. A high proportion of men accessing ROTL do so in order to see their families in an environment other than prison.

11.7 Cooperation between Probation services and the Community Rehabilitation Company is good and previous communication issues have now largely been resolved. The Probation Officer based in the prison supports the gathering of required information to support the granting of licenses for ROTL and HDC.

11.8 It is very rare that HMP Hatfield releases a prisoner with no accommodation to go to. The majority return to family or friends and a small number will be required to stay temporarily in a hostel. As above, if necessary a prisoner will be supported by NACRO to find suitable accommodation.

11.9 Many long serving prisoners will not have bank accounts, however throughout their stay in HMP Hatfield support is available to open an account should it become necessary and encouraged prior to release.

Work of Board

1. At the beginning of the reporting period the Board had 5 members but lost 2 towards the end of the year, one through retirement and 1 new member that found the role less satisfying than anticipated.
2. A recruitment campaign yielded 2 prospective candidates however both subsequently withdrew their applications.
3. A second recruitment campaign run at the end of the reporting period has generated a further 2 possible candidates and interviews will be held early in the new report period.
4. A member of the board visits both sites on a weekly rota visit. Members also attend various committees and meetings.

BOARD STATISTICS	
Recommended Complement of Board Members	6-8
Number of Board members at the start of the reporting period	5
Number of Board members at the end of the reporting period	3
Total number of visits to the Establishment	221
Total number of segregation reviews attended	N/A

Applications

Code	Subject	Current reporting year	Previous reporting year
A	Accommodation including laundry, clothing, ablutions	0	0
B	Discipline including adjudications, IEP, sanctions	3	0
C	Equality	0	0
D	Purposeful Activity including education, work, training, library, regime, time out of cell	0	1
E 1	Letters, visits, phones, public protection restrictions	0	0
E 2	Finance including pay, private monies, spends	0	1
F	Food and kitchens	0	0
G	Health including physical, mental, social care	0	0
H 1	Property within this establishment	0	0
H 2	Property during transfer or in another establishment or location	7	2
H 3	Canteen, facility list, catalogue(s)	0	0
I	Sentence management including HDC, ROTL, parole, release dates, re-categorisation	3	0
J	Staff/prisoner concerns including bullying	1	0
K	Transfers	0	1
	Total number of IMB applications	14	5