



Annual Report of the Independent Monitoring Board

At

HMP/YOI WETHERBY

**For reporting year
01 JUNE 2019 – 31 MAY 2020**

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Introductory sections 1 - 3

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 is situated.

Under the National Monitoring Framework agreed with ministers, the Board is required to:

- 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
- inform promptly the Secretary of State, or any official to whom authority has been delegated as it judges appropriate, any concern it has
- report annually to the Secretary of State on how well the prison has met the standards and requirements placed on it and what impact these have on those in its custody.

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

The Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT) is an international human rights treaty designed to strengthen protection for people deprived of their liberty. The protocol recognises that such people are particularly vulnerable and aims to prevent their ill-treatment through establishing a system of visits or inspections to all places of detention. OPCAT requires that States designate a National Preventive Mechanism to carry out visits to places of detention, to monitor the treatment of and conditions for detainees and to make recommendations for the prevention of ill-treatment. The Independent Monitoring board (IMB) is part of the United Kingdom's National Preventive Mechanism.

1. Description of the establishment

Wetherby is one of five young offender institutions (YOIs) in England and Wales. It can accommodate up to 360 young people (YP).

During our reporting year, the occupancy was between 240 YP in June 2019 and 179 YP on May 31 2020.

It serves those YP remanded into custody from sentencing courts within the catchment area of Humberside, North Yorkshire, South Yorkshire, West Yorkshire and designated areas of Lancashire and Greater Manchester. An increasing number of YP come from other parts of the country.

Formerly a naval base, it became part of the Prison Service in 1958 and has subsequently served many purposes before becoming a male YOI.

Living accommodation is in single-occupancy rooms. The main site accommodation is split into four wings, each with a capacity of up to 60. In addition, Keppel, a national resource, is a purpose-built high-dependency unit, completed in 2008, housing 48 particularly vulnerable YP. It offers enhanced support and extended enrichment opportunities.

Napier, an additional enhanced support unit (ESU) for up to six YP, was opened in September 2019. The building originally formed the inpatient wing for YP, then the healthcare unit. Napier is part of Her Majesty's Prison and Probation Service Youth Custody Service and The National Health Service (NHS) behaviour management strategy. It supports an approach aimed at providing individualised care for YP in custody. These YP have complex needs and require a high level of support. The goal is to reintegrate these YP onto the main site, although longer-term placement may be required.

Benbow is the first night and induction wing, as well as holding restricted status (RS) YP on a restricted access leg. Collingwood is a popular wing with YP on gold level, who gain privileges for good behaviour.

Agencies

Healthcare

- Primary care is provided by Leeds Community Health Care NHS Trust.
- Mental health care is provided by South West Yorkshire NHS Foundation Trust.
- GP services are provided by a Wetherby medical practice.

Learning and skills

- Novus is responsible for delivering learning and skills.
- Kinetics Youth Work Services delivers youth work and encourage the most challenging YP to re-engage with education.

Other agencies

- Barnardo's provides an independent advocacy service to the YP.
- In2Out provides one-to-one mentoring to help YP with a range of practical support.

Maintenance

- Amey is responsible for maintenance and repair.

Escort service

- GeoAmey provides the majority of escort services for YP arriving at HMYOI Wetherby.

Her Majesty's Inspectorate of Prisons

Her Majesty's Inspectorate of Prisons (HMIP) made an unannounced inspection in March 2020. Owing to the COVID-19 pandemic, this was suspended after the first week.

A short scrutiny visit was undertaken by HMIP on 21 April 2020, to look at the care and basic rights of those detained in custody during the pandemic.

2. Executive summary

At the beginning of the reporting year, the roll was 240, of whom 58 YP were on remand. The majority of the population was aged 17, with 31 aged 18+. Ninety-eight YP were held for violent offences and 16 for sexual offences. At the end of our reporting year, 31 May 2020, the roll was 197, of whom 65 were on remand. The majority of the population was aged 17, but there were 43 YP who were aged 18, of whom 12 were on remand and 31 were sentenced. Eighty-two YP were in custody for violent offences and 11 for sexual offences.

Violence remains a problem, but the very nature of the offences committed by many of the YP placed at Wetherby makes this almost inevitable.

Wetherby has many YP with significant mental health needs and it is, therefore, unsurprising to find that there is an increase in acts of self-harm.

The Board is frustrated by the lack of political will to resolve the acute shortage of secure mental health hospital beds. As mentioned in our previous reports, many YP wait indefinitely for suitable secure hospital provision to become available. The shortage of mental health support in general is scandalous. One YP was placed at Wetherby by the court as it was unable to find a psychiatrist to assess him. The same YP had, at a later date, to go out to hospital for rehydration. The hospital staff were concerned for his welfare but the YP had to be returned to Wetherby as they too were unable to find a psychiatrist to attend to him.

The opening, in September 2019, of Napier, an ESU, is welcomed by the Board. This facility offers multidisciplinary support for the most complex YP and it is proving to be a well-run and valuable resource.

This year has brought many challenges to the education department, such as maintenance work and disruptive behaviour resulting in the cancellation of classes.

It is good to be able to report that all rooms, with the exception of those on Anson, now have an in-cell telephone. Much work has been undertaken to maintain and enhance the estate. An additional six in-cell showers have been installed, two on each of three wings. Two photochromatic cell doors have been installed on the Keppel unit. The education colleges and the barns have recently been redecorated.

The healthcare department has undergone considerable reorganisation, which we hope will help with the recruitment and retention of staff.

The Board is concerned that over a period of five months, 35 YP have been received from other secure training centres (STCs) and YOIs on the grounds of security and discipline. The majority of these YP have not only their family, but also their professional support network, located at a great distance. It is well documented that outcomes for prisoners, and particularly YP, are significantly improved when family links can be maintained.

A significant event at the latter end of the reporting year has been that of the COVID-19 pandemic. Its impact has been mixed, both negative and positive. The Board monitored remotely, but maintained close contact with the establishment and other agencies such as chaplaincy and Barnardos through email and dialling in to meetings

For the YP, this has meant 23 hours a day within their cell (including meals), a lack of family visits and limited access to education and other interventions. An increasing number of YP in prison are on remand, seemingly indefinitely, and for those YP that are sentenced, the very reason for being in prison, the possibility of rehabilitation, has been put on hold.

The Board was very disappointed that although the majority of the YP at Wetherby would come under the government's COVID-19 category of vulnerable YP, they did not have access to face-to-face education during the pandemic.

YP were allocated to small family groups of three or four, this has greatly developed the positive relationships between staff and YP and has made them feel safer, thereby reducing self-harm.

3.1 Background to the report

The Covid-19 outbreak has had a significant impact on the Board's ability to gather information and discuss the contents of this annual report. The Board has therefore tried to cover as much ground as it can in these difficult circumstances, but inevitably there is less detail and supporting evidence than usual. Ministers are aware of these constraints. Regular information is being collected specifically on the prison's response to the pandemic and that is being collated nationally.

3.2 Main judgements

How safe is the prison?

- In our face-to-face review meetings with YP, 89% of those interviewed told us that they felt safe. It would be naïve to think that this is a realistic figure. It is not easy for most YP to admit otherwise.
- Wetherby has many YP with a history of violence. There are also YP who experience significant mental health difficulties. The YP that the staff care for are challenging and, at times, unpredictable.
- Eighty-seven YP at Wetherby have been charged with a violent offence. There is an increasing number of YP who are involved in gang-related crime. In January 2020, 42% of the population were non-associates. This has a significant impact on how YP are managed. We are pleased to see that violence reduced slightly in July 2019.
- Between July and September 2019, there were 46 YP-on-YP assaults, and between January and March 2020 there were 41. Between July and September 2019, there were 32 assaults on staff, and between January and March 2020 there were 28 such assaults.
- Self-harm continues to be a problem, more so on the main site than on the Keppel and the Board reports an increase.
- As a result of COVID-19, more YP felt safe and told us that they liked having a predictable regime with no cancellations. The opportunity to be in small 'families' of three or four YP, with the same staff, added to their sense of security.

How fairly and humanely are prisoners treated?

- Staff are generally fair and their relationships with YP are good. Members of the Board frequently witness staff exercising exceptional care and patience when dealing with YP.
- Most staff, whether officers or from other agencies, treat the YP with respect.

Late arrivals from the courts, or into Wetherby for whatever reason, are unacceptable. We are aware that, as of 29 August 2020, a new contract will be in place with GeoAmey, which we hope will be closely monitored so that late arrivals become a thing of the past. **There is no excuse for any YP to come as a new arrival at 3am.**
- As stated in previous reports, the Board remains concerned about the delays experienced by those YP with significant mental health problems who need to be transferred to a secure hospital bed. It cannot be beneficial for any YP to be assessed, reassessed and remain waiting while suitable provision is found.
- The Board has highlighted, on numerous occasions, that YP do not receive the recommended time in the fresh air on a daily basis.

- Time out of cell remains a concern, especially during the COVID-19 pandemic, when YP remained locked up for 23 hours a day.
- **The length of time out of cell is unacceptable**

How well are prisoners' health and wellbeing needs met?

- While there has been a major reorganisation within the healthcare department, and undoubted staffing shortages both for physical and mental health nurses, the existing staff team has worked hard to try to maintain the service for the YP.
- There is generally a waiting time of around six to eight weeks for a non-urgent dental appointment.
- The appointment of the health promotion practitioner supports YP to keep their appointments. This is a useful addition to the team as it makes sure that YP take advantage of the healthcare provision while at Wetherby.

Owing to the complexities of the YP at Wetherby, there is a great need for mental health services. This need is not fully met.

How well are prisoners progressed towards transfer or successful resettlement?

- The Board is not aware of any YP released from Wetherby who did not have an address to which to go.

How effective is the education provision for YP?

- This year has brought many challenges to the education department, such as maintenance work and disruptive behaviour resulting in cancellation of classes. COVID-19 has had a significant impact on the delivery of education for YP. From our regular interviews with YP, the satisfaction rating with the education provision between September 2019 and February 2020 was 40%.
- During the COVID-19 pandemic, a delivery model was agreed between the Novus senior leadership team and the teaching unions, which meant that most staff were working from home to provide YP with daily in-cell workbooks and distraction packs. A skeleton staff remained on site. Novus also agreed to provide staff each day, to ensure that resettlement work was completed for those YP who were due to be released or who were moving on. Some staff – in particular, vocational staff – undertook work on the physical environment, with the assistance of YP. The apparent reasoning behind this was to keep staff and YP safe from COVID-19 and to maintain stability.
- The conflict resolution (CR) team and Kinetics Youth Work Services work well and offer good support to YP in getting them back into education, and have achieved successful outcomes.
- The Board is strongly of the view that as the majority of the YP at Wetherby would come under the government category of vulnerable YP and are, therefore, entitled to face-to-face education.

3.3 Main areas for development

Minister

1. For the fifth consecutive year, the Board asks in its annual report what, if anything, is being done to increase the number of secure mental health hospital beds available to meet the needs of the complex YP who are in urgent need of such support, and for whom prison is clearly not the correct place?

What is being done to increase the provision of secure mental health hospital beds for YP? This must now be treated as a priority.

2. Increasing numbers of YP are charged with violent offences and are placed in custody, either sentenced or on remand.

What is being done at a national level to reduce the levels of violence among YP?

3. Prior to COVID-19, an increasing number of YP remained in custody on remand, experiencing lengthy delays before their case came to trial. A large proportion of those YP are acquitted. Inevitably, the situation now is worse.

What can be done to accelerate the legal process for those YP on remand?

Prison Service

1. The Board is concerned about the growing number of YP who are being transferred to Wetherby main site from STCs and YOIs, at some considerable distance from their home. Thirty-five such YP arrived in a five-month period. This seems to be contrary to best practice. It is well documented that outcomes for YP are improved when they are able to maintain good links with their family and the external professionals involved in their care. Wetherby has the capacity, but this should not be used as an excuse to move YP, particularly when those YP are moved for reasons of discipline and security. Many of them present with challenging behaviour and require a high level of support.

What is the reason for this and will it continue?

2. YP already held at Wetherby who are aged 18+ experience lengthy delays while waiting to transfer to the adult estate. Some improvement in the speed with which these YP were being transferred was seen during the latter stages of our reporting year, as a result of COVID-19. The Board wonders if this improvement will continue. It is unreasonable for YP to have to endure a lengthy wait while negotiations take place between establishments. These are frequently complex and challenging YP, many facing long sentences. The heightened anxiety created by endless delays does little to help their behaviour.

Can the Prison Service reassure the Board that negotiations between establishments and subsequent transfers will take place expeditiously?

3. We have noticed an increase in the number of restricted status (RS) YP at Wetherby. At times, the provision is almost at capacity.

Is there a plan to increase this provision, either at Wetherby or elsewhere in the YOI estate?

Governor

1. The Board has always regarded the lack of daily exercise for YP as unacceptable. During the COVID-19 pandemic, exercise was offered daily, albeit for 30 minutes.

What reassurance can be given to the Board that this will now, as a minimum, become standard practice?

2. The Board welcomes the implementation of the custody support plan (CuSP) but considers that it can only be of benefit if delivered with consistency.

Is the establishment committed to ensuring that CuSP sessions are dealt with as a priority?

3.4 Progress since the last report

- The Board is pleased to note the opening, in September 2019, of the ESU, Napier, which has been a much-needed resource for those YP with complex needs and challenging behaviour. It is a well-run unit with a dedicated staff group, who work hard to produce good outcomes for the YP.
- The critical cases at Wetherby are now well led and managed. As a result, the interagency planning meetings held for these YP are thorough and effective.
- Although the fabric of Wetherby is old, the Governor and staff try to make the most of the environment. The décor is undoubtedly more attractive than a few years ago. The main wings are in stark contrast to the purpose-built Keppel unit, but they too have improved.
- We are pleased to report that all rooms, with the exception of Anson, now have an in-cell telephone. This enables YP to access the telephone in private, and also cuts down on the staff time taken in facilitating calls. It also means that disputes between YP, if one extends the length of their telephone call, sometimes causing violence, do not arise.
- Some in-cell showers have been installed on the wings; this is a positive step.
- The much-needed improvements to the visits hall are to be welcomed. The previous arrangement left much to be desired, for family and professional visitors alike.
- Anson, the care and separation unit (CSU), continues to show improvement. The environment is better, and although it is frequently a busy wing, it remains generally calm and well organised.

- Within Benbow, the induction wing, the use of Kinetics Youth Work Services, and also In2Out, has been a positive introduction for those YP new into custody.
- Keppel unit is working towards the Enabling Environment Award (EE) through the Royal College of Psychiatrists. (The EE scheme is a mark of quality given in recognition to its members who create and promote a positive social environment. (EEs are defined as places where good relationships are upheld and facilitate wellbeing for all participants, staff and service users alike, and where new ways of relating can be learned through mutual respect and recognition, nurturing a sense of belonging.)

This award, which is very much in line with the founding ethos of the Keppel unit, has, unfortunately, been put on hold owing to COVID-19.

Evidence sections 4 – 8

4.Safety

Since our last report, the SCT has maintained its strong commitment to protect YP from harm and neglect. Its processes and procedures are well managed, focused, thorough and action oriented. The Board considers that some of their initiatives are innovative and contribute well in efforts to reduce violence at Wetherby.

4.1 Reception and induction

4.1.1 Reception

YP who arrive at Wetherby are often in a state of heightened uncertainty and vulnerability. This can be exacerbated by arriving unacceptably late – that is, after 7pm.

- The Board has been monitoring late arrivals since their thematic report of 2015. In 2019, 24% of YP arrived late – an 8% decrease compared with 2018. A monthly average of 18% of YP arrived late between January and July 2020.
- Although a decrease since 2019, we consider that this remains unacceptable in addressing the treatment of children from court to cell. (Last year, two YP arrived at midnight, one YP at 11.30pm and one YP at 10.30pm. In May 2020, one YP arrived at 3am, having spent two nights in a police cell owing to transport issues.)
- Some staff in reception will have been working from 7.15am until 9pm. Bearing in mind that a large proportion of YP at Wetherby are looked-after children, with a history of trauma and/or mental health issues, the Board believes that there is a risk of omissions in processing new admissions by staff who may be tired. Vulnerabilities, such as a risk of self-harm, may be missed. This is particularly so when four or more YP are requiring admission processing late at night.
- Our 2015 report identified that staffing issues meant that some who were untrained in first night in custody procedures were being used to process the

arrival of YP in reception. The Board understands that untrained staff are still used and that operational shortfalls remain problematic, especially when staff take leave in the summer. For example, none of the 12 staff on a three-day course in February 2020 completed the full course, and those who received training have not been used in reception since. Our rota visits during the period of this report confirm the training problems.

- The Board understands that searching in reception is as good as can be expected without full searching, which has to be intelligence based for YP.
- Four peer mentors, who have completed the peer mentor course, are a new and welcome support in assisting the reception and induction process.

4.1.2 Induction

- The Board believes the induction process to be very comprehensive and effective. We particularly welcome the efforts that staff make to encourage the maintenance of contact between parents/carers/guardians and YP at Wetherby.
- The Board finds that the detailed induction information contains child-friendly information on all aspects of the establishment. On the first night, they are given an audio version on an MP3 player to listen to in their own time, and this is particularly useful for those with literacy problems. For YP who are not literate in English, a three-way telephone conversation is provided, with an officer and an interpreter.
- Assessment of risk is led by the youth offending team’s (YOT’s) documentation. Sometimes this information is not supplied, or is insufficient for healthcare staff to assess a YP. This means that they have to be placed on an ACCT and monitored several times per hour until the information arrives.
- A comprehensive pack for parents/carers/guardians includes a welcome to participate in the initial and subsequent review meetings, and to attend family days.
- Kinetics Youth Work Services is valuable in encouraging the building of relationships. It provides team-building games and other enrichment activities to encourage peer interaction, and maintains this relationship with some YP after they leave the induction wing.

4.2 Self-harm

Self-harm on the main site and Keppel unit

Quarter 3 2019	Quarter 4 2019	Quarter 1 2020
106	179	143

- Sadly, there was a significant increase of 48% in acts of self-harm on the main site between October 2019 and January 2020. This included a very significant increase of 64% in ligaturing. Staff have attempted to source alternative anti-ligature clothing, without success so far.

- The Board is very pleased to note that there was a significant decrease of 42% in self-harm on the Keppel unit between October 2019 and January 2020. However, in the first quarter of 2020, 56% of all self-harm was on the Keppel unit.
- In the first quarter of 2020, there were 143 acts of self-harm, a 225% increase from the previous quarter. Two YP constituted 61.5% of all self-harm on main site and 3 yp accounted for 93.7% on Keppel
- The target for the training of staff in suicide and self-harm prevention is 80%. By June 2020, 70% had been trained. Although the target has almost been reached, the level of training was disappointing last year, particularly in light of the high levels of self-harm at Wetherby.

April to June 2020

There were 75 acts of self-harm in this quarter, with 2 yp accounting for 48%.

4.2.1 Assessment, care in custody and teamwork

The care planning process for prisoners identified as being at risk of suicide or self-harm requires that certain actions are taken to ensure that the risk of suicide and self-harm is reduced by ACCT documentation, which is a prompt for staff to assess changes in mood and behaviour which could result in threats or acts of self-harm.

The SCT has diligently implemented robust quality assurance systems to improve the quality and consistency of completion of ACCTs. Board members' conversations with YP placed on ACCTs have confirmed that they are generally positive about their care.

The Board believes that there has been some progress since last year towards improving the quality and consistent completion of ACCTs. However, there are many areas of the documents where inconsistency and incompleteness still remain a cause for concern. For example, quality conversations with YP have taken place but not been recorded sufficiently across all units. This could mean that staff may not be alerted to changes in YP which might make them more vulnerable to self-harm. Identification of areas requiring improvement results in further training. By June 2020, there were 24 trained ACCT assessors.

Percentage of ACCTs between July 2019 and April 2020

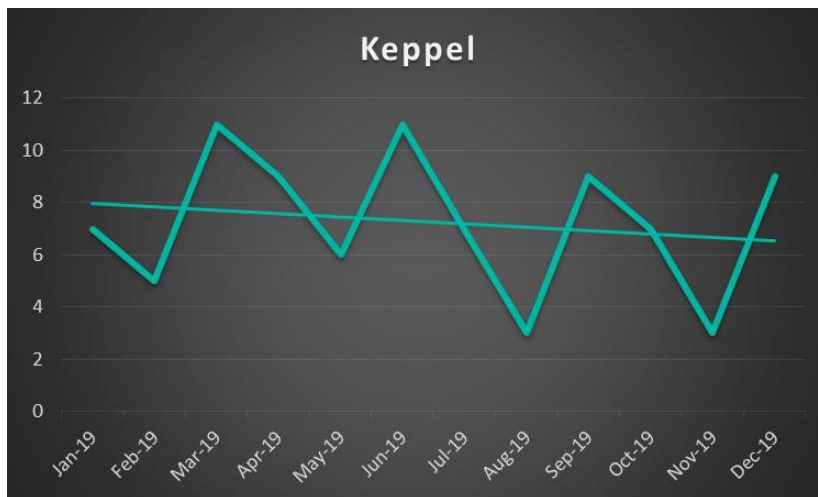
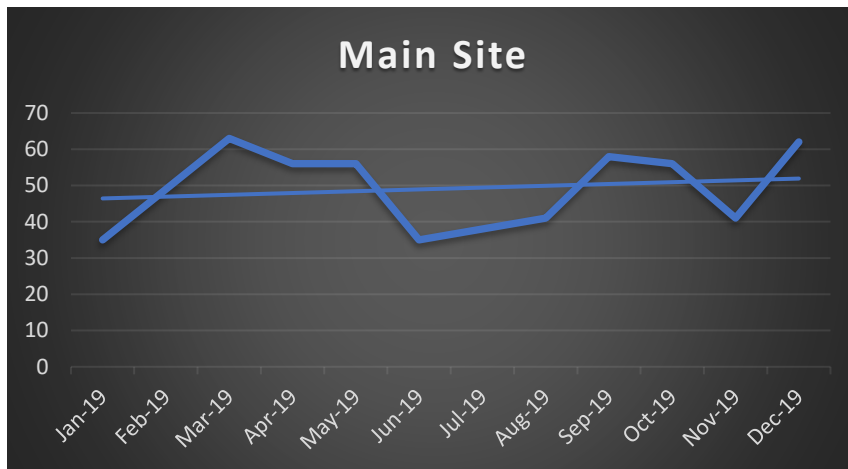
Quarter 3 2019	Quarter 4 2019	Quarter 1 2020
Main site: 25.7% decrease Keppel unit: 12.9% decrease	Main site: 16% decrease Keppel unit: 55% increase	Main site: 29.2% increase Keppel unit: 35.7% decrease

April to June 2020

There were 42 ACCTs opened during this quarter during lockdown – a reduction of 47.5% from first quarter, when there were 80 ACCTs opened, owing to suicide attempts or statements about suicide or self-injury, or statements of intent and low

mood. Most of these YP were based on the induction wing. Self-harm on the Keppel unit was lower than on the main site.

4.3 Violence and violence reduction, self-isolation



- Violence reduced slightly in July 2019, with fights significantly reduced. The average number of incidents between July 2019 and March 2020 was 153, with average staff assaults at 28.
- The clear violence reduction strategy is the core area of weekly, monthly and quarterly safeguarding meetings. The analysis of, and communication about, data and trends in violence feeds very effectively into the strategic management of triggers. The Board has noted, through its attendance at safeguarding meetings, that the reporting of violent incidents is becoming increasingly more detailed and that the sharing of intelligence between the SCT and other departments is strengthening. The violence reduction analyst and the security data analyst work very effectively in interpreting data to inform the meetings. This assists staff on the units to continue with the management of non-associates (those YP who have gang affiliations from the community or who have had issues with others since arriving at Wetherby). This is a huge challenge and is the most determining element in organising life at Wetherby, involving the allocation of rooms, designing timetables and

planning movements. The Board is impressed with the diligence of staff managing to keep apart non-associates.

- Violence on the Keppel unit decreased in 2019. The Board has observed some very committed and patient use of de-escalation conversations between Keppel unit staff and very disturbed YP. Such exchanges undoubtedly contribute to the decrease of violence among some of the most complex and vulnerable YP in the country.

April to June 2020

- After the beginning of the COVID-19 lockdown, with YP having less opportunity to meet with non-associates, violent incidents reduced by 71% in the first week from the average over 2019. Apart from a 40% increase in the second week, when the family group increased to four YP, the 71% decrease remained during this period. According to post-incident interviews, many of the assaults on staff have been triggered by frustration about elements of the regime and their entitlements. YP are confused about the perceived disparity between the easing of lockdown rules in the community and in the prison.

4.3.1 Triggers to violence

- Gang-related activity remains a huge challenge at Wetherby, as highlighted in our last report, and was particularly so during October 2019. There were 252 non-associates at the end of June.
- YP have said that opportunity and boredom are triggers to violence.
- YP tell us bullying is difficult for staff to monitor, as they do not always see or hear incidents. They are unwilling to 'snitch', for fear of reprisals, but they say that staff are supportive of victims when they are aware. 'Shout-outs' contribute to bullying and intimidation, with bullying for canteen items a common occurrence. There have been 51 YP self-isolating on Rule 49 between June 2019 and April 2020. Information from our weekly Rule 49 monitoring suggests that the reasons for this are bullying and intimidation.

4.3.2 Violence reduction initiatives

- Early detection of risks – for example, during first night procedures.
- Rule 49 of YOI rules permits the segregation of YP if it is necessary for the maintenance of good order or discipline, or for the YP's own interests. YP on Rule 49, or on the lowest level of the incentives and earned privileges (IEP) scheme, are set targets as part of the 'behaviour improvement ladder'. There has been an improvement in flexibility since this initiative was introduced, and now YP are monitored and supported after achieving their objectives.
- The violence reduction team's centralised database is invaluable for staff to refer to for locations of non-associates, thus assisting in avoiding sudden cancellations through violent incidents – for example, of education classes. This frustrates staff and YP alike.
- Initiatives introduced to reduce violence in education classes include staff wearing BWCs and the provision of additional staff for line routes. Regular

reviews of non-associates are completed to influence the composition of classes.

- A staff group holds regular forums with the YP to understand current tensions, and reports to the weekly safeguarding meeting.
- 14 YP had completed a programme with Kinetic Youth and the SCT on 'Knife Crime, Guns and Gangs' by April 2020. This is aimed at those who have been involved in violent crimes where they used weapons, and prolific weapon makers in the prison. The CR team and a representative from a local authority met to discuss the large number of gang members from their region who are at Wetherby. This was the start of collaborative work to consider crime prevention measures in that area.

4.4 Safeguarding

An analysis of the Board's face-to-face questionnaires between September 2019 to February 2020 revealed that 89% of YP said that they felt safe at Wetherby, an increase of 10% from a six-month period during 2018.

- Since our last report, the CR team has maintained its commitment and patience in pursuing the reduction of violence through excellent management and mediation between YP and between staff and YP, and the Board commends their efforts.
- The Board believes that the practice of making welfare checks on those YP who have made no telephone calls on the PIN system for 40 days is exemplary practice in contributing to their care and support.
- The violence reduction team's interviews with YP identify the drivers of violence.

4.4.1 Initiatives for YP vulnerable to violence due to the nature of their offence

- Those YP who are vulnerable because of their offence, and are given RS, are placed on a separate leg of the induction wing. They are able to access education and associate with other YP.

4.4.2 Child protection (CP)

The CP team conducts thorough and timely investigations. YP and agencies making complaints are kept well informed. Decisions on whether a referral meets the LA designated officer (LADO) threshold are made within 24 hours. The LADO decides whether a case is admissible and the action to be taken, and a multi-agency decision is made on whether the case is substantiated or unsubstantiated. If it does not meet the threshold, the CP team decides on whether to close the case owing to inconclusive evidence. If there is a concern raised in relation to the risk and vulnerability of the YP, they take follow-up action with the subject of the complaint, such as training or review of practice. Their main challenge in the

reporting period has been malicious complaints – in particular, in the area of discrimination.

CP referrals July 2019 to June 2020

	April, May, June 20	Jan, Feb, March 20	Oct, Nov, Dec 19	July, Aug, Sept 19
Total	29	61	63	47
Excessive use of force	8	31	43	31
Unsubstantiated	12	37	49	36
Substantiated	11	17	9	9
Ongoing	6			

April to June 2020

Fewer restraints have taken place during the COVID-19 period, so there has been a reduction in referrals. Of the 29 referrals, the majority were unsubstantiated and those which were assessed as substantiated led to further recommendations.

4.4.3 Managing and minimising physical restraint (MMPR)

The mandatory MMPR training aims to provide secure estate staff with the ability to use de-escalation and diversion strategies to minimise the use of restraint, through the application of behaviour management techniques. The training programme also incorporates 12 types of pain-inducing techniques which it is legal to use. The Board attends some weekly review meetings which scrutinise incidents recorded on BWCs and CCTV. We believe that the use of force, in those incidents which we have observed, was necessary, proportionate and controlled. However, there were 51 mis-applications of MMPR techniques during incidents in July and August 2019, and 73 in January 2020. This suggests that there is an urgent need for further training, particularly for inexperienced officers. By the end of January 2020, only 67% of officers had been trained.

Unfortunately, progress has been slow since our last report, in which we raised the issue of some officers failing to use BWCs appropriately. This means that insufficient incidents are recorded. Use of BWCs is mandatory and offers safeguards to staff and YP. All instances of use of force must be recorded and reviewed. Unfortunately, too many staff are not wearing BWCs, or not turning them on to record the lead-in to an incident, or failing to record incidents because of technical issues. For example, in January 2020, of 70 planned interventions, only 55 were recorded. The SCT is training unit staff on recording with hand-held cameras.

During MMPR, medical precautions are taken and a systematic debriefing of staff and YP is recorded. They have an opportunity to comment on use of force and whether it was appropriate or not. Parents/carers/guardians must be informed when force is used against a YP.

Injuries during MMPR

	April – June 2019	January – April 2020
YP	6	5
Serious	0	1
Staff	6	14
Serious	5	

- Incidents at height remain a challenge for the SCT and they are taking advice from the national MMPR team.

Use of force

13 YP accounted for 88 use of force incidents in September 2019.

- Between January and March 2020, there were 17 occasions where pain-inducing techniques were used, and between April and June 2020 there were seven

April to June 2020

As YP have been unable to mix with others beyond their family group, there has been a 58% reduction in incidents involving MMPR during the lockdown period. Training for MMPR has been suspended during this period.

.4.6 Substance misuse

The supply reduction strategy in relation to drugs is driven by security staff, who instigate mandatory drug testing (MDT) to identify YP using drugs and establish the types of substances being abused. Although drugs do find their way into Wetherby, the small percentage of positive mandatory drug tests indicates that this does not present a great challenge:

- Between June and October 2019, 9% of tests proved positive for drugs.
- Between January and March 2019, 8% of tests proved positive for drugs.
- The Board understands that some drugs enter the prison via reception because full searching is not permitted with YP, unless intelligence led.
- Unfortunately, although the 2019 drug misuse strategy is comprehensive, no quarterly meetings have taken place. This suggests that the strategic management of substance misuse may be overlooked.

Safety improvements:

- more detailed reporting of violent incidents which assist in managing non-associates
- welfare checks on YP who have not made telephone calls for 40 days
- multi-agency enhanced support meetings for challenging YP.

Safety concerns:

- misapplication of MMPR techniques

- failure to use BWCs appropriately
- Increase in self-harm

5. Fair and humane treatment

5.1 Accommodation, clothing, food

Wetherby experienced many issues over lack of maintenance of the accommodation by the facilities management contractor, Amey, during much of the period of the report, some of which had an impact on the regime delivery. These ranged from concerns over cleaning and landscape provision, redecoration and the timescales by which repairs to essential services, such as room and shower repairs, were carried out. There was an upsurge of complaints about water supplies being turned off for extended periods. The kitchen floor became a health and safety hazard; the repairs remain uncompleted, having been started 11 months ago.

The contractor became subject to a 'performance improvement plan', which included weekly performance improvement meetings driven by the Governor. Consequently, vast improvements, such as two in-cell showers on three units, and in-cell telephones in all rooms, were installed, which are hugely valued by the YP as a means of having a private conversation. A programme of redecoration and refurbishment of key areas, such as education colleges and the CSU, has had a positive impact on the users of such areas. Refurbishment funding has been secured to create a private area around the gym equipment in the communal area, and to provide meeting and training rooms on the CSU. On the Keppel unit, YP helped officers, on 'painting days', to paint their own rooms and shared areas, and, together with new carpets and furniture, this has enhanced the unit considerably. Several wooden buildings have been erected around the prison, to provide extra accommodation for CuSP meetings and, outside the Keppel unit, to provide space which is used for family days. An aviary has recently been completed, to accommodate the raptors, and those YP who undertake the 'small animals' course have some responsibility for their care.

5.1.1 Food

The daily budget for food is £2.60 per YP per day. It is expected to rise to £2.69. This can be supplemented by making additional purchases via the canteen system.

A new initiative was introduced this year, to bring a consistency to the menus across four YOIs. It is estimated that 75% of the menus will be the same across the facilities involved. All menus will have six choice options. It is envisaged that this will enable quality survey comparisons across the sites to have more relevance, in that they are providing like-for-like comparisons. The Board feels that this should also provide an opportunity for more cost-effective procurement.

The kitchens also provide a monthly themed menu – for example US Independence Day, Pancake Tuesday, Saint Patrick's Day and Chinese New Year. A special menu is provided for Ramadan, and the Eid menu is offered to the whole population.

A questionnaire is sent to the YP twice a year. The high response rate of 71% indicates that the results should be representative of the population. The staff found

that by attaching it to the menu, they increased the response level. The results of the survey are positive and improving.

5.2 Segregation, special accommodation

Multidisciplinary weekly reviews for YP on the CSU and on the wings, under Rule 49, are well attended by staff and senior managers, to direct and monitor reintegration. Individual management plans address issues leading to segregation and how to improve the regime for YP. The Board's weekly monitoring indicates that staff are committed and caring in their support of the YP and their reintegration.

The average length of a stay on the CSU is 16 days. This has remained consistent, even during the recent lockdown period. It is longer in this period than in previous years. In June 2018, it was 9.5 days and in June 2019 it was 11.7 days. The increase in 2020 is due, in some part, to the increase in extremely complex YP who were accommodated there and who required hospital placements. Segregation represented a safe environment in which to look after them while they were awaiting assessment, because of less stimulation and higher staffing levels there and, therefore, a greater likelihood of avoiding violence. There is evidence that the same boys return frequently to the CSU. However, Wetherby does not currently measure this. Since the beginning of 2020, 72 YP were placed in the CSU, with four on an ACCT on arrival on the unit.

Refurbishment funding has been secured to provide meeting and training rooms on the CSU.

Kinetics Youth Work Services has provided very useful one-to-one sessions on the CSU, particularly with regard to knife crime.

YP showing significant levels of violence which prevents them from being accommodated on the main residential units may be moved to the progression landing from the main CSU if they have showed continually improved behaviour. They have a behaviour progression plan and work with the CR team to resolve issues with others. They are required to work with staff and engage in a regime to encourage them to address and change their attitudes and behaviour. If they are successful, they will be moved back onto the main residential units.

The Board reported last year that the progression landing was unbearably hot all year. Although it has now moved down one floor, the temperature remains high. Similarly, the Board was concerned last year that the YP located there were isolated from the staff office, and this remains the same.

5.3 Staff/prisoner relationships, key workers

The interactions that YP have with staff have a vital role in demonstrating positive behaviour and attitudes. For many of the YP, the child-centred support they receive from staff at Wetherby is the most humane part of their experience of custody. During our weekly face-to-face interviews, they have told us that many staff are respectful and have a sympathetic understanding of their needs. We believe, judging by YP comments, that the level of mutual respect at the establishment is good. Comments

included: 'They respect you – you respect them'; 'Can be fair'; 'They help you avoid confrontation'.

The complex and vulnerable YP on the Keppel unit require patience and understanding. The twice-daily briefings, which consider the behaviour and needs of individual YP who are among the most challenging of those on the unit, demonstrate the strength of the management and the compassion of staff on the Keppel unit.

5.3.1 Custody support plan

CuSP is an evidence-based care planning approach for all YP in custody. It provides each YP with a personalised officer, trained in motivational interview techniques, who works with them during weekly meetings to build trust and consistency. The expectation was a 45-minute interview each week. As reported last year, the trial was on the Keppel unit, due to the complex and vulnerable nature of its YP. Meetings are now also held on the main site. Unfortunately, they have not been delivered regularly and consistently during this reporting period, with priority being given to deploying CuSP-trained officers elsewhere. This meant that consistency in building up a relationship with one officer was not possible. However, during the regime of the COVID-19 lockdown, the backlog of meetings was reduced because staff had more time to focus on the meetings, and YP responded better to the offer of a CuSP session. This had a positive impact on relationships between YP and staff. However, since the reintroduction of the education regime, the meetings have not been prioritised. Between January and July 2020, there was an average of 70 per month on the main site and on the Keppel unit.

The Board notices that the prison is still only part-way through the training programme for all staff, and progress has been inhibited by the lockdown measures.

5.3.2 Youth council

The monthly youth council is a valuable forum to enable staff to understand YP's thoughts and ideas, and exchanges are often humorous and well-meaning. Two YP represent each wing and they provide topics which are issues with other YP on their wing. They give feedback via comments on a wing noticeboard. The forum is supported by a youth charity group, Voluntary Action Leeds, which helps to facilitate the meeting.

5.4 Equality and diversity

The Board acknowledges the dedicated equalities team's efforts to ensure equality and fair treatment of the diverse population. There are opportunities for YP to express their opinions, ask questions, act as positive role models and disseminate information. These include diversity representatives, forums, noticeboards on the wings, and events to celebrate diversity, with signs across the prison.

5.4.1 Initiatives for young disabled people or those with a learning difficulty

Care needs are taken from self-declaration during the reception process and the documents accompanying YP from court compiled by their YOT officer. From October 2019 and March 2020, an average of 43% of YP at Wetherby had disabilities, with many having more than one. For example, between October and December, of those with disabilities, 72% had more than one.

Some initiatives for the benefit of YP with disabilities include:

- joint working at enhanced support meetings between a resettlement practitioner, a social worker, a critical case manager, psychology, child and adolescent mental health service (CAMHS), the residential manager, one of the chaplaincy team, an SCT member and external agencies. The outcomes of some of these have led to YP being placed on specialist units or appropriately supported on the main residential units
- an information pack for staff on hidden disability, including signs, risks and concerns and ways to support such YP. The Board has found that Keppel unit staff, in particular, are well informed on the numerous disabilities of the YP in their unit
- Novus and the equalities team holding joint initiatives, such as a Dyslexia Awareness Week and World Bipolar Day. Teachers embed these events in lessons and worksheets. The Leeds Rhinos Physical Disability team was welcomed during Disability Month
- One-to-one work in the gym for YP in the CSU, the ESU and those on Rule 49 who may be self-isolating.

5.4.2. Disability

- In December, 44% of the overall population had disabilities, and this proportion remained largely the same throughout the last quarter of 2020, when data analysis started. The data is split with 74% on the Keppel Unit having a disability and 37% on the main site. Most disabilities are learning difficulties, including dyslexia and autism, which account for 52% combined on the main site. Mental illness accounted for 13% and other conditions, including attention-deficit hyperactivity disorder, oppositional defiant disorder and paranoia, accounted for 25%.

5.4.3 Ethnicity data

The prison produces detailed data on the protected characteristics: ethnicity, religion, disability and sexuality. This includes a breakdown between those held in the CSU and those on the main site each month. Regular forums are held, involving YP covering each of the protected characteristics, with equality being a standing agenda item for the youth council meetings.

Ethnicity data shows small variations over the year, and typically 60–65% of YP are of white origin, 10–15% black, and around 10% each for Asian and mixed heritage YPs, with the remaining small percentage in the 'Other' group.

Ethnicity breakdown for those YP in the CSU broadly follows the percentage breakdown of those in the remainder of the population. Similarly, breakdown by religion, disability and sexuality of YP in the CSU was consistent with the proportion elsewhere in the establishment.

Laid and proven adjudication data is provided, split by ethnicity. The percentages of those laid and proven varies across the year, and the proportions for both remain in line with the ethnicity split of the prison population.

MMPR incidents show no bias by ethnicity.

5.4.4 Foreign nationals.

As at December 2019, 24 YP were held, from 13 different countries – more than half from European countries. Provision is made for interpreters via telephone. There are concerns that this service is not always readily available. Foreign nationals are provided with extra credit for telephone calls. Liaison with the immigration service works effectively, as do processes to serve documents to YP which they can understand.

5.4.5 Discrimination incident report forms (DIRFs)

Considerable work has been completed by the establishment to raise awareness of discrimination and reporting procedures. It may be that this explains the 89% increase in the number of DIRFs submitted in 2019. Eighty-two per cent of DIRFs related to race and, over 2019, 32% of DIRFs related to incidents between YP and staff and 44% between YP. DIRFs are processed within agreed timeframes.

5.4.6 Faith and pastoral support

The multi-faith chaplaincy has consistently maintained its much-valued presence and support of YP of all faiths and none across many areas of activity. YP noted at the youth council that their visits are valued, and this has been particularly so during the stresses of the COVID-19 period. Support is provided by a Church of England priest, a Free Church priest, a Roman Catholic priest and an imam. There is also assistance provided by the regular presence of the Salvation Army. The chaplaincy provides pastoral and bereavement support, discharge interviews and considerable additional support to those YP on the CSU and in the ESU.

Chapel services are regularly attended by YP on Thursdays (Roman Catholic), Fridays (Muslim) and Sundays (Church of England/Free Church). Average attendance was about four for the Roman Catholic service, 20 for the Muslim service and 15 for the Sunday service. The chaplaincy operates lists of those who would like to attend services, irrespective of whether they choose to attend or not. YP are then provided with service materials. All YP we questioned said that they were able to attend faith services when they asked to do so.

Across the establishment, 34 YP fasted for Ramadan, compared with 27 last year.

5.6 Rewards and sanctions

Last year, the Board was concerned that YP's lack of trust in the behaviour management systems resulted in some increase in violence during the first few months of 2019. There are no longer any indications that this remains the case, following work to improve consistency and communication regarding levels on the scheme in 2019, and better communication with YP.

The IEP scheme has red, silver and gold levels. In surveys carried out by the Board, 100% of YP are aware how to move up through the levels to gold, and 100% know

the benefits of being on gold. This has increased from 81% two years ago and 97% last year.

Percentages on each IEP level vary, and typically 40% of YP were on gold, 40% on silver and 20% on red during 2019.

Collingwood is a unit for those YP on gold, and is a tangible incentive to YP, allowing privileges such as additional time out of cell and additional comforts in cell. The waiting list for this unit is an indication of its success. Similar benefits are in place for gold level YP on other wings, to approximate the Collingwood standard.

There are a number of positive behaviour management systems, including CR. The behaviour improvement ladder structures specific behaviour targets in simple steps, to facilitate a return to silver level.

There remains a concern that if YP have committed enough violent offences to have been given the maximum permitted awards in adjudications, there is no deterrent to further violence.

The proportions on the various IEP levels are largely in line with the ethnicity split of the overall populations. However, black YP, while their numbers were small, were less than half as likely to be on gold level as white British YP between October and December 2019. By March 2020, the gap had been slightly closed, with 26% of black YP being on gold level compared with 43% of white British YP.

5.7 Complaints

Complaints are managed well and the process remains improved, as noted in last year's report. There have been approximately 80 complaints per month over the last year, compared with 70 in the previous year. The total number of complaints appears to be about average for the youth estate. There was a disproportionate number of complaints from black and Asian YP in the first quarter of 2020. Most of these complaints were from three YP and have increased the average for the year. That quarter appears to be an exception.

Complaints are often concerned with property – for example, delays in items sent to YP not being delivered to them. This is now being monitored by the reception team. Accommodation concerns are the other large category of complaints, regarding such items as televisions that are not working, lights, showers and laundry. The Board has noted that it takes longer than expected to resolve many of these issues. Actions on the accommodation complaints that were upheld are being monitored by managers.

6. Health and wellbeing

6.1 General

- Primary care services are provided by Leeds Community Health Care NHS Trust.
- There have been significant changes in the leadership of the healthcare teams. The head of healthcare took up her role in September 2019; although new in post, she had previously worked there.
- The head of service joined in December 2019, and the CAMHS service manager was seconded to her role in September 2019 (as of July 2020, this will be a permanent position).
- Recruitment and retention have been an ongoing problem, and a joint task and finish group was established in February 2019 to look at recruitment and retention, resulting in a joint digital media campaign being agreed.
- The Board is pleased to report that, following the organisational development work that was undertaken, there has been an increase in staff morale.
- Staffing difficulties are experienced in both primary care and CAMHS. The recent primary care nursing vacancy factor was 44%, and the CAMHS nursing vacancy factor was 55% – a cause for concern.
- From the most recent data, agency or bank staff are still used for primary care nursing and CAMHS. However, the new recruitment campaign will hopefully bring improvement.
- In our previous reports, the Board raised concerns about the delay in the process for obtaining security clearance for new recruits. We are pleased to note that this is no longer a problem.
- The earlier merger of the healthcare team, CAMHS and substance misuse services into one building continues to build on its strength, enabling a more effective and united workforce.
- The Board is pleased to report that we have received no healthcare-related applications during the reporting year, while the establishment received six.
- During our reviews with YP in December 2019, 90% of YP interviewed spoke favourably of their experiences with healthcare.

6.2 Physical Healthcare

Initial healthcare screening

- At the reception screening, the comprehensive health assessment tool (CHAT) is completed for all new receptions within two hours of their arrival at Wetherby. A follow-up CHAT is completed for all YP within three days for physical health, mental health, neuro-disability and substance misuse. Further assessments and interventions are conducted based on the findings from the initial CHAT.
- Approximately 24% of the population are placed on the long-term condition register.
- Any YP with a specific need, injury or disability have a restraint plan in place that is sent to the MMPR team following reception screening on admission.

Medication

- Previously, medications were dispensed from the medication hatches in the wing treatment rooms. Owing to COVID-19, these are now being administered at the cell door in most wings, to reduce the rate of transmission.
- Many YP have complex physical and mental health needs, and managing their care can be challenging. Some YP are on as many as 12 different medications.

Immunisation programmes

- Immunisations were delivered in treatment rooms in the education department. However, owing to COVID-19 this has changed. Immunisations are still being conducted but because of the reduced regime, this now takes place in treatment rooms on the wings.

Did not attend (DNA)

- The establishment no longer provides a dedicated healthcare officer and, as a consequence, the DNA rates were becoming a problem. However, as a result of COVID-19, nursing staff have been working more on the wings and this has seen a decrease in DNA rates.

General practitioner

- General practitioner (GP) cover is provided by a local Wetherby medical practice.
- Out-of-hours cover is managed by the 24-hour nursing provision on a case-by-case basis. They work autonomously and, if required, seek the usual 111 telephone advice, or if necessary, refer the YP to hospital.

Staff training

- All staff receive mandatory training in Prevent awareness, and also in CR.

MMPR

- While healthcare staff attend all MMPR reviews as a matter of safeguarding, they do not as yet receive the MMPR training.
- A primary care nurse is in attendance for all planned restraints, to observe and conduct a physical health assessment post-restraint.
- Healthcare staff are notified via the radio for a primary care nurse to attend to conduct a post-restraint physical health assessment for all unplanned restraints.

Sexual health

- There is a sexual health lead nurse, who works within the primary care team. All YP are tested for blood-borne viruses on admission, as part of a national drive to eradicate hepatitis C by 2025, and all YP are offered sexual health screening. Any that decline are reoffered it as part of the CHAT care plan review every three months. There is a process in place for any positive results, and a virtual ward to admit any that require long-term treatment. The

Wetherby healthcare team has good links with the local sexual health clinic, which is in the same NHS trust.

Health promotion

- There is now a proactive health promotion team lead and practitioner. They are both full-time roles, dedicated to health promotion and patient engagement. This is working extremely well, with the team being embedded and very much leading the prison health and wellbeing strategy across the whole estate, and also working with the education department to deliver joint sessions. The Board welcomes this initiative.

Healthcare staff review all YP who have been placed on Rule 49, and attend the reviews of those who are on an ACCT. They have strong links with the safeguarding team.

Physiotherapy

- Previously, physiotherapy provision was delivered internally. However, the member of staff moved roles and an internal provision was no longer available. A contract went out to tender, with Bradford Physiotherapy being the successful provider. The physiotherapist attended the prison induction in March 2020, but owing to COVID-19 has unfortunately not had the opportunity to be fully embedded into the service. Some initial sessions were completed in early March.

Speech and language therapy

- There are dedicated speech and language therapists at the establishment. In order to access this service, YP can complete a health application, or talk to a nurse when they are on the wing or their CAMHS care navigator. Referrals can also be made by staff.

Dental services

- Prior to COVID-19, weekly dental sessions were provided all day on Thursdays. Although there is usually a waiting list, YP can see a dentist if there is an urgent problem. Since COVID-19, the dental service has been triaged by nursing staff. An emergency dental service is available.
- The health promotion practitioner sees the YP prior to their dental appointment as a reminder, and to gain a sense of any anxieties. YP have also been offered, and received, support on the day of their appointment and during their appointment, if required.

Medical, dental and optical waiting lists are carefully monitored by the Board. On average, the waiting list for non-urgent dental treatment can be six to eight weeks.

Improvements over the reporting year.

- The Board welcomes the fact that Wetherby retains 24-hour nursing cover.

- Healthcare staff are progressing to a more integrated approach towards care, both within the healthcare department and with the wider prison environment.
- Work towards wing-based nursing has happened more quickly as a result of the changes made as a result of COVID-19.
- The introduction of the health promotion practitioner.
- There appears to be greater collaboration between the establishment and the healthcare team.

6.3 Mental healthcare

- Mental healthcare services are provided by South West Yorkshire NHS Foundation Trust.
- The CAMHS nursing vacancy factor was 55%, a cause for concern. Bank and agency staff are used to support staff shortages, although the prison environment is not suited to this. The Secure Stair contract meant that additional staff were required. This is a framework which allows for a joined-up approach to assessment, sentence / intervention planning and care, including input from mental health staff, social care, education and the operational staff working on a day-to-day basis at Wetherby. It also seeks to ensure that staff have the right skills and support to care for the children and young people appropriately.
- The CAMHS reorganisation was as a result of a service review and contract requirements. There has been a restructuring to ensure that they can meet contract requirements and the service need.
- From exit interviews, it would appear that many staff leave the prison, for a variety of reasons. They do not settle in the environment, do not take to a different working culture, or the demanding role.
- As a consequence of the large number of staff vacancies, the service is fully stretched and the staff often appear to be catching up. The Board is hopeful that as the staff vacancies are reduced, the caseload will become more manageable.
- The CAMHS caseload averages around 120 maximum capacity, with psychiatrists working on two days a week. Their caseload is around 25 YP.
- The really complex YP with mental health difficulties may require secure hospital provision. Some have borderline or emerging personality disorders that require long-term therapeutic interventions that are not available for this age group.
- For YP with such mental health needs, finding and securing an appropriate hospital setting can be a lengthy process. Children's secure hospitals will not take YP over 17.5 years, so it is particularly challenging to find somewhere suitable for this group.
- As stated in our report last year, while appropriate accommodation is being sought, the YP may need to be placed under constant watch or similar arrangements, which are extremely labour-intensive.
- These YP have very specific and challenging needs; prison is not a suitable environment for them.
- It is thought that some YP are not diverted effectively at court.

Improvements over the reporting year:

- the progression of Secure Stairs and the training of staff
- a fully staffed psychology team to support this.

Concerns

- Ongoing recruitment remains a challenge but the recruitment of nurses is a national concern.

6.3 Social care

The Board is very concerned that there has been little change since our last year's report with respect to some LAs (local authorities) failing to provide adequate support for looked-after children. These are some of the most vulnerable children in the country and they require robust care plans. The social work team struggles to make amends for poor LA social work practice, where the following are the issues of concern:

- Some LAs are unwilling to provide any money for looked after YP which is unfair, as they are disadvantaged in comparison with other YP at Wetherby – for example, unable to purchase comparable canteen items or pay for a similar number of telephone calls. Some who do provide financial support do not provide the appropriate amount, and justify this by claiming that YP in YOIs are able to earn a similar amount of money as young adults, which is untrue.
- There is a lack of provision of appropriate accommodation at least 10 days in advance of their release. It is essential that YP know where they are to live on release, and for looked-after children there is an unacceptable variation in treatment. Some LAs appear to have little understanding of why accommodation is required for them, and the necessary timeframes.
- Some looked-after children have had good contact with their social worker and know where they will be living. They know about the education or training they will receive and look forward to their release. Others receive few or no visits from their LA social workers. Some LAs insist that, if the YP turn 18 prior to release (despite being on an S31 full care order), they must present at the housing office for accommodation upon release. This means that they would be deemed homeless. The Wetherby social work department strongly challenge these LAs, which means that no YP leave without accommodation. It escalates this issue to the Howard League, the Children's Commissioner's Office and the appropriate Director of Children's Services.

The social work team fulfils very useful liaison work with a number of bodies, including:

- the Care Leavers' Association, with whom they run a Clear Approach programme. This involves considering all aspects of being YP with 'looked-after' status. The Board commends the practice of using YP who have completed the programme as mentors

- the SCT, providing fact-finding reports after serious incidents of self-harm to provide a social work perspective and contribute to the risk analysis. A social worker is a much-valued member of the child protection team
- security and other staff at Wetherby, who increase awareness of child criminal exploitation, which contributes to understanding the local profile of exploitation
- LAs, to promote a greater understanding of YP resettlement needs. This includes providing care and support needs assessments for those due to be released and entitled to Care Act 2014 assessments
- the local community paediatrics service, so that YP can have child protection medical examinations if they have sustained an injury and may have suffered significant harm
- Community social workers involved in pre-birth assessment, to enable fathers-to-be to remain involved and informed about their babies. The team also runs a popular Young Dads programme with the chaplaincy
- the community social worker, to help with understanding the context of child protection allegations
- the immigration removal office, to advocate YP views throughout the deportation process.

6.4 Exercise, time out of cell

6.4.1 Exercise

- The Board has been concerned during this reporting year that the offer of exercise has not been consistent among wings, and that not all YP are offered exercise every day. We consider this unacceptable. Some wing staff have been offering exercise to YP on the upper and lower landings on alternative days only, although YP in the CSU have been offered exercise every day. We have been told that staffing issues prevent offering daily exercise.
- The 'parkrun' involves a five-kilometre timed run in the grounds of Keppel unit every Saturday morning, and is available to all YP. Some YP walk and others run, while some who are not taking part are volunteers alongside adult volunteers. Significant personal progress of YP is encouraged, and a donation was made to the scheme last year, which permitted this to be marked by giving YP different coloured tee shirts, dependent on achievement.
- Representatives from rugby league teams, the White Rose Group, Guiseley Football Club, and Hull KR, Salford, Wakefield and Huddersfield, worked with the CR Team to encourage YP with particular issues to participate in exercise.
- A new Astro turf pitch has been laid for ball games.
- An 'It's a Knockout Sports Day' was held for YP on the Keppel unit, successfully promoting exercise levels, good teamwork and the development of relationships between YP and staff.

6.4.2 Time out of cell

- There is an expectation from HMIP that prisoners be unlocked for at least 10 hours a day. Time out of cell on the main site was below acceptable levels between July 2019 and March 2020, and substantially below on the Keppel

unit and the main site at weekends. The data identifies that the variation between wings varies at weekends and was between 3.9 and 9.7 hours.

The following were average times out of cell:

July 2019 to March 2020

Keppel unit weekday	Keppel unit weekend	Main site weekday	Main site weekend
9.2 hours	5.3 hours	7.3 hours	5.0 hours

6.4.3 Access to the gym

- In 2019, Keppel unit had a designated PE instructor to provide extra sessions but, unfortunately, low staffing levels at the end of the year had an impact on this provision.
- Twelve to 25 YP from all units have access to the PE Academy every day for one and a half hours. This is between two and four sessions per week, according to whether they are working towards an 'Active IQ' qualification, which is awarded by an awarding body regulated by Ofqual within the active leisure sector to support career pathways. A maximum of 20 YP attend evening sessions, and all units have weekend access to the gym. PE instructors actively encourage teamwork and, with healthcare staff, promote a healthy lifestyle. During lockdown, their daily visits to the exercise yards to encourage ball games, and packs with exercises for in-cell activity, were greatly appreciated by the YP.
- Those YP who are not on an education pathway which includes exercise in the gym are prioritised by gym staff for one-to-one sessions. These include YP with more complex needs on Rule 49, and on the Keppel unit, the CSU and Napier unit.
- PE and healthcare staff collaborate to promote healthy living and the importance of exercise. This includes healthcare staff identifying those YP with a high body mass index (BMI), and PE staff offering them one-to-one sessions. In November 2019, for example, this included 13 YP who were identified as being overweight, three of whom were obese. This is commendable. Weight checks of those with a high BMI are completed weekly or fortnightly.

6.6 Drug rehabilitation

YP's drug and alcohol support service (YPDASS)

- YPDASS is a tier two/three service working closely, through joint care planning, with the Leeds Community Health NHS Trust. It provides support on a one-to-one or groupwork basis using motivational interviewing, cognitive behavioural therapy and solution-focused therapy.
- YP with substance misuse-related needs are identified at reception and assessments are completed within 10 days while they are in the induction process. Treatment pathways are initiated if needed. In the Board's face-

to-face questionnaires with YP, all those questioned confirmed that they had been offered support from YPDSS on their induction, if needed.

- Referrals are made from:
 - prison departments: including security, after MDT and after an adjudication process
 - YP and their families during visits
 - YOTs
 - Community drug and alcohol services
 - the offender management unit.
- YP receiving clinical treatment also access a programme of specialist psychosocial interventions. For example, Juvenile Enhanced Thinking Skills is provided jointly by the psychology department and the interventions team.
- Those YP identified as having a mental health need alongside a substance misuse problem receive support from CAMHS, as well as healthcare and YPDASS staff.

6.7 Soft skills

Soft skills are those personal characteristics and employability skills and attitudes which will help YP at Wetherby integrate back into the community. These include communicating well, developing empathy with others by accepting responsibility, making decisions, showing commitment, creativity and problem solving. Being a team player also needs to be developed.

- On many occasions, Board members have observed YP working in the Admiral's Café at Wetherby, which is well used by staff, who greatly value the customer service skills that YP demonstrate. Those permitted to work in the café appreciate the level of trust they are given. The development of teamwork can be observed, and YP are encouraged to be polite and to develop language and communication skills, such as presenting options, and listening and responding effectively.
- The Board believes that peer mentoring – for example, during reception and induction processes – is successful in encouraging empathy for other YP who are feeling vulnerable and disorientated. Their work with YP with severe mental health issues is valued and has had some positive impact. During our attendance at youth council meetings, we have observed that YP who have volunteered to be a wing representative display some empathy for others' concerns and value the trust placed in them to fulfil the role.
- Some YP are given release on temporary licence (ROTL), which is a resettlement day release linked to sentence plans for appropriate YP. Applications are risk assessed. A total of 433 YP were involved in ROTL placements from 1 June 2019 to 31 March 2020. These included working for an organisation which refurbished discarded NHS equipment to send to third-world countries. They were able to gain a merit for a Duke of Edinburgh Award and to develop valuable personal, social and employment-related skills.

- The Fire Service course at Wetherby reinforces the expectations of employers about conduct in the workplace. Our observations of those YP on the Army Cadets course show that they are clearly learning discipline, how to improve behaviour and good teamwork. They also benefit from visits from ex-offenders who have achieved well through army education initiatives and present as excellent role models. The Board's conversations with parents/carers on passing-out days indicate that this has encouraged YP to consider applying to join the army.
- On the Keppel unit, YP can win awards for effort and commitment. Those on Napier and Keppel units are able to access the Personal, Employability and Related Learning (PEARL) award, a Graded Qualifications Alliance award, which promotes self-awareness, social skills, managing feelings, empathy and motivation. A personal development course is mandatory for all YP on a Novus course.

Improvements over the reporting year:

- Collaboration between gym and healthcare staff in focusing on a healthy lifestyle.

Concerns over the reporting year:

- the neglect, by some LAs, in fulfilling their statutory duty in meeting the needs of looked-after children
- lack of daily exercise for YP on the main site
- insufficient time out of cell.

7. Education and training

7.1 Education, library

Education is provided by Novus, in partnership with Kinetics Youth Work. Novus staff are on site from Monday to Friday; Kinetics Youth Work staff attend during the week but also on some evenings and weekends.

The majority of YP are seen by Novus during their prison induction. On the few occasions when this has not been the case, it has been due to the YP attending other appointments, court, and so on. YP would then be seen during their first week in education to complete the education induction.

The education and resettlement team takes most of their information from the youth justice application framework (YJAF).

The assessment is developed from the YJAF and the YP's assessment and planning interventions framework. Contact is made with previous education providers but this is not done for every YP (not every YP has had an education placement prior to coming into custody). The YOT may be approached to give further information regarding a YP's previous engagement in education or for assessment information.

All YP are seen within five working days to complete their education induction, and this is then followed up with education reviews (written reports are completed in line

with a YP's sentence planning). When a YP is first allocated to education, they usually complete diagnostics to confirm that assessment levels are appropriate.

If it has not been possible to document current English and mathematics assessment levels for YP, they are timetabled to attend an induction session in college to complete these. Unfortunately, not all YP are permitted to leave the unit (for example, RS YP), so we now have the ability to use paper-based assessments. It can take longer to get RS YP off the unit to education classes.

Courses are offered to help YP gain relevant qualifications, including GCSEs, A levels, construction, hospitality and catering, business enterprise, creative media, music and art. All the pathways include help with English, mathematics and personal development.

The Novus team works with all YP, to help them secure a college place or apprenticeship when they are released.

YP's engagement in education, training or employment (ETE) is tracked three, six and 12 months after they are released. They can be supported with ETE, if needed, post-release, although this has not been something that has occurred during the COVID-19 pandemic, and is based on the individual YP and whether support is requested.

There is good collaboration between education and the establishment staff, and as a result the weekly multi-agency meeting works well to identify suitable provision for some of the more complex YP. The Board commends the teams on the way that this has been developed.

Each week, the progress of YP is assessed, including whether they have attended education classes. This is an important part of managing their behaviour and contributes to their rewards and privileges. YP can earn £2.50 per week for attending education classes. Those who do not attend are supported by various agencies, including the CR team, to help them re-engage with education.

Kinetics Youth Work is particularly successful in helping YP on Anson unit (the CSU) return to education. This is usually achieved by a gradual reintroduction, which can take between a few days and several weeks.

For a large number of YP, their school attendance record has been poor, particularly from Year 7 onwards. This can result in significant gaps in their education. There is a wide variation in need, from YP being supported through GCSE to those who have specific learning needs and low basic literacy levels.

The provision for YP whose first language is not English is supported within the Upskills course. This is aimed at English for speakers of other languages and YP who are working at entry-level 2 or below in English.

The Board is pleased to report that, this year, five YP have been entered for GCSE English and mathematics, and two have been entered for level 3 mathematics, which

is an equivalent qualification. A total of 104 YP are currently enrolled on mathematics qualifications, and 99 on English qualifications.

Unfortunately, this year has brought many challenges to the education department. Unlike their mainstream peers, Wetherby YP attend education 52 weeks of the year. Any maintenance work generally has to be done during the college day. The colleges were shut for extended periods while the much-needed renovation and redecorating work was completed. YP received education on the wings.

In our September 2019 reviews with YP, the satisfaction level for education was at 23%; this is the lowest recorded since we started to collate the data four years ago. The average satisfaction rate between September 2019 and February 2020 was 40%. YP repeatedly tell us that they do not like unpredictability, when, for example, lessons are suddenly cancelled.

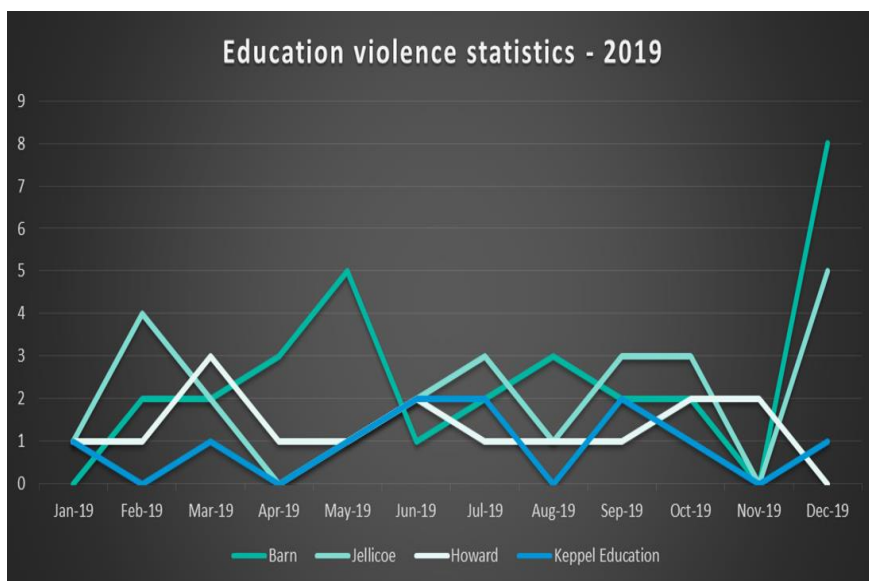
Cancellation figures:

- Novus cancellations: 2,164.5
- Prison cancellations: 52,762.0

Refusals: 2,877.00

The Board remains concerned about the number of assaults taking place in the college buildings. This leads to the loss of education through sudden cancellations, which frustrates staff and YP alike. Changes, including additional staff for line routes, the use of BWCs, and closer monitoring of non-associates, have all been put in place. The education department is a hotspot for assaults and disruptive behaviour. For many YP, a lesson of almost three hours can be a challenge. During our weekly reviews with YP, many inform us that they prefer practical classes, frequently expressing an interest in mechanics as a career they might like to pursue. Addressing this will hopefully improve the situation.

As a result of being involved in an incident, there can be several consequences for YP, such as not being in class or being moved to another class. These YP would be discussed at that week's activity planning board. Non-associations in terms of education are more prevalent on the amin site than on the Keppel unit.



Violence in education classes: October to December 2019

Barn – 30; Jellicoe – 25; Howard – 16; Keppel unit – 11

January to March 2020

Howard – 3; Jellicoe – 9; Barn – 11; Gym – 8; Keppel unit – 1

Main site Q1 2020: Total – 135; Main site 2019: 142

Keppel unit Q1 2020: 15; Q1 2019: 24

The YP on the Keppel unit have complex needs. Over 60% require medication for health or mental health reasons. Medication is dispensed by nursing staff, who need to be available for this at the start of the day. If they are delayed, for any reason, this has an impact on the time that the regime for the YP can start.

Four education officers are profiled to support YP in their classes; as there are five or six pathways, this can be difficult to achieve.

Keppel YP go to the barn to participate in their multi-skills group.

During the COVID-19 pandemic, a delivery model was agreed between the Novus senior leadership team and the teaching unions, which meant that most staff were working from home to provide YP with daily in-cell workbooks and distraction packs. A skeleton staff remained on site. Novus also agreed to provide staff each day, to ensure that resettlement work was completed for those YP who were due to be released or moving on. Some staff – in particular, vocational staff – undertook work on the physical environment, with the assistance of YP. The reasoning behind this model was to keep staff and YP safe from COVID-19 and to maintain the stability of the establishment.

The education induction model has been adapted for COVID-19. YP are given induction packs and paper-based assessments while on the reverse cohort unit. This

is followed up with an induction discussion when they move to a residential unit. Referrals are made to speech and language therapy if appropriate, and any special educational needs (SEND) information is passed to the learning support team.

The Board was disappointed that although the majority of the YP at Wetherby would come under the government's COVID-19 category of vulnerable YP, they did not have access to face-to-face education during the pandemic. At the end of our reporting year, 31 May 2020, the situation remained the same.

Kinetics Youth Work staff remained on site during the pandemic and engaged with YP on the exercise yard.

Library

The main library facility, run by Novus, offers a wide range of fiction, non-fiction and graphic novels. There is also an extensive range of newspapers and journals, to suit all interests. Larger-print books and books in foreign languages are also available. On Anson unit (the CSU), YP can also access a selection of reading material from the in-house library, crime books being the most popular.

While some library books were made available during the COVID-19 pandemic, the risk of cross-infection meant that it was generally impossible to have access to them.

7.2 Vocational training, work

The Admiral's Café remains popular with the YP who work there (see section 6.7). The café offers hot and cold drinks and snacks to staff and visitors alike. The YP follow a City and Guilds pathway.

In our weekly reviews and through the 'Learner Voice' forum, YP report that they prefer interactive, hands-on education. Novus continues to offer a range of such courses, industrial cleaning, health and gym opportunities such as 'Active IQ'.

Up to 16 YP attend classes in horticultural, and work around the site using their newly acquired skills. Their contribution has significantly enhanced the establishment and grounds. Multi-skills offer YP the chance to develop a range of practical and employable skills, such as woodworking and decorating. Unfortunately, it remains difficult to recruit a teacher of bricklaying. Since the onset of COVID-19, all recruitment for Novus has been frozen.

The Board regrets that, yet again, the Duke of Edinburgh's Award scheme has not yet been reintroduced; hopefully, this might happen next year.

The Board is pleased to report on an innovative project led by an architect, a member of the SEED Network,¹ who worked with Novus to give YP an understanding of some of the basic skills of architecture. (SEED is 'a principle-based network of individuals and organisations dedicated to building and supporting a culture of civic responsibility and engagement in the built environment and the public 'realm'.) The YP studied their environment, before planning and constructing a scale model of the establishment. The tasks encouraged them to think differently about their

surroundings. It was a successful lesson in teamwork and interaction. The teacher said- 'Within this environment, the YP were drawn to tasks that suited them, rather than designated a role in the project team, and gave them the framework in which they could think about creative solutions to complex problems'

The arts department comprises eight teachers, who deliver a range of courses. arts, creative media, music, drama and graphic design. As the courses are deemed low risk, many of the high-risk, more challenging YP attend. Consequently, there can be a high turnover of staff. The department is fortunate in being able to retain a core of experienced, committed teachers. The Board is disappointed to report that, owing to a lack of funding, the excellent Man Up programme has not been able to continue.

Wetherby has recently achieved success in the Koestler Awards, with two pieces of work by YP put on display at the Southbank Centre. Sadly, this year entries were put on hold in March 2020 because of COVID-19.

Work books were distributed for YP in-cell during lockdown, but for reasons of security it was not possible to leave YP with the materials necessary for artwork.

8. Progression towards transfer or release

8.1 Family contact

8.1.1 Telephone and mail arrangements

The provision of in-cell telephony throughout almost the whole of the establishment is greatly valued by the YP. They appreciate the privacy it gives them and their ability to decide for themselves on the length of calls. The increase in telephone credit during the COVID-19 pandemic was particularly valued and enabled contact to be maintained with family and friends when physical visits to the establishment were not possible. Also greatly valued by the YP during the COVID-19 lockdown period was the introduction of Purple Visits, which enabled YP to see and have an online discussion with their family. The Board would like to see such visits continued once a normal regime is resumed, as a valuable way of enabling visual contact with family members who, for reasons such as geographical distance from the establishment, are not able to visit in person.

In the CSU, most of the cells on the progression landing now have in-cell telephony. There are no telephones in the ground floor cells but the number of YP held on this landing at any one time can usually be accommodated in cells with telephones. There are two rooms at the end of the corridor where these YP are taken for their telephone calls. This works well. Privacy is respected, in that the YP are left in the room on their own for the duration of the call.

The length of time taken for PIN numbers to be approved by security staff is often a source of complaint by the YP. This issue is particularly acute for RS YP. For these YP, the police force of their home area is given up to six weeks to check and clear the names, addresses and telephone numbers of the desired contacts. The Board is concerned at the risk to YP's mental health and wellbeing posed by the length of time

before these they are able to speak with a family member, and would like to see a reduction in this period.

Mail arrangements work well. Mail is collected from the correspondence office by residential staff each morning, from Monday to Saturday, and then distributed to the YP. The whole process from collection to distribution takes less than 36 hours. Five per cent of all mail is subject to random monitoring, and all enclosures are checked. Certain individuals, such as RS YP, have 100% of their mail monitored before it is distributed. This sometimes results in a delay, which means that the mail may not reach them within 36 hours of its collection.

8.1.2 Visits booking

The establishment's system for social visits works well. This year, 86% of YP reported that they found the visits process easy to negotiate. Although this is down from the 93% reported in the previous year, the Board does not regard this as a major concern.

The Board is impressed with the way in which staff work to facilitate family contact. If a newly arrived YP does not receive a visit during his first 40 days in the establishment, and if the YP does not make a telephone call for a week, these matters are discussed at the weekly safeguarding meeting. Staff, and particularly the resettlement practitioners, work hard to build and sustain YP's relationships with parents and carers. This involves liaison with staff from a YP's previous institution, where such staff have an established relationship with the YP's family and are in a position to facilitate the building of a good relationship between the family and the Wetherby staff. Such relationships are seen as integral to the YP's rehabilitation and preparation for release.

The Board also commends the Family Talk programme offered through the psychology department. The programme consists of a series of therapeutic sessions with YP and their family and close friends. Most referrals for participation in this programme are made by resettlement practitioners, but YP can self-refer and families can also request sessions. The programme addresses a wide range of issues, including YP wishing to talk about release plans and worries, and their wish to repair damaged relationships, and families wanting help to reconnect with YP after a long period of separation. The programme gives priority to YP supported by enhanced support teams, and to those in the ESU (Napier unit), on the Keppel unit and in the CSU. Families often say that they have become much closer and understand each other better. They have said they have finally been able to talk about difficult subjects. They give examples of things that have happened since the first session in the programme, such as having better telephone calls, feeling less worried about the future and deciding that the YP can move back home. YOT officers and social workers say that they have got to know families and relationships much better and that this makes their work more focused and successful.

The number of legal and other professional visits allowed in a visiting session is limited for operational reasons. The duration of such visits can also be curtailed because of the need to adhere to educational requirements. Both of these matters sometimes generate complaints from solicitors and other professional visitors, some of whom have to travel considerable distances.

Closed visits are imposed when judged necessary. The process is overseen by a governor. Such visits are reviewed monthly. These reviews now involve the local police intelligence officer and the social work manager, to ensure the integrity of the review process.

8.1.3 Visits hall facilities and use

During the reporting year, the visits hall underwent a long-awaited redecoration and refurbishment. This has made the venue a more visually attractive and welcoming environment. New kitchen facilities were installed while the visits hall was closed because of the COVID-19 pandemic.

The reintroduction of social visits initially allowed visits only in the evening. This arrangement made visits difficult for those having to travel a long distance, and thus disadvantaged those YP whose families live a long way from Wetherby. Permitting visits only by adults also disadvantaged those YP who are fathers.

8.1.4 Family days and other contact opportunities

Prior to the COVID-19 lockdown, family days were held monthly for the four main wings. These days have recently been themed days (for example, pancake making on Pancake Tuesday). Family days on the Keppel unit take place every three months. The addition of the Keppel utility building has enabled these days to be taken off the unit and into a larger area with outside space.

Family members are invited to attend celebration events, such as the passing-out parades for the army cadets and the fire cadets, and to mark the successful completion of various courses taken by the YP. When YP do not have anyone to witness these occasions, staff such as the YP's resettlement practitioner and members of his social work team attend and share in the celebration of his achievement.

Family days and family afternoons take place regularly on Napier unit. Given the small size of the unit, family members are able to look round the unit, to view the YP's educational work and to talk with staff about the YP's progress. Games and shared meals are often part of these visits. Considerable effort is given to the planning of these occasions, which often have a very positive effect on YP's behaviour and self-esteem.

The Board is concerned at what seems to be an increasing trend of placing YP at Wetherby from all over the country. This practice makes it very difficult for the families of these YP to visit without incurring large travel and overnight accommodation costs, and undermines the principle that family contact is an important element in the process of preparing for release and resettlement.

8.2 Resettlement Planning

Planning for YP's release and resettlement begins as soon as they arrive at Wetherby. The focus on, and the priority given to the preparation for, release and resettlement is reflected in the recent change of name from 'case worker' to 'resettlement practitioner'.

Resettlement planning embraces all the YP, including those who will be discharged directly from Wetherby and also those who will transfer to the adult estate. The resettlement practitioners work with a wide range of internal and external agencies, including the healthcare, education, and psychology departments, CAMHS and YOTs. For example, the resettlement practitioners share the Asset Plus tool with YOTs, which provides them with easy access to YOT assessments (for information on resettlement practitioners' links with LAs in relation to looked-after children, see section 6.3 of this report). Resettlement practitioners coordinate a programme which addresses YP's educational needs and qualifications portfolio, behaviour management programmes, family contacts and accommodation.

In the period from September 2019 to February 2020, 77% of the YP interviewed by the Board told us that they knew their resettlement practitioner. The Board is concerned that this means that almost one in four of the YP at Wetherby do not know their resettlement practitioner; this must necessarily have an adverse impact on their preparation for release and resettlement. Further, of those we spoke to during this reporting period, only 40% reported being satisfied with their education and training. This is a decrease from 66% for the period from June 2018 to May 2019. While some YP spoke positively (for example, 'I have been educated and qualifications are good'; 'I wouldn't be getting educated on the out'), others complained about the large number of non-associates at Wetherby impeding their access to education, and of the cancellation of sessions.

The resettlement department is constantly working to develop the portfolio of ROTL placements which the YP have access to. ROTL with family is important in maintaining and strengthening relationships. Work placements are matched as closely as possible to the resettlement needs and plans of the YP concerned. On some occasions, ROTL is used for staff to take YP to community centres, shops or cafés, to facilitate their re-familiarisation with the world beyond the prison.

The Board continues to be concerned about the communication to YP of the details of their post-release accommodation. While for some YP – for example, those who will be going back to live with their families – these details are known from the very beginning, for others this is not the case. The establishment expects YP to be aware of their post-release accommodation no less than two weeks prior to release. However, for some YP, the details are not confirmed until much nearer their release date, and sometimes not until the day of release itself (see further comment in section 6.3 of this report). In addition to the anxiety that this causes YP, it has a detrimental effect on the work of resettlement practitioners in seeking to ensure that healthcare, education and training, and employment arrangements are made in a way which will best facilitate YP's resettlement in the community.

In the work of preparation for release and resettlement, the Board wishes particularly to commend the work of In2Out. The focus of this charity, which is based at Wetherby, is on the resettlement of YP in the community. YP can refer themselves to the charity, or be referred to it by, for example, a chaplain or a resettlement practitioner. Within the prison, the charity works closely with resettlement practitioners and with education staff. Beyond the prison, it works with YOTs and, where appropriate, social workers, probation staff and the police. In addition to the charity's full-time and part-time salaried staff, its work is supported by a team of volunteer mentors. The charity's work bridges YP's time at Wetherby and their move into the community. It operates a very well-structured programme of meetings with the YP as they prepare for release. After release, the charity supports the YP in their process of resettlement. For example, charity staff and volunteers attend and support YP in their meetings with statutory agencies. This means that the geographical range of the charity's work is necessarily limited to the North-East, but it does refer YP to partner agencies in other parts of the country when requested to do so. The charity enjoys excellent relationships with the senior leadership team and with resettlement practitioners, and attributes much of its success to this proactive support. At any one time, the charity is working with about 100 YP – 50 within Wetherby and 50 in the community. While it is a Christian organisation, it works with any YP who wishes it to do so, regardless of their religious faith. During the COVID-19 lockdown, the charity produced a weekly newsletter for all the YP and provided them with gift bags containing toiletries, games, sweets and a magazine.

9. The work of the IMB

As with many Boards nationally, we struggle to recruit and retain members. This year has been particularly challenging, as our recruitment campaigns were put on hold because of government elections. The most recent campaign, in February 2020, has yet again been halted, this time because of COVID-19.

Recruitment is an ongoing concern, and the small number of members puts additional pressure on those that make up the Board.

Board meetings are held monthly, attended by the Governor or the Deputy Governor. This is an opportunity to discuss matters arising from the Board rota visits, and for the Governor to update the Board on developments within the establishment and the wider prison estate.

Training is frequently delivered as part of the monthly Board meeting. Staff from Wetherby attend and update Board members on specific topics. Board members are also able to attend training given within the establishment.

Members have completed the suicide and self-harm prevention course.

The provision of advocacy by Barnardo's significantly reduces the number of applications received by the Board. It is unusual for the Board to receive written applications, as most YP prefer to raise matters informally with us when we are on the wings.

Until the start of the COVID-19 pandemic, we continued to undertake our weekly review questionnaire with four randomly selected YP, to find out how they felt about their time at Wetherby. It is an excellent opportunity to talk confidentially with YP and to hear, first hand, of their experience. The feedback and queries from the reviews enable us to raise their concerns directly with the Governor and provides valuable information for the annual report. The YP engage well in the discussion and seem to welcome the opportunity to talk with us.

Owing to the shortage of Board members this year, we have had to restrict our attendance at establishment meetings; however, we regularly receive the minutes.

The establishment holds a youth council, with representatives from each of the wings and some staff. This is attended, whenever possible, by a Board member.

The Board has completed the annual team performance review. This year, unfortunately, because of COVID-19, we have been unable able to hold our annual awayday, when members review, plan and make any changes to the Board's practice.

As of mid-March 2020, the Board stopped attending in person, but worked closely with the establishment to find alternative ways to monitor. Dialling in daily by telephone to the staff briefing enabled us hear and understand the changes in the regime for the YP. We continued our weekly rota, albeit by telephone, which allowed us to talk with officers and staff in all areas of the establishment. The Board thanks the Governor and staff for their cooperation in these matters.

It was more difficult to speak with the YP during this period, although we did manage some communication by telephone. Chaplaincy and Barnardo's staff were useful points of contact.

Board statistics

Recommended complement of Board members	14
Number of Board members at the start of the reporting period	4
Number of Board members at the end of the reporting period	5
Total number of visits to the establishment (up to 17/03/2020)	243
Total number of segregation reviews attended (to mid-March 2020)	120

Applications to the IMB

Code	Subject	Previous reporting year	Current reporting year
A	Accommodation, including laundry, clothing, ablutions		2
B	Discipline, including adjudications, IEP, sanctions	1	
C	Equality	3	
D	Purposeful activity, including education, work, training, library, regime, time out of cell	2	
E1	Letters, visits, telephones, public protection restrictions		3
E2	Finance, including pay, private monies, spends		
F	Food and kitchens		
G	Health, including physical, mental, social care	2	
H1	Property within this establishment	1	
H2	Property during transfer or in another establishment or location		
H3	Canteen, facility list, catalogue(s)	1	
I	Sentence management, including home detention curfew, ROTL, parole, release dates, recategorization		
J	Staff/prisoner concerns, including bullying		
K	Transfers		
L	Miscellaneous, including complaints system		
	Total number of applications	10	5



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