



**HMP/YOI Littlehey**

**Independent Monitoring Board**

**Annual Report**

**February 2014 – January 2015**

## **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 for Justice from members of the community in which the prison is situated.

The Board is specifically charged to:

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

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

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## **1. Description of the Prison**

HMP Littlehey is a Category C (Cat C) male training prison, located near Grafham Water in Cambridgeshire. The Cat C prison opened in 1988 as an integrated sex offender prison, in 2010 a new prison was opened on site for 480 young offenders. In July 2014 the prison was re-roled to house all adult male Category C offenders and the establishment was reorganised to one prison: The original Cat C site named Lakeside and the YOI site called Woodlands.

1.1 The operational capacity of the prison is 1206 (with another 14 spaces due to come on stream in April 2015). The Certified Normal Accommodation is 1140 with 77 single cells adapted for dual occupancy. There are 12 wings in total, four original wings from 1988 (A,B, C and D), an induction wing holding 99 prisoners (E wing) , 2 enhanced wings,(F and G) one drug rehabilitation wing, (H Wing), 4 Wings opened in 2010 (I,J,K and L) with I Wing being dedicated for over 65 year olds and M Wing due to open in April 2015.

1.2 The residential accommodation is supported by two kitchens, 2 healthcare centres, education and workshops, two gymnasiums, all weather sports pitch and a visits hall.

1.3 The population currently comprises 90% convicted of a sexual offence

1.4 At the end of January 2014 the Cat C population comprises 49 nationalities and 18 religious denominations The co-ordinating Church of England Chaplain is supported by a further four Chaplains in the prison as well as visiting Chaplains. Facilities are provided for, amongst others, Catholic, Free Church, Muslim, Hindu, Sikh, Jewish, Quaker, Mormon, Jehovah Witness, and Pagan prisoners.

1.5 The prison is categorised as a level 2 for healthcare and Northampton Foundation Trust and Phoenix Futures take over health, mental health and drug treatment from April 1<sup>st</sup>.

1.6 The Visitor Centre is located outside the prison and is run by the Ormiston Trust. The dedicated staff and volunteers provide the booking line, as well as refreshments in the Visitor Centre and the Visits Hall. Visits are six days a week.

### **Other agencies and volunteers delivering services to the prison**

RELATE – Relationship counselling

Bereavement counselling

Prison Fellowship - Sycamore Tree – victim awareness (although do not deliver with sex offenders)

Local Churches including St Neot's Churches Together, St Neot's Evangelical Church, Christ Embassy, Prayer Palace Church, Crossways Church, St Ives)

Cambridgeshire County Council – Library Services

Shannon Trust – Toe by Toe Scheme

National Careers Service

Job Centre

NACRO (up until April 30<sup>th</sup> 2015)

## **2. Executive Summary**

### **2.1 Overview**

Despite yet another year of both national changes (budget reductions tied up in New Ways of Working, detached duty, Transforming Rehabilitation, privatisation of the Works contract, Littlehey's re-role to be a sex offender prison) and local changes (senior staff shuffles, change in Healthcare provider) Littlehey has retained its basic ethos of a safe and decent environment.

There was an initial indication of Littlehey's re-role in the NOMs Prison Costing publication dated February 2014. Confirmation was not received until May 2014 which led to uncertainty amongst both the staff and young offenders. The Board was extremely impressed with how the prison managed both the transfers out for the young offenders (95% of the young offenders were transferred to their choice of prison) and the transfers in of the sex offender population – especially how the prison managed the prisoners' property from Brixton and the handover with OMU.

Throughout the year the adult population has fluctuated from a sex offender population as low as 50% to a more stable one of over 90% sex offenders. With a stable population the board observes a sense of new beginnings, a sense that the staff have moved from a very low morale during the last year, partly brought on from the loss of the young offenders, through to a more optimistic outlook. The prison is working incredibly hard to deliver activity places for the working population and activities for the OAPs and these places are proving to be more productive.

Against this positive backdrop the board is fully aware how the budget cuts are impacting upon the daily lives of the prisoners and the opportunities that are being curtailed for them to change their lives. This is evidenced through the early lock ups due to staff shortages meaning more time in their cells, the personal officer scheme is barely visible leading to a dissatisfaction of how general applications are managed and as a result the IMB has seen an increase in the number of applications.

Whilst the Board can see the prison working hard to maintain and improve the safe, decent and productive environment there is evidence of a lack of national leadership and strategy for the fastest growing segment of the prison population - sex offenders. At Littlehey the Board still cannot believe that only 50 out of a 1206 men will receive a specific intervention to challenge their prime offence – a sexual offence. With an estimated 40-55% of men who are denying all or part of their offence there is no published deniers strategy. There is no evidence of different interventions being tested and evaluated to see which intervention reduces re-offending and therefore reduces the number of future victims.

### **2.2 Points of commendation and concern**

The Board commends the management and staff on the following points:

- a. The Learning and Skills manager and the massive improvements in education delivery compared to the beginning of the year. (20, 21, 22)
- b. The OAP Wing for its community spirit driven by the OAP orderlies, the Disability Liaison Officer and the staff who work on the wing. (9)
- c. The re-role process, especially the young offenders decanting to a prison of their choice and how property was handled for the prisoners arriving from Brixton (9)
- d. The kitchen achieving a 5\* hygiene rating
- e. Visits booking line and the visitor experience through the visitor centre
- f. Productive workshops achieving 30 hours per week

- g. The kitchens delivering reasonable food on a meagre budget of £1.96 per prisoner per day
- h. Whilst the young offenders were resident they commented how they did not want to be transferred as they felt safe at Littlehey
- i. The new arrivals especially from Brixton all commented how happy they were and how safe and secure they felt. (9)

The Board raises the following points of concern:

- i. The restricted regime has meant that at the weekend only one site can hold a Roman Catholic Service. (2)
- ii. The lack of and slowness in developing care plans for those held in segregation for over 30 days was a problem earlier in the year, the Board has seen some improvement but will continue to monitor (76)
- iii. The ongoing backlog of OAsys reports (59)
- iv. The number of indeterminate sentenced prisoners (ISPs) over tariff (156 over tariff from a total of 215) (60)
- v. Indeterminate sentenced prisoners over tariff with no meaningful targets (60)
- vi. K and L Wings have had ongoing maintenance problems throughout the year (floor and heating) (78)
- vii. Appointments disrupting education (24)
- viii. The IEP policy for those in denial is a complicated policy to apply for staff and to understand for prisoners and the board has observed some inconsistencies and will continue to monitor. (81)
- ix. Opportunities for OAP and disabled prisoners to achieve enhanced status (11)
- x. End of life suite not being commissioned by NHS England (14, 27)
- xi. Lack of forward planning for the re-role from NOMS (issues with wings being finished eg I wing, work space costs not being signed off until later) (79)
- xii. The current benchmarking has led to what the Board consider to be minimum staffing at night (82)
- xiii. Library closures due to staff shortages
- xiv. Inconsistency of wing management especially in applications (81)
- xv. In general, benchmarking does not make a distinction for the needs of prisons such as Littlehey with it's ageing population. The Governor made representations to ensure an additional 4 staff were allocated for the daily escort and bedwatch duties required (29)
- xvi. The business hub supports and underpins much of the day-to-day life within the prison and yet the Board fails to understand why the administrators (under Fair and Sustainable) are not permitted to specialise and use their expertise in one area but rather have to learn every job within the hub. (Point 4)

## 2.3 Recommendations and Questions

### 2.3.1 To the Minister

- i) When will the Minister provide sufficient prison places such that HMP Littlehey can operate at its 'certified normal accommodation' level. Overcrowding adversely impacts every aspect of prison life and should not be seen as standard practice
- ii) When will national staffing levels be sufficient to allow a normal regime to operate with prisoners spending maximum time out of their cells?
- iii) Will the Minister comment on how prison will rehabilitate OAPs during their first prison sentence for an offence committed many years ago?

### 2.3.2 To NOMS

- i) When will there be a published national sex offender strategy and what role will Littlehey play in that?
- ii) When will NOMS commission enough sex offender interventions to reflect the population size at Littlehey?
- iii) When will there be a new PSI to specifically deal with the management of transgender prisoners?
- iv) Will NOMS produce a national strategy for the management of OAPs within the prison to ensure parity on issues such as pensions?
- v) How will NOMS reflect the changing needs of the older, more educated population at Littlehey when negotiating changes to OLASS4?

### 2.3.3 To NHS England

- i) What needs to be undertaken in order for the end of life suite to function?

## 2.4 Concerns expressed in the board's 2013-14 report

<b>Points of Concern taken from the Board's 2013-2014 Report</b>	<b>Commentary</b>
Doubling up of single cells	No change
Budget cuts	An ongoing issue resulting in detached duty, therefore staff shortages leading to more time in cell
Constant change	Throughout the year staff morale has been at rock bottom, but appears to have picked up at the time of writing.
Personal officer Scheme	Practically non existent
Missed healthcare appointments	Situation improved with the healthcare trainers
OMU officers redeployed	Ongoing problem given staff shortages
Prisoner Transfers	Whilst OMU CM is responsible for transfers there is ongoing pressures given the prison population
Bad behaviour being challenged	Not such an issue following the re-role. However a zero tolerance to violence was introduced in November 2014
Lack of line managers on the wings	NWoW changed how wings operate and it has probably taken a year for this to 'bed in'. A few SOs are still dissatisfied with their role.
Care Plans in the Segregation Unit	At the 30 day point the need for a Care Plan is triggered by the Safer Custody team

Staff Shortages	Detached duty means that staff shortages are ongoing. The time taken for security clearance has taken as long as 5 months for some industrial supervisors.
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### **3.1 Equality and Inclusion**

1. Since the re-role in the summer the Littlehey Equality Action Team (LEAT) has met on a quarterly basis, chaired by the Governor or Deputy Governor and at other times by the Safer Custody or Equalities Governor. The meetings are attended by representatives from all disciplines including Governors, Healthcare, the Chaplaincy and Catering. There were representatives meetings in between these quarterly meetings.
2. There is a team of 28 prisoner representatives covering the whole prison. They represent Race Equality, Foreign Nationals, Gypsy Roma Travellers, LGBT (Lesbian, Gay, Bisexual and Transgender), Veterans in Custody, Elderly and Disabled who attend the meetings. They wear identifying tee-shirts and the co-ordinators attend induction sessions for new prisoners.
3. Discrimination complaints are analysed at the LEAT meetings to monitor trends, this will become easier once the new monitoring tool is established. An ongoing complaint has been the lack of weekend Roman Catholic Services in both Chapels at the weekend. This has not been resolved due to the restricted regime in place, albeit a service is conducted each Tuesday.
4. Consistent staffing proves to be an ongoing issue which can lead to the individual groups not meeting and without this consistent support some issues especially regarding homophobic nature can easily escalate to become a problem.

#### Foreign Nationals

5. In January 2015 there were 214, (12.4% of the total population) foreign national prisoners from 49 different countries.
6. There are currently 14 Indeterminate Sentenced Foreign National Prisoners and 4 immigration detainees.
7. Given the increase in Foreign Nationals the board is pleased to note there are now weekly UKBA surgeries to deal with immigration issues.
8. Complaints of an equality nature are handled as part of the overall complaints process as well as having separate Discrimination Incident Reporting Forms (DIRF) available. The Board notes that the Equalities team includes a member from the Community.

#### Older and Disabled Prisoners

9. Becoming one prison has led to the doubling in number of the over 50s to over 400 (34% of the population). When the re-role was announced it was decided to have one of the newer wings dedicated to the over 65s. Those on the original Cat C could apply voluntarily to be on this wing. Significant efforts have gone into the wing to make it suitable for this age group including installing a stair lift, adapting the water supply and the introduction of soft chairs. Whilst there are still minor

works still to be done (like the provision of an OAP garden on Woodland site and ensuring access to a dayroom) the result is a wing with a real community spirit where prisoners support one another and arrange their own social events. Prisoners who moved here from Brixton feel safe and are extremely complimentary about their conditions. There are three younger prisoners on the wing who act as orderlies.

10. Activities for the OAPs include regular gym sessions, indoor bowls, weekly coffee afternoons and the prison is actively seeking some appropriate work opportunities so that the OAPs may be able to supplement their pension as well as keeping active. The challenge is to ensure that those prisoners on the main wings are not socially isolated.
11. The Board has been concerned about how fair the new IEP rules are for OAP and disabled prisoners and continue to monitor how many achieve enhanced status.
12. There are approximately 650 disability declarations across the prison with a quarter of those from I wing. Many prisoners have declared multiple disabilities. There is a wheelchair fleet of 30 receiving extensive use as some healthcare clinics and appointments are held in Lakeside healthcare with a large number of OAPs held in Woodlands. The prison is looking to improve access in Lakeside through the addition of another stair lift to access programmes and Chapel.
13. The full impact of the Care Act (1 April, 2015) is yet to be seen. The Board will monitor this aspect closely through the next reporting period.
14. The Board is extremely disappointed that the End of the Life Suite has not been funded for use. The Board wrote to the commissioners expressing its concern.
15. The number of hospital appointments and bedwatches has put more pressure on the staffing levels which are already limited. The board is disappointed that Benchmarking does not recognise the distinct population needs and that the Disability Liaison Officer is not a full time post.

#### Real Voices

16. There is currently a membership of 68 prisoners.

#### Veterans in Custody

17. There are currently 74 ex-servicemen in the prison, forming a very lively and active group which meets on a monthly basis. This group is leading the planning for a cenotaph within the grounds. Post Traumatic Stress Disorder (PTSD) is not recognised by mental health In reach, so a support group from within the armed services is being formed to provide peer support.

#### Cultural Calendar

18. An equality calendar of events is compiled each year and includes Holocaust Memorial Day, LGBT history month, World Aids Day and Black History month with appropriate posters, guest speakers and menu choices. The prison has allocated a portacabin for these events to take place.

### **3.2 Education, Learning and Skills**

19. At the start of the reporting year, the problems of the previous year continued, especially in the YOI. We observed weak management, low staff morale, poor attendance and high numbers of

prisoners unoccupied. Alongside an unacceptable level of provider cancellations there was also an unacceptable level of non-attendance by prisoners. There was an average of 82.7% enrolment against classroom capacity but only an average of 65.51% attended. The Board raised these concerns with the provider A4e, the Eastern region lead for Learning and Skills, the cluster HOLS and the DDC who shared our concerns and met with us to discuss the situation.

20. Through the months of May and June, the Young Offenders were decanted and the planning for the provision for the Cat C adult population began. The Cat C department closed and delivery was moved to the newer and better equipped YOI Education department.
21. Since re-role there has been a gradual and sustained improvement in every aspect of provision. With new local management, staff recruitment almost complete and a wide ranging and appropriate curriculum, the Board is delighted to report a flourishing, well run education department. Alongside these improvements, the prison has made a concerted effort to increase work places and establish robust sanctions to improve attendance.
22. We would particularly like to commend the work of the Learning and Skills Manager at Littlehey for her commitment to improving standards prior to, during and following re-role.
23. The following are among the practices and initiatives which the Board would commend.
  - Thorough Induction of prisoners and initial testing to establish educational levels and needs.
  - The Virtual Campus, a sealed internet system used extensively for research by students and also useful for National Careers Service material.
  - The Course Information booklet. A very comprehensive publication widely available to all prisoners in many locations. It describes very fully the Functional Skills, Vocational training, Personal Social Development and ICT, Business and Creative courses.
  - A vacancy board is located at the entrance to the department and there is sufficient flexibility of staffing to accommodate popular courses and to defer the running of courses until there is sufficient interest.
  - A greater range of level 2 courses are available with 5 GCSE subjects offered.
  - Learner Voice. Two representatives are appointed to each wing to promote courses etc. Monthly meetings are held to discuss issues and improve communication.
  - Peer Supporters are trained to help anyone with learning difficulties. This is paid work for prisoners who support students who have been assessed by staff practitioners.
  - Maths 4 prisons. This is a NIACE initiative whereby volunteers are trained to help prisoners in all locations with day to day maths problems.
  - Open University and Distance Learning courses are well supported for the 22 OU students and 47 Distance Learners. There is good access to IT facilities for them.
  - A needs analysis has been completed and curriculum planning has been responsive to the current population needs.
24. However, the Board wishes to raise a number of concerns.
  - Following the initial assessment, an ILP (Individual learning Plan) is drawn up. This should be fed into the prisoner's sentence plan by the Offender Supervisor in the OMU. Sequencing should then follow whereby the timing of the delivery of learning needs and offender behaviour programmes can be planned for maximum effectiveness. At the time of writing, a sequencing database is near completion. We would like to see it used to full effect to improve rehabilitation prospects.

- The Board continues to be concerned by the structure and funding of the OLASS 4 contract and the lack of progression beyond level 2: This is particularly relevant at Littlehey where a higher proportion of prisoners are already educated to this level.
- A continuing and growing problem is the high number of interruptions to learning caused by appointments and gym sessions (for example healthcare has up to 300 appointments each day).

### **3.3 Healthcare and Mental Health**

#### Healthcare

25. During the reporting year, there has been no written contract for the providers of primary healthcare in place at Littlehey, although the prison had a shared responsibility for delivery. This unsatisfactory position was reported on last year yet nothing has been put in place. Staff vacancies have remained high throughout the year and there have been numerous agency staff brought in to help with the shortfall. Doctors are still being provided by Urgent Care Cambridge which have transformed the healthcare department and their services are proven to be very satisfactory from both the prisoner and management perspectives. 5 GPs attend the prison on a rota system.
26. Waiting lists remain high for dental and optician appointments. The dental waiting list currently sits at 21 weeks. The optician has put on more appointment sessions however the lists are still long and unacceptable.
27. The end of life suite which was officially opened last year has not been used. There is no funding for its use and it will remain empty. The money spent creating this suite for prisoners to spend their last days with their family has been wasted as it remains dormant. However, 2 cells on A Wing have been converted into a more comfortable suite to allow for those who are in need of a larger space with a private shower facility.
28. When the YOI were still in place at Littlehey, there were again numerous problems with missing appointments due to lack of escorts and movement issues. Since the prison has been Cat C, these issues have not been reported. There are currently 2 healthcare departments, one on each side which allows for easy access for prisoners. The Woodlands healthcare is located near to I wing so the elderly population have ease of access.
29. Due to the influx of Cat C prisoners to the establishment, many of whom are elderly or have medical needs, the number of bedwatches required at hospitals has increased significantly. This leads to operational difficulties for a prison already functioning with reduced staff. Similarly, there is also now a need for escorts for external hospital appointments as these have increased to 4 appointments available in the morning and 4 appointments available in the afternoon. This is a huge increase on the 4 available appointments previously. The incoming population also diverts resources from existing patients.

#### Mental Health

30. The Mental Health Inreach Team (MHIRT) has continued to support prisoners throughout the reroll. During the reporting year there were 507 referrals to MHIRT. Out of these, 321 were triaged and given suitable treatment.

31. There was huge increase in referrals in from June to August 2014 due to the new vulnerable population moving in and increased anxiety levels amongst those who were staying and those who were leaving.
32. The majority of referrals to MHIRT come from prison staff (56%). GPs make around 26% of the referrals and 24 referrals were made to the charity MIND which provides inmates with Psychotherapy sessions.
33. A monthly forum is run by the team which has a different theme every month. This can be from anxiety to drug use. This drop in session has proved beneficial and each month there are numerous attendees. Prisoners do not need to be receiving an intervention from MHIRT to attend.
34. MHIRT continue to attend the weekly complex needs meetings where the most vulnerable prisoner cases are discussed. Staff also attend ACCT reviews where necessary. This is has continued to improve the safety of prisoners through a multidisciplinary approach, which the board commends.

### Drug & Alcohol Strategy

35. Healthcare and Substance Misuse services have recently been re-tendered and from 1st April 2015 an Integrated Healthcare model will be delivered by Northamptonshire NHS, with Phoenix Futures delivering substance misuse services. It is not known how this will impact upon delivery of this service at Littlehey.
36. Over the reporting period HMP Littlehey's Drug & Alcohol Strategy focused on three strands; Treatment, Supply Reduction and Demand Reduction.
37. Demand Reduction Services are separated into Clinical Treatment for substance users or IDTS, currently delivered by Prison Service Healthcare and Psychosocial and treatment for substance users delivered by The Drug and Alcohol Recovery Team (DART). DART services are currently provided by Inclusion; a specialist directorate of South Staffordshire and Shropshire NHS Foundation Trust.
38. Service user feedback has been very positive and has resulted in a number of those agreeing to take part in larger groups and consider engaging in other offending behaviour work. In addition to a raft of interventions, the DART services also deliver treatment on a dedicated H Wing a 43-bed unit known as the Recovery Community, where prisoners are encouraged to engage in a full regime of activities including a host of bespoke workshops. DART deliver the majority of workshops but also engage with other agencies to deliver workshops including Healthcare, Nacro, Community Drug Treatment services, Offending Behaviour Programmes staff and the local Resettlement team.
39. The aim of the unit is to help prisoners address their substance use (this includes Drugs, alcohol, prescribed medication, Steroids and the New Psychoactive Substances). The Recovery Community hosts a number of Peer Led groups and accommodates trained "Recovery Champions"; prisoners who have completed treatment and are able to offer peer advice and support delivery of DART interventions. DART also engage with local voluntary groups who visit the prison at weekends and deliver Mutual Aid support; these include Narcotics Anonymous and

Alcoholic Anonymous . It is good to note that 12 prisoners have been through the maintenance and reduction programme though the year and 4 Retoxed ready for release.

40. Current case load is 190 averaging around 200 (since YOI closed). Suspended caseload 284 (completed course/opted out but assessed as treatment needed).
41. Completed 4 Core Programmes (16 sessions) 11 week long induction blocks and 6 one day group work sessions.
42. Clinical drug treatment IDTS programme has had numbers between 8 and 20 throughout the year. Some issues noted around misuse and non-compliance in that consumption has failed with drugs being pedalled.
43. Detection by security reports 660 random drug tests were carried out. There were 10 failures in total all for opiates which were related to misuse of prescribed drugs. There were 75 suspicion tests with 7 failures predominately for Cannabis. Since the closure of the YOI only failures have been for opiates (medication).

### **3.4 Purposeful Activities**

44. The re-role to an all adult sex offender prison has proved challenging to the industries team in providing enough work spaces for the population but one that has been met enthusiastically given the difficulties of working with some employer's pre-conceived attitudes and prejudices. For example Timpson's have workshops throughout the prison estate and recruit ex offenders to their High Street shops but will not entertain any notion of working with those men convicted of a sexual offence. Likewise, the Board cannot understand why the bicycle repair workshop is likely to cease because of the change in population.
45. At the end of the reporting year there were approximately 400 workshop places available, more could have been created sooner if the appointment and vetting process was swifter, for example for one successful candidate it has taken five months for vetting from interview to start date.
46. The Board has been concerned that the PICTA workshop has been closed for over a year. This has taken 21 employment spaces out of the system and with no urgency to rectify the problem and re-open.
47. Industries have achieved 99% performance efficiency against the target of 28.2 hour working week with a 98% attendance. Recognising high performance, the supervisor from the car body shop was nominated for the Butler Trust and the Engineering workshop achieved Runner's Up position in the Elton Cup.
48. The Board is re-assured and confident that the prisoner population are able to access meaningful work opportunities largely due to the commitment and dedication of the industries management team.

### **Programmes**

49. The board expected significant changes to the number of programmes commissioned and an increase in the psychology resource following the re-role. Sadly neither of these have come to

fruition, with 51 SOTP completions for the year ending 2014/15. The year commencing April 2015 is looking like NOMS has commissioned 6 SOTP groups in total (approximate 54 individuals).

50. Referral for SOTP is from the prisoner's sentence plan and currently 807 (67%) are not referred which indicates a lack of joined up planning.
51. Even when a prisoner is referred he has to be assessed as suitable and if he is in denial or refuses to engage he will not be suitable for the intervention treatment. Approximately 40% of the population do not accept sufficient responsibility for their offending (denier) and approximately 30% are not willing to engage with programmes (refusers).
52. Together with the commissioner's requirement that only high risk prisoners are eligible for intervention programmes. From the risk assessments carried out to date 32% of the prisoners are low risk, 44% are medium risk and 25% are high or very high.
53. The board does not find it acceptable that for a sex offender specialist prison, less than 5% of the population are receiving a sex offender treatment intervention in a year.
54. The Board is dismayed that no direction has come from the NOMS Sex offender Management Board for deniers and interventions.

### **3.5 Resettlement**

#### **Reducing Reoffending**

55. The work of the Strategy and Pathways Group, formed in 2013 under the leadership of the Head of Reducing Reoffending, continued in 2014 within the framework of the resettlement pathways.
56. The Board is able to report that significant progress has been made by the Reducing re-offending team in the reporting period. Of particular note has been the introduction of a sequencing strategy which is coordinated and implemented by the Group as a whole. Thus the emphasis is now clearly on right place and right time: placing a prisoner on the appropriate course or work programme at the most relevant time in his sentence. An in-depth needs analysis and assessment is carried out on each prisoner on arrival at Littlehey.
57. Each prisoner is then scrutinised by the newly-formed Labour Board, which meets weekly and comprises representatives from the Offender Management Unit (OMU), Education, Industrial Management and IAS. The Labour Board matches education and work opportunities to individual prisoner needs. In addition there is now a clear display of vacancies both educational and occupational in all Wings.
58. There are three recent significant proposals that the team is facilitating, which the Board will monitor with particular interest:
  - All arrivals will attend an Induction Workshop where prisoners will be both assessed and informed fully on all aspects and activities at HMP Littlehey.
  - The Group intends to set up a Job Centre in the prison. These prisoners will attend and seek meaningful employment at Littlehey in a manner that mirrors those seeking work outside.

- Motivation Interviews will be carried out by specifically trained staff with a view to addressing denier issues.
59. The OMU continues to struggle with a back-log of outstanding OASYS reports. The exact figures change on a daily basis but the current snapshot shows some 370 needing to be addressed, of which approximately 70% are the responsibility of the NPS and the remainder that of the Littlehey OMU. The internal backlog has recently been exacerbated following the re-role at Littlehey by the arrival of over 200 prisoners with an overdue or incomplete OASYS. The Band 4 officers are still learning the ropes of sentence planning, some of whom still regret this change to their role as some feel they are better suited to being on the wings.
  60. The OMU continues to face issues concerning a large number of Indeterminate Sentence Prisoners (ISPs) and Post-Tariff prisoners at Littlehey. In January 2015 the OMU was responsible for some 217 prisoners ISPs of which 164 were post-tariff. The Board is concerned that not enough effort is being placed on trying to move these prisoners through the system.
  61. Transforming Rehabilitation - the position of the sex offender specific prisons in resettlement and the new contracts has not been clear and this confusion has not been resolved at the time of writing this report. This situation needs urgent clarification.
  62. The Board notes therefore that the Governor has had little time to develop a revised Reducing Reoffending strategy that reflects the change in population and will monitor this issue closely.
  63. Post Release Accommodation - Littlehey has achieved an outstanding post release accommodation performance with 95% of prisoners released into settled accommodation. The target figure is 86%. How and who will deliver these services in the future in unclear and urgent clarity is required as staff are presuming they will no longer be in a job.
  64. Family links - the Visitor Centre is run by Ormiston Children and Families Trust and is open 6 days a week. In the year ending December 2014 the Littlehey Visitor Centre handled 21,735 adult and 3,487 children visitors. The number of first-time visitors to Littlehey was 1208. The Trust also organises Family, Adult and Lifer Days to improve family contact. In 2014 there were 5 Adult days, 5 Family days (for prisoners with children) and 2 Lifer days. For prisoners who do not receive visits the Chaplaincy manages a scheme whereby prison visitors (currently 16) meet with prisoners on request, although there can be a waiting list for this.
  65. The Visits booking system received recognition by visitors who also cite a good visitor experience.

### **3.6 Safer Custody**

66. The Board continues to recognise the attention to detail of the multi disciplinary team that meets each week to consider the complex needs of vulnerable prisoners. In order to take account of the changing prison population the issues raised by foreign nationals, those with learning disabilities and terminal illness are regularly discussed. Those with a high risk of self-harm are reviewed at the weekly meetings and levels of support and management modified in an appropriate manner.
67. Prisoner Listeners and Buddies attend the monthly Safer Custody meetings and are encouraged to feed back any issues or concerns.

68. Vulnerable prisoners who were transferred from and to HMP Littlehey as a result of the re-role of the prison were managed in a professional manner through appropriate liaison between receiving and sending prisons.
69. Levels of violence are now low within the prison. However, a new violence reduction policy has been introduced that is more tailored to the individual prisoner. Victims of violence are also afforded an increased level of support than previously provided.
70. Following the re-role and in recognition of the changing population dementia awareness training has been provided to a selection of staff.
71. The management of ACCT documents has been regularly reviewed and regular training is provided to staff in order to update the knowledge of those dealing with vulnerable prisoners. A more consistent approach to ACCT management has been achieved through the introduction of Case Managers (Offender Supervisors managing their own ACCTs). A multi disciplinary approach to ACCT review has strongly been encouraged.

### **3.7 Segregation**

#### **SCU - Separation and Care Unit in YOI**

72. The SCU had 12 cells of which 2 were constructed for dirty protest use, one for special accommodation and 2 as holding cells for those awaiting adjudication etc.
73. The SCU was not used from 30 June 2014 following the decant of the YOI prisoners and remained unused for the remainder of the reporting period. Plans were put in place to convert the Unit into residential accommodation, to be known as M Wing, with occupation expected from April 2015.
74. For the months that the SCU was in use the monthly averages for prisoners held for their own interest, Good Order/Discipline, CC and Adjudications were comparable with the previous year. Five prisoners were held in the SCU for more than 30 days.

#### **CSU – Care and Separation Unit in the Cat C**

75. The CSU has 9 cells and one that can be used for strip searches and used as a reception point and one cell which could be used for constant observation.
76. The increase of 480 CAT C prisoners following the re-role has not resulted in a commensurate increase in the numbers held in segregation. The numbers held were 33 (20 last year) held for own interest, 69(66) for Good Order/Discipline. There were no recorded dirty protests. The Board continues to monitor closely those prisoners held over 30days and the appropriate production of the required care plans.
77. The Board continues to recognise the good, patient and dedicated work of staff working with difficult prisoners. In particular, their efforts to encourage vulnerable prisoners to locate back to normal accommodation.

### **3.8 Residential Services**

78. During the first half of the year K wing was half closed whilst the floor was redone and some cells were out of action due to mould. During the winter months the temperature and water supply caused significant distress to the residents on K and L Wings but also I Wing which houses the OAPs. Although the wings on Woodlands achieved the BREAM award for environmental effectiveness the Board wonders if this was achieved at the expense of basic needs of warmth and appropriate water supply for showers.
79. The late confirmation of the re-role prevented adequate forward planning for the influx of older prisoners. Especially with I Wing dedicated for older prisoners there were no grab rails, no chairs in the showers, no slip mats, no soft chairs, no stair lift etc. These all were resolved but could have happened prior to the arrival of the new intake.
80. The Board is pleased to note that with the exception of mouldy bread during the summer months there have been limited complaints about the food.
81. The board welcomes the prison intention for both sides to work closely together to achieve consistency across the two sites, in terms of managing applications, IEP, washing facilities.
82. The budgetary restrictions and benchmarking put the prison at minimum staffing levels ,at night. It is felt by the Board that if two prisoners fell ill at night and had to be escorted to hospital the minimum resources would be stretched too far.
83. The Board has observed budgetary restrictions on some wings for the supply of basic items such as toilet rolls and hope that this will be resolved as the two residential governors work closely together.
84. Lakeside has seen the introduction of wing exercise yards and an increased security in the free flow space which the board feels is a retrograde step and one solely brought about for money saving reasons.

### **4 .The Work of the Board**

The Board monitors the re-roled prison as one prison for rotas, themed rotas and up to two application clinics each week.

During the year three Board members left due to the 15 year tenure, clocking up an impressive 89 years service between them. The Recruitment process to replace these members is slow and not fit for purpose.

Informative talks have been given by various prison staff before the monthly Board meetings and a team performance review was held in December 2014. The Board visited HMP Bure and are grateful to the Governor and her staff and the IMB Board for their hospitality. The IMB at Littlehey hosted the inaugural meeting with two IMB representatives from each Sex Offender prison for a new joint initiative.

The Board has been supported by people from the business hub and are grateful for their support. However, the Board expresses concern about the constant movement of people because they have to learn the different jobs in the hub which the Board can see causes upset and frustration.



## Appendix 1 – Board Statistics

1<sup>st</sup> February 2014 – 31<sup>st</sup> January 2015

<b>Recommended Complement of Board Members</b>	<b>16</b>
<b>Number of Board members at the start of the reporting period</b>	<b>15</b>
<b>Number of Board members at the end of the reporting period</b>	<b>12</b>
<b>Number of new members joining within the reporting period</b>	<b>0</b>
<b>Number of members leaving within reporting period</b>	<b>3</b>
<b>Total number of Board Meetings held during the reporting period</b>	<b>12</b>
<b>Total number of visits to the prison (including all meetings)</b>	<b>680</b>
<b>Total number of segregation reviews held</b>	<b>YOI 74 Cat C 169 Total 243</b>
<b>Total number of segregation reviews attended</b>	<b>YOI 74 Cat C 169 Total 243</b>
<b>Date of Annual Team Performance Review</b>	<b>11 Dec 2014</b>

## Appendix 2 - Application Clinic Statistics

Code	Subject	CAT C 11/12	YOI 11/12	CAT C 12/13	YOI 12/13	CAT C 13/14	YOI 13/14	CAT C 14/15	YOI 14/15
A	Accommodation	8	7	1	0	11	1	17	0
B	Adjudications	3	2	4	4	2	8	11	5
C	Equality & Diversity (inc religion)	6	11	6	2	7	2	10	1
D	Education/employment /training inc IEP	15	15	9	6	16	10	31	2
E1	Family/visits inc mail & phone	6	11	8	1	23	8	23	1
E2	Finance/Pay	-	-	-	-	20	2	15	1
F	Food/kitchen related	3	6	3	1	0	1	7	0
G	Health related	25	13	25	2	19	1	26	1
H1	Property (Within Current Establishment)	59	45	45	19	37	13	21	5
H2	Property (during transfer/in another Establishment)	-	-	-	-	13	12	32	4
H3	Canteen, facilities, catalogue shopping, Argos	-	-	-	-	4	1	8	1
I	Sentence related (inc HDC,ROTL,Parole,release dates, recall etc)	53	35	40	41	43	46	36	14
J	Staff/prisoner/detainee concerns inc bullying	15	17	20	19	15	8	20	5

<b>K</b>	<b>Transfers</b>	<b>9</b>	<b>31</b>	<b>10</b>	<b>10</b>	<b>25</b>	<b>25</b>	<b>25</b>	<b>12</b>
<b>L</b>	<b>Miscellaneous</b>	<b>13</b>	<b>16</b>	<b>12</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>19</b>	<b>0</b>
<b>M</b>	<b>Recall</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>23</b>	<b>5</b>	<b>2</b>	<b>0</b>
<b>N</b>	<b>No show</b>	<b>33</b>	<b>25</b>	<b>55</b>	<b>21</b>	<b>45</b>	<b>15</b>	<b>75</b>	<b>4</b>
	<b>Total number of applications</b>	<b>240</b>	<b>232</b>	<b>239</b>	<b>131</b>	<b>306</b>	<b>158</b>	<b>378</b>	<b>56</b>
	<b>Number of IMB Confidential Access was:</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>33</b>	<b>00</b>	<b>22</b>	<b>00</b>