



HM Prison &  
Probation Service

Action Plan: HMP Humber

Action Plan Submitted 19 December 2018

A Response to the HMIP Inspection on 21 November, 4 – 8 December 2017

Report Published 17 April 2018

## INTRODUCTION

HM Inspectorate of Prisons (HMIP) is an independent inspectorate which provide scrutiny of the conditions for and treatment of prisoners. They report their findings for prisons and Young Offender Institutions across England and Wales to Ministry of Justice (MOJ) and Her Majesty's Prison and Probation Service (HMPPS). In response to the report HMPPS / MOJ are required to draft a robust and timely action plan to address the recommendations. The action plan confirms whether recommendations are agreed, partly agreed or not agreed (see categorisations below). Where a recommendation is agreed or partly agreed, the action plans provides specific steps and actions to address these. Actions are clear, measurable, achievable and relevant with the owner and timescale of each step clearly identified. Action plans are sent to HMIP and published on the HMPPS web based Prison Finder. Progress against the implementation and delivery of the action plans will also be monitored and reported on.

Term	Definition	Additional comment
Agreed	All of the recommendation is agreed with, can be achieved and is affordable.	The response should clearly explain how the recommendation will be achieved along with timescales. Actions should be as SMART (Specific, Measureable, Achievable, Realistic and Time-bound) as possible. Actions should be specific enough to be tracked for progress.
Partly Agreed	Only part of the recommendation is agreed with, is achievable, affordable and will be implemented. This might be because we cannot implement the whole recommendation because of commissioning, policy, operational or affordability reasons.	The response must state clearly which part of the recommendation will be implemented along with SMART actions and tracked for progress. There <b>must</b> be an explanation of why we cannot fully agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.
Not Agreed	The recommendation is not agreed and will not be implemented. This might be because of commissioning, policy, operational or affordability reasons.	The response must clearly state the reasons why we have chosen this option. There <b>must</b> be an explanation of why we cannot agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.



ACTION PLAN: HMCIP REPORT

ESTABLISHMENT: HMP HUMBER

1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Owner Responsible	6. Target Date
5.1	The governance of use of force should provide assurance that it is always used as a last resort. All planned interventions should be filmed and reviewed, and all documentation completed. Lessons should be learned and disseminated to improve practice. (S49)	Agreed	<p>The Governance of Use of Force (UoF) has improved by HMP Humber taking the following actions;</p> <p>The Use of Force (UoF) meeting is being held monthly until a level of assurance can be provided that local governance changes are embedded. Once assured, the meeting will be carried out quarterly. The Deputy Governor chairs the meeting with the Head of Safer Custody carrying out this function in their absence.</p> <p>Prior to the UoF meeting the Head of Safer Custody with a local Control and Restraint (C&amp;R) tutor carry out two pre-meeting reviews:</p> <ol style="list-style-type: none"> <li>1. View videos of all planned removals that required force to be used, providing a report to the UoF meeting.</li> <li>2. Quality assure at least 25% of all completed UoF documentation considering whether UoF was reasonable and proportionate; after considering F213s injury to prisoners and whether verbal reasoning and de-escalation processes were followed. Any CCTV or body worn video camera (BWVC) footage is also be considered where available. An overview report will be provided to the UoF meeting focussing on learning.</li> </ol> <p>The UoF meeting also considers:</p> <ul style="list-style-type: none"> <li>• Themes from debriefs</li> <li>• Complaints</li> <li>• Investigations</li> <li>• Health and Safety Reporting System (RIVO Safeguard)</li> <li>• Feedback from healthcare</li> <li>• Use of batons (if deployed)</li> <li>• Injuries (staff and prisoner)</li> <li>• Timeliness and quality of use of force reporting</li> <li>• The quarterly use of force report</li> </ul>	Governor	Complete and ongoing



			<ul style="list-style-type: none"> <li>• Training and equipment</li> <li>• C&amp;R Training and the annual review of instructor training modules</li> </ul>		
5.2	The prison should develop, implement and dynamically review a comprehensive drug supply reduction action plan. Required responses to intelligence should be completed promptly, with all prisoners suspected of taking drugs being tested within required timescales. (S50)	Agreed	<p>HMP Humber has a current Drug Strategy embedded but is in the process of reviewing its needs analysis, using a wider field of data sources to inform the review. Data sources include: analysis of Mandatory Drug Testing (MDT) &amp; Suspicion Test results, National Drug Treatment Monitoring System (NDTMS) information that is gathered from men at the start of custody health screening process, drug finds and the 'needs analysis' survey of men conducted by the Drug &amp; Alcohol Recovery Team. Information from MDT &amp; Suspicion Test results are updated monthly and the NDTMS data is updated on a quarterly basis. The Drug Supply Reduction Action Plan will be monitored at the monthly Drug Strategy Meeting.</p> <p>The needs analysis survey (questionnaires of men &amp; client focus groups) will be completed by December 2018.</p> <p>Intelligence data has informed the Suspicion Testing programme which has developed significantly. In the 3<sup>rd</sup> Quarter of 2017/18 HMP Humber carried out only three suspicion tests of which one was positive (33.3%). Since the inspection in 4<sup>th</sup> Quarter of 2017/18, 49 suspicion tests were carried out of which 35 were positive (71.4%) and between January - May 2018 136 suspicion tests took place of which 104 were positive (77.9%).</p>	Governor	<p>February 2019</p> <p>December 2018</p> <p>Complete and ongoing</p>
5.3	All prisoners of working age should have a full-time programme of activity that keeps them purposefully occupied and helps to prepare them for release into the community. (S51)	Partly Agreed	<p>This recommendation is partly agreed as HMP Humber does not currently have the staffing resource to offer all prisoners of working age, a full time programme of activity that keeps them both purposefully occupied and prepares them for release into the community.</p> <p>To alleviate the volume of unemployment and the number of appointments which clash with purposeful activity the prison will introduce a greater proportion of part time working within a full-time programme of activity. This will include education, vocational training opportunities and work opportunities that will be matched to activities such as the Chaplaincy Course, Recreational Gym, Offender Behaviour Programme (OBP) Interventions, Drug Recovery &amp; Substance Misuse interventions, Community Rehabilitation Company (CRC) interventions &amp; appointments, Visits and Health Appointments.</p> <p>Planning for the part time work has been ongoing due to the population churn and as a result the prison has been unable to determine how many additional spaces this will result in. However, implementation of the new model is planned for January 2019.</p>	Governor	<p>January 2019</p> <p>January 2019</p>



	<b>Recommendations to HMPPS</b>				
5.4	The national equality monitoring tool should cover all protected characteristics and produce data that is not more than a month old. (2.30)	Agreed	<p>As part of the Lammy review (an independent review of the treatment of, and outcomes for, Black, Asian and Minority Ethnic (BAME) individuals in the Criminal Justice System), data is being further scrutinised. The review of the Equalities Monitoring Tool is ongoing and is being developed in stages to improve the frequency and availability of outcome measures by Prison. The next part of this development includes the monthly collection of Use of Force data, which will be included in the tool by December 2018. The timescale for future development stages beyond this have yet to be finalised.</p> <p>Details of outcomes by protected characteristic are fed back regularly to the Equalities Sub Committee and also to the monthly Lammy recommendations checkpoint meeting.</p>	Executive Director Rehabilitation and Assurance	December 2018  Complete and ongoing
5.5	Prisoners should only be transferred to HMP Humber if they have an up-to-date OASys assessment. (4.20)	Not Agreed	<p>This recommendation is not agreed given its implications for population management, particularly as HMPPS transitions to the Offender Management in Custody Model (OMiC) and move the resource for completion of the initial OASys assessment away from local / reception prisons and into the training / resettlement estate, where there is more time for engagement with the offender and for the plan to be produced. Once the roll-out of OMiC is complete, staffing levels will have improved generally and the resources appropriately reconfigured across the estate, putting the system on a sounder footing to complete OASys assessments and address the current backlog of OASys reports.</p> <p>Roll out of the new Offender Management (OM) model for the key worker element in all male closed prisons commenced in February 2018. The keyworker element of the new model is a critical element of this role, providing dedicated resource to ensure meaningful contact with prisoners and quality assurance processes within the prison will monitor this activity. HMPPS are currently working through the roll out schedule for the case management element of the model which will involve the deployment of additional probation officers into prisons. This element of the model and the transition period is being managed by Divisional implementation Boards, with a target to have the full model implemented by September 2019.</p> <p>HMPPS continues to review the OASys backlog and is ensuring the highest priority cases are completed in full, with a reduced assessment for lower risk cases, ensuring all cases have some form of risk assessment and sentence plan.</p>	Executive Director of Prison Improvement	
	<b>Recommendations to the governor</b>				
	<b>Early days in custody</b>				



5.6	Reception and first night staff should thoroughly assess the immediate needs and vulnerabilities of new arrivals and ensure that adequate support is offered. First night centre staff should be aware of all new arrivals and check on them regularly through the night. (1.6)	Agreed	<p>A Reception Risk Assessment Tool is in place for Reception Staff to complete for all new inductions and transfers to HMP Humber which covers vulnerability, wellbeing, relationships and family contact, risk indicators, sexual orientation and extremist ideologies. This is a well embedded process. Healthcare complete their initial assessment and the listeners see all men prior to leaving reception. The induction wing also provide peer support.</p> <p>The Management Assurance Log has been introduced with clear details of the cell allocation of new inductees on the wings. The morning wing briefing is also used to communicate to staff the identification of men new to the wing so additional support can be provided during the first nights in custody. A record is also in place within the wing diary to update all new inductions and their cell allocation which now ensures night staff undertake appropriate checks.</p>	Governor	<p>Complete</p> <p>Complete</p>
<b>Managing behaviour</b>					
5.7	Officers should issue written incentives and earned privileges warnings and information about appealing downgrades to prisoners. (1.12)	Agreed	<p>An Incentives and Earned Privilege (IEP) review database was introduced and implemented in January 2018, which monitors all men on the basic regime. Prisoners receive an Annex A, which is an IEP warning and this provides them with an explanation for the warning. A case note entry is also made on NOMIS (Electronic prisoner notes). Prisoners are made aware of the appeals process via written guidance available on the wings.</p> <p>The Residential Administration Team triangulate the NOMIS IEP data, and review documentation. Monthly assurance checks of basic review boards are conducted to ensure that the prisoner is present and also that the reviews are appropriate with realistic targets in place. The log is updated with the completed review information, assuring that reviews are conducted with realistic targets.</p> <p>An IEP policy was reviewed in June 2018 and was conducted in consultation with managers, prisoners and officer grades.</p>	Governor	<p>Complete</p> <p>Complete</p> <p>Complete</p>
5.8	The prison should survey prisoners' perceptions of safety annually, and use the results to inform the strategic management of violence reduction. (1.13)	Agreed	<p>The Safer Custody Officer encourages those who are due to be released to complete Exit Questionnaires. The Exit Questionnaires are analysed by the Safer Custody Analyst and the results contribute to the theme of the monthly safer prisons key message alerts. Safer Custody will also undertake a separate survey to gauge men's perceptions of violence and safety on a quarterly basis. These messages are produced by the safety team and circulated to all staff highlighting any areas of concerns and provide guidance, advice and best practice to take forward.</p> <p>The Head of Safer Custody has led on the development and circulation of the annual safety survey with returns received at the end of July 2018. Results of the Survey are discussed at the joint Safer Custody &amp; Security quarterly meeting and</p>	Governor	<p>Complete and ongoing</p> <p>Complete and ongoing</p>



			will be used to gauge men's perceptions of violence and safety and further develop the monthly safer prisons key message alerts.		
5.9	Perpetrators of violence should receive support to change their behaviour. (1.14)	Agreed	<p>The Challenge Support Intervention Plan (CSIP) Violence Reduction strategy was launched in December 2017, providing an electronic referral and investigation process for men who commit violence, are victims of violence, require support or who self-isolate, providing an individual plan for each prisoner. The number of CSIP referrals and open CSIP plans has increased significantly as the process has embedded and the aim is to ensure that every individual involved in a violent incident has a CSIP referral and investigation to ensure a suitable management plan is identified. Once the Violence in Prison Estimator (Viper) data becomes live during January 2019, this will provide an additional tool to analyse and assess as part of this process.</p> <p>A toolbox of interventions is under development and will include: kairos day centre, restorative justice activities, gym, education and activity packs. Communication of these interventions will be made available to staff.</p> <p>The prison's prominent nominal list (a tool to identify prisoners exhibiting violent behaviour) is discussed weekly at the Safety Intervention meeting which comprises of a multi-disciplinary team and any actions relating to violence are tasked and regularly monitored at this meeting. Remedi (third sector organisation supporting victims) form part of this meeting and are tasked to provide any restorative justice interventions. The quarterly Violence Reduction (VR) Strategy meeting chaired by the Governor, which involves VR, Safer Custody (SC) and Remedi discusses individuals who are presenting violence and tasks are identified to individual functions. However, this work will not be fully developed until the 'interventions toolbox' is developed.</p>	Governor	<p>January 2019</p> <p>January 2019</p>
	<b>Security</b>				
5.10	Adjudicators should regularly and consistently analyse data to ensure that the adjudication process fully supports discipline in the establishment and to promote best practice. (1.16, repeated recommendation 1.53)	Agreed	<p>Quarterly Adjudication Meetings chaired by the Deputy Governor are now taking place.</p> <p>Standing items discussed include: Learning from quashed or mitigated adjudications; review of the local guidelines; trends of offending; restoration of additional days; outstanding adjudications remanded for the police, Independent Adjudicator (IA) and local, feedback from the IA and staff; numbers of adjudications and equality and protected characteristics data.</p> <p>Adjudicators have the opportunity to talk through personal learning around the adjudication process and the meetings are responsive to emerging indiscipline.</p>	Governor	Complete and ongoing
5.11	Prisoners should only be handcuffed during escort to	Agreed	A new Escort Risk Assessment (ERA) was introduced following the HMIP inspection and is now routinely completed to support medical emergencies	Governor	Complete



	hospital following an assessment of individual risk. (1.32)		requiring external escort. The ERA includes Healthcare advice on handcuffing recommendations, which is routinely completed by the duty Healthcare nurse. This advice is written prior to the ERA being issued to the Duty Governor for full ERA consideration and enables the Duty Governor and Head of Security to determine what handcuffing arrangements and staff supervision is appropriate to manage any potential risk. All risk indicators are considered as an integral part of the escort risk reduction process.		
5.12	The practice of photocopying all prisoner mail should be reviewed to ensure that it remains proportionate and is effective. (1.33)	Agreed	<p>The photocopying of prisoner mail commenced in April 2017. Reviews of the decision to copy mail will take place at six monthly intervals and have taken place in October 2017 and March and September 2018. These reviews will be carried out by the Deputy Governor who will consider whether the copying of prisoner mail is reasonable, proportionate and justified. In addition the following will also be considered:</p> <ul style="list-style-type: none"> <li>• Current intelligence relating to Psychoactive Substances (PS);</li> <li>• PS finds,</li> <li>• PS related incidents,</li> <li>• Prisoner engagement,</li> <li>• Feedback from Drugs and Alcohol Recovery Team (DART)</li> <li>• New initiatives that may provide an opportunity to test prisoner mail.</li> </ul> <p>A record of these reviews are kept by the Deputy Governor and discussed at the monthly Security and Safer Custody meeting.</p> <p>The local reviews will also be informed by new national guidance from 2019 onwards.</p>	Governor	Complete and ongoing
	<b>Safeguarding</b>				
5.13	Actions identified by the safer custody meeting should be clearly communicated to unit staff to ensure a consistent approach and application. (1.38)	Agreed	<p>All actions from the weekly Safer Custody Intervention Meeting (SIM) and the monthly Safer Custody meeting are shared with all members. The weekly meeting is multi-disciplinary and includes, but not limited to, Mental Health, Residence, Offender Management Unit (OMU), Security, Violence Reduction, Remedi and Safer Custody. Minutes and actions are communicated to functions and shared with all relevant staff via briefings which inform which actions are to be taken forward. Men that are perpetrators of violence, and those that self-harm are discussed and recorded in daily morning briefings.</p> <p>The Safer Custody Analyst also produces prominent nominals for violence, self-harm and protesting behaviour. Prominent nominals cases are reviewed, and risk assessed. Progress, and updates are provided by all stakeholders. The completed action plan points are monitored during weekly meetings. This information is shared with all SMT, Custodial Managers, Hub Managers and Supervising Officers/Offender Supervisors to allow staff to brief their teams and keep themselves up to speed with each individual's needs and challenges.</p>	Governor	Complete



5.14	The prison should explore and address prisoners' negative perceptions of access to Listeners to ensure they have confidence in the scheme and can access Listeners when requested. (1.39)	Agreed	<p>Safer Custody manage the Listener scheme alongside the Samaritans. To help improve this service new Listeners are regularly recruited and trained by the Samaritans. Listener logs are maintained by the men and this is shared with the Samaritans. The monthly safer custody meeting gives all involved the opportunity to share feedback. To explore and ensure men have confidence in the scheme and to make sure men have access to listeners when requested the service will be promoted with posters and Prisoner Information Notices. This will be supported with staff information notices and guidance to all duty managers on the appropriateness of adhering to Listener service.</p> <p>Prisoner representatives for the listeners are invited to the monthly safety meeting and have a standing agenda item to discuss any peer support issues and provide feedback on the listener's scheme.</p> <p>There are three listeners suites now in use at HMP Humber and these are distributed across the site, zone 1, H&amp;I wing and zone 2.</p>	Governor	Complete
5.15	The prison should have a designated safeguarding lead who should be an active member of the local safeguarding adults' board. All staff should be trained in safeguarding policy and procedures. (1.41)	Agreed	<p>The Head of Safer Prisons is a member of the East Riding Safeguarding Adults Board based in Beverley, East Yorkshire, and attends the quarterly Safeguarding Adults board.</p> <p>The local Safeguarding policy will be incorporated in the new Safer Prisons policy which is currently under review. Once the policy is approved, this will be distributed electronically to all staff via global email and made available on a shared access folder, and paper copies provided in the relevant designated areas for staff to access.</p> <p>The Head of Safer Custody and Hub Manager attended a meeting with the East Riding Safeguarding Adults Board and Safeguarding training for all staff has been agreed and commenced in August 2018 to raise Adult Safeguarding awareness with staff. It is anticipated that this training will be completed for all staff by March 2019.</p>	Governor	<p>Complete</p> <p>December 2018</p> <p>March 2019</p>
	<b>Daily life</b>				
5.16	Mentors employed by the Humber Pilot scheme should have routine staff oversight, support and supervision to ensure a safe and appropriate service. (2.3)	Agreed	<p>The system for oversight has been reviewed with a re-structured meeting process and enhanced engagement with all mentors overseen by the Head of Business Development and Enterprise. A formal meeting is held on a weekly basis with issues identified and followed up by an action plan. This action plan is shared with all relevant functions, to enhance support and improve communication.</p> <p>A local follow-up assurance check is identified for December 2018 to assess and measure improvement.</p>	Governor	<p>Complete</p> <p>December 2018</p>



5.17	Prisoners should not be held in overcrowded conditions. (2.9)	Not Agreed	<p>This recommendation is not agreed as for the foreseeable future, and in common with other prisons, it will be necessary for HMP Humber to operate with an operational capacity that involves a level of crowding above its Certified Normal Accommodation.</p> <p>As part of prison reforms the long-term goal is to reduce crowding, while maintaining sufficient capacity in the prison estate to manage the demands of the courts and the sentenced population as efficiently as possible. This level is kept under constant review, taking into account fluctuations in the prison population and useable capacity across the estate. The prison ensures that this level of operational capacity is set to reflect the provision of safe and decent accommodation and the operation of suitable regimes and that levels of crowding in prisons are carefully managed.</p> <p>The occupancy of prison cells is determined by the Governor of each establishment and, where cells are proposed for sharing when they were originally designed for single occupancy, this is certified by the relevant Prison Group Director in accordance with PSI 17/2012, which provides clear guidelines for determining cell capacities. The capacity at HMP Humber has been reviewed and is now set at 1062.</p>	<p>Executive Director Prison Estate Transformation Programme</p> <p>Governor/ Prison Group Director</p>	
5.18	Toilets in cells should be adequately screened, and prisoners should have access to clean bedding weekly. (2.10)	Agreed	<p>HMP Humber is awaiting funding for equipment to improve decency, which will help address the toilet screening issue. At present, a cell check sheet covering basic living conditions is completed by wing staff and a new occupant prior to occupancy, including toilets seats, screens and furniture; any issues are highlighted, and if applicable small repairs are initiated via Planet FM (Facilities Management IT tracker program) and once resolved the occupancy sheet is updated. Wing Managers complete a monthly assurance check.</p> <p>An improved laundry and kit service will be introduced via the Facilities Management (FM) contract. Store room areas are being identified on the wings to hold clothing, bedding and personal protective equipment (PPE). Stores have started to collect and deliver prison clothing and sheets weekly and the exchange process will take place on a Saturday once the store rooms are in place and stocked.</p>	<p>Governor</p> <p>Governor</p>	<p>December 2018</p> <p>December 2018</p>
5.19	Officers should respond to cell bells promptly, and the timeliness of responses should be monitored and action taken to address delays. (2.11)	Agreed	<p>HMP Humber has a major challenge in addressing this recommendation satisfactorily, because accommodation in Zone 1 currently has no electronic system to allow monitoring and assure cell bell call timeliness. However, residential managers carry out informal monitoring through personal observation, until an electronic system is in place.</p> <p>Monitoring of the cell bell call system in Zone 2 is carried out by residential managers, using the data available from the electronic system. Any identified delays in responding to cell bells will be formally addressed by Wing Managers.</p>	Governor	<p>Complete</p> <p>Complete</p>



			<p>Staff Information Notices have been published with the process requirements for responding to cell bells, and compliance with the requirements will be subject to local assurance activity by managers.</p> <p>Installation of an electronic cell bell call monitoring system in Zone 1 requires significant investment, for which a bid for funding is being prepared.</p>		Complete
5.20	Prisoners should be provided with adequate portions at all mealtimes. (2.15)	Agreed	<p>The Athena (Menu System) has gone live and provides better management of portion control as meals will not be served in individual portions from the kitchen, but from the wing servery. Breakfast packs continue to be provided as part of Athena, and since the 2015 inspection by HMIP, additional cereal bars have been included in the daily breakfast packs.</p> <p>Food quality will be reviewed as part of the twice yearly food questionnaire.</p>	Governor	Complete  December 2018
5.21	New arrivals should be able to obtain a first shop order promptly after arrival. (2.16)	Not Agreed	<p>This recommendation is not agreed as HMP Humber looked into providing the additional service provision with DHL in April 2018 and there is not sufficient funding available at the present time to implement this. There is one set ordering day in the week for retail purchases, and one corresponding delivery day and to provide the opportunity to make orders at other times would not be deliverable within current operational resources.</p> <p>However, the prison does provide the availability of reception pack to all receptions on their arrival.</p>	Governor	
5.22	Prisoner consultation meetings should be more representative of the general prison population. Minutes of the meeting should identify clear action points and show whether they have been achieved. (2.21)	Agreed	<p>Wing managers and wing supervising officers will complete one prisoner consultation meeting per month, with the minutes of these meetings made available on each unit. All of the actions identified from this meeting will be carried forward, and shared with the Humber Pilot.</p> <p>The meetings will be held outside of prisoner working hours so wing managers can ensure they have access to as many men as possible to hold these the meetings. Prisoners from Black, Asian and Minority Ethnic (BAME) backgrounds will be encouraged to attend as well as those with Protected Characteristics that are not so easily identifiable, via the Equalities Team.</p>	Governor	December 2018
	<b>Equality, diversity and faith</b>				
5.23	The equality strategy and action plan should outline how the needs of all protected groups will be addressed, and be underpinned by information	Agreed	<p>The Equality Strategy and action plan outlines how the needs of the men will be identified and delivered. The data required to inform this is taken from NOMIS reports, Hub releases and locally captured data through the use of equality induction forms and information shared by partner agencies such as City Health Care Partnership (CHCP) and NOVUS (The Education provider). Information gathered at protected characteristic forums such as on Race, Gypsy Roma and</p>	Governor	December 2018



	obtained from consultation. Staff should have sufficient time to implement the action plan. (2.28)		<p>Traveller (GRT) and Disability is also used to inform strategy and action planning. The action plan will be fully implemented and evaluated to ensure this.</p> <p>Each equality protected characteristic is led by a separate member of the Senior Management Team (SMT), who provide an update to the monthly SMT meeting and Equality Manager. The Equality Manager also holds monthly meetings to discuss locally captured data in relation to each protected characteristic, the action plan and equality related complaints.</p> <p>To identify and improve gender and sexuality declaration rates the Equality department has engaged with partner organisations, who also capture this information as part of their contract and ask them to share this with the Equality Team. The prison has also engaged, MESMAC (an external mens sexual health organisation) to work with them with the aim of running a series of workshops for groups of men, alongside individual wing surgeries and enable men to speak to them in confidence during a drop in session. Funding for this will be sought from East Riding of Yorkshire Council (ERYC) subject to availability.</p> <p>Staff resourcing to support equalities is under review with a plan to use the current profile to monitor the allocation of officer time with a view to resolution by December 2018.</p>		<p>Complete</p> <p>February 2019</p> <p>December 2018</p>
5.24	Discrimination incident reporting forms should be freely available on all residential units. (2.29)	Agreed	<p>Discrimination Incident Reporting forms (DIRF) are freely available on all residential units. To improve storage and availability 60 DIRF storage boxes have been ordered and fitted and 1000 DIRF forms have been printed. A member of residential staff for each wing has been tasked with monitoring availability of DIRF forms, requesting replacements as required.</p> <p>A representative group of staff have been identified from Residential Areas to support equality on residential units, and they submit an equality update weekly to the Equality Manager. Availability of forms is sample tested monthly by the Equality Manager and results are included in the monthly report to the Head of Safer Prisons and Equality and also discussed at the monthly Equality Meeting.</p>	Governor	<p>Complete</p> <p>December 2018</p>
5.25	There should be a paid carer scheme to support prisoners with disabilities who need extra support, and all staff should be aware of the personal emergency evacuation plan system. (2.38)	Agreed	<p>HMP Humber is working as part of a three prison cluster project with HMP Leeds and HMP Hull to implement a formal buddy support and training programme. Funding for HMP Humber has been agreed with East Riding of Yorkshire Council (ERYC), subject to their internal approval and HMP Hull has their funding agreed. The Equality Manager is leading on this project.</p> <p>There is also a monthly disability meeting, chaired by the Head of Residence &amp; Services and is attended by the education provider, health care provider and</p>	Governor	<p>January 2019</p> <p>Complete</p>



			<p>equality manager. The meeting is also attended by the ERYC Area Manager for Social Care, who organises social care assessments and packages for those identified as requiring one.</p> <p>The Equality Manager will reissue a Notice to Staff (NTS) about the Personal Emergency Evacuation Plan System (PEEP) process, and a training schedule to support all staff. Training is expected to conclude by the end of February 2019 2018.</p>		February 2019
5.26	Buddhist and Rastafarian chaplains should be available for prisoners who follow those faiths. (2.44)	Not Agreed	<p>The intention of this recommendation is not in dispute, but it is not agreed because we are not confident we can achieve it, in light of previous recruitment campaigns for sessional chaplains for these two faiths being unsuccessful over the past two years. Further efforts will be made, nevertheless.</p> <p>Yorkshire Prison Group roles will be advertised to recruit 'Partner Chaplains' in Rastafarian and Buddhist faiths as part of the recruitment campaigns being run under the Chaplaincy reforms. These roles will be appointed on a regional basis by March 2019 if they can be filled.</p> <p>In addition, HMP Humber will reach out to Rastafarian and Buddhist faith communities locally to encourage volunteer fellowship or visiting schemes.</p>	Governor	
	<b>Health, well-being and social care</b>				
5.27	The health care provider should routinely gather and analyse prisoners' views on health care to support service development. (2.54)	Agreed	<p>A Patient forum is held bi-monthly and minutes taken to capture the views of those attending. This is then presented to the healthcare SMT for further analysis and developments.</p> <p>The Friends and Family Test (FFT) is also used to gather the views of the patient group and is an NHS initiative and feedback tool that supports the fundamental principle that people who use NHS services should have the opportunity to provide feedback on their experience. Listening to the views of patients and staff helps identify what is working well, what can be improved and how. FFT is an ongoing process for which information is collated monthly and reportable each quarter and will be as part of contract delivery. Each FFT can be related to individual services as dictated to by the patient.</p> <p>Offender Healthcare is responsible for improving FFT responses and patient engagement and is coordinated by the healthcare SMT and respective departments. CHCP are also actively engaged with MQPL events run by the prison as another form of feedback.</p>	City Health Care Partnership Community Interest Company	Complete and ongoing
5.28	Waiting areas in the health care centres should be	Agreed	The furnishing of the waiting areas will be reviewed to determine what is needed and plans will be developed as a result.	City Health Care Partnership	March 2019



	furnished appropriately and cleaned regularly. (2.55)		A cleaner has now been provided by Amey and commenced daily cleaning duties in June 2018. Health information posters and leaflets have been placed in waiting rooms.	Community Interest Company/ Governor/ Amey Manager	Compete
5.29	Emergency resuscitation equipment should be kept in good order, with regular documented checks. (2.56)	Agreed	<p>A review of the check list has been completed implemented and a comments section with any action taken added. (e.g. replaced expired item)</p> <p>Governance checks are undertaken daily by individual nursing staff tasked to complete the role and is overseen weekly by the duty senior nurse. Monthly audit checks are completed by the Clinical Manager and are fed back to the scheduled SMT meetings, where actions and learning are shared. Agenda item for all supervision sessions with nursing grades. All bags are now tagged to simplify this process.</p>	City Health Care Partnership Community Interest Company	<p>Complete</p> <p>Complete</p>
5.30	Prisoners with mental health problems should have prompt access to a comprehensive range of care-planned support that meets their identified needs, including one-to-one support, groupwork and psychologically informed interventions, provided in a safe and appropriate environment. (2.80)	Partly Agreed	<p>This recommendation is partly agreed as HMP Humber cannot currently commit to the delivery of additional services until the needs of prisoners locally are clear and any associated costs will be subject to funding constraints.</p> <p>A service specification review has been conducted with commissioners and CHCP and developments now form part of the Service Delivery Plan. Business plans are being considered and drafted and will be submitted to address any gaps in the current mental health service and revised service specification. The lack of therapeutic space will also require consideration and may require capital investment. Interventions will be written by the Mental Health team.</p> <p>HMP Humber has introduced a weekly multi-disciplinary team meeting with the Psychiatrist present to discuss patients under care. A Counsellor is now employed four days per week delivering one-to-one interventions and a Senior Support Worker is in post, who is able to offer more complex interventions on a one-to-one basis.</p>	NHS England Commissioning North/ City Health Care Partnership Community Interest Company/ Governor	<p>Complete</p> <p>Complete</p>
5.31	Prisoners requiring transfer under the Mental Health Act should be assessed and transferred within agreed Department of Health timescales. (2.81)	Partly Agreed	<p>This recommendation is partly agreed as although some prisoners requiring transfer will be assessed and transferred within the timescales in the DH guidance, we cannot be confident that this will happen in every case. Every effort is made to expedite transfers and assess patients promptly, but transfers are dependent on a number of systemic factors such as the completion of appropriate assessments, administrative processes within the NHS and the availability of accommodation in mental health hospitals.</p> <p>The referral of patients in need of assessment will continue to take place within a timely manner as specified within the DH guidance. Concerns will be escalated to the receiving hospitals/trusts and gate keepers and monitoring of timeframes for such transfers will continue and information provided to commissioners as requested. However, the DH timescales have not been agreed by NHS England.</p>	NHS England Commissioning North	Completed and ongoing



			<p>NHS England continues to work with partners across the criminal justice system to improve services for offenders with mental health difficulties and is reviewing the current Prison Transfer and Remission Guidance published by the Department for Health in 2011. A particular focus of the work will be to ensure that the most appropriate timescales are developed and implemented in relation to prison transfers and remission, taking into account clinical urgency and need. It is anticipated that revised timescales for transfer from prison to hospital will be developed by the autumn to enable the current Guidance to be reviewed by the end of the year.</p>		December 2018
5.32	<p>Prisoners with substance misuse issues should have easy access to a comprehensive range of interventions to meet their assessed needs, including groupwork, peer support, family work and clinical monitoring post-methadone initiation. (2.91)</p>	Partly Agreed	<p>This recommendation is partly agreed as HMP Humber cannot currently commit to the delivery of additional services until the needs of prisoners locally are clear and any associated costs will be subject to funding constraints.</p> <p>The service review is part of the implementation of the new national NHSE service specification and is being completed by the healthcare Provider and NHSE in partnership. Following the review of the current substance misuse service (SMS) service and gap analysis against the revised service specification, any funding / service gaps will be analysed via the submission of a Business Plan and agreement via the NHSE Specialised Commissioning processes.</p> <p>Lead staff have reintroduced a revised peer support programme. Brief intervention packages have been written to provide a four week rolling intervention of group packages.</p> <p>Additional mutual aid sessions have been introduced on a weekly basis. Additional group sessions have been introduced on the recovery wing and as part of ongoing support post detox. Clinical monitoring now includes 28 day reviews. There are clinical interventions for those on methadone and medicine reviews are held. Caseload categories have now been introduced which identify the level of support, care and frequency of interventions. A methadone detox programme has been written and introduced, with a six week rolling programme consisting of 12 sessions.</p>	<p>City Health Care Partnership Community Interest Company</p>	<p>December 2018</p> <p>Complete and ongoing</p> <p>Complete</p>
5.33	<p>Prisoners who need it should have access to overdose training and a naloxone pack before their release. (2.92)</p>	Partly Agreed	<p>This recommendation is partly agreed as HMP Humber cannot currently commit to the delivery of additional services as this will be subject to funding constraints of NHS Commissioners.</p> <p>Following a service review of the viability of the introduction of naloxone, based on the findings, a business plan proposal is being developed to incorporate costing's/pathways and outcome measures for consideration by NHS commissioners and community providers.</p>	<p>City Health Care Partnership Community Interest Company</p>	December 2018



5.34	The in-possession medicines policy should be adhered to, particularly compliance checks and regular review of patient status. (2.102)	Agreed	<p>In-possession (IP) risk assessments are undertaken for all men on an open ACCT who will then be on supervised medication for a minimum of 14 days.</p> <p>The healthcare provider has a system in place, in line with in possession medication policy, for IP medication risk assessments to now be undertaken annually unless there is a change in circumstances. This includes compliance spot checks and audits and medication checks which are intelligence led.</p>	City Health Care Partnership Community Interest Company	Complete and ongoing
5.35	All medicines should be stored appropriately and fridge temperatures recorded regularly, with remedial action taken when temperatures fall outside the required range of 2-8oC. (2.103)	Agreed	<p>The Nurses / Healthcare Assistants (HCAs) complete fridge temperature checks on a daily basis and the Pharmacy staff complete regular Medication audits. Pharmacy has an internal data log which manages and maps trends and feedback is provided to medicines management forum. Additional governance checks will be completed by the Senior Nurse on a weekly basis and audited by the Clinical Manager monthly as routine.</p> <p>All existing staff have completed mandatory Cold Chain training and this will be revisited bi-annually. New staff will access the training during the induction period with the healthcare provider.</p> <p>Any concern with maintenance will be reported via DATIX (A healthcare risk management and patient safety system) procedures and managed as an action through this governed process.</p>	City Health Care Partnership Community Interest Company	Complete and ongoing
5.36	Prisoners should have access to routine dental appointments within six weeks. (2.106)	Agreed	<p>A service review has been completed and additional clinics have been introduced to cover the demand and also for staff absence for annual leave. The Health Justice Indicators of Performance (HJIP) data illustrates that the waiting times for routine dental treatment has reduced to an average of 84 days in Quarter 3 to 42 days in Quarter 4 which is within the six week parameter. There have been zero clinic cancellations in 2017/2018. The DNA's for Dental Clinics have reduced from an average 26.4% in Quarter 3 to an average of 21% in Quarter 4.</p> <p>Better communication for forthcoming appointments has been made and patients are spoken to directly about 'did not attend' (DNAs) and their ongoing treatment needs. DNAs are fed back on a daily basis as part of the morning meeting. Issues are discussed at the Prison Health Operational Group which meets quarterly and during regular discussions between the Head of Healthcare and the Governors. DNAs are also reviewed at the quarterly Contract Monitoring and Partnership Meetings with the Commissioners.</p>	City Health Care Partnership Community Interest Company	Complete
5.37	All prisoners should have at least one hour of exercise a day. (3.10)	Not Agreed	This recommendation is not agreed as the core day provides the mandatory requirement within Prison Service Instruction (PSI) 75/2011 – Residential Services, of a minimum of 30 minutes time in open air per day. Whilst HMP	Governor	



			<p>Humber achieves an hour of exercise Friday to Sunday to increase the amount of time out of cell, to extend the exercise period on other days would require increased resources that are not available at this time.</p> <p>However, the profiling team at HMP Humber will undertake a review of the staffing profiling and core day to consider the issue further.</p>		
5.38	The PE department should offer a range of accredited qualifications, and recreational gym should not be provided during the working day to prisoners who should be in education or work. (3.11)	Agreed	The PE department now offer a range of suitable qualifications at Level 1 & Level 2. Since April 2018 the Gym has completed 14 Level 1 accreditations from the Personal Achievement & Development Scheme (PADS) Course and there are currently 16 men on the Level 2 Sports Leader UK programme. Gym Instructor Level 1 & Healthy Lifestyle Level 1 are scheduled to commence during quarter three of 2018. Recreational gym will no longer be offered to men in an educational, vocational or work placement when the new Core Day is implemented during February 2019.	Governor	February 2019
	<b>Education, skills and work activities</b>				
5.39	The quality of teaching, learning and assessment should be evaluated accurately. (3.22)	Agreed	<p>A formal schedule of Observation of Teaching &amp; Learning (OTL) Assessments has been planned to cover qualifications delivered by HMPPS staff in prison workshops and work areas at HMP Humber. The tool that will be used has been developed and OTLs will commence following refresher training. The outcomes of these OTLs will be reported to and monitored anonymously at the bi-monthly Reducing Reoffending Meeting and followed-up with individual staff concerned at bilateral meetings with their line managers as part of the Staff Performance Development Reviews (SPDR) process.</p> <p>HMP Humber has introduced a schedule of Learning &amp; Skills Quality walks in HMPPS workshops and work areas. The education provider, Novus, have also completed five Learning &amp; Skills Quality Walks. Actions arising are monitored and reviewed at the Reducing Reoffending meeting, as well as in bilateral conversations as part of the SPDR process.</p> <p>HMP Humber will introduce a schedule to monitor the quality of OTLs completed by Novus including undertaking joint observations which will be implemented in the new academic year from September 2018 onwards with refresher training for the Head of Reducing Reoffending, Learning &amp; Skills Manager &amp; Industries Manager undertaken in preparation. Additionally, for assurance purposes the Learning &amp; Skills Manager will develop a schedule of sample tests of OTLs completed by the Education provider. This schedule was in place in readiness for the new academic year in September 2018. Joint OTLs of Education Provider will be reported &amp; monitored at the bi-monthly OLASS Governance Meeting.</p>	Governor	<p>January 2019</p> <p>Complete</p> <p>December 2018</p>



			A whole organisational strategy and action plan has been developed jointly between Novus and HMP Humber to improve the quality of English and Maths skills focussing in particular on support in the workplace, ensuring individual learner's needs in English and Maths classes are met, and investigating the reasons for withdrawals from class. This is directly linked to the curriculum review and will be implemented in readiness for the new academic year. A schedule for rolling out contextualised learning with prisoners in their workshops is in place and commenced in August 2018 with a review of engagement and outcomes for men, by quarterly interim review date.		January 2019
5.40	English and mathematics teachers should base learning activities on individual prisoners' needs to aid their progression. (3.32)	Agreed	<p>All allocation to Functional Skills activities is based on assessment data either provided by previous establishment or undertaken at HMP Humber. This is specific to each learner and provides an indicative understanding of areas of need. Following allocation to Functional Skills (FS) a diagnostic assessment is undertaken to further define the detail of the specific skills shortage. Each learner is provided with an Individual Learning Plan (ILP) which contains academic, employability and personal targets, which are routinely monitored to ensure progress is made and all enrolled learners are monitored weekly based on their time on the course, which provides an overview on their systematic progress.</p> <p>OTLs and Learning walks are undertaken by Novus Managers and Learning &amp; Skills Manager to monitor and improve the quality of planning in Maths and English. Progress of action plans to determine capability in this area are currently being monitored and sample testing of qualitative measures have seen an improvement in overall planning.</p> <p>NOVUS have developed, with Healthcare and the Equalities team, more inclusive processes, such as awareness events, learner celebrations and formal assessments for those with Learning disabilities, to assist in identifying the whole prisoner populations needs with regard to English and Maths learning activities. The Maths learning experience will be further increased with the start of FS Snooker during January 2019.</p>	Governor	<p>Complete and ongoing</p> <p>January 2019</p>
5.41	All prisoners on work places should have the opportunity to achieve a qualification that will help them gain employment after release. (3.33)	Agreed	<p>The AIM Awards are being rolled out across the Industrial Workshops and work areas and the Level 1 Horticulture, Wood wise &amp; Velotech qualifications are now in place. All Instructors had SPDR targets set from April 2018 to deliver a specific volume of appropriate qualifications to men in their workshop during 2018/2019. HMP Humber's expectation will be that year on year these targets will increase incrementally.</p> <p>HMP Humber will investigate delivery of appropriate qualifications for Code 4000 (a computer coding workshop), Desk Top Publishing and Sign &amp; Print workshops.</p>	Governor	March 2019



			Implementation progress will be monitored at the bi-monthly Reducing Reoffending meeting chaired by the Head of Reducing Reoffending (HRR) at which the Learning & Skills Manager delivers a comprehensive report.		
5.42	Instructors should be trained in identifying and supporting additional learning needs so that they can give prisoners appropriate support to develop new skills and achieve qualifications. (3.34)	Agreed	<p>HMP Humber will develop a whole organisational strategy and action plan to support prisoners with learning difficulties and disabilities which will inform allocation to activities, staff awareness and support for prisoners with learning difficulties and disabilities (LDD) in workshops and work areas. The Learning &amp; Skills Manager will lead on this strategy with collaborative working with functions across HMP Humber.</p> <p>As part of this work, specific Learning Difficulty &amp; Disability training for staff has already been identified. 12 of 23 Instructors attended Learning Disability Awareness Training in June 2018 and further training will be scheduled to conclude by February 2019.</p>	Governor	<p>January 2019</p> <p>February 2019</p>
5.43	Instructors should promote respect for diversity and tolerance to prisoners working in prison workshops. (3.41)	Agreed	<p>Learning &amp; Skills (L&amp;S) will develop a strategy to promote equality, diversity and tolerance within workshops and work activities. This will include revising the induction programme, developing suitable materials and promotion of the strategy.</p> <p>A calendar of activities will be produced celebrating equality, diversity and British values throughout the year in conjunction with Novus.</p> <p>Training in how to deliver 'Diversity, tolerance &amp; British Values' will be provided to Instructors at our regular Instructor training events and how this is being delivered will be added to the local assurance checks for workshops.</p> <p>The Equality Manager will undertake quarterly sample tests of workshops areas and the Equalities department will monitor the number of DIRF complaints originating from workshops and work activity areas, reporting this monthly to the Industries Manager and OLASS Manager to enable them to evaluate the impact of the L&amp;S equality strategy.</p>	Governor	<p>January 2019</p> <p>December 2018</p>
5.44	Prison and Novus managers should investigate the reasons for the high drop-out rate from some education and training courses, and take steps to increase retention rates. (3.45)	Agreed	<p>A formal monthly monitoring system is now in place, led by the Activities Hub Manager, to analyse withdrawals from OLASS provision. The system records removals and the reasons for these which are further monitored at HMP OLASS Bi-Monthly Governance Board with identified actions for follow-up.</p> <p>HMP Humber will develop a learner retention strategy involving key stakeholders including key workers, learning skills and work staff, safer custody and OMU to support prisoners to remain in activity.</p>	Governor	<p>Complete</p> <p>February 2019</p>



	<b>Children and families and contact with the outside world</b>				
5.45	The prison should support family engagement by re-introducing parenting and relationship courses, ensuring that all visits are for the full allotted time, and providing better resources and activities for visiting children. (4.6)	Partly Agreed	<p>This recommendation is partly agreed as it is not possible to guarantee the start and finish times of visits as these can occasionally be impacted by operational and security issues. However, the Operations SO/CM monitor and drive the timings of visits.</p> <p>A contract is now in place for the provision of Children &amp; Families Services. The contractor Lincolnshire Action Trust (LAT) has already introduced a team of play workers who are working with men &amp; their families to encourage appropriate play &amp; semi-structured activities that will help to build stronger, pro-social ties with family members especially children. There are resource packs available in both the Visitors Centre &amp; the Visits Hall where LATs Children &amp; Families Workers assist prisoners in learning to play appropriately with their children or child visitors.</p> <p>A programme of interventions has been designed by LAT to address the parenting &amp; relationships skills gaps and LAT staff are now trained in BTEC Level 3 Award in Education &amp; Training. Course within the programme include: 'Baby Bonding Visits', where men can take part in a workshop with their babies age 3 months &amp; under alongside the baby's mother to undertake joint education around the care &amp; welfare of a new-born; a 'Being Dad' workshop for fathers or men who are returning to a home setting where there are children, to explore ways to engage with children &amp; child development; and a 'Schools' Workshop aimed at giving men the tools &amp; knowledge to engage with their child's schooling, homework &amp; educational development needs.</p>	Governor	<p>Complete</p> <p>February 2019</p>
	<b>Reducing risk, rehabilitation and progression</b>				
5.46	Sentence plan targets should be specific and aimed at reducing the prisoner's identified risks. (4.21)	Agreed	The OMiC model will deliver ongoing support and training for Offender Supervisors in the new Prison Offender Manager roles to ensure they are trained and have the skill level to undertake their role. Continued Progression development sessions will be used to ensure that training remains a priority in the OMU. A training and development package is being developed and a national training plan will be available. The OMiC board are undertaking pilots within the North East to establish a training package to be agreed in order to assist the Prison Offender Manager training. This will look at using materials within the current passport to practice which is currently used by external probation to train Probation Service officers. Once the pilot is concluded and guidance is provided by the OMiC board the prison will adopt the training and development.	Governor	January 2019



			<p>Countersigning of OASys assessments is a common practice within custody and will continue. This will take into account sentence planning targets which will be signed off for each offender who meets the criteria. Under the OMiC profile the Senior Probation Officer will be responsible for quality and performance. Quality assurance tools will be implemented to assist in assessing quality.</p> <p>HMP Humber are currently undertaking a skills needs analysis which has been requested by the OMiC Operational board, and will scope the training needs and areas for development within the OMU.</p>		
5.47	All prisoners due for release and subject to MAPPAs should be reviewed and managed through the public protection meetings. (4.22)	Agreed	<p>Multi Agency Public Protection Arrangements (MAPPAs) requests for form Fs (An offender information and public protection notification form) are monitored through the public protection team attached to the OMU. These reports are countersigned by the Senior Probation Officer prior to submission to the MAPPAs meeting. Relevant MAPPAs cases are placed on public protection monitoring and those due for release are identified and monitored through the inter-departmental risk management team (IDRMT). Offender Supervisors attend these MAPPAs meetings.</p> <p>The responsibility to notify HMP Humber of the MAPPAs levels rests with the external probation office, but the prison has put a process in place for the public protection team at HMP Humber to contact the OM to seek the MAPPAs level. Any case that remains as a Nominal following the request checks are undertaken on NDelius for a level.</p>	Governor	Complete
5.48	The level of contact by offender supervisors with prisoners beyond sentence planning and OASys reviews should be agreed and monitored to ensure consistency. (4.23)	Agreed	<p>Under OMiC Prison Offender Managers will be resourced for one to one work as required. This will be needs led and is for the cohorts that are in the specialised service, all NPS cases, Community Rehabilitation Companies (CRC) cases assessed as medium risk and all CRC cases with over 48 months left to serve. The case management part of the model is expected to be implemented in 2019 as its dependent upon the move of NPS staff into prisons. Senior Probation Officers (SPOs) once they move into the Head of OMU Delivery role will have a remit to look at quality and will take over line management of all prison offender managers including those who are currently Offender Supervisors (OS), until this happens, line management of OS remains as is.</p> <p>Locally, the level of risk and need informs the amount of contact. This will be monitored through case audits and supervision as detailed in the OMiC specification. Monthly checks have been introduced and case note entry checks will be routinely run from NOMIS. OMU has recruited an additional band 4 Offender Supervisor and reduced their caseloads, which has increased contact, but this has impact on the NPS caseload and the NPS have also been allocated all the High Risk cases. HMP Humber has had a recruitment drive to increase the</p>	Governor/Executive Director NPS	December 2019



			number of OS (Prison Offender Managers) to bring the prison in line with the OMiC projection, however this will not come into force until the case management strand of OMiC is actioned. In addition, Key Worker recruitment is underway and this will assist in the offenders being seen more often and in a timely fashion. This will equate to 45 minutes per offender per week. Looking at caseload allocations using the OMiC guidance will see OS staff being able to see identified High Risk cases.		
5.49	Casework, professional supervision and personal development should be provided to all offender supervisors, whatever their professional background. (4.24)	Agreed	<p>The OMiC model incorporates the supervision and support of all existing Offender Supervisors in the new role as Prison Offender Managers. Although the supervision policy has been launched the full OMiC case management roll out is due to be fully finalised in December 2019. In the interim, casework discussions takes place between Prison Offender Supervisors (OS) and probation officers on an informal basis. In addition OSs attend training and personal development is discussed as part of the SPDR process. The supervision template has been implemented for probation OSs.</p> <p>OMU are trialling a new group supervision way of working and will be introduced to see how progress is made and the validity of these sessions. These sessions will introduce the new supervision model to the prison based OSs.</p>	Governor/Executive Director NPS	December 2019  January 2019
	<b>Interventions</b>				
5.50	There should be a suitable range and number of offending behaviour programmes to meet the needs of prisoners. (4.31)	Partly Agreed	<p>This recommendation is partly agreed as the needs of some prisoners will be met, but resource constraints mean it is unlikely that provision can meet the needs of all prisoners. Each year offender segmentation data is produced to assist in identifying the need for different offending behaviour programmes. This is provided through the MoJ and the data is reviewed to provide a basis on which to decide what programmes should be based where. Humber currently has a proposed delivery of TSP and Resolve. However, it is acknowledged changes in the Home Detention Curfew (HDC) process and the population age in the prison has reduced the number of potential candidates for these programmes. Focus is an additional pre-course motivational work which has had a positive impact on programme attrition and this will be maintained. The use of the Learning Difficulty and Challenges (LDC) screening tool has not indicated a need for LDC programmes.</p> <p>HMP Humber is looking at funding streams to look at providing a more diverse range of programmes subject to available funding. HMPPS are also mindful of the future roles and populations of prisons under the estate transformation project and will develop a strategy to deliver interventions across the group once this is finalised.</p> <p>Any prisoner identified for programmes not offered on site would be transferred out to a prison that delivers the relevant programmes.</p>	Executive Director Prisons  Governor	Complete and ongoing  Complete



5.51	The prison should follow up prisoners released without a specific address, and use outcomes from this data to inform service development. (4.32)	Not Agreed	<p>This recommendation is not agreed as there is currently no mechanism for the prison to monitor prisoners once released. Whilst in custody OASys segmentation data can be used to identify accommodation needs.</p> <p>Once the offender has left prison it is the responsibility of the NPS/CRC to follow up if the offender is homeless. The CRC contract includes Assurance Metric C, which measures whether the offender has settled accommodation on release. The NPS/CRC should record this data and any subsequent changes to accommodation status in NDelius (the probation case management system) up to the point when supervision ends. Prison and Probation Analytical Services are exploring ways to make this data available at prison level.</p>	Governor  Director MoJ Analytical Services and Data Driven Department	
5.52	The prison should develop a policy to address domestic violence that ensures that perpetrators are identified and risk of reoffending is addressed, including any child protection concerns. (4.33)	Agreed	<p>This recommendation is agreed, but the prison's policy will entail the identified risks being addressed at other prisons in Yorkshire.</p> <p>During 2017-18 the regional HMPPS Psychology team considered the Domestic Violence (DV) needs across Yorkshire &amp; Humberside. The information indicated that no single prison had sufficient need to sustain a DV intervention based on the high level data, recognising also that the assessment process for DV programmes also means it is not possible to identify which of the DV programmes to deliver. Plans are underway to deliver Building Better Relationships (BBR) at another site within the Yorkshire prison group with a longer term view to deliver Kaizen Intimate Partner Violence (IPV) at a further site. The need for a DV intervention locally and for the Prison Group will be reviewed during 2018-19 as part of a wider group strategy.</p> <p>All relevant DV cases are identified as part of the public protection procedures. Where necessary and appropriate, cases are placed on monitoring and restrictions on contact are imposed. Offenders are placed on relevant courses where appropriate to address specific need. Risk to children assessments are conducted by Offenders Supervisors on relevant cases and assessments are produced for the Interdepartmental Risk Management Team Meeting (IDRMT). HMP Humber adheres to the guidance in the Public Protection Manual.</p>	Executive Director Prisons/Prison Group Director  Governor	March 2019  Complete
5.53	The prison should identify and publicise support available in custody for prisoners who have worked in the sex industry and/or have been the victim of domestic abuse. (4.34)	Agreed	The Reception Risk Assessment Tool has been updated with questions to identify men on arrival that have been subject to Domestic Violence, or worked within the sex trade. Men identified will be referred to their Offender Supervisor for further assessment and support. The demand for this service is still to be developed and an assessment and monitoring period to inform a needs analysis will be the first stage of action planning. However, a meeting took place in September 2018, to	Governor	February 2019



			<p>identify suitable support pathways including access to relevant third sector agencies.</p> <p>A poster campaign will be launched to provide men already in our care with support information.</p>		
	<b>Release planning</b>				
5.54	Procedures for liaison between the prison and responsible officers in the community should ensure that all relevant information about a prisoner's progress and ongoing need is shared. (4.39)	Agreed	Pre-release sentence planning arrangements are in place to ensure that all relevant information is shared between agencies. These take place between the Offenders Supervisors and the responsible officers. Shelter provide accommodation advice and guidance for those offenders who cannot supply a suitable address. Discharge boards have now been initiated to look at the top priority cases being discharged. These occur every six weeks and are organised and chaired by Shelter, OMU attend these meetings and provide relevant feedback and taken actions as appropriate.	Governor/Executive Director NPS	Complete
5.55	Mentoring and meet-at-the-gate support services should be developed to meet the needs of prisoners. (4.40)	Not Agreed	<p>This recommendation is not agreed and there is currently no contractual requirement for 'meet at the gate' provision with Community Rehabilitation Companies.</p> <p>However, HMPPS continues to recognise the concerns that have been identified about aspects of the probation services and are doing further work to consider improvements to the delivery of those services. This includes specific work on improving resettlement planning processes for all prisoners entitled to receive 'through the gate' (TTG) services. HMPPS are currently discussing the implementation of a revised, enhanced, TTG specification with CRCs, which subject to HM Treasury approval will be implemented by April 2019. The specification of this element of the contract is in the advanced stages of review by the authority.</p>	Governor/Executive Director Community Interventions	

<b>Recommendations</b>	
Agreed	41
Partly Agreed	7
Not Agreed	7
<b>Total</b>	<b>55</b>

