



Annual Report of the Independent Monitoring Board

At HM YOI Wetherby

**For reporting year
01 June, 2020– 31 August, 2021**

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Introductory sections 1 - 3

1. Statutory role of the IMB

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

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

- satisfy itself as to the humane and just treatment of those held in custody within its prison and the range and adequacy of the programmes preparing them for release
- inform promptly the Secretary of State, or any official to whom authority has been delegated as it judges appropriate, any concern it has
- report annually to the Secretary of State on how well the prison has met the standards and requirements placed on it and what impact these have on those in its custody.

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

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

2. Description of the establishment

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

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

Formerly a naval base, Wetherby became part of the prison service in 1958 and has subsequently served many purposes, before becoming a male young offender institution. Young female offenders have been transferred from elsewhere since mid-July 2021.

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

Napier, an additional enhanced support unit (ESU) for up to six young people, was opened in September 2019. The building originally formed the in-patient wing for

young people, then the healthcare unit. Napier is part of Her Majesty's Prison and Probation Service (HMPPS) Youth Custody Service (YCS) and the National Health Service (NHS) Behaviour Management Strategy (BMS). It supports an approach aimed to provide individualised care for young people in custody. These young people have complex needs and require a high level of support. The goal is to re-integrate these young people on to the main site although longer term placement may be required.

Benbow is the first night and induction wing as well as holding restricted status (RS) young people on a restricted access leg. Collingwood is a popular wing with young people on gold level who gain privileges for good behaviour. Anson is the segregation wing. Frobisher wing is the main focus for integrated care.

Agencies

Healthcare

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

Learning and skills

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

Other agencies

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

Maintenance.

- Amey is responsible for maintenance and repair.

Escort service

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

3. Executive summary

3.1 Background to the report

Wetherby YOI has experienced many significant changes throughout the reporting period:

- A new Governor was appointed in July 2020.
- The senior management team is ethnically White British, with one exception.
- The Covid-19 pandemic, which presented enormous challenges for staff and young people alike, has been well managed.
- Throughout the period there has been a fluctuating availability of staff due to Covid-19, which has made regime delivery demanding.
- The Board is very concerned as to the apparent lack of permanence in the senior management team. Many of the governors and acting governors are in post for a very short period before being moved again.
- In mid-July 2021, a few young female prisoners were transferred at short notice to Wetherby from elsewhere. To the credit of all staff, including the stores and kitchen, this has been managed seamlessly.

- There has been much needed extensive and ongoing building work to improve the amenities for the young people.
- At the start of the reporting year, June 1 2020, the roll was 145, of whom 50 young people were on remand and 95 sentenced. Five young people were aged 15, 27 aged 16, 85 aged 17 and 28 aged over 18.
- At the end of the reporting year in August 2021, the roll was 164 with 57 young people on remand and 107 sentenced. Nine young people were aged 15, 26 aged 16, 99 aged 17, and there were 30 over-18-year-olds.
- The figures for those young people held at Wetherby on remand, or sentenced for murder, including attempted murder and manslaughter: in **June 2020**, 13 on remand, 11 sentenced. In **August 2021**, 22 on remand, 10 sentenced.

3.2 Main judgements

How safe is the establishment?

- Many of the young people held at Wetherby are on remand or sentenced for serious and violent offences. It is therefore unsurprising that their behaviour can be challenging. During periods of lockdown and reduced regime the number and severity of assaults decreased dramatically. However, as the regime eased:
- some very serious assaults have taken place, not just between young people, but on staff. A large number of weapons were found in relation to the average population, some of which were used in assaults.
- In early November a serious incident took place which meant that the colleges had to be closed and security reviewed.
- Young people generally report that they feel safe, but as we have reported previously, they are less likely to talk openly about any perceived weakness, such as being fearful.
- In May some very serious issues were raised by a management enquiry into the care and management of a young person at high risk of suicide and self-harm on Keppel unit.
- There continues to be concern about the application and understanding of the assessment, care and custody and teamwork (ACCT) process. However, the quality assurance process has improved during the last few months.
- The HMPPS psychology services withdrew from prisons during Covid, which meant a lack of intensive interventions for those young people in need. Psychologists returned for two days per week on 27 April 2020 then for two and a half days, leading to the rest of the team beginning to return in June.
- The lack of routine activation, in many instances, of body-worn cameras (BWC) when using managing and minimising physical restraint (MMPR) techniques remains a concern. This means there is a failure to capture the lead-up and full incident so some MMPR reviews are unable to evaluate evidence sufficiently. This is particularly concerning when involving a child protection referral.

How fairly and humanely are young people treated?

- Through our regular monitoring and observations of the interaction between staff and young people we have noticed this generally to be positive.

- In particular young people arriving into reception and first night in custody are well catered for and treated with respect.
- During the pandemic smaller groups of young people, family groups or 'bubbles' have enabled staff to develop more meaningful relationships with the young people in their care. The Board has seen cards and letters from not only families, but young people themselves, thanking the staff for the care provided.
- The acute lack of secure hospital mental health beds remains a concern. It is wrong that the mental health of the young people, who are effectively 'in care', is actually deteriorating while in prison. However, these young people add to the use of force and self-harm. The officers who support these young people do their utmost, but are not trained mental health professionals.
- There continues to be an unacceptable delay in transferring the small minority, four this year, of young people with severe mental health issues to the secure hospital bed that they require. The Board considers this to be inhumane and completely unacceptable.
- Anson, the segregation wing, experiences extremes of temperature, too hot in summer and too cold in winter. At times, especially for young people observing Ramadan, the heat on some days was excessive and unhelpful. Benbow also has extremes of temperature.
- The delay in transferring young people aged over 18 to the adult estate is, in the opinion of the Board, unacceptable. Young people, especially those with challenging behaviour, seem to be increasingly difficult to place. They are accepted at Wetherby from the courts, but the Governors in the adult estate seem to be allowed to pick and choose which of the young people they will accept. This practice must stop. Apart from any other consideration, such as the impact on the young people, it is a waste of staff time and consequently not cost effective.

How well are young people's health and wellbeing needs met?

- Appropriate healthcare was provided for all young people during the pandemic. This was due in particular to the good working partnership which enabled all appropriate actions to be taken to keep the young people safe
- During the pandemic, time out of cell has been much lower than usual, partly due to young people being in small bubbles and significant prison staff shortages. Unfortunately, there continues to be a high turnover of staff with recruitment and retention a problem. As a consequence, agency staff fill the vacancies.
- The Board is pleased to report that GPs are now wing based and travel round each wing. This has had a positive impact in relation to meeting their needs. As a result, 'did not attend's (DNAs) have reduced pre- and post-Covid. Covid was well managed. There were quite a high number of young people who were deemed as vulnerable and offered vaccinations at the earliest opportunity. Those infected with Covid were promptly isolated and looked after on each Covid wing. If released mid-vaccination programme, follow-up arrangements were made with the young people's local healthcare provider. The Board is pleased to report that the Covid vaccination programme was successfully rolled out with a positive response from the young people. This

resulted in Wetherby delivering the highest number in the YOI estate. Again, there has been good partnership working in response to Covid requirements.

- Social workers at Wetherby challenge those local authorities (LAs) who fail to provide adequate support for looked-after children. This is a perennial issue and is unacceptable. This year more issues have been escalated to the Howard League for Penal Reform, the Children's Commissioner's office and the appropriate Director of Children's Services than last year.

How effective is the education provision for young people?

- Covid-19 has presented a demanding task for those who are responsible for providing education for the young people at Wetherby.
- To some extent, the juvenile estate was bound by the same directive from HMPPS with regard to access to education. However, towards the end of July 2020 young people re-commenced some wing-based education.
- Inevitably delivering a consistent regime was onerous, due to outbreaks and high numbers of staff, both teachers and officers, who were isolating.
- There was a gradual increase in the provision of education to young people who started back again in the colleges in September 2020. Initially this proved difficult as young people regarded the class room more as an opportunity to socialise and interact with their peers than an opportunity to learn. The specialist units such as Napier, a smaller unit with less of risk of transmission of the virus, and Anson, found it easier to re-introduce education.
- Many, if not all, of the young people would, if in the community, have come under the category of vulnerable and have additional educational support. Realistically, during Covid-19 some may not have accessed education or training at all had they been in the community. It has, however, undoubtedly been a missed opportunity that the young people were unable to get back sooner into face-to-face learning.
- In order for young people to progress with their education there needs to be a consistency of delivery and the belief by the education staff that they and the young people are safe in lessons. The establishment needs to work hard so that teachers feel well supported by officers, particularly when presented with challenging and, at times, violent behaviour.

How well are young people progressed towards transfer or successful resettlement?

- Covid-19 has had a significant impact on progression and transfers. However, some of the delays have been of concern to the Board for many years.
- Maintaining all-important family links was established through innovative practice. Most, but not all, young people had access to a telephone in their cell, and with increased phone credit, were able to keep in touch with their families, and as necessary, legal advisers and other agencies.
- During the pandemic professional visits stopped. These visits only took place face-to-face in exceptional circumstances. Video links were established, and some face-to-face visits resumed in April 2021. From June 2021 things returned to a more normal basis.

- Similarly, there were no social visits to the establishment. These resumed under Covid-secure conditions, in December 2020 and were offered every weekday evening and at weekends.
- The introduction of Purple (video) Visits was welcomed by most young people. The significant increase in the use of Purple Visits at the end of 2020 was as a result of the appointment of a dedicated Purple Visits officer. They were responsible for liaising with young people and families and supporting them with the practicalities of technology. The establishment took the initiative to contact family members and encourage and invite to Purple Visits, removing the requirement for the young people to undertake this task and allow assurance to be provided to loved ones. The Board commends the practice.

3.3 Main areas for development

Development is required in the following areas:

TO THE MINISTER

1. Each year we ask the Minister what is being done nationally to reduce the levels of violence amongst young people. With an ever-increasing number of victims and offenders, it would appear that what we have been told is being done is clearly not working.

The figures for those young people held at Wetherby on remand, or sentenced for murder, including attempted murder and manslaughter, make stark reading

The Board would like to know what is being done to reduce the level of serious violence by young people in the community?

2. The Board continues to be frustrated by the acute lack of secure mental health hospital beds and the inability of politicians to address the situation. For the sixth year running, we ask what is being done to increase the number of beds for those young people for whom prison is clearly not the right place?

It is inhumane to place young people where their serious mental health needs cannot be met despite the best efforts of the staff who support them.

TO THE YOUTH CUSTODY SERVICE

1. Many young people already held at Wetherby who are aged 18+ continue to experience delay while waiting to transfer to the adult estate. It is unreasonable for young people to have to endure a lengthy wait while negotiations take place between establishments. These are frequently complex young people with challenging behaviour, many of whom face long sentences. The heightened anxiety created by endless delay does little to help their behaviour.

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

2. Until July 2021 Wetherby YOI was a YOI for young male offenders. The introduction of young female offenders was to many, not least the Board, a

surprise. It appears that there has been significant financial investment in order to accommodate them. Is this to be a permanent arrangement?

Is the future of Wetherby now as a mixed sex establishment?

TO THE GOVERNOR

1. The sudden and relatively unexpected arrival of young female prisoners at Wetherby has been well managed. However, the male prisoners are less than happy. They feel that the females are being treated not only differently, but favourably. They do not arrive via reception but directly on to their unit: the female accommodation is perceived as superior and they can wear their own clothing. There may well be justification for this practice, but in the eyes of the male young people it is unfair.

What is being done to address their concerns?

2. Lengthy delays in maintenance work continue: for example, delays in repairing out of order cells and the never-ending saga of the kitchen floor. This is unacceptable. Throughout Covid the standard of cleanliness at Wetherby was excellent. However, as the pandemic seems to be easing, there is slippage. It would be unfortunate if this is allowed to continue.

Can the Governor reassure the Board that standards of cleanliness will be maintained, and that repair and maintenance is dealt with in a timely manner?

3. The lack of permanence within the senior management team is of great concern to the Board.

Is the Governor able to offer reassurance to the Board that some level of stability will take place?

Barnardo's advocacy has an important role to play in supporting the young people. They hear of Barnardo's role, along with that of many others, during the induction programme. However, since the start of Covid-19, Barnardo's have been far less visible.

How can the Governor make sure that all young people have an equal opportunity to access advocacy support?

4. The completion of the new ACCT v6 document presents, for many staff, a substantial challenge and too many completion errors and omissions still remain.

Can the Governor reassure the Board that sufficient quality assurance procedures are in place to improve understanding of the ACCT document across the prison?

3.4 Progress since the last report

- The Board is pleased to report that since the introduction of the new Prisoner Escort and Custody Service (PECS) contract in August 2020, there has been a reduction in the number of young people arriving into Wetherby late at night. However, as there have been fewer young people in general going through the court system due to the pandemic, we regard the data with cautious optimism.
- The regime and time out of room has gradually increased as of July 2020 and at the end of our reporting year in August 2021, young people were generally out for 5.85 hours per day.

- Covid-19, by necessity, brought with it a general and much needed improvement in cleanliness throughout the establishment. For example, since the start of lockdown, litter has been non-existent. This had previously been a problem due rubbish escaping from overflowing external bins and flying around the exposed and, at times, windy site
- The gradual updating of the wings, including the introduction of showers in the cells, is a much-welcomed improvement. There is still much to be done.
- The education colleges, which have been redecorated and furniture updated, now provide a more attractive learning environment.
- While some of these changes may appear trivial, for the young people at Wetherby it does much to improve their self-esteem and encourages them to take a pride in their environment. There is little evidence of graffiti.
- The use of Purple Visits, which was just starting as we wrote our last report, is now a well-established system for young people to keep in touch with family members. For those who are placed at a distance, it is an excellent way of maintaining contact.
- Young people held on Anson, the segregation unit, have a more proactive regime, are better supported by psychologists and we are pleased to report that the wing itself is less austere.

Evidence sections 4 – 8

4. Safety

- Governance is thorough and comprehensive in most aspects of safeguarding.
- As in the Board's previous annual reports, violence between young people, and against staff, remains high. It continues to present huge challenges. In this reporting period there has been some decrease in violence, due to young people being permitted to mix only in family groups of four for much of the year, due to Covid-19 regulations. Unsurprisingly, the fluctuation in the trend is related to the lack of regime, and its re-instatement, when young people were permitted to mix in larger groups. The safer custody team (SCT) are a regular presence on the wings and are to be commended for their efforts in trying to make young people feel safe.
- Young people have told Board members that they have felt safe in their small family groups.
- Social workers and CAMHS staff phoned young people during Covid restrictions, each day.
- The Board considers the monitoring of young people who have not made any telephone calls during the previous week as good support from the SCT.

4.1 Reception and induction

4.1.1 Reception

- Wetherby received 426 new arrivals during this reporting year, an average of 29 per month. The Board has been concerned about, and has monitored for several years, the number of late arrivals i.e., after 7:00pm. Lateness means they cannot be effectively prepared for their first night in custody. A new

PECS contract, with GeoAmey and Serco began in August 2020. This has prevented unnecessarily long journeys to multiple destinations, as young people are no longer transported with adults. Therefore, reception staff report low numbers of late arrivals throughout the period, (although occasionally young people have to wait for Serco vans at courts). The courts' backlogs have also contributed to fewer late arrivals.

- Young people are treated with respect in reception. The processes are efficient in preparing them for their first night at Wetherby and include screening in relation to self-harm. However, a constant topic of complaints from young people has been the non-arrival of property from reception, which can be between two to four weeks. This is due to the lack of X-ray equipment at Wetherby for scanning their property, which is therefore required to be sent to a nearby prison. Staffing issues at both prisons result in delay.

4.1.2 Induction

- The Board believes the care and support given by staff to new arrivals at Wetherby is good. Benbow wing is the first night and induction unit, and was re-named the reverse cohort unit (RCU) at the beginning of Covid-19. Young people are quarantined for seven to 14 days before being located on a normal residential unit. Multi-disciplinary formulation meetings are held within the first week to determine the needs of each young person. During induction they are given 30 minutes of education per day, a shower and phone call, and are monitored daily by healthcare.
- Induction staff are frustrated by the regular lack of information which should be supplied by youth offending teams when young people arrive in reception. This means that staff do not have sufficient information during their first few days to evaluate young people's needs and behaviour. They are, therefore, required to make enquiries to a Manchester-based centre for this information. Until this arrives, they create a monitoring plan for each new arrival, which for the first 24 hours involves constant monitoring and subsequent hourly monitoring until this further information is supplied.
- The Board is pleased to note that the new comprehensive induction information pack is more child-friendly than the previous one. There is also a simplified slide presentation for young people who may have reading difficulties.

4.2 Suicide and self-harm, deaths in custody

- There have been no suicides or other deaths in custody at Wetherby since 2011.
- Acts of self-harm and suicide attempts, and the lasting impact these have on young people's mental health, have remained a very significant concern to the Board. This is despite the very best efforts of the staff- they are not trained mental health professionals. The following data refers to a small number of young people who have carried out a large number of self-harm acts and were referred to the complex cases pathway:
 - in quarter 3 2020, 10 young people accounted for 72% of all self-harm incidents;
 - in quarter 4, two young people carried out 39.5% of self-harm incidents;

- in quarter 2 2021, one young person carried out 37 acts of self-harm, (with 16 acts in the previous quarter).
- In July 2021, 98 young people self-harmed twice or more, which accounted for 96% of all self-harm in the population.
- Self-harming increased from quarter 2 to quarter 3 2020. There was a small decrease in quarter 4. Keppel young people constituted 75% of all self-harming. In quarter 1 2021, there was a small increase, and a greater increase in quarter 2.
- Types of self-harm included cutting, head banging, wall punching, ligaturing and poisoning/overdose.
- 72% of officers had received suicide and self-harm (SASH) training by June 2021.

Self-harm July 2020 - June 2021

	2020		2021		
	Q3	Q4	Q1	Q2	July-August
Average population	175	158	176	152	159
No. self-harm incidents	110	99	116	176	145
No. ACCTs opened	38	54	47	46	31

4.2.1. Cell bells

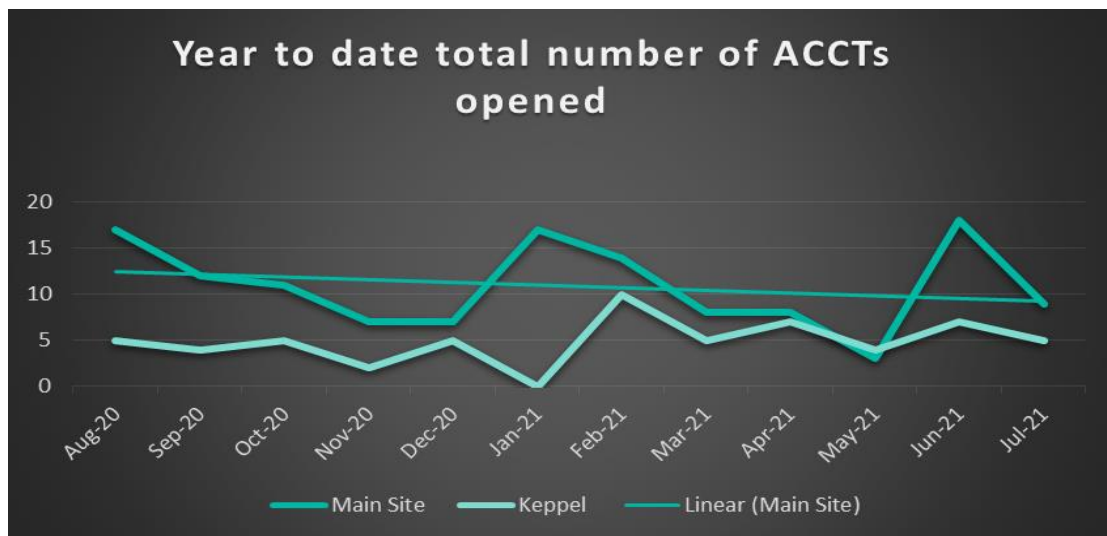
The bell in a cell is for emergencies only, as young people are told during induction. However, they forget. This means, for the officers, there is no differentiation between an emergency and an immediate need for other reasons. Unit managers undertake assurance checks on responses to cell bells by using an empty cell, pressing the bell, timing staff responses and logging. The Board understands that, for example, between September 2020 and January 2021, the response time was four minutes.

4.2.2 Alternative clothing (AC)

Young people's clothing may be removed by officers if it is thought it will prevent serious harm from ligaturing, or save a life. For example, AC was used on six occasions in quarter 1 2021, of which four occasions involved the same young people. Five young people were placed in AC, with one of these young people in AC on four occasions.

The Board was very concerned to learn that on one occasion anti-ligature clothing was ripped up by a young person at high risk of suicide and self-harm. However, alternative clothing has since been secured. It has been acknowledged by management that staff training is needed to ensure the process is defensible and safe.

4.2.3 Assessment, care in custody and teamwork (ACCT)



(In August 2021, 17 young people were placed on an ACCT.)

- The care planning process for prisoners identified as being at risk of suicide or self-harm requires actions to be taken and recorded on the ACCT documentation. These are prompts for staff to assess changes in mood and behaviour which could result in threats or acts of self-harm. The Board routinely monitors updating of ACCT documents and visits these young people as part of rota duties.
- The Board has had, throughout the reporting period, significant concerns about the many trends of errors, omissions and generally poor application and understanding of the ACCT process. This is particularly so if risk is not identified and communicated to others. The safer custody team have improved their quality assurance efforts since the Her Majesty's Inspectorate of Prisons (HMIP) report in January, but progress has been slow. However, although some staff inform Board members the new document is more easily understood, it still presents, for many, a substantial challenge and too many completion errors and omissions still remain.

Young people believe there is a stigma if subject to the ACCT process and have told members that there is insufficient confidentiality. Some young people say they believe being on an ACCT is intrusive, particularly at night, whereas others have told members they value the care and support from officers and the child and adult mental health service (CAMHS), which these checks provide.

- The Board regrets the fact that training about the new ACCT document, introduced in July 2021, is not mandatory, and too few managers choose to attend. This is provided across the prison to all who are likely to be involved in the ACCT process, including Board members.

The withdrawal of HMPPS psychology services from all prisons at the outset of lockdown was of significant concern to the Board. Normally, it routinely engaged with young people on ACCTs prior to lockdown and delivered intensive interventions for those young people in most need. Psychologists

returned for two days per week on 27 April 2020 then two and a half days, leading to the rest of the team beginning to return in June.

4.3 Violence and violence reduction, self-isolation

	2020		2021		
	3 rd quarter	4 th quarter	1 st quarter	2 nd quarter	July- August
fights	29	24	33	11	19
assaults	9	11	8	29	15
multi-perpetrator assaults	20	17	33	20	15
serious multi- perpetrator assaults	1		1	1	
staff assaults	21	17	28	18	16
serious staff assaults	6	1	4	1	
TOTAL	86	70	104	80	65
Average population	175	158	176	152	159

- During post-incident interviews about staff assaults young people suggested these were triggered by frustrations with the regime restrictions, lack of access to facilities and unhappiness within family groups. Board understands that, during the third quarter of 2021, young people have been opting for mediation with other young people, through conflict resolution, to facilitate violence.

Serious incident

In November 2020 a very serious incident occurred in an education unit involving a group of young people. Weapons were created from furniture and the young people threatened three staff unless they handed over keys. Other staff had retreated from the unit, leaving the three staff with the young people with weapons. The young people were able to climb on to a roof. A national tactical response team was dispatched to the prison and all young people left the roof, compliantly walking to the care and separation unit (CSU). It is unclear why the incident took place as, unfortunately, prisoner debriefs were not carried out. An external investigation report, focussing on lessons learned, was commissioned and all the recommendations made to the prison were accepted. These included:

training in incident management for Custody Managers, Orderly Officer, Duty Governors; training in communication duties for Operational Support Grade (OSG); -prisoner debriefs following an incident (-safeguarding believed the debriefs on the use of MMPR was sufficient); a testing regime of personal alarms; reviewing classroom furniture to avoid it being used as weapons, and stronger glass or bars across to prevent breakage

An upskills course for incident management is being organised and the remainder of the recommendations have been implemented.

4.3.2 Triggers to violence

- Violence reduction (VR) staff have identified that the main drivers of violence are young people shouting out to each other from their cells, often during the night. Often night staff do not hear the “shout-outs” so these are not recorded and followed up which can result in young people being fearful. There has been more bravado this year because, while in small family groups, young people have been aware they were unlikely to be out of their cells at the same time as the victim.

4.3.3 Violence reduction initiatives

- **Weapons** - The Board found the high number of weapons, created from any objects young people can find, a very concerning trend, particularly when these are used in violent incidents, or as a threat. For example, four metal bars released from a window were found secreted in a cell. Between quarter 3 2020 and quarter 2 2021 a high number in relation to the population. At a violence forum young people suggested that more weapons amnesties, more shutdown searches on the units and the targeting of repeat weapon carriers would be useful. Unit searches and weapons amnesties produced the following weapons finds:

	2020		2021		
	Q3	Q4	Q1	Q2	July-August
	126	131	132	61	62
Average population	175	158	176	152	159

Young people say they create weapons due to boredom, for protection against assaults and due to the uncertainty of being placed in a new family group. The availability of disposable razors means that some young people have managed to hide blades to use as weapons, and as a means of self-harm (those on an ACCT have a supervised shave.) Unfortunately, searches have not always revealed weapons. Currently 50 staff have received further training on searching, with help from the police. A new risk assessment protocol with regard to razors has been sent to staff.

4.3.4 Conflict resolution (CR)

There has been no change from our previous reports in the main challenge for the CR team and unit staff. This is the large number of non-associates (i.e., those who are members of different gangs in the community or have been involved in conflicts after arriving at Wetherby) who need to be kept apart to prevent violence. In quarter 3 2021, there were 284 non-associates among 89 young people on an

average roll of 150. This constituted 61% of young people with one or more non-associate.

Board members were pleased to note that CR works alongside the equalities team and their discrimination incident reporting form (DIRF) process. On one occasion this led to a very positive outcome, after a racial element in a disagreement between a teacher, where the young people and the teacher were eventually able to work together again. Both wing staff and CR work on the units in encouraging immediate resolution of conflicts between young people.

4.3.5 Kinetics

The Board is pleased to note that Kinetics youth workers, who support education initiatives at Wetherby, are working with individual young people whose index offence is weapon related.

4.3.6 Child protection (CP)

The Board is concerned that the CP team has had to examine referrals without any camera footage to produce evidence. In the second quarter they reported a notable decrease in the amount available. This triggered referrals to the local authority designated officer (LADO) and the allegation management meetings. CP staff have quarterly meetings with the LADO and the Youth Custody Service. It was stated during meetings in 2020 that more transparency in reporting was required by staff, when logging incidents of use of force, particularly by new staff. (Training was suspended early in 2020 due to Covid-19 but re-commenced in the fourth quarter.) They were also concerned that strategies for managing disclosures in relation to historical incidents were not sufficiently thorough. Awareness and knowledge of the special accommodation process was also identified as a challenge for some staff.

- **4.3.7 Self-isolation**

There have been 32 young people who have chosen to self-segregate under Rule 49 this year due to feeling unsafe. They fear being attacked due to gang affiliation and intimidation and are reluctant to move on the landings. Due to the conflict resolution team working with these young people the number of yp self-segregating reduced during lockdown, as young people felt safe in their family groups. The Board monitors these young people weekly during rota duties.

4.4 Use of Force

4.4.1 Managing and minimising physical restraint (MMPR)

Of the 209 incidents in third quarter of 2021, 43 involved only eight young people. Planned restraints are usually implemented when relocating young people to the CSU or when carrying out targeted cell searches.

- Staff receive mandatory training in MMPR, which aims to provide them with the ability to use de-escalation techniques and strategies to minimise the use of restraint. Governance of MMPR incidents is good. This includes reviews by an MMPR coordinator and a follow-up with the young people involved within 72 hours of the incident. Weekly reviews are also held and members monitor a sample, which the Board find are thorough and transparent. Healthcare staff attend all restraints and visit each young person who has been involved in a restraint. Healthcare staff receive MMPR awareness training from safeguarding. We believe the majority of restraints are necessary, proportionate and controlled, and national and local policies and procedures are implemented.
- Officers are too often required to deal with a very high level of violence during unplanned incidents in particular. It is clear from the CCTV and/or body-worn video camera footage available that the majority are usually dealt with quickly and professionally. Positive feedback is given to those officers involved. Conversely, if there are misapplication of techniques identified (e.g., in January, in 16 reviews, nine demonstrated incorrect head and leg control or no adaptive support), staff concerned are referred for refresher training. MMPR learning points leaflets, relevant to misapplication of techniques, are very useful pointers for staff. These include detailed suggested actions and probing questions which staff need to ask of themselves. They are one component in the regular reminders SCT issue to staff. Currently, there is a high number of staff, particularly those who are new this year, requiring training.
- In 2020, there were 1,142 incidents using force compared with 1,679 incidents in 2019. Between January and March 2021, there was a substantial increase due to expansion of the regime and young people having more opportunity to mix in larger groups than during the Covid regime. Six young people, in particular, presented a huge challenge, being responsible for 90 incidents.

	2020		2021		
	Q3	Q4	Q1	Q2	July-August
No. restraints	277	255	485	428	138
Planned restraints	59	73	80	156	14

4.4.2 Body-worn video cameras (BWCs)

As in previous reports the Board has significant concerns that the routine activation of BWCs to show lead-up to and during and post violent incidents is still not happening during too many restraints. Insufficient progress has been achieved. This is despite a substantial increase in the purchase of BWCs at the beginning of 2021. It is not clear that this, and Governor's Orders, made any difference. In January 2021, for example, the Board reviewed 16 incidents using

MMPR and only 50% showed use of BWCs. It was disappointing that, until October 2020, the SCT did not analyse why activation had not occurred.

4.4.3 Pain inducing techniques (PIT)

Torture, inhumane and/or degrading treatment or punishment are all prohibited absolutely by European Convention on Human Rights. Unnecessary use of physical force against a child is an infringement of Article 3. PITs must only be used in emergency situations and staff are expected to provide a strong justification for why they have used pain. The Governor is accountable at the independent restraint scrutiny board. In 2020, a national review into the use of PIT concluded that it should no longer be included in the MMPR syllabus. However, it suggested that it can be used in exceptional circumstances to prevent serious physical harm to young people or adults. Officers are permitted to use four types of techniques. The MAT (mandibular angle technique) is the one most used at Wetherby. It involves putting pressure on a nerve centre on the jaw bone, below the ear. In most people it causes a sharp burst of pain. It is not allowed to be used for more than five seconds as there is a risk of long-term nerve damage. All incidents below were reviewed by a local co-ordinator and PIT was deemed to have been used appropriately.

Use of PIT July 2020-June 2021

2020		2021	
Q3	Q4	Q1	Q2
4 (1 MAT, 2 wrist flexion and 1 outward rotation)	3 (MAT)	5 (MAT)	3 (MAT)
86- total number of incidents	70-total number of incidents	104total number of incidents	80 total number incidents

4.4 Young people with specific vulnerabilities

4.4.1 Keppel unit

Keppel, a national resource, is a high-dependency 48-bed unit for particularly vulnerable young people and offers enhanced support and extended enrichment opportunities. Keppel staff are to be highly commended for their efforts to support and protect these very complex and challenging young people from harm, particularly during the low staffing level periods this year, while officers were required to self-isolate due to Covid-19.

- The Board continues, year after year, to express great concern for acutely ill young people on Keppel unit who have been assessed by psychiatrists as needing secure mental health facilities under the Mental Health Act. They have had an extended delay waiting for admission. (One young person waited for six months for a secure hospital

transfer which never happened, but instead was transferred to another prison on reaching 18). This leads to acute stress, and, in some cases, multiple acts of self-harm. This is despite the best efforts of CAMHS, prison management, and Keppel and Napier staff. Young people continued to live without the specialist care they needed due to the failure of the NHS's 14-day target for transferring acutely ill prisoners to mental health beds. No beds were available throughout the country. In quarter 4 2020, young people on Keppel were involved in 75% of all self-harming at Wetherby. During the Covid-19 restrictions, some one-to-one work continued to address offending behaviour and for young people to have necessary assessments completed. However, these were limited due to CAMHS staffing shortages.

- The Board was extremely concerned about issues revealed in a management enquiry in May 2021 with regard to a very vulnerable young person on Keppel unit, at high risk of suicide and self-harm. This involved the young person having four salbutamol inhalers. He was given one in reception and one prescribed by the GP the following day when reviewed. After being re-located to another cell he informed staff he had left his inhaler in his old cell, which was untrue, and was given another inhaler. He was on a medical management plan and should not have had an inhaler in his cell. He had had 400 inhalations and was at risk of a heart attack but refused hospital admission.

The Board have been informed that the pharmacy now has a process in place to ensure there are checks.

Issues revealed included communication breakdown between CAMHS and Keppel staff with regard to believing that the young person was on constant watch, when he was on five observations per hour:

- poor management of the ACCT document and processes, including a staff member copying and pasting between ACCT reviews
- a delay of five minutes between trying to get a response from the young person when he was out of sight, unresponsive and blocking his cell door with a mattress, and opening his cell door.

- Members have observed, on numerous occasions during rota visits to Keppel, the good relationships between staff and young people, and staff know them very well. Young people find this reassuring. They tell us there is good communication between officers and themselves to keep them regularly informed about the changes related to Covid regulations, and its impact on the unit. Weekly welfare checks are also valued by the young people.
- Twice daily multi-disciplinary meetings, some of which are attended by the Board, are a very good forum for sharing information. They highlight individual young people's particular vulnerabilities and behaviours relevant to violence and safety and are excellent prompts for staff.
- Custody support plans (CuSP) are a care planning approach for all young people in custody and there are 135 CuSP trained officers. The Board is pleased to note that the CUSP sessions continued throughout the Covid period on the Keppel Unit, when young people were involved in 672 sessions - an average of 48 per month.

- For much of the year the Board was concerned about the impact of social isolation on new admissions on the RCU at the start of their custody. Usually only 1 young person was admitted per day so could not be part of a cohort. From May 2021, after their first Covid negative test, they were permitted to join a family group for outdoor education, after risk assessment.
- Kinetic Youth workers undertook useful one-to-one work with the young people on Keppel. Forty-five minutes of face-to-face education restarted in January, and is currently 90 minutes indoors and 90 minutes outdoors. (Not all young people were permitted outdoors as this is risk assessed.) Young people were given options of football, fishing competitions or exercise, and working with small animals (when staff were available). Exercise was increased in July 2020, when a PE instructor worked with young people twice per week in the new gym which opened on the unit. This is an excellent resource and well used. Keppel young people participated in Parkrun until it ceased nationally in March 2020 but were allowed to run on the field. On 28 August 2021 Keppel young people could participate when Parkrun re-commenced.
- Time out of cell for these vulnerable young people remains unacceptably low, especially at weekends. For the first three months of Covid regulations, they had all meals in their room, then lunch in the communal area. Currently all meals are 'dine out'.

4.4.2 Napier unit

- Napier unit is an additional enhanced support unit (ESU) with 6 cells, and aims to provide individualised care for those young people who have been identified by the ESCT and who require individualised care and interventions. Napier staff aim to re-integrate the young people onto the main site. Many young people who have been on Napier have greatly valued the support they have received, for example:

From an exit interview:

A. stated that he has enjoyed being on Napier, and has reflected on the progress he has made since moving onto the unit. He reported that he '*wasn't in a good place*' when he first arrived on Napier, where he felt '*depressed*' and low in mood. A. highlighted that being on Napier has provided him with support to help him manage the '*things that were going on for him*'

4.4.3 Enhanced case support team (ECST)

Young people identified as having complex needs, on the main site and Keppel, presenting a risk to themselves and to and from others, are the focus of the enhanced case support team (ECST) multi-agency weekly meetings. The criteria for inclusion are whether the young people have a mental or developmental disorder, have experienced trauma, have challenging behaviour and are requiring intensive support. During the period, 72 young people were identified as having complex needs. There has been an average of 16 per week during the last few months. Members commend the care, support and setting of targets and plans these ECST meeting provide, and they monitor some individual young people in their ECST meeting over several weeks. This forms part of the Secure Stairs national initiative, where Wetherby staff work alongside

healthcare professionals. Young people are very well informed about the discussions by their case worker and are often invited to attend, if appropriate. It is clear from the meetings that the young people have valued the care and support which is illustrated by the ECST. Members have found them extremely thorough and very good exemplars of sharing information and planning a way forward.

4.4.5 Restricted status (RS)

Six young people were admitted under RS status during this period. Young people who are vulnerable, due to the nature of their offence, are placed on an RS wing by the centrally based placement Team. They do not associate with other young people but have a similar regime. If there are young people for whom Keppel would have been an appropriate placement and, for security reasons, they cannot be located there, they are able to spend some time on Keppel, with the remainder on main site. Unfortunately, the security procedures for young people are aligned to the adult prison estate systems, which means they are required to wait for up to six weeks before being able to contact family and friends they wish to have on their phone list, due to the required vetting, and RS young people often make complaints.

4.4.6 Disabilities

Those young people with disabilities or physical injuries acquired in the community are placed on a handling plan. This is in their file and officers on units are expected to be aware if there is a planned removal with MMRP involving such young people.

4.5 Substance misuse

- The Young People's Drugs and Alcohol Support Service (YPDASS) is effective in providing psychosocial support to young people. It works collaboratively with primary and mental healthcare. Young people are contacted during their induction period and, were offered support if they wished. Now support is mandatory. If they have high needs they are offered weekly 1:1 sessions, or otherwise, three-weekly sessions. Reviews are three-monthly. Unfortunately, for much of the year staff were unable to work with young people due to Covid-19, and young people were reluctant to engage with them using in-cell telephony. During lockdown, when visits stopped, mandatory drug testing was suspended. Drugs have not been a major challenge at Wetherby. Staff have, occasionally, reported smells from the young people's cells and searches have revealed drugs such as cannabis.
- Staff have had an average caseload of 70 young people. YPDASS offer support one month prior to discharge, with the release plan being sent to the relevant youth offending team (YOT) and community team.

5. Fair and humane treatment

5.1 Accommodation, clothing, food

The Wetherby estate is made up of a mixed profile of buildings, the original ones being a range of prefabricated buildings that were built many years ago.

It was noted in previous reports that Amey had been subject to a performance improvement programme. It could now be described as an improving situation. While the relationship at a local level is positive, staffing issues generally inhibit a full-

service delivery from Amey. Nevertheless, the Board would acknowledge a significant improvement.

Key developments over the period have been the installation of in-cell showers in Collingwood and Drake. The work is to commence on Exmouth and Frobisher. Apart from the obvious benefits to the young people of having an in-cell shower it releases staff to manage and provide a more meaningful regime.

The achievement of the above was significantly aided by the appointment of an operational project manager along with two other experienced members of the prison staff to help project manage the work. This enabled the in-cell shower project on Collingwood to be completed significantly earlier than anticipated and well below budget.

It is hoped that the same members of staff will be working on programmes to involve young people in practical work as part of the overall enrichment programme.

Significant plans are underway to provide in-cell technology early next year, which will enable young people to have in cell laptops.

The kitchen floor remains unfinished and many of the problems stem from a failed contract with an external contractor from several years ago. Amey are working on flooring projects in Anson and Keppel and are then scheduled to complete the kitchen floor. The Board finds the delay not only unacceptable but potentially hazardous. Stores at Wetherby is an efficient and well organised department. The pandemic has had little impact on the provision of the young people with clothing and other requisites. The arrival of female prisoners was given careful consideration by this team.

There is, however, disquiet among the males that the females are treated favourably as they are allowed to wear their own clothes. Long before the arrival of the females, the males have asked us why they cannot wear their own clothing. It is also a view held by HMIP. While the Board appreciates the advantages and disadvantages of a uniform, whatever decision is made should be equitable.

5.1.1 Food

The daily budget for food remains the same £2.60 per young person. This can be supplemented by the young person making additional purchases via the canteen system.

It was stated in last year's report that a new initiative was introduced in the year, to bring a consistency to the menus across four YOIs. It was estimated that 75% of the menus will be the same across the facilities. This was implemented, and while choices 2, 3 and 5 are the same, each site can vary options 1 and 4. It is not clear if such consistency has allowed any savings to be made.

There is a working group to review all the menus across all the different estates with a view to reduce processed food and provide healthier menus with a focus on nutrition. It is not clear how a more expensive menu will be financed. The kitchen continues to provide a monthly themed menu – for example US Independence Day, Pancake Tuesday, Saint Patrick's Day and Chinese New Year. A special menu is provided for Ramadan, and the Eid menu is offered to the whole population.

The twice-yearly questionnaire continues to have a relatively high response rate with, in general, positive feedback for the quality of food.

During lockdown a weekly comfort pack has been provided for each young person. This continues and is due to be reviewed in August 2021.

5.2 Segregation, special accommodation

Anson's remit is to manage young people that are presenting too high a risk on the main residence. The objective is that their stay should be for as short a period as possible with the intention to reintegrate them as soon as possible.

The optimum staffing complement on Anson is six and they are regularly working with 5. This can have some detrimental effects on the regime delivery.

Leg 1 is used for new Anson arrivals to assess, risk and develop a reintegration plan. Leg 2 is a progression landing where the regime is extended, and a young person's risk is tested. The unit is looking to develop a plan for Leg 3 whose purpose would be to provide a day provision to prevent complete separation.

The number of young people in Anson increased over the reporting period. In many ways this was understandable as the regime was eased on the main site and increased time in education and association would inevitably lead to more incidents. In terms of the buildings a smoke extraction system has been completed, along with new showers on Leg 2. Some work will be required as the Leg 3 plan is developed. The fluctuating heating on the upper levels is almost unbearable for young people and staff. This continues to be an issue. The staff need to work through Amey to amend the levels of heating.

When Board members have been able to attend weekly reviews for young people on Anson, under Rule 49, we find them well attended by staff and senior managers, to direct and monitor reintegration. The Board has noticed that since the pandemic, GOOD reviews are being held in the open reception area. As a result, it seems that there are an increasing number of staff there. Sometimes introductions are not made and the Board would question if the environment has become too overwhelming for what can be an already a stressful event for the young people. A member of the healthcare team attends all GOOD reviews and on a daily basis sees all yp who are segregated.

The GOOD form is now electronic and this presents the Board with a difficulty. It can take a governor some considerable time to complete before the IMB member is able to sign it and it is not always completed at the time, due to their other commitments. The young people's regime has improved throughout the year with more focused interventions and the young people seem to appreciate a more predictable regime. Kinetics Youth have provided very useful one-to-one sessions and were on site throughout the pandemic. The young people appear to actively engage with the Kinetic staff who help and encourage them to return to education.

The breakfast pack on Anson is delivered at 4:30pm the previous day with the evening meal. Although the Board has repeatedly raised this as a concern, nothing has been done about it.

5.2.1 Napier

The Board acknowledges that Napier presents as a well-run facility with dedicated staff, who are committed to the care of the young people with challenging behaviour and complex needs. There are several letters from young people that have left and written to the unit thanking the staff for the care that they had.

Of note would be the tailored education programmes that the unit has developed with Novus which has proved very successful.

It is well documented that the Board feels that a number of young people had highly complex issues and should have been in secure mental hospital provision.

5.3 Staff/young people relationships

The Board members' observations during the reporting period would suggest that relationships between the staff and young people remain positive. In the main, interactions between staff and young people are mutually respectful and supportive. This is, of course, against the backdrop of what has often been a restrictive regime among a population of quite complex young people.

5.3.1 Custody Support Plan (CuSP)

CuSP is an evidence-based care planning approach for all young people in custody. The intention is for each young person to have a personalised officer who has been trained in motivational interview techniques. The sessions are intended to be 45-minute weekly meetings. The programme was introduced initially on Keppel due to the complex nature of the young people.

It was then extended to the main site and after an initial slow start, the nature of the lockdown regime created an environment where more sessions could take place. As education began to be re-introduced and a more normal regime started the CuSP session had a lower priority. Also, unfortunately, the aim of having consistency with the same officer being responsible for a young person undergoing CuSP session has not always been possible owing to staff management.

The programme is targeted at a young person who would be on the critical care list-those identified as red and amber. They would represent some 20% of the population.

There are approximately 130 staff trained in motivational interview techniques. This is seen as an appropriate ratio to be able to create a sustainable delivery plan for the boys on the critical care list.

The CuSP programme is viewed as part of several tools to provide support to the young people. Alongside CuSP there is also a programme call COSP (Covid Support Plan) which involves a 20-minute interview between staff and the young people.

5.3.2 Youth council

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

5.3.3 Barnardo's

Barnardo's provides advocacy services for Wetherby YOI.

While there was a period at the height of lockdown when interviews would have been conducted on the phone, the Board notes that there was a lack of face-to-face contact between the young people and Barnardo's.

While an 0800 number for Barnardo's has been provided during the lockdown period and was on young people's PIN numbers, we believe that this has not been well used. Some officers on the wings appeared to be unclear as to how a young person could contact Barnardo's.

It would appear that the service has improved over recent months. In the last quarter, of the 75 notifications 30 were referred for an induction within 14 days and 45 within seven days based on the vulnerability criteria. We understand that the vast majority were conducted face to face.

5.4 Equality and diversity

The Board recognises the efforts made by the prison to ensure equality and fair treatment of the diverse population. The dedicated equalities team continues to lead well on this. Young people have chances to express their opinions, ask questions, function as positive role models, and disseminate information. These include diversity representatives, forums, notice boards on the wings and events to celebrate diversity with signs across the prison.

5.4.1 Ethnicity data

The prison produces detailed data on the protected characteristics: ethnicity, religion, disability, and sexuality. This includes a breakdown between those held in the CSU and those on the main site each month. Regular forums held involving young people cover each of the protected characteristics as well as equality being a standing agenda item for the youth council meetings. Youth council meetings have continued since the last report, but more sporadically and via telephone with each of the wings due to the pandemic.

Ethnicity data shows variations over the year and typically 60-65% of young people are of white origin, 10-20% black, with Asian and mixed both being 5-15%, and the small percentage remainder in other.

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

Laid and proven adjudication data is split by ethnicity. The percentages vary across the year and the proportions for both remain in line with the ethnicity split of the prison population while varying significantly from month to month.

MMPR incidents this year show some bias towards black and mixed ethnicities. This was not the case in the previous year.

The proportion of the overall population with disabilities has increased from 44% at the time of the last report to 53% at the end of this reporting year. The data is split by Keppel and main site. On Keppel 74% have a disability, consistent with last year. On main site 48% have a disability, which is an increase of 9%. Many young people have more than one disability. Most disabilities are learning difficulties, including dyslexia and autism, which account for 61% combined on the main site and 68% on Keppel. Mental illness accounted for 4% on the main site and 7% on Keppel. Other disabilities, including attention deficit hyperactivity disorder (ADHD), oppositional defiant disorder (ODD) and paranoia, accounted for 26% on the main site and 21% on Keppel.

5.4.2 Foreign nationals

As at July 2021, 17 foreign national young people were held from twelve different countries, over half from European countries and the remainder from African countries. Provision is made for interpreters via phone. There have been concerns during the year that this service is not always readily available. Foreign nationals are provided with extra credit for phone calls.

5.4.3 Discrimination incident reporting forms

The number of DIRFs has dropped significantly over the last year in line with the reduction in contact young people have had with each other and staff due to the pandemic, making statistical comparisons with prior years invalid.

5.5 Faith and pastoral support

Support is provided by two chaplains, a Roman Catholic priest, and an imam. There is also assistance provided by the regular presence of the Salvation Army. The chaplaincy provides pastoral support, bereavement support, discharge interviews and considerable additional support to those young people on the CSU and ESU. Over the last year it has not always been possible for young people to attend corporate worship in any of the faith traditions due to the pandemic. In the early days, there was no worship of any sort in chapel, as in the outside community. Chaplains continued to maintain a presence throughout the period, visiting the units, speaking to the young people through their doors and supporting the young people and the staff by simply being around. They found new ways of doing things, as service sheets were produced and put under doors. From October 2020, small groups based in bubbles were able to attend in person in ones or twos. The latest situation allows small groups to attend for worship, still in bubbles but more frequently with numbers ranging from three to eight. Due to restricted space in the chaplaincy office, chaplains are now tending to attend as per their normal rota while working from home on one day a week, using that time for preparation, dialling into meetings and training.

The chaplaincy has, throughout the pandemic, continued to attend ACCT and GOOD reviews. They have been available for support and continued with the critical care support, supporting the bereaved young people through visits, prayers in chapel and using digital means where available.

5.6 Rewards and sanctions

The incentives and earned privileges (IEP) scheme has red, silver and gold levels. In surveys previously conducted by the Board 100% of young people are aware how to move up through the levels to gold and 100% know the benefits of being on gold. Percentages on each IEP level vary and typically 40% of young people were on gold, 40% on silver and 20% on red during 2019. Due to the pandemic, all young people were moved from red level, leaving all young people on silver and gold.

Collingwood is a unit for those young people on gold and is a tangible incentive to young people, allowing privileges such as additional time out of cell and additional comforts in cell. The waiting list for this unit is an indication of its success. Similar benefits are in place for gold level young people on other wings to approximate to the Collingwood standard. However, due to the pandemic, many of the planned benefits for young people, such as additional time for association, have not been able to be delivered.

There are positive behaviour management systems, including conflict resolution which resolves issues and makes management easier by reducing the number of non-associates. This has not been much of an issue over the pandemic as young people have either been in their rooms, or only mixing in small bubbles. There is also the behaviour improvement ladder (BIL), which structures specific behaviour targets in simple steps to facilitate a return to silver level. This has not been used during the pandemic as no young people were on red level.

There remains a concern that if young people have committed so many violent offences that they get the maximum permitted awards in adjudications, there is no deterrent to further violence.

IEP levels are not in line with ethnicity of the overall populations. Black and mixed heritage young people, while their numbers were relatively small, had less than 50% on gold, whereas more than 50% of white British and Asian young people are likely to be on gold.

5.7 Complaints

Complaints have generally been managed well since the last report. The process worked on a timely basis except for a period during changeover of staff when there was a delay in collecting complaints from the units.

There have been significantly fewer complaints over the pandemic, due to the restricted regime, lack of red IEP and small bubbles, allowing young people more time to discuss issues directly with staff. There have been approximately 30 complaints per month over the last year compared with 80 in the previous year. The total number of complaints is about average for the youth estate. Complaint numbers split by ethnicity appear consistent with the relevant number of young people. Complaints are often concerned with property, for example delays in items sent in delivered to young people. Accommodation concerns are the other large category of complaints regarding such items as TVs not working, lights, showers, and laundry. Telephones are another source of complaints, in particular about adding contacts on PINs taking too long. The Board notes that again it takes longer than expected to resolve accommodation and PIN issues.

The number of written applications the Board has received during the year is low at five (five last year), however, in addition there have been a significant number of verbal applications.

6. Health and wellbeing

6.1 Healthcare general and staffing

Leeds Community Health Care NHS Trust provides primary care services. There have again been significant changes in the leadership of the healthcare teams during the reporting period.

The head of healthcare, who led successfully throughout Covid-19, resigned in June 2021: an internal candidate immediately filled the post. As of October 2021, the position of child and adolescent mental health service (CAMHS) manager remains vacant.

The head of service (clinical) reports that challenges, in both service delivery and recruitment and retention, continue to be Covid-19 related and affect the overall vacancy rate and the NHS nationally.

Unfortunately, there continues to be a high turnover of staff with recruitment and retention a problem. As a consequence, agency staff fill the vacancies. Security clearance (vetting) for applicants is not a particular barrier to recruitment, with the joint digital strategy being described as successful. Healthcare continues to roll this out.

The Board hopes that this recruitment, retention and promotion strategy will improve staffing across the service at Wetherby.

6.2 Physical healthcare

GP

GP support, six days a week, continues to be provided by a Wetherby practice. The Board is pleased to report that GPs are now wing based and travel round each wing to meet the needs of the young people. This has had a positive impact in relation to meeting their needs. As a result, DNA (did not attend) rates have reduced pre- and post-Covid. This is attributed to the flexibility and approach of GPs being wing based.

The monthly DNA rate in January 2019 (pre-Covid) was 26. In August 2021 (post-Covid): 14.

Health screening / Immunisations

Healthcare staff are able to cross work between Wetherby and another establishment, supported by Covid-19 safety guidelines. There are guidelines in place in relation to any outbreaks at either one of the two sites. There continues to be a team of dedicated health professionals working at both sites. This is so that, if there are any outbreaks, staff who are cross-site working do not affect service delivery at either of the sites.

Medications

Medication continues to be administered on the wings at the treatment room hatch, in a return to pre-Covid delivery. Medicines management plans are in place to support the individual needs of the young people in terms of administration and monitoring.

Sexual health

Healthcare staff report that the need for an outreach nurse is not clinically indicated. However, there is a lead nurse within the usual healthcare team, dedicated to this area, with reviews completed by the named medical professional (NMP)/GP as required. The healthcare team has a trained staff member who holds a postgraduate sexual health degree. Audits are also completed and it is a mandatory requirement that all young people are offered age-appropriate sexual health checks on admission and are reoffered every three months.

Healthcare staff report that all young people have their physical health reviewed in reception within two hours of arriving into the establishment. Within 72 hours young people then have their physical health, specific comprehensive health assessment tool (CHAT) and multi-disciplinary team (MDT) care plan formulated within 10 days and shared with professionals inside and outside establishment. Immunisations are offered both in wing treatment rooms and in education remotely. Separate flu and Covid-19 vaccine clinics are taking place. All young people are offered any missed childhood immunisations as well as hepatitis B vaccinations regularly throughout their stay.

All young people's health needs and assessments are reviewed every three months, as pre-pandemic. Young people's physical health is reviewed as clinically indicated.

Health promotion nurse

Healthcare staff report that the lead health promotion practitioner (HPP) has been a huge contribution to the collaborative approach to the HMPPS health and wellbeing strategy. This role has grown and is now supported by a second health promotion practitioner. The HPP leads on the health and wellbeing meetings and reports that they have formed a 'fantastic' collaborative relationship with education.

Dentist

Dental care/appointments have improved with the introduction of HPP post. An example of this work/improvement is that there were only seven DNAs for the dentist at the end of August 2021, compared to 40 DNAs in January 2020, resulting in a significant improvement.

Physiotherapy

The physiotherapist has a waiting list and completes both digital and face-to-face reviews of all young people in a timely manner.

Speech and language therapy (SLT)

During Covid, the SLT service was reduced due to Covid-19 restrictions. However, normal service soon resumed and there are dedicated staff who attend weekly and are responsive to the needs of the young people.

6.3 Mental health

There has been reduced staffing in CAMHS. However, they are recovering and have had some successful recruitment into significant roles. The service has continued to deliver on all priority tasks and duties in line with service requirement; however, they have not been able to progress on specific therapeutic intervention work. They continue to deliver on integrated care in partnership with the prison and this does continue to expand across the estate.

Contributing factors to the problem of staff retention appear to be lack of appropriate available space for staff and the delivery of service to the young people. In addition, the level of demand to deliver on PSI requirements and responsive work, rather than opportunity to deliver planned therapeutic intervention and enable staff to utilise their skill set is a frustration.

The population is increasingly complex with high levels of healthcare/mental health needs, which is sometimes a challenge to deliver in the prison environment.

Wetherby has two psychiatrists who are in service two days one week, three days the other week. The current psychiatric caseload comprises approximately 24 young people. Non-medical prescribers in the service are able to offer support.

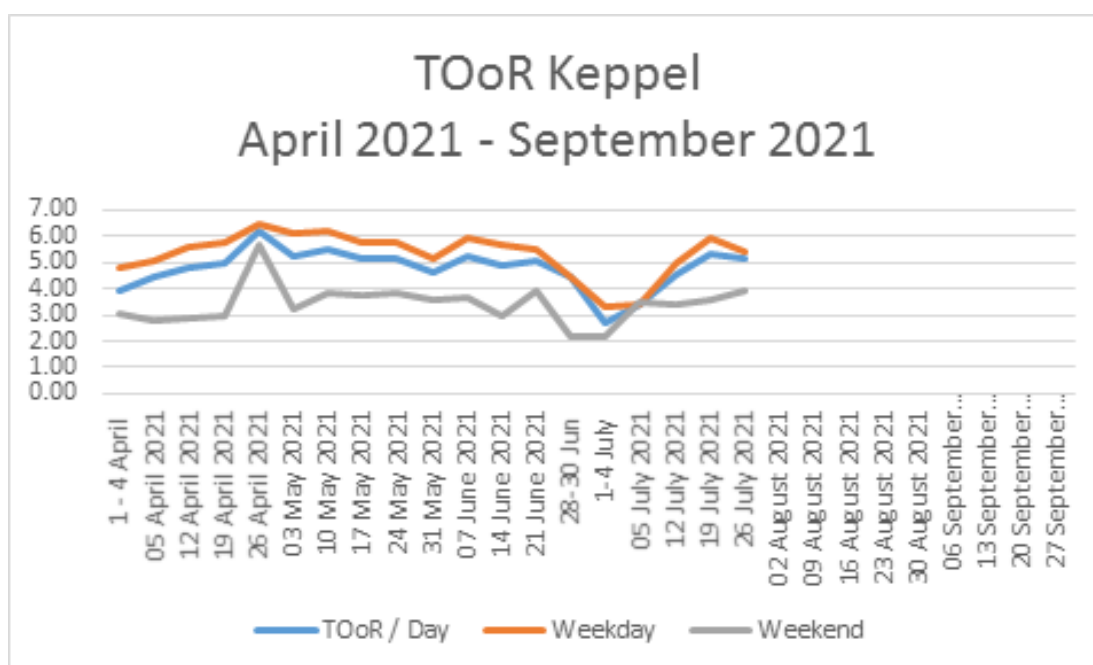
With regard to the mental health of the young people during the initial lockdown, when young people had to be in their cells for longer periods, CAHMS thought that it did impact on mental health. However, they also thought that the regime during Covid brought some stability and safety for the young people. A lot of work has been put into increasing levels of activity for the young people in a safe manner.

Framework for Integrated Care (Secure Stairs)

Healthcare is currently looking at re-establishing supervision as the regime allows. The framework for the roll-out of support teams on the main residential areas is underway. Every young person has an initial formulation on Benbow, healthcare is part of the multi-disciplinary team; these will then be picked up via support team framework. Training has continued during the pandemic and further training is planned.

6.4 Time out of room and exercise

- During the pandemic, time out of room has been much lower than usual, partly due to young people being in small bubbles and partly to significant prison staff shortages. As a result, up to August 2020, young people spent less than two hours per day out of their room, with this time being lower still during June 2020 at close to one hour per day. From September to December 2020, the average increased to three hours per day out of room. During 2021, this has slowly increased to slightly over seven hours per day on average, comprising approximately eight hours per day during the week and under five hours at weekends. Time out of room is currently similar on the main site and Keppel.
- Time out of room for the vulnerable young people held on the Keppel unit remains unacceptably low, especially at weekends. For the first three months of Covid regulations, they had all meals in their room, then lunch in the communal area. Currently all meals are 'dine out'.



Social care

The Board was very concerned that there are even more local authorities (LAs) failing to provide adequate support for looked-after children than in our last annual report. The Wetherby social workers struggle to substitute for poor LA social work practice, where the following issues remain of concern:

- Those looked after young people for whom some LAs are unwilling to provide any money are treated unfairly. They are unable to purchase comparable canteen items or pay for a similar number of telephone calls as other young people. This problem has worsened during the last year.
- Social work staff report that there is an unacceptable variation in treatment for looked-after children. This has been a perennial problem but has worsened this year.
- Some LAs appear to have little understanding of the reason accommodation is required of them, and the necessary timeframes. The team strongly

challenges these LAs in order that no young person leaves without accommodation. It has escalated more issues to the Howard League for Penal Reform, the Children's Commissioner's Office and the appropriate Director of Children's Services this year.

- A social worker is a much-valued member of the safer custody team, working with child protection. They provide fact-finding reports after serious incidents of self-harm, and contribute to risk analysis. They have also provided training in child protection to prison staff and advised security on child criminal exploitation, which enhances understanding of the local profile. The team works with LAs to promote understanding of resettlement needs, including needs assessments for those due to be released and entitled to Care Act 2014 assessments.
- The local community paediatrics service receives advice on child protection medical examinations if a young person has sustained an injury and may have suffered significant harm. Community social workers responsible for pre-birth assessment are advised on how to maintain fathers-to-be involvement and information.
- The social work team uses the National Referral Mechanism with regard to young people who are trafficked through gang culture. Some foreign nationals at Wetherby have also been trafficked, often being involved in drug dealing. Social workers support these trafficked young people and those who face deportation. They sometimes need to refer to the relevant LAs to ask for age assessments to ensure adults are not placed at Wetherby.

2021 data for young people in relation to the Children Act 1989 (for average prison population see 4.3.3)

	2021		
	Q1	Q2	Q3
Child Protection Plan	3	1	1
Full Care Order	22	18	37
Child in need	6	1	1
Entitled to Leaving Care Services	65	46	40
Remanded to youth detention accommodation	27		54

7. Education and training

7.1 Education

Novus resumed face-to-face education at the end of July 2020. Prior to that, young people received education and distraction packs delivered to their rooms. Many young people told us that they found it difficult to engage with such activities. The education packs were not tailored to their needs, and the young people reported that they had become increasingly bored, lacking the interest and motivation to complete the tasks.

With the rollout, each young person had access to two hours 45 minutes of teaching, either one-to-one or in groups(bubbles/families) of up to four, twice a week. Segregated young people on Anson each received up to seven individual sessions per week of approximately 45 minutes. For the young people the return to education provision was largely positive.

There was some variation dependent on the particular wing. Napier (ESU) returned to pre-Covid delivery as soon as face-to-face education restarted due to the lower numbers and lower risk of transmission. Keppel unit was in line with the main site.

New arrivals to Wetherby went through a period of isolation on the RCU and were assessed by education staff wearing appropriate personal protective equipment (PPE). The assessment was paper based, which was onerous, but education staff hope to get this back on to the computer system. Any additional assessments required could be undertaken when the young person was in education.

On the main site, education was initially delivered in small family groups as short sessions in the gold room on the wings, subsequently moving to the recently refurbished colleges in August 2020. Delivering a consistent regime was challenging due to Covid outbreaks and high numbers of staff isolating. However, it was considered that a good regime was maintained. This was gradually increased from 12 hours face-to-face per young person up to 15 hours face-to-face and latterly 15 hours face-to-face formal education and 7.5 hours of more informal enrichment-based activity across the different units.

Staff initially reported that the young people wanted to talk and interact rather than engage in educational activities. They looked upon the time in the classroom as an opportunity to socialise with their peers and a substitute for the lack of association time. This was frequently observed first hand by the Board.

Young people told us they were frustrated that they had to remain in their 'bubble' or a 'family' they were in mixed ability groups and some, not just the more able, struggled with that.

Inevitably the 'bubbles' became substitutes for gangs and disruptive behaviour in education increased. Some of the teachers were less confident when presented with a group of young people whose behaviour could at times be extremely challenging. Some teachers appointed during the Covid outbreak had little experience of the more normal regime. They found the job at times a daunting experience. Whilst officers do occasionally go into the class with the young people, they are generally present on patrol in the corridors. At the start of November 2020 there was a serious incident that resulted in education being suspended for several days while the buildings were made safe.

The Board is aware that there have been instances when the teaching staff have not felt adequately supported by the officers. The Board is led to believe that this has been addressed. On our visits to the colleges the relationship and interaction between teachers and young people generally appears to be good.

Recruitment and retention of teaching staff is ongoing. Some roles, such as construction, have been difficult to recruit to as construction staff are in high demand in the community, where they can also earn more money. Young people who engage in education receive payment dependent upon their status: red level £4, Silver £6 and Gold £9. If a young person is segregated their pay remains.

Attendance at education is well recorded, however this also includes purposeful activity, such as medical appointments, legal visits, case management, interventions, and ACCT reviews.

At the start of the reporting year, young people were still in receipt and somewhat weary of in-cell activity packs. The delivery of education gradually rolled out averaging 80%+ attendance in the latter part of 2020. There were some significant difficulties, such as staff isolating, outbreaks of Covid, and a serious incident in early November causing disruption to the provision of education. May, June and July 2021 saw a shortage of prison staff and industrial action by Novus education. Young people tell us how frustrated they are by sudden cancellations or changes to the regime.

A member of the education staff attends the revised youth council meetings. In addition, every quarter education complete learner voice activities. Over the past 12 months this has been used very well. As a result of the learner voice, the rewards system was introduced and a barbering teacher has been recruited.

The education rewards system has been well received. Teachers vote for a student of the week and a group of the week for every unit. The student of the week is given a certificate, a letter home and £10 of phone credit or sweet treat hamper, voucher or flowers to send to a loved one. The group of the week is given pizzas to share, a shower gel each and a certificate. On the whole, this too has been received very well. It is proving to be successful with some of the young people who have been difficult to engage with and are now showing some improvement.

It is encouraging to see that, despite the pandemic, more young people were successful in their public examinations in the academic year 2020 to 2021. The exams taken included A level Maths, AS Maths and GCSE English Language.

7.2 Library

The library, which is located in the education college, is well stocked and efficiently run. There is a wide range of books, magazines and newspapers to meet the needs of most young people. The librarian attends four days a week and the fifth day is covered by a colleague.

Books, magazines and newspapers have been available to all young people during Covid-19. However, Covid has meant that it has been impossible to operate the service in the normal way. At present books are sent from the library to the wings where there is always a good choice available for the young people. Young people who require a specific book can submit a request which, if unavailable on site, will be sourced externally. As books are returned from the wings, they are isolated, sanitised and go back to the main stock. Fewer books than might have been expected were requested, but there was an increase in the demand for newspapers and magazines. Anson, the segregation unit, has its own library. Not all books are

returned to the library, but the view is that the missing book is hopefully being read by someone within the establishment. Education staff are able to access the library to provide books for use in lessons.

This year's budget, which is still being negotiated, has been reduced, but some services, such as Story Book Dads, no longer come from the library funding.

As yet (31 August 2021) the library has not opened for young people to attend in person.

7.3 Vocational training and work

Young people have successfully completed 594 qualifications from a wide range of courses: for example, art and design, café (back and front of house), peer mentoring, music and performance, construction skills, personal development and industrial cleaning. Young people do undoubtedly take pride in the qualifications and are keen to complete the courses and have the necessary certificate before they are released or transfer to the adult estate.

Farms, gardens and horticulture, are popular pathways, which resumed in August 2021. For many young people, the opportunity to be outside is welcome. Risk assessments can take time and the management of non-associates needs to be given carefully consideration.

Keppel young people enjoy the environmental activities, including the birds of prey.

The construction skills certification scheme (CSCS) is another qualification that young people are keen to complete prior to being released. It is a qualification verification scheme for the British construction industry. The 'CSCS card' is a widely recognised smart card providing evidence of a level of health and safety training relevant to the industry.

The Admiral's café offers young people barista experience and qualifications, through which they can earn £11 a week. Not only the barista young people, but also staff, benefit from the café.

Over the summer of 2021, six weeks of enrichment sessions took place at the weekend on C wing staffed by Novus: this proved to be successful.

8. Progression towards transfer or release

8.1 Case management and progression

Resettlement practitioners (RPs) coordinate case management and progression for all young people. They have had a caseload of between 10 and 16 during this reporting period. Their work involves:

- coordination with internal and external agencies, with links to parents/carers/significant others at the beginning of a young person's entry into custody.
- referral to YOTs, healthcare, education and psychology assessments to determine young people's needs

- coordination with social workers in the community and a young person's legal team
- preparing young people for transfer to the adult estate
- reviewing meetings throughout a young person's time in custody, including GOOD and ACCT reviews.

Challenges for the RP included:

- face-to-face contact with the young people. This was not permissible during the pandemic, but a phone link was established after six months, which the Board considers was unduly delayed.
- organising support in the community after release
- acute staffing issues in December 2020, due to Covid-19. They returned to full capacity by April 2021.
- restrictions on young people receiving professional visits, with permission in only exceptional circumstances. Video links were established and some face-to-face visits resumed in April 2020. Professional visits were back to normal in June.

8.2 Family contact

All cells, except on Leg 1 of Anson, have in-cell telephony which the Board commends in promoting the maintenance of contact with family and friends. Each young person was given an additional £20 PIN phone credit during most of 2020. Wetherby gave each young person £20 phone credit up until 1 June 2021. This was reduced to £10 on 9 June 2021. In addition, each young person also receives an additional £5 phone credit from the Ministry of Justice each week. The Board believes this was a significant factor in the stability of the establishment during the pandemic.

The recently refurbished visitors' centre is welcoming and child friendly. Social visits were resumed every weekday evening and weekends in December 2020. Family days and the Time4Dads course were discontinued. However, Storybook Dads continued, where a young person records a story for his child/younger sibling, as was Families on Film, where they are filmed recording a story. The Board commends the way these initiatives reinforce the presence of the young people in a child/younger sibling's life.

The official prison visitors (OPV) scheme is valued. It allows young people, particularly for those who have few or no family or friends to visit, to request a visitor. Currently, there is a waiting list for 12 OPVs.

8.3 Resettlement planning

The Board is very concerned that there has been no progress since our last report, with too many local authorities (LAs) failing to confirm post-release accommodation for young people. This should be no less than two weeks prior to release (see 6.5) This is not a problem for young people who are returning to their family but for others the resettlement team believe this is out of control. Young people become acutely anxious while waiting, and RPs struggle to ensure healthcare, education/training and employment arrangements are made which will facilitate their resettlement in the community. LAs are unwilling to assign accommodation too early because it could remain unused for a period.

The Board is also very concerned at the difficulties in the transferring of young people to the adult estate when they reach 18 years. This remains a perennial problem and negotiations are very time-consuming. It sometimes requires Governor

or regional staff intervention. Staff believe young people are refused due to their behaviour record, although alternative reasons are given.

Other challenges were:

- the acute staff shortage in December 2020 due to Covid-19. By April it was almost back to capacity.

- the non-delivery of release on temporary licence (ROTL) during the pandemic. At any one time, around 25% of young people had reached their eligibility date for ROTL. The resumption in June 2021 was to allow young people to assist Wetherby in Support of the Elderly (WISE) where they have helped with gardening tasks over many years.

- The Board commends the work of the charity In2Out in their efforts to care and support young people at Wetherby while helping them for release and re-settlement. For example, charity staff and volunteers will attend and support young people in their meetings with statutory agencies. In the early days of the pandemic, when they had no direct access, they managed to find innovative ways to contact young people. This included a newsletter gift bags, DVDs and many other distraction materials. In 2019, staff made 838 custody visits at Wetherby, compared to 247 in 2020. Other means of contact increased from 839 contacts in 2019 to 1,643 in 2020.

The work of the IMB

In August 2020, the Board ran a successful recruitment campaign, but only managed to retain one out of the five members subsequently appointed. Remote monitoring was demanding for us all, but for those who had never even visited the establishment it proved to be too much of a challenge. As some of the new members started to visit in person, they found it was not what they anticipated, or their employment circumstances had changed due to the pandemic. In spite of our best efforts, we are unable to attract a more diverse Board.

Inevitably, with fewer members, the workload for those who remain can at times seem onerous.

Board meetings with the Governor or the deputy were held monthly, as a dial in or by Zoom. As of May 2021, the Board has been able to hold in-person meetings in the establishment.

While the Board has been unable to have face-to-face training, there has been much presented virtually that we might have otherwise been unable to access, that has been a bonus. We have had successful training run by the IMB Secretariat, as well as the chance to hear speakers arranged by organisations such as The Howard League.

The Chair and Vice-chair have virtually attended the regional chairs' meetings and the IMB YOI forums: the latter being particularly helpful as the Board hears of matters pertinent to the youth estate

Generally, the Board receives few written applications from young people. However, the Board has seen a significant increase in the number of verbal requests made to us when out on the wings. Barnardo's presence appears to have been significantly reduced during Covid and as a result, young people have raised numerous concerns and queries with us: worried as to how they would be able to speak with their lawyers during virtual hearings; concern about the actual court hearing itself; lack of association; and the frustration of always living with the same 'bubble' of young people. This was of particular concern as young people returned to education and were with the same mixed ability educational bubble.

Young people have been keen to engage with us and appear to have enjoyed the interaction. Prior to Covid, a monosyllabic response to one of our questions was not an uncommon occurrence.

Over the last three months of our reporting period there has been a change of the IMB clerk which has had a significant impact on our ability to work effectively. At times we have had no support at all. We do not receive timely notification of young people placed in segregation, and we have not been informed of serious incidents taking place in the establishment. Documents sent to us through CJSM were suddenly indecipherable, and no one within the entire prison service seemed able to rectify it.

Board statistics

Recommended complement of Board members	14
Number of Board members at the start of the reporting period	5
Number of Board members at the end of the reporting period	6 (one dual boarder)
Total number of visits to the establishment	139
Total number of segregation reviews attended	19

Applications to the IMB

Code	Subject	Previous reporting year (2019/20)	Current reporting year (2020/21)
A	Accommodation, including laundry, clothing, ablutions	2	0
B	Discipline, including adjudications, IEP, sanctions	0	0
C	Equality	0	0
D	Purposeful activity, including education, work, training, library, regime, time out of cell	0	0
E1	Letters, visits, telephones, public protection restrictions	3	3
E2	Finance, including pay, private monies, spends	0	0
F	Food and kitchens	0	0
G	Health, including physical, mental, social care	0	0
H1	Property within this establishment	0	0
H2	Property during transfer or in another establishment or location	0	0
H3	Canteen, facility list, catalogue(s)	0	0
I	Sentence management, including HDC, release on temporary licence, parole, release dates, recategorization	0	1
J	Staff/prisoner concerns, including bullying	0	0

K	Transfers	0	0
L	Miscellaneous, including complaints system	0	1
	Total number of applications	5	5



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