



# **Annual Report of the Independent Monitoring Board at HMP/YOI Hatfield**

**For reporting year  
1 April 2020– 31 March 2021**

**Published: November 2021**



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## Introductory sections 1 - 3

### 1. Statutory role of the IMB

- 1.1.1 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.
- 1.1.2 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.
- 1.1.3 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 to the prison's records.
- 1.1.4 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**

- 2.1.1 Hatfield is a Category D Resettlement prison situated on the outskirts of Doncaster, South Yorkshire. The CNA is 378.
- 2.1.2 The prison is on 2 sites which are 4 miles apart. Both sites are based on former Royal Air Force bases.
- 2.1.3 The smaller site Hatfield Lakes holds normally 112 prisoners and is used as a reception area where prisoners spend their first 3 months. The accommodation is in large double rooms in 2 wings holding 56 prisoners in each wing. During the COVID-19 pandemic, these numbers have reduced and there are 80 prisoners in this accommodation. At the present time extensive work is being undertaken to improve the fire safety in the buildings in line with current legislation across both sites which is very welcome. This should be completed this summer, 2021.
- 2.1.4 The Lakes site has extensive horticultural facilities, free range chickens, a furniture refurbishment workshop, education and IT rooms and a bicycle repair shop. There is also a well organised group of prisoners who carry out general maintenance of the site.
- 2.1.5 The Hatfield site comprises 6 separate accommodation blocks with 260 single rooms and a small 6 bedded unit for independent living. The Board are pleased to announce that a major building project is to take place over the next year to replace two of the units, D and E blocks. The previous units were in constant need of repair and maintenance. The new facilities will provide an extra 60 beds in addition to those already there.
- 2.1.6 The Board closely monitors the cleanliness of the units on both sites and are satisfied that these are cleaned to an acceptable standard. During the reporting year there has been an ongoing refurbishment to shower rooms and the toilet facilities on the landings and there has been an improvement to the privacy and decency in these areas.
- 2.1.7 At Hatfield work opportunity is provided by the charity “recycling lives”, horticulture, general recycling and maintenance. Retail experience is gained in the “Thyme Served” shop which is open to the public and the Barista coffee bar which also serves lunches and snacks. Education is provided by NOVUS with courses in IT, corporate business, welding and barbering.
- 2.1.8 Outside work is in 2 stages. Stage 1 voluntary work and Stage 2 paid employment.
- 2.1.9 Health Care is provided by Practice Plus Group.

### **3. Executive summary**

#### **3.1 Background to the report**

- 3.1.1 This report presents the findings of the Independent Monitoring Board at HMP & YOI Hatfield for the period 1st of April, 2020 to 31<sup>st</sup> of March, 2021. IMB evidence comes from observations made on visits, scrutiny of records and of data, informal contact with prisoners, prison staff and prisoner applications. This reporting period has happened whilst the restrictions to manage the COVID-19 pandemic were in place.
- 3.1.2 The COVID-19 outbreak had a significant impact on the Board's ability to gather information and discuss the contents of this Annual Report. The Board has therefore tried to cover as much ground as it can in these difficult circumstances, but inevitably there is less detail and supporting evidence than usual. Ministers are aware of the constraints. Regular information was collected specifically on the prison's response to the pandemic, and was collated nationally.

#### **3.2 Main judgements**

##### **How safe is the prison?**

- 3.2.1 The Board finds that both Hatfield and The Lakes are a safe environment for both prisoners and staff.

##### **Fair and Humane Treatment**

- 3.2.2 The prison is proactive in tackling any incidents concerning real or perceived issues relating to unfair or inhumane incidents. An Officer is responsible for Equality and Diversity and the Board members work closely with him to monitor any incidents.

##### **Health and Wellbeing**

- 3.2.3 The Board finds that physical and mental healthcare on the two sites is well managed and is accessible to all men.

##### **Progression and Resettlement**

- 3.2.4 All men have coming to the prison are assessed and allocated suitable and appropriate work and education opportunities that support their progression and resettlement within the community.

#### **3.3 Main areas for development**

##### ***TO THE MINISTER***

- 3.3.1 COVID-19 has had a significant impact on ROTL over the year and consequently on Parole Boards. HMP Hatfield have responded innovatively, for example, Parole Hearings were accommodated by secure video link or telephone.

- 3.3.2 The Board is pleased to report that after many years of concern, Units D and E are to be demolished in the next financial year and a new accommodation unit is to be built during 2021/22. This should not impact significantly on the population as alternative temporary accommodation will be provided.

### ***TO THE PRISON SERVICE***

- 3.3.3 During the pandemic HMP Hatfield maintained a number of prisoners as Key Workers in the community. The Governor and staff worked hard to protect the population and maintain daily routines for prisoners where possible. This included stringent COVID-19 testing to ensure that positive cases of COVID-19 on both sites was kept to a minimum amongst staff and prisoners.

### ***TO THE GOVERNOR***

- 3.3.4 The Board would like to acknowledge the hard work and commitment of the Governor and staff during a particularly challenging year. Moral and motivation has remained high throughout the prison and staff, and prisoners have been kept well informed through daily briefings.
- 3.3.5 Prisoners have recognised the impact of strong leadership in maintaining positive working practices within the prison throughout the year.

## **3.4 Progress since the last report**

- 3.4.1 Due to the COVID 19 Pandemic, it has been very difficult to measure progress in all areas as many workshops and areas of the prison have been closed for significant periods. As areas are opening up again we will resume our monitoring and assess progress.
- 3.4.2 However, despite the challenges of the Pandemic, HMP Hatfield has made every attempt to maintain as close to a normal regime as possible whilst keeping men and staff safe. This included maintaining education and workshop provision where practical and implementing strict checks to enable working in the community to be maintained in significant numbers (50+) even during peaks in the pandemic.

## **Evidence sections 4 – 7**

### **4. Safety**

#### **4.1 Reception and induction**

- 4.1.1 At the beginning of the year 2020, the Governor received the permission to reduce the number of prisoners across both sites from 378 to 274. This was due to an extensive programme of Fire Safety improvements being undertaken. As the pandemic struck, the Governor was under pressure to keep the prisoners who were key workers employed in the community. To keep prisoners safe he decided with the support of the Senior Management Team (SMT) to only accept prisoners into the prison who had spent time in isolation, had been tested and found to be COVID-19 free. Those prisoners who tested COVID-19 positive were isolated in their rooms or, in the newly rented 'pods'. Prisoners who were key workers were housed in separate units and in 'bubbles'.
- 4.1.2 Prisoners who were transferred from other establishments stayed at the Lakes in individual rooms for 14-days when possible.

#### **4.2 Suicide and self-harm, deaths in custody**

- 4.2.1 During the reporting year, there have been no incidents of deaths in custody or suicide.
- 4.2.2 There was 1 low level incident of self-harm during the year.

#### **4.3 Violence and violence reduction, self-isolation**

- 4.3.1 1 assault and 1 fight were recorded in the prison during the reporting year.

#### **4.4 Vulnerable prisoners, safeguarding**

- 4.4.1 There were no incidents in the reporting year impacting on vulnerable prisoners or safeguarding issues.

#### **4.5 Use of force**

- 4.5.1 In the year 1<sup>st</sup> of April, 2020 - 31<sup>st</sup> of March, 2021, there were 5 incidents where the use of handcuffs was needed. These were when prisoners were being returned to closed establishments following adjudications and is done as a precautionary measure.
- 4.5.2 1 incident required restraint. This followed an adjudication where a prisoner started spitting at staff stating he had been tested positive for COVID-19. He was handcuffed and returned to closed conditions (3/12/2020).

#### **4.6 Substance misuse**

- 4.6.1 This year there have been 10 incidents of alcohol being found in the prison. Those men involved were returned to closed conditions.
- 4.6.2 Between April to December 2020 there was;
  - 71 MDT random tests were undertaken with 5 (1.4%) proved positive cases.

- 37 MDT risk based tests undertaken when risk/suspected drug use with 5, 13.5% positive cases.

Between January to March 2021 there was;

- <5 MDT random testing undertaken with 0 positive cases.

- 32 MDT suspicion tests undertaken when risk/suspected drug use with 14, 43.8% positive cases

4.6.3 Both sites are vulnerable to illicit items being 'dropped off' inside the perimeter but both staff and the Yorkshire Area Search Team (YAST) worked very hard to intercept these items.

4.6.4 Further installation of CCTV cameras and a fixed camera at the rear of D and E units (Hatfield) helped with this situation.



## **5. Fair and humane treatment**

### **5.1 Accommodation, clothing, food**

- 5.1.1 The prison is on two sites and has accommodation units and associated facilities on both. On the Lakes (reception) site accommodation is on two wings and is in large double rooms. On the Hatfield main site accommodation currently comprises 6 separate blocks of single rooms.
- 5.1.2 Cleanliness and hygiene standards are routinely monitored in the prison by managers and staff at all levels and weekly by the relevant Governor as a minimum.
- 5.1.3 Hygiene standards in the kitchens at both sites are good. Identical menus with healthy options are served in each and meals were served on time and at the correct temperatures. Staff and prisoners working in the kitchens are always appropriately dressed and presented. Though usually prisoners can choose to eat either in the dining room or in their rooms. Currently, due to COVID-19 restrictions, all prisoners took their meals to their rooms for consumption. On all units, prisoners have access to microwave ovens and toasters.
- 5.1.4 Generally speaking, accommodation on both sites is old however the prison makes great efforts to make the best of what is available. Significant investment has taken place in the year in many areas of the prison including new gymnasium, kitchen and residential roofs as well as new boilers and infrastructure work which is again welcome. Building structure is better at Hatfield than at the Lakes, due to age, wear and tear. Two maintenance contracts are in place with AMEY, one for each site, and in addition a Handy Man is employed to support the Lakes site. Given the age of building the general state of repair across both sites is very good and access to laundry and other equipment is adequate.
- 5.1.5 Fire Safety improvement work is currently ongoing across both sites and is still on time despite COVID-19 restrictions which is impressive. This project means that some facilities/areas of buildings are temporarily unavailable to prisoners during the upgrade work but disruption is managed well and kept to a minimum.
- 5.1.6 The Hatfield site currently has 36 accommodation PODs that are used for COVID-19 isolation/shielding vulnerable men when necessary i.e. those at risk needing to self-isolate/shield. This arrangement, along with other measures, has worked well over the last year with infection rates in the prison being maintained at a comparatively low level.
- 5.1.7 Accommodation units D and E will close at the end of May 2021 prior to being demolished to make room for a much needed new 60 bed unit.
- 5.1.8 The Governor is pro-active in making prisoners aware of changes in the estate, both locally and nationally. The prison also consults regularly with prisoners giving them opportunity to make suggestions and put forward ideas to improve the regime.

## **5.2 Segregation, special accommodation**

- 5.2.1 Hatfield does not have a Segregation/Care and Separation Unit. Any prisoner requiring segregation is removed to a closed establishment.
- 5.2.2 Hatfield does however have one secure holding room located at The Lakes which can be locked off should the need arise. Only on one occasion over the last 12 months was this facility required when a prisoner being transferred out for discipline reasons alleged he was COVID-19 symptomatic and began coughing towards staff and refused to wear a mask. The facility works well in terms of containment in such circumstances.
- 5.2.3 Generally, such need is avoided. Orderly officers and Reception staff are very experienced and competent communicators and at de-escalation. As a result, on most occasions prisoners remain compliant even when being removed from open conditions.

## **5.3 Staff-prisoner/detainee relationships, key workers**

- 5.3.1 The staff culture in HMP Hatfield is very positive. In the 2020 Staff Survey, Hatfield had the highest engagement score across the whole estate which supports the view that staff feel safe and well supported. Staffing across all grades is stable with the Officer group being very stable with little movement other than retirement. The Senior Management Team also remains very stable.
- 5.3.2 HMP Hatfield has just finished a recruitment/restructure round for 'middle' management under the Offender Management In Custody (OMIC) model. This saw a much strengthened Custodial Manager group and a new Prison Offender Manager group from April 2020.
- 5.3.3 During the COVID-19 pandemic, HMP Hatfield has managed staffing levels very well. In October 2020, the prison experienced an outbreak but was quickly brought under control utilising mass testing for both staff and prisoners. COVID-19 PCR and LFT testing is available to all staff and HMP Hatfield is in the top ten prisons nationally for staff uptake of testing.
- 5.3.4 The need for the use of de-escalation and engagement techniques with difficult prisoners is very rare in HMP Hatfield and there has been just one instance over the last 12 months and the prison managed the situation very well (see 5.2).
- 5.3.5 Key Worker sessions have not been implemented in the open estate.
- 5.3.6 Managers and staff have worked exceptionally hard to support each other and the prisoners throughout the year in exceptional circumstances and have maintained an approach of doing what they can, when they can when it is safe to do so.

## **5.4 Equality and diversity**

- 5.4.1 HMP Hatfield had an Equalities and Fairness committee which is under the leadership of the Governor. Meetings are usually bi-monthly with the prison having a positive and proactive approach to equality matters. Unfortunately during the pandemic the meeting had to be suspended. The prison also has an Equalities Officer who continues to do excellent work and works across both sites. Equalities meetings are attended by staff from relevant departments, prisoner representatives and, when possible, a member of the Board.
- 5.4.2 All prisoners are asked to complete an equality questionnaire on arrival at The Lakes which asks about ethnicity, nationality, disability and other protected characteristics. Included in the induction process at The Lakes is a module on Race, Equality and Diversity. A framed copy of the prison's 'vision statement' for Equality and Diversity is placed strategically around both sites.
- 5.4.3 There are a number of focus groups in particular: Black and Minority Ethnic (BME), Travellers, Older prisoners, Disability and Lesbian, Gay, Bi-sexual and Transgender (LGBT) and all meet regularly. The number attending the groups is dependent upon the prison population at the time and the numbers currently working outside the prison but overall attendance and engagement is good.
- 5.4.4 Whilst there are not specific rooms for prisoners with a mobility disability, there are plenty of ground floor accommodation available. Any prisoner requiring additional medical aids not already provided is given help to acquire these by the Equalities Officer and Health Care. Staff are aware of those prisoners who have a PEEP in place. At the time of writing the report there was just 1.
- 5.4.5 Though events have been difficult to arrange over the last year due to COVID-19, the Catering Manager continues to provide excellent menus for all appropriate festivals and celebrations. These have included: a Travellers' theme; an American theme; a Pakistani theme; a Yorkshire theme and a Chinese theme.
- 5.4.6 The Discrimination Incident Reporting System (DIRFS) is in place. This year there were 13 DIRF Forms submitted. However, 2 were subsequently withdrawn and on assessment, 6 were returned deemed not to be DIRFS. The remainder were all investigated and responded to accordingly. These were scrutinised by two members of the Board who were satisfied that correct and timely procedures were in place. The Board have not received any complaints concerning discrimination.

## **5.5 Faith and pastoral support**

- 5.5.1 Prior to the pandemic, HMP Hatfield had available comprehensive support across a full range of faiths. The provision has reduced somewhat because of

the pandemic due in the main to individuals needing to shield. However, the prison currently has:

- An IMAM available 20 hours per week at the Hatfield main site;
- A sessional IMAM available at the Lakes site;
- A Roman Catholic Minister available 18 hours per week; and
- A sessional Sikh Minister.

The prison is currently exploring new Church of England provision and hopes to have this in place imminently.

- 5.5.2 Though not comprehensive, current arrangements are meeting the prisoner's faith needs and once out of COVID-19 restrictions the prison intends restoring strengthened provision across all faiths.
- 5.5.3 The prison has been facilitating ZOOM video calls for bereavements where appropriate and again, whilst not ideal, this seems to be satisfactory to the prisoners under current conditions. Attendance has been permitted when permissible.

## **5.6 Incentives and earned privileges**

- 5.6.1 HMP Hatfield is a Category D resettlement prison and consequently all prisoners coming into the prison go straight onto 'Enhanced' privileges and are expected to maintain this during their stay. A reduction to 'Standard' occurs as a result of inappropriate behaviour or standard of conduct and the prisoner is expected to earn a return to Enhanced in an appropriate timeframe. In December 2020, HMP Hatfield had 9 prisoners on Standard privileges with the rest (273) all on Enhanced. This approach works well for the prison and contributes to a well behaved and managed population. The majority of prisoners continue to enjoy Enhanced privileges throughout their stay.
- 5.6.2 Behaviour, conduct and IEP are a standard agenda item on each Equality Forum.
- 5.6.3 The IEP scheme is also monitored by the prison through Quality Monitoring arrangements to ensure fairness and consistency.

## **5.7 Complaints**

- 5.7.1 During the period April 2020 to February 2021 there were 197 complaints logged in HMP Hatfield. Monthly numbers are constant with the lowest number (8) being received in September and the highest (25) received in June. This volume puts HMP Hatfield just below the average in its comparator group. The top three reason for complaints were.
- Prisoner property (49)
  - Other (25)
  - Relating to security (23)
- 5.7.2 The prison has implemented recommendations from HMIP which have improved the quality of responses to complaints which are now subject to a

30% quality check the Head of Business Assurance and 10% checks by the Governor and the IMB.

- 5.7.3 Specific improvements have been implemented around accounting for prisoner property and related complaints (see 5.8) and these changes are currently being monitored to ensure a positive impact.

## **5.8 Property**

- 5.8.1 Property can be an issue for prisoners transferring into Hatfield from closed establishments. Escort contractors bring only a fixed number of bags with the prisoner and on occasion some property is left behind. Arrangements are made to have this sent on later but obviously prisoners are initially disadvantaged by this.
- 5.8.2 Effective complaint/reporting processes are in place for dealing with such occurrences and generally the prisoner is re-acquainted with his property in a timely manner. IMB members do have occasion to follow up on Property complaints for prisoners, but the Board does not consider this to be excessive or a significant issue.
- 5.8.3 The prison has recently made changes to the discharge process when prisoners are being transferred to closed conditions to avoid issues with property accompanying the prisoner. This is in direct response to receiving a number of complaints over the last 12 months which resulted in compensation being paid to those individuals concerned. The Orderly Officer/Duty Manager is now responsible for ensuring a room is cleared correctly when a prisoner is being transferred and completes a room clearance certificate. This change is currently being monitored to assess its impact on the problem.

## 6. Health and wellbeing

### 6.1 Physical healthcare

- 6.1.1 Since 2020, Healthcare has been provided by the [Practice Plus Group](#). The service registered with the Care Quality Commission in 2017. However, the last [Care Quality Commission \(CQC\) inspection](#) was undertaken in 2012 when Nottinghamshire Healthcare Foundation Trust was the provider.
- 6.1.2 A dedicated team operates across the two sites, from Monday to Friday from 8am to 5pm. A late-night primary care clinic, nurses drop-in and pharmacy is offered once a week for those prisoners who are out working during the day. There is no in-patient provision at both the Hatfield and The Lakes sites. Any health concerns that are raised Out of Hours is discussed with a nurse, who will decide the appropriate action.
- 6.1.3 All new receptions into the Lakes site are offered a healthcare screen and COVID-19 test on arrival.
- 6.1.4 Healthcare delivery provision was equivalent to what service users experienced in the Community throughout the COVID-19 restrictions, with routine clinical reviews of Long-Term Conditions (LTC) suspended. There was some delay in appointments for Hospital Outpatient referrals, with a two week wait for urgent/emergency appointments. However, for Routine Outpatient follow-ups there were no delays and very few appointment cancellations.
- 6.1.5 Table 1 below shows the staffing levels. Healthcare is delivered by a multi-disciplinary team of General Practitioner, Registered General Nurse, Registered Mental Nurse, Pharmacy Technician, Substance Misuse Practitioner, Health Care Assistants and Specialist Nurses. Currently, the service is holding one vacancy for a Staff Nurse.

**Table 1: Hatfield and The Lakes Healthcare Staffing levels**

Health Professional	Number
GP	2 x remote session per week
Psychiatrist	Available remotely if required
Senior Matron	1
Registered General Nurse	2 + 2 vacant positions
Registered Mental Health Nurse	2
Substance Misuse Practitioner	1
Pharmacy Technician	1

- 6.1.6 Healthcare offered Face to Face nursing appointments for urgent cases only. Access to GP appointments were offered remotely one day per week at each site. Optometry sessions were reduced, Podiatry offered 1 x session per week and Physiotherapy offered a triage service, managing the most urgent cases.
- 6.1.7 Access to the Dental Service via HMP Moorland ceased in March 2020. Alternatively, a Dental Practice in Barnsley offered a telephone triage service and provided a service to urgent cases only.

- 6.1.8 The main Health Promotion activity undertaken was in line with [Public Health England \(PHE\) COVID transmission prevention and control](#) (April 2020) [testing](#) (April 2020) and [COVID Vaccinations](#) (Nov 2020). Any Healthcare, Prison Staff or Prisoners were offered a COVID-19 test if showing any signs or symptoms of COVID-19.
- 6.1.9 At the Hatfield site prisoners had access to Isolation Pods if tested COVID-19 positive or were deemed at high risk. Whilst, at the Lakes site self-isolation took place within Wings and Prisoner Cells.
- 6.1.10 Other Health Promotion Campaigns delivered by Healthcare included;
- November – Prostate Cancer Awareness
  - Seasonal Flu Prevention
  - Suicide Prevention
  - Mental Health Awareness - Time to Change – It's Time to Talk
  - Drug Overdose Awareness and Prevention
  - Stop Bullying Campaign
- 6.1.11 From the Boards observation, Healthcare provision is good with a low Did Not Attend (DNA) rate and good through care arrangements on release in place. Healthcare attendance at forums ceased but were kept update on operational and prisoner issues via the daily Governor's and Senior Management update. Healthcare complaints are dealt with internally by the healthcare provider. However, several prisoners have raised verbal concerns to Board members regarding difficulties in accessing healthcare, but overall are felt to have delivered a good service throughout the pandemic.

## **6.2 Mental healthcare**

- 6.2.1 Mental Healthcare is provided across both sites and can be accessed on entry and is staffed by two full-time Registered Mental Health Nurse. Access to a Psychiatrist if required by the Mental Health Nurse was undertaken remotely.
- 6.2.2 Those with existing Mental Health Problems are identified on Reception into the prison and followed up by the Mental Health Nurse. For those prisoners who experienced a mental health crisis, emergency appointments were offered. Those with mild depression and anxiety are classified as non-urgent and are offered Brief Interventions when an appointment becomes available.
- 6.2.3 Throughout the COVID-19 restrictions it was noted by the mental health nurse there was not an increase in those presenting with mental health problems. It was more of case that prisoners were describing their mood as being 'fed-up'. There was one low level incidence of Self-Harm throughout 2020/21.
- 6.2.4 Mental Health Self-Help information is available on all the prison wings.

## **6.3 Social care**

- 6.3.1 Links are in place with the Doncaster Council Social Services. However, social care needs were not required throughout 2020/21.

#### **6.4 Exercise, time out of cell, gym**

- 6.4.1 Access to exercise was mostly through the gym. The gym was closed from March to April 2020 due to COVID-19 restrictions. However, post April 2020 an inside weights and circuit gym was offered daily for 15 x prisoners at a time supervised by 1 instructor. This allowed for prisoners attending 2-hour x 3 sessions per week. For prisoners isolating due to COVID could access gym equipment on all individual wings. Also, prisoners from each wing had access to the playing field for walking/jogging exercise. Throughout 2020/21 the Prison Gym has received no complaints. The prison has maintained good access to the open air throughout the Pandemic which has been welcomed by the men.

#### **6.5 Substance Misuse**

- 6.5.1 The Substance Misuse Service offers a comprehensive service, educating prisoners on the effects of drugs and focusing on recovery paths and is delivered by a 1 x Part-time Substance Misuse Practitioner.
- 6.5.2 All new receptions have a 1:1 session with Substance Misuse Practitioner on induction. For those not seen on induction are sent a pack with information about the service, describing overdose risks and how to access the Substance Misuse service.
- 6.5.3 The service offered Face to Face sessions, Group Work and Mutual Aid - Narcotics Anonymous (NA) and Alcoholics Anonymous (AA). However, both Face to Face and Group Work sessions were reduced due to the COVID-19 restrictions. NA was delivered remotely. Also, emergency appointments and wellbeing checks are offered when required. The service has plans to introduce a peer mentor programme. Methadone Reduction prescribing programmes are offered with the plan to be either drug free or on naltrexone prior to release.
- 6.5.4 Posters are displayed on all units regarding drug usage. The Board recognises the excellent work being carried and the close working relationship with other areas of healthcare.

#### **6.6 Soft skills**

- 6.6.1 Wellbeing Packs published by the HMP Hatfield Psychology Team were made available on all units to help prisoners with activities to support their wellbeing and mindfulness.
- 6.6.2 The peer support Listener Scheme trained by the Samaritan volunteers that aims at reducing suicide and self-harm in prisoners is available. This service provides confidential emotional support to prisoners who struggle to cope. Alongside the Listener Scheme is access to a 24/7 Samaritan helpline.



## **7. Progression and resettlement**

### **7.1 Education**

- 7.1.1 The Board is pleased to report that the education, skills and work provision is of a good standard and is effective in meeting the needs of all prisoners. Attempts were made during the pandemic to support prisoner education although men were expected to take increased personal responsibility for their own learning programmes. The HIMIP Report (2019) reported that Ofsted made the following assessments about the education, skills and work provision:
- Overall effectiveness of education, skills and work: Good
  - Achievements of prisoners engaged in education, skills and work: Outstanding
  - Quality of education, skills and work provision, including the quality of teaching, training, learning and assessment: Good
  - Personal development and behaviour: Outstanding
  - Leadership and management of education, skills and work: Good.
- 7.1.2 Novus continue to provide the new Prison Education Framework (PEF) contract that commenced on 1st April 2019 and offer help or support with all aspects of employment which includes, job searches, training and education, advice, writing a Resume and interview preparation. Again, during the pandemic, these programmes were curtailed.
- 7.1.3 On arrival at HMP/YOI Hatfield the prisoners are assessed for levels of numeracy and literacy and learning needs on arrival. The holistic needs of individual prisoners are considered together with any previous qualifications and skills already gained at previous establishments. Learners with Learning Difficulties and Disabilities have equal access.
- 7.1.4 In March 2020, at the beginning of the COVID-19 Lockdown the HMP Hatfield Education Department in partnership with NOVUS introduced in-cell learning literacy packs that offered up to 20 programmes. With 206 courses completed during this period.
- 7.1.5 Face to face learning recommenced in September 2020 offering IT alongside eleven qualifications that included Horticulture, Forklift, Welding, Construction training and Advanced Personal Management Classes. Barbering classes ceased in 2020 due to the lack of Barbering opportunity post release. In its place the plan is to introduce Industrial Cleaning classes. Access to education is adequate in that there are total of 32 education places at the Hatfield site and 12 at the Lakes.
- 7.1.6 In November 2020, the IT suite was made available and runs a Virtual Campus at both sites and offers functional (Maths/English) Level 1-3. Open University and Distance Learning is now offered and is undertaken in the prisoner's own self-study time. This form of education is extremely popular for those prisoners with undergraduate/professional qualifications. With 128 Novus Courses completed.

### **7.2. Library**

- 7.2.1 The Library Service delivered by Doncaster Council with 1 x Full-time worker. From March to July 2020, due to COVID-19 restrictions the Library Staff worked off site. However, a library book and DVD trolley service were available within all wings/units across both sites. Books to support learning and education were made available through a request delivery service.
- 7.2.2 In November 2020, the Shannon Trust reinstated a rolling programme across both sites to assist those who struggle with their reading and writing skills by offering a reading plan, access to Mentors/Learners and a Literacy Programme. Also, reinstated was the Storybook Dads Packs and the Swop Project (a photo exchange project) offering family activities for prisoners and their families.
- 7.2.3 Prisoners currently have access to the Koestler Award 2021, which is a creative, written, drawn or something made award.
- 7.2.4 The general prisoner feedback on the changes to the library service was that they were *'pleased with the service.'*

### 7.3 Vocational training, work

- 7.3.1 There is a large variety of good work opportunities both within the prison sites and externally. Table 2 below shows the number and type of work placements across both sites. However, during the COVID restrictions work opportunities were reduced to 100 essential workers only, such as; kitchen, gardens, production, cleaning, PID workers, orderlies, warehouses, food distribution and logistics.

**Table 2: Range of Work Placement Areas and Number at Hatfield and The Lakes.**

Work Area	Hatfield	The Lakes
Farm Shop	3	N/A
Poly Tunnels	11	15
Recycling Lives	20	N/A
Waste	10	N/A
Coffee Shop	2	1
Kitchen	16	8
External Grounds Party	3	N/A
Education Peers	4	2
Library	1	1
Equality PID	1	1
CES (Stores)	6	2
PID Desk Workers	3	3
Gym Orderly	1	1
Gym Peer	1	1
Gardens	15	17
Paints	13	14
Industrial Cleaners	20	18
RIC/Retired/ROTL	3	11
Task Force Stage 1	60	N/A
Task Force Stage 2	41	N/A
Out of scope total	<b>234</b>	
Overall Total	<b>266</b>	<b>95</b>

- 7.3.2 There is also a Cycle refurbishment workshop and coffee shop. A Tool Shed project with the Conservation Foundation Trust charity to renovate old tools has been established and the tools are sold or donated to local community groups.
- 7.3.3 The Welding workshop continues to be successful and produces more diverse products for the Farm Shop. Level 1 qualifications can be undertaken by prisoners and there are good employment opportunities available for prisoners who progress.
- 7.3.4 The Gymnasium staff deliver a range of courses including a National Navigation Award Scheme prisoners that is designed to develop self- esteem, confidence and teamwork skills. To date, Leeds Rhinos have successfully delivered 4 courses.
- 7.3.5 Those prisoners eligible to work outside the prison are assessed with regard to their skills and the needs of employers. Prisoners are expected to complete a short period of unpaid/voluntary work in the community during which they are assessed prior to moving on to paid employment. For some prisoners this is the first time they have been involved in legitimate employment and it is a big step in their rehabilitation.
- 7.3.6 For outworkers, the prison has built on relationships with Clipper Logistics, Next Warehousing, Two Sisters Chicken Factory and Motorhog Recycling amongst others. During COVID-19, outworker numbers were reduced from 100 to between 30 to 35 places. Recently, the prison has secured a further 50 places of employment as they begin to build back better. The establishment has really focused on increasing numbers in full time paid external employment recognising the positive impact for prisoners, their families and the corresponding reduction on re-offending
- 7.3.7 There is a high level of satisfaction amongst the prison population regarding the variety and type of employment offered. As well as giving the option and chance for continued employment on release. A prisoner stated, *"they cannot do enough for you to help you get the right training and employment."*

#### **7.4 Offender management, progression**

- 7.4.1 Throughout COVID-19 restrictions the Offender Management Unit (OMU) continued via video or telephone link up.
- 7.4.2 The prisoners are allocated an Offender Supervisor (OS) on arrival at the Lakes and a new one on transfer to the main Hatfield site and these remain the same for the duration of their stay. The OS is easily accessible to prisoners should the need arise, and they provide consistent and accurate information in supporting the prisoners, identifying issues at the earliest opportunity to minimise disruption.
- 7.4.3 HMP Hatfield offered access to a number of Offending Behaviour Programmes for example Aspire, Re-Think and Anger Management. However, during COVID-19 restrictions the group size reduced to five

prisoners. Participation is encouraged as part of ROTL arrangements where appropriate and will feature in the individual's sentence plan. We can find no evidence that prisoners were denied ROTL as a consequence of not being able to access these programmes. The programmes are valuable in addressing some of the issues which may have played a part in their offending and support their reintegration into society. Prisoners attending do so willingly and report that they feel benefit from participating.

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

## **7.5 Family contact**

- 7.5.1 The prison places a strong emphasis on the establishment in rebuilding of family ties. As ROTL and family visits ceased at both sites, in 2020/21 due to COVID-19 restrictions in its place prisoners were offered digi-visits whereby the prisoner could speak to family members via a video link up. Feedback from the prisoners was positive in that they were able to view the interior of their home and their children could show them projects/activities they had made and were doing. ROTL opportunities were afforded when infection rates and controls allowed and these were really welcome.
- 7.5.2 Ordinarily, Family Days are held on a regular basis at The Lakes and these are well attended. This year due to COVID-19, Family Days and ROTL have been suspended and arrangements have been implemented as described above.

## **7.6 Resettlement planning**

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

- 7.6.2 Release on Temporary License (ROTL) ceased in 2020/21 due to COVID-19 restrictions. Despite many of the prisoner's disappointment in not being able to access ROTL, there was a high level of acceptance and understanding to reason why ROTL ceased. In 2020/21, there was 268 releases. Again ROTL opportunities were afforded when infection rates and controls allowed and these were really welcome.
- 7.6.3 Cooperation between Probation services and the Community Rehabilitation Company is good and previous communication issues have now largely been resolved. The Probation Officer based in the prison supports the gathering of required information to support the granting of licenses for ROTL and HDC.
- 7.6.4 It is exceedingly rare that HMP Hatfield releases a prisoner with no accommodation to go to. The majority return to family or friends and a small number will be required to stay temporarily in a hostel. As above, if necessary, a prisoner will be supported by NACRO to find suitable accommodation.
- 7.6.5 Many long serving prisoners will not have bank accounts, however throughout their stay in HMP Hatfield support is available to open an account should it become necessary and encouraged prior to release.

## 8. The work of the IMB

During 2020/21, IMB visits to the establishment was minimal due to the COVID-19 restrictions. However, the IMB members continued to meet via ZOOM for the monthly board meetings and weekly/fortnightly for general updates. Also, on a weekly basis, the Governor kept the Board informed regarding the establishment's activity and any issues. The Application Boxes were checked and dealt with by the IMB Clerk. To ensure prisoners were made aware that the IMB was functioning remotely, the role of the IMB was advertised in the monthly prison newsletter.

**Table 3: Board statistics**

Recommended complement of Board members	9
Number of Board members at the start of the reporting period	4
Number of Board members at the end of the reporting period	3
Total number of visits to the establishment	N/A
Total number of segregation reviews attended	0

**Table 4: Applications to the IMB**

<b>Code</b>	<b>Subject</b>	<b>Previous reporting year 04/19-03/20</b>	<b>Current reporting year 04/20-03/21</b>
A	Accommodation, including laundry, clothing, ablutions	<b>2</b>	
B	Discipline, including adjudications, IEP, sanctions		
C	Equality		
D	Purposeful activity, including education, work, training, library, regime, time out of cell	<b>2</b>	
E1	Letters, visits, telephones, public protection restrictions	<b>1</b>	
E2	Finance, including pay, private monies, spends		<b>1</b>
F	Food and kitchens		
G	Health, including physical, mental, social care	<b>1</b>	
H1	Property within this establishment		
H2	Property during transfer or in another establishment or location	<b>1</b>	
H3	Canteen, facility list, catalogue(s)		
I	Sentence management, including HDC, release on temporary licence, parole, release dates, re-categorisation	<b>2</b>	
J	Staff/prisoner concerns, including bullying	<b>2</b>	
K	Transfers	<b>2</b>	
L	Miscellaneous, including complaints system		
	<b>Total number of applications</b>	<b>13</b>	<b>1</b>



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