



Ministry
of Justice

The Right Honourable
Stuart Andrew MP
Minister of State for
Justice

Chair, Independent Monitoring Board
HMP Humber
4 Sands Lane
Everthorpe, Brough
HU15 2JZ

16 July 2022

Dear Chair

**HMP HUMBER: INDEPENDENT MONITORING BOARD ANNUAL REPORT
FOR 1 JANUARY 2021 – 31 DECEMBER 2021**

Thank you for your Board's report for the year ending 31 December 2021. I am grateful to you and your colleagues for your hard work, especially as you had several vacancies. I was saddened to hear there were five deaths in custody during the reporting year. As you are aware the Prisons and Probation Ombudsman (PPO) carry out independent investigations into deaths in custody and I would like to assure the Board my officials take recommendations from the PPO very seriously.

I appreciate the Board's comments that HM Prison and Probation Service (HMPPS), on the whole, managed the process of safeguarding staff and prisoners within its care well. In response to your concerns, the National Framework for Prison Regimes and Services set out regime delivery stages to manage the constraints of Covid-19. With the exception of two returns to baseline stages in response to risk in January 2021 and December 2021, Governors were able to decide and report the stages they were delivering. HMPPS successfully exited the National Framework on 9 May 2022, as risk reduced significantly, and prisons now can decide on the future management of any residual Covid-19 risk. The Future Regime Design team will now provide guiding principles for Governors as opposed to mandatory actions, allowing for greater autonomy as prisons progress towards a 'business as usual' delivery and manage the enduring backlogs.

At HMP Humber, the Governor is committed to providing access to a work or education placement, aiming to provide part-time work within a full-time programme of activity. Work is underway to accelerate delivery of structured on wing activities with greater emphasis on well-being. Additional workshop spaces have been created and new education courses such as barbering, linking to meaningful opportunities on release. A Resettlement and Employment Hub has recently opened to support rehabilitative initiatives and links to potential employers. Drug recovery work is already well underway and has led to some prisoners progressing to the Incentivised Substance Free Living unit. Prisoners access to healthcare services and clinics has increased significantly due to new innovative approaches.

As Minister of State for Justice, I value the crucial role of a prison officer which, as the Board have identified, is very demanding and challenging. I hope to reassure you that HMPPS will be accelerating their work to ensure they are recruiting the right people and doing what they can to retain and develop existing staff. Local insights from staff exit interviews tells us that nationally the main driver of staff attrition of less than two years' experience is linked to ways of working with themes around inability to access flexible working and the role of the prison officer not being what they expected. To improve this area, HMPPS is embedding an outreach strategy to ensure engagement with candidates through the

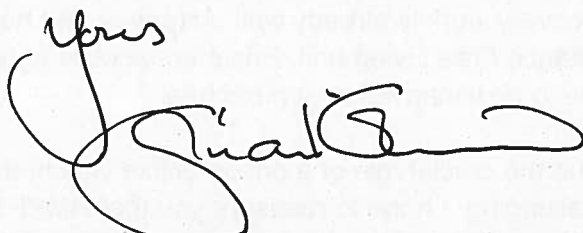
recruitment journey such as offering a tour of a prison. Buddy Schemes and the New Colleague Mentor supporting initiatives are being introduced across all prison regions during 2022 - 2023, specifically designed to create a helpful environment for staff and to feel capable and confident in their new role. Pay is an important element to attract and retain staff, HMPPS' published submission to the Prison Service Pay Review Body for 2022 proposes that starting pay for prison officers outside of London is increased to £25,382. It is also proposed that the number of pay points/increments to progress to the maximum salary is reduced from four to two.

The Governor is engaging with HR to explore site specific recruitment and inviting ex staff members to return to the service. A new profile is being introduced which will offer greater flexibility to staff in terms of working life balance and the Governor has recently invested heavily in training and developing established staff through bespoke line management training and the Future Leaders workshop. Furthermore, the Governor has locally funded a Prison Officer Entry Level Training Mentor to provide practical support and signposting for new entrants in the first 12 months and is developing a comprehensive induction.

Turning to the Board's comments about the unified Probation Service, Yorkshire and Humber are developing their pre-release service model which will ensure there is a link between the prison and community-based Probation Practitioners. Working in collaboration with colleagues these teams will provide pre-release support for all people in prison aimed at building self-efficacy, instilling practical life skills in preparation for release (including out of area cases). The team send 12-week discharge reports to the relevant community Probation Practitioner advising when a person is nearing release and to review their resettlement plan. A robust process is in place to ensure action is taken and outcomes are shared with the responsible staff at the prison. A Business Administrator will be recruited to support prisoners open bank accounts and with employment identification. Through the Resettlement Hub further collaborative working will be embedded and a Prison Employment Lead recruited full time. Issues regarding recording and reporting local employment and post release housing data (with systems not aligning) is currently being looked in to.

Despite it being a difficult reporting period, it was encouraging to receive your comments that the prison was extremely well managed within the circumstances and constraints of the pandemic and acknowledging the excellent work by the Governor and her senior management team. I was pleased to note the In-Cell Education/Entertainment television was installed at a critical time and proved very beneficial. I note you have raised some local issues of concern in your report which the Governor will continue to keep you aware of as work continues. HMPPS comments in response to other issues raised in your report are set out in the attached annex.

The Justice Secretary and I appreciate the valuable role played by members of Independent Monitoring Boards throughout the estate and we are very grateful for your continued hard work on behalf of HMP Humber.

Yours


RT HON STUART ANDREW MP

HMP HUMBER: INDEPENDENT MONITORING BOARD ANNUAL REPORT FOR 1 JANUARY 2021 – 31 DECEMBER 2021

HMPPS comments on matters raised in the report

Increase Capacity

Recent population falls have allowed HMPPS to reduce crowding levels nationally, and annually published figures shows that crowding reduced from 22.5% to 20.2% between 2018/19 and 2020/21, equivalent to around 4,000 fewer prisoners held in crowded conditions. The potential for additional crowding has recently been reviewed, this is a precautionary measure and there are no current plans to activate additional crowding at any establishment, including HMP Humber. Options for additional crowding are a contingency measure and would only be considered if population growth threatens to exceed available capacity. When considering crowding levels at individual establishments, HMPPS considers the complex interaction of factors including safety and stability, regime and activities, recruitment and retention, and overall decency.

As part of contingency planning to increase operational capacity at HMP Humber from 1062 to 1082, the Governor has identified 20 cells across Zone 2 that can accommodate bunk beds. Fifteen of these cells will be converted on India wing bringing the operational capacity from 105 to 120 to mirror Hotel wing. The remaining cells have been identified on J, K, L, and M wing. Work to install the beds has started, however, the cells won't go 'live' until there is a national direction to do so. HMP Humber's operational will remain at 1062 (minus 60 due to the fire safety upgrade work).

Prisoners' Property

Further to last year's response, the new Prisoners' Property Policy Framework is anticipated to be published this Summer 2022. As mentioned previously, any digital changes are likely to be longer-term and as such will not be part of the forthcoming framework.

Property loss has been a longstanding concern for HMP Humber. The past three years we have seen a decrease in compensation claims due to the revised cell clearance policy and more streamlined processes. The Governor is grateful to the IMB for being very supportive in what the prison is trying to achieve and will continue to provide the Board with updates on progress.

The operations function will always use its own methods of transport to send on any additional property on the day or no later than the following day within the Yorkshire/Lincolnshire region. All other property out of this perimeter will be couriered. The Governor is looking at expanding the property complaints database in liaison with the Business Hub/complaints department. As the Board is aware, all complaints for property fall under one category but as the Board are familiar can cover many aspects not just stored property. This will hopefully assist staff in targeting any hotspot areas.

Category D Spaces

Progressive transfers of prisoners are subject to space in the appropriate part of the prison estate becoming available and the speed of transfers reflects this constraint. The availability of Category D spaces has been impacted by the requirement to close a number accommodation blocks in the open estate over the course of 2021 which no longer met statutory fire safety standards. These closures removed spaces at HMPs Kirklevington Grange, Hatfield and North Sea Camp (over 300 in total). The impact on the overall open estate is being managed by replacing some of these places with existing temporary accommodation which was already on some sites. At other sites, new temporary accommodation is being put in place. £3.8 billion is being invested over the next three years to deliver

20,000 additional, modern prison places including 2,000 temporary prison places across England and Wales by the mid-2020s. This project will deliver 660 additional places through expansion of the Category D estate at several sites across the country.