



Annual Report of the Independent Monitoring Board

At HMP/YOI Werrington

**For reporting year
01 September 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 Preventative 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 Preventative Mechanism.

2. Description of the establishment

HMYOI Werrington is a former industrial school dating from 1868. Some of the original buildings are still in use but accommodation is provided in more modern buildings as well. These are grouped into two units: Doulton, housing A and B residential wings, and Denby, housing the WADE welfare and enhancement unit, and C2, a landing for Diamond and induction young people. Every young person has a single occupancy room with a phone and a screened toilet, and about half have a brand-new shower. Each landing has three individual showers to cater for those without an in-room shower.

The WADE unit accommodates young people requiring greater support. Additionally, two rooms are kept to house young people who cannot be separated on the wings due to persistent and violent disorder.

The total capacity is 118 young people (boys aged 15 to 18 years), but for the whole of the reporting year the establishment has been operating on a very reduced number.

A, B and C wings each have a youth club room and an exercise yard. There is an additional youth club away from the residential wings. A and B wings each have one outreach room for education or resettlement.

Most education takes place in the older buildings, although the well-equipped gym is used for health education. There is a sports field with an outdoor multi use games activities (MUGA). Young people's health is catered for in a modern well-equipped health centre.

The rest of the original buildings are used for a chapel, the Vibe (a more relaxed classroom environment in which some education takes place), for vocational education, laundry, library. Safeguarding is accommodated in an ageing temporary building.

The following areas of Werrington are operated by external organisations:

1. Education and purposeful activity – Novus & Kinetics
2. Physical healthcare – Practice Plus Group
3. Mental health/substance misuse – Inclusion (Midlands Partnership NHS Trust)
4. Estate management – Amey
5. Restart – Moorland Dog Rescue

3. Executive summary

3.1 Background to the report

A new Governing Governor took up post in March 2021.

The pandemic continued with Werrington operating at stage 3.

In the summer major refurbishment commenced, with the closure of initially part of one wing then the total closure of a residential block so that in-room showers could be installed.

In July/August there was a sharp and continuing increase in the level of violence and disruption.

3.2 Main judgements

How safe is the establishment?

We consider that YOI Werrington has been unsafe for the young people and the staff since the beginning of July 2021, as a result of which we escalated our concerns to the Youth Custody Service (YCS) Executive Director, Helga Swidenbank, and Philip Copple, Director General for Prisons, on 28 July 2021 (see sections 4.3, 4.5).

How fairly and humanely are young people treated?

The young people are mostly treated fairly but are not treated humanely, due to the restricted time out of room and staff shortages (see sections 4.2, 4.3, 5.1, 5.3, 5.4, 5.5, 5.6, 8.2).

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

Young people's health is proactively and efficiently catered for. Their wellbeing needs are met by a wide variety of staff (see sections 6.1, 6.2, 6.3, 6.5, 6.6).

How effective is the education provision for young people?

The Board does not consider the educational provision as adequate, due to some extent to the facilities available but also due to regular outbreaks of violence. (see section 4.3).

There is an improved vocational offering, but the integration of maths and English into the curriculum has yet to be embedded. (see sections 7.1, 7.2, 7.3)

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

The Board is satisfied that the young people at Werrington are progressed well (see sections 4.1, 8.3).

3.3 Main areas for development

TO THE MINISTER

Rule 49 is being used for young people who cannot be found a suitable placement in a group (see section 5.2). Is this the correct use of this rule and is it fair?

Are the courts keeping to time limits when remanding young people (see section 8.1)?

TO THE YOUTH CUSTODY SERVICE

If family is valued as an important influence, why are young people not allowed to have photographs of themselves with their family displayed in their rooms (see section 5.1)?

What steps are the Youth Custody Service (YCS) taking to improve the institutional allocation process in court to reduce the unacceptable waiting time?

TO THE GOVERNOR

As a stabilisation plan is in progress at the end of the reporting period, what steps can you take to reassure the Board that it will regularly reviewed and acted on, not just during the implementation period but afterwards (see sections 3.2, 4.3)?

As Werrington has recently had worryingly low amounts of time out of room, how can the Board be reassured that this will not continue (see sections 6.3, 6.5, 7.1)?

3.4 Progress since the last report

The established use of in-room phones, crucial for mental health during the pandemic, allowing professionals and family to contact the young people (see sections 5.1, 6.3).

The provision of in-room showers, allowing the young people more privacy and hygiene (see sections 5.1).

The MUGA pitch extending the time for external games to proceed in all weathers. (see section 2,6.5,7.3).

Replacement curtains in the young people's rooms (see section 5.1).

Added subjects to the vocational curriculum (see section 7.3).

Improved quality and choice of meals(see section 5.1).

The appointment of an advanced nurse practitioner to the healthcare team (see section 6.2).

The arrival of young staff who are keen to develop good relationships with young people and are willing to study at degree level.

The Board was pleased by the prompt and effective intervention of the YCS management team and their stabilisation plan to help Werrington deal with the violence and disruption at the end of the reporting period (see sections 3.2, 4.3).

Evidence sections 4 – 7

4. Safety

4.1 Reception and induction

Overall, the Board commends the care provided by reception staff to new arrivals. Processing is conducted efficiently and the young people confirm they are treated well. There is a strong emphasis on providing reassurance, which is particularly important to those who are new to the YOI environment. The reception building is modern with good facilities and a calm atmosphere. New arrivals are offered a meal if appropriate, and all are seen by healthcare. Covid-secure arrangements are in place and are well managed.

Arrival times from court continue to improve with only two young people arriving after 9pm in this reporting period; there were 5 in the previous reporting period. There are, however, some unacceptably long waits at court whilst a placement is identified, with 23 young people waiting over four hours. The longest recorded wait time was seven hours. The Board is pleased to see that transport to the YOI is now by mini-bus rather than Amey 'sweat vans'.

Young people transfer from reception to a dedicated area on the wings for the 14-day induction period. Under the reverse cohort arrangements, young people are not able to mix in the normal way on arrival and spend considerable time alone in their rooms. Time out of room has been limited, and, in some cases, unacceptably low (less than 2 hours) throughout the reporting period. This situation has been exacerbated by high staff absence caused by the pandemic, whilst the need to relocate inductees onto the main wings over summer to allow the installation of en-suite showers has brought further challenges to delivering the induction regime safely. Before relocation, however, the atmosphere of Denby/ C wing was relaxed and friendly, in sharp contrast to the two main residential wings on Doulton/A& B.

The induction process is comprehensive and part of the whole resettlement programme. Visits are arranged from all the major services, with full healthcare and education assessments undertaken. A wall chart is kept in the office, which provides a useful visual check on each young person's progress on their induction journey, and each young person receives an induction booklet to keep for reference. Young people are able to locate these and show them to IMB members when asked. The Board commends the efforts made in producing these booklets, although regular policy reviews mean that information quickly becomes outofdate and some young people find the print medium less accessible. The Board welcomes the cabling of all rooms to provide tablets to young people over the next 12 months, offering a more familiar platform for them to access information which can be quickly updated.

The most significant complaint from 13 inductees is the length of time taken to register their PIN phone numbers, although next of kin details are taken at reception

and all young people can make one telephone call on arrival. It is not always clear that this process has been fully explained to young people or that the process of collecting and checking numbers is started at the earliest possible time. This has been expressed several times to Board members on rota visits. Some young people need more help in completing the forms: one example of this was that, throughout his time at Werrington, one young person was unable to read and write so could not access the menu to order what he wanted to eat. Being able to speak to family and friends is especially important for new arrivals in terms of their overall wellbeing. The Board is monitoring this as a high priority activity (see sections 3.2, 8.3).

4.2 Suicide and self-harm, deaths in custody

The Board welcomes the fact that incidents of self-harm have reduced considerably from 95 in the previous reporting year to 37 in this year, with a particularly significant reduction in cutting. All cases are assessed promptly by healthcare (see section 6.2). Only five cases were referred for external medical treatment and all of these were related to a number of young people who claimed to have swallowed batteries. There were no suicides and no deaths in custody.

The number of Assessment of Care in Custody and Teamwork (ACCT) cases opened is at the same level as the previous year (98 in 19/20 and 101 in 20/21). The new ACCT documentation has been implemented, with training provided. In general, documents are completed well with an emphasis on meaningful conversations. More effort is required, however, with 'hard-to-reach' young people in order to encourage engagement. The Board checks on young people with open ACCTs regularly but has struggled to monitor ACCT reviews in person this year, both because of periods when the IMB was operating remotely and because many reviews have been held on the wings, which makes them less accessible. This is a repeat criticism: it was levelled at safeguarding in last year's annual report. It continues to be a problem even though the Governor has urged greater communication throughout the establishment.

The documentation for reviews has been monitored and is comprehensive.

4.3 Violence and violence reduction, self-isolation

The Board has been very concerned about the level of safety for both young people and staff, despite reporting this to the Governing Governor. At the end of July 2021, the Board wrote to Helga Swidenbank, Executive Director Youth Custody Service, about the situation at Werrington. It was felt that both young people and staff were unsafe from June to the end of the reporting period. In August 2020 there were only six assaults on staff; in June /July 2021, by contrast, there was a sharp rise to 17 assaults. There were four recorded incidents of young people's assaults on their peers in August 2020 and again in contrast 10 in June /July 2021.

In February 2021 there was a serious and violent hostage-taking incident involving a group of young people, which culminated in over £50,000 of damage. Deliberate

damage, on a smaller scale, has continued since then, largely on residential wings and in education (see section 3.2).

There have been 328 weapons fashioned by the young people from any means to hand in their rooms, which has indicated to the Board that searching has not been thorough in the reporting period, but it escalated in June/July 2021. Weapon finds on wings far exceeded any other location, the highest being 59 in August 2021 (see section 7.1).

The Board was dismayed to learn that the conflict resolution team had been disbanded by the previous Governor in late 2020. This left staff and young people without a conventional route to solving problems (see sections 3.2, 4.5).

4.4 Young people with specific vulnerabilities

At the end of the reporting period there was one young person diagnosed with dyslexia, with seven others being assessed. Fourteen had behavioural difficulties and 22 were on the educational healthcare plan (EHCP). There were 26 looked after children (LAC) on the SEN register and also 14 remanded young people. One young person was diagnosed with learning disability and one young person with cystic fibrosis.

4.5 Use of force

Unfortunately, use of force has increased in the reporting period. There were in total 633 incidents in the reporting year, with August 2020 having the highest, 113 incidents, and October 2020 the lowest, 32 incidents. Between August 2020 and August 2021 there were 39 staff assaults. By the end of the reporting period there were 140 members of staff trained in minimising and managing physical restraint (MMPR), of whom only 73 had training which was in date, a real concern for the IMB. The Board is pleased, however, that the number of occasions of pain inducing techniques has reduced from eight to three this year.

There is only one member of staff currently trained as a negotiator but eight have shown an interest in becoming negotiators; it is hoped to send these officers in pairs to do the training course. There continues to be a worrying lack of trained negotiators at Werrington (see sections 3.2, 4.3, 6.4).

4.6 Substance misuse

Substance misuse is not a major problem in the view of the Board, with nine finds of cannabis and nine finds of alcohol in the reporting period.

There is a substance misuse practitioner as part of the mental health (Inclusion) team. During the reporting period, 91 young people received interventions (see sections 6.3, 6.6).

5. Fair and humane treatment

5.1 Accommodation, clothing, food

The Board is extremely concerned that, according to the YCS NHS Covid dashboard, young people had worryingly little time out of room. The weekend figures were very disturbing, often falling short of two hours for some individuals. Although time out of room at weekends has improved since July 2021, it continued to fall below acceptable standards due to staff shortages. The Board routinely monitored this data on the wings and could only see this as a form of “torture,” according to the United Nations Minimum Rules for Treatment of Prisoners or ‘Nelson Mandela Rules’ (see sections 3.3, 6.5).

The building of in-room showers, beginning July 2021, was a real benefit but has reduced the actual time out of room for the young people; previously 30 minutes was allocated for this. However, the new showers provided a humane and time-saving way to stay clean and safe. They offered an alternative to hand-washing after the toilet. They also provided a chance to be clean before Friday prayers and to release young people from having to read graffiti containing threats and gang reference, a feature of the old landing showers. The young people could then benefit from taking responsibility for the cleanliness of their own showers, as well as rooms.

In-room digital appliances were planned for and the cabling completed during the reporting period, a technology which the Board commends due to the life skills it would bring, such as budgeting, banking, canteen spending, reading, emailing family and completing homework. Throughout the reporting period the young people have benefited hugely from in-room phones, especially reassuring during the pandemic; deliberate damage to them has been very rare.

However, although both works were carried out in sections, it inevitably created regime reduction and consequent wing disruption. This coincided with the ravages of Covid-19 and the loss of staff through illness and vaccinations, resulting in a serious peak in violence during which property was also damaged by a persistent group of young people.

Because Denby/C wing closed during in-room additions, several rooms were unavailable to young people who lived there and either needed extra support or who were of diamond status; these people were moved to the Doulton/B wing. Young people who were very emotionally distressed on A and B Wings could not have access to alternative accommodation on the welfare and development environment (WADE) as before, so they created chaos on Doulton/A and B. Staff were sometimes seen mopping up flooded water with plastic bags over their shoes and trying to dispose of insanitary water.

Young people’s rooms have been a cause of concern for the IMB: often not fully equipped with such basics as curtains, clean toilets and walls. The Board felt that many were not fit for habitation despite the daily checks. Young people regularly requested that their family photographs (including themselves) be displayed, but this

was not allowed due to security issues, a response which the Board finds inhumane (see section 3.3).

The kitchen at Werrington did an excellent job of catering during the pandemic in the reporting year. The menus varied, often as a response to young people whom the manager had surveyed concerning their preferences, but also in response to seasons and faith. The Board felt this was crucial to physical and mental wellbeing, especially as all meals were eaten in the isolation of young people's rooms (see section 3.4).

On the other hand, the food serveries on the wings, which the Board checked fortnightly, were not always very clean, nor were the appliances always working, or plates of leftover food routinely disposed of.

5.2 Segregation

The Board commends the constant emphasis on keeping separation to a humane minimum. As identified on Werrington's daily operational report, those on separation had to be visited daily by the duty governor. These young people were always discussed at the daily senior leaders' team meeting.

Data from newly-sourced *Youth Custody Service ASH and BM Reporting pack July 2021* suggested that five young people accounted for 30.8% of all the number of separation days. The main category for separation remained 'Rule 49 – risk to others or self', followed by 'self isolation'.

The IMB regularly monitored separated young people and were disappointed to see a slight rise from 94 in the previous reporting year to 100 in this one. What concerned the Board was that term 'Rule 49' was applied generically to young people who were hard to place in groups/education as well as to disruptive ones. Using the term 'Rule 49' ran the risk of confusing staff who might well associate the term, with poor behaviour, when the opposite might well be true for the hard to place (see section 3.3).

5.3 Staff/young people relationships

Discussions with groups and individual young people on IMB duty rota have provided a rich source of information and understanding of the young people's experiences. Qualitative feedback highlights generally good relationships between them and staff (see section 3.4).

Some transferring from secure training centres (STCs) comment on the 'anxiety' of transferring to a 'more prison-like regime' and perceive the 'violence' as a concern. It was difficult to pursue courses or vocational training, embarked on at the STC, if they were not run at HMYOI Werrington.

Covid has heavily influenced the implementation of custody support plans (CuSPs) and over the pandemic period there was a modified model using CoSP (Custody

during Covid Support Plan): a shorter intervention but still using the Maslow's hierarchy of needs. CoSP has been running, although not every day and never at a weekend due to staff shortages.

At the end of the reporting period there was a small group of CoSP-trained officers attending and proactively reaching out to the young people as per their red, amber, green (RAG) rated risk assessments. Conversations with CoSP officers and anecdotal information from the young people suggested the opportunity for 'engagement' was at times restricted by competing operational demands. Data is now circulated in the monthly residential report and is also listed on the daily operational report. In July 2021 69 sessions were offered, with 48 sessions being completed and 21 refusals. Due to the inconsistency and unavailability of staff, 34 young people were affected by not being offered at least one weekly CoSP session. The Board is disappointed that only a few officers have been utilised for this intervention, even though all the staff have been trained (see section 3.2).

5.4 Equality and diversity

Phone and face-to-face equality and diversity board meetings took place throughout the reporting period. The IMB monitored these meetings by phone. Two young people who attended stated the IEP system should offer more incentives; they liked the Xbox but felt more gym and music classes would encourage them to behave better. There were no young people of colour who had achieved diamond status. Some young people on gold, who had improved, had refused diamond status and therefore refused a better room on Denby/C2 because, they said, 'I want to be close to my friends.' Nearly half the population could be described as black, Asian and minority ethnic, whereas the staff were predominantly white. The Board feels that this mix is unsupportive (see sections 3.2, 5.7, 5.8, 6.7).

5.5 Faith and pastoral support

Werrington's chaplaincy department caters for all faiths. This is overseen by a new managing chaplain, who began her tenure in early spring with welcome offers of support and interesting ideas. Werrington's main religions are Christianity and Islam but it caters for Rastafarians and Jehovah's Witnesses. The Roman Catholic position has been unfilled for many months despite chaplaincy efforts. Young people are encouraged to lead chapel services, a few of which include prayers for pets.

Where possible, religious festivals are observed with support from the kitchens team; in the interests of diversity, however, all young people benefit from the celebration and food so that it is not exclusive. Alternative means for supporting young people's faith from March of the reporting period were created in the form of daily visits to those with a faith; printed off prayers and texts were left under the doors. The IMB Board was impressed by the level of chaplaincy care (see section 3.2).

5.6 Rewards and sanctions

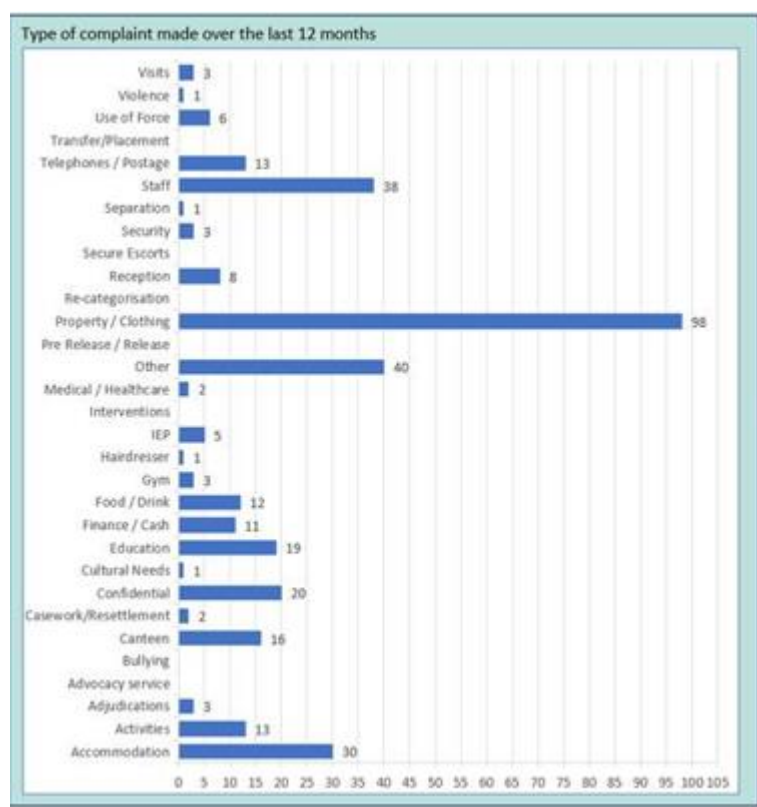
The enhanced diamond status is valued by the young people and builds on interventions to promote their confidence and self-worth.

A monthly positive behaviour award has been introduced: if a young person during a month gets no negative comments, demerits, minor report or adjudications he receives a certificate. The reward shop / pick list is reported as working well. However, the Board finds the current rewards system somewhat confusing.

Sanctions appear well understood by the young people as evidenced by IMB discussions with visiting those on Rule 49. Sanctions and the reasons they are being enforced are discussed and explained with the young people, as evidenced by IMB monitoring of the adjudications. (see section 3.2).

5.7 Complaints

Werrington's monthly prison complaints analysis is accessible by the IMB team and the thematic breakdown below agrees with the IMB's quality assurance of complaints.



The complaints trend unfortunately confirmed what the IMB team was seeing during their rota visits; it reflected increased disruption within the establishment over the latter months of the annual reporting period. This necessitated a letter of concern from the IMB Chair and Vice Chair which contributed to an unannounced site visit by the Executive Director YCS.

The main complaint area remained property issues. A random analysis of complaints suggested they were handled in a fair and timely way by staff. The complaints system was used by all young people in the Werrington, including those with protected characteristics and those registered with a learning disability (see section 5.4).

On a positive note a complaints survey by staff, despite a small return, suggested only 8% were not happy with the outcome of their complaint and 92% were happy or partly happy.

5.8 Property

Lost property during the laundry process was still a major reason for the young people's complaints, the laundry bag splitting being the main reason for property loss. Progress has been made in registering more clearly the owner's identity. Despite the previous governor's efforts, the washing machines on the two main wings did not materialise, so the young people have had no means of washing their own clothes and thus achieving independence.

6. Health and wellbeing

6.1 Healthcare general

The Board commends the effective and reassuring work of both the healthcare and mental healthcare departments.

6.2 Physical healthcare

During the pandemic, the healthcare team had in place rigorous protocols for screening and isolating young people who were symptomatic. The healthcare department made positive strides towards encouraging the take-up of the Covid-19 vaccine within the prison population. An example of this was a patient focus group designed to assist with discussing 'vaccine hesitancy' that the young people may have. There were only six positive Covid cases throughout the pandemic, largely due to the rigorous processes put in place.

The healthcare department exceeded their goal of 5% survey return rate, since 9.5% of the prison population returned their surveys, and reported that 6/8 rated their experience 'very good'.

Healthcare staff maintained scrupulous attendance at all incidents of violence, and in reviewing MMRP footage. Werrington has now achieved micro-elimination for hepatitis C. In terms of sexual health services, a scheme was rolled out whereby young people were encouraged to take part in sexual health screening in exchange for incentives such as chocolate bars and novelty socks. This was a very successful programme, about which the staff were passionate. The IMB rota reports recorded staff explaining thoroughly the benefits of taking part to young people in a needs--appropriate manner that catered to special educational needs requirements.

Healthcare have also taken on new bank staff to ensure that they always have staffing options and are able to cover shifts effectively. A recent appointment of an advanced nurse practitioner is welcomed by the Board (see sections 3.2, 3.4).

6.3 Mental healthcare

The Inclusion team have continued to provide a good service to the young people at Werrington during the reporting period, as can be evidenced by the reduction in self-harm.

The restrictions to the regime caused by the pandemic have seen young people confined to their rooms for long periods of time and it might have been expected that this would lead to an increase in mental health and general welfare issues, but overall, this does not seem to have been the case. The Inclusion team either visited or spoke to every young person by in-room phone each day during the height of the pandemic few of young people reported to IMB members that they felt 'safer' under this regime.

One young person unfortunately required to be sectioned under the Mental Health Act 1983 in June 2021. The Board commends the compassion and speed with which this was managed.

The prison was in the early stages of implementing the integrated care framework (Secure Stairs) with formulations being developed for new receptions. The intention was to establish 'One Story, One Plan' for all young people, which would be accessible to landing staff, increasing the understanding of each young person's particular circumstances and helping to build relationships. This is an ambitious project which the Board will be monitoring over the next 12 months (see sections 4.6, 6.6).

6.4 Social care

There are two dedicated social workers employed by Staffordshire County Council on site. They are located in the safeguarding building, and the co-location of these teams is beneficial as social workers offer an independent voice and take the lead on child protection issues.

In terms of child protection, directly comparable data for the previous annual report was not available, but the number of referrals for investigation this reporting year was 69. The coverage provided by CCTV on site and the increased use of body-worn cameras by staff (now at over 90%) has improved the quality of evidence available and this can be shared with the young people involved. Initial screening is undertaken by the social work team in conjunction with safeguarding and, whilst all cases are reported to the local authority designated officer (LADO), an agreement has been reached that those cases which do not present as significant harm can be internally investigated. Referrals made by external parties such as Barnardo's still go directly to the LADO. The majority relate to allegations of physical abuse during restraint, which were not upheld. A comprehensive log is maintained which has been monitored by the Board, and it is clear that learning points from the screening are identified and acted upon even where these are not directly related to the allegation (see section 4.5).

6.5 Exercise, regime

The Board is very concerned that time out of room is still an issue. In February 2021 there was a serious incident in the art room in education, which was attributed by the young people to having such a restricted regime the previous weekend. During the pandemic, the data from time out of room sheets on the wings revealed many suffered more than 22 hours within the walls of their own rooms. Since restrictions have been lifted, weekends are still a concern due to staff shortage (see section 5.1).

The young people have benefited from the improvements made to the gym facilities and to the outdoor space, which has given them continued exercise whenever possible (see sections 3.4, 7.1, 7.3).

6.6 Drug and alcohol rehabilitation

Ninety-one young people have received drug and alcohol rehabilitation, which includes psychological support, harm reduction and motivational interviewing, in the reporting period. Regional team support was available for prescribing required medication (see sections 4.6, 6.3).

6.7 Soft skills

During the reporting year a 'birthday room' was set up to allow young people to feel special on one day a year and to know that they are cared for. Most of the young people have attended the birthday room. Empathetic skills were also encouraged through card-making and message-writing for Mother's Day. The Board would like to see this included on Father's Day.

The young people have celebrated British Science Week, LGBTQ Awareness Month, Deaf Awareness Week, Easter, National Chocolate Day and World Environment Day. These themed opportunities involved group work and active learning methods. During rota visits the IMB have been told by young people how much they enjoyed this approach. The Kinetics Youth team delivered this programme and have maintained their face-to-face contact, on a day-to-day basis, throughout the pandemic. Recently a joint letter from the young people thanked them for "continued support" and "patience and guidance". The Board commends the work of this team who create good relationships with those in custody (see sections 5.4, 7.2).

7. Education and training

7.1 Education

Between and after lockdowns in the reporting year, the Board has monitored students being returned to wings for disruptive/violent behaviour many times. Numbers in classrooms were low because of Covid influencing group sizes. In February there was a serious incident where two teachers were held hostage in the art room and over £50,000 of damage occurred; the young people concerned stated this was due to the lack of time out of room the previous weekend. This damage put this facility out of action for many weeks (see sections 4.3, 6.5).

The Board has sought the answer to a variety of questions from Novus, including outcomes which cover level 1 and 2 qualifications, vocational qualifications, attendance and class time lost to violence/disruption, but has received this disappointing response: 'It will take a little more time to get that information together.'

In a very challenging year for education nationally, every effort was made at the establishment during various lockdowns to deliver it, if only by sending work out to young people in their rooms when face-to-face work was not possible. At the earliest opportunity classwork was resumed, building up from six hours per week and in the latter part of 2020 achieving 90% attendance, and a homework return rate of 50% in August 2021. Outreach sessions were restricted when teaching unions did not allow members on to the wings due to staff shortage.

The Board is concerned that the virtual campus (online education) has not commenced, and that learners were not allowed their own email address.

The Board commends the maintenance of achievement in construction. It looks forward to a marked improvement in the numbers of certificated achievements in the coming year. It would welcome a refreshed focus on outcomes with accessible data.

Usually more than 90% of newly arrived young people get their first or second choice of educational pathway, but during the pandemic this could not happen.

The Board will monitor the quality improvement plan (education) in the coming months because it has continuing concerns about its impact on young people's life chances.

7.2 Library

In August 2020 the Board received an encouraging briefing from a librarian describing the range of books on offer, the availability of tinted screens for boys with dyslexia and interesting magazines relevant to young people. Since that time, however, there has been no librarian and even as Covid restrictions have eased there has been no resumption of library attendance within education time. The Board has been told that during the teaching week teachers cannot themselves take young people to the library because of security concerns. The lack of a library facility has

been specifically complained about by young people. It is commendable, however, that Kinetics do take boys to the library at weekend despite security concerns (6.7).

7.3 Vocational training

In spite of the pandemic, the Board is aware of and enthusiastically welcomes the shift to a more vocational approach to education with academic elements such as maths and English integrated into practical courses (e.g. construction, barista coffee bar). It also welcomes the breaking up of lessons with down-time and enrichment. These developments have improved the boys' engagement with studies, as observed during IMB rota duties. The range of courses has expanded with the appointment of a keen new tutor for barbering (despite starting with limited resources). Restart, a dog training programme, has been extremely successful. It is a pity that it excludes all but the most well-behaved young people and only accepts four student trainers at a time. It teaches empathy, caring and discipline. Dogs are now trained to assist people with a diagnosis of autism.

In the gym, a very productive link with healthcare is resulting in young people being taught about first aid and basic life support; some have volunteered to become healthcare champions. Team sports are encouraged, and the new MUGA facility now enhances this (see sections 3.4, 6.5).

8. Progression towards transfer or release

8.1 Case management and progression

The Board believes that the resettlement team is effective. Out of the 58 discharged in the reporting period, only one young person was discharged homeless. It is aware of the difficulties rehousing young people beyond the first night; this is frequently a local authority problem and beyond the team's control.

During the reporting period, 48 young people transitioned to young adult prisons. Thirteen did not transition within a month of their 18th birthday, largely because of ongoing or adjourned trials. Over a third of the population at Werrington was on remand, with eight months being the longest period of time awaiting trial. The Board is very concerned that young people could be held for many months without trial and with the possibility of their innocence (see section 3.3).

Young people are encouraged to be independent in preparation for discharge, but this year only one young person was granted ROTL (release on temporary licence) due to the pandemic. A persistent problem encountered by the team is that the criteria for opening a bank account is very strict: they have to be in their last few months of their sentence and 18 years old. This makes financial independence incredibly difficult for the vast majority of those in custody in Werrington.

8.2 Family contact

The Board has been pleased with the appointment of a family engagement manager who values all forms of contact for the young people. The uptake of virtual online Purple Visits has now increased to 100%; the number for domestic visits has been far lower due to the pandemic. The regular publication of the manager's family newsletter is to be commended for bringing young people and their families together.

The one young father in custody has been taught the fundamentals of baby care and has met his baby by Purple Visit (see section 3.2).

8.3 Resettlement planning

Resettlement commences during the induction process in the first week and continues up until discharge. Due to the pandemic, the proposed creative programme of transition to the young adult estate has been very challenging. The Board looks forward to seeing these ideas realised during the next reporting period (see section 4.1).

9. The work of the IMB

The pandemic has created new ways of monitoring, which the Board continues to use: weekly teleconference with the governing governor, Zoom Board meetings and physical meetings (quarterly actually in the establishment), weekly phone updates with safeguarding manager and healthcare manager, updates with education. The Board has found the data from Werrington's daily operational report very helpful in terms of remote monitoring.

The Board has continued regular "boy's duty" when members have longer conversations with individuals or groups to monitor their welfare and explore their views. There has been a slight increase in the number of apps received by the Board in the reporting year.

Board statistics

Recommended complement of Board members	12
Number of Board members at the start of the reporting period	6
Number of Board members at the end of the reporting period	8
Total number of visits to the establishment	252
Total number of segregation reviews attended	14

Applications to the IMB

Code	Subject	Previous reporting year	Current reporting year
A	Accommodation, including laundry, clothing, ablutions	2	1
B	Discipline, including adjudications, IEP, sanctions	3	2
C	Equality	0	0
D	Purposeful activity, including education, work, training, library, regime, time out of cell	1	0
E1	Letters, visits, telephones, public protection restrictions	3	0
E2	Finance, including pay, private monies, spends	0	3
F	Food and kitchens	0	0
G	Health, including physical, mental, social care	0	1
H1	Property within this establishment	0	1
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, re-categorisation	1	4
J	Staff/prisoner concerns, including bullying	0	0
K	Transfers	0	0
L	Miscellaneous, including complaints system	1	1
	Total number of applications	8	13



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