

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

**For reporting year
1 April 2021– 31 March 2022**

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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 certified normal accommodation is currently 308 (a temporarily reduced figure due to Covid-19 and fire safety improvement work).
- 2.1.2 The prison is on two sites which are four miles apart. Both sites are based on former Royal Air Force bases.
- 2.1.3 At the present time extensive work is ongoing across both sites to improve the fire safety in the buildings in line with current legislation, which is very welcome. This work is nearing completion.
- 2.1.4 The smaller site Hatfield Lakes (referred to as 'the Lakes' in this report) normally holds 112 prisoners and is used as a reception area where prisoners spend their first three months. The accommodation is in large double rooms in two wings, holding 56 prisoners in each wing. During the Covid-19 pandemic, these numbers temporarily reduced and there were 80 prisoners in this accommodation.
- 2.1.5 The Lakes site has extensive horticultural facilities, free range chickens, a furniture refurbishment workshop, education and IT rooms and a bicycle repair shop which is shortly to be replaced by a new furniture assembly project in partnership with a major retailer. There is also a well organised group of prisoners who carry out general maintenance of the site.
- 2.1.6 The main Hatfield site currently comprises four separate accommodation blocks with 186 single rooms, including a small six-bed unit for independent living. The Board is pleased to announce that a major building project is to take place over the next year to replace two demolished 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 each building with en suite facilities including showers, which will be very much welcomed by those accessing shift work in the community.
- 2.1.7 At Hatfield work opportunities are 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 basic skills. However the establishment and Governor are now very much focused on providing full-time paid external work opportunities for prisoners with the aim to secure them permanent employment on release.
- 2.1.8 Outside work is in two stages: stage 1, which is voluntary work, and stage 2, which is paid employment. Covid has impacted on some work placements at times but the number of placements has grown considerably to the point that over a third of all prisoners are now afforded opportunities to work out in full-

time paid external employment. The prison is seeing real benefits from this with the highest outturns across the estate in terms of getting prisoners into permanent employment on release, which is really pleasing to see.

2.1.9 Healthcare 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 1 April, 2021 to 31 March 2022. IMB evidence comes from observations made on visits, scrutiny of records and of data, informal contact with prisoners and prison staff, and prisoner applications. Over this reporting period the restrictions to manage the Covid-19 pandemic were gradually relaxed.

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. One incident of bullying by one prisoner towards another was reported and the perpetrator was returned to closed conditions in 2021. The establishment has not had a single assault on staff or prisoners in the year, nor a single act of self-harm, which is commendable.

How fairly and humanely are prisoners treated?

- 3.2.2 The prison is proactive in tackling any incidents concerning real or perceived issues relating to unfair or inhumane treatment. An officer is responsible for equality and diversity and the Board members work closely with him to monitor any incidents. The condition of the showers/washrooms is a cause for concern. The IMB has monitored the state of these facilities which, in their opinion, are not of an acceptable standard.
- 3.2.3 The Board is pleased to report that after many years of concern, units D and E have been demolished and a new accommodation unit is to be built during 2022/23. This should not impact significantly on the population as alternative temporary accommodation will be provided.

How well are prisoners' health and wellbeing needs met?

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

How well are prisoners progressed towards successful resettlement?

- 3.2.5 All men coming to the prison are assessed and allocated suitable and appropriate work and education opportunities that support their progression and resettlement within the community.
- 3.2.6 Covid-19 has had a significant impact on release on temporary licence (ROTL) over the year and consequently on parole boards. Hatfield has responded innovatively: for example, parole hearings were accommodated by secure video link or telephone.

3.3 Main areas for development

TO THE PRISON SERVICE

- 3.3.1 Whilst the new accommodation to replace units D and E is being completed, could funding be allocated for the refurbishment of the ablution facilities?

3.4 Progress since the last report

- 3.4.1 During the pandemic HMP Hatfield maintained a number of prisoners as essential 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 were kept to a minimum amongst staff and prisoners.
- 3.4.2 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 have opened up again we have resumed our monitoring and are assessing progress.
- 3.4.3 However, despite the challenges of the pandemic, 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.
- 3.4.4 The Board would like to acknowledge the hard work and commitment of the Governor and staff during a particularly challenging year. Morale and motivation have remained high throughout the prison and staff, and prisoners have been kept well informed through daily briefings.
- 3.4.5 The Board would like to congratulate the Governor and staff for successfully negotiating a new contract for prisoners to be trained in the prison for work for the a major retail chain. This will enable them to be employed in their warehouses at the main site or after release.
- 3.4.6 Prisoners have recognised the impact of strong leadership in maintaining positive working practices within the prison throughout the year.

Evidence sections 4 – 7

4. Safety

The health, safety and fire meeting takes place quarterly. This group looks at any issues which have arisen on the two sites at Hatfield. This is a multi-disciplinary group and is chaired by a member of the senior management team (SMT).

4.1 Reception and induction

- 4.1.1 Prior to arriving at Hatfield, the remit of an open prison is explained to prisoners. A number of men who arrive at Hatfield are serving life or IPP (Imprisonment for Public Protection) sentences. Some are finishing short sentences started in other establishments. Both reception areas are small but clean. Officers process prisoners quickly and they are seen by a nurse to discuss ongoing physical, mental health and substance misuse issues. Prisoners are taken to their accommodation block by prisoner information desk (PID) workers. All prisoners, including those deemed 'difficult' or vulnerable, are assessed at the Lakes on arrival.

4.2 Suicide and self-harm, deaths in custody

- 4.2.1 During this reporting year there have been no apparently self-inflicted deaths or incidents of self-harm. There has been one death in custody and the prison is awaiting the outcome of the coroner's inquest to ascertain the reason for the death. This is due to take place in October 2022. Feedback from the prisoner's family regarding the support the staff at Hatfield gave them at this difficult time was very complimentary.

4.3 Violence and violence reduction, self-isolation

- 4.3.1 In this reporting year no incidents of violence towards staff or other prisoners have been reported on either site at Hatfield. Any potential problems are dealt with quickly and the number of experienced staff helps to keep a calm, supportive atmosphere generally. The ethos of taking responsibility for personal behaviour is strong and men are aware of the consequences of bullying, aggressive or antisocial behaviour.

4.4 Use of force

- 4.4.1 This is rarely used, and in those incidents where force is deemed to be necessary it is usually only handcuffs which are used. A member of the IMB is invited to audit the number of times these are used annually.

4.5 Preventing illicit items

- 4.5.1 Both sites remain vulnerable to illicit items being dropped over the perimeter fence. The main drugs which are found in the possession of men are; cocaine, cannabis and non-prescribed medication. Hooch does not appear to be a problem, in contrast to other prisons. However, some men continue to try to secrete alcohol into the prison following release on temporary licence

(ROTL). Mandatory drug testing (MDT) and breathalysers are regularly carried out and men found to be under the influence are sent for adjudication, and if found guilty are returned to closed conditions. This policy also applies to those found with illegal mobile phones and is effective in deterring men from taking a risk. The Yorkshire Area Search Team continue to work with the prison to intercept illegal items.

4.5.2 A new fence is planned for 2022/3 to deter throw-overs and intruders.

5. Fair and humane treatment

5.1 Accommodation, clothing, food

- 5.1.1 Both sites are of a similar age and were previously built to accommodate young offenders (main site) or the RAF (the Lakes). Consequently, these properties are now needing some major updating in order to bring them up to present standards. The toilets and showers on both sites are old and unhygienic despite the efforts of the staff and men to clean them. Regularly a number of toilets on each floor of the units on the main site are out of order and the urinals are cracked and smell. The hot water in the wash hand basins and the showers is often scalding and on some occasions is non-existent. The showers at the Lakes are of continuing concern as again a number of showers can often be out of order. The floor and wall tiles are cracked and the grouting is black. No amount of cleaning can eradicate this and consequently cleaners find the work demoralising as no matter how much effort they put into cleaning it never looks any better. The problem is compounded by the Lakes works department being managed by the adjacent HMP Lindholme. Staff consistently report these issues, but the Lakes does not appear to be a priority. The heating in the Lakes is also controlled by this prison. Members of the IMB have raised these issues with the Governor in their rota reports and he has asked for money to upgrade these facilities. However, this has not been forthcoming.
- 5.1.2 The CRED (clean, rehabilitative, enabling and decent) decoration programme has been brought in by Amey and is working with groups of prisoners to decorate the shower and toilet areas on the main site. Unfortunately, some things, for example the ceiling tiles, are beyond repair and need to be replaced.
- 5.1.3 On the main site, two residential blocks have now been demolished to make way for a new residential unit which will house extra men. This would seem to be a good opportunity to refurbish other accommodation within the whole prison. Temporary accommodation continues to be provided in the pods.
- 5.1.4 There are now plans agreed to provide a dental surgery on the main site. Men will no longer have to travel to other prisons to receive dental care. This will be built at the same time as a new multi-faith centre – both are really welcome additions.
- 5.1.5 The upgrading of the fire system continues and should be completed soon and again is very welcome.

5.2 Segregation

- 5.2.1 There is no segregation unit on either site at Hatfield. However, there is a holding area at the Lakes for men returning to closed conditions, but this is rarely used.

5.3 Staff-prisoner relationships, key workers

- 5.3.1 Relationships between staff and prisoners on both sites are very positive. Applications to the IMB are very low in number, as problems are usually sorted out by staff before we need to be informed. However, there are some men who do not wish staff to know they have an issue as they feel they will be penalised, but there is no evidence that this is the case. These are usually new arrivals and are still at the Lakes.

5.4 Equality and diversity

- 5.4.1 Equality and diversity groups represented at Hatfield include Black, Asian and minority ethnic (BAME) prisoners, older prisoners, LGBT prisoners, Gypsy, Roma and Traveller prisoners, lifers/men on IPP sentences and those with a disability. The officer with responsibility for equality and diversity within the prison organises regular monthly meetings for these groups and is very proactive. A representative from each group is invited to attend a quarterly meeting with the deputy governor. The agenda covers site changes, food, healthcare, workplace/education, complaints and the incentives scheme process.

5.5 Faith and pastoral support

- 5.5.1 At the present time all faiths share a small chapel within the education block at the main site. Men who are at the Lakes can be transported over to this site in order to attend services. There is an imam, a chaplain, an evangelist chaplain and a priest who attend the prison regularly to conduct services and speak to men who have requested a meeting. Chaplains of other faiths are contacted should someone request to see them.
- 5.5.2 It is planned that in the autumn of 2022 a new multi-faith centre will be built on the main site; this significant investment is very welcome.

5.6 Incentives schemes

- 5.6.1 All prisoners are on enhanced status and progress is measured through successful ROTL visits and work opportunities.

5.7 Complaints

- 5.7.1 The number of complaints made to the prison totals 205 with 21 appeals. Complaints are generally about property, food and food portions, and three involved staffing issues.

Table 1: Complaints

Month	Internal complaints	External complaints
April 2021	15	4
May	14	3
June	19 & 1 appeal	3
July	29 & 2 appeals	1 appeal
August	12 & 1 appeal	0
September	13 & 1 appeal	4
October	16 & 2 appeals	4
November	18 & 2 appeals	3 & 1 appeal
December	25 & 2 appeals	2 & 2 appeals
January	16 & 5 appeals	2
February	17 & 4 appeals	3
March	11 & 1 appeal	4 & 1 appeal

5.8 Property

- 5.8.1 Prisoners are transferred to the Lakes with their own property. Any complaints about lost property are usually historical and relate to transfers to other prisons. Reception staff will usually chase up lost property and the men appreciate this. The IMB monitor the progress of retrieving this property but unfortunately it is not always possible to resolve these issues as several prisons are involved and time has elapsed.

6. Health and wellbeing

6.1 Healthcare general

- 6.1.1 Since 2020, healthcare has been provided by the [Practice Plus Group](https://practiceplusgroup.com/our-services/health-in-justice/)¹. The service was registered with the Care Quality Commission in 2017. However, the last [Care Quality Commission \(CQC\) inspection](https://www.cqc.org.uk/location/RHAY2)² 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, nurse 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 either site. Any health concerns raised out of hours are 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 Table 2 below shows the staffing levels. Healthcare is delivered by a multi-disciplinary team of general practitioner, registered general nurse, registered mental health nurse, pharmacy technician, substance misuse practitioner, healthcare assistants and specialist nurses. Currently, the service is holding one vacancy for a staff nurse.

Table 2: Staffing levels

Health professional	Number
GP	2 x sessions per week
Psychiatrist	1 (as and when required)
Senior matron	1 (30hrs per week)
Registered general nurse	1 (full-time) 1 (30hrs per week)
Registered mental health nurse	x 1 (20hrs per week)
Learning disability nurse	x 1 (as and when required)
Substance misuse practitioner	x 1 (full-time)
Pharmacy technician	x 2 (full-time)
Optician	2 sessions per month
Podiatrist	1.5 sessions per month
Physiotherapist	1 session per month
Dentist	2.25 sessions per week
Vacancies	1 (registered nurse)

- 6.1.5 Health promotion campaigns delivered by healthcare included;
- November – prostate cancer awareness
 - seasonal flu prevention
 - suicide prevention
 - mental health awareness – mindfulness - Time to Change – It's Time to Talk
 - drug overdose awareness and prevention
 - Stop Bullying campaign

¹ <https://practiceplusgroup.com/our-services/health-in-justice/>

² <https://www.cqc.org.uk/location/RHAY2>

- 6.1.6 From the Board's observation, healthcare provision was good with a low 'did not attend' (DNA) rate, and good throughcare arrangements on release were in place. Healthcare attendance at forums ceased due to Covid but prisoners were kept updated on operational and prisoner issues via the daily Governor and senior management update. Healthcare complaints are dealt with internally by the healthcare provider. The Board has not received any complaints regarding healthcare delivery.

6.2 Physical health

- 6.2.1 Healthcare delivery provision was equivalent to what service users experienced in the community throughout the Covid-19 restrictions. Routine clinical reviews of long-term conditions (LTC) continued. There was some delay in appointments for hospital outpatient referrals and routine outpatient follow-ups, with a two-week wait for urgent/emergency appointments.
- 6.2.2 Healthcare offered face to face appointments for the majority of cases and delivery was back to what it was pre-Covid.
- 6.2.3 Access to the dental service was via HMP Moorland with the view to offer a dental service at the Hatfield site when the dental suite is completed.
- 6.2.4 The main health promotion activity continued to be in line with Public Health England (PHE), COVID transmission prevention and control (April 2020) [testing](#) (from April 2020) and [Covid vaccinations](#) (from November 2020). Any healthcare staff, prison staff or prisoners showing any signs or symptoms of Covid-19 were offered a test.
- 6.2.5 At the main site prisoners had access to isolation pods if they tested positive for Covid-19. At the Lakes site whenever possible prisoners needing to self-isolate were moved to the pods on the main site, but if this was not available self-isolation took place on the wings and prisoners' cells.

6.3 Mental healthcare

- 6.3.1 Mental health support was provided across both sites and could be accessed on entry, and was staffed by a registered mental health and learning disability nurse. Access to a psychiatrist was offered if required by the mental health nurse but need was low.
- 6.3.2 Those with existing mental health problems are identified on reception into the prison and followed up with by the mental health nurse. For those prisoners who experience a mental health crisis, emergency appointments are offered. Those with mild depression and anxiety are classified as non-urgent and are offered brief interventions when an appointment becomes available.
- 6.3.3 As in the previous Hatfield IMB annual report, the mental health nurse noted that there had been no increase in those presenting with mental health problems. There was no incidence of suicide or self-harm throughout 2021-22 which is commendable.
- 6.3.4 Mental health self-help information was available on all the prison wings.

6.4 Social care

- 6.4.1 Links are in place with the Doncaster Council social services. However, social care was not required throughout 2021-22.

6.5 Exercise, regime

- 6.5.1 With the exception of December 2021 when access to the gym was limited due to Covid restrictions, the gym was fully functional throughout this reporting period.

The gym staff delivered a range of courses including a National Navigation Award Scheme that is designed to develop self-esteem, confidence and teamwork skills. The prison also now has a similar project with Sheffield Wednesday Football Club with the next course running in June 2022. Access to the gym was available across both sites and there was equity of access across all ages, with evening sessions targeting men who are outworkers and kitchen workers, GP referrals and programmes designed for prisoners over 50 as highlighted in table 3. Where men needed support and encouragement to access the gym, this support was offered through trained mentors.

Table 3: Number and type of gym session in 2021-22

Session	Type of activity	Number of sessions available (per week)
Booked session	Weights and cardio-vascular	16
GP referrals & over-50s plan	Gym programme specific to the individual	4
Outworkers	Weights and cardio-vascular	4
Kitchen workers	Weights and cardio-vascular	4

Through a range of partnership approaches men had access to physical activity, educational and health and wellbeing programmes as highlighted in table 4.

Table 4: Type of gym programmes in 2021-22

Programme	Programme outlines	Numbers accessing	Frequency	Outcome/s
Sheffield Wednesday Football Club – Twinning Project	<ul style="list-style-type: none"> - 10-week programme - all aspects of football and physical fitness - covers both theory and practice of football - emphasis on enjoyment to attract participants 	12 x men	4 x annually	Men gained a football coaching qualification across all community levels.
First aid	<ul style="list-style-type: none"> - managing acute physical minor emergencies in the workplace 	6 to 8 x men	6 to 10 x annually	Men gained a level 3 first aid at work qualification.
Steroid awareness in partnership with substance misuse service	<ul style="list-style-type: none"> - In partnership with substance misuse worker 	8 to 10 x men	6 to 10 x annually	Raised awareness on the impact of steroid use on a person's physical health and psychological wellbeing.
Mountain bike maintenance	<ul style="list-style-type: none"> - educating on all aspects of mountain bike maintenance 	6 to 8 x men	4 x annually	Men were awarded a qualification.
Registered IQ (awarding body)	<ul style="list-style-type: none"> - educating on all aspects of physical and healthy living 	6 to 8 x men	Approval gained to start the programme July 2022	Access to three levels of qualification ranging from: Level 1: Active, healthy living and assisting sport and physical activity sessions Level 2: Gym instruction award, mental health and alcohol awareness Level 3: instructing outdoor fitness

6.6 Drug and alcohol rehabilitation

- 6.6.1 The substance misuse service offered a comprehensive service, educating prisoners on the effects of drugs and focusing on recovery paths, and was delivered by one full-time substance misuse practitioner. The overarching recovery-led ethos enables connectedness, hope and optimism, identity, meaning and empowerment. Prisoners are encouraged to enter voluntary drug-free living compacts.
- 6.6.2 All new receptions should have a 1:1 session with the substance misuse practitioner on induction. Those not seen on induction were sent a pack with information about the service, describing overdose risks and how to access the substance misuse service.
- 6.6.3 The Narcotics Anonymous (NA) service is offered across both sites and includes face-to-face sessions, group work and mutual aid. Also, emergency appointments and wellbeing checks were 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.
- 6.6.4 Posters are displayed on all units regarding current information on the signs and symptoms of a drug overdose and the various types of illicit drugs. The Board recognises the excellent work being carried out and the close working relationship with other areas of healthcare, resettlement and the gym. Also, there is a strong joint working relationship between the mental health nurse and the substance misuse practitioner when it is recognised that a prisoner has a dual diagnosis (mental Health and substance misuse Problems).

6.7 Soft skills

- 6.7.1 Wellbeing packs published by the Hatfield psychology team were made available on all units to help prisoners with activities to support their wellbeing and mindfulness during Covid restrictions.
- 6.7.2 The peer support Listener scheme, of prisoners trained by Samaritans volunteers, that aims to support prisoners at risk of suicide and self-harm is available. This service provides confidential emotional support to prisoners who struggle to cope. Alongside the Listener scheme there is access to a 24/7 Samaritans helpline. Also, all wings have information on suicide prevention awareness.

7. Progression and resettlement

7.1 Education, library

- 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. At the beginning of the Covid-19 lockdown the education department, in partnership with Novus, introduced in-cell learning literacy packs, and men were expected to take increased personal responsibility for their own learning programmes. However, learning is now once again fully classroom-based and employment-focused and the education offer in Hatfield is now fully open and functional again.
- 7.1.2 Novus continued to provide the Prison Education Framework (PEF) contract that commenced on 1 April 2019 and offered help or support with all aspects of employment, which includes job searches, training and education, advice, writing a resumé and interview preparation. There are always 32 functional skills places available to the men.
- 7.1.3 On arrival at Hatfield the prisoners are assessed for levels of numeracy and literacy and learning needs. 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 – a screening takes place during induction to provide tailored support plans for these men.
- 7.1.4 Face-to-face learning recommenced in September 2020 and now offers qualifications in English and maths at levels 1 and 2.
- 7.1.5 The prison has an IT suite on both sites and runs a virtual campus offering functional skills (maths/English) levels 1-3. Open University courses and distance learning are offered and are undertaken in the prisoner's own self-study time. This form of education is extremely popular for those prisoners with undergraduate/professional qualifications. Learners on Open University and distance learning courses have access to IT and support through four sessions of the regime. The prison also currently has one prisoner on a postgraduate (PhD) course. Open days are held regularly to advertise the offer and to support application.
- 7.1.6 The old Prison Officers Association (POA) centre is due to reopen at the main site in October 2022 as a virtual learning centre for men and will provide a less restricted access to IT and support the development of functional digital skills in a campus environment which will be a great asset for the prisoners.
- 7.1.7 The library service is delivered by Doncaster Council with a worker providing service 1.30pm to 4.00pm Monday to Thursday each week. When Covid restrictions prevented this, 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.
- 7.1.8 The Shannon Trust continues to offer 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.

7.1.9 The general prisoner feedback on the changes to the library service was that they were *'pleased with the service.'*

7.1.10 A new development in the library will see an education PC network be available from June 2022 to support the men in independent development of skills and employment.

7.2 Vocational training, work

7.2.1 There is a large variety of good work opportunities both within the prison sites and externally. Table 5 below shows the type of work placements available. During Covid restrictions work opportunities were reduced to 100 essential workers only, in areas such as kitchen, gardens, production, cleaning, PID workers, orderlies, warehouses, food distribution and logistics. However, the full range of opportunities is once again available.

Table 5: Range of work placement areas

Work areas and Workshops	
Farm shop	CES (stores)
Poly tunnels	PID worker
Recycling Lives	Gym orderly
Waste	Gym peer
Coffee shop	Gardens
Kitchen	Paints
External grounds party	Industrial cleaner
Education peers	Retired/ROTL
Library	Task force stage 1
Equality PID	Task force stage 2

7.2.2 Health and safety level 2 and food safety level 2 courses are delivered face-to-face. A new programme of warehousing will commence in July 2022 with links to employment.

7.2.3 This year the prison has also established a new pilot project with a major retailer, manufacturing furniture. A Tools Shed Project with the Conservation Foundation charity to renovate old tools continues to run and the tools are sold or donated to local community groups.

7.2.4 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.

7.2.5 Those prisoners eligible to work outside the prison are assessed with regard to their skills and the needs of employers. For some prisoners this is the first time they have been involved in legitimate employment and it is a big step in their rehabilitation.

7.2.6 The prison has worked hard to increase the numbers of paid outworkers during the year and has seen a 58% increase from April 2021 to April 2022.

- 7.2.7 For outworkers, the prison has now set up an employment hub and continues to build on relationships with 20+ companies. During Covid-19, outworker numbers were reduced, however the prison now consistently maintains 90 – 100 outworker places. 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 reoffending. This focus is now paying great dividends with the number of prisoners leaving with full-time paid employment continually increasing.
- 7.2.8 There is a high level of satisfaction amongst the prison population regarding the variety and type of employment offered, as well as the opportunity for continued employment on release. A prisoner stated, *‘they cannot do enough for you to help you get the right training and employment.’*
- 7.2.9 Hatfield has re-established a local employment advisory board (LEAB) and partners are actively engaged in working with the prison to build further on employment opportunities.

7.3 Offender management, progression

- 7.3.1 Throughout Covid-19 restrictions the offender management unit (OMU) continued to support all prisoners via video or telephone link up.
- 7.3.2 The prisoners are allocated a prison offender manager (POM), either prison or probation, on arrival at the Lakes and a new one on transfer to the main site, and these remain the same for the duration of their stay. The POM 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.
- 7.3.3 The prison offered access to a number of offending behaviour programmes, for example Aspire, Re-Think and Anger Management. These form part of agreed 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.
- 7.3.4 Offender management arrangements in Hatfield support multi-agency public protection arrangements (MAPPA) and POMs are required to submit a report to support MAPPA meetings about prisoners and will attend the meeting where necessary. POMs are notified by a community offender manager if a prisoner is to be managed under MAPPA on release six months in advance to support management and release arrangements.
- 7.3.5 Standard ROTL arrangements were reinstated during 2021-22 to support progression towards release. In the year there were 151 prisoners released from the establishment. This figure is down on the previous year and likely

reflects a reduced population and new arrivals having longer sentences remaining.

- 7.3.6 Cooperation between probation services and agencies working in the prison continues to be effective. The probation officer based in the prison supports the gathering of required information to support the granting of licences for ROTL and home detention curfew (HDC).

7.4 Family contact

- 7.4.1 The prison places a strong emphasis on the establishment and rebuilding of family ties. As ROTL and family visits ceased at both sites during Covid-19 restrictions prisoners were offered social video calls whereby the prisoner could speak to family members via a video call or by utilising their own mobile phones. Feedback from the prisoners was very 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 arrangements have now returned to standard practice once again which is really pleasing.
- 7.4.2 Family days have also been reinstated by the prison and are held on a regular basis at the Lakes, and these are well attended.
- 7.4.3 Storybook Dads packs and the Swaps project offering family activities for prisoners and their families continue to be available where appropriate.

7.5 Resettlement planning

- 7.5.1 As a resettlement prison, Hatfield provides a wealth of information, advice and support to prisoners approaching release. Case administrators, POMs and other managers are all available to answer questions and provide support. These are supported by prisoners who have a prisoner information desk (PID) role and offer 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 in South Yorkshire on release will be supported by NACRO. Prisoners released to other geographical areas will be supported to identify and access local support. Advanced Personnel Management (APM) offers more intensive resettlement preparation and supports those prisoners with most need. This process is managed remotely by a monthly discharge board which brings together through the gate services, the 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.
- 7.5.2 It is exceedingly rare that 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 or another regional support service to find suitable accommodation.

- 7.5.3 A higher than average number of prisoners are maintained in employment six weeks after release. The prison is making significant progress in this area and are clearly focused on it.
- 7.5.4 Many long serving prisoners will not have bank accounts, however throughout their stay in Hatfield support is available to open an account and this is encouraged prior to release.

The work of the IMB

During 2021-22, IMB visits to the establishment returned to normal quite early in the year. However, the IMB members continued to utilise Zoom for meetings and updates for a short while where this was felt to be appropriate. At the beginning of the year the Governor continued to keep the Board informed regarding the establishment's activity and any issues via weekly updates, before returning to the normal pattern of Board meetings late spring 2021. Since this time, the IMB has carried out monitoring in a largely routine manner, avoiding 'virus outbreak areas' for a fixed period as necessary to help contain the spread.

Table 6: Board statistics

Recommended complement of Board members	9
Number of Board members at the start of the reporting period	3
Number of Board members at the end of the reporting period	4
Total number of visits to the establishment	85
Total number of segregation reviews attended	N/A

Table 7: Applications to the IMB

Code	Subject	Previous reporting year	Current reporting year
A	Accommodation, including laundry, clothing, ablutions		
B	Discipline, including adjudications, incentives scheme, sanctions		
C	Equality		
D	Purposeful activity, including education, work, training, library, regime, time out of cell		2
E1	Letters, visits, telephones, public protection restrictions		
E2	Finance, including pay, private monies, spends	1	1
F	Food and kitchens		
G	Health, including physical, mental, social care		
H1	Property within this establishment		
H2	Property during transfer or in another establishment or location		1
H3	Canteen, facility list, catalogue(s)		
I	Sentence management, including HDC, release on temporary licence, parole, release dates, re-categorisation		
J	Staff/prisoner concerns, including bullying		
K	Transfers		
L	Miscellaneous, including complaints system		
	Total number of applications	1	4



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