



Annual Report of the Independent Monitoring Board at HMP Highpoint

**For reporting year
1 January 2022 – 31 December 2022**

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Introductory sections 1 – 3

1. Statutory role of the IMB

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

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

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

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

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

2. Description of the establishment

HMP Highpoint was originally opened as a prison in 1977 and has undergone a number of estate reconfigurations over the years. The prison is sited on a former Royal Air Force base using many of the original buildings and is split over two adjacent (north and south) sites. It is situated some 10 miles south east of Newmarket in rural Suffolk.

HMP Highpoint is a male category C training and resettlement prison for London and Essex. The operational capacity for the reporting period was 1,270.

Accommodation at the prison varies considerably in terms of fabric and facilities. At the beginning of the reporting year, there were nine residential units on the south site. In the previous year, two units had been deemed to be a fire hazard, and by the beginning of 2022 both units had been closed. Unit 6 (40 beds) had been demolished, and replaced with 33 Containex accommodation units. Unit 7 (40 beds) was demolished in May, to be replaced by a further 51 Containex units. This had not yet happened by the end of the reporting year. On the north side, there are five residential units. Most units have in-cell sanitation except for 11, 12 and 13 on the north, which have 24-hour access to lavatory and shower recesses. En-suite cells are available on units 8, 9 and 10 on the south. Most cells are single occupancy; however, there are 38 overcrowded cells across both sites.

Unit 5, K spur, houses newly arrived prisoners until they can be located to an appropriate unit. This facilitates the delivery of the induction process.

Unit 7A consisted of 20 individual units, brought in by HMPPS to provide a temporary solution to the use of overcrowded accommodation. These were removed in January 2022.

New build. In August 2022, planning permission was granted for extending HMP Highpoint with 741 additional spaces. These will be in three four-storey T60 accommodation blocks. There will be a new workshop building, kitchen, vocational training course (VTC)/education/multi-faith centre, healthcare unit, and extension to the current gate, prisoner property store and outside stores building. In addition, the gym facilities will be extended and improved, as well as a refurbishment to both reception and communications room. Some preparation work has been carried out for the relocation of the common lizard, and clearing of trees and bushes from the T60 site.

The dynamics of HMP Highpoint, with its split site and large population held some distance from home (with some 60% coming from London or Essex) and in a remote and rural location, continue to create significant performance challenges for the prison and make Highpoint a complex establishment.

Agencies and contractors for the prison include:

- drug rehabilitation services – Phoenix Futures
- services for families and children – Ormiston Trust

- healthcare – Practice Plus Group Health and Rehabilitation Services Ltd
- improving access to psychological therapies (IAPT) – Forward Trust
- escort contractors – Serco and GEOAmey, Mitie for immigration transport
- learning and skills, education and training – People Plus
- maintenance – Gov Facility Services Limited (GFSL)
- resettlement housing (London) – St Mungo's
- information, advice and guidance (IAG) – Forward Trust
- Jobcentre Plus – one full-time worker in the prison for two periods during the year, totalling nine months. The remaining months were covered for two days a week.

3. Executive summary

3.1 Background to the report

During the reporting year, Covid-19 restrictions were progressively lifted, with resulting changes to the regime and delivery of services. It has, therefore, not always been appropriate to compare conditions in 2022 with those of the preceding year. Education, workshops, health appointments etc. have all seen a return to normal levels of interaction.

3.2 Main judgements

How safe is the prison?

There were noticeable decreases in self-harm, the number of prisoners supported by the assessment, care in custody and teamwork (ACCT) procedure, and the number of prisoners on challenge, support and intervention (CSIP) plans, but an increase in the number of reported incidents of violence and incidents of disruption. (See 4.3.) There was thorough screening and support for prisoners arriving at Highpoint, and those considered vulnerable continued to be supported throughout their stay. A new debt strategy is being formulated, further supported by the planned incentivised substance free living (ISFL) initiative.

How fairly and humanely are prisoners treated?

The segregation unit has continued to be well run and used productively to support prisoners. The key worker scheme was developed following the restrictions placed upon it during the Covid pandemic. Various prisoner forums are gradually being reintroduced, and the number of staff dealing with discrimination incident reporting forms (DIRFs) has been increased.

The standard of maintenance and general repair has continued to be a cause for concern, with work often not completed in a timely manner. Lost property continues to be an issue, with a large increase in the applications made to the Board.

How well are prisoners' health and wellbeing needs met?

The GP and nurse-led services achieved a green rating across the majority of metrics. There has been a gradual resumption of services following Covid, and a steady reduction of the backlogs in appointments. Mental health needs were matched by resources 95% of the time. Support for those needing help with drug addiction and alcoholism was available. Social care provided support to the level of what would be available in the general community. The gym reopened, with a high level and standard of delivery.

How well are prisoners progressed towards successful resettlement?

A wide range of courses, both educational and vocational, are available, and new courses have been added. Offending behaviour courses are available, and employment forums have been held. Social visits were resumed and social video

calls continued. Resettlement planning has shown a steady improvement, as has contact between prisoners and outside probation workers.

3.3 Main areas for development

TO THE MINISTER

3.3.1 The Board regrets the government's responses to the Justice Committee's report on indeterminate sentences for public protection (IPP sentences). Through our monitoring, we are aware of the historical inequitable treatment of, and the psychological harm to, those prisoners who have completed their sentence but have no identified release date. We therefore ask that the recommendations for change and the timeframe for implementation of support for these prisoners are reconsidered.

3.3.2 In spite of the revised framework, the loss or delay of prisoners' property in transfer between establishments is still an issue of concern. The Board again asks for an urgent review into the handling of prisoners' belongings.

TO THE PRISON SERVICE

3.3.4 The service provided by GFSL is still a major cause for concern. The Board requests an urgent review of the works maintenance contract to ensure it fully meets the ongoing needs of a challenging prison environment.

3.3.5 Although the offender management team is efficient and hardworking, the allocated staffing levels result in high caseloads. This inevitably impacts the services and support provided for prisoners.

3.3.6 The Board welcomes the move to allow Governors to approve early release to prisoners (on Wednesday instead of Friday), as some prisoners released on a Friday are put at unnecessary risk.

3.3.7 The netting that blew down in a storm over two years ago at HMP Highpoint, and which has still not been mended or replaced, remains a security and safety issue. This prison is vulnerable to throwovers, and the increased opportunity for contraband to get into the prison has a negative impact on the health and wellbeing of the prisoners.

TO THE GOVERNOR

3.3.8 Whilst the Board is aware of successful and effective regime changes, we believe that restricted access to the library is negatively impacting on opportunities for prisoner education and progression. The Board therefore asks for consideration to be given to facilitating increased access to this area.

3.3.9 The Board is aware that drug debt is a major concern, and we welcome the strategies that are being implemented to counteract this.

3.3.10 Prisoner access to contraband items appears to be high. Whilst the discovery of such items is efficient, we support the need to cut off their routes of entry.

3.4 Progress since the last report

There are a number of developments the Board particularly wishes to highlight as having positive outcomes for prisoners.

- The ongoing development of the key worker scheme.
- The appointment of a diversity and inclusion lead.
- Plans for incentivised substance free living (ISFL) units.
- Reduction in incidents of self-harm, and in the number of prisoners on an assessment, care in custody teamwork plan (ACCT).
- The provision of therapeutic courses: art, music, creative writing.
- Support for the offender management unit (OMU) by the issuing of personal laptops

Evidence sections 4 – 7

4. Safety

4.1 Reception and induction

4.1.1 Covid tests were taken immediately on arrival in reception. Any prisoner testing positive was tested again on days five and six - requiring two consecutive tests before being cleared to leave induction. Any prisoner arriving on the same transport as a prisoner who tested positive was also retested on days five and six.

4.1.2 Prisoners' property and persons are searched; a body scanner was installed in December 2020. Use of the body scanner is intelligence-led. Its use has to be voluntary, with location to the segregation unit the usual alternative option for refusal. The prisoner's property is checked in front of them and, where appropriate, issued.

4.1.3 On occasions, there are late arrivals. Highpoint does not have a lockout time, but prisoners arriving after 5.30-6.00pm will, following security checks, be given an overnight bag before being located on the induction wing. In normal circumstances, they will have their property logged and they will be brought back to reception the following morning to have it checked. Prisoners are given the opportunity to make a swap if they wish for an alternative item of clothing to be issued.

4.1.4 As there are no healthcare staff on site at this time in the evening, late arrivals are located directly to the induction unit and placed on observation until they are seen by healthcare staff on the following day.

4.1.5 The induction unit is situated on unit 5, K wing. All new arrivals are monitored during the first night – the frequency of checks depends on whether:

- All checks have been completed (in which case a prisoner is observed every three hours).
- The screening has not been completed (in which case the prisoner is observed every hour).
- The prisoner has not seen healthcare staff (in which case the prisoner is observed every 30 minutes).

Chaplaincy staff see all new arrivals in person, one-to-one within 24 hours of arrival. They signpost the pastoral care available from the chaplaincy team, enquire about the prisoner's welfare, and ensure that religious affiliations are noted.

4.1.6 On their first morning on the wing, the new arrivals meet with orderlies and are given core information on the prison, the various units, harm and drug information. They are given an information booklet, produced by prisoners, about all aspects of prison life in HMP Highpoint. This is useful as prisoners can refer back to it. There are some prisoners who are unable to read, but they do not always declare this on arrival on the induction unit.

4.1.7 On the second morning on induction, prisoners go for education screening and they meet with the Forward Trust, which offers information, advice and guidance (IAG), and are told about employment opportunities. They also have a visit, through

education, to the library and an introduction to the services offered. Every effort is made to establish each new prisoner's learning needs and disabilities, and to facilitate an individual learning plan. Those with low attainment are strongly advised to attend maths and English classes. These are obligatory before enrolment in some other classes, e.g. carpentry.

4.1.8 On the third morning, they are seen again by healthcare and, as part of that consultation, they are offered blood tests/screening. Once induction has been completed on the third day, prisoners are cleared to move off the Induction unit into other accommodation. This can be immediate if there is a space on an appropriate unit. Priority for moves is given to those prisoners who have been on unit 5 the longest. Most leave the induction unit between seven and 14 days after arrival. Those deemed high risk for cell sharing, and therefore requiring a single cell, can take longer to place.

4.1.9 As in previous years, prisoners spoken to on the induction unit were appreciative of the induction arrangements and felt that they had been treated with respect and fairness by reception staff.

4.1.10 There remained an issue with property accompanying prisoners to Highpoint during 2022. Based on the number of applications received by IMB, problems regarding property within the establishment were considerably less by the end of 2022 than in previous years. Changes in reception leadership had a positive impact, as did the cancelling of the birthday parcel scheme, which greatly reduced the amount of property and parcels being sent into the prison. The IMB was pleased to note that it did not receive the expected complaints about the removal of this scheme. The rationale behind it appears to have been accepted by the prisoners.

4.2 Suicide and self-harm, deaths in custody.

4.2.1 The number of self-harm incidents at Highpoint reduced from 357 in 2021 to 322 in 2022. This is an overall reduction of 8%. This positive reduction, building on the reduction in the previous year, is back in line with the 320 self-harm incidents recorded pre-pandemic in 2018.

4.2.2 The triggers for self-harming remained similar throughout the year. The most common reasons given for self-harm were:

- Location issues (e.g. the prisoner wanted a move off the unit, or they had been moved to a unit they did not want to be on, or they wanted a transfer out of the establishment).
- Incentives issues (e.g. having their TV removed due to being placed on the basic level following a serious single incident (SSIP) board).
- Family issues (e.g. bereavement, concern for an ill family member or relationship issues).
- Debt.
- Healthcare: mental health triggers for self-harming episodes remained diverse in 2022, whereas healthcare triggers were usually connected to the prisoner having been taken off a particular medication following a review.

The type of self-harm incidents at Highpoint mainly involved cutting or ingestion. This is in line with the trends of self-harm observed nationally.

4.2.3 There were two deaths in custody in 2022. One prisoner died in February 2022 and the IMB has received a copy of the initial report from the Prisons and Probation Ombudsman. The IMB has been informed that the prison has taken note of the recommendations. Another prisoner died in hospital on bed watch in December after an illness, and the IMB was kept informed.

4.2.4 The IMB noted that another prisoner died two days after release. The Board is concerned that the situation around this death highlights the risks to vulnerable prisoners of being released on a Friday.

4.2.5 Pre-Covid, the Listener scheme was actively promoted within Highpoint, with posters displayed on all units. Listener and peer mediator schemes were suspended during Covid and Listeners now need refresher training provided by the Samaritans. It was hoped that this would take place and that the Listener scheme would restart in 2021. The re-start was then delayed until 2022. Unfortunately, the Samaritans have lost some staff and it appears that the remaining staff and volunteers are unwilling to come into the prison to offer the training. HMP Highpoint was trying to rectify the position, but there was still no date for this scheme to restart. The IMB considers this training and provision to be imperative and hopes that arrangements can be made in the very near future.

4.2.6 Peer mediator courses were also delayed from 2021 and were due to take place early in 2022. There was a course to train new peer mediators at the end of 2022 and the safer prisons team report some successful mediation following from this.

4.2.7 There was some 'speed date' training in 2022. This was previously referred to as 'bite size training'. This involved the safer prisons team speaking to staff in the visits hall, first thing in the morning, as staff came on duty. Topics covered included body-worn video camera usage, debt and ACCTs. The prison hopes to offer more similar training in 2023 but PAVA (incapacitant spray) and SPEAR (spontaneous protection enabling accelerated response) training are a priority.

4.2.8 The issue of debt caused by prisoners running 'shops' has been recognised by the safer prisons team. The heads of security and safer prisons have been working on a new debt strategy during 2022 which it is expected will be published in 2023.

4.2.9 The number of ACCTs opened continues to decline, down from 323 in 2021 to 255 in 2022. It remains the case that the majority of ACCTs opened in 2022 followed incidents of self-harm. Statistics show prisoners of white ethnicity were more likely to self-harm and to have ACCTs opened (this follows local and national trends).

4.2.10 IMB members ask to see prisoners on open ACCTs when visiting the units. Staff and Board members have had training on the new ACCT documents. Details of all men on ACCTs are given in the daily alerts report and dates of ACCT reviews are given in the daily briefing – but not the time at which these reviews will occur. Copies of both the alerts report and daily briefing are usually sent to the IMB each day.

4.3 Violence and violence reduction, self-isolation.

4.3.1 The safer prisons team (SPT) is a dedicated team of officers and office staff, run by a designated governor, dealing with all matters involving the safety of prisoners, covering areas such as assessment, ACCT reviews and use of force.

4.3.2 There were 280 violent incidents recorded during 2022; this is a very unwelcome increase of 28% on the number recorded in the previous year. Reasons are not fully known but it appears that there is some dissatisfaction with the introduction of a more formal regime post-Covid. This includes: the expectation that prisoners will go to work or education; reduced time out of cells (there were more exercise periods during Covid). During Covid more distraction packs were handed out, and there were fewer drugs tests and cell searches; there were also extra phone credits available, and those placed on basic-level restrictions did not receive the normal forfeiture of privileges. (See also 4.5.2.)

4.3.3 There were 185 prisoner-on-prisoner assaults in 2022, an increase of 77 on 2021. There were 97 assaults on staff recorded, two more than in 2021.

4.3.4 Violent incidents are analysed, and those involved are interviewed by the SPT. A challenge, support and intervention plan (CSIP) is used at Highpoint, as in all adult prisons, to manage those prisoners who are violent or pose a heightened risk of being violent. These prisoners are managed and supported on a plan giving individualised targets and regular reviews. In 2022, 44 CSIPs were opened in total, with 11 of these opened as a support measure. This is a very large reduction from the 200 reported as being opened in 2021.

4.3.5 The IMB is aware of those prisoners on CSIPs through the daily briefings and alerts reports. The daily briefing documents when the CSIP reviews are taking place, but does not give times, which are subject to change.

4.3.6 All prisoners are seen by a SPT officer following a violent incident.

4.3.7 Bullied victims are supported by staff, and known perpetrators are challenged. These men are identified in the daily alerts report and IMB members try to see them when they undertake rota visits to the units.

4.4 Vulnerable prisoners

4.4.2 The daily briefing contains the names of those who are registered as 'prisoners of concern'. Staff document their dealings with these prisoners each day. Details include whether the prisoner has taken his meals, collected his medication, had a shower/exercise, plus comments on his general demeanour and the condition of his cell. The men are encouraged and assisted to keep themselves and their cell clean and to discuss any issues they may have. The number of men on the register fluctuated, but averaged between four and 10.

4.4.3 The chaplaincy visits all vulnerable prisoners each week.

4.4.4 There is no dedicated residential unit for vulnerable prisoners at Highpoint.

4.5 Use of force

4.5.1 IMB members endeavour to attend the prison when force has been used to control prisoners, to ascertain what has occurred and to satisfy themselves that the prisoner is safe, has seen healthcare staff and that all procedures have been followed.

4.5.2 Board members attend the monthly use of force meetings when possible, to which they are invited and are encouraged to attend by the prison. However, these meetings are frequently cancelled or postponed (although there was an improvement in the later part of 2022). As volunteers, it is often not possible for the IMB to make diary changes at short notice.

4.5.3 The IMB remained concerned that during the reporting year body-worn video cameras were not always activated, or activated promptly, during a use of force incident, despite their use being directed.

4.5.4 If control and restraint is used, the prisoner is debriefed by one of the SPT officers and this is recorded on the national offender management information system (Nomis).

4.5.5 Figures from prison security show that there were 384 recorded incidents of disorder. This was up from 258 in 2021. Incidents of disorder, in nearly all categories reported to the IMB, showed a significant increase over reported incidents in 2021. This is a concern, as figures from 2021 had shown a decrease over those for 2020. Figures for 2022 are shown below (with figures for 2021 shown in brackets):

53 incidents at height (25)

136 reports of barricading (59)

1 incident of hostage taking (1)

195 other incidents of disorder (173).

4.5.6 The Board has received regular reports from governors throughout the year and some of the increase in disorder has been attributed to the return to a more formal regime, following relaxations during Covid. (See 4.3.1.) The Board notes, however, that the lower harm/disorder statistics in 2021 had been attributed positively to the suspension of free-flow prisoner movement during the Covid pandemic, with beneficial effects for the prisoners and their safety. The Board was informed at the time that free-flow would therefore remain suspended. Given this information, we could have expected to see a retained improvement in the disorder/harm statistics post-Covid.

4.6 Substance misuse

4.6.1 At initial assessment, Phoenix Futures record the prisoner's drug of choice prior to custody. This shows alcohol, followed by opiates, as being the main drugs of choice while in the community. In custody, indicators such as results from mandatory drug testing (MDT), men treated for being under the influence (UTI) and intelligence gathering suggest that psychoactive substances (PS), cannabis and fermenting liquid are the main substances used while in custody, depending on availability.

4.6.2 During 2022, on average 260 prisoners actively engaged in treatment with Phoenix Futures each month. This represented just over a fifth of the Highpoint prison population.

4.6.3 By the end of 2022, an average of 63 mandatory tests, between five and 10 suspicion tests and a growing number of voluntary drug tests (VDT) were completed each month. This is expected to grow to approximately 250 VDTs each month during 2023 as the planned incentivised substance free living (ISFL) units become fully operational. Figures from Phoenix Futures show that there was a very slight increase in positive drug test results in 2022. This is based on comparison with the figures for the two years before Covid stopped MDT tests (2018 and 2019). More suspicion tests were undertaken in 2022.

4.6.4 Intelligence on the supply of drugs is ever changing, with routes that are cut off being replaced by other routes. It is of concern to IMB that netting to prevent throwovers, which blew down in the storms several years ago, has still not been replaced.

4.6.5 For the most part, Phoenix Futures has returned to pre-Covid levels of support for prisoners. Group work is again being offered, along with one-to-one work. The key performance targets remain unchanged from pre-Covid.

4.6.6 Drug debt remains a concern. This is an ongoing problem and is being taken forward as a whole-prison issue. The safer prisons team works closely with those identified as being in debt. There is prison-wide work currently being undertaken on a new debt strategy policy, which will give a better understanding on the debt picture and ways of dealing with those involved with debt.

4.6.7 Residential governors are constantly monitoring the populations on the units and disrupting groups following information from security. Advanced fabric checks and hooch sweeps are undertaken. These can lead to further issues, as greater debt is accrued due to prisoners finding they are unable to brew alcohol in order to pay off debts.

5. Fair and humane treatment

5.1 Accommodation, food

5.1.1 Staff actively ensure that the units are clean and tidy. Prisoners who do not keep their cells clean are encouraged to do so. Governors' visits result in a high level of activity, and the prisoners are justifiably proud of the results.

5.1.2 The Board understands that the works being carried out by GFSL are still not done in a timely manner. (See our Annual Report 2021.) This continues to have an impact over the two sites, north and south. When works were carried out in a timely manner, not all of them, including fire safety, were regularly quality checked by a GFSL supervisor. The Board would once again point out that the workforce employed within the prison are trying their best to complete the works, but they are still not being adequately managed by the GFSL senior management team.

The Board understands that the average time in post of a GFSL site manager is approximately seven months.

5.1.3 By the end of the reporting year 2022, the following works were still not completed or carried out in a timely manner:

- 632 repairs as work in progress
- 1,513 outstanding works orders, items of planned maintenance and reactive maintenance.

5.1.4 It would appear that the GFSL senior management team still does not understand the complexities of the issues and concerns in HMP Highpoint as a working prison. The Board understands that GFSL was still struggling to recruit tradesmen and retain them. Specific concerns include delays in:

- general repairs to electrical equipment
- general repairs to plumbing
- general repairs/maintenance of fire protection equipment
- general repairs/maintenance of CCTV systems
- general repairs/maintenance of heating systems, in particular to the boiler plant
- general repairs/maintenance/management of kitchen equipment is not always satisfactory, and could be improved.

5.1.5 To assist GFSL in maintenance, the prisoner workforce consisted of 27 men on the south site and 10 men on the north site. They carried out various maintenance works, including cell refurbishment, painting, mastic works and plumbing.

5.1.6 The Board would once again ask that HMPPS carries out a review of the works maintenance contract provided by GFSL to ensure it fully meets the needs of a challenging prison environment. The Board understands that during the next reporting year (2023) a full audit will be carried out incorporating the following services and an action plan put forward to GFSL to implement:

- fire protection
- gas services
- water services (hot water - mains water, treated water and fire mains)
- electrical services (low voltage and high voltage)
- asbestos.

5.1.7 Serveries are thoroughly checked after each meal, and the findings recorded. The standard is usually high. Special diets and religious observances were catered for on both sites.

5.1.8 Both the south and north kitchens produced well over 2,500 meals each day. The Board tasted food at the point of serving on an ad hoc basis and was satisfied with the quality. Any shortfall in the number of meals received on the units was taken up promptly with the kitchen to ensure that everyone received food.

5.1.9 The kitchens were run extremely efficiently with good teamwork between the prisoners employed and the staff running them. Although at times there were frustrations due to faulty equipment, meals were served to the units on schedule. GFSL has made efforts to repair/replace machinery, but only after many months of chasing. This meant that equipment had to be hired on some occasions. Lack of properly functioning equipment places stress on the provision of meals, and often incurs costs in renting temporary replacements. The Board highlights that, in these circumstances, if it were not for the professionalism and hard work of the staff, meals would not have been provided.

5.1.10 The Board again notes that servery orderlies do not always wear the appropriate protective clothing. When this was raised with staff and the orderlies, they cited problems with supply and laundering.

5.1.11 Prisoners have the opportunity to raise issues about their meals on a daily basis via a food comment book kept in every unit servery. Prisoners did not always take up the opportunity to make comments in the books, but when comments were made, managers acted on them.

5.2 Segregation

5.2.1 During the reporting year, the segregation unit continued to be settled and run in a highly professional and productive manner. Staff have to deal with very challenging and unpredictable behaviour and are able to defuse volatile situations when dealing with prisoners. There are 18 operational cells available, plus one that is reserved for searches, and two special cells, one of which was used as a library and the other as a storeroom. The average occupancy of the unit was nine.

5.2.2 During the reporting year, 451 prisoners passed through the unit, compared with 384 in 2021, an increase of 17.45%. The average length of stay in 2022 was six days. The segregation governor attempted to keep the occupancy of the unit low. Progression plans are made to facilitate a prisoner's return to a residential unit or, where deemed appropriate, a transfer to another establishment. Two prisoners stayed in the unit for over 42 days; the correct procedure was followed each time.

5.2.3 Segregation review boards are held twice weekly, with a governor and a member of the mental health team. An IMB member is also present, to validate that the correct procedures are followed. Visits were made by a Board member to every prisoner in the unit twice a week, where good access was always given.

5.2.4 During the reporting year, there was a total of 3,091 adjudications, compared with 2,793 in 2021, an increase of 11%. Adjudications were held daily in the segregation unit, carried out by a governor and members of the segregation unit staff. A member of the IMB attended when possible in a monitoring role. If a prisoner wished to talk to an IMB member, this took place outside of the adjudication process. The Board noted that at the adjudications the prisoners were shown respect and fair-mindedness by the duty governor and segregation staff.

5.2.5 During 2022, there were 48 use of force incidents in the segregation unit.

5.2.6 During 2022 there were 39 prisoners in the segregation unit supported by ACCTs, a decrease from 46 the previous year. This was a mixture of ACCTs being opened in segregation and prisoners locating there who were already on an open ACCT.

5.3 Staff-prisoner relationships, key workers

5.3.1 There were 74 staff resignations (excluding promotions) during the reporting year over Bands 2, 3, and 4 (51 of these were from Band 3, prison officer grade; there were no resignations from Band 5, custodial manager grade.) There were 56 new officer starters in the reporting year. . This compares with 33 resignations and 63 new starters in 2021.

5.3.2 Following the lifting of Covid restrictions, the Governor continued to hold forums with each unit for both the south and north prison.

5.3.3 Throughout the year, the Governor sent out frequent information bulletins to prisoners on a variety of subjects which impacted them, including any changes to the regime.

5.3.4 During the reporting year, all prisoners were allocated a key worker to support them. The key worker's responsibility is to engage, motivate and support prisoners through their time in prison. This is subject to the prison's regime and staff availability, but key workers are expected to spend an average of 45 minutes per prisoner per week. Over the reporting year, the scheme has started to be implemented, and staff are being encouraged and supported to develop it. Most prisoners, when asked, are able to name their key worker, and talk about their sessions.

5.4 Equality and diversity

5.4.1 During the reporting year, a new post of Band 6 non-operational diversity and inclusion lead was filled. This removed the need for a custodial manager in this area. A diversity and inclusion officer remained ring-fenced for 17.5 hours a week, based on unit 8, but covering forums and meetings on both sites.

5.4.2 During the reporting period, a full-time business administrator was identified and due to start in January 2023, after vetting and completion of paperwork. The team is also supported once a week by two members of the Ipswich and Suffolk Council for Racial Equality (ISCARE), based on north and south prisons, who are instrumental in supporting the running of forums.

5.4.3 In 2022, 39 discrimination incident reporting forms (DIRFs) were submitted, of which only three were upheld

Protected characteristic		Ethnicity	
Disability	8	Black	19
Religion/belief	7	White	11
Race	22	Asian	7
Age	0	Other/NS	2

Location of complaint origin	
Tempest	3
Unit 3	2
Unit 4	2
Unit 5	3
Unit 8	3
Unit 11	2
Unit 12	2
Unit 13	1
Unit 14	2
Unit 15	2
Education	1
Healthcare	1
Workshops	7
Visits	1
Reception	2
OMU	2
Gym	2
Kitchens	3

5.4.4 By December 2022, there were 209 foreign national prisoners in Highpoint, an increase from 183 in 2021. They came from over 30 countries, with the main contingents from Albania, Romania, Poland, Jamaica, Lithuania and India.

5.5 Faith and pastoral support

5.5.1 During the reporting period, the chaplaincy team consisted of two Roman Catholic chaplains, one Muslim, two Free Church and one Church of England. In addition, Jewish, Hindu, Sikh, Buddhist, Humanist, Pagan and Mormon chaplains made regular visits.

5.5.2 One-to-one sessions continued, and there was a confidential phone line to the chaplaincy and to Samaritans as well as a private prayer line, all of which were well used by prisoners. Services and faith festivals resumed, having stopped for a while at the beginning of the reporting period due to Covid restrictions. At Christmas, all prisoners were given prayer petitions, to ask for prayers for family members, and the team held its own service for this. Each prisoner was also given Christmas cards, donated by the Mothers' Union, to send to family and friends.

5.5.3 Prisoners had access to the bereavement counselling service, provided in the main by Cruse and a spiritualist counsellor. Support was also available by phone. The Board considers that the bereavement counselling service run by the chaplaincy within HMP Highpoint is exceptional and should be noted.

5.5.4 The Sycamore Tree victim awareness course was well attended and fully subscribed.

5.5.5 An analysis carried out by the chaplaincy team shows that during the reporting period, the time spent on one-to-one support of prisoners far outweighed that conducting liturgical services. This support was much appreciated by the prisoners.

5.6 Incentives schemes

5.6.1 Prisoners are encouraged to 'do the right thing for the right reason', to earn enhancements.

5.6.2 During Covid, prisoners whose behaviour meant they would normally be placed on a basic regime were noted, but were not placed on those conditions. Once Covid restrictions were removed, the incentives scheme was reinstated.

5.6.3 An incentives level can be awarded for positive behaviour, e.g. helping prison staff or other prisoners, taking an active part in one's rehabilitation. A prisoner can receive a negative level for disruptive behaviour over a period of time, or for significant events where rules were not followed.

5.6.4 Prison staff who deal closely with prisoners give their opinion about prisoners' behaviour and help decide which incentives level is applied. A prisoner can appeal against a negative level and a custodial manager will review the decision

5.6.5 Certain residential units are available for prisoners on the enhanced level, with privileges such as access to cooking facilities and freer movement.

5.7 Complaints

5.7.1 Any prisoner who has an issue with the Prison Service can send a COMP 1 to the complaints clerk. This was normally responded to within seven working days, but if the COMP 1 was forwarded to another prison, it could take longer.

5.7.2 Complaint forms were freely available on all of the wings. There had been 3,219 received during the reporting year compared with 2,802 in 2021. This was a significant increase. The majority of complaints received were about access to property and follow-on property from other prisons. (See 5.8.)

5.8 Property

5.8.1 During the reporting year, the Board received 87 applications concerning lost property. This was an increase from 34 in 2021.

5.8.2 When property is missing or lost or not put on the transport, the Board advises prisoners to complete the Prison Service complaints procedure, COMP 1, or COMP 1a. Should the prisoner still not have received a satisfactory response, he can then send his complaint to the Prisons and Probation Ombudsman (PPO).

5.8.3 Should the prisoner's property be mislaid in the establishment that a Board member is monitoring, it is frequently possible to resolve what has happened to the property. If the Board member cannot resolve the issue, the prisoner is advised to complete the Prison Service complaints procedure. Should the prisoner still not have received a satisfactory response, he can then send a complaint about lost property to the PPO.

5.8.4 The Board has been advised that a prisoner can no longer telephone the PPO and has to communicate by letter. This causes problems for those prisoners who have difficulty with the written word. (See 3.3.2.)

5.8.5 Lost or missing property leads to unnecessary time being spent trying to locate the property and, most significantly, frustration and disgruntlement among prisoners. Items are not necessarily of monetary value, but, more significantly, of personal and emotional value to the prisoner. Loss of such belongings can severely affect the wellbeing of all prisoners, particularly those serving longer sentences.

6. Health and wellbeing

6.1 Physical healthcare

6.1.1 Healthcare has been provided by Practice Plus Group Health and Rehabilitation Services Ltd on north and south sites since October 2020.

6.1.2 There are two permanently employed GPs and one regular agency GP. There is one full-time advanced nurse practitioner employed by the prison and one agency nurse practitioner. There is a paramedic on site plus an emergency technician whose roles are to assess the severity of a health issue and decide whether a visit to A&E is required. There is also a physiotherapist on site.

6.1.3 During the pandemic, remote telephone sessions were available via Practice Assist but, since the lifting of Covid-19 restrictions, as face-to-face appointments were again possible, these were gradually phased out.

6.1.4 The level of care provided by Practice Plus continued to achieve a green rating across the majority of metrics during 2022.

6.1.5 Screening has been reintroduced, which means that possible life-threatening illnesses such as bowel cancer and aortic aneurisms could be detected early through mobile screening units brought into the establishment.

6.1.6 Historically, the number of appointments which were not kept ('did not attend', or DNAs) had been an issue and this problem has continued to present challenges. During the year, a great deal of effort has been put into resolving this to pull the rate

below a 10% threshold. Taking work out to the units has helped in this regard. In October, DNAs stood at 12.39% and had reduced to 9.79% by December.

6.1.7 A nurse-led seven-days-a-week service was provided, using on average four nurses per day assisted by support workers on the south site with two to three nurses on the north.

6.1.8 Out-of-hours assistance was provided via the NHS 111 service and paramedic/emergency ambulance call-out. If a prisoner needed to attend the local hospital for treatment, officers were deployed to facilitate this. Prison officers also receive first-aid training, including the use of the automated defibrillator.

6.1.9 Community Dental Services is commissioned directly by NHS England. Personnel include two dentists and a dental nurse; their time is divided between the north and south sites. During the pandemic, a significant backlog was generated. By the end of 2022, the backlog alleviated and appointment waiting times were back to the normal levels.

6.2 Mental healthcare

6.2.1 Operating under the Practice Plus umbrella, there were three practitioners in the mental health team assisted by an agency nurse and a nurse associate. They dealt with prisoners with secondary mental health issues, with an ongoing caseload of 42 prisoners. Demand was matched by resource 95% of the time. The majority of consultations took place on the wings. February 2022 saw the recruitment of a new team leader, a cognitive behavioural therapy (CBT) therapist, a senior practitioner and two practitioners.

6.2.2 During 2022, proactive networking by the mental healthcare team led to improved communication with external agencies, such as the community mental health team in the London Borough of Haringey.

6.2.3 The team continued to maintain their excellent work, including mandatory attendance at segregation reviews.

6.2.4 Prisoners with anxiety disorders are referred to the improving access to psychological therapies (IAPT) service, provided by the Forward Trust and commissioned by the NHS.

6.2.5 The following are the performance indicators for the second and third quarters of 2022:

	Q2	Q3
Referrals received	104	266
Referrals entering treatment	58	41
First assessment	63	223
One-to-one sessions	217	354

Discharges	147	217
Caseload active	104	253
Caseload waiting assessment	138	119

6.3 Social care

6.3.1 In September 2022, a new diversity team leader was appointed, responsible for overseeing the social care for prisoners with disabilities.

6.3.2 There were regular needs assessments and social care was provided by external sources wherever possible, for example, Suffolk Adult and Community Services. When a prisoner required special equipment, Suffolk Adult and Community Services visited the prisoner to make an assessment of his needs and provide appropriate support equivalent to that he would receive in the community.

6.3.3 Prisoners identified as men of concern were discussed at morning meetings.

6.3.4 Peer support was provided wherever required.

6.3.5 There are no special units at HMP Highpoint, and end-of-life care support is provided on the units until transfer to the local hospice is appropriate. The Board notes there is a good working relationship with the local hospice.

6.4 Exercise, regime

6.4.1 Prisoners had the opportunity for two outside exercise periods per day up until October. From October, the regime moved back to the pre-Covid regime and only one outside exercise period was provided. This takes place from 11.45am to 12.15pm each day.

6.4.2 The gym was reopened following the lifting of Covid restrictions. There were 11 physical education instructors (PEIs) in post out of an overall staff capacity of 12 (one PEI left towards the end of the year). Attendance at the gym was approximately 60-65% of the overall population.

6.4.3 Learning and skills ran all year round and included three level 2 gym instructor, circuit instructor and first aid at work 12-week courses. These are in conjunction with Northampton Saints charitable foundation who provide two members of staff twice a week to teach the men rugby skills and values. Prisoners who met the requisite standard were offered the progressive qualification of a diploma in personal training. Each course is fully advertised and applications are encouraged over a period of weeks before the closing date. After this, any men deemed eligible are invited for an open day where they can showcase their skills and desire for the course. Twelve of these men will then be selected for the course, pending security checks and clearance.

6.4.4 There were few gym staff redeployments during 2022 and only a few sessions required cancellation. One PEI was more or less constantly used for staff control and restraint (C & R) training in the last six or more months but, despite this, the gym managed to maintain a high level and standard of delivery. The Board would like to commend the efforts of the gym staff in providing a popular and essential contribution to the prisoners' physical and mental wellbeing. (Pages 29-31 show the full gym timetable offered to prisoners.)

6.5 Drug and alcohol rehabilitation

6.5.1 Phoenix Futures has been responsible for the delivery of drug and alcohol support at HMP Highpoint since 2018. Prisoner support is provided by 11 practitioners and three managers. The caseload fluctuated between 200 and 260 throughout 2022, with every prisoner being seen on a one-to-one basis, every six weeks on average. Group work was also resumed following the lifting of Covid restrictions.

6.5.2 2022 saw the introduction of self management and recovery training (SMART) meetings on the north site. SMART is a programme designed to help individuals struggling with drug addiction or alcoholism to manage their condition and establish a healthier lifestyle.

6.5.3 There are plans to establish certain residential units for incentivised substance free living (ISFL) in 2023.

6.5.4 Covid has had a limited long-term effect on the way Phoenix Futures works in Highpoint. More staff training and meetings are now conducted online, but client work, now that all restrictions have been lifted, is much the same as pre-pandemic.

7. Progression and resettlement

7.1 Education, library

7.1.1 With the removal of Covid restrictions, class sizes had gradually returned to normal by the end of the year. Attendance was around 75%. In the 12-month period April 2021 to April 2022, 838 prisoners enrolled on education courses, and 527 achieved a qualification. Open University and distance learning continued to be supported, with 20 prisoners following the former.

7.1.2 There has been a significant improvement in staffing. From September, there has been a full complement of permanent tutors, with one vacancy for a cover tutor. There have, however, been fluctuations in library staffing, and some difficulty in recruiting.

7.1.3 The Board is pleased to report that classes in art and music are now available. The locally based Synergy Theatre Project delivers a scriptwriting course. The non-accredited art course runs three days a week on the south site, and there are plans to increase this provision. Entries are submitted for the Koestler Arts Awards.

7.1.4 All new entrants are seen two days after arrival by staff from education, library, and information, advice and guidance (IAG, provided by the Forward Trust). These sessions are held in education. Every effort is made beforehand to establish each new prisoner's learning needs and disabilities, to facilitate an individual learning plan. Those with low attainment are strongly advised to attend maths and English classes. These are obligatory before enrolment in some other classes, e.g. carpentry.

7.1.5 In August, the education department lost internet access, due to rodent damage. This took until November to repair. Meanwhile, all records and communication had to be on paper. This greatly hampered the smooth running of the department, which inevitably impacted prisoner learning.

7.1.6 As free-flow prisoner movement has not been reinstated after Covid restrictions, prisoners are unable to use the library in the normal/traditional way of browsing freely and spending time reading. Library access is limited to education classes (a 15-minute visit during their course time), Storybook Dads (see 7.1.7), computer users (e.g. Open University students), and legal research and information requests. A request-and-delivery service continued to operate. With the cooperation of wing staff, this runs smoothly – books and DVDs are delivered to the prison units at lunchtimes. Some units have shelves with books which have been withdrawn from library use.

7.1.7 Storybook Dads restarted at the beginning of the reporting year. During 2022, 16 DVDs were produced. The project is popular, but there have been some delays in processing applications. These delays tend not to be from security, but from the offender management unit, due to caseload pressure in this department.

7.1.8 The Shannon Trust, which helps disadvantaged prisoners with their learning, has been operating in the libraries on both sites. This is functioning particularly well on the north site, due to more flexibility of escorts and freer movement. Volunteer staff train prisoners as mentors, who support prisoners in the library, workshops and sometimes on the units.

7.2 Vocational training, work

7.2.1 Waiting lists are live and change daily. They continue to be held for vocational courses, which reflects the number of prisoners who have the correct levels for course criteria. Waiting lists may appear long, but they are in keeping with prisoners who are able to sequence their digital personal learning plan (DPLP).

7.2.2 Year four for prison education framework (PEF) provision saw the introduction of five new courses within the financial year: plastering, art, employability, peer mediation, and plumbing. Alongside this, the delivery of core functional skills and vocational courses continued.

7.2.3 Additionally, short courses for the construction skills certification scheme (CSCS), food safety, and comedy scriptwriting were implemented for year four delivery. Open University (OU) distance learning continued to be supported via education. The introduction of the Crito course through People Plus has allowed longer sentenced prisoners who do not meet OU criteria to engage with higher learning.

7.2.4 The painting and decorating course was removed from the curriculum, based upon labour market information (LMI) and employment need. Continued staff vacancies in media and graphics also meant that these courses were unable to run in the financial year.

7.2.5 Twenty-four chrome books were used to support OU and distance learning, CV preparation and gym courses.

7.2.6 Statistics from 2022 (courses change with needs, LMI and construction forum feedback):

- Levels 1 and 2 catering and hospitality – 23 enrolments, two completions.
- Counterbalance forklift – 36 enrolments, 32 completions.
- Level 2 gym and rugby – 36 enrolments, 31 completions.
- Levels 1 and 2 horticulture – 30 enrolments, 26 completions.
- Prisoner mediation – 40 enrolments, 38 completions.
- Personal track safety (PTS) – 27 enrolments, 25 completions.
- Liquid roofing course – 30 enrolments, 23 completions.
- Levels 1,2 and 3 warehousing – 64 enrolments, 14 completions.
- Electric pallet truck – 42 enrolments, 40 completions.
- Banksman – 37 enrolments, 32 completions.
- Biohazard – 29 enrolments, 28 completions.
- Wamitab cleaning – 30 enrolments, 24 completions.
- 360 mini digger – 18 enrolments, 17 completions.
- Circuits course – 13 enrolments, 11 completions.
- Outreach employability course (in industries and gardens) – 66 enrolments, 34 completions.
- Street works – 24 enrolments, 21 completions.

The chaplaincy also facilitates the Sycamore Tree victim awareness course (see 5.5.4).

7.2.5 There were active employment forums attended by potential employers. These included: Greene King, Paul's Patisserie, Wagamama, a local scaffolding company, Railtrack (which offers guaranteed employment on completion of the course run in the prison), and a mini-digger company. This area makes a crucial contribution to the rehabilitation aims of the prison. Some of the companies offered outside recruitment days post-release. Prisoners were targeted for these events based on their interests, courses and the length of their sentence.

7.3 Offender management, progression

7.3.1 Since the lifting of Covid restrictions, offender management unit (OMU) staff have been gradually reducing the backlog of work. This was greatly assisted by the provision of laptops, which have had a number of advantages. Staff were able to focus on offender assessment system (OASys) documentation without interruption, and contact with community offender managers (COMs – outside probation workers) was much improved, with prisoners being able to 'meet' their outside probation worker online, instead of relying on telephone calls.

7.3.2 The OMU administration is now based in 'outer admin' (outside the main gates of the prison) and deals with the paperwork connected with transfers, court appearances etc. It was noted in 2021 that communication between this team and the prison offender managers (POMs) based in the prison was made more difficult because they were no longer in the same building. These early difficulties in communication between the two groups were overcome during the reporting year.

7.3.3 There were 146 prisoners who arrived from other establishments without a sentence plan, which added to the workload. The increased availability of courses following the lifting of Covid restrictions has improved prisoners' opportunities for progression.

7.3.4 Staffing levels improved during the reporting year, and caseloads reduced to between 50 and 60 per member of staff. Operational staff – POMs – however, were frequently redeployed to support the prison regime, which added to workload pressure for the department. Over the year, 3,425 POM working hours were lost to redeployment, among a staff of eight.

7.3.5 The team members were very supportive of each other and said they enjoyed their work, in spite of the size of the caseloads and issues such as the inevitable complaints from certain prisoners, usually about not obtaining their hoped-for move to category D status. All agreed that the introduction of the laptops had greatly improved their ability to carry out their role.

7.3.6 The availability of offending behaviour courses improved from May 2022, on the lifting of Covid restrictions. For example, the Thinking Skills Programme numbers were able to be increased from three per group to 10. Kaizen, which addresses issues of violence with high-risk prisoners, was able to increase group size from four-five to eight.

7.3.7 At least eight weeks prior to release, prisoners who are actively engaging, or who have previously engaged, with the substance misuse treatment service Phoenix Futures (or a service at a previous establishment) are seen and offered release planning.

7.3.8 Prisoners are encouraged to engage with community services upon release, and referrals and signposting to other services are completed by Phoenix Futures staff as a regular part of their duties.

7.3.9 In 2022, a total of 267 prisoners were referred or signposted to community services on release. Records show that within a week of release, 99 men (37% of

released clients) had made contact with community services. IMB would like to work with Phoenix Futures to see if this figure can be increased.

7.4 Family contact

7.4.1 Social visits were resumed at the end of May on both sites, and there were over 5,000 visitors in the following months. Busiest sessions were Friday, Saturday and Sunday afternoons.

7.4.2 Family days were also resumed, and have been in high demand. Family days for lifers and prisoners with indeterminate sentences for public protection (IPP) were also resumed in August.

7.4.3 Before visits resumed, the children's play area was given a thorough clean, and the Ormiston Trust resumed its provision of childcare facilities. The areas are well equipped and well used.

7.4.4 Combat2Coffee (a support outlet for armed forces veterans, including those in prison) provides hot drinks and food, which can be purchased by contactless card. . .

7.4.5 A new service provider for social video calls was introduced at the beginning of August. All prisoners were able to have one video call per month, subject to security clearance

7.4.6 The chaplaincy team facilitated 58 compassionate visits on site. Contact was also maintained via 44 iPad sessions, for a variety of reasons, including contact for foreign nationals. This was especially supportive during periods of international concern.

7.4.7 Because HMP Highpoint is classed as a London'prison, it is apparent that visiting can be difficult for families due to the length of journeys required, the cost of journeys and the difficulties with lack of public transport to the area

7.5 Resettlement planning

7.5.1 There has been a steady improvement in the resettlement process since it was absorbed into the Probation Service in 2021. Continued pressure on probation services has, however, resulted in difficulties in ensuring post-release support. The prison deals with low- to medium-risk prisoners (high risk being the responsibility of outside probation services). Prisoners are given a pre-release pack three months before release. They return this, giving information about their needs on release (housing, healthcare, bank account.) From this point the resettlement department can signpost them to the relevant agencies and act as a link between them.

7.5.2 Staffing was good during the reporting year (one full-time, two part-time and one admin posts). Between 50 and 60 prisoners were dealt with per month. Some

support agencies were not available, for example, there was no qualified debt adviser in post. As with all other departments, low staff levels and high caseloads in the OMU led to delays in processing prisoners' requirements.

GYM TIMETABLE	0815 – 0930	0940 – 1100	1100– 1200	1345– 1500	1510– 1630	1640 – 1750	1755 – 19:00
M O N	Education PM All Units (Not required Workshops & Edu) & Servery Top End	Unemployed and jobseekers All Units (No Basic prisoners)	Workshops & Education Bottom End Unit 6	Cleaners and Servery workers Bottom End Gym & Football	Cleaners Top End (No servery workers)	Full Time & EDAM Units 5 & 10	Full Time workers & EDAM A,B,C,D
	Astro Turf Gym Course	Astro Turf Gym Course				Basketball Club	
T U E	Education PM All Units (Not required Workshops & Edu) & Servery Bottom End	Remedials Over 50's Weight Loss ACCTS M.O.C	Workshops & Education Top End Unit 7	Cleaners and Servery workers Top End	Cleaners Bottom End (No servery workers)	Full Time & EDAM Units 3 and 6 & 7 FT/PT Football List 1	Full Time workers & EDAM Unit 4
W E D	All Units Inductions	Induction gym session All of K Spur who have completed gym induction & Servery workers Top End	Workshops & Education Top End Unit 6	Cleaners and Servery workers Bottom End	Cleaners Top End (No servery workers)	Full Time & EDAM Units 8 & 9	Full Time workers & EDAM Unit 6/7 and 10
	Remedials Over 50's Weight Loss			Astro Turf Gym Course	Astro Turf Gym Course	Rackets Club FT/PT Football list 2	
T H U	Not required workers & Servery Workers from All Units	Basic prisoners Unemployed and jobseekers All Units	Workshops & Education Bottom End Unit 7	Cleaners and Servery workers Top End Gym & Football	Cleaners Bottom End (No servery workers)	Full Time & EDAM A,B,C,D and 6 & 7 Indoor Cricket Club	Full Time workers & EDAM Units 8 & 9

						FT/PT Football List 3		
	08:15 - 09:30	09:45 - 11:15		14:00 - 15:15	15:30 - 16:45			
F R I	Education PM All Units (Not required Workshops & Edu) & Servery Workers Bottom End	Any Not Required. Extra Reward session (phonecall to the gym) Cleanest Unit of the week		Full Time & EDAM Units 3 and 5	Full Time & EDAM Units 4 and 8			
				Over 45's Football	Dodgeball Club			
				Chess Club	Chess Club			
	08:45 - 10:15	10:30 - 12:00		13:45 - 15:15	15:30 - 17:00	FT = Full time workers, gardens, workshops Decency workers and Kitchens. <u>Not wing cleaners/servery.</u> • Weekend & 1645 sessions Full time workers only. Units: Top End 1,2,5,6,7,10 Bottom End 3,4,8,9		
S A T	Full Time workers Unit 5 and 6	Full Time workers Unit 3 and 8		Full Time workers Unit 4 and 9	Full Time workers A,B,C,D and Unit 10			
S U N	Full Time workers & EDAM Units 3 and 9	Full Time workers & EDAM Units 4		Full Time workers & EDAM A,B,C,D & 10	Full Time workers & EDAM Unit 5 and 7			

8. The work of the IMB

At the start of the reporting year, there were 10 Board members, one of whom was in training.

Within the reporting period, two new members joined, one of whom had left by the end of the year due to changed personal circumstances. Three other members left during the year, one in March, due to time commitments, another in May, as she had started a full-time job, and the third in December, following a sabbatical period, due to family circumstances. Another member of the Board took a sabbatical from April to September. The member who joined during the year was still in training at the end of the reporting period.

Board statistics

Recommended complement of Board members	17
Number of Board members at the start of the reporting period	10
Number of Board members at the end of the reporting period	8
Total number of visits to the establishment	389
Twice-weekly segregation reviews were regularly attended throughout the year	

Applications to the IMB

Code	Subject	Reporting year 2021	Reporting year 2022
A	Accommodation, including laundry, clothing, ablutions	4	16
B	Discipline, including adjudications, IEP, sanctions	5	5
C	Equality	3	0
D	Purposeful activity, including education, work, training, library, regime, time out of cell	3	13
E1	Letters, visits, telephones, public protection restrictions	3	8
E2	Finance, including pay, private monies, spends	8	12
F	Food and kitchens	3	7
G	Health, including physical, mental, social care	20	42
H1	Property within this establishment	34	29
H2	Property during transfer or in another establishment or location	36	58
H3	Canteen, facility list, catalogue(s)	3	7
I	Sentence management, including HDC, release on temporary licence, parole, release dates, recategorization	42	56
J	Staff/prisoner concerns, including bullying	13	27
K	Transfers	7	34
L	Miscellaneous, including complaints system	55	75
	Total number of applications	239	389



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