



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

**For reporting year  
1 April 2022 – 31 March 2023**

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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 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**

Standford Hill is one of a group of three prisons near Leysdown in Kent. Two prisons adjoin it – HMP Swaleside (a category B training prison) and HMP Elmley (a category B local prison). It is sited on 300 acres of farmland and was originally a Royal Air Force camp in the Second World War.

Standford Hill is an open prison and classified as a category D prison and young offender institution. It provides accommodation for 464 male prisoners who have been categorised as suitable to be held in open conditions<sup>1</sup>. Each prisoner has his own cell in one of three blocks. Block A normally houses new prisoners, more established prisoners occupy block B and most of the occupants of Block C work outside the prison and return to sleep. Their work hours are often flexible, and they may work through the night.

Blocks A and B have space for 192 prisoners, each block having three landings and four spurs on each. Block C has 80 individual pods.

A and B wings have their own serveries. In both wings, if space permits, prisoners can eat meals either in their rooms or together, on tables provided on the ground floor. There are also several microwave ovens in each cellblock, which gives prisoners the option to cook and prepare their own food. C Wing has a servery and meals are taken into the prisoners' individual pods.

The main priority for HMP/YOI Standford Hill is the resettlement of prisoners and enabling them to avoid reoffending on release. This encompasses education, training, work, and preparation for resettlement.

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<sup>1</sup> Figures included in this report are local management information. They reflect the prison's position at the time of reporting but may be subject to change following further validation and therefore may not always tally with Official Statistics later published by the Ministry of Justice.

### **3. Key Points – Summary**

We believe that HMP/YOI Standford Hill is a well-run prison with substantial achievements to its credit.

The prison regularly has over 100 prisoners working out in paid employment. Together with training, education, and resettlement work this provides a good platform to successfully reintegrate prisoners into the community. As a result of this work the re-offending rates to December 2022 were:

Over 3 years: 5.45%

Over 2 years: 3.96%

Substantial efforts have been put into reducing sickness rates for prison staff with a significant improvement in the year. This directly affects the regime experienced by prisoners.

There has been a significant change in the population of the prison in recent years. There has been a reduction in indeterminate and “lifer” prisoners. The population is now generally here for a shorter period. We have expressed in the past our concern with the suitability of some prisoners transferred here, however returns to closed conditions are roughly the same year-on-year and absconds have gone down.

Although not strictly in the scope of this year's report we are concerned about the possible implications of the introduction at the end of the reporting period of the Temporary Presumptive Recategorisation Scheme (TPRS). Effectively this scheme transfers prisoners towards the end of their sentence to empty Category D prison places. While we understand the pressure on prison capacity, we have concerns about the impact of TPRS on the training and employment work at the heart of what the prison does. We will monitor the impact of this scheme over the coming year.

#### **3.1 Main Findings**

##### **Safety**

- The prison has low levels of violence.
- Preventing illicit items is very difficult due to its location and a fluid population.
- The installation of scanning equipment would be a very useful deterrent.

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

- The accommodation is generally acceptable.
- A large expansion project is to start shortly and will change the operation of the prison.
- Improved staff sickness rates positively affect the regime.

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

- The physical and mental healthcare provided is very good and well co-ordinated.
- The new healthcare provider has introduced an integrated model of care that provides a very good service.

## **Progression and Resettlement**

- Work on resettlement, working-out, training, and education is excellent.
- The monitoring of prisoners while out of the prison could be much more efficient if commercially available technological solutions could be introduced.
- We believe that more formal procedures for sharing results between Category D prisons could assist in sharing best practice.

## **3.2 Main Areas for Development**

### **TO THE MINISTER**

- We have expressed our concerns about the performance of Gov Facility Services Ltd (GFSL). We understand that this concern is not experienced solely at Standford Hill. Are there any plans to review the performance of the service provided by GFSL?
- Although only introduced at the end of the reporting year the Temporary Presumptive Recategorisation Scheme (TPRS) could result in a dilution of the resettlement work undertaken by Category D prisons. Will a formal review of the impact be carried out?

### **TO THE PRISON SERVICE**

- Is the Prison Service satisfied with the performance of GFSL?
- Is a formal review planned about the effect of TPRS on the resettlement work done in Category D prisons?
- Standford Hill has a very open boundary, and it is extremely difficult to control what comes into the prison. We understand that scanning equipment is available elsewhere. Will the Prison Service provide the resources to allow for this equipment to be installed in Standford Hill?
- The monitoring of prisoners on Release on Temporary Licence (ROTL) and on the Working Out Scheme (WOS) could be made much more effective by the introduction of currently available technological solutions. Will the Prison Service allow such equipment to be used within Standford Hill?
- Will the Prison Service facilitate more formal sharing of best practice between Category D prisons?

### **TO THE GOVERNOR**

- Will it be possible to improve staff sickness rates further while maintaining a compassionate working environment?
- We recognise that substantial effort has been put into holding GFSL to account for its performance. We assume that this focus will continue into the next reporting period?

### 3.3 Response to Last Report

The main issues raised in last year's report were:

Issue raised	Progress
<b>GFSL</b> We pointed out our dissatisfaction with their performance.	There has been no discernible improvement during this year.
<b>Technology</b> We reported on sporadic internet facilities.  We suggested technological improvements to improve checking within the Working Out Scheme	There has not been an improvement in the year.  This has not been implemented.
<b>Condition of the buildings</b> We were critical of the condition of some of the buildings.	Although maintenance has been carried out, the condition of much of the property is the same. However, work has commenced on security in the old Air Hangar structures that are of national importance.

## **Evidence sections 4 – 7**

### **4. Safety**

#### **4.1 Reception and Induction**

Due to the nature of the prison reception is busy with releases and transfers from other prisons. The property area is cramped and will be under pressure as the proposed increase in prisoner numbers materialises (Section 5.1).

If newly arrived prisoners are to take advantage of the services offered by Stanford Hill they need a thorough induction. Concerns were expressed that all prisoners were not always attending all elements of the induction process. Consequently, an induction “passport” was introduced for all prisoners arriving at Stanford Hill. All sections must be stamped to ensure attendance and it is not possible to progress to ROTL, Education or Employment without a completed “passport”.

The IMB have noticed a significant increase in prisoners attending the IMB induction because of this change.

#### **4.2 Suicide and Self-Harm, Deaths in Custody**

There were no self-inflicted deaths during the reporting period, no incidences of self-harm and no ACCTs were opened.

#### **4.3 Violence and Violence Reduction, Self-isolation**

Security in a Category D (“Open”) prison has a different focus to more closed establishments. This does not mean that issues like illicit items, cuckooing, etc do not happen; they do, and they are addressed.

However, the focus of security is more outward to the outside world as the prisoners are starting their transition to release.

The levels of violence in Category D prisons are much less than in closed conditions. There were no violent incidents reported in the year under review.

#### **4.4 Use of Force**

Use of force is limited but prisoners are removed to closed conditions when the need arises.

In the year under review 130 prisoners were returned to closed conditions.

The figure for the previous year was 126, so there has been no significant change.

#### **4.5 Preventing Illicit Items**

Stanford Hill has major disadvantages in the fight against the importation of illicit items. The prison has large, open boundaries and prisoners are out of the prison on a daily basis for Release on Temporary Licence (ROTL) and for the Working Out Scheme (WOS). On



average over 100 prisoners work out of the establishment each day and ROTL is ongoing all the time.

Currently the prison has no scanning equipment, and this lack of a sophisticated deterrent is a problem. We are informed that spare scanners exist within the prison estate but the funds for the transfer, installation and maintenance of such equipment are not available. Security of the establishment is fundamental, and we believe that such a scanner should be installed.

Steps are taken by the prison to identify illicit items including cell searches, Mandatory Drug Testing (MDT) and ROTL and WOS scheme checking. The approach is supportive to prisoners, and prisoners are not returned to closed conditions for one failed MDT. Interventions are carried out to help prisoners to address their issues. However subsequent failures will result in a return to closed conditions.

We are informed that cannabis is the current drug of choice and there has been little evidence of ketamine to date.

Prisoners are also returned to closed conditions for inflicting violence, being a risk to the public, possession of phones or Class A drugs.

The prison does not have a segregation unit, although it has a secure area for prisoners being moved to other establishments.

The prison undertakes pre-emptive security work that helps to control the prison but also provides valuable information to organisations outside the Prison Service. This is based on the "THRIP"(Threat, Harm and Risk in Prisons) monthly report, based on joint working with the police. This helps to identify those involved in Organised Crime Groups, County Lines as well as those under Secure Crime Prevention Orders. This integrated working helps to manage risk both within the prison and after release.

Based on this analysis the prison can co-ordinate cell searches, ROTL checks, and MDT as discussed previously.

## **5. Fair and Humane Treatment**

### **5.1 Accommodation, Clothing, Food**

The prison is built to accommodate 464 prisoners in three blocks.

Wings A and B were built in the 1970s and offer acceptable, single-cell accommodation.

In-cell phone equipment is not offered, and this would be an improvement as the number of phones available to prisoners is limited.

The previous C Wing was demolished and replaced with individual, en-suite pods. These provide very good quality accommodation.

Of the 80 pods approximately 60 are occupied by prisoners working out and to qualify for a move to a pod prisoners must:

- Have no proven adjudications on their record.
- Have less than two years remaining on their sentence.
- Be in employment.

Approximately 20 pods are occupied by orderlies.

Food is supplied by Swaleside prison and is brought in twice daily. The food is of a basic standard, but the quality fluctuates. Under the plans for the creation of additional accommodation a kitchen facility will be built on site. After so many years we strongly support this development.

Some prisoners prefer to use the microwaves to cook their own recipes and these are extensively used. IMB members sample the food from time to time and regularly discuss the quality with prisoners. It must be said that there is a lot of dissatisfaction with the quality of food and some prisoners have been quite vociferous about the standard of the catering provision. While portion size is generally considered adequate the quality and variety of the food is regularly criticised. The ability to produce food at Stanford Hill will be a big step forward but plans to achieve this have been set back by the failure of the previously assigned contractor shortly before commencement of work. The project has now been re-tendered.

We receive very few complaints about accommodation. Most prisoners seem to appreciate having their own space. Several commented favourably on the decoration carried out by the art class, which has brightened the pillars and masonry in A Wing and is also going to be employed in B Wing, to brighten and modernise the environment.

Most prisoners appreciate the space which Stanford Hill affords them, although we do sometimes find that some men struggle to adapt to open conditions, after many years being confined in a closed prison.

The plans for the development of the prison envisage the creation of 4 x 60 bed units with a kitchen/dining hall. There will also be an offender management unit records store, a multi-faith room, a new library, and an office for healthcare.

This development is due to complete by Q1 2025.

As part of the plan, it is proposed to remove the 80 pods, giving a net gain of 160 units and it is on this basis that additional staffing has been allocated. In the current circumstances it is difficult to see that existing quality accommodation is going to be removed. If it is not, it is essential that the revised staffing reflects the total number of additional units.

We continue to be dissatisfied with the performance of Gov Facilities Services Ltd (GFSL). In previous reports we have highlighted the slowness of dealing with maintenance issues. This has continued into this year. The Governor reviews performance regularly but in the view of the IMB the system continues to be unresponsive and slow. As part of our monitoring, we have reported on the problems with machinery in the laundry. The response has been generally very unsatisfactory, and repairs have been very slow considering the laundry provides daily services to prisoners. Some of the machines are domestic and not commercial, meaning they are not suited to the level of use they get.

We find GFSL to be bureaucratic and slow in its procedures and simple requests can take a significant time to resolve. The processes of GFSL need to improve as do response times.

## **5.2 Segregation**

Standford Hill does not have a segregation facility. There is a single cell that is used as required when prisoners are returned to closed conditions. There have been no problems in relation to this.

## **5.3 Staff and Prisoner Relationships, Key Workers**

Our general impression as a Board is that the relationships between staff and prisoners are appropriate, respectful, and effective. While, inevitably there are flashpoints in an environment like a prison our personal observation, our conclusions from discussions with prisoners and our analysis of the observation books on the wings suggest that this is one of the most satisfactory aspects of the governance at Stanford Hill. Officers are experienced enough to handle the nuances necessary to interact with prisoners and our sense is that the atmosphere on the wings is overwhelmingly positive.

Recently a prisoner approached one of the IMB members to record his appreciation of the kindness and support he had received following a sudden death.

Considerable focus has been put into reducing staff sickness rates, which has a direct impact on the regime in the prison. Through a pro-active and supportive approach, the situation has improved. As a result, sickness days per period per year have reduced from 18.34 in 2021/22 to 12.08 in 2022/23. This compares to a regional average of 14.16 in 2021/22 and 13.85 in 2022/23. From being over the regional average in 2021/22, the prison is under the regional average in 2022/23.

## **5.4 Equality and Diversity**

As of March 2023, the racial mix of the prison was:

Asian	09.80%
Black	25.71%
Mixed	07.63%
White	53.81%
Other	03.05%

There is a strong focus on Equalities and Diversity within the prison. In order to drive equality best practice each protected characteristic is represented by a member of the Senior Management Team.

It is worth noting that Standford Hill recognises characteristics other than the protected characteristics in the Equalities Act. These are Care Experience, Veterans, and IPP/Lifers.

The prison has sought the opinions of prisoners in developing strategies to enhance equalities activities. The prison decided not to hold a large number of several forums but to incorporate these into a monthly Protected Characteristics meeting. Additional meetings for specific groups are then arranged as required.

In the year under review the new managing chaplain who was appointed was Muslim, the first time a non-Christian has held this post in the prison.

(See 5.5 below.)

## **5.5 Faith and Pastoral Support**

A full breakdown of the religious affiliation of the prisoners is included in Appendix 6 in Annex B.

The prison holds prisoners of all faiths, and the largest group is Muslim: all Muslim religious festivals are supported by the prison. All faiths receive support, with major faiths having a regular series of events.

As discussed, the retirement of the long-standing Managing Chaplain saw an Imam take over this role, but the change appears to have been done seamlessly and the different faith ministries interact well and with no apparent problems. We are not aware of any tensions between the different religious groups.

## **5.6 Incentives Schemes**

There have been no issues raised with The Board in relation to this.

## **5.7 Complaints**

The prison has a member of staff who co-ordinates complaints by the prisoners. We encourage prisoners to complain through normal channels before approaching the IMB, but we are always open to discuss any issue with prisoners. The prisoners do not submit many formal applications to the IMB as can be seen in the statistics in the IMB Section of the report.

## **5.8 Property**

The transfer of goods between prisons presents perennial problems, with items going missing. Prisoners are encouraged to pursue official channels to track down missing items. In 2022, 116 official complaints relating to property were submitted to the prison by prisoners. This is a slight increase from the previous year's total 107. Where required the IMB will facilitate a complaint to the Prisons and Probation Ombudsman.

## 6. Health and Wellbeing

### Healthcare General, Physical Healthcare & Mental Health

After years of dealing with the issues caused by Covid the healthcare regime began to normalise in the period under review.

In the year under review there have been substantial changes to the healthcare regime resulting in a more co-ordinated and better service to prisoners.

In April 2022 the healthcare contract was taken over by Oxleas NHS Trust and the approach they have adopted has resulted in a significant improvement in the service because, in our opinion, of the planned and linked-up model that they have implemented.

The key change was the appointment of a Health and Wellbeing Co-ordinator who ensures that all stages of health assessment and delivery are linked. This starts with a health and wellbeing screening on arrival. Subsequently representatives from each of the primary healthcare specialisms (as detailed below) review each new arrival.

For those prisoners requiring multiple interventions a complex case meeting is held monthly to identify what interventions are needed and to check updates on progress.

It is the responsibility of the Health and Wellbeing co-ordinator to ensure that required interventions take place.

Primary Care consists of Doctors, Nurses, Dentists, Opticians, Physiotherapists, and mental health professionals (including counselling).

Substance misuse is an important area and there is a sub-contracted service operated by Change, Grow, Live (CGL) which focuses on psycho-social substance misuse work. This is co-ordinated with the Clinical Substance Misuse Lead from Oxleas so that the care plans match.

As over 100 prisoners work out most days, services have been developed to ensure that their needs are met. In addition to the daily activities, health promotion events are organised so that need occurring after arrival can be identified. These are attended by Oxleas, CGL and the Hep C Trust. These are much appreciated by prisoners.

A significant change is that there is now weekend provision between 8 and 12 on Saturday and Sunday. This provides a service to those working out during the week.

The improvement in the services is evidenced by the fact that we have only had four applications to the Board relating to healthcare in the year under review.

The service statistics below show the number of appointments booked by the service. 34% of appointments are wasted due to non-attendance, a significant waste of resources.

### Service Statistics for the last 6 months to April 2023

Service	Appointments	Did not attend %
Nurse Led Clinics	3656	36%
GP	732	26%
Substance Misuse	70	12%
Mental Health	302	11%
Overview of all clinics	6408	34%

## **7. Progression and Resettlement**

### **7.1 Education, Library**

At the start of the reporting period the Education Department was able to offer the full range of courses, but Covid restrictions meant that class numbers were still limited to 4 students and 1 instructor per classroom for each course. However very early in the period these restrictions were finally removed, and full classes and the full curriculum were once again allowed to be run.

Education has traditionally been a strong point at Stanford Hill and the return to normal life also resulted in a return to the usual (for Stanford Hill) good results and high standards. At the same time the job-orientated courses offered by Mid Kent College were also restored.

The results for each subject were broadly in line with the previous year:

	2021/2022	2022/2023
Overall	95.3%	98.0%
English	95.3%	93.1%
Mathematics	92.3%	88.1%
Health and Safety and First Aid	94.1%	94.1%

The attendance rate was disappointing at 83.1% and that has been identified as an issue to be tackled in the year 2023/2024. Men who fail to attend classes are reported to their wing officers so that the issue can be addressed.

The department as a whole has an impressive atmosphere and there is a good team spirit among the staff. The students appreciate the opportunities that are available to obtain qualifications.

The Art class has a rather different ethos from the classes that lead to formal qualifications and the students there are discovering abilities and talents that they had been unaware of and, as numbers are limited due to the space available, there is a waiting list for this class. We also believe that it is a very good place for those with mental health problems. Stanford Hill has traditionally had good numbers entered for the Koestler Prize and good numbers of awards, but this did not take place in 2022/2023 due to the Covid situation although hopes are high for good results in 2023/2024.

A full library service is provided by Kent County Council. No issues have been raised in relation to this service.

### **7.2 Vocational Training, Work**

In previous years we have written extensively about the focus on training and Working Out in Stanford Hill. We believe that the prison has provided excellent opportunities for prisoners to leave at the end of their sentences having had the opportunity gain skills and get used to the world of work.

In the first 3 months in the prison the information is gathered to authorise the move by prisoners to both Release on Temporary Licence (ROTL) and to move into work.

The first stage is the Labour Board, which takes place after approximately 3 months. There are many internal roles that are filled and training opportunities and the analysis at the

Labour Board gives a clear path to next stages and sequencing towards the Working Out Scheme (WOS). After the prisoner has attended the Labour Board their assessments will be discussed with them. If they have not attained a Level 1 in either Maths or English, they will be required to attend an English or Maths course (in some cases, if they are able to obtain evidence of qualifications this may not be necessary). In due course after a successful Risk Board, they will be considered for Working Out, with the assistance of WOS.

There are skills related training courses available in several disciplines:

- Digger Dumper
- Street works
- Forklift
- Railway Work
- Plumbing
- Electrical
- Computer

These courses offer training in areas where there is work available on release.

In previous years many prisoners were classified as undergoing training with an employer before being officially employed. Now the aim is they get prisoners into work as soon as possible. There is now a drive to get more prisoners into paid employment and consequently the level of charity placements has reduced significantly as the numbers in paid employment have consistently increased. (Appendix 3 in Annex B for detailed analysis). The numbers in paid employment are now consistently over 100, from around 40 at the beginning of 2018. In March 2023, 106 were in paid employment.

It is Stanford's policy to get as many prisoners as possible into working with the many benefits this gives them. They earn money and gain skills that can be used on release. Where prisoners are resettled in the same area as their WOS placement prisoners often move in to paid employment with their WOS employer.

The scheme encourages prisoners to source their own work opportunities wherever possible, but many opportunities exist with employers sourced by the WOS. This is a double-edge sword as WOS obviously want to get prisoners allocated as soon as possible but by encouraging self-sourcing this teaches skills that will be needed on release. The latest analysis (Appendix 2 in Annex B) shows a decline in self-sourced work and the WOS is trying to increase this as a percentage of work carried out.

There are a range of companies in a variety of areas that offer employment to prisoners on release. These include Media, Distribution, Driving, Vehicle maintenance, Catering, Construction and Railways. However, prisoners being able to work for their WOS employer on release depends on the area to which they are resettled.

It is important that prisoners of all backgrounds are involved in the WOS. Appendix 1 in Annex B gives the ethnic background of involvement compared to the population of the prison as a whole. It is encouraging that there is a close correlation between the two.

Although there is some information sharing between Category D prisons there is a lack of comparatives. Standard comparative information would be a benefit to all as this would

allow best practice to be shared more easily. We believe that Stanford Hill has achievements and procedures that could benefit the Category D estate more widely.

While on the WOS checks are carried out on prisoners working outside the prison to ensure attendance and full involvement. This is incredibly time-consuming as it generally involves one officer for each day for each placement with the travelling time involved. Technological solutions are available that would allow automatic monitoring of prisoners to ensure that they are where they are supposed to be. Although these are available, we understand that these are not yet approved by the Prison Service. These solutions would improve the quantity and quality of monitoring and make the use of staff much more efficient.

Prisoners joining the prison on the TPRS programme in future will not be allocated to the WOS, due their short time in the prison. This could result in a reduction of prisoners involved in WOS thereby diluting the valuable work they do. This could reduce the overall involvement in WOS if significant numbers are allocated to the prison under this programme.

### **7.3 Family Contact**

In most cases prisoners return to their families on release. However, it can be difficult to re-establish good family relationships upon release given the impact of the time spent apart. Stanford Hill uses the services of two service providers to provide support to prisoners in making the transition back to family life. This is essential work in many cases and enhances the prospect of a settled family life on release, itself an essential component of successful rehabilitation.

This process can of course be easier if a prisoner has been in the prison for a length of time and has qualified for Resettlement Overnight Release (ROR) and Resettlement on Temporary Licence (ROTL). This time spent with their family helps to phase prisoners back into contact with their families.

#### **Two major outside organisations in providing support for prisons are:**

##### **Change, Grow, Live (GCL)**

The focus of their work is on substance misuse and its consequences for families. They facilitate family interaction so that problems that could harm family life on release are understood. This helps families to deal with any substance abuse issues a prisoner may have when he is released.

##### **The Prison Advice and Care Trust (Pact)**

They provide family services with the objectives of maintaining relationships with family members and helping those who need assistance with reconnecting with their families after release.

The prisoners have social visits in the visit centre where families can come to see prisoners, allowing the opportunity to re-establish family relationships and PACT holds re-connect events based around these visits:

Extended Visits between 10.00 and 3.00 give additional time to families around the planned visits timetable to spend time together and they are themed with food and activities.



Homework club allows prisoners to meet with their children before visiting time.

Baby bonding is for children of 2 and under where they receive additional time together before a social visit session.

There are also specific family days held during the year where families meet with food and activities.

This is substantive work and gives meaningful support to families and prisoners to assist the readjustment process on release.

## **7.4 Resettlement Planning**

It is a prerequisite of successful rehabilitation that prisoners find employment on or shortly after release. Through the WOS some prisoners find work directly after release and many source their own employment. However, others still need assistance to find employment and in order to assist prisoners there is an employment hub in Standford Hill. In line with the new model this is run by an employment lead.

All prisoners are invited to speak to the Employment Hub before release and prisoners are guided to employers with whom the hub has a relationship.

The employment hub is measured on the percentage of those released that are still in employment after involvement with the employment hub. As most employment is not sourced by the employment hub this target is set at 38%. This target is currently being met (Appendix 4 in Annex B).

Most prisoners have a support network on release, but some do not. The prison provides a comprehensive range of support to help such people. All prisoners are signposted to the resettlement department 12 weeks before release where support is available.

The prison now has a dedicated officer who deals with the sourcing of personal identification documents and a bank account. Bank accounts are generally sourced through Santander however obtaining a bank account can be more difficult for those convicted of financial crime.

A representative from the Department for Work and Pensions is on site each Thursday to help with obtaining benefits.

Although most return to live with their family there is a minority who need assistance with obtaining accommodation on release. In the current housing situation this can be challenging. The routes followed by resettlement include:

- Council referrals
- A referral to the commissioned rehabilitative service, who are contracted to help provided accommodation. They work with organisation like St Mungos and the Intervention Alliance to source privately rented accommodation.
- There is also now CA53 funding to provide privately rented accommodation for 84 days after release. This is run by probation.

As a result of these interventions in the year under review no prisoner left without an offer of accommodation.

The test of all the work that Standford Hill does in progression and resettlement is how effective it is in integrating prisoners back into the outside world. The prison monitors by

looking at those released to see if they have re-entered the prison system within defined time periods (this is detailed in Appendix 5).

In summary the re-offending rate is 5.45% over 3 years and 3.96% over 2 years. This is a substantial achievement and reflects the commitment and professionalism of the staff involved.

## 8. The work of the IMB

### Board statistics

Recommended complement of Board members	10
Number of Board members at the start of the reporting period	6
Number of Board members at the end of the reporting period	6
Total number of visits to the establishment	304

### Applications to the IMB

Code	Subject	Previous reporting year	Current reporting year
A	Accommodation, including laundry, clothing, ablutions	1	1
B	Discipline, including adjudications, incentives scheme, sanctions	0	4
C	Equality	0	3
D	Purposeful activity, including education, work, training, time out of cell	3	5
E1	Letters, visits, telephones, public protection, restrictions	0	2
E2	Finance, including pay, private monies, spends	0	8
F	Food and kitchens	1	5
G	Health, including physical, mental, social care	3	4
H1	Property within the establishment	0	1
H2	Property during transfer or in another facility	0	7
H3	Canteen, facility list, catalogues	0	3
I	Sentence management, including HDC, ROTL, parole, release dates, re-categorisation	6	8
J	Staff/prisoner concerns, including bullying	0	4
K	Transfers	0	0
L	Miscellaneous	0	3
	Total number of applications	14	58

## **Annex A**

List of service providers:

PEF - Milton Keynes College

DPS - Rocketeer

Kinetic Youth

Interventions Alliance

Extra Provision - East Kent College

Library - KSS Libraries

CGL (Change, Grow Live) - Substance Misuse

Oxleas - Mental Health - Dentist, Physio and Optometrists

GFSL

Combat for Care – Veterans

Irish Roman Catholic Chaplain

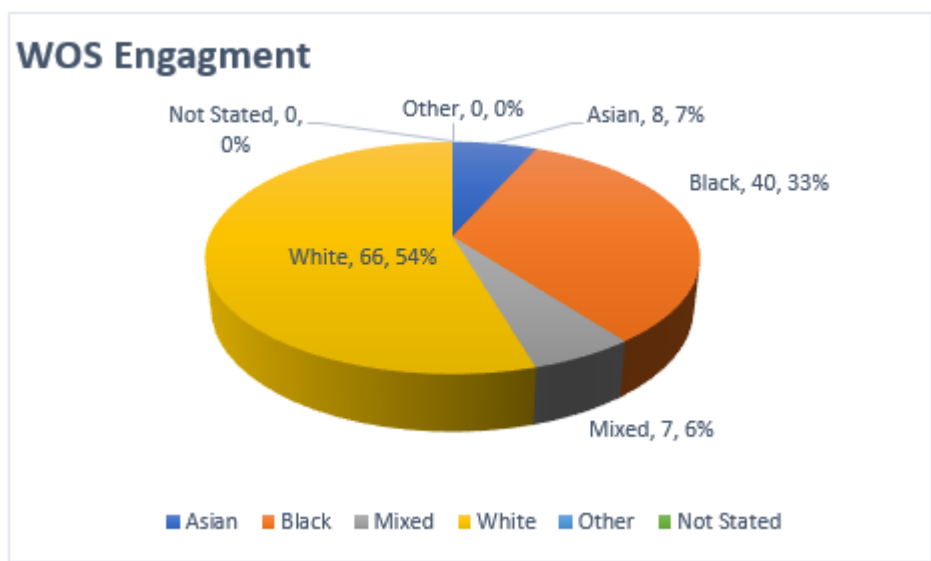
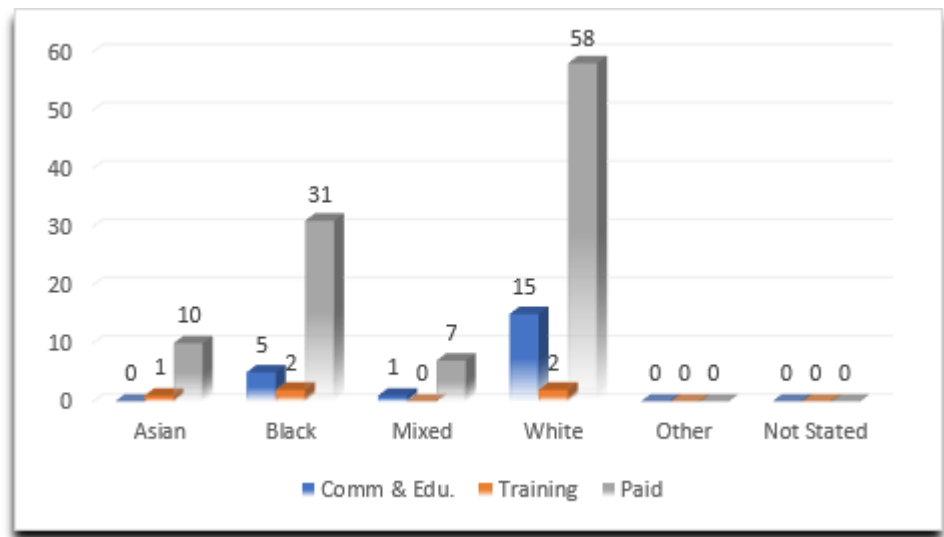
Romani Slovak Czech Community

Pact – (Prison Advice and Care Trust) – family work

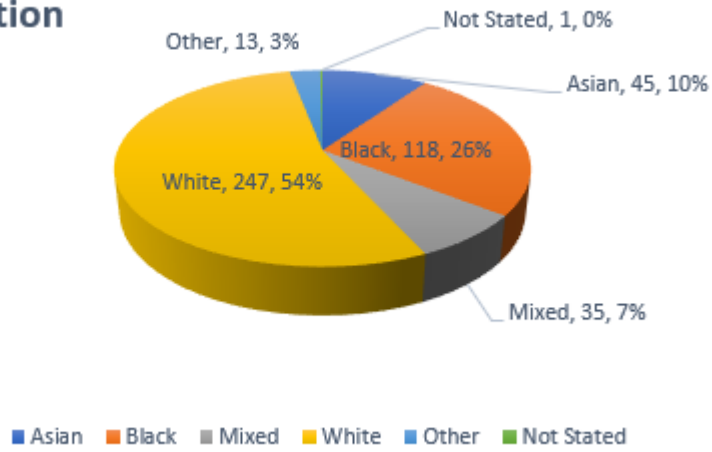
**Annex B**

Tables and Graphs

APPENDIX ONE: ANALYSIS OF WOS INVOLVEMENT BY ETHNICITY

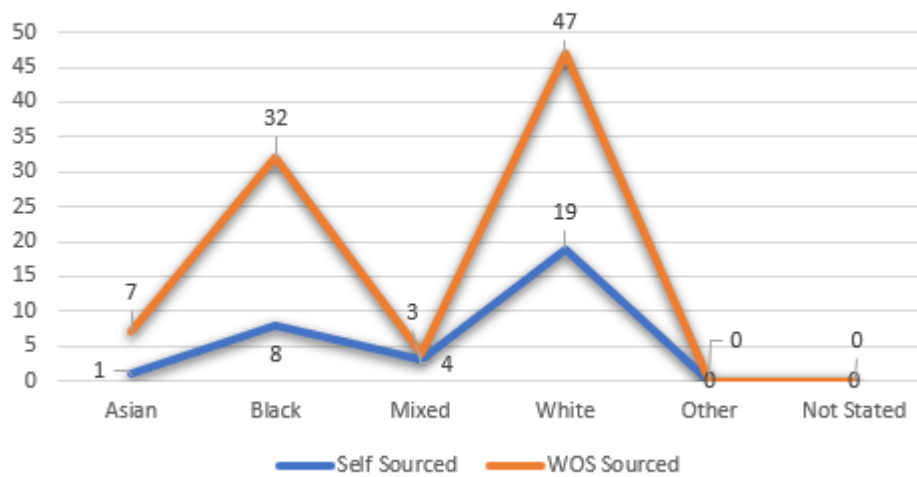


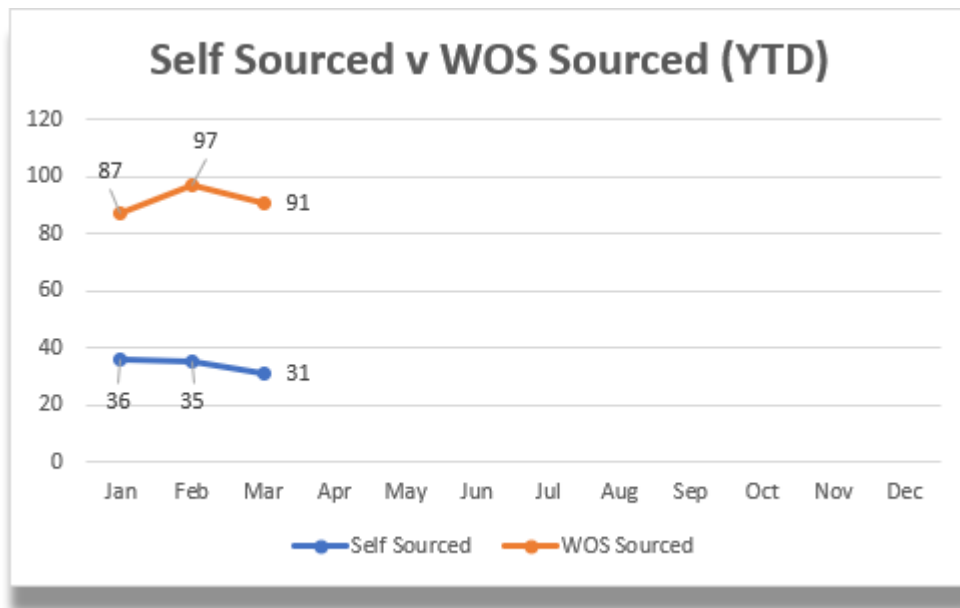
## Population



## APPENDIX TWO: SOURCE OF EMPLOYMENT WHILE ON WOS

### Self Sourced v WOS Sourced (Monthly)





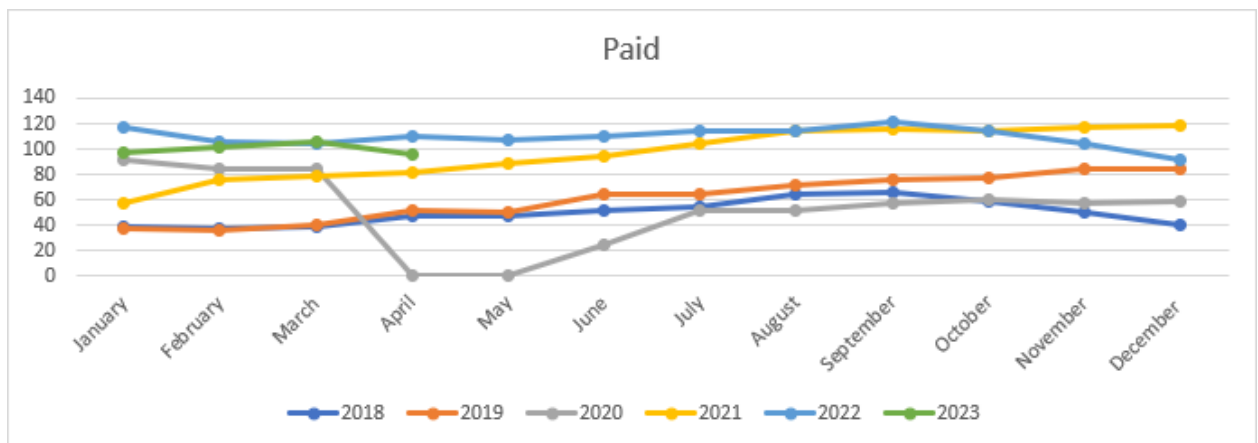
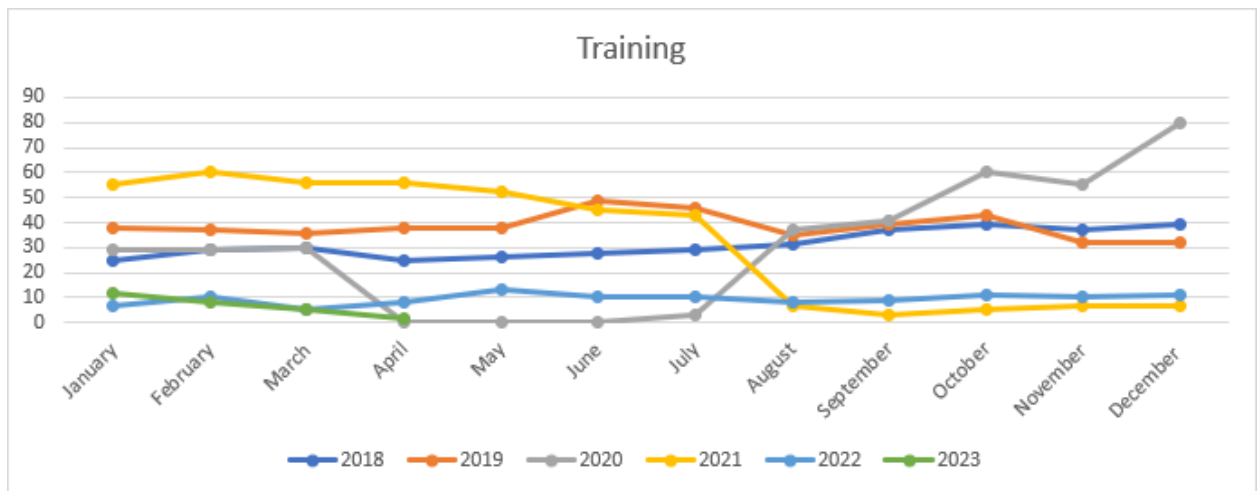
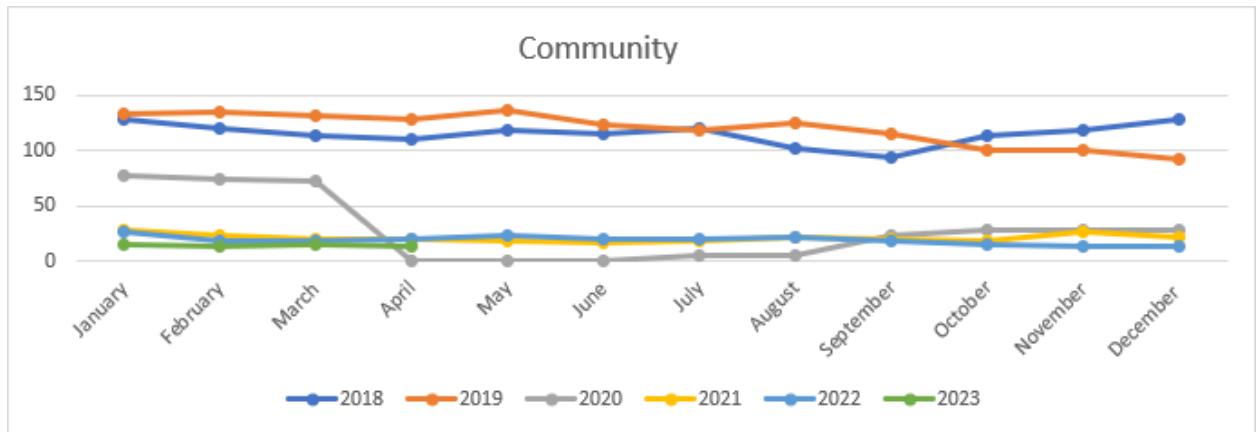
### APPENDIX THREE: ANALYSIS OF OUTSIDE EMPLOYMENT WHILE ON WOS

<b><u>Community – work in the Community</u></b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>January</b>	128	134	78	28	26	15
<b>February</b>	120	135	74	23	19	14
<b>March</b>	113	132	73	20	19	15
<b>April</b>	110	129	0	20	21	14
<b>May</b>	118	137	0	18	23	
<b>June</b>	115	123	0	17	20	
<b>July</b>	120	118	6	19	21	
<b>August</b>	103	125	6	22	22	
<b>September</b>	94	116	24	21	18	
<b>October</b>	113	100	29	19	15	
<b>November</b>	118	100	28	26	13	
<b>December</b>	129	93	28	22	14	

<b><u>Training – specific training for employment</u></b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>January</b>	25	38	29	55	7	12
<b>February</b>	29	37	29	60	10	8
<b>March</b>	30	36	30	56	5	5
<b>April</b>	25	38	0	56	8	2
<b>May</b>	26	38	0	52	13	
<b>June</b>	28	49	0	45	10	
<b>July</b>	29	46	3	43	10	
<b>August</b>	31	35	37	7	8	
<b>September</b>	37	39	41	3	9	
<b>October</b>	39	43	60	5	11	
<b>November</b>	37	32	55	7	10	
<b>December</b>	39	32	80	7	11	

<b><u>Paid – paid employment</u></b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>January</b>	39	38	91	57	117	97
<b>February</b>	38	36	85	76	106	102
<b>March</b>	39	40	85	79	105	106
<b>April</b>	47	52	0	81	110	96
<b>May</b>	47	50	0	88	107	
<b>June</b>	52	65	25	95	110	
<b>July</b>	54	65	51	104	115	
<b>August</b>	64	72	52	114	115	
<b>September</b>	66	76	57	116	122	
<b>October</b>	59	77	60	115	114	
<b>November</b>	50	85	57	117	105	
<b>December</b>	40	84	59	118	92	

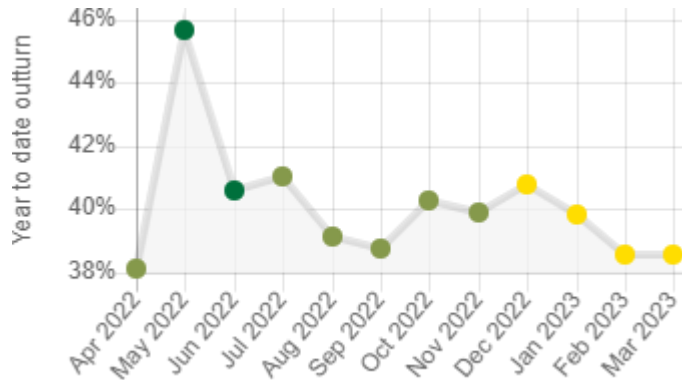




## APPENDIX FOUR: RESETTLEMENT

CU151: Employment 6 weeks after Custodial Release

March 23: 38.9%



## APPENDIX 5:

### Stanford Hill's Reoffending Rate January 2020 – December 2022

Jan 2020 – December 2020 - 331 discharged with 26 return to prison = 7.85%

Jan 2021 – December 2021 - 259 discharged with 9 return to prison = 3.47%

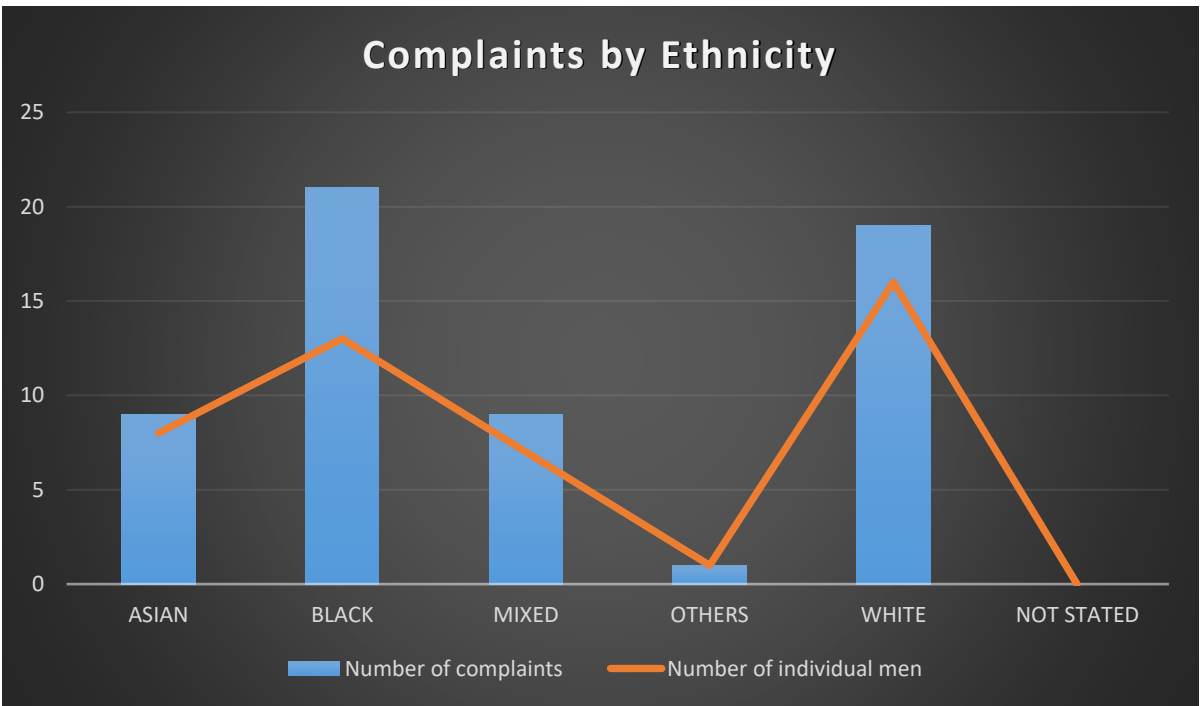
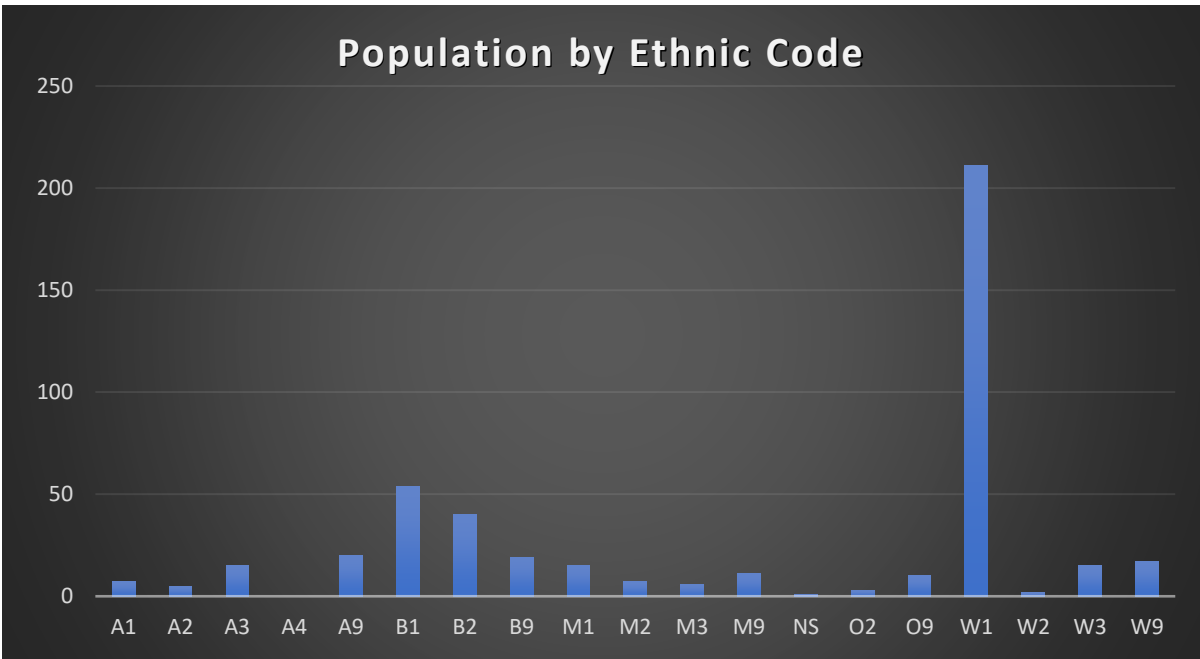
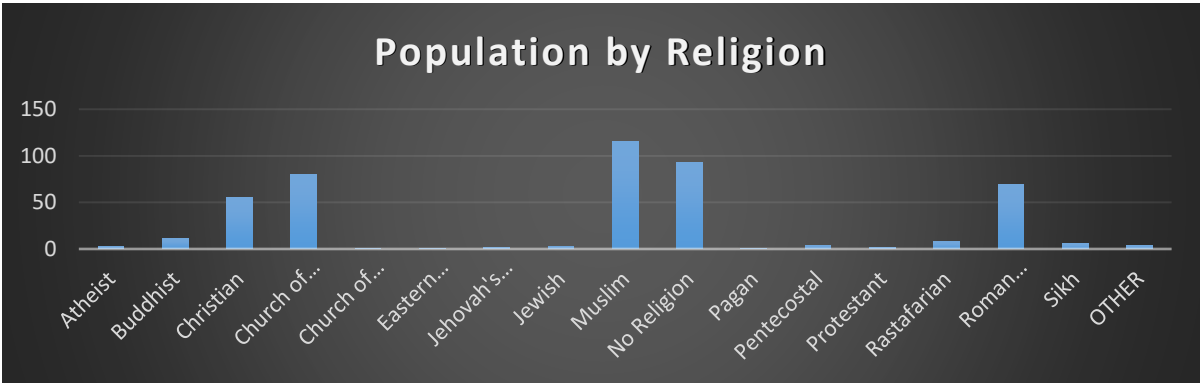
Jan 2022 – December 2022 – 271 discharged 12 return to prison = 4.42%

**Therefore, our reoffending rate is:**

**Over 3 years: 5.45%**

**Over 2 years: 3.96%**

APPENDIX SIX: PRISONER FAITH AND ETHNICITY



<b>Establishment Name: HMP/YOI Stanford Hill</b>	
<b>Religion</b>	<b>Count</b>
Agnostic	1
Atheist	3
Buddhist	10
Christian	62
Church of England (Anglican)	81
Church of Scotland	1
Eastern Orthodox	1
Greek Orthodox	1
Jehovah's Witness	1
Jewish	4
Muslim	112
No Religion	89
Other	1
Pagan	1
Pentecostal	4
Protestant	2
Rastafarian	7
Roman Catholic	72
Sikh	6
Spiritualist	1
<b>Total</b>	<b>460</b>



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