



Ministry  
of Justice

**Lord Timpson**  
Minister of State for  
Justice

Chair, Independent Monitoring Board  
HMP Whitemoor  
Longhill Road  
March  
PE15 0PR

MoJ ref: SUB129286

5 December 2025

Dear Chair,

**HMP WHITEMOOR: INDEPENDENT MONITORING BOARD ANNUAL REPORT  
FOR 1 JUNE 2024 – 31 MAY 2025**

Thank you for providing your Board's annual report on HMP Whitemoor. I am especially grateful to you and your colleagues for your endeavours in capturing such helpful observations, particularly as you were at 50% complement of board members, which must have been extremely challenging.

I have carefully read your report. I was extremely troubled to see comments of the number of violent incidents amongst prisoners and against officers, especially the incident of apparent homicide. I was very saddened to hear of the number of deaths during the reporting year, notably the two persons in custody and the two young officers outside of the prison. These deaths are indeed very tragic and must have been difficult for the prison to deal with; I offer my sincere condolences to all the friends and family of the deceased. Any subsequent recommendations made by the Prisons and Probation Ombudsman will be thoroughly considered and acted upon.

I am sorry that Purposeful Activity (PA) continues to be problematic and note your report mirrors the findings of the recent HMIP inspection in respect of PA provision. HMP Whitemoor will subsequently be looking at what action can be taken to address this. HM Prison and Probation Service (HMPPS) is committed to ensuring that the way PA is measured drives the right focus on both quantity and quality. It is planning a PA audit to provide assurance that prisons are creating and delivering an offer of PA which drives improvements in quantity and quality, meets prisoner needs and encourages engagement.

I note your comments around the need for funding to address the ageing infrastructure. I am pleased to update that funding requests have been submitted to address a substantial number of infrastructure issues related to aging assets. All requests for funding are prioritised based on risk to life, capacity and decency. There are also several improvement projects currently in progress at HMP Whitemoor, this includes the replacement of all boilers and enhancements to site security. A project to replace the existing CCTV system is also in development.

It was encouraging to receive your comments about improvements in the cleanliness and facilities in the residential healthcare unit and the growth in numbers of Physical Education instructors.

I was also pleased to hear about enhancements to the general appearance of many areas of the prison following fresh painting of walls and bars, which will no doubt help boost wellbeing as well as providing productive employment for some prisoners.

I note you have raised some local issues of concern in your report which the Governor will continue to keep you aware of as work continues. HM Prison and Probation Service (HMPPS) comments in response to other issues raised in your report are set out in the attached annex.

The Deputy Prime Minister and I greatly value the important work done by Independent Monitoring Boards and we appreciate your ongoing commitment and dedication on behalf of HMP Whitemoor.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'James', written in a cursive style.

**Lord Timpson**  
**Minister for Prisons, Probation, and Reducing Reoffending**

## **HMP WHITEMOOR: INDEPENDENT MONITORING BOARD ANNUAL REPORT FOR 1 JUNE 2024 – 31 MAY 2025**

### **HMPPS comments on matters raised in the report**

#### **Prisoners' Property**

HMPPS note the Board's concerns about the handling of prisoners' property. This is an area to which HMPPS is currently giving further attention. Careful consideration is being given to the findings in the IMB national thematic report on how property loss impacts on prisoners, as well as those received from Independent Prisoner Complaint Investigations following a thematic review of the property complaints they have received in the last five years. Since receiving the reports, Governors and other senior leaders have been reminded of the most important property handling points. This includes the need to ensure compliance with volumetric control limits. Consultation is taking place with prisons on further areas raised in the reports.

HMPPS also note the Board's concerns about the lack of digital improvements on property handling. While it is recognised this will be disappointing, other pressures around digital changes mean that it is not anticipated that an electronic property card will be in place in the immediate future.

HMP Whitemoor has undertaken a full review of property management within the establishment. It has adapted several processes to make improvements to access to property from a range of sources and improve turnaround times.

#### **New Prison Officers**

HMPPS is committed to strengthening the support, training, and value it provides to Prison Officers, recognising that these elements are essential to improving staff retention. At the heart of this commitment is the Enable Programme - a psychologically and operationally informed workforce transformation initiative. Enable is designed to reshape how we train, develop, lead, and support prison staff, with the ultimate goal of creating safer, more supportive working environments where staff feel valued and empowered.

By investing in staff development and wellbeing Enable aims to ensure that officers are confident in their skills and equipped to make a meaningful difference in their roles. This approach not only enhances operational effectiveness but also contributes to a more positive and sustainable working culture—one where staff are more likely to stay and thrive.

A key part of this transformation is the Foundation Training Reform, a long-term review of the initial training offer for Prison Officers. The future model will focus on experiential learning delivered over a 12-month period, ensuring new officers are better supported from the outset of their careers. This extended and immersive approach is designed to build confidence, competence, and a stronger sense of belonging.

To support officers beyond their initial induction, Enable has introduced Core Capability Packages. These are targeted at staff with 6–24 months of service and cover 16 essential capability areas. The packages are designed to reinforce skills, boost confidence, and demonstrate continued investment in staff development. Prisons also have the flexibility to deliver these packages more widely, tailoring support to local needs.