



# **Annual Report of the Independent Monitoring Board at HMP Morton Hall**

**For reporting year  
1 January 2025 to 31 December 2025**

**Published August 2026**



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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**

2.1 Morton Hall has been used for custody and detention for many years. It closed on 23 July 2021 as a Home Office (HO) Immigration Removal Centre (IRC) after some 10 years' operation. It reopened on 24 July 2021 as HMP Morton Hall, a category C prison for adult male foreign national offenders (FNOs) but did not take any prisoners until December 2021, and then in small batches. It was not until mid-2023 that the prison reached its maximum capacity of 353<sup>1</sup>. During 2025 the prison complement was generally between 343 and 348 though the prison roll did fall to the lower 300's in October to December as a result of early removal scheme operating.

2.2 Prisoners live in one of five units: Fry, 80 ensuite single cells with ground floor and first floor landings; Windsor, configured as Fry; Torr, 48 single cells with shared toilets and showers on each of two ground floor landings; Sharman, 72 single cells and a disability suite, with shared toilets and showers as Torr; and Johnson, as Sharman but with no disability suite.

2.3 Other than Fry and Windsor, all prisoner facilities are at ground floor level in dispersed buildings accessed through lawned grounds and footpaths. The gardens are tended by prisoners who are assigned to work there and provide access to outside space during the day when each block has time in open air. There is a library, multifaith centre, gymnasium, workshops (including one undertaking external commissions), an educational facility and a health centre. Visitors report to a reception centre outside the main gate prior to entering the visits hall.

2.4 Food is prepared in the main kitchen. Prisoners in Windsor and Fry receive pre-ordered hot meals twice daily from a servery on each unit. Those in the other units collect pre-ordered hot food from the main kitchen servery and also eat in their cells, though, strictly, there is an option to eat in the dining hall.

2.5 Morton Hall operates as other category C prisons but it also has an additional responsibility to the Home Office. Resettlement and release functions are governed by HMPPS policies and procedures in addition to HO (immigration) rules, or decisions made by immigration caseworkers. Deportation at the end of sentence, or before, is a policy outcome. In 2025, 51% of prisoners were deported (same as in 2024) while 8% left on HO bail (9% in 2024) their future immigration status undecided, and 18% were transferred (12% in 2024), under an IS91, to an IRC (7.3.4). Section 7.5.3 provides further details on resettlement issues.

2.6 This year, a building project started to deliver a small secure house block. The project has come to an end after it was decided that it was not financially viable to commit the further funding to Morton Hall for expansion. Active work took place over two years, and very considerable spend of over a million pounds, as well as disruption, was incurred. It is disappointing to the Board that extra capacity in the prison has not been realised.

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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**

#### **3.1 Main findings**

##### **Safety**

- There was a 27% increase in the number of ACCTs opened in 2025 over 2024 although numbers remain quite low.
- Incidents of self-harm have increased by 74%.
- Violent incidents remain at low levels.
- Use of force incidents rose in 2025.
- Positive mandatory drug tests (MDTs) declined in 2025.

##### **Fair and humane treatment**

- Property transfers from other prisons are still delayed on occasion.
- Property remains a major cause of complaints with no measurable improvement since 2024, principally involving transfers of property from other prisons.
- Use of domestic washing machines in three units is still causing need for frequent repairs or replacement.
- The kitchen is well organised and provides appropriate meals for a number of religious events/festivals held at Morton Hall.
- Supply of new equipment to the kitchen has improved.
- Use of the Care and Separation Unit (CSU, for segregating prisoners) in 2025 declined. However, the purposeful activity availability in the unit could be improved.
- CSU-based prison officers have been instructed in mental health management.
- Keyworker sessions increased in 2025 and scored well in terms of session quality.
- Extension of the stoicism course is having a positive effect.
- Management of the reception of prisoners has improved in terms of language, nationality and ethnicity being recorded.
- As of the end of 2025, a Managing Chaplain was still awaiting completion of vetting for the assigned post.
- From the Boards observations, the prison has greatly improved the management of complaints in terms of turnaround and quality of response.

##### **Health and wellbeing**

- During the reporting year, Nottinghamshire Healthcare NHS Foundation Trust, the prisons healthcare provider, gave notice on the contract. The new provider will be Northamptonshire and the transfer will take place in 2026.
- In the Boards view, prisoners have good access to healthcare services.
- Applications and complaints from prisoners concerning healthcare remain at a low level.
- The prisoner listener scheme is currently on hold due to unavailability of training by the Samaritans.
- Peer Supporters for substance misuse have now been included in the peer support programme.

## **Progression and resettlement**

- The education provision was cut during the reporting year, resulting in a reduction in classes and spaces available to prisoners.
- The Board have observed the prison working hard to alleviate these cuts, however there is an ongoing impact of the loss of meaningful activities on the ability of the prison to find employment or education for all the men.
- Feedback from prisoners on the education classes remains overwhelmingly positive.
- Attendance at classes/workshops has improved following a change to the rest in cell policy.
- The library remains a well-run facility however loss of DVDs and books is at a high level.
- The numbers of prisoners not in work or education remains at a concerning level to the Board. This has not been helped by the education cuts during the year.
- Changes to the Early Removal Scheme (ERS) has resulted in an increase in the numbers of prisoners being moved from Morton Hall. There are often delays in the removal of foreign national prisoners due to the backlog being processed, despite additional HO resources being employed, as well as increased prisoner appeals and issues with HO arranging flights or travel documents.

### **3.2 Main areas for development**

#### ***TO THE MINISTER***

- A 35% cut in the education provision at Morton Hall has led to redundancies within the teaching staff and a significant reduction in educational classes available to prisoners. Education and workshops play an important role in maintaining the mental state of prisoners while at Morton Hall and in their rehabilitation into society after leaving prison. Will the Minister please take steps to restore the education provision to former levels thereby allowing an improved offering of courses to prisoners? Is it possible for this prison to meet the standards required by the prison inspectorate (Appendix E) without the resource needed to provide meaningful education and activity for all? (7.1).
- When prisoners have an ERS date there are often delays to them leaving even if they have agreed to go. Can the Minister provide the reasons for these hold ups and reduce the extra time men spend in prison? (7.3.4).

#### ***TO THE PRISON SERVICE***

- Why was the project to build a small secure house block abandoned after considerable expenditure and disruption had taken place? It is disappointing to see money wasted on incomplete initiatives (2.6).
- Will HMPPS take steps to improve the transfer of prisoners' property from one facility to another in a timely and secure manner thereby minimising risk of property loss? Will HMPPS review current prisoner property record management and introduce improvements to the existing system (e.g. an electronic tracking system) which will minimise losses of prisoner property following inter-prison transfers (5.8).
- Will HMPPS work with Lincolnshire Police to create a prison liaison officer role to support Morton Hall to improve positive outcomes for crimes committed by prisoners or visitors while in Morton Hall? (4.3.3).

- How will HMPPS reduce vetting times for staff under consideration for employment at Morton Hall? The current vetting period is around 40 weeks, which risks losing potential entrants (5.5.1).
- Will HMPPS impose a consistent rule on possession of electronic items (notably X-Boxes) across the prison network so that the same rules are in place at all establishments? (5.8.7).
- Will HMPPS reconsider a facility upgrade for Torr, Sharman and Johnson units to allow industrially-rated washing machines to be installed (5.1.2).
- Will HMPPS take steps as necessary to fund activities and grant a sufficient education provision to ensure every prisoner can be allocated a work role or be engaged in education as outlined in HMIP Expectations 64.1? (7.1).

## TO THE GOVERNOR

- Could the Governor monitor any increased levels of self-harm and review the efficiency of the ACCT process (4.2.3).
- Will the Governor consider providing additional training for prison staff likely to be involved in use of force incidents (especially planned ones), primarily to ensure the safety of all involved (4.4).
- Could the Governor consider introducing a more objective evaluation criteria for determining eligibility for prisoner enhanced status (5.6.3).
- Could the Governor set up an improved accountability or traceability system for loan items for the library aimed at reducing losses (7.1.12).
- Could the Governor request more frequent attendance of HO staff at resettlement meetings to improve meeting efficiency (7.5.3).

## 3.3 Responses to the previous report

| Issue Raised by IMB                                                                                                                                                                                               | Response Received                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | IMB Response                                                                                             |
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| To Minister                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                          |
| Can the Minister consider how to address the additional impact on the prison resource from the increase in the number of prisoners declaring a disability (5.4.6)? Will this be a priority for increased funding? | The increase in disability declaration rates stems from the increase in recording of a prisoner's neurodiversity and/or additional learning needs including in cases where there may be no formal medical diagnosis. There has therefore not been a substantial increase in demand to support disabled prisoners. The prison has responded positively by recruiting a new neurodiversity practitioner to the healthcare department who is able to both diagnose conditions and provide support to people with learning disabilities. This is also enabling the prison to maintain an overview of any increased demand. | Provision was provided by two reading and neurodiversity specialists, cut to one in October 2025 (7.1.6) |

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| <p>Can the Minister please institute a review of the transfer of prisoners' property? An unacceptable amount goes missing in transfer from institutions or takes a long time to reach the new prison (5.8).</p> | <p>I empathise with the Board's frustrations regarding the unacceptable levels of property losses or delays when a prisoner is transferred. It is an issue that is frequently raised across the prison estate and as such is something to which HMPPS is currently giving further attention.</p> <p>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.</p> <p>HMP Morton Hall has recognised that it has not always effectively managed these previously and as such there have been delays as excess property has been sent separately. Within the last three months, new processes have been introduced to ensure prisoners only have the volume of property they are allowed and have been given options as to what to do with additional property to reduce the volume when they move on. The reception staff are building relationships with the escort contractor and receiving prisons to improve processes and are now following up missing property from the transferring establishment swiftly.</p> <p>These measures have resulted in HMP Morton Hall seeing a significant reduction in the number of complaints about follow on</p> | <p>Based on the number of complaints received by Morton Hall staff and applications received by the IMB, property losses remain a significant issue at the prison. There has been no appreciable reduction in missing property issues (5.8).</p> |
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|                                                                                                                                                                                                                                                                                                                                                         | property for Q1 2025/26 compared to Q1 2024/25.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Can the Minister please consider how to speed up HO processing of the early removal scheme and for prisoners beyond their Conditional Release Date (CRD), automatic release point when release is subject to a licence / supervision)? Our view is that this would be a cost-saving measure and reduce the pressure on the prison system (7.3.3-7.3.5). | Regarding the question you raise in terms of HO processing, since my response to your last annual report in September 2024, the Government has laid legislation to expand the early removal scheme. This will enable the deportation of FNOs sooner. It is estimated that this will reduce demand by up to 500 prison places per year based on current removal rates. HM Prison and Probation Service is investing £5 million for 82 new FNO specialist roles in prisons to both identify offenders who want to leave the UK and ensure the speedier deportation of prisoners who have no right to be in this country. The Government's sharpened focus on this issue is already making a difference in that we have seen a 10% increase in early removal scheme returns between 5 July 2024 and 4 July 2025, compared to the same period 12 months prior. | The expansion of the programme is not the same as tackling the delays in deportation of those eligible for removal and wish to leave. In 2025 there continued to be significant delays in deportation of those eligible for the Early Removal Scheme with 397 delayed by over one month. Of those, 93 were delayed by over four months<br><br>Our view it continues to be that this process could be improved, both reducing prison places and following the wishes of those wanting to return to their home country. (7.3.4) |
| To the prison service                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| The transfer of prisoners' property between prisons accounts for 16% of complaints (appendix A). An unacceptable amount goes missing in transfer from institutions or takes a long time to reach the new prison (5.8). Can the service review the entire process and institute targets and a tracing process?                                           | No response – Assume they consider this is covered by Minister's response on same subject.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | See above question/ response to the Minister                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Many of the appliances such as washers and dryers in the smaller units break                                                                                                                                                                                                                                                                            | Although funding is currently unavailable to improve the electrical network to allow for industrial machines to be installed,                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | In the opinion of the Boad, the frequency of washing appliances breakdown, and                                                                                                                                                                                                                                                                                                                                                                                                                                                |

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| <p>frequently as, in those locations, only domestic grade machines can be used. Could funding be provided to upgrade the equipment? (5.1.2)</p>                                                                                                                                                                                                                                                                                           | <p>Ministry of Justice property services will complete survey work to inform a new capital bid for when additional funding becomes available. In the meantime, HMP Morton Hall have implemented a specific monitoring system of washers and dryers to identify items that need replacing and any areas where improvements can be made to the way in which appliances are managed to extend their life. This will also provide information for a business case should it be deemed value for money to upgrade the electrical supply.</p>                                                                                                                                                                              | <p>continuing expenditure on replacement domestic machines on Torr, Sharman and Johnson units, now merits a reconsideration of the business case for a facility upgrade. (5.1.2)</p>                                                                                         |
| <p>Fridges and freezers (5.1.7) in the kitchens are old and break down frequently (a new walk-in fridge freezer was funded within the 24/25 financial year, but delays caused by Amey projects (the infrastructure provider) prevented this from being installed. However, it has been luck that has prevented lack of capacity leading to deterioration of food, so could the replacement of the other old appliances be considered?</p> | <p>A new walk-in refrigeration unit was installed in the main kitchen in July 2025, improving the space available to keep items cool and fresh. The current kitchen blast chiller, which is necessary for chilling food items within ninety minutes as per Hazard Analysis and Critical Control Points (HACCP) is, despite being old, still serviceable and in good order. It has become more apparent during warmer months or periods of extreme heat that additional blast chiller space is required to ensure compliance does not slip. This will be sought when funding streams become available. As a contingency, HMP Morton Hall can hire equipment if repairs or replacements are not quickly available.</p> | <p>Morton Hall received funding for a new walk-in freezer which arrived relatively late in 2025. This has relieved pressure on the existing three units and allowed for more storage space. The problem reported by IMB last year has now been largely resolved. (5.1.9)</p> |
| <p>Our communication with the prison personnel is hampered due to the use of two different email systems within the prison service. Can a solution be found (8.1.1)?</p>                                                                                                                                                                                                                                                                  | <p>The CJSM webmail service is provided to IMBs to facilitate the communication of sensitive information in a secure manner. The service is owned and administered by the Ministry of Justice and was developed to allow official non-MoJ personnel to securely communicate directly with official email addresses.</p>                                                                                                                                                                                                                                                                                                                                                                                              | <p>The email systems available to IMB remain unchanged. The majority of communication between IMB members and with prison staff is via the CJSM system since access to the justice.gov.uk email system is only</p>                                                           |

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|                                                                                                                                                                                                                                                                                | <p>The service is intentionally designed to restrict access and limit communication to specific email domains, ensuring a secure and closed network for handling sensitive information. Since CJSM is owned by the MoJ, the @justice.gov.uk domain used by staff is recognised as secure. This means those using CJSM accounts can send information to, and receive information from, HMPPS staff.</p> <p>The system is designed to ensure that IMB members working in HMPPS establishments can communicate effectively with staff within those sites. It functions successfully across all 107 other Boards operating in public sector HMPPS locations, where staff use the @justice.gov.uk email domain, a domain recognised as secure and compatible with CJSM. If there is a site-specific issue at HMP Morton Hall, the IMB staff team will seek clarification on this.</p> | <p>available while in the prison.</p> <p>Sole use of the CJSM system does aid IMB work as it enables communication from outside of the facility. The only drawback is the required frequency of password renewals. IMB have moved away from regular use of justice.gov.uk email addresses for this reason.</p> <p>However, IMB accepts that the security of the email system is of major importance and that this cannot be diluted in any way.</p>                              |
| <p>The library at HMP Morton Hall, like other prison libraries, is under-resourced in terms of staffing, resulting in unanticipated closures or reduced trolley service. Can the HMPPS consider reviewing the resource for this essential rehabilitative function (7.1.4)?</p> | <p>A review of library services at HMP Morton is currently being undertaken by the functional head and contract holder. They are currently focusing on delivery, in particular staffing, in line with regime priorities and on maximising prisoner uptake and engagement. The current model of library staffing aligns with regime hours, which pulls prisoners away from education and work. A library service that operates in the evenings and at weekends, would optimise footfall and opportunity for library attendance away from the pull of regime demands, however this would involve identifying additional HMPPS staff for supervision. Staffing to cover annual leave is not costed within the contract, which does leave it closed for four weeks a year whilst</p>                                                                                                 | <p>There was no change to the library opening times in 2025 and, as in 2024, we consider that it is under resourced. This valuable facility for men in custody frequently closes when the Librarian is on leave or away for other reasons. It is also difficult for the librarian to find time to chase lost stock (7.1.11).</p> <p>A part time librarian has now been recruited to enable an extension to the library service. However, the individual is awaiting vetting.</p> |

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|                                                                                                                                                                                                                                        | annual leave is taken. With limited funds and potential budgetary streamlining in the future, a staffing arrangement that involves more than one library staff member, working both part-time, and more flexibly (away from core regime hours) would be the ideal solution to this issue.                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| To Governor                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Can the Governor please monitor the extent of purposeful activity in the care and separation unit (CSU, for segregating prisoners)? Particularly, the IMB would like to see more books and education materials made available (5.2.1). | <p>See page regarding assurance of enrichment activities. The IMB are aware that this is a very small unit which impacts on storage space for library books and educational materials.</p> <p><i>IMB note: We presume the ref. is to "The IMB have noted that a new care and separation policy was published last year where we intended to build on the regime for prisoners who are held there. Whilst there have been some improvements, we are now seeking assurance to ensure a more consistent delivery of activities for those men located in the CSU."</i></p> | <p>IMB notes the response by the Governor and accepts that opportunities for enrichment are limited. We understand that the librarian visits on a regular basis which is helpful for those prisoners wishing to read more. Educational material should continue to be offered to receptive prisoners.</p> <p>We note that the hours of availability of a TV (generally evening and overnight) often result in prisoners sleeping throughout the day.</p> <p>IMB would still like to see some form of enrichment in prisoner routines while in CSU, while recognising the limitations of their situation.</p> <p>IMB are pleased to see that training of staff in mental care has taken place.</p> |
| The role of the prison offender manager (POM) has featured in a number of our applications (prisoners' written                                                                                                                         | The POM's at HMP Morton Hall have good level of experience and work well together to provide a good level of service to our prisoners. The group are experienced in managing the                                                                                                                                                                                                                                                                                                                                                                                       | The role of the POM, responsible for overseeing the sentence plan, has not been identified as a significant issue in                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

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| representations to the IMB) this year. Can the Governor please consider how to enhance quality in this area (5.3.2)?                                                                                                                                                                                                                                                                                            | specific needs of the foreign national prison population with two new staff joining the group who also have experience of working in a foreign national prison and will receive POM specific training. We believe the issue is the perception of what service the POMS should be providing, we will review induction processes, clarify the difference between the role of the keyworker and POM and embed consultation groups with prisoners in order to ensure they (and the IMB) are fully informed about the role of a POM. | applications in 2025. Indeed, applications on sentence management have seen a reduction in number from 35 in 2024 to 13 in 2025. (7.5.2). We have reviewed evidence from the responsible governor that the key worker programme has received special emphasis this year, and this has been successful in improving the quality of sessions.                            |
| 43 out of 169 (25%) complaint responses didn't meet the first target date. An extension is permitted if a prisoner is notified with the reason and 23 (14%) were answered within this time frame. 20 (12%) were not answered in the extended time frame (5.7). Can the Governor ensure that when functional heads receive complaints, they know they are expected to return them within the expected timeframe? | See page one of response:<br><i>"We recognise that there had been a dip in the timeliness of complaint responses, more focus has been put into this area and it's improving again, function heads receive daily reminders about outstanding complaints and due dates. We take pride in ensuring that responses are of a good standard and when a complaint is upheld, we remain committed to ensuring any recommended actions are followed through."</i>                                                                        | There has been a significant improvement in how quickly complaints are being responded to with status being discussed at the Governor's daily meeting. In 2025 13% were late. Prisoners are now notified of a five-day extension if this is expected. If this period is included only 4.7% missed the target so the IMB no longer considers this is a problem. (5.7.3) |
| The bistro is missing an important training opportunity in that allocated prisoners are being under-utilised. Can the Governor address the training that takes place in this venue (7.2)?                                                                                                                                                                                                                       | A fundamental review of the facility took place in December 2024. We have now introduced a 12-week unaccredited course where prisoners use skills they have learnt to produce various dishes; seven weeks have been completed. The post will imminently become vacant and will be advertised. The successful candidate will either be able to deliver a city and guilds qualification in this area or work                                                                                                                      | The bistro has remained shut for most of 2025 pending re-evaluation of its status as a prison training facility. Its reopening as an NVQ training facility for prisoners has been delayed for several months awaiting vetting of key personnel.                                                                                                                        |

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|  | towards it whilst continuing to deliver the unaccredited programme in the short term. |  |
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## **Evidence sections 4 – 7**

### **4. Safety**

#### **4.1 Reception and induction**

4.1.1 New prisoners usually arrive in low, single-figure numbers on a weekday basis. They are searched and undergo x-ray body scanning and receive initial assessments, including risk and health. New arrivals, if standard risk assessments have taken place, are located on the induction landing of Johnson unit, which is a communal unit for standard risk prisoners only. If they are assessed as high risk, they are located on Fry or Windsor unit, both having single cellular accommodation.

4.1.2 There are also arrivals from other prisons or transfers in from courts. Arrival times are dependent upon the incoming transport. In many cases, prisoners arrive with all their possessions, which are reviewed and either released to the prisoner or stored pending final transfer out. In some cases, prisoner's possessions may arrive at a later date. This may happen if the prisoner has a significant quantity of possessions. The amount of property transferred with a prisoner is subject to national volumetric control limits set by HMPPS, which are designed to align with the available capacity of transport vehicles. Where a prisoner possesses property in excess of those limits, responsibility for the onward movement of that excess property rests with the sending establishment.

4.1.3 GEOAmev transportation is always scheduled in advance however resource limitations in GEOAmev have occasionally resulted in delayed/postponed transfers into the prison. The excess property is sent on to the receiving prison at the sending prisons cost. There is inevitably a delay for the arrival of property, dependent on the efficiency of the sending prison, and this often leads to prisoner complaints (including for loss of property). (See Appendices A and B).

4.1.4 Prisoner induction commences after arrival and takes place in Johnson unit. Basic induction occurs as soon as a prisoner arrives in Johnson unit with additional induction being provided by specific groups (e.g. gym, library) over the next 10-14 days. For prisoners housed in Fry or Windsor units, induction will take place in those locations. Generally, as new prisoners are received into Morton Hall on an almost daily basis, the induction process is an almost continuous process in Johnson unit.

#### **4.2 Suicide and self-harm, deaths in custody**

4.2.1 There were 115 reported incidents of self-harm in 2025; this was an increase of 74% from last year's total of 66. The majority of incidents involved cuts/scratches by prisoners in the closed units. Many incidents were attributable to a very small number of prisoners. There were five prisoners responsible for 73 incidents of self-harm during that reporting period of which one prisoner self-harmed 25 times. Reasons for self-harm were ascertained to be due to causes such as frustration with prison processes, depression, illicit substances, family issues and healthcare - amongst others.

4.2.2 For prisoners who exhibit intent or potential for self-harm, there is a care planning process in use called Assessment, Care in Custody and Teamwork (ACCT). This process involves taking immediate and longer-term actions to ensure the risk of suicide or self-harm is reduced. This will involve a care plan providing actions that may include providing distraction/improvement of wellbeing (e.g. gym), support referrals, or relationship support over a period of time where the individual is closely monitored. Once the risk of self-harm is considered reduced, the ACCT process will be closed although ongoing support is provided as necessary (during 'post-closure'). Closed

ACCTs may be re-opened if any recurrence of self-harm is considered possible. In 2025, a total of 97 ACCTs were opened in Morton Hall. This is an increase over the 2024 figure of 76, though similar to that of 2023 (95).

4.2.3 The ACCT process has been well monitored at Morton Hall with statistics and action plans reviewed regularly. However, the increase in self-harm incidents (and corresponding ACCTs) is a serious cause for concern for all. While Morton Hall does carry out comprehensive analysis of all incidents, seeking causes and trends, and initiating actions to reduce self-harm potential, IMB considers that the increase in level of self-harm requires further causal analysis with possible improvements in actions taken as part of the ACCT process.

4.2.4 There were no deaths in custody during 2025.

### **4.3 Violence and violence reduction, self-isolation**

4.3.1 There were 33 incidents of prisoner-on-prisoner violence in 2025, an increase of one over 2024's total. Generally, prisoner-on-prisoner violence has remained at a low level, the numbers being too low to observe any real long-term trend over 2024 and 2025.

4.3.2 There were seven assaults on staff in 2025, an increase of one over 2024's total. These assaults also have remained at a low level, with no real trend observed by the Board over 2024 – 2025. Assaults on staff and other specific offences can be referred to the police for investigation and, potentially, charges being laid.

4.3.3 In 2025, Morton Hall referred 10 crimes to Lincolnshire Police. Seven were not proceeded with for various reasons. There were no police prosecutions in 2025. The IMB understands that Lincolnshire Police does not currently operate a dedicated prison-focused liaison or investigation function, as this is not a nationally mandated policing model and local arrangements vary across forces. Whilst it is not possible to draw a direct correlation between policing structures and prosecution outcomes, the Board recognises that dedicated prison-policing arrangements can support effective communication, strengthen partnership working, and facilitate the progression of criminal referrals where proportionate and appropriate.

### **4.4 Use of force**

4.4.1 Use of force may be defined as any physical action by prison staff where a form of restraint or more restrictive measures are taken against a non-compliant prisoner. This force may vary between restraint and guiding/escorting hold to use of batons and PAVA (an incapacitant spray). Use of force measures may be in response to a spontaneous event (e.g. a fight) or a planned removal of a prisoner from one location to another for operational reasons. Any physical action taken against a prisoner is classified as a 'use of force' incident.

4.4.2 There were 87 use of force incidents in 2025, an increase of 45% over 2024, however, a single incident in June accounted for 14 of the 87 incidents. This particular incident contributed to an increase in the average number of incidents per month to 7.25 (a rise from five per month in 2024). 27% of all incidents were due to fights, 40% were due to non-compliance, with 23% to prevent self-harm. Five out of the incidents were planned (e.g. relocation to the CSU), 82 were spontaneous. Guiding/escorting holds is the principal method of use of force employed during 2025. No batons were drawn or used during the year. PAVA was used once in June for an incident involving multiple prisoners fighting in Windsor.

4.4.3 The closed units continued to be the primary source of use of force incidents. This can be attributed to these units housing the higher risk prisoners. Prisoners involved in use of force incidents tended to be in the 21-30 age range, be of white or black ethnicity and of Muslim religion. This accorded with the general prison population profile in 2025.

4.4.4 The safety team continued to carry out assurance checks on a sample of 10% of use of force incidents each month that the IMB observed. IMB had no significant observations of the reviewed incidents in terms of prisoner safety and treatment however it is considered that further training and experience of staff likely to be involved in use of force incidents (especially planned ones) would be beneficial, primarily to ensure the safety of all involved. The relatively low numbers of use of force incidents in the prison has led to limited numbers of prison officers being involved in real (i.e. not training) incidents. This is recognised by the prison management, and it is understood that enhanced training programs will address this.

4.4.5 In summary, use of force at Morton Hall remained at low levels in 2025 and in the Boards view, prisoners were handled in safe and appropriate ways.

## **4.5 Preventing Illicit Items**

4.5.1 There are a wide range of robust measures in place to reduce the supply of illicit items into the prison. Prisoners are searched on arrival and the x-ray body scanner is effective in detecting secreted items. Prisoners' visitors are also searched and pass a an operational dog before they enter the visits hall. There is close monitoring of visits to prevent the transfer of any illicit items.

4.5.2 There are regular premises, grounds and cell checks, including searches by the operational dogs trained to detect alcohol and drugs. Searches are successful in finding a range of items including telephone related paraphernalia and substances containing alcohol.

4.5.3 Incoming mail is routinely scanned for illicit substances and parcels are checked by a trained dog. The prison follows national guidelines around the packages that prisoners can receive. Unauthorised parcels are held in the property office until the prisoner leaves Morton Hall. An electronic device is effective in detecting mobile telephones and internet capable devices.

4.5.4 Staff checks take place and there are regular reminders about prohibited and controlled items. The pharmacy carries out regular cell checks to ensure that medication is used as prescribed.

4.5.5 Even with all these measures, telephone-related items and drugs do enter the prison. However, numbers are reducing. Drugs related finds have declined from 88 in 2024 to 50 in 2025. Finds of alcoholic substances continue even though fruit quantities have been restricted and sugar quantities are carefully controlled.

4.5.6 Positive mandatory drugs tests (MDTs) show evidence of cannabis and psychoactive substances. However positive results are low in relation to comparator prisons. The average monthly positive test outcome shows a declining picture. It was 10.5% in 2025 compared to 13.2% in 2024. Prisoners who refuse tests are placed on report and subject to adjudications (disciplinary hearings) and are also referred to the substance misuse team for support.

4.5.7 The prison has policies in place to ensure that searches and cell checks are decent and respectful.

## **5. Fair and humane treatment**

### **5.1 Accommodation, clothing, food**

5.1.1 In the Boards view, cells are of a decent standard. The prison claims to provide each unit with new mattresses each month and they are allocated to the most in need for replacement. Communal areas are cleaned by prison workers and prisoners are responsible for their own rooms.

5.1.2 The prison supplies clothing, although most prisoners wear their own and can purchase them through prison ordering. Personal laundry is done by prison workers on each unit, Fry and Windsor units have commercial-standard washers on each wing and floor, and these function well. Torr, Sharman and Johnson units have domestic-sized washing machines and dryers due to space and plumbing constraints. These experience frequent breakdowns and staff estimate each unit replaces 12 machines per year. Installation of commercial laundry equipment into Torr, Sharman and Johnson would require a facility upgrade. The problem of machine breakdowns was identified in IMB's 2024 annual report and remains a concern on hygiene and decency grounds. Subsequent overuse of remaining operational machines will accelerate breakdowns and may lead to friction between prisoners.

5.1.3 The main kitchen appeared well managed and clean. The daily budget per prisoner was £3.27 in 2025, an increase from £3.02 in 2024, despite the increase the restricted budget continued to create a challenge. Nevertheless, prisoners received two hot meals plus a pre-packaged basic breakfast daily. The food quantity was good, but quality was mixed as cheaper foodstuffs and carbohydrates dominate menus. All menus follow HMPPS policy and include at least the required amount of protein, fibre, vegetables, and salad. Given the restricted budget, this is unavoidable. There were very few complaints about food, and the prison worked hard to provide the best meals it could with the budget constraints.

5.1.4 The Board's conversations with prisoners indicated that they are typically satisfied with the quantity and quality of the food compared to their previous prisons. We note the reduction in applications received regarding food in 2025 (see Appendix B). There is a full catering team and a sufficient number of prisoners working in the kitchen, described by the catering manager as 'a happy and reliable workforce'. That is also the opinion of the IMB.

5.1.5 For special diets, including diabetic and vegan, there is no extra funding, with costs expected to be found from the catering budget. There is a concern that meals for other prisoners may not be funded as well, and their quality reduced, because of the extra cost of these diets. There is no extra money for festivals including Christmas and Eid. Despite this, the Christmas menu was impressive, with several choices available. We recognise the way the catering team has managed to provide food for so many different festivals on a limited budget and their engagement with prisoners who have special dietary requirements.

5.1.6 In preparation for Ramadan, the catering manager, a Muslim Chaplain and the head of education, skills and work made a visit to HMP Humber in order to consult on their Ramadan provision. The Morton Hall team then devised a plan to offer a single choice menu that the prisoners would create. After consultation with a group of Muslim prisoners, a menu was agreed, which consisted of the main meal choice, a side, vegetables, basmati rice or potato (depending on the main) all presented in the Rieber

hot box. Alongside was a pack that constitutes their breakfast and lunch meal. This pack was enhanced with natural yogurt, dates and salad. During Ramadan, a small number of Muslim prisoner representatives worked as part of the regular team of workers in the kitchens, cooking, packing bags, cleaning and washing. Feedback from prisoners was very positive

5.1.7 Management of religious events and festivals by the Morton Hall catering department continues to show improvement each year. A lot of thought, effort and consultation goes into the planning and execution of the special catering needs and this is clearly appreciated by the prisoners involved.

5.1.8 Generally, prisoners collect food from the main servery and take it back to residence units to consume it. This leaves the dining room unused most of the time. The relative freedom of movement in Torr, Sharman and Johnson, combined with the food collection system, means some prisoners used their pre-ordered food as ingredients either to make other dishes supplemented by canteen products or to mix and share with other prisoners.

5.1.9 Morton Hall received funding for a new walk-in freezer in 2025, this has taken pressure off the existing three units and allowed for more storage space (especially if a unit develops a fault) through busy periods such as Christmas and Ramadan. This has largely resolved a problem the IMB reported last year. The prison has also been able to purchase new food trolleys to transport food to the two closed units, a new blast chiller for the main kitchen and other items such as light catering equipment and Ramadan boxes. The supply of new equipment to the kitchen has significantly helped the effectiveness of the service and these positive actions are noted by the IMB.

5.1.10 Prisoners valued the opportunities to purchase canteen goods weekly at their own expense to supplement Morton Hall provision, for example, food and toiletries. The contract for canteen goods is with DHL.

5.1.11 Morton Hall benefits from an environment with plenty of gardens and green space. We acknowledge that prisoners are employed as litter pickers however we have often noticed that the look of the prison estate is marred by litter, especially outside of Windsor and Fry units. The prison had a 'pride in your prison' day in March 2025 when staff and prisoners together tidied the prison estate. For 2026, the Governor intends to use the sanctions regime to discourage dropping of litter from windows outside of Fry and Windsor units.

## **5.2 Segregation**

### **5.2.1 Statistics for 2025:**

- ACCTs – increased from 76 (2024) to 97 (2025) – 28% increase
- Prisoners located in CSU pending adjudication – 64 (2024) to 45 (2025) (30% decrease)
- Prisoners located in CSU for cellular confinement – 46 (2024) to 40 (2025) (13% decrease)
- Prisoners located in CSU for good order or discipline (GOoDs – when a prisoners behaviour causes staff to believe they may be a danger to others) – 37 (2024) to 36 (2025) (3% decrease)

5.2.2 On IMB rota visits, members have observed positive interactions between prison officers and prisoners in CSU. Officers are caring and exhibit empathy. All aspects of the CSU regime requirements, introduced in 2024, were observed to be practiced – one

hour exercise and time in fresh air, showers, visits from Chaplaincy, Lincolnshire Action Trust (LAT), library and healthcare. The duty governor also visits CSU daily.

5.2.3 The lack of purposeful activity was raised as an issue by IMB in the 2024 annual report. There is a published daily schedule, but often prisoners fail to engage, preferring to sleep during the day. Sometimes the schedule of reviews and other duties affected officers' ability to deliver some of the activities. As TV is only allowed after 4pm, many of the prisoners tend to watch TV all night and then sleep much of the day. A common rota visit comment was "prisoner asleep". It is not clear whether there has been any measurable improvement in amount of purposeful activity for CSU prisoners since 2024. An enrichment programme was introduced in 2025, with input from departments across the prison, however prisoner participation is voluntary and many choose not to engage.

5.2.4 There were no applications regarding issue with prisoner welfare or treatment in CSU during the year. All the GOoDs reviews and adjudications observed by IMB were managed sympathetically and fairly in the view of the Board.

5.2.5 Some prisoners who have spent time in CSU have shown signs of severe mental health issues. IMB note that steps have been taken by healthcare in 2025 to instruct CSU-based prison officers in management of mental health issues. This is seen as a positive step.

### **5.3 Staff and prisoner relationships, key workers**

5.3.1 A hallmark of Morton Hall is the way in which governors encourage a rehabilitative approach, and officers respond through supportive actions in their dealings with prisoners. Informal comments from prisoners indicate that prisoners compare the regime at Morton Hall favourably with other prisons they have experienced.

5.3.2 There were relatively few complaints about officers and only eight applications out of 100 were staff-prisoner concerns. The key worker programme received special emphasis this year, especially on improving the quality of sessions. There has been a significant decrease in 2025 in the number of applications received by the Board that raise sentence management (from 35% to 13%). We conclude that this reflects the success of keyworkers and POMs.

5.3.3 The day after arrival, the custodial manager will allocate a prisoner to a key worker who is able to support the prisoner and act as a source of information, including being able to refer a prisoner to the correct agency to meet their needs. Keyworker officers work one-to-one with prisoners and aim to meet at least once per month, with the first meeting taking place within 14 days of arrival. Younger prisoners have a specially designated keyworker, and the aim is to meet at least three times per month. Along with prisoners on ACCTs and safeguarding adult plans, younger prisoners form part of a cohort whereby if there was need for a reduced regime due to staffing, these would take priority with regards keywork.

5.3.4 The keyworker sessions are allocated 45 minutes, which incorporates planning, writing up and face-to-face delivery. The aim is to make the support individualised and for the sessions to demonstrate continuity from the previous one. Prisoners may submit an application to change their keyworker if they feel they have good reason. This happens rarely.

5.3.5 6873 keyworker sessions took place in 2025, an increase of 390 sessions from 2024. The prison met its 2025 priority of ensuring the first session takes place within an average of 14 days of a prisoner's arrival.

5.3.6 On a national scale Morton Hall scored amber (2.35 out of 4) for quality of keyworker sessions. It was placed 14 nationally in terms of quality. Quality is scored out of four on subjective measures of: a record that a genuine piece of work took place; individual needs were explored and addressed; there was evidence of continuity between sessions in terms of picking up themes and issues from the previous session. The residence governor and residence staff remain committed to continuing to improve on these scores over the coming year.

## **5.4 Equality and diversity**

5.4.1 During the year, the updated Diversity and Inclusion Strategy 2025 to 2027 was published. It seeks to improve outcomes for young prisoners, black prisoners, those with disabilities, improve accessibility for information about prison services and identify and support those prisoners with learning difficulties and neurodivergence, and LGBTQ+. It also monitors ethnicity, nationality, faith and health and disability support and overall fairness. It is clear to the Board that the prison management take their equality, inclusion and diversity duties very seriously through initiatives such as prisoner representation at meetings, more inclusive induction and increased staff involvement in diversity and equality activities.

5.4.2 Prisoner representatives join staff for the quarterly diversity and equality action group meetings where they are able to express the views of the prisoners and to observe the way the prison staff monitor, analyse, report and take any necessary action through the diversity and equality action plan.

5.4.3 In 2025, 45% of the prison population were under the age of 30 and these prisoners were more likely to have intelligence led cell searches, be on one of the two closed units, be on the standard regime, more likely to attend adjudications, be in the CSU and be unemployed. As a result, the prison senior management team have taken a number of initiatives in an attempt to improve this outcome. Including attendance on a stoicism course, mentors, younger key workers and age and ethnicity specific group meetings. These initiatives are having a positive effect.

5.4.4 Regarding ethnicity, 45% of the prison population were white, 25% black and 15% Asian. The black prisoner population were more likely to encounter similar issues to the under 30 age group prisoners. Indeed, there seems to be a correlation between young and black prisoners. Black prisoners were more likely to be on challenge support and intervention plans for their behaviour. In addition to the actions highlighted above, the prison management have engaged in an initiative through culturally specific discussion groups regarding mental health problems and this is having a positive effect.

5.4.5 Overall, across the year, there have been an average of 60 nationalities within the prison and an average of 39 nationalities who have three or fewer members from their home countries. There has been a marked reduction in eastern European prisoners during the year, in particular those from Albania, Poland and Romania. Most of this was due to the increase in prisoners being removed on the ERS. However, there has been an increase in Iraqi prisoners.

The top 12 nationalities are as follows:

- Albanian: 20%
- Polish: 7%
- Romanian and Iraqi: 6% each
- Jamaican: 4%

- Iranian, Lithuanian, Portuguese, Vietnamese, Zimbabwean and Sudanese: 3% each

5.4.6 There has been an improvement with the processes in the reception of prisoners. They were finding that prisoners are often arriving with incorrect language, nationality and ethnicity recorded. This information is being corrected allowing for an improved prison experience. During the reception process, 20% of the prisoner arrivals are claiming a disability – of which some 52% claim neurodivergent issues. The induction process is available in a number of languages (including information on the IMB in 21 languages) and there is an on-call telephone translation service available.

5.4.7 Over the course of the year some 40 diversity and inclusion report forms (DIRF) have been submitted. The vast majority, 94%, were for prisoner-on-prisoner racism issues with 3% for religion and 3% for sexuality. All were investigated and any necessary subsequent action taken.

5.4.8 Standardisation and tariff review meetings took place regularly, led by senior prison staff to ensure that adjudication tariffs were fair and equitable.

## **5.5 Faith and pastoral support**

5.5.1 There was no Managing Chaplain in 2025 although the recruiting and subsequent vetting process had been ongoing throughout the year. Other chaplains covered these duties. In addition, there was no Buddhist Chaplain for the latter part of the year. The Sikh Chaplain has been providing pastoral care for the Buddhists and supervising on occasions whilst they have met for faith-based activities. The delay in appointing the Managing Chaplain highlights the current duration of vetting for a staff post at Morton Hall, which is approximately 40 weeks, even if transferring from another prison establishment. Such durations do not encourage transfers within the system and can significantly delay when a post is taken up.

5.5.2 In the diversity and inclusion strategy, there is a requirement of prison management to monitor the religious make-up and population to ensure sufficient faith services are available and this is happening, although the availability of some faith-based chaplains and Christian denomination services needs to be carefully monitored.

5.5.3 Pastoral support from chaplains is offered to prisoners both within the units and daily for prisoners in the CSU.

5.5.4 The prison management fully supports the attendance of prisoners at services, and the catering department arranges specific food for the various festivals such as Christmas, Easter, Ramadan, Eid, Diwali and Vaisakhi. The prison publishes, on a weekly basis, a list of various faith-based celebrations. Prisoners are encouraged to learn about other faith-based traditions and to join in with the celebrations and food experiences. In particular, the catering department works closely with the Imams and Muslim prisoners to ensure that dining during Ramadan is provided at the appropriate times with agreed menus (See 5.1.6).

5.5.5 Prisoner representatives attend the quarterly diversity and equality action team meetings where they can raise any faith-based issues.

5.5.6 Apart from a couple of religious-based DIRFs, the Board observed no religious issues or tensions within the prison. Although numbers vary throughout the year, the average percentage of declared religions among the prison population was as follows:

- Muslim: 47%
- Christian: 42%
- Buddhist: 2%
- Hindu: 1%
- Sikh: 1%
- Other religions: 1%
- No religion/not stated: 6%

## 5.6 Incentives schemes

5.6.1 On average, 53% of prisoners were on enhanced status in 2025, with 43% on standard and 4% on basic. These numbers were very similar to those of 2024.

The following data has been provided, averaged over each quarter in 2025:

|                 | Quarter 1  | Quarter 2  | Quarter 3  | Quarter 4  |
|-----------------|------------|------------|------------|------------|
| <b>Enhanced</b> | <b>54%</b> | <b>55%</b> | <b>53%</b> | <b>52%</b> |
| <b>Standard</b> | <b>42%</b> | <b>41%</b> | <b>44%</b> | <b>44%</b> |
| <b>Basic</b>    | <b>4%</b>  | <b>4%</b>  | <b>3%</b>  | <b>3%</b>  |

5.6.2 The number of prisoners on standard or enhanced remained at a high level, with a small percentage on basic, which will usually be imposed on a prisoner as a result of non-compliance with prison rules. Prisoners may be assigned basic status for specified periods of time, as an outcome of a disciplinary or behavioural occurrence. After the period is completed, a prisoner will usually be restored to standard status.

5.6.3 To be elevated to enhanced status, a prisoner must meet a series of requirements demonstrating compliant behaviour within the prison. While some criteria are objectively based, many are based on subjective evaluations by prison officers or staff. Evaluating prisoners for enhanced status should be based on clearly defined criteria that minimises the subjective assessments which may occur to ensure fairness. In discussions with prison management, it is understood that there is an intent to review these subjectively-based criteria so they become more standardised and more objectively based.

## 5.7 Complaints

5.7.1 Detailed complaints data is sent monthly to the IMB, including a short description of each complaint. Appendix B shows a summary of 2025 data. The number of complaints was higher than in 2024, 278 compared to 169. In 2024 a lot of complaints were dealt with informally, so the Board feels the change does not reflect a rise in dissatisfaction. Of the 278 complaints made, 50 were upheld and 23 partly upheld.

5.7.2 The highest categories of complaints were residential (52), property (42) and re-categorisation (42) (see Appendix B). The high number for property mirrors applications to the IMB where loss of property was a significant issue (see 5.8.3). A quarter of complaints about property and residential were upheld. Residential covers many types of complaints so the high number does not raise a particular concern. Re-categorisation complaints are high because prisoners often consider they should be re-categorised to category D prison when they are not eligible.

5.7.3 In 2024 43 complaints (25%) were not answered in the target time (five working days for all complaints, except those about staff and other prisons, which have a target of 10 working days). The IMB was concerned that the figure relating to not meeting the

target date was too high. In 2025 there was a significant improvement, with 242 complaints being answered within target and 13% late. If a delay is expected prisoners are informed that there will be extension of a further five working days. 18 were answered in this extended time and five were only a day late which leaves 4.7% missing the target.

5.7.4 IMB members sampled individual complaint files during the year to check for quality of replies. Replies reviewed were of a good standard; appeals against complaint responses received full consideration and detailed replies explaining decisions. When a complaint was upheld, staff made sure that the actions agreed were carried out.

5.7.5 IMB note that the status of complaints is discussed at the daily governor's meeting with responsibilities and deadlines for action highlighted. This is seen by IMB as a very positive improvement in complaint handling, as shown by the improvements stated above.

## **5.8 Property**

5.8.1 On arrival, prisoners are shown a list of property they are allowed to have in their cells. Other property is held securely, and a detailed inventory maintained. Property brought into a prison should be returned when a prisoner leaves.

5.8.2 Prisoners can order approved items from a catalogue, and parcels arrive in reception. Prisoners are escorted to collect these items.

5.8.3 Issues relating to property increased in 2025. In 2025, 42 complaints were made about property with 10 upheld (complaints about property being the second most frequent complaint subject) compared with 26 in 2024 (six upheld or partially upheld) (see above 5.7.2).

5.8.4 Additionally, 44% of applications received by IMB concerned property during 2025 (26% was the equivalent figure in 2024).

- There are problems with transfer of property from other prisons and property is lost (10 out of 100 applications to the IMB in 2025)
- Property is alleged to have gone missing from their stored items that were listed on arrival (34 out of 100 applications to the IMB in 2025).

While a number of complaints and applications were from a small number of prisoners, the number of complaints and applications about property issues is taking an upward trend.

5.8.5 Declared loss of property when transferring between prisons is occasionally linked to property 'following on' after a prisoner has been transferred. Tracing where lost property is after a transfer takes considerable time and effort within the prison system. A more consistent approach to tracking property during transfers, ideally using an electronic system (e.g. bar coding), should be considered by HMPPS rather than rely on paper-based property lists.

5.8.6 IMB have observed that prison rules on property are interpreted differently across the prison service. What is acceptable in one prison may not be acceptable in another. A case in point is X-Boxes. Some prisons permit prisoners to retain them, while Morton Hall enforces the correct policy (in line with HMPPS rules) whereby only non-internet enabled devices are permitted. This has given rise to several reported issues. A more consistent approach within HMPPS to the acceptability of such devices would provide clarification to prisoners.

## **6. Health and wellbeing**

### **6.1 Healthcare: general**

6.1.1 In the view of the Board Morton Hall has a well-managed, well-staffed healthcare team who work closely together to ensure a good level of care for prisoners.

6.1.2 The provider for 2025 was Nottinghamshire Healthcare NHS Foundation Trust which provided a seven-day, 24-hour service, with the range of primary care services. The provision is supplemented by specialist nurse-led clinics (nurse triage, long-term condition management, emergency response, and health screening for alcohol and addiction, diabetic retinopathy and heart conditions) and there are sessions from visiting specialists including psychiatry, optical services, podiatry, and dentistry. In March 2025, the contract provider, Nottinghamshire Healthcare NHS Foundation Trust gave notice on the contract. Northamptonshire will be the new provider with the transfer expected to complete in February 2026.

6.1.3 Staffing levels have improved since last year. All pathways - physical healthcare, mental health and substance misuse - are now fully staffed.

6.1.4 Practitioners collaborate closely with each other to provide an integrated service for prisoners. There are weekly complex case meetings chaired by the visiting GP. The meetings are attended by the head of healthcare and representatives from all pathways. The discussions focus on prisoners who are on a waiting list for a hospital appointment and ensuring treatment plans are meeting patients' needs. Different teams also offer prisoners joint appointments to address complex issues, for example, mental health and substance misuse.

6.1.5 This year the healthcare team started monthly visits to the residential units. These informal visits are opportunities to share health promotion materials and to gather prisoner views about 'what's working well' and areas for improvement.

6.1.6 The healthcare team were responsive to prisoner feedback. For example, at the start of the year, prisoners raised concerns about missing their healthcare appointments. The residential governor and head of healthcare worked closely together to resolve the issue through improved communication and by ensuring roll checks are timely.

6.1.7 The IMB gathered positive feedback from prisoners about healthcare provision through regular discussion with prisoners and feedback from prisoner representatives at the prisoner representative group. Complaints to healthcare about provision were low, totalling 10 in 2025. These related mostly to secondary care and medication. Prisoner applications to the IMB about healthcare issues were in line with previous years and do not indicate any serious concerns about the quality of care.

6.1.8 The ground-floor level healthcare facilities are suitable for prisoners with mobility problems, including wheelchair use.

### **6.2 Physical healthcare**

6.2.1 A nurse sees prisoners on arrival for healthcare screening. This review includes an assessment of physical health, substance abuse, prescribed medication, and any planned hospital appointments needed.

6.2.2 Healthcare report that specialist clinics were well attended. When needed, the head of healthcare has commissioned additional provision to keep waiting time within targets for dentistry and the optician.

### **6.3 Mental health**

6.3.1 A mental health nurse meets with prisoners on arrival and makes referrals as necessary. This year, the mental health team were able to expand their provision as they are now fully staffed. For example, the mental health matron met with staff in the CSU to provide training for staff caring for men with mental health needs. The team offers a range of therapies including eye movement and desensitising and reprocessing. There is a weekly visit from the psychiatrist who also provides supervision for the team.

6.3.2 The healthcare team report that referrals and assessments for transfer to specialist mental healthcare settings were timely. However, prisoner transfer can be delayed due to lengthy waiting times for beds.

6.3.3 The prison listener scheme is currently on hold due to the unavailability of training from the local Samaritans. This is due to ongoing staff shortages, which means that the Samaritans cannot commit to the intensive training required to support the prison scheme at this time. The governor hopes that they may find new recruits among incoming receptions who may have already received training elsewhere. Staff, especially key workers and POMs, have also been asked to lookout for prisoners who may be suitable for training when it becomes available. Prison managers hope to reinstate the scheme as soon as it becomes possible.

### **6.4 Social care**

Social care for prisoners has not been required at Morton Hall in 2025.

### **6.5 Time out of cell, regime**

6.5.1 Over the course of the year the core day was further refined and communicated to staff and prisoners. It resulted in a generally stable and settled regime. Any changes to the regime, such as for staff training, were notified to the staff, prisoners and IMB in advance.

6.5.2 The regime is divided as follows: Monday to Thursday, Friday and weekends. Monday to Thursday, prisoners can be out of their cells for up to 10 hours from 08:00 hours until 19:00 hours to attend to their domestic duties, activities (such as catering and workshops), education, library, health care, physical fitness, visits from friends and family, meetings with staff and faith-based activities. On Fridays, the time out of cell is reduced to around nine hours as there are no afternoon workshops or education. During the weekend, time out of cell varies but on average it is around six hours, which allows for association and domestic activities.

6.5.3 There are two closed units where freedom of movement is more restricted, and meals are served within the unit. There are three Communal Living units where there is more freedom of movement within the spurs and prisoners collect their meals from the main kitchen servery. Those prisoners who are not working are locked in their cells during the morning and afternoon activities unless there are reasons for them to be out of the unit such as attendance at health care, faith activities, meetings with staff etc. Long-term sick, retired and disabled prisoners who cannot work are allowed to remain in their unlocked cells during the core working day.

6.5.4 The prison leadership has introduced a one-hour enrichment period each weekday afternoon and are planning to introduce (subject to recruitment of an additional assistant librarian) a library service on Friday afternoons and at the weekend.

6.5.5 The gym remains popular and was well used by the prisoners. From the Boards observations the staff are professional, caring and committed. The prison leadership provided new equipment for the gym which allowed the staff to increase the range of physical fitness activities offered. Gym staff run stoicism courses, which provide actionable, Greek philosophy-based training to improve resilience and emotional control. These courses have proved popular and can be life changing. There was added provision of courses this year and staff run both morning and afternoon sessions.

6.5.6 The reduction in the education provision late in the year affected activities such as art, music and skills and this may have an effect upon time out of cell and prisoners' mental health if these activities are not re-instated or replaced.

## **6.6 Drug and alcohol rehabilitation**

6.6.1 The substance misuse team includes a manager, a substance misuse manager, four practitioners and a senior substance misuse nurse. The team conduct a range of work including assessments, and one-to-one working. There are regular group work sessions including drug, alcohol, spice awareness, triggers and cravings, peer pressure and relapse prevention. All these sessions are well attended. Prisoners give positive feedback about their experiences.

6.6.2 The substance abuse strategy group meets monthly and, this year, developed a strategic plan to support prisoners' recovery, reduce demand for drugs and restrict supply. This year, work began with alcoholics anonymous and newly appointed substance misuse peer mentors.

## **6.7 Soft skills**

6.7.1 Prisoners are supported to develop soft skills through their work around the prison and education classes. These include: working as team; managing conflict; reliability; cooperation and communication. Prisoners who have attended the stoicism philosophy programme (see paragraphs 5.4.3 and 6.5.5) have told IMB members how this work has helped to develop critical thinking and to make better decisions. A peer support programme is in place. This year it was expanded to include peer supporters for substance misuse (see 6.6.2).

## **7. Progression and resettlement**

### **7.1 Education, library**

7.1.1 There is a dedicated education facility located in the activities area, run under contract by People Plus. This contract provided a range of courses including English for speakers of other languages (ESOL), mathematics, English, art, barbering, construction site safety, peer mentoring, citizenship, cleaning, and budgeting. The offer changed in October 2025 with a 35% cut to the teaching budget. 38 places were cut from education – ESOL: (10 places), Art: (12 places), Construction skills: (16 places). Participants highly valued all these courses. Four teaching staff out of nine lost their jobs.

7.1.2 The Head of Education, Skills and Work and staff have worked hard to mitigate the effects of the cuts. Basic skills level ESOL has moved to a larger class to accommodate 16 learners instead of 10, but the loss still totals 32 places. Short courses, accredited by Gateway, are still put on instead of maths or English, including construction skills certification, waste management, self-employment and budgeting. Links are being made with Lincoln University to provide an art group, one session a week. A day of music funded by the prison service that 20 men can access for a morning or afternoon session started in August 2025.

7.1.3 Nearly all education courses including the short courses and barbering are externally assessed. Only first level ESOL is assessed internally. The majority are assessed by either Gateway or City and Guilds.

7.1.4 It is not clear why the reduction in provision was not applied across both education teaching and administration. The four full time administrative staff employed under contract with people plus were unaffected by the cuts; only the teaching staff were reduced. The current situation is that four full time people plus contract staff now administer five tuition staff. Some reduction in administrative staff could have saved an education class at the prison. There is now no cover staff in case of absence, meaning classes are often cancelled for illness or holidays.

7.1.5 One reason given to justify the cuts is that the classes are not full. However, the prison system, particularly in a FNO prison with a high turnover, makes it impossible for the classes to be full as prisoners leave mid-course and a new course cannot be started until the other prisoners complete their studies. At Morton Hall, places on courses were on average 61% full before the cuts. However, attendance at classes was much higher, around 80% (see 7.1.9). It is very difficult to get higher attendance than this as other activities take precedence, for example legal and family visits, appointments with the Offender Management Unit (OMU) or other prison services and medical appointments.

7.1.6 All prisoners are assessed as part of their induction and have digital personal learning plans in place. These record learning needs, including adjustments for learning difficulties, disabilities and neurodiversity. The provision was provided by two reading and neurodiversity specialists, cut to one in October 2025.

7.1.7 IMB members visit classes at least monthly and observe that almost all prisoners engage well during sessions and are positive about their classes. They treat staff and each other with respect. Prisoners are proud to share and explain their learning to the Board. Learners were particularly positive about the art class and practical construction course which have closed with loss of funds.

7.1.8 All learners complete survey forms at the end of a unit or course and the results support the observations by the IMB.

Data for June 24 - March 25:

- Those reporting they enjoyed attending education: 224/230 (97.4%)
- Those reporting they find the course appropriately challenging: 205/230 (89%)

Data for April 25 - January 26:

- Those reporting they enjoyed attending education: 190/194 (98%)
- Those reporting they find the course appropriately challenging: 143/194 (75%)

7.1.9 Improving attendance at education has been and continues to be a priority to prison management. Changes to the 'rest in cell' policy have resulted in improvements in attendance from May (see 7.2).

Attendance at Education Classes in 2025 (January – September):

| Attendance   | Allocated data |
|--------------|----------------|
| January 25   | 69%            |
| February 25  | 73%            |
| March 25     | 73%            |
| April 25     | 69%            |
| May 25       | 80%            |
| June 25      | 81%            |
| July 25      | 89%            |
| August 25    | 79%            |
| September 25 | 81%            |

7.1.10 In February 2025 the digital education platform for prisons was introduced with education resources in many areas. 57 computers were supplied and their use is now embedded in all classes. They are used for exams, and initial screenings.

7.1.11 The library is managed under contract and delivered by Greenwich Leisure Limited. The library offer includes foreign language, legal reference, easy reading and talking books as well as CDs and DVDs. The library offers the "storybook dads" initiative where fathers can make electronic recordings of stories for their children. The raising readers initiative was introduced in 2025. This provides a book for both father and child which they can then discuss on the phone. There is cross networking with education, the gym courses and mental health to provide extra stock. Men can book an extra hour in the library to use the four computers, two of which have significant legal reference material.

7.1.12 There is a significant loss of stock. In 2025 350 books CDs and DVDs were not returned. The librarian does not have enough time to chase these up. In the Boards view the problem lies with a system that does not require accountability or traceability for loan items.

7.1.13 All men have a time slot when they can visit the library every week if they choose to. The library is a popular and valued service open Monday to Friday with one full-time member of staff and one day a week support from a part-time librarian. When the member of staff is not available, the library is closed, and a limited trolley service operates. This is run by 'red band' orderlies (trusted prisoners with extra responsibilities). The closures occur when the librarian is training, on holiday, in meetings or on sick leave. This results in many days a year when the library is

unavailable to prisoners. Men may also miss their time slot if there is any delay in prison movements or due to activities where there are no staff to accompany them.

## 7.2 Vocational training, work

7.2.1 The range of work and training opportunities has seen some additions and some discontinuations this year. The following skills continue: doormat finishing, gardening and barbering. Other work available includes peer mentoring roles and unit-based work as cleaners and laundry workers. Two new workshops opened: sewing and finishing towels (early 2025), and additional (indoor) land-based activities in summer.

7.2.2 The only externally accredited courses offered are in education (see 7.1.2).

7.2.3 While it is the aspiration of the prison to ensure every prisoner can be allocated a work role or be engaged in education, the IMB continues to be concerned that there is insufficient activity in some jobs. There appears to be areas where there are more workers than there is work; instances have been observed by the IMB in the gardens, and there is sometimes limited work for cleaners. Also, some areas, including workshops and gardens, work on an over-allocation basis that assumes not all the men will appear. This can result in one or two men being sent back if all the workers attend. Education cuts have led to a reduction in staff hours in the barbers, so work there is only offered for three days a week. Jobs in the kitchen are a five-hour shift either morning or afternoon. The number of men allocated to the kitchen has increased to 32 resulting in difficulty finding enough tasks, particularly in the afternoon

7.2.4 In addition, we are still concerned about an issue raised in 2023 and 2024, regarding prisoners that are not in work or education. Too many remain as job seekers or are unemployed (and not seeking work). We understand that there can be problems placing some prisoners in jobs because of their risk factor; for example, only low risk prisoners can work in kitchens and medium risk prisoners in the gardens. The high percentages of unemployed men in September and October reflect the impact of the education cuts. In November this number reduced slightly as 12 men were employed in a workshop making Christmas wreaths. This closed in December. The low roll in December also kept numbers of prisoners without activity lower.

### Employment statistics for 2025:

| Month  | Job Seekers Average | Unemployed Average | Total | Prison population end of month | Total JS and unemployed as a percentage of population rounded to nearest percent |
|--------|---------------------|--------------------|-------|--------------------------------|----------------------------------------------------------------------------------|
| Jan-25 | 31.6                | 29.8               | 61    | 345                            | 17                                                                               |
| Feb-25 | 20.4                | 21                 | 41    | 344                            | 12                                                                               |
| Mar-25 | 7                   | 22                 | 29    | 351                            | 8                                                                                |
| Apr-25 | 10                  | 19                 | 29    | 345                            | 8                                                                                |
| May-25 | 21                  | 13                 | 34    | 346                            | 10                                                                               |
| Jun-25 | 28                  | 8                  | 36    | 349                            | 10                                                                               |
| Jul-25 | 18                  | 10                 | 28    | 345                            | 8                                                                                |
| Aug-25 | 29                  | 11                 | 40    | 343                            | 12                                                                               |
| Sep-25 | 44                  | 7                  | 51    | 347                            | 15                                                                               |
| Oct-25 | 50                  | 8                  | 58    | 323                            | 18                                                                               |

|        |      |    |      |     |    |
|--------|------|----|------|-----|----|
| Nov-25 | 15   | 10 | 25   | 330 | 8  |
| Dec-25 | 21.5 | 13 | 34.5 | 309 | 11 |

#### Unemployment data in 2025:

| Month  | Job seekers Average | Unemployed Average | Event timeline                                                                                           |
|--------|---------------------|--------------------|----------------------------------------------------------------------------------------------------------|
| Jan-25 | 31.6                | 29.8               | Over allocation to WS2 / WS7 / WS9 / Gardens began                                                       |
| Feb-25 | 20.4                | 21                 |                                                                                                          |
| Mar-25 | 7                   | 22                 | Addition of 1st Textiles Workshop                                                                        |
| Apr-25 | 10                  | 19                 |                                                                                                          |
| May-25 | 21                  | 13                 | Workshop 7 Covid Tests closed - Loss of 22 spaces / Workshop 8 LBA Indoor opened - Addition of 12 spaces |
| Jun-25 | 28                  | 8                  |                                                                                                          |
| Jul-25 | 18                  | 10                 |                                                                                                          |
| Aug-25 | 29                  | 11                 |                                                                                                          |
| Sep-25 | 44                  | 7                  | Education classes started to close due to ADP contract change                                            |
| Oct-25 | 50                  | 8                  | Loss of 30 education spaces                                                                              |
| Nov-25 | 15                  | 10                 | Christmas wreaths opened - Addition of 12 spaces                                                         |
| Dec-25 | 21.5                | 13                 | Christmas wreaths closed - Loss of 12 spaces                                                             |

7.2.5 Also, of concern to the Board were number of absences from work when men chose not to work. The Governor has sought to address excessive absences by instituting a 'rest in cell' policy from February 2025, whereby any prisoner absenting himself due to illness is no longer allowed to participate in other enrichment activities such as gym sessions. In addition, the weekly wage is reduced to unemployed pay of £4.50, whereas those in work and education receive between £14 and £20 depending on their activity. The prisoner can also lose access to activities. Below is an extract from the policy:

- "All prisoners (other than individuals who are retired), whatever their incentive level, are expected to attend work and or education. Failure to do so without a valid reason will result in an incentive warning being given. Multiple failures to attend work will see an IPF (Incentives and Privileges Framework) review conducted, leading to potential downgrade."

This has really changed the numbers of those not working with a very positive impact. See table below.

| Date        | Sessions Missed | No of men |
|-------------|-----------------|-----------|
| Feb Total * | 258             | 91        |
| March Total | 265             | 92        |
| April Total | 227             | 73        |
| May Total   | 135             | 77        |
| June Total  | 124             | 71        |
| July Total  | 91              | 66        |

|                 |    |    |
|-----------------|----|----|
| August Total    | 77 | 50 |
| September Total | 57 | 41 |
| October Total   | 39 | 28 |
| November Total  | 90 | 45 |
| December Total  | 82 | 48 |

*\*Data only collected from February*

There is a significant challenge to provide sufficient and meaningful activity which the staff work hard to address. This aspiration has been hindered by the reduction of the education provision. Without the creation of new areas of work and education it appears to the IMB that full employment is not possible.

7.2.6 At Appendix C we have included the letter we wrote to the Prisons Minister with our concerns about the cuts and his response. At Appendix E we have included the criteria against which HMI Prisons inspects prisons holding adult men regarding education and activities. Without more resources we do not see a way this prison can reach the standards for prisoners that are expected. This is despite the best efforts of management and staff at Morton Hall.

### **7.3 Offender management, progression**

7.3.1 Prisoners at Morton Hall typically have between three and 36 months of their sentence to serve, are of category C status, and are of interest to the HO.

7.3.2 The work of the OMU takes account of HO interest in prisoners and the outcomes for them, including when and to where they can be released. For example, while, as with other category C prisons, there are formal categorisation reviews, HO requirements dominate, so that after 513 reviews, only 18 prisoners were transferred to category D prisons in 2025. This is much lower than 2024 when 48 were transferred. One of the highest categories of complaint concerns recategorisation (see 5.7.2).

7.3.3 The table below shows the destinations of prisoners and the continued small number leaving on home detention curfew (HDC) is notable - there is either a statutory bar, or their Immigration Status and/or their offence identifies them as 'presumed unsuitable' and release on temporary licence (ROTL) is not offered. Prisoners are transferred to open conditions as soon as possible after recategorisation. This is a national requirement to keep the open estate as full as possible. However, only 18 were transferred in 2025 as a result of predominantly Home Office input along with other factors such as current behaviour/compliance, outstanding/pending further charges or matters relating to POCA.

|      | <b>No of prisoners</b> | <b>HDC</b> | <b>Released</b> | <b>Deported</b> | <b>HO bail</b> | <b>IS91 transfers</b> |
|------|------------------------|------------|-----------------|-----------------|----------------|-----------------------|
| 2023 | 535                    | 2(<1%)     | 20(3%)          | 192(53%)        | 53(10%)        | 186(35%)              |
| 2024 | 767                    | 4(<1%)     | 7(<1%)          | 386(51%)        | 69(9%)         | 92(12%)               |
| 2025 | 821                    | 3(<1%)     | 8(1%)           | 421(51%)        | 64(8%)         | 150(18%)              |

percentages rounded \*\*

The balance of the movements out from Morton Hall includes transfer to court, other prisons or secure units and conditional release date (CRD) releases.

7.3.4 The ERS is a HO process that allowed prisoners to be deported up to 18 months before their CRD. This changed in September to four years. This change has meant a shorter period in prison for some men, and more work for the OMU, where two additional staff have been employed. The 2025 full year data below show that 93 prisoners had been deported more than four months after their ERS. These numbers reflect blocks in the HO process, unnecessary detention of men who wish to leave, and high costs to the prison service. Some men do not wish to be removed and lodge appeals against the ERS process which cause delays in removing them.

| Time detained past ERS | Number |
|------------------------|--------|
| Post CRD               | 223    |
| 19 months – 48 months* | 19     |
| 7 months – 18 months   | 28     |
| 4 months – 6 months    | 46     |
| 2 months – 3 months    | 202    |
| 1 month                | 112    |

*\*This group added from September when ERS changed to 4 years*

7.3.4 Prisoners who have reached their CRD but cannot be released for HO reasons are detained under Immigration Act powers, under rule IS91. The majority of the 223 in this category left Morton Hall to an IRC having completed their sentence. A minority may remain in Morton Hall if no places are available and or if they are risk assessed as unsuitable for the IRC estate. Morton Hall has to operate to prison rules and policies, which are different from an IRC. An IRC is a more open environment than a prison, with less restricted time in cell so men remaining in Morton Hall with an IS91 have to continue with these restrictions. We note that, despite the HO delays in removing prisoners who are eligible for ERS, the number of applications to the IMB in the area of sentence management decreased significantly in 2025 from the previous year.

## 7.4 Family contact

7.4.1 Prisoners can make phone calls to approved numbers on in-cell telephones. Social video calls are also an important and valued way of maintaining family links. These last for 30 minutes. The email-a-prisoner scheme is also available.

7.4.2 Visits are overseen by prison officers and operational support grades at Morton Hall. See the table below for the correct level of entitlement according to prisoner status. 12 family visits are offered per year. Visits last for two hours. Lincolnshire Action Trust (LAT) provides play activities for visiting children, they also arrange a family visits day every month. This was well attended and received well by prisoners and their families in 2025. The visits area is a pleasant environment, and refreshments are available for purchase.

| Privilege | Basic                   | Standard                  | Enhanced                        |
|-----------|-------------------------|---------------------------|---------------------------------|
| Visits    | Two visits per 21 days. | Three visits per 21 days. | Four visits per 21 days period. |

## 7.5 Resettlement planning

7.5.1 Resettlement services are provided by LAT whose staff meet with every prisoner within two weeks of their arrival and complete an induction on behalf of the prison. They also create an action plan that LAT can use to identify and support their needs. The

resettlement team works with the prisoner as little or as often as they need to meet this. Discussions include anything from the seven pathways of reducing reoffending, which could be calls to their bank, paying court fines, or finding accommodation for example. There are also specialist officers to support foreign national prisoners, who advise on the preparation for release. A pre-release meeting is held 16 weeks prior to ERS if they wish to be deported or 16 weeks prior to CRD if they wish to stay in the UK, and is attended by resettlement, activities, healthcare, multi-faith, LAT, POM, prison employment lead, career connect and a HO representative. The prisoner is then provided with a plan for deportation, holding in an IRC or resettlement in the UK. At six weeks until release LAT conduct a review to see if any actions are outstanding or if they need any further support prior to them leaving Morton Hall.

7.5.2 The role of the POM, who is responsible for overseeing prisoners sentence plan, has not been identified as an issue in IMB applications in 2025. Indeed, applications to the Board on sentence management showed a reduction in number, from 35 in 2024 to 13 in 2025.

7.5.3 In 2025, the HO were able to run face to face sessions with prisoners on the residence units on issues regarding removal from UK, reintegration in the UK or asylum claims. The HO team conducted 5905 engagements in 2024 and 6896 engagements in 2025. Prisoners are also able to access HO advice via a phone helpline between 11.30am and 1.30pm daily, or via a general application to the HO. HO may attend pre-release resettlement planning meetings though, in 2025, they were often unavailable to attend due to other commitments. There is no deportation to countries which the HO judge to be unsafe; currently, these include Iran, Syria, Iraq, Ukraine, and Afghanistan. The Home Office also has reintegration agreements with charities and other organisations in a number of countries which ensure the prisoner is met at the airport and there is help with finding accommodation and employment. Countries covered under these agreements are: Albania, Bangladesh, Ethiopia, Ghana, India, Iraq, Jamaica, Pakistan, Vietnam and Zimbabwe. Prisoners may apply for a grant of £1,500 from the facilitative return scheme. Eligibility depends on the nature of the crime committed by the individual.

## 8. The work of the IMB

### 8.1 Personnel changes and recruitment

8.1.1 This year saw the retirement of one member who had both served the IMB for many years. His departure represents a loss to both capacity and expertise. One new member transferred in from HMP Lincoln and has now completed his induction and training. We had one member on sabbatical who has decided not to return to the IMB.

8.1.2 Two new appointees joined in mid-2025 however neither felt able to continue in the IMB role due to personal reasons. This was disappointing and raises concerns about whether applicants are fully appraised of the role expectations during interview.

8.1.3 A recruitment campaign is due in early 2026 at IMB national and local levels and it is hoped this will result in new members coming forward.

### Board statistics

|                                                              |     |
|--------------------------------------------------------------|-----|
| Recommended complement of Board members                      | 11  |
| Number of Board members at the start of the reporting period | 7*  |
| Number of Board members at the end of the reporting period   | 7   |
| Total number of visits to the establishment                  | 230 |

*\*Including one on sabbatical.*

## Appendix A: applications to the IMB

| Code | Subject                                                                                                                                  | Previous reporting year | Current reporting year |
|------|------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|------------------------|
| A    | Accommodation, including laundry, clothing, ablutions                                                                                    | 2                       | 3                      |
| B    | Discipline, including adjudications, incentives scheme, sanctions                                                                        | 1                       | 5                      |
| C    | Equality                                                                                                                                 | 2                       | 3                      |
| D    | Purposeful activity, including education, work, training, time out of cell                                                               | 2                       | 2                      |
| E1   | Letters, visits, telephones, public protection, restrictions                                                                             | 4                       | 2                      |
| E2   | Finance, including pay, private monies, spends                                                                                           | 0                       | 0                      |
| F    | Food and kitchens                                                                                                                        | 8                       | 1                      |
| G    | Health, including physical, mental, social care                                                                                          | 7                       | 10                     |
| H1   | Property within the establishment                                                                                                        | 16                      | 34                     |
| H2   | Property during transfer or in another facility                                                                                          | 10                      | 3                      |
| H3   | Canteen, facility list, catalogues                                                                                                       | 3                       | 3                      |
| I    | Sentence management, including HDC (home detention curfew), ROTL (release on temporary licence), parole, release dates, recategorisation | 35                      | 13                     |
| J    | Staff/prisoner concerns, including bullying                                                                                              | 6                       | 8                      |
| K    | Transfers                                                                                                                                | 0                       | 1                      |
| L    | Miscellaneous                                                                                                                            | 4                       | 5                      |
|      | <b>Total number of applications</b>                                                                                                      | <b>100</b>              | <b>100</b>             |

## Appendix B: January to December 2025 complaints data

| CATEGORY            | TOTAL      | UPHELD    | NOT UPHELD | PART UPHELD | WITHDRAWN |
|---------------------|------------|-----------|------------|-------------|-----------|
| Adjudications       |            |           |            |             |           |
| Bullying            | 1          |           | 1          |             |           |
| Canteen             | 13         | 2         | 9          |             | 2         |
| Food                | 11         | 2         | 7          | 1           | 1         |
| Gym                 | 1          | 1         |            |             |           |
| Incentive schemes   | 10         | 4         | 4          |             | 2         |
| Oasys <sup>2</sup>  | 15         | 1         | 12         | 2           |           |
| Other               | 10         | 3         | 3          | 3           | 1         |
| Release             | 5          | 1         | 4          |             |           |
| Property            | 42         | 10        | 29         |             | 3         |
| Re-categorisation   | 42         | 4         | 35         | 3           |           |
| Reception           | 4          |           | 3          |             | 1         |
| Residential         | 52         | 13        | 29         | 5           | 5         |
| Security            | 22         | 2         | 18         | 1           | 1         |
| Staff               | 21         | 2         | 13         | 4           | 2         |
| Violence            | 3          |           | 3          |             |           |
| Visits              | 7          | 1         | 5          | 1           |           |
| Work                | 5          | 2         | 2          | 1           |           |
| Transfer            |            |           |            |             |           |
| Offender Management | 1          | 1         |            |             |           |
| Education           | 2          |           |            | 1           | 1         |
| Finance             | 3          |           | 3          |             |           |
| Letters             | 8          | 1         | 6          | 1           |           |
| <b>TOTALS</b>       | <b>278</b> | <b>50</b> | <b>186</b> | <b>23</b>   | <b>19</b> |

<sup>2</sup> Offender Assessment System – for measuring risks and needs of prisoners

## Appendix C – Letter from IMB Morton Hall to Lord Timpson and response (3 pages).

Dear Lord Timpson,

IMB board – HMP Morton Hall, Swinderby, Lincolnshire

### **Subject – loss of Education Instructors**

We are writing to you to ask you place pressure on the Government to reverse the recent financial budget reductions in Education that have impacted our prison so adversely.

Due to this budget cut a third of teaching staff have lost their jobs leading to the closure of one ESOL class, Reading Support, Barbers part time from full time, Construction and Art. Art was oversubscribed and helped men in a difficult place mentally build self-esteem and skills and create beautiful work. Last year an exhibition of art titled “Bringing the Inside Out” was shown in different venues in Lincoln including the Cathedral and Library. Construction was a practical course that taught men bricklaying skills in a few weeks giving them a skill to get a job.

The cuts have decimated staff morale, and reduced education opportunities by a third. It is already difficult to find enough meaningful employment and activities for men, and this will leave men without activity which could have a detrimental effect on the stability of the prison.

Your business initiative to give ex-prisoners jobs is highly regarded, and your appointment to advise the Government on prison reform is an inspirational appointment. We are sure you understand the importance of meaningful work and education for men, who may have had a difficult start in life or made one poor decision. These cuts will affect the men’s ability to find work when they leave and the stability of society.

In our 2024 Annual Report we said that: -

*From the Board’s observations, staff and prisoner relationships are generally good and respectful. There are evident compassion and high levels of professionalism from all staff” We judge Morton Hall to be a well-run with very few violent incidents.*

We are conscious that public sympathy for prisoners is quite negative currently but, in the budget of this prison this is a very small part with a very big impact.

We ask you to discuss this change with the prison service with a view to reversing this cut to the education budget.

Yours sincerely

Chair of Morton Hall IMB

OFFICIAL



Ministry  
of Justice

**Lord Timpson**  
Minister of State for Justice

The Independent Monitoring Board  
HMP Morton Hall  
Swinderby  
Lincoln  
LN6 9PT

**MoJ ref:** ADR128719

13 November 2025

Dear Board members,

### **EDUCATION AT HMP MORTON HALL**

Thank you for your letter of 14 October, regarding the education budget at HMP Morton Hall.

As you rightly say, education in prison is vital to rehabilitation, providing hope for an alternative future. We are developing a strategy to evaluate prison education, and this will inform our plans for future delivery. The national budget for education has increased in cash terms, but I am aware that costs have risen at a higher rate, and this means that some prisons will not be able to maintain provision at existing levels. To maintain affordability across the system, the volume of curriculum commissioned through core education contracts has had to be targeted to keep overall education services affordable. It does not impact other education services such as libraries, careers advice, distance learning or vocational training delivered through industries and workshops. I recognise, however, that it is bound to affect morale among teaching staff. It is important, therefore, that prisons are able to make the most effective use of the resources that are available to them, and we are focusing on maximising value from new education services and expanding work opportunities through employer partnerships.

The new Prisoner Education Service contracts, which launched this year, include national Careers, Information, Advice and Guidance contracts that will support prisoners to engage with the right learning, development and employment pathways in prison, as well as new Core Education contracts. These Core contracts aim to strengthen the quality of delivery, by providing consistent standards and improving screening and support for prisoners with additional learning needs. Prison Governors are also able to commission enrichment and vocational courses through the Prison Education Dynamic Purchasing System, to ensure that provision meets the needs of their cohort.

Thank you for all your excellent work on behalf of the prisoners at HMP Morton Hall. I am sorry that it is not possible at this time to do everything we would wish to do to develop education.

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I can assure you, however, that the Government is committed to breaking the cycle of re-offending, by improving offenders' access to purposeful activity; and by better supporting prisons to link up with employers and the voluntary sector to get more people with convictions into work, support rehabilitation and reduce re-offending.

Yours sincerely,

A handwritten signature in black ink that reads "James". The script is cursive and fluid.

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

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## Appendix D: Letter from IMB National Chair to Lord Timpson (5 pages)



**Elisabeth Davies**  
**National Chair**  
Independent Monitoring Boards  
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E14 4PU

The Lord Timpson OBE DL  
Minister of State for Prisons, Parole and Probation  
102 Petty France  
London  
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30 December 2025

Dear Minister Timpson,

### **Cuts to real-term education budgets**

I am writing to you to raise the concerns of IMBs across England regarding significant cuts to education budgets in prisons. IMBs began hearing informal reports of these cuts in spring 2025. By autumn 2025, these reports had become widespread and, in many cases, confirmed. The message from the Prison Service, when corresponding with myself, the IMB policy team and Chairs of individual Boards, was that there had been no cut to the national prison education budget (that in fact, the monetary budget had been increased), and that this impression had been created by inflationary pressures increasing the cost of education delivery.

Findings from IMBs appear to contradict the statements given by the Prison Service, indicating real-term local cuts far beyond inflation rates. A recent survey of IMBs across the country, with a 59% response rate, found that:<sup>1</sup>

- All Boards but one are concerned about prison education budget cuts.
- Of the Boards that could obtain a percentage figure from the establishment, 12% (5) reported cuts of between 56-65%; 15% (6) reported cuts of 46-55%; 34% (14) reported cuts of 36-45%; 20% (8) reported cuts of 26-35%; 12% (5) reported cuts of 16-25%; and 7% (3) reported cuts of 5-15%.<sup>2</sup>
- Courses, especially vocational courses, have been or will be curtailed dramatically across all categories of prison. As a result, prisoners face more time in their cells, reduced opportunities to progress according to their sentence plan, and a lack of pathways suitable for their skills and ambitions.

<sup>1</sup> 59% of Boards in scope of the data analysis responded (60 in total). The scope excludes the youth estate, prisons in Wales (as education is devolved) and private prisons (as education provision is 'baked in' to private prison contracts and therefore these prisons are unlikely to see cuts until the current overall prison contract comes to a close).

<sup>2</sup> Figures included in this letter are local estimates that have not been verified by the Ministry of Justice. The Ministry of Justice has committed to publishing a detailed prison-level breakdown of changes to volumes of education delivery in early 2026.

- Teaching positions have been culled, with classes expanded in size and sometimes covered by teachers from different disciplines.
- Education cutbacks and the transitions between different education providers have often been handled badly, with poor communication exacerbating an already contentious situation. At some prisons, key teaching staff have resigned.

This situation is rapidly evolving, and some Boards have reported that the prisons they monitor were not yet clear, at local level, on what cuts would be made. Still more have noted that the effects of the cuts will not be fully realised for many months. The majority of Boards expect the impact to be seismic.

The cuts affect prisons in all regions and across all functions and performance levels – for example, swingeing cuts have been made at both Leicester, a reception prison which received a 'poor' Ofsted rating in November 2025, and at Stanford Hill, which received an 'excellent' Ofsted rating in February 2025.

Some Boards have reported that poor attendance at education and training has been cited as the rationale behind cuts in provision. This is surprising, given that significant cuts have been made at prisons with very high education attendance rates: North Sea Camp, an open prison with a 92% attendance rate, received a cut of 46%, and Wakefield, a long-term high-security prison with an attendance rate of 90% percent, received a cut of 39%.<sup>3</sup> Furthermore, low attendance is often due to issues with regime management (such as a shortage of officers available to escort prisoners, or difficulties managing different cohorts or non-associates safely), rather than a lack of prisoner engagement. These problems also risk limiting any alternative purposeful activity: at Liverpool, for example, the demand for library attendance has increased following cuts to education provision, but there are not enough officers available to facilitate this. Another cause of non-attendance is the high churn and unpredictable prisoner journey noted above, which results in many prisoners having to leave a course midway through (and, in too many cases, move to a prison where they cannot complete the course).

In addition, a restricted choice of activities is likely to exacerbate any lack of motivation to attend, especially where the prisoner can see no benefit in terms of future employability or progression. At Rochester, the Board is concerned that prisoners will no longer be able to hit education targets mandated on their sentence plan, making progression unachievable.

Vocational training has been hit particularly hard by the cuts, with a great number of Boards reporting that courses have been stripped back or removed completely. This is of great concern to prisoners, many of whom are particularly eager to take vocational

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<sup>3</sup> Attendance data taken from [Annual Prison Performance Ratings 2024-2025](#), covering performance year 1 April 2024 to 31 March 2025.

courses as a route to steady employment after release. Prisoners have told Board members that they feel demotivated and let down. The remaining provision is often seen as a poor substitute, of little interest to prisoners, and sometimes appears to be more of a time-filling exercise than meaningful activity, such as recycling or rag-resorting workshops. In many prisons, including training prisons such as Isis, prisoners have been left with limited pathways to choose from, even before taking in regime and schedule logistics which further constrain their options. Foston Hall, which received criticism from Ofsted in January 2025 for having too few choices on offer, saw its options narrow even more with the loss of two further career pathways.

Many Boards are also concerned about the cancellation of creative learning, particularly art, which prisoners have found deeply upsetting. While not directly linked to career opportunities, many prisoners describe art classes as extremely important for supporting their mental health and self-esteem. Some Boards, such as Wayland IMB, have witnessed the potential for art education to act as a gateway towards more formal education and training by building prisoners' confidence in their potential and ability to engage.

While it is difficult to ascertain patterns across different prison functions, there are indications that core education in maths and English are being prioritised at prisons earlier in the prisoner journey (e.g. reception prisons) and vocational training prioritised at prisons further along the journey (e.g. training prisons and open prisons). There is a logical basis to this, as basic reading and maths skills underpin prisoners' ability to engage with services and their community both within and outside prison, and are a prerequisite for engaging in many vocational programmes. However, the success of this approach relies on a linear, predictable progression through the prison system, but population pressures have compromised this for many years and will continue to do so for the foreseeable future. It also hinges on prisoners receiving adequate provision throughout their sentence, which is too often not the case. Several Boards monitoring open prisons have reported on cuts to maths and English provision with concern, noting that many prisoners have arrived without having attained even Level 1 maths and/or English; without the ability to offer maths and English classes, open prisons will no longer be able to 'pick up the pieces'. As a result, many prisoners will be unable to qualify for the superior vocational opportunities on offer at open prisons, further impacting their progression. This strategy has also been inconsistent across the estate – some open prisons have experienced significant cuts to vocational provision, and some prisons with large populations of 'newer' prisoners have seen significant cuts to maths and English budgets.

As a result of class curtailments, prisoners at many prisons are expected to spend greater periods behind their cell doors. At Leicester, the Board has observed that more men now have nothing to do all day. Several Boards have reported that education and training will no longer be open on Fridays, which is already a feature at too many prisons – the recent HMIP article on Fridays in prisons clearly sets out the

unacceptable impact this has on prisoners' wellbeing.<sup>4</sup> Some Boards have also reported that class sizes will be expanded (or even doubled, as with some classes at Bure), and teachers at Sudbury told Board members that they were apprehensive about the challenges of teaching these larger groups in which the learner ability levels will be more mixed.

Boards have raised concerns over some prisoners with specific needs being disproportionately affected by the cuts in provision. One such group is those with learning difficulties: at several prisons provision targeting this demographic has been cut, such as classes for women with entry-level reading abilities at Eastwood Park and sessions on neurodiversity awareness at North Sea Camp. At Durham the special educational needs coordinator position has been terminated. Outreach provision, which can be a vital lifeline for prisoners with disabilities and self-isolators, has been a common casualty. ESOL (English for speakers of other languages) classes have also been removed entirely or curtailed, including at specialist foreign national prisons such as Morton Hall.

The implementation of cuts has been inefficient and haphazard at numerous prisons, many of which have been taken by surprise by the extent of the budget reductions. Teaching staff have told Boards that communication between departing and incoming education providers often has appeared poor or non-existent, and that staff have been kept in the dark for long periods while awaiting formal announcements. Redundancies and reductions to hours have been widespread, and at some prisons key teaching staff have resigned. Staff morale often has been extremely low as a result, and at Coldingley teaching staff have gone off sick with stress, further compromising the education that can be delivered to prisoners. At Exeter, a member of staff told the Board that 'Neither the quality of education nor the support for learning is promoted by these changes.'

While IMBs do not directly monitor contracts, some Boards have raised concerns about the quality of contractual arrangements, and 'teaching and learning quality' is omitted as a KPI across national contracts. At Isis, the first nine months of the new contract are penalty free, which the Board believes implies that problems are anticipated, and at Portland the portion of the budget being used for administrative overhead is now 44% of the budget, with a 50% decrease in frontline delivery.

Prisons' responses to the cuts have varied significantly. Some hope to plug gaps in provision with assistance from charitable organisations or an increase in peer support, such as the use of Shannon Trust peer workers at Low Newton. This is of concern to some Boards, who have remarked on the financial strain this places on the charity sector and the dangers of over-relying on peer supporters rather than fully-trained teachers. At several prisons, teachers have been asked to deliver courses outside their subject areas (such as a construction tutor covering motor mechanics at

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<sup>4</sup> [What happens to prisoners on a Friday? – HM Inspectorate of Prisons](#)

Highpoint), and other staff have stepped in to provide training (such as an HMPPS workshop instructor delivering cleaning training at Whitemoor). Other prisons, such as Lancaster Farms, have introduced less formal staff-led activities like board games and music sessions to replace hours in education/training.

Many Boards have reported particularly dramatic cuts to prisons' Dynamic Purchasing System (DPS) budgets, which provide Governors with greater control over how money is spent; this reduced autonomy has made it even more difficult for prisons to effectively adapt to the cuts, and was considered an especially challenging aspect of the cuts at Bullingdon. Where the DPS budget has been preserved, some prisons will be able to use it to enhance education provision, as Rochester has by funding short courses. The general inflexibility of contracts was a particular problem at Frankland where, according to the Board, the prison had previously been able to compensate for the education contract's unsuitability for the long-term high security estate by commissioning a bespoke Careers Information, Advice and Guidance (CIAG) contract via DPS. Under the new arrangement, CIAG provision has been reduced by two-thirds.

The Prison Service is well aware of how crucial education and training is to rehabilitation and reducing the risk of reoffending. A prison system where prisoners spend even more time locked in their cells and are prevented from making progress against their sentence plans, and which they leave without the right experience or qualifications to forge a fresh start in the community, is a prison system that fails to fulfil one of its fundamental duties. Such a system creates frustrated, demotivated prisoners, risks destabilising prison environments, and sets prisoners up to fail after release. IMBs have been highlighting widespread failings in education and training provision for many years; it is deeply disappointing that the new education contracts appear to have triggered a step backwards in what is offered to prisoners, rather than the progress desperately needed.

The lack of transparency around the cuts, and the rationale behind them, has only added to the serious concerns held by the IMB. It is crucial that the Prison Service communicates transparently with scrutiny bodies so that they, and by extension the public, can accurately evaluate the state of play. IMBs' regular presence in prisons enables them to rapidly identify contradictions between what is reported by the Prison Service and what is happening on the ground, and IMBs will continue to use this unique insight to shed light on where prisoners are being failed.

Yours sincerely,



**Elisabeth Davies – IMB National Chair**

## Appendix E - Expectations

The criteria HMI Prisons inspects prisons holding adult men (Version 6, 2023)

### Expectations

#### 64.1 Prisoners benefit from good quality education, skills and work.

Ofsted's Education Inspection Framework (EIF) sets out the main criteria for judging the quality of education, skills and work. In making this judgement, inspectors will consider the following factors:

- Leaders and managers have selected and developed a curriculum that develops the knowledge, skills and behaviour (including English, and in particular reading, mathematics and information and communication technology) that prisoners need to take advantage of the opportunities, responsibilities and experiences that prepare them for their next stage in education, training or employment within the establishment or on release.
- It is clear what the curriculum is preparing prisoners for and what prisoners will need to be able to know and do at the end of their learning or training programmes.
- Leaders, managers and all teaching staff have planned and sequenced the curriculum so that prisoners can build on previous learning and develop the new knowledge and skills they need.
- The curriculum takes into account the needs of prisoners and offers them the knowledge and skills that reflect the needs of the local and regional context where they are likely to be released.
- Teachers, trainers and instructors have expert knowledge of the subjects that they teach.
- Teachers enable prisoners to understand key concepts, presenting information clearly and promoting discussion.
- Teachers check prisoners' understanding effectively, and identify and correct misunderstandings.
- Trained peers are deployed as mentors to work closely with staff to provide focused individual guidance and help.
- Prisoners are able to access digital technology and appropriate digital content to support their learning.
- The curriculum is sequenced so that new knowledge and skills build on what prisoners know and can do and prisoners can work towards defined end points.
- Teachers use assessment to develop prisoners' understanding to extend and improve their skills beyond simply memorising disconnected facts. Assessment also checks prisoners' understanding to inform further teaching, training and instruction.
- The design and delivery of the curriculum and teaching, including the use of assessment, ensure prisoners embed key concepts and knowledge to long-term memory and are able to apply concepts and knowledge consistently and easily.
- Prisoners' employment-related skills are recognised and recorded.
- Release on temporary licence (ROTL) is used to enhance prisoners' employment or training skills and prepare them for release.
- Prisoners make progress from their starting points, attaining skills, behaviours and, where appropriate, qualifications.
- Staff are aware of and plan for individual prisoners' diverse needs in teaching, training and work sessions and provide effective support, including for prisoners

with English as a second language. Staff make reasonable adjustments for prisoners with disabilities or with additional educational needs.

- The curriculum is ambitious for all prisoners, including those with Special Educational Needs and Disability (SEND) or learning difficulties, and it meets their needs.
- Prisoners with learning difficulties and/or disabilities and those with SEND gain knowledge and skills and progress towards rehabilitation and to becoming more independent in their everyday life, and/or progress to employment.
- Examinations are used as useful indicators of prisoners' outcomes, but it is recognised that they only represent a sample of what prisoners learn.
- Learning takes account of prisoners' sentence plans.
- All learning builds towards an end point. Prisoners are being prepared and are ready for their next stage of education, training or employment, in the prison or on release, at each stage of their learning.
- Provision reduces reoffending and promotes employability skills so that prisoners are well-prepared for the next stage of their education, employment, self-employment or training in the prison or on release.

#### **64.2 Provision successfully promotes positive behaviour and attitudes.**

Ofsted's EIF sets out the main criteria for judging behaviour and attitudes. In making this judgement, inspectors will consider the following factors:

- Prisoners feel safe and experience a calm and orderly environment in the prison's classroom, workshop and workplace.
- Staff and prisoners do not accept bullying, harassment or discrimination.
- There are clear expectations for behaviour across education, skills and work activities.
- There is a strong focus on attendance and punctuality at education, skills and work areas.
- The prison supports a respectful culture in which staff know and care about prisoners and prioritise their attendance at education, skills and work.
- Prisoners' motivation and positive attitudes to learning are important predictors of attainment.
- Prisoners understand the importance of the skills learned in the context of their next steps and rehabilitation plans.

#### **64.3 Provision successfully promotes personal development.**

Ofsted's EIF sets out the main criteria for judging prisoners' personal development. In making this judgement inspectors will consider the following factors:

- Prisoners are encouraged to develop into responsible and respectful individuals who know how to become involved in prison and the community when on release on temporary licence (ROTL).
- Prisoners are helped to understand the values of democracy, individual liberty, the rule of law and mutual respect and tolerance.
- Equality of opportunity, and the need to tackle discrimination are promoted.
- The importance of an inclusive environment that meets the diverse needs of each prisoner is promoted.
- Prisoners are supported to reflect wisely, learn eagerly, behave with integrity and cooperate consistently well with others.

- Prisoners are supported to develop their confidence, resilience and knowledge as ways to improve their mental well-being.
- Prisoners are provided with an effective careers programme that offers advice, experience and contact with employers, where appropriate, to encourage them to make informed choices about their current learning and future career plan. Learning plans are effectively linked with and take account of prisoners' sentence plans.
- Prisoners are supported to prepare for the next phase of education, training or employment, within the prison or on release.
- Prisoners due for release are effectively encouraged and supported to prepare and progress to suitable further education, training and employment on release, including through access to modern means of job search and job application, such as the internet.

#### **64.4 The leadership and management of education, skills and work activities effectively improves outcomes for prisoners.**

Ofsted's EIF sets out the overarching criteria for judging the effectiveness of leadership and management of education, skills and work activities. In making this judgement, inspectors will consider the following factors:

- Leaders focus their attention on the education, skills and work-related activities in a way which leads to better outcomes for prisoners such as reducing reoffending and continued and sustainable improvement.
- Leaders ensure that prisoners' knowledge and skills in reading are accurately identified and monitored, including those of prisoners who cannot read, and that appropriate support is provided to ensure they make good progress.
- Leaders engage with prisoners, their community and employers to plan and support the education and training that prisoners receive.
- The prison has sufficient education, skills and work provision for its population and appropriate learning opportunities are available.
- Allocation and attendance measures ensure prisoners attend their activity on time with minimal interruptions.
- Pay rates encourage self-improvement and prisoners are paid fairly, accurately and on time.
- Continuing professional development for teachers, trainers, instructors and other staff is aligned with the curriculum, and this allows teachers to develop subject expertise and teaching/training knowledge over time, so that they deliver high-quality education and training.
- Prisoners benefit from effective teaching/training and high expectations in classrooms, in workshops and at work.
- Leaders consider the workload and well-being of their staff, and improve the quality of the workforce to strengthen the quality of the provision.
- Leaders and those responsible for governance understand their respective roles and carry these out to enhance the effectiveness of the prison.
- Leaders and managers have an accurate understanding of the prison and their providers' and contractors' effectiveness.
- Leaders and managers monitor the progression and destinations of prisoners (including whether prisoners enter secure and sustained employment) and use this information to improve provision.



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