



Annual Report of the Independent Monitoring Board at HMP North Sea Camp

**For reporting year
1 March 2025 to 28 February 2026**

Published September 2026



Contents

Introductory sections 1 – 3	Page
1. Statutory role of the IMB	3
2. Description of the establishment	4
3. Key points	5
 Evidence sections 4 – 7	
4. Safety	8
5. Fair and humane treatment	12
6. Health and wellbeing	18
7. Progression and resettlement	22
 The work of the IMB	
Board statistics	27
Applications to the IMB	27
 Annex A	
Service providers	28

All IMB annual reports are published on www.imb.org.uk

Introductory sections 1 – 3

1. Statutory role of the IMB

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

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

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

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

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

2. Description of the establishment

HMP North Sea Camp is a category D open resettlement prison for men. The certified normal accommodation (CNA) - the number of prisoners a prison can hold without being crowded is 300¹. As of February 2026, the prison held 294 prisoners. Some of the double-occupancy accommodation only has one occupant, to accommodate prisoners with medical needs.

HMP North Sea Camp opened in 1935 as a Borstal (a youth detention centre) and became a prison for adult men in 1988. It is situated six miles east of Boston and borders the North Sea. HMP North Sea Camp holds a highly complex group of prisoners, a good number of whom are subject to multi-agency public protection arrangements (MAPPA). It carefully manages the risks associated with prisoners convicted of sexual and violent crimes who are being held in an open prison, with comprehensive risk assessment being a core part of management.

The accommodation comprises four residential units (Witham, Welland, Haven and Jubilee 1) in the main prison and several self-catering rehabilitation houses offering 76 places, most of which are a quarter of a mile outside the main prison (the Jubilee project). Within HMP North Sea Camp, there is a kitchen and dining room, modern healthcare unit, well-equipped gymnasium, chapel, multifaith room, library and visitors' centre, plus a large working farm with livestock and horticulture (including capacity for 59 polytunnels) and several workshops. The large playing field is used by prisoners for football and outdoor sporting activities and can be accessed by them during association periods in the summer months (up to 8pm).

¹ 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

- The IMB is, once again, satisfied that HMP North Sea Camp generally provides a safe environment for prisoners.
- Levels of violence remain very low.
- The IMB monitor the safer custody and use of force meetings that take place quarterly and are satisfied that they are conducted professionally.
- The potential for prisoners to commit self-harm is low and there are a number of support structures in place to monitor this: health care, we are with you, the listener scheme, the chaplaincy and prison officers who are trained on each of the wings.

Fair and humane treatment

- As in the Board's last report, we are satisfied that HMP North Sea Camp provides prisoners with humane and just treatment.
- Overall, it is the opinion of the Board that prisoners at North Sea Camp are treated fairly and with respect.
- Moreover, in the view of the Board, the establishment has a positive emphasis on the humane treatment of the prisoners in its care. This is evidenced by the continuing efforts to improve the cleanliness and appearance of the establishment. The new shower project is due to be completed across the whole establishment by 2027.
- The size of the double rooms in all the main accommodation units is, in the Board's view, inadequate, in that it is often impossible to fit a chair or a table, let alone two of each, into a room.

Health and wellbeing

- HMP North Sea Camp still has, at the time of reporting, an ageing population. Inevitably, many of them suffer from a range of medical conditions, some of which are very serious. There is no facility within HMP North Sea Camp where prisoners can be suitably cared for during an end-of-life period, as there are no on-site residential healthcare facilities. This means that prisoners who have chronic and other serious health issues stay on the units within the prison, surrounded by other prisoners and the usual activities of everyday prison life – in some cases this may be preferential to the prisoner to maintain relationships and purpose while others might prefer a quieter environment were it to be an available option. Healthcare manage clinical appropriacy for residential accommodation and pursue community pathways such as hospice provision where prison accommodation is no longer suitable.

Progression and resettlement

- The IMB at HMP North Sea Camp continues to be satisfied that the prison generally provides a wide-ranging and adequate level of programmes to prepare men for release.
- In a repeat from our last report, the IMB is still concerned that the offender management unit (OMU) is encountering problems in getting information from

community offender managers (COMs). Prisoners should arrive at North Sea Camp with information to allow the establishment to complete an offender assessment (OASys), which is used to measure the risks and needs of prisoners. This does not always happen and, in some cases, delays the process.

- Education offers a variety of courses to prepare prisoners for release and to give them relevant qualifications to aid employment. Concerns regarding the reduction in provision of 58% has had an effect on what the prison is able to deliver. This is the highest reduction in any prison in the country.
- Paid outside work opportunities continue, enabling prisoners to gain valuable experience of the workplace and demonstrate to prospective employers that they can be trusted in a community working environment.
- Attitudes among staff in the OMU seem to have improved. In previous reports, prisoners reported that the OMU was slow to respond to requests. Whilst not always the case, many delays are caused by outside agencies, that the OMU has little control over.
- The situation with Amey (which manages the prison's facilities) this year has improved, with the bathrooms in Jubilee house refurbished via Amey Projects. The kitchen refurbishment of Jubilee house has started, with the Amey on-site team repairing damaged and worn-out units and flooring. There is a plan to upgrade and repair other parts of the prison to improve the standards, as funds allow. Funding has been made available for remedial work on the car park and pothole repairs around the site.
- Work continues to improve prisoners' wellbeing with new facilities such as the shop for prisoners to enable them to buy goods rather than use the catalogue system.

3.2 Main areas for development

TO THE MINISTER

- Given the 58% reduction in education provision that North Sea Camp has been on the receiving end of, can the Minister reassure the Board that this government takes the rehabilitation of prisoners seriously?

TO THE GOVERNOR

- The Board recommends that the Governor continues to work with and support the IPP population at North Sea Camp.

3.3 Progress since last report

Issue raised	Progress
To the Minister Community Offender Managers (COMs) can take a considerable time to complete paperwork that enables prisoners to attend ROTL boards. This can affect their ability to attend parole	While there has been some improvement, prisoners continue to talk to the Board about the time it can take to receive ROTL boards.

boards and to re-engage with their community and rehabilitation.	
Those prisoners who are subject to Imprisonment for Public Protection (IPP) sentences, are included in all aspects of prison life, but remain an insecure category of prisoner.	It is expected that the new sentencing procedures may have an effect on some of these prisoners.

Issue raised	Progress
To the Minister It has been acknowledged that the quality of some accommodation at HMP North Sea Camp is poor and that the sharing of accommodation by prisoners is not ideal. A budget needs to be provided to aid the building of more suitable and up-to-date accommodation. There are still concerns regarding 'contracted out' services; in particular, the time it takes to complete some routine maintenance work, and the continuing problem when property is transferred.	It is acknowledged that most prisoners are either in full-time employment or engaged in meaningful activity during the day, and that the prisoners are only expected to be in their rooms from 11.00 pm to 5.00 am; however, there have been some improvements, which are ongoing, regarding new showers, and a greater ability for prisoners to have access to cooking equipment. Whilst the IMB has received fewer complaints regarding property this does still create some frustration for all concerned.

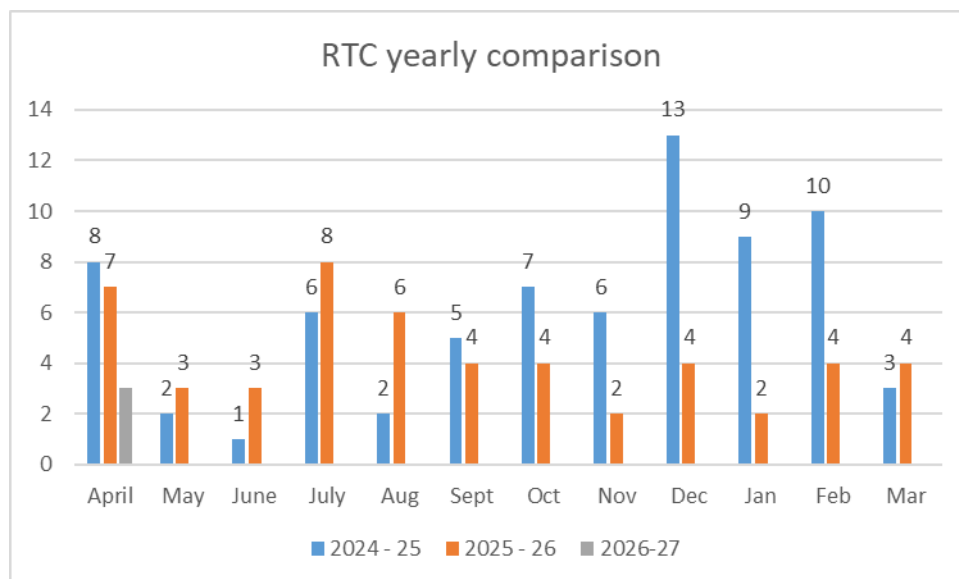
Evidence sections 4 – 7

4. Safety

The data runs from April 2025 to March 2026.

4.1 Receptions and induction

- Total number of prisoners returned to closed conditions: 51
- Number of TRFs (returned to custody from ROTL/licence revoked): 1
- Number of absconds: 1



Over the reporting period, the Board has seen the continuation of SWAB and alcohol testing in reception to offer assurance that the population is not misusing substances. During the reporting period, 477 alcohol breath tests were conducted with just three positive results, and 384 SWAB tests for drugs with seven positive results that weren't consistent with medication.

4.2 Suicide and self-harm, deaths in custody

A designated IMB member attends the safer custody and use of force meetings that take place on a quarterly basis. In addition, reports on the two deaths in custody that occurred during the reporting period were provided to the IMB by the Governor at Board meetings.

- Number of deaths: 2

These deaths were investigated by the appropriate authorities and at the inquest the Coroner was satisfied that both prisoners died from natural causes.

- Recorded self-harm incidents: 7
- Last recorded self-harm incident: 1 November 2025

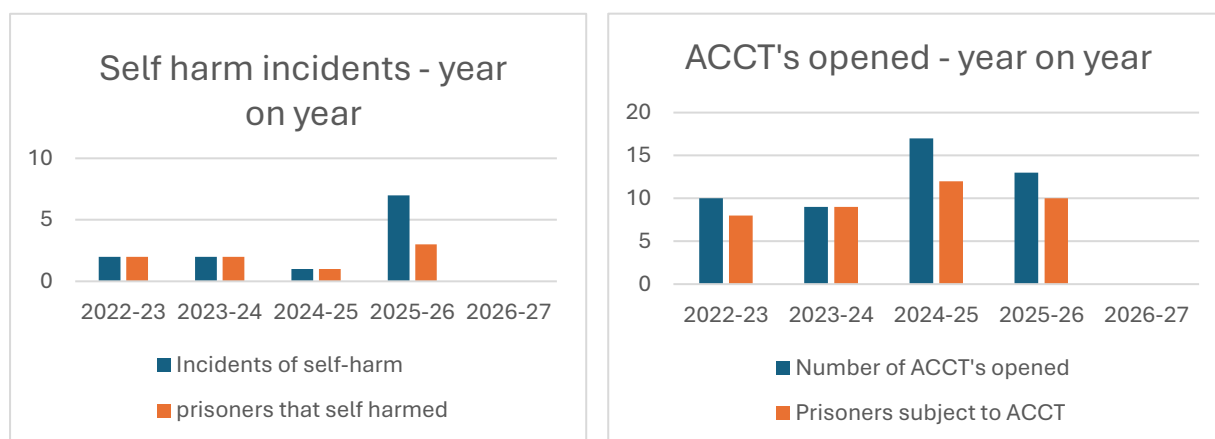
As can be seen in the graphs below, there was a decrease this reporting year in both the number of ACCTs (assessment, care in custody and teamwork, the process used to support prisoners at risk of suicide or self-harm) opened and the number of prisoners subject to ACCT monitoring. The number of prisoners across the prison

population requiring ACCT monitoring remains low. Information on current ACCTs are provided on the daily brief.

Implementation of the ACCT process identified 3 prisoners that were at risk of self-harm in the reporting period, with those 3 initiating 7 of the incidents reported.

The total number of ACCTs opened over the reporting year was 13, involving 10 individuals, maintaining a low monthly average despite periods traditionally associated with increased vulnerability.

Targeted oversight of individuals with entrenched self-harm behaviours continued through weekly SIM (safety intervention meeting) discussions, alongside a programme of training that took place to strengthen staff awareness of warning signs and presentation changes. The prison completed ACCT and self-harm trend analysis, which was used to contextualise performance, identify learning, and inform forward safety planning and was presented at the quarterly meetings, where an IMB member was in attendance.



The Samaritans continued to work with HMP North Sea Camp & visit regularly (usually once per week for a meeting with all Listeners). The Samaritans number is now on each individual prisoners PIN phone, and available 24 hours per day, a decision made by the Samaritans after some calls were received that were malicious in nature; this allows individuals who abuse the system to be highlighted and revoked access to the number if deemed necessary. At the time of reporting an analysis of the success of this was not available.

- Number of trained Listeners: 10

4.3 Violence and violence reduction, self-isolation

The establishment finished the 2025/26 performance year 8th out of 13 within the comparator group for prisoner-on-prisoner assaults, concluding the year with 4 recorded assaults. There were no assaults on staff recorded during the reporting year, providing ongoing assurance around staff safety and stability within the establishment.

Assault analysis completed surrounding all incidents from 2025/26 show a trend that they involved individuals with hidden disability alerts, reinforcing the established link between neurodiversity, emotional regulation and conflict risk. Ongoing work continues with the Neurodiversity Manager, and the newly updated SAN (Support for Additional Needs) is now live on DPS (Digital Prison Services). This provides staff

with enhanced information to support identification, understanding and management of prisoners with hidden disabilities, enabling better oversight and informed intervention.

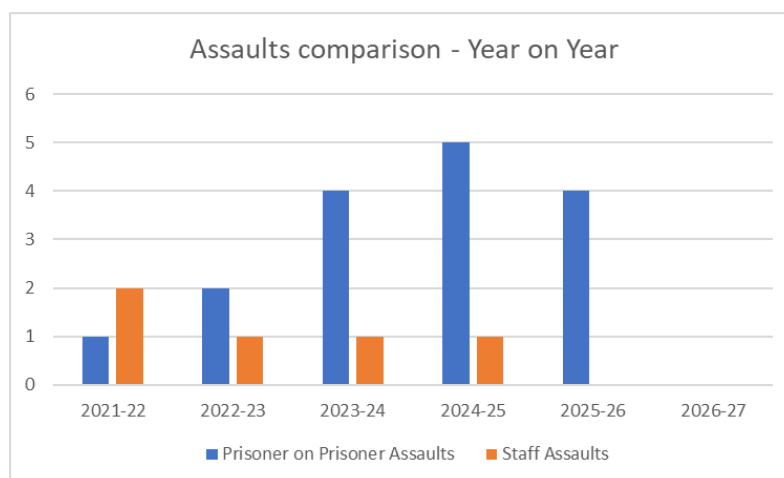
In addition, training has been arranged for late June focusing on the management of neurodiverse prisoners within the custodial environment, further supporting staff capability and aligning with identified learning.

CSIP (challenge, support and intervention plan, the process used to support and manage those who pose an increased risk of being violent) continues to be well embedded across the establishment, with on-going training in place and discussion at the quarterly meetings.

Work continues to strengthen conflict resolution pathways. The mediation policy is currently under review, with proposed changes to allow mediation to take place outside of the CSIP framework. This is intended to reduce barriers to engagement, improve early resolution of disputes, and remove stigma that may deter participation. Applications for prisoner mediators are continuing to be screened, and training arrangements are in progress.

Overall, violence levels remain low, stable and well-managed, with learning from incidents consistently informing improvements in security, neurodiversity awareness and conflict resolution approaches.

- Prisoner on prisoner assaults: 4
- Assaults on staff: 0



4.4 Use of force

There were no incidents involving use of force during the 2025/26 reporting year.

Control and restraint (C&R) training compliance was at 70% at time of writing. The most recent training session was cancelled on the day due to external trainer unavailability; replacement dates are being arranged. This remains a recognised pressure/risk in respect of maintaining staff competence. C&R e-learning remains in a good position, with staff reminded of the requirement to complete refresher learning within a 12-month rolling cycle. This cycle of training is provided to the Board and monitored at the quarterly meetings.

Two members of staff are awaiting pre-selection courses to progress as C&R instructors. This should strengthen resilience within the local instructor cohort and support continuity of delivery.

4.5 Preventing illicit items

Reception searches have continued over the reporting period and there have been a number of finds. These were discussed through the monthly security meeting and the trend has been finds of tobacco / vape products on return from ROTL (release on temporary licence).

4.6 Prisoner perceptions

A number of forums were held between November 2025 and February 2026 to explore prisoner perceptions, informed by information received from the MQPL (measuring the quality of prison life) programme. An action plan was agreed by the SMT (senior management team). The prison has advised that a 'you said / we did' briefing will be promoted across the site to support transparency and build trust in the prison's responsiveness. The prison holds regular 'Voice' meetings with representatives from each of the wings and some of the 'hubs', for example the equalities, the listeners and induction hubs, feeding in concerns and questions to the Heads of Department and the governors. These meetings are held monthly with a designated IMB member observing and answers are provided either at the meeting or shortly after.

5. Fair and humane treatment

5.1 Accommodation, clothing, food

Prisoners residing within the main prison are accommodated in three one-storey units (Witham, Welland and Haven). During the reporting year the Governor provided an opportunity for the prisoners to rename the accommodation units; local rivers were chosen, and all signage has been changed to reflect this choice. The prison also has two multi-occupancy houses (Jubilee), and some self-catering houses a short walk from the main gate of the prison which are known as (Jubilee 2, 3, 4, 5 and 6).

In the Board's opinion, the size of the double rooms in all the main accommodation units is inadequate, in that it is often impossible to fit a chair or a table, let alone two of each, into a room. However, the Certified Prisoner Accommodation Policy Framework does not prescribe minimum cell dimensions (e.g. square metres per prisoner). Instead, it sets out the minimum accommodation standards that must be met before a cell or room can be certified for overnight occupation.

Witham, Welland and Haven all have microwaves including those dedicated to halal only foods; these enable the prisoners to warm up soups and other food snacks. Amey is responsible for checking the condition of this equipment, if condemned they are replaced by the prison.

Prisoners are expected to be engaged in meaningful activities during the day. This may in the form of voluntary activity, education, or paid employment both inside and outside the prison. At induction new prisoners are provided with a range of activities that can be done within their cells.

The prisoners' personal clothing (non-issue) and some special washes for medical purposes are undertaken in the on-site laundry, where the machines have now been updated. Other laundry, including kitchen laundry, work wear, prison issued clothing and all bedding are laundered externally at HMP Whatton.

Staff and the stores orderlies ensure that there is a good supply of clean items of appropriate clothing, towels and bedding for every prisoner.

The charity HIS Church provides rebranded clothing; these and other donated items can be viewed and purchased. The charity is housed in a designated building and is overseen by one of the designated orderlies who oversees the items and undertakes regular stock takes.

The dining hall continues to offer a takeaway service; although most now choose to eat in the dining hall, some choose to collect their meals three times a day. The meals include a cooked breakfast, as some of the prisoners are engaged in outside manual work.

The catering facilities at HMP North Sea Camp are of a high standard. Much of the food comes from the farm to ensure high-quality produce is used in the preparation of food. Food is prepared for religious observance and special religious festivals as agreed with the managing chaplain. The kitchen holds a 5-star food hygiene rating from the Foods Standard Agency, and the catering audit is green.

The provision of the tuck shop is mainly used by new arrivals, to reduce the risk of new arrivals getting into debt. Purchases are used to give new arrivals the ability to have goods until they receive their canteen sheet.

5.2 Segregation

Although HMP North Sea Camp does have a designated holding facility, it is not used as a segregation unit. Its primary purpose is to hold a prisoner temporarily before return to closed conditions, and it would only be used in circumstances where a prisoner's behaviour deems it necessary.

The IMB periodically monitors adjudications and has found them to be conducted in a fair and just manner.

5.3 Staff and prisoner relationships

From the Board's observations, the relationship between staff and prisoners seems generally positive and supportive. On arrival each prisoner is allocated a Prison Offender Manager (POM) and a case administrator. All prisoners are encouraged to speak to the unit officers who can assist and are approachable.

During induction all prisoners are provided with advice about their legal rights and where they can be accessed as part of the induction process. Further information can be obtained from their POM, wing officers, other supervisors, and can be found in accessible forms in the library, prisoner advice centre (PAC) or via the application system.

5.4 Equality and diversity

The IMB is satisfied that any differences resulting from protected characteristics are addressed appropriately and that all prisoners are treated equitably in accordance with the nine protected characteristics. See action on discrimination incident reporting forms (DIRFs) below.

A designated member of the IMB observes the bi-monthly meetings with minutes of the meetings provided via email.

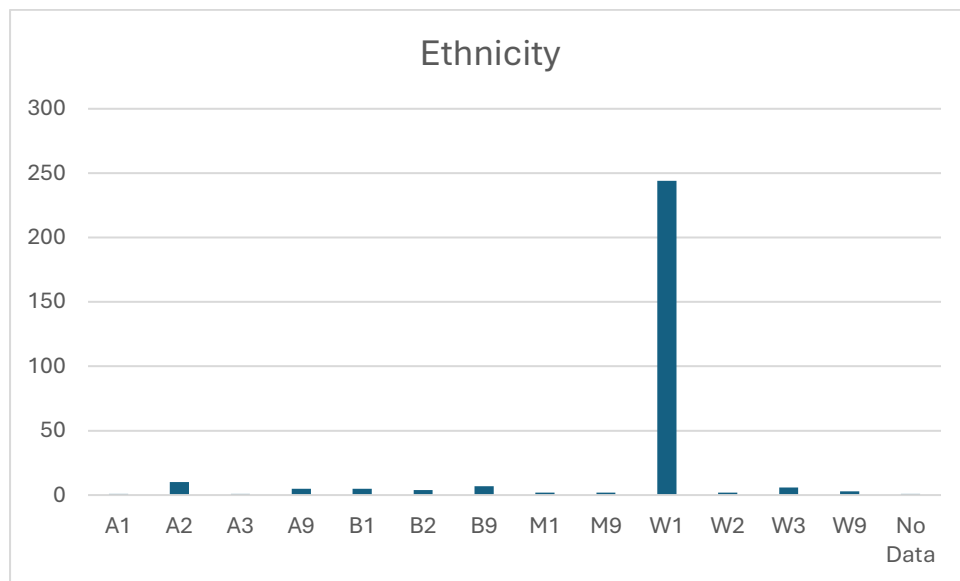
The IMB is satisfied that most of the prisoners at HMP North Sea Camp can access regimes and facilities equally. However, those who use bariatric wheelchairs and large mobility scooters may have difficulty accessing all areas in the prison. There is an internal 'bus service' using golf buggies to aid those less mobile to access most of the areas on the estate. Mobility scooters are available for those that require them, mobility and other aids are available upon assessment of need. A full-time neurodiversity manager has been appointed, a cabin has been provided to aid the needs of those who are neurodivergent, and a range of suitable activities are available for this group of prisoners.

Prisoners are able to access information on equity, diversity and inclusion issues from the Equality Hub; this is staffed by two orderlies, one of whom is responsible for safer custody issues. These orderlies, in conjunction with the leads for each of the nine characteristics, provide a calendar of events throughout the year promoting aspects of equity, diversity and inclusion. Information is available on the TV screens in various areas of the prison. Those that may have difficulty reading and writing can obtain help from the library, the Equality Hub or NEMMA. The hub is included as part of the induction process for all prisoners.

In addition to the hub the equality officer holds regular equality action meetings to discuss issues relating to equality, diversity and inclusion and these include how DIRFs are processed and actioned. At the time of reporting there were 9 DIRFs and of those 5 were in relation to Race, 1 Religion, 1 Age, 1 Disability and the final was not linked to any of the nine protected characteristics. Of those 5 were not upheld, 1 was not linked to discrimination and was referred on to the complaints system, 1 was passed to CSIP to be dealt with, 1 was partially upheld and only 1 fully upheld. The IMB is provided with these outcomes and are satisfied that that they are addressed appropriately.

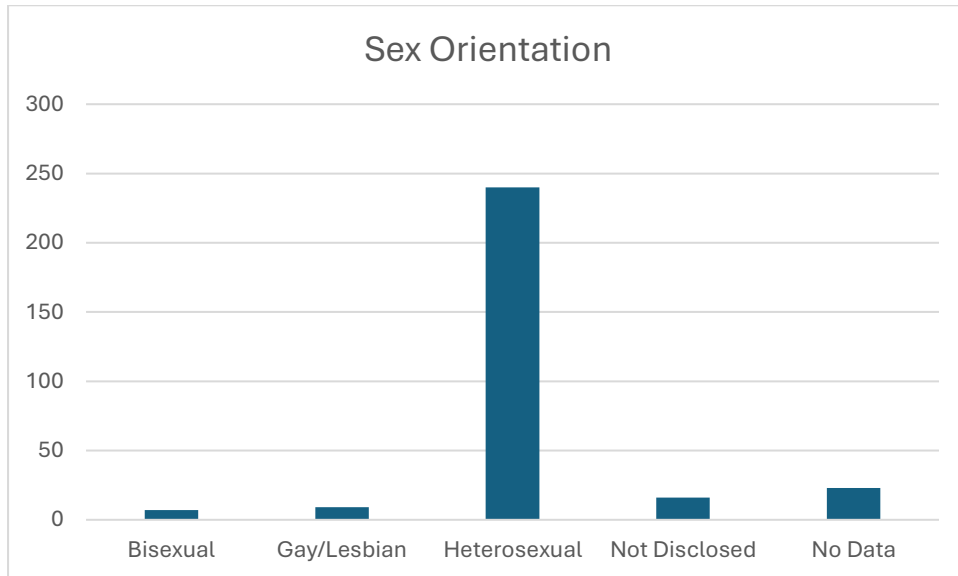
5.4.1 Ethnicity

The prison has a diverse ethnic population. As of February 2026, the breakdown was as follows:



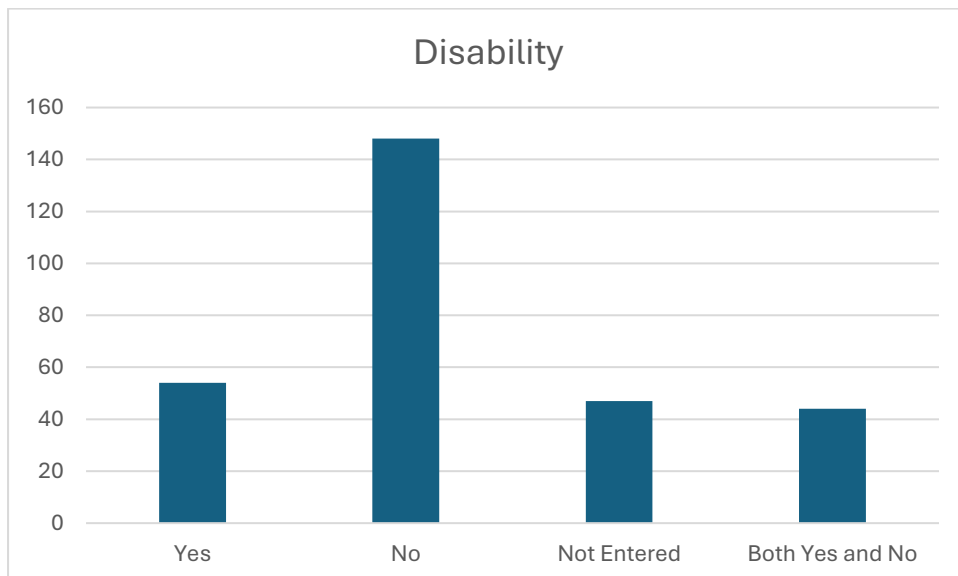
5.4.2 Sexual orientation

In terms of those who have declared their sexual orientation, the data as of February 26 is shown in the table below:



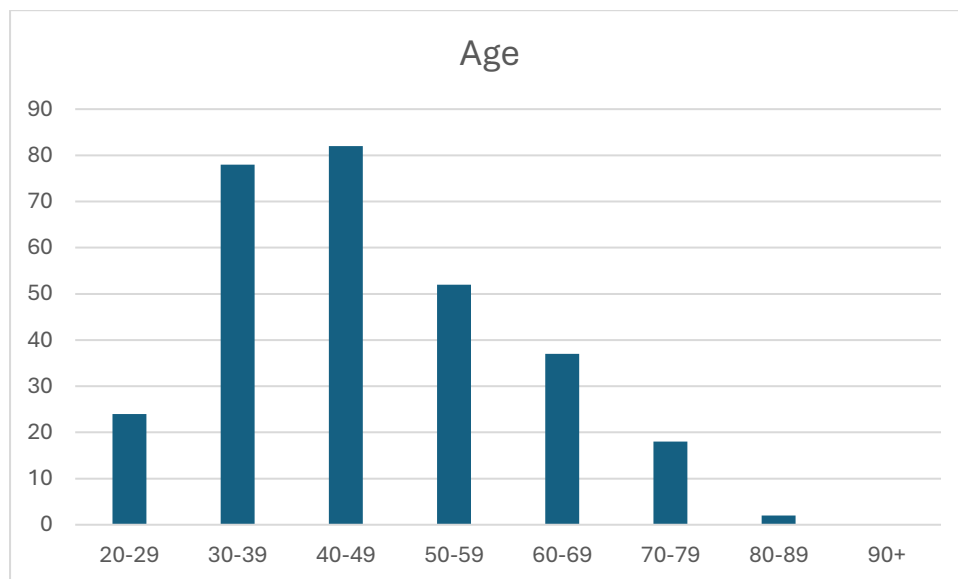
5.4.3 Disability

The number of prisoners who have declared a disability as of February 26 can be in seen in the table below:



5.4.4 Age

The age profile of prisoners, as of February 26, is as follows:



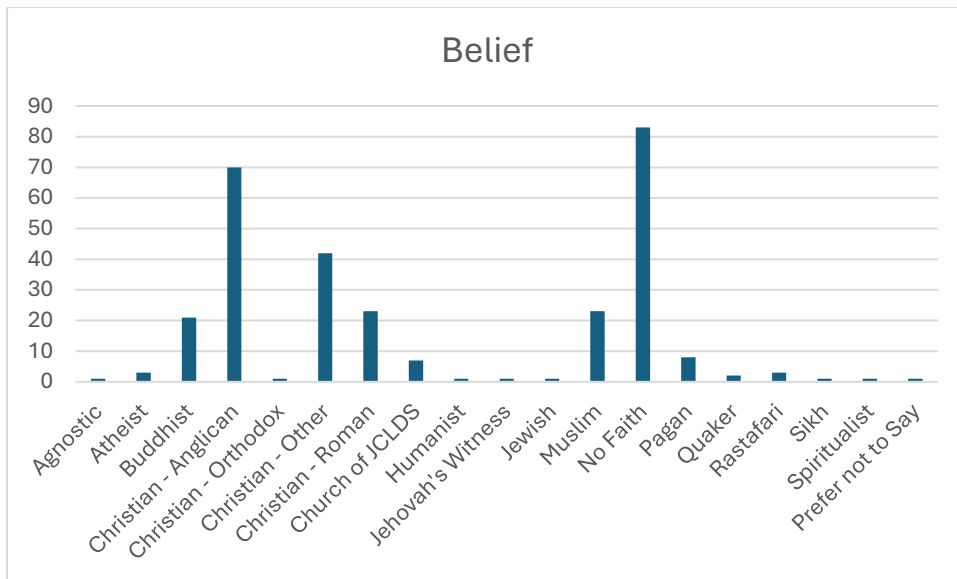
5.5 Faith and pastoral support

The chaplaincy department at HMP North Sea Camp provides pastoral support to all prisoners and staff, irrespective of their faith. It is part of their responsibility to facilitate a range of worship and religious services and studies. It is also responsible for monitoring the welfare of discharged prisoners if they request this.

The chaplaincy consists of one full-time managing chaplain, one deputy chaplain and a full time orderly. A local Roman Catholic Priest takes Mass on a regular basis and an Iman leads a service on Fridays, with services provided for those of the Buddhist and Hindu faiths.

The chaplaincy staff continue to work with prisoners offering pastoral visits and support. The chaplaincy team also provide support as soon as it is known that relatives and friends are seriously sick or have died, and continuing support if ROTL is not possible for funerals. A memorial service can also be arranged in the chapel.

The number of prisoners who have a declared belief or no belief can be seen in the table below:



5.6 Incentives schemes

The incentives scheme involves warnings being issued for negative behaviours. Too many warnings trigger a review which might result in loss of privileges and downgrading to a lower incentives level. Ninety-nine percent of the prisoners were on the enhanced incentives level at the end of the reporting year.

On arrival at HMP North Sea Camp, prisoners are placed on enhanced status. Most prisoners at HMP North Sea Camp remain on enhanced status. Those who have had their level downgraded are helped to work towards a return to enhanced status.

5.7 Complaints

Prisoners are advised how to complain about prison matters; the complaint forms and procedures are fully explained during the induction process. These include comp 1, comp 1A and comp 2 and Governor complaint forms. Information on how to complain via the IMB is included in the induction; forms and boxes can be found in the accommodation and in the library.

The IMB handled 31 Applications, details of which category these fell under can be found in 'The work of the IMB' section at the end of the report.

5.8 Property

Reception staff undertake thorough property checks when prisoners arrive. On arrival at HMP North Sea Camp those prisoners who have excess property can select the most needed items, the rest of the items are stored at Branston, which is the central prison storage facility, or some can be stored in the prison. Unclear property cards from other establishments are rewritten with the old card attached to the new one for reference.

6. Health and wellbeing

6.1 Healthcare general

For over 12 years, healthcare has been provided by Nottinghamshire Healthcare NHS Foundation Trust. It has been a successful relationship between the two parties, but it will be coming to an end in mid-March 2026. Responsibility at North Sea Camp is being taken over by the Northamptonshire Health Care Foundation Trust.

Healthcare forums continue to be held every two months, which are well attended, with 10 to 20 prisoners attending at every session. What has turned out to be popular and beneficial to the prison population are the wellbeing events each month. They are well attended by up to a third of the population and involve information about diabetes, old age deterioration, blood pressure and other health concerns.

Staffing levels are set at 21 with four administrators, 2 pharmacy technicians and 1 pharmacy support worker, three mental health nurses, nine nurses and two current vacancies which are expected to be filled by summer 2026.

Prisoners continue to be complimentary about the healthcare services provided at HMP North Sea Camp to the extent that they regularly send 'thank you' cards, which are on display in the staff restroom. During the reporting period it is estimated that there have been over 400 cards and letters written to the health centre.

There were 11 complaints, a reduction of six from the last reporting period: one relating to appointment waiting times and ten about medication issues. Most responses to complaints are dealt with on a face-to-face basis and complainants receive a written reply to the concerns raised. There were no long-term complaints or issues, and all complaints were dealt with by healthcare centre staff.

There is no in-patient healthcare provision at HMP North Sea Camp. Prisoners who require 24-hour nursing care or operations would be admitted to whichever NHS hospital is best suited to deal with their medical problems. An example of this is where a prisoner suffering from significant mobility and social care issues has been placed indefinitely in a local Care Home.

6.2 Physical healthcare

Most medical issues are resolved at HMP North Sea Camp, with all prescribed medicines issued on site. There have been intermittent shortages, commensurate with what has been happening in the outside community. The GP visits HMP North Sea Camp twice a week and conducts a weekly online surgery. Those who need more complex treatment are treated at local hospitals and dental surgeries.

There is a dental van permanently on site, providing dental services five days a week. More complex procedures are carried out off site, in Boston; if urgent dental care is needed out of hours, there is an established system for accessing local dentists.

The number of prisoners who did not attend (DNA) appointments has fallen from 7% to 5%, due to improved methods of processing and communication with prisoners. Most of the DNAs relate to prisoners who have chosen to work or do other things, despite being reminded of their appointments. A disclaimer is asked for if this is the case.

The enhanced in-house system for testing for bowel cancer, which started four years ago, continues to run at HMP North Sea Camp and has been deemed successful for the early diagnosis of the illness. On arrival, and thereafter annually, prisoners are tested for HIV and hepatitis B and C. At the appropriate times, prisoners are scanned for abdominal aortic aneurysm and diabetic eye scans. The Board has observed these processes to work well with all who are eligible and engage.

The Board has not been concerned about the length of time prisoners wait to see a hospital consultant in the community. Every prisoner has a known named nurse responsible for him, who regularly checks on those awaiting external referrals.

The site is not easy to negotiate for those with disabilities, and it is often necessary for another prisoner to be willing, and then trained, to assist. Over the reporting period, the number of prisoners requiring a personal emergency evacuation plan (PEEP), whereby another prisoner is designated to assist them to reach safety if any emergency arises, has averaged at about 16. Additionally, a new buddy system of having a suitably trained prisoner to fulfil the role of a prisoner engagement advocate (PEA) to help prisoners to negotiate the system has been introduced.

In the reporting year, the percentage of prisoners over 50 years of age has slightly increased from 33% to 39%.

- In February 2024, it was 43%
- In February 2025, it was 33%
- In February 2026, it was 39%

Source: HMP North Sea Camp healthcare centre

The number of prisoners at HMP North Sea Camp who suffer from serious health conditions is similar to previous years.

	Cancer	COPD	Diabetes	Stroke	Reg. disabled
End 02/2024	5	22	30	7	11
End 02/2025	5	23	36	5	9
End 02/2026	6	10	38	10	9

Source: NHS healthcare centre manager at HMP North Sea Camp

The number of prisoners with moderate disabilities is as follows:

	2024	2025	2026
Hearing impairment	5	8	9
Reduced mobility	29	34	30
Learning difficulties	18	40	50
Mental illness	61	82	68
Visual impairment	78	78	73

Source: NHS healthcare centre manager at HMP North Sea Camp

There is no dedicated palliative care unit at the prison. However, if prisoners have a terminal diagnosis, they are cared for by the prison healthcare team. Where such a prisoner is sharing a double room, he will be transferred to a single room. If a prisoner was to require 24-hour healthcare and/or complex pain relief, he would be found a bed in a local hospital or hospice. An example being the prisoner previously mentioned in this report at Para 6.1.6.

6.3 Mental healthcare

The mental health team is staffed by three full-time nurses. For the last two years there has been a vacancy for a fourth nurse, but this position has still not been filled. However, the Board has been told that they anticipate the position will be filled by summer 2026. Mental healthcare is available at the health centre five days a week. In the Board's view, the mental health team is very motivated and has adjusted its working hours to fit in with prisoners in employment or on ROTL. Referrals are triaged daily, with a good range of interventions available, including psychological therapy, trauma-informed support and group work, plus individual counselling. A 'Wellbeing Event' is carried out monthly, where prisoners are able to discuss all aspects of mental, as well as physical, health with healthcare professionals. It is very well attended, with upwards of 100 prisoners participating.

Prisoners were very positive about the care they received, and from its observations the Board can confirm that the prisoners continue to be well cared for in a compassionate and considerate way.

6.4 Social care

Social care is overseen by the relevant local authority departments, who visit on a monthly basis, or on demand, if necessary. The monthly visits seem to be working quite well as there is always the on demand service if necessary.

Prisoners are screened when they arrive at the prison to see what social care needs, they might have, as well to assess the ability to self-refer. They also liaise with probation regarding those being released from prison. The Board is satisfied with the provision of social care, which seems to work well within the constraints of prison life. Because of the age of some prisoners at HMP North Sea Camp, the establishment works closely with Lincolnshire County Council and Boston Borough Council. Their staff attend and complete assessments on individuals who may require additional items in rooms to support them, such as pull-up rails, a hospital bed and, if required, any equipment deemed necessary.

6.5 Time out of cell, regime

The gymnasium is a popular venue for many prisoners who want to keep fit. It is well-equipped and well-liked by prisoners, with enthusiastic staff members who seem dedicated to the task in hand. The staff are always available and are pro-active in having various exercise regimes to suit the varying abilities and health status of the prisoners. During good weather, the playing fields are well used by prisoners taking exercise or sitting outdoors. A useful addition has been the provision of outdoor exercise equipment which is mostly used by the younger element. Being an open prison, there are opportunities for men to walk around the estate and mix with other prisoners. Organised sport and exercise are carried out on the playing fields and it is often very busy, especially in the summer.

There are many groups and clubs available for prisoners to take part in, such as:

- Over 50s coffee group
- Glee club (singing)
- Coffee and chat club
- Art group
- Quiz club
- Chair yoga
- Sewing group
- AA support group
- Ready for release and money management
- Monthly guest spots with coffee and chat (involving external visitors such as Green Synergy, Bro Pro, Lincolnshire Action Trust)
- Outdoor games
- Gardening club
- Monthly wellbeing events, delivering education/health promotion on topics in line with Trust Health Promotion Calendar
- Monthly creative competitions relating to an awareness day in the current month – art/creative, writing/poetry submissions
- Veterans club where ex members of the Armed Forces can meet.

6.7 Drug and alcohol rehabilitation

The charity We are with You (formerly Addaction) provides an open-house service five days a week for those with substance misuse issues (drugs and/or alcohol), or for any prisoner who has substance-related concerns. The team, consisting of qualified nurses and peer workers, provide clinical treatment, group work and one-to-one psycho-social support. They work closely with all prison agencies to tackle any substance misuse and provide a good rehabilitation programme to help affected prisoners resolve any issues. The department's objectives are to offer clinical support and reduce the risks of substance-related harm whilst in custody and on release and to help prisoners avoid drug use and increase awareness of substance-related issues. On release, prisoners are referred into the community so they can continue with their engagement. The Board is satisfied that the facilities available from We are with You and the healthcare centre provided a good service to prisoners with addiction problems.

6.8 Soft skills

Prisoners were kept well informed via newsletters and notices about what was happening and which facilities were available in the prison. The noticeboards are plentiful and situated in all buildings where prisoners regularly enter and the Board notes that these were kept well up to date. The equality and safer custody team organised in-room quizzes and puzzles for the prisoners. All the support groups were up and running and fully functional, with much of their work conducted by the prisoners themselves. Frequent volunteer groups visit, such as St Barnabas, which involves prisoners in art projects, etc. This has resulted in colourful murals and paintings being in place.

7. Progression and resettlement

7.1 Education

HMP North Sea Camp's education, skills and work provision is specifically designed to protect the public, reduce re-offending and to equip prisoners for effective resettlement and employment. The aim is to enable prisoners to acquire knowledge, skills and behaviours, values and attitudes which are pre-requisites to securing and sustaining positive outcomes upon their release.

The education department plans the curriculum which is sequenced, ambitious and regularly reviewed to ensure it meets the needs of the prison population. The planning takes account of the local and national labour markets and its delivery enables prisoners to build their knowledge and skills from foundation levels through to qualifications, vocational training and employment focussed outcomes. The curriculum supports social justice and ensures fair access for all learners, regardless of their individual starting points or additional needs. The whole prison approach underpins delivery and the IMB notes the strong collaboration which is evident across all departments as well as with external partnership providers. These partnerships aim to contribute to the reduction of reoffending upon a prisoner's release. There remains a strong emphasis upon community resettlement and, on average, 60 prisoners at any one time are engaged in outside work.

Prisoners arriving after 1 October 2025 are profiled at the induction stage to identify strengths and weaknesses re their reading ability. The Do-It-Profiler screening tool is also used to help identify individual strengths and any additional learning needs, including neurodiversity. The Reading Strategy has been reviewed and revised and there are numerous reading stations across the site.

A Learning, Reading and Support officer is in post to support learners, and she has established a weekly debate group as a follow on from a prisoner's reading journey.

A prisoner will choose a topic for debate prior to the meeting. This boosts confidence and aids communication skills.

From the beginning of 2026, 17 additional on-line courses have been made available. Prisoners can undertake these in their own time, thereby avoiding the need to lose out upon paid employment, and can proceed at their own pace. Workbooks are completed. Upon completion, certificates are issued by People Plus in conjunction with the University of Bristol.

All learners are provided with folders to store their certificates and the lists of courses undertaken. The folders are regarded as a record of achievement and are transportable. This personal record enables staff to identify any additional support needs and is an aid in preparing for release and planning for a better future.

Additionally, once vetted the Salvation Army has agreed to deliver some free training around life skills, such as money management, tenancy sustainability and one-to-one support on budgeting and debt advice. At the end of this reporting period, a total of 31 prisoners had undertaken distance learning or Open University courses.

Internal work placements are varied and offer the opportunity to gain NVQ qualifications in a variety of workplace settings, e.g. kitchen, farms and gardens, waste recycling and shed construction, lobster pots and raptors, and birds of prey.

7.2 Vocational training, work

Vocational courses available include a modular building course, painting, decorating and tiling, forklift truck, warehousing etc., whilst the local Boston College offers barista and customer service and level 2 business start-up courses. The functional skill courses of maths and English continue to be delivered by the education team. Level 2 in each is required before a prisoner can be considered for paid outside work.

The resettlement team assists prisoners across a range of areas including opening a bank account, applying for a driving licence, receiving information on benefits, pension entitlements, careers advice, CV writing and interview practice.

A bespoke spreadsheet, the education, training and employment tracker, has been designed and it can be easily populated by the OMU, the resettlement team and all of the education teams. The spreadsheet records each individual prisoner's achievements and learning in progress.

Easy read versions of most documents are available, and North Sea Camp has established a prisoner led NEEMA hub (neurodiversity, enabling environment, mental health, unlock my life, ambassador programme). The hub offers a range of purposeful activities which take place both during evenings and weekends, e.g. groups for creative writing, art and singing.

The swathing 58% cut to education provision in a prison which manages a 92% education take up rate means the education department has had to reduce the number of functional skills courses on offer to two days a week. Likewise, cuts have also been made to the vocational skills and support services courses, whilst the entire provision of personal development, life skills employability and digital skills has been lost completely.

Major successes of the education department have been to retain the engagement of prisoners despite the interruption to learning delivery and the relationships developed with community providers which have gone some way to plug the gaps in course provision. The Head of Education has managed to access external funding which has enabled courses to be delivered. Additional funding from the Digital Procurement Service budget has enabled the sourcing of training to fit and support the prisoner analysis of training needs.

7.3 Library

Library opening times are clearly displayed across the site and in all workshop and classroom areas. The aim is to promote the opportunities to engage in reading and raise awareness amongst prisoners of the services available for them. The library is staffed by prisoners and has a Head of Library Services staff member.

There is a varied selection of both fiction and non-fiction books available, some of which are foreign language titles, as well as DVDs and CDs. Large print books, newspapers and magazines are also stocked. All donations of books, DVDs, and CDs are checked for suitability and any deemed unsuitable are given to a local charity shop.

Downtime sessions continue to run every Saturday and are popular with prisoners who choose to have a quiet space to sit and read. Board games, jigsaws, Lego and colouring books are available. The library also hosts a weekly chess club, dominoes, cribbage and scrabble groups.

50 Coracle laptops are available and can be loaned to prisoners. These facilitate the completion of course homework in a prisoner's own time. Word and Excel work can be saved to a memory stick and printed off in the library. The library staff offer support for learning for the AIM awards which comprise 52 free introductory courses to enable prisoners to work towards acquiring a recognised course qualification.

Additionally, the library houses three stand-alone computers which prisoners are able to use to produce resettlement documentation, their release plan, a CV and a budgeting spreadsheet.

Prisoners are also able to take the online driving theory test although it is acknowledged that the CD for it is somewhat out of date and no current one is as yet in production.

7.4 Offender management, progression

The Offender Management Unit is staffed by a Head of OMU Delivery and a Head of OMU Services supported by four full time prison offender managers, eight Probation Officers and one trainee Probation Officer.

The OMU benefits from strong leadership at senior level and an experienced team of officers. The Board has observed probation staff to be approachable and client focussed and aim to offer support and signposting wherever possible.

Prior to transfer from closed conditions, an OASys (offender assessment system which identifies a prisoner's likelihood of reoffending and their risk of harm to others) is completed to inform the person's recategorisation decision. Under normal circumstances prisoners will have a completed OASys report eight weeks after their arrival at HMP North Sea Camp. However, this can take up to a maximum of 12 weeks if additional information is required.

As at the end of February, four community and two prison assessments were outstanding. This represents a reduction in outstanding assessments and is a direct result of intensive activity by the probation team. OASys assessments are comprehensive and run to 60-70 pages per prisoner. The Board notes that OASys is gradually migrating to another platform.

An OASys is updated by HMP North Sea Camp staff with input from outside agencies such as community offender managers (COMs) and is reviewed at regular intervals. This enables HMP North Sea Camp staff and the Probation Service (via the prison offender manager, POM) to assess how a prisoner is progressing with regards to their risk of reoffending.

The prison population has remained stable at approximately 300 made up of a mix of 36 men on life sentence, 32 on imprisonment for public protection (IPP) sentences, 101 on extended determinate sentence and 130 on standard determinate sentence.

A manager attends the monthly prisoner voice meetings and is open to any questions relevant to the service and its functionality.

A prisoner coffee afternoon is in place; this is available for all prisoners, but it is mostly accessed by those who are retired, or on life or IPP sentences. Prisoners benefit from hearing from a variety of external speakers, e.g. a Parole Board member, who are available to answer questions and queries. A community offender manager is also in attendance.

Currently the offender management in custody (OMiC) model is in place. However, this model is being reviewed and is to be replaced in 2027 by a custodial sentence management process. An interim OMiC & Pre-Release model was introduced on the 1 September 2026. Since its introduction all prisoners must have a completed OASys assessment prior to transfer from the sending establishment. This ensures that the associated risk management plan reflects the risks which an individual can pose when residing in open conditions.

A new public protection framework was fully implemented by May 2025 to ensure that all public protection cases are robustly assessed. An internal audit rated the implementation and operation of the framework as good. This information was provided to the IMB by the Governor.

During the reporting period 35 MAPPA (multi-agency public protection arrangements) reports were completed, three at Level 3 and 32 at Level 2. At the conclusion of the reporting period, high risk prisoners numbered 233 with another five who had been assessed as very high risk.

All prisoners, regardless of their index offence, are able to access the full range of activities offered at HMP North Sea Camp. Some prisoners may find it difficult to obtain work in the community (voluntary or paid) because of the nature of their index offence. However there has been a gradual increase in the number of prisoners who have been placed into external work positions. OMU staff assist those prisoners who work in the community to open bank accounts by providing the relevant bank with letters of introduction and prisoner identification where necessary. Prisoners are actively encouraged to make their own banking arrangements when on ROTL and to provide evidence of having done so to OMU staff who are able to appropriately monitor.

One hour non bookable drop-in sessions are available three times each week to allow those prisoners engaged in outside employment to be able to access the service. Monthly drop-in sessions with the OMU manager are also available. Psychology consultation drop ins with POMs are held on a bi-monthly basis to give support to POMs who are dealing with particularly complex cases. The OMU undertakes a RAG rated progression system to facilitate the creation of an action plan to assist prisoners to progress. IPP multi-disciplinary panels, which include the community offender manager, are now in place to identify the IPP pathway, to enable targeted progression. The individual prisoner is able to attend, and he receives a copy of the panel minutes.

ROTL is a big part of a prisoner's progress towards release and delays of any sort, either actual or perceived, are always a cause of concern to prisoners. 626 ROTL boards have taken place during this reporting year and 17,228 ROTL applications have been approved resulting in a compliance rate of 99.79% and 38 failures. The position as at the end of February 2026 indicates that 29 prisoners are at 10 weeks plus awaiting their initial ROTL board. Seventeen are booked but eight remain overdue, seven are awaiting information from the prisoner's COM, a further one is

awaiting police information and one for a POM review. Two prisoners have indicated that they do not wish to apply for ROTL.

Escalation to a regional support manager is an option if required. There is no minimum time frame in place for a ROTL application defined in the ROTL policy. All prisoners are made aware of the ROTL process at induction and support is also offered by the POM who aims to meet each prisoner within 14 days of their arrival at North Sea Camp. An up-to-date OASys is necessary before prisoners can be considered for ROTL. Prisoners with imprisonment for public protection (IPP) sentences form a significant percentage of the prison's population get particularly anxious about delays in their ROTL process as many are years over tariff. An enhanced digital tracking system is embedded which enables staff to quickly identify an application's progress

Eligible SDS 40 (standard determinate sentence 40, the scheme that enabled prisoners to be released after having served 40% of their sentence instead of 50% in order to address prison overcrowding) prisoners had pre-release work expedited, their sentences recalculated and were risk assessed in conjunction with their community offender manager to facilitate release in accordance with Government policy.

Releases under home detention curfew (HDC) continue to be completed in a timely manner.

One prisoner absconded during the reporting year.

OMU managers chair the monthly interdepartmental risk management meetings. The terms of reference have been rewritten and agreed by the public protection steering group who sought the views of all departments from across the prison. All new receptions assessed as high risk and those who are eight months prior to release, are discussed to ensure that all information is quickly shared with the prisoner's COM. An action plan may be drawn up as an action from the meeting to manage a known or new risk.

7.5 Family contact

Safeguarding checks continue to take place during the ROTL application process and any safeguarding concerns relating to coercive control, interpersonal violence or risks to children are identified to enable safe and proper family contact. Face-to-face visits take place in the visits hall. Lincolnshire Action Trust (LAT) conduct family days in the visits hall. This offers an improved environment for children and for the family as a whole. LAT have caseworkers who are in place to facilitate a prisoner receiving additional information about his family and his children. The caseworker will work and liaise with the relevant POM.

7.6 Resettlement planning

All prisoners at HMP North Sea Camp eventually go out on ROTL (unless they request otherwise), resettlement day release (RDR) and resettlement overnight release (ROR) in preparation for release back into the community.

In the Board's view, the Offender Management Unit continues to work professionally and tirelessly to manage risk, safeguarding and the progression of prisoners during their time at North Sea Camp.

8. The work of the IMB

Board Statistics

Recommended complement of Board members	10
Number of Board members at the start of the reporting members	9
Number of Board members at the end of the reporting members	3

Applications to IMB

The IMB handled 31 Applications as follows:

Category	Number of Applications
A - Accommodation	0
B - Adjudications	0
C – Equality and diversity including religion	0
D – Education, employment, training including IEP	3
E1 – Family visits	6
E2 – Finance and pay	1
F – Food and kitchen related	0
G – Health related	0
H1 – Property with current establishment	3
H2 – Property during transfer/in another establishment	6
H3 – Canteen facilities, catalogue shopping	0
I – Sentence related including HDC, ROTL, Parole, release dates, recategorization	4
J – Staff/Prisoner concerns including bullying	3
K - Transfers	0
L - Miscellaneous	5
Total	31

Annex A

Service providers

HMP North Sea Camp has the following contractors/agencies delivering services:

- Healthcare is provided by Northamptonshire Healthcare NHS Trust.
- Education and training are provided by People Plus.
- Family services are provided by Lincolnshire Action Trust (LAT).
- Drug and alcohol support and counselling are provided by We Are With You.
- Resettlement services are provided by the Probation Service.
- The library service is provided by Greenwich Leisure Ltd on behalf of Lincolnshire County Council.
- Facilities management is provided by Amey (delivering maintenance and stores facilities).
- Voluntary organisations providing assistance to prisoners include Community Links, Samaritans, the Royal British Legion, Soldiers, Sailors, Airmen and Families Association (SSAFA), Alcoholics Anonymous, local church groups, Macmillan Cancer Support, Marie Curie, St Barnabas Hospice and Early Prevention of Cancer (EPOC), and Just Lincolnshire (working with the prison on equalities).



This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit nationalarchives.gov.uk/doc/open-government-licence/version/3

Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

This publication is available at <https://www.gov.uk/government/publications>

Any enquiries regarding this publication should be sent to us at imb@justice.gov.uk