

Action Plan in response to the PPO Report into the death of Mr Simon Faherty on 20 November 2023 at HMP Elmley

Rec No	Recommendation	Accepted / Not accepted	Response Action Taken / Planned	Responsible Owner and Organisation	Target Date
1	<p>The Governor and Head of Healthcare should review the training for Reception and Induction staff to ensure they:</p> <ul style="list-style-type: none"> •understand how to identify prisoners at risk of suicide and self-harm, and •know how to provide appropriate support to those with risk factors and emerging triggers, including by starting ACCT procedures when required. 	Accepted	<p>The prison is carrying out a review of the 'bus to bed' and early days in custody processes and has introduced a formalised process to ensure that new prisoners receive meaningful interactions over the course of their first 48 hours in the prison. Meaningful interactions are recorded on case notes.</p> <p>Suicide and self-harm (SASH) training and refresher training will be delivered to reception and first night centre staff every six months and will include both experienced staff and those new to the function. This has been added to the prison's training plan.</p> <p>The prison's monthly staff training safety station will continue to upskill staff on identifying risk factors for SASH and consideration for opening ACCT documents.</p>	<p>Head of Safety HMPPS</p> <p>Head of Healthcare Oxleas NHS Foundation Trust</p>	October 2024

		<p>Oxleas NHS Foundation Trust</p> <p>Since Oxleas NHS foundation trust has taken over the contract nin April 2022 Oxleas have been outsourcing reception training to all staff from the 'The Mindworks Team'.</p> <p>This one day workshop focuses on the theory and practice of screening new arrivals to the prison and undertaking a rapid triage. What is the difference between screening a patient and assessing them? What are the risks we need to look for? How do we look for them? We'll be using a variety of learning materials, including films and working with an actor over the course of this module, which is an integral part of the Oxleas Development Programme.</p> <p>The training has also had officers from reception participate over the last two years.</p> <p>As part of the development of a development strategy for all Oxleas' staff within the Kent prisons, we are rolling out a teaching programme across the Sheppey cluster. Previously provided across London's prisons and already rolled out once for Sheppey prisons' staff, it focuses on key areas of learning identified by Oxleas' managers. It's delivered by members of the MindWorks Team, a group of nurse consultants primarily with mental health backgrounds but some of whom</p>		
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			<p>have extensive experience in prisons. The content of the modules is based on issues arising from the Sheppey prisons, and we will be highlighting best practice and advanced techniques. Each module is highly interactive and tailored to the groups' specific learning objectives. We'll be using presentations and other learning materials, including films made in prisons specifically to focus on risk and relevant issues. These are all based on actual events and provide opportunities to look at how incidents can occur and what can be done to prevent them, particularly focusing on what staff can practically do within their own role. The most powerful learning, however, comes from the work we do with professional actors who participate in the modules' simulation exercises. Again, these will all be based on actual incidents from prisons and case studies put together from real patients' lives.</p>		
2	<p>The Governor should review the reception process to understand why staff did not see Mr Faherty's PER and ensure that reception staff understand how to use this information within the first night screening.</p>	Accepted	<p>The prison is carrying out a 'bus to bed review' to identify opportunities for learning and improvement of the reception and early days in custody processes. An action plan will be created to capture and monitor improvements. The review will include the handover from PECs including what documentation and information should be available for reception staff to consider.</p>	<p>Head of Safety HMPPS</p>	Completed

			A checklist style form has been introduced which travels with the prisoner from reception through to the first night centre to record which documents have been received and reviewed by staff, whether any concerns around risks have been identified and whether any action has been taken in response to potential risk.		
3	The Governor should ensure that all newly arrived prisoners receive an 'Induction to Custody presentation' in line with the expectations of PSI 07/2015 and that the local induction process is reviewed to ensure support is available for prisoners that arrive over the weekend.		<p>The induction process is being reviewed and a procedure for weekend receptions who will have to wait to attend induction is being developed and will be implemented.</p> <p>As part of the early days in custody review, a new induction process will be developed and implemented for prisoners arriving over the weekend. This will include meaningful and documented interactions with staff, including key work sessions to ensure that they are supported during their first few days in custody.</p> <p>A member of the safety team now attends inductions and meets anyone who is in custody for the first time. They also attend at weekends to see those who arrive over the weekend. If no one from the safety team is available, two key workers are allocated to see the new receptions over the weekend.</p>	Head of Safety and Head of Residence HMPPS	December 2024
4	The Governor and Head of Healthcare should conduct a review		Monthly speed training sessions have been organised to remind all staff of the importance of	The Governor HMPPS	November 2024

	of the emergency response to identify learning in relation to the errors and omissions identified and, facilitate training to rectify these issues.		calling an emergency medical response code red or blue when required. The training also includes reference to the importance of providing an accurate verbal handover to responding internal and external medical staff.	Head of Healthcare Oxleas NHS Foundation Trust	
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