

Action Plan in response to the PPO Report into the death of

Mr Tyrone Beresford on 14 July 2022 at HMP The Mount

Rec No	Recommendation	Accepted / Not accepted	Response Action Taken / Planned	Responsible Owner and Organisation	Target Date
1	The Director General of Prisons should urgently consider what additional support can be put in place to address staffing shortages at The Mount and how the prison can reasonably be expected to deliver an effective drug strategy and regime.	Accepted	<p>Regime management plans are used to manage day-to-day operational pressures, and local plans are designed to minimise the impact of staff shortages and safely deliver regimes and services with minimum staffing levels in operation at prisons to promote safety and security.</p> <p>Ensuring prisons are sufficiently resourced and that we retain levels of experience are fundamental to delivering quality outcomes in prisons which is why we are targeting the drivers of staff attrition and taking steps to improve recruitment levels and processes, alongside a wider agenda to professionalise our workforce.</p> <p>If establishments feel that their staffing levels will impact on stability or regime, there are a number of ways they can maximise the use of their own resource and seek support from other establishments in the short term, through processes managed nationally at Agency level. These include overtime payments and support via Detached Duty.</p>	Future Prisons Policy and Substance Misuse Group HMPPS	Ongoing

		<p>To bolster recruitment, HMPPS has recently introduced some national measures including First Time Officer through which officers move temporarily to prisons, including The Mount, from the outset of their employment as officers. This campaign launched the week commencing the 15th May.</p> <p>Additionally, the Mount is one of a number of prisons that are benefiting from a new prison resourcing communications team that has been set up to considerably scale and ramp up comms activity. This new team cover regional communications for prison recruitment and retention in regional areas of most need.</p> <p>The prison staff pay award for 2022/23 was announced in July 2022. The award delivered an increase in base pay of at least 4% for all staff between bands 2 to 11, alongside further targeted pay rises for our lowest paid staff of up to £3,000. We are closely monitoring the impact of this significant investment into pay on recruitment and retention.</p> <p>Following Mr Beresford's death the national substance misuse group (SMG) attended the prison to conduct an initial support diagnostic visit. The prison now has a dedicated substance misuse lead who, along with support from the regional drug strategy lead, has supported the prison to improve attendance at drug strategy meetings, improve oversight and focus on the local drug strategy and establish a whole prison approach to the drug strategy.</p>		
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2	The Head of Safety and the Forward Trust Team leader should ensure that prisoners who lose their jobs due to intelligence that they are using or conveying drugs are properly supported and risk-assessed.	Accepted	<p>In June 2022, the Head of Security informed the Forward Trust, residential and safety teams that if a prisoner loses their job due to intelligence relating to using or conveying illicit substances, they must be risk-assessed and support offered where appropriate. This must also be documented on Nomis.</p>	Head of Security, Head of Safety, Head of Residence HMPPS Forward Trust	Completed
3	The Governor should ensure that all staff are made aware of and understand their role and responsibilities during medical emergencies, including that they should radio a code blue emergency if they are concerned a prisoner is not breathing.	Accepted	<p>A staff information notice is published every six months reminding staff of their responsibilities during medical emergencies. It includes the need to radio a medical emergency response code at the earliest opportunity and sets out the procedures to follow when there are serious concerns about the health of a prisoner during patrol state.</p> <p>The staff information notice has been reissued to include the importance of entering cells as quickly as possible when it is safe to do so after conducting a dynamic risk assessment, and this will be re-issued every six months.</p>	Head of Safety HMPPS	Completed

4	The Head of Safety should ensure that the OSG understands his responsibilities if he finds a prisoner unresponsive.	Accepted	The prison has discussed the findings of this report with the OSG and provided support to ensure that they understand their responsibilities should they find a prisoner unresponsive.	Head of Safety HMPPS	Completed
5	The Governor should review the numbers of night orderly staff and consider stationing one or more assist night orderlies at the further end of the prison to minimise delays in entering cells at night.	Accepted	A review will be conducted with trade unions about the number of assist night orderlies on duty during the night state and the positioning of them to maximise response times in emergencies.	Head of Business Assurance HMPPS	September 2023
6	The Governor should ensure that all staff are given clear guidance about and understand the circumstances in which resuscitation is inappropriate in line with European Resuscitation Council guidelines.	Accepted	A staff information notice has been produced which gives clear guidance on the circumstances in which resuscitation is inappropriate in line with national and European resuscitation guidelines. This notice will be re-issued every six months.	Head of Safety HMPPS	Completed
7	The Governor should ensure that staff operate their body-worn video cameras in line with national guidance.	Accepted	A staff information notice has been circulated giving clear guidance about the use of body-worn video cameras in line with national guidance, including when to use them and the recording of medical emergencies. This guidance will be reissued every six months.	Head of Safety HMPPS	Completed