

# Action Plan in response to the PPO Report into the death of Mr Nigel Feckey on 23 September 2024 at HMP Fosse Way

Rec No	Recommendation	Accepted / Not accepted	Response Action Taken / Planned	Responsible Owner and Organisation	Target Date
1	The Director should undertake a review of the ACCT quality assurance process to satisfy himself that when issues are identified, appropriate remedial actions are taken in response.	Accepted	Internal and external assurance visits were carried out in the early months of 2025. The Director will review the feedback and the current ACCT quality assurance process with the Head of Safety to ensure that, where appropriate, remedial action is taken to deal with any issues identified.	Director and Head of Safety HMP Fosse Way Serco	Complete
2	The Director should review whether: <ul style="list-style-type: none"> <li>• Vulnerable prisoners feel safe enough to leave the wing to attend activities.</li> <li>• Staff have the confidence to challenge poor behaviour including bullying.</li> </ul>	Accepted	The Monthly Safety Committee meeting provides comprehensive data which covers those prisoners identified as vulnerable or self-isolating. This information is then used to provide additional support to this particular group of prisoners in a bid to ensure they feel safe and able to engage in any off wing activities.  A dedicated training team carried out refresher training for all staff over the period November 2024 - January 2025 in 10 key areas. All staff completed a heavy/light authority analysis of their self-performance, which included challenging	Director and Head of Safety HMP Fosse Way Serco	June 2025

			<p>prisoners behaviour. A full review was carried out by line managers and performance feedback provided to all staff resulting in individual objectives.</p>		
3	<p>The Director should ensure that staff receive adequate support after a serious incident.</p>	Accepted	<p>HMP Fosse Way have existing services in place to support staff post incident such as hot debrief, Staff Care Team and TRiM Team. The prison also have links with HMPPS Staff Support and Wellbeing Leads for the Midlands Area Executive Director's Office who are available to provide staff support should they wish to access this externally. All staff involved in any serious incident are notified of the services available to them. This is done post incident during the hot debrief and via email. HMP Fosse Way will undertake a review of current practices to ensure that staff are adequately supported after a serious incident.</p>	<p>Director and Head of Safety HMP Fosse Way Serco</p>	31 July 2025