



HM Prison &
Probation Service

Action Plan Submitted: 16th March 2021


A Response to the HMI Prisons Inspection: A thematic inspection on
Outcomes for Young Adults in Custody

Report Published: 20th January 2021

INTRODUCTION

HM Inspectorate of Prisons (HMIP) and HM Inspectorate of Probation for England and Wales are independent inspectorates which provide scrutiny of the conditions for, and treatment of prisoners and offenders. They report their findings for prisons, Young Offender Institutions and effectiveness of the work of probation, Community Rehabilitation Companies (CRCs) and youth offending services across England and Wales to Ministry of Justice (MoJ) and Her Majesty's Prison and Probation Service (HMPPS). In response to the report HMPPS / MoJ are required to draft a robust and timely action plan to address the recommendations. The action plan confirms whether recommendations are agreed, partly agreed or not agreed (see categorisations below). Where a recommendation is agreed or partly agreed, the action plans provides specific steps and actions to address these. Actions are clear, measurable, achievable and relevant with the owner and timescale of each step clearly identified. Action plans are sent to HMIP and published on the HMPPS web based Prison Finder. Progress against the implementation and delivery of the action plans will also be monitored and reported on.

Term	Definition	Additional comment
Agreed	All of the recommendation is agreed with, can be achieved and is affordable.	The response should clearly explain how the recommendation will be achieved along with timescales. Actions should be as SMART (Specific, Measureable, Achievable, Realistic and Time-bound) as possible. Actions should be specific enough to be tracked for progress.
Partly Agreed	Only part of the recommendation is agreed with, is achievable, affordable and will be implemented. This might be because we cannot implement the whole recommendation because of commissioning, policy, operational or affordability reasons.	The response must state clearly which part of the recommendation will be implemented along with SMART actions and tracked for progress. There must be an explanation of why we cannot fully agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.
Not Agreed	The recommendation is not agreed and will not be implemented. This might be because of commissioning, policy, operational or affordability reasons.	The response must clearly state the reasons why we have chosen this option. There must be an explanation of why we cannot agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.



Actions against target dates may be delayed due to COVID-19 disruptions to service delivery.

ACTION PLAN: Outcomes for Young Adults in Custody

1. Rec No	2. Recommendation	3. Agreed/ Partly Agreed/ Not Agreed	4. Response Action Taken/Planned	5. Responsible Owner	6. Target Date
	Her Majesty's Prison and Probation Service should develop and resource a national strategy to meet the needs of young adult prisoners. This should ensure that:				
1	Young adults' needs and maturity are assessed on entering the prison system.	Agreed	<p>The maturity screening tool for young adult men was introduced into the male estate in July 2019 and is now live across all prisons holding young adult men. It is embedded into the Offender Assessment System (OASys) and can also be accessed via the National Offender Management Information System (NOMIS).</p> <p>Any young men aged between 18 and 25 who have a fully completed OASys report will automatically be identified by the screening tool (which generates an output based on several measures) if they have low psychosocial maturity. Any young men aged between 25 and 30, or between 18 and 25 but without a full OASys report can still be assessed by a Prison Offender Manager (POM) using a standalone tool.</p>	Executive Director – Public Sector Prisons North.	Completed

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		<p>The OASys report and sentence plan is completed within 10 weeks after sentence for determinate sentenced individuals and 16 weeks for indeterminate sentenced individuals. Maturity screening has not yet been devised for young adult women. It is recognised that this is a future requirement but the development of further knowledge about maturity in women is needed.</p> <p>HMPPS information received in January 2021 indicates that 73% of prisons holding young adult men are currently using the screening tool. This information is requested from prisons quarterly. The Young Adults project team and Interventions Services team continue to work together to encourage and support prisons to implement this tool.</p> <p>A comprehensive and wide reaching project to develop a national Young Adults Strategy (YAS) began in January 2021 and is expected to run until the end of the year. The project aims to identify which specific young adult needs can be assessed in custody and make recommendations accordingly. The implementation of these recommendations will be dependent on commissioning, stakeholder agreement, and resources. Screening for brain injury and other neurodiversity issues (such as autism, Attention Deficit Hyperactivity Disorder (ADHD), adverse childhood experiences (ACE's) and trauma, and learning difficulties and challenges), are some of the needs that the project intends to make recommendations for the assessment and identification of in custody. Other needs may be identified during the development of the strategy and, if appropriate, included in the scope of the project.</p>	Executive Director – Public Sector Prisons North	December 2021
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2	Distinct, properly resourced provision is developed, including dedicated units for young adults with the highest level of need.	Partially agreed	<p>This recommendation is partially agreed, because The Transforming Management of Young Adults in Custody paper presented to Parliament in November 2013, by the Lord Chancellor and Secretary of State for Justice detailed the position on the move away from dedicated accommodation. This was supported further by the response to Justice Select Committee in Feb 2018, which emphasised how dual-designated sites would be beneficial. Finally, HMPPS do not wish to define an upper age limit on development or a distinct young adult approach given that there may be some who have the same set of needs beyond their 25th year. There is a lack of conclusive evidence of the benefits of dedicated units. HMPYOI Deerbolt's transitions unit is currently being piloted and will be evaluated at the end of 2021. Potential opportunities for creating dedicated young adult accommodation at existing dual designated sites will be explored in the YAS.</p> <p>The national YAS project will review the current provision across prisons holding young adults. Working with stakeholders and partners both internal and external to the organisation (including but not restricted to NHS England, Long Term High Security Estate, Youth Custody Service, Women's Estate, Wales, Probation Reform Programme, Prison Reconfiguration Programme, MOJ policy, Transition 2 Adulthood Alliance, HMIP, Psychology Services Group). The project team will make recommendations on regime, activities, services and interventions which can better meet the specific needs of the young adult population. This may vary according to the individual prison population, sentence type, sentence-length, as appropriate.</p>	Executive Director – Public Sector Prisons North	December 2021
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			<p>The YAS project also intends to review prison populations across the estate, to assess whether they meet the current need. A set of recommendations will be made, on the suitability of some prisons potentially being developing into dedicated accommodation for Young Adults</p> <p>HMPYOI Deerbolt is in the process of developing its own bespoke unit for young adult men who transition in from the Children and Young People's Secure Estate (CYPSE). It is anticipated that this unit, in addition to an improved process for transitioning children into the adult estate, will provide an opportunity to evaluate the effectiveness of such a unit in improving the transition experience. A pilot of a new transitions process and use of this new unit at HMPYOI Deerbolt commenced at the beginning February 2021.</p> <p>An evaluation will follow, which will be completed by the end of 2021.</p> <p>A project for a regional approach to improving provisions for young adults in custody and the community, will run for a year in the Greater Manchester Merseyside and Cheshire prison group. This work will involve a multi-disciplinary approach including psychology, health, probation, and local authorities. This project is likely to run for a 12 month period and will inform effective system wide practice in the management of Young Adults at regional level.</p>		<p>Completed</p> <p>December 2021</p> <p>April 2021</p>
3	Young adults are placed in establishments that are best able to meet their assessed needs.	Agreed	A transitions project has created a new transition process for children moving from youth into adult custody. The new process intends to create a centrally managed team in the Youth Custody Service (YCS) which will oversee the placement and transfer	Executive Director – Public Sector Prisons North and	Completed

			<p>process, ensuring that all children are placed according to their individual needs with a person-centred approach. This multi-disciplinary approach will involve the child and their appropriate supporters (family, local authority, support person) to ensure they have a voice in the decision-making process. A pilot of this new process commenced at the beginning of February 2021 for those children who will be transitioning from HMP YOI Wetherby to HMPYOI Deerbolt.</p> <p>Subject to approval for resources to fund the Central Management Team and subsequent recruitment of staff, and approval for implementation of this process as estate wide policy, national implementation will begin from July 2021.</p> <p>An evaluation of this process is being developed and is likely to be completed by the end of 2021.</p>	Executive Director for Youth Custody Service.	<p>July 2021</p> <p>December 2021</p>
4	Establishments holding young adults focus on building positive, trusting relationships between staff and young adults to improve behaviour management.	Agreed	<p>Staff training is being created to provide greater awareness and support to staff working with young adults in custody. This training package will provide an additional flexible resource for those staff working with the young adult cohort. The training materials, if approved for development, are likely to be modular, and easily accessible to staff via a digital platform in small bite-sized chunks.</p> <p>This training will aim to provide information on the behavioural impact of neurodiversity issues such as low psychosocial maturity, brain injury, ACE's and trauma, autism, ADHD, and other Learning Difficulties and Challenges (LDCs). Understanding the person behind the behaviour is key to this</p>	Executive Director – Public Sector Prisons North.	August 2021

			training to support staff to respond to these behavioural needs more appropriately.		
5	Young adults have good access to education, skills and work provision.	Agreed	<p>HMPPS are planning an ambitious programme of reform, which will start by providing additional expert support to a small number of selected prisons during 2021-22. This will focus on getting the building blocks right and improving support to prisoners with learning difficulties and neuro-diverse conditions. The learning from these prisons will inform practice across the estate.</p> <p>HMPPS want to ensure high-quality initial assessment with all prisoners having digital personal learning plans aligned with a curriculum tailored to the skills employers need. In addition, HMPPS are currently working closely with Department for Education (DFE), to develop an approach to delivering traineeships and apprenticeship for prisoners which will particularly benefit young adults.</p> <p>We want to develop the use of technology to expand learning and to prepare them for life in the community.</p> <p>HMPPS will be working in partnership with the current prison education providers but will also seek advice from experts with strong experience in Further Education and supporting learners with complex needs.</p> <p>To deliver an improved Prison Education Service, HMPPS will be reviewing the current delivery to ensure we better meet the needs of all cohorts of prison learners including Young Adults. This will be used to inform the nature of current Prison Education Framework contracts and will underpin the design of next generation education skills and work specifications.</p>	Deputy Director Prison Education	March 2022

6	Outcomes for young adults from black and minority ethnic backgrounds are monitored and action is taken to prevent discrimination.	Agreed	<p>Launched in December 2020 the HMPPS Race Action Programme (RAP) will commission the HMPPS Data and Evidence as a Service to undertake data analysis by each Prison Group Director (PGD), to fully understand any instances of disproportionate outcomes for ethnic minority adults aged 18 to 25 in relation to adjudications, Use of Force and Incentives.</p> <p>This analysis, once complete will identify areas of concern and ways to address them to help alleviate discrimination. The following steps will be carried out:</p> <ul style="list-style-type: none"> • We will build in robust checks at establishment level, which will be monitored via PGD assurance. • Establishments will hold regular prisoner forums with young ethnic minority adults. Actions will be identified, as well as any further disproportionality amongst other groups. • Establishments will work with Head of Learning and Skills leads in developing their understanding of the challenges faced by young ethnic minority adults, ensuring that actions are taken to make improvements. • Governors will have an action on their bilats ensuring that disproportionate outcomes are being addressed. 	Deputy Director Strategic Development	June 2021
				Deputy Director Strategic Development	October 2021

Recommendations	
Agreed	5
Partly Agreed	1
Not Agreed	0
Total	6



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