



HM Prison &
Probation Service

Action Plan: HMP Frankland

Action Plan Submitted: 10 July 2024

A Response to the HMIP Inspection: 04 - 14 March 2024

Report Published: 08 July 2024

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, and youth offending services across England and Wales to Ministry of Justice (MoJ) and His 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 priority and key concerns. Action plans provide specific steps and actions to address the priority and key concerns, that are clear, outcome focussed, measurable, achievable, and relevant with the owner and timescale of each step clearly identified. Action plans are sent to HMIP and published on the GOV.UK website. Progress against the implementation and delivery of the action plans will also be monitored and reported on.



ACTION PLAN: HMCIP REPORT

ESTABLISHMENT: HMP FRANKLAND

1. Rec No	2. Concerns	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
Priority concerns				
1	HMPPs leaders had not invested enough in improving the physical fabric of some areas of the prison which were in a poor state of repair. Internal walkways and staff rooms, for example, had leaking roofs, heating in workshops was broken and the Westgate unit had damp and mould.	<p>Initial infrastructure improvements have been completed, this included the repurposing of cells and a CCTV upgrade on G Wing. Showers have been upgraded, new resin sanitaryware fitted in cells, upgrades to lighting in all areas provided and redecoration has taken place in affected areas.</p> <p>An MOJ Project commenced in April 2024 to replace all flat roofing on site. This will address internal walkways and staff rooms suffering from leaks.</p> <p>An estates investment proposal (EIP) bid has been submitted to effect major repairs for the damp proof course which has failed on the Westgate unit. Local repairs will continue to occur until such time as funding to resolve the issue is secured.</p> <p>HMP Frankland workshop heating and generator project will be presented to the assurance panel in July 2024 for funding confirmation. As an interim measure temporary heating has been brought in to address the failed heating in the workshops.</p>	<p>MOJ Projects</p> <p>MOJ Projects</p> <p>MOJ Projects</p> <p>MOJ Projects</p>	<p>Completed</p> <p>September 2025</p> <p>Completed and ongoing</p> <p>August 2024</p>
2	The promotion of fair treatment and inclusion was still not given sufficient priority. Consultation forums groups with protected characteristics, a missed opportunity to explore and address their experiences, and too many discrimination incident reporting forms were not properly dealt with.	<p>All relevant Protected Characteristic forums have been allocated to Senior Management Team leads who are now chairing the meetings, all forums have now taken place and are timetabled throughout the year. Governance of this will be provided via the Diversity, Equality Action Team (DEAT) and Senior Management Team meetings.</p> <p>A robust system of discrimination incident reporting forms (DIRFs) is now in place, quality assurance will be completed by the Safety team and the Deputy Governor. Any DIRF not dealt with in a timely manner or to the required level, will be escalated appropriately and the reporting officer challenged.</p> <p>Durham County Council will be providing independent external scrutiny of DIRF's following initial consultation.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>August 2024</p> <p>August 2024</p> <p>August 2024</p>



3	The regime did not provide sufficient time out of cell for all prisoners. We found more than one in four prisoners locked in their cells during the working day.	<p>The current Safe, Decent Staffing of Landings (SDSOLs) does not allow for higher numbers of prisoners to be unlocked during the core day other than those who are currently unlocked for wing-based employment.</p> <p>Heads of Residence will however hold focus groups with Prisoner Consultative Committee (PCC) and Prison Reform Trust Representatives to undertake an evaluation exercise on what wing-based enrichment or extracurricular activities for prisoners could be introduced and/or developed to meet wider interests. This may include on wing enrichment or extracurricular activities during the core working day.</p> <p>There are plans for a range of activity spaces to be introduced to increase the regime and time out of cell at the establishment including a barber workshop, Ministry of Defence (MOD) workshop and horticulture area.</p>	<p>The Governor</p> <p>The Governor</p>	<p>October 2024</p> <p>December 2024</p>
4	There were insufficient full-time activity places for the prison population.	<p>A barber workshop will be introduced at HMP Frankland which will create 20 additional activity places.</p> <p>Funding has been secured for a creativity tutor who will deliver sessions at the establishment.</p> <p>A business case has been completed to increase the Ministry of Defence (MOD) workshop places from 30 to 45. The workshop is due to open in December 2024.</p> <p>20 additional outreach places will be created to support English and mathematics with Shannon Trust.</p> <p>A business case will be submitted to provide an outside horticulture area for main location prisoners.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>August 2024</p> <p>August 2024</p> <p>December 2024</p> <p>August 2024</p> <p>September 2024</p>
Key concerns				
5	The safe delivery of medicines was inadequate, with significant risks evident. Rooms for storing medicines were not fit for purpose: not all cabinets had locks and the room temperatures were too hot.	<p>Healthcare staff are now checking the temperature of medicine storage rooms throughout the day as part of a new process to ensure they remain at an adequate temperature.</p> <p>Thermostatic valves will be fitted to radiators in medicine storage rooms to allow temperatures to be easily adjusted as necessary.</p>	<p>Spectrum Community Health CIC</p> <p>The Governor</p>	<p>Completed</p> <p>October 2024</p>



		Locks have been requested and will be fitted on medication cupboards following the refit of medication dispensing rooms.	The Governor	August 2024
6	Many prisoners in workshops did not have the opportunity to gain accreditation for the high level of skills they developed.	<p>Level 1, 2 and 3 qualifications will be implemented this year within the new barber workshop.</p> <p>Apprenticeships will be implemented within the MOD workshop once it is fully opened.</p> <p>Qualifications will be delivered by a national training provider in all the woodwork workshops once all instructors have received the necessary training.</p> <p>The Cut and Sew workshop will deliver fine cell qualifications once the instructor has completed the relevant training.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>August 2024</p> <p>December 2024</p> <p>December 2024</p> <p>December 2024</p>
7	The prison offered too few enrichment or extracurricular activities for prisoners to develop their wider interests.	<p>Evidence of enrichment activities will now be recorded and monitored through the Quality Improvement Group (QIG). The enrichment calendar will be monitored within the QIG to engage all relevant stakeholders within the planning of events.</p> <p>Funding has been secured for a creativity tutor who will deliver sessions at the establishment.</p> <p>Focus groups from within the PCC and Prison Reform Trust group will undertake an evaluation exercise on what wing-based enrichment or extracurricular activities for prisoners could be introduced and/or developed to meet wider interests.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>August 2024</p> <p>August 2024</p> <p>September 2024</p>



8	<p>The promotion of prisoner progression and engagement in their sentence plan targets was insufficient. Contact with prison offender managers was variable and prisoners were not always well enough informed of the required sequencing of their targets. Key work was not sufficiently supportive of offender management.</p>	<p>Offender Assessment System (OASys) and sentence planning is completed in accordance with offender manager guidelines. Where there is a significant event which impacts upon risk of harm or of reoffending OASys and sentence planning is reviewed with clear next steps in relation to sentence planning and progression recorded within the OASys document.</p> <p>OASys assessments or reviews will not be countersigned without confirmation of the engagement of prisoners unless there is a clear indication of the prisoner's refusal to engage with this process. Prison offender managers (POMs) will maintain face to face, telephone and written contact with prisoners throughout their sentence.</p> <p>All key workers will be given access to OASys and will be kept informed by the relevant POM of any changes to sentence planning and progression. The benefits of accessing OASys and promoting sentence planning and progression will be a key aspect of key work quality assurance as well as ongoing key worker development sessions.</p>	The Governor	September 2024
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