

## HMP Manchester Urgent Notification Action Plan

Themes and Concerns	#	Actions	Owner(s)	Target Completion Date
<b>Leadership, Staff Confidence and Capability</b>	1	Commencing November 2024, Prison Officers will engage in support workshops to help build their confidence and competence targeting development needs identified following the completion of a self-assessment questionnaire. Supervising Officers will take part in a pilot and bespoke upskilling workshop, that will include Safety, Procedural Justice, Assurance, Decency and Security. Custodial Managers will take part in upskilling activities including the use of Procedural Justice in the application of people processes and how to hold difficult conversations.	Improvement Support Group	May 2025
	2	Following the upskilling activities (action point 1), a national Standards Coaching Team will be deployed to the prison for 16 weeks to further improve delivery standards and to build confidence and competence in prison officers.	Improvement Support Group	Commencing May 2025
	3	An Incentives Policy Framework review will be completed to reward and incentivise positive conduct as well as challenge acts of vandalism and poor behaviour. Following a short consultation, all Supervising Officers and Custodial Managers will be updated on the revised framework.	Governor/Prison Group Director	January 2025
	4	The establishment has commenced a re-profiling exercise on the work currently undertaken at HMP Manchester to ensure it aligns with that of a full-time training prison. Working with the HMPPS Workforce & Capability team, the prison will review its target staffing levels to ensure the safe delivery of regimes and services.	Governor/ Prison Group Director/ Workforce & Capability	February 2025
	5	In advance of the review of target staffing levels, HMP Manchester will, in the interim, be supplied with an increase in staffing to provide additional support.	Directorate of Prison Operations	November 2024
	6	The HR Business Partner vacancy has been filled to provide support to HMP Manchester. This will provide first line managers with improved knowledge and understanding of HR management processes to help drive down the number of officers unavailable for operational duties.	Governor/Prison Group Director	Completed

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<b>Physical Security</b>	7	MoJ Property Services will replace the failed components of the current failing CCTV system across the establishment.	MoJ Property Services	March 2025
	8	MoJ Property Projects will produce a contingency plan to restart a major window replacement project, following the contractor going into administration, along with options to install short-and long-term security netting.	MoJ Property Projects	December 2024
<b>Safety</b>	9	Prisoners are no longer sharing cells at the prison and the operational capacity has been reduced by up to 24 places. Several prisoners are also to be transferred to other establishments to help improve stability.	Governor/Prison Group Director	December 2024
	10	National Safety Team, Drug and Alcohol Group and Directorate of Security will work with the prison to co-deliver a programme of work to reduce assault rates and tackle prisoner debt. This will include development of a shared intelligence protocol to understand the drivers of violence. Prisoner forums will take place to understand the extent and nature of debt, a training needs assessment will be completed to inform targeted support to improve staff confidence and capability to identify and manage those who pose a risk to others. A revised local safety strategy, aligned to the prison's drug strategy will also be introduced.	Prison National Safety Team/Drug and Alcohol Group/Directorate of Security	January 2025
	11	HMP Manchester will work with regional and national resources to introduce a programme of interventions to reduce the prevalence of weapons and other illicit items within the prison.	Governor/Prison Group Director/ Directorate of Security	January 2025
	12	A multi-disciplinary Recovery Workshop that focuses on those who require substance abstinence support and provides vocational and educational activities as part of sentence progression will be introduced.	Governor/Prison Group Director	April 2025
	13	HMP Manchester, with support from the National Safety Team, will appoint safety floorwalkers to increase staff knowledge, confidence and capability to improve the way vulnerable and violent prisoners are managed.	Governor/Prison Group Director/ National Safety Team	January 2025
	14	The National Safety Team will strengthen local capability in ACCT Quality Assurance to drive an improvement in the support offered for prisoners at risk of suicide and self-harm.	Group Safety Team and National Safety Team	January 2025

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<b>Physical Environment</b>	15	MoJ Property Services have assigned a dedicated on-site manager at HMP Manchester to co-ordinate improvements to the prison and the prison has already appointed a manager to improve decency. A dedicated team will be established to focus solely on window vandalism and to identify repairs required at the site.	Governor/MoJ Property Services/Amey	November 2024
	16	A full cell audit on living conditions to identify those cells in most need of refurbishment will be completed. The audit will inform urgent remedial works and the sequencing of other improvements, including redecoration and repairs.	Governor/Prison Group Director	February 2025
	17	An intensive pest baiting programme is in place and MoJ Property Services will implement a new Pest Control Action Plan.	MoJ Property Services/Amey	November 2024
<b>Purposeful Activity</b>	18	The prison will complete a full review of the education offer and undertake a curriculum redesign. A new Annual Delivery Plan will be implemented to reflect the changes.	Governor/Directorate of Contracted Operational Delivery	February 2025
	19	A new allocation management process will be implemented to ensure activity spaces are used, prisoners have an opportunity for progression and links to employers are developed. Improvement Support Group will host a summit to develop a plan for improving purposeful activity.	Governor/Improvement Support Group	February 2025