



HM Prison &
Probation Service

Action Plan: Response to the joint Ofsted/HMIP thematic report: The Quality of Education in Young Offender Institutions

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INTRODUCTION

HM Inspectorate of Prisons (HMIP) and Ofsted 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 recommendations. Action plans provide specific steps and actions to address the recommendations, 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.

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, Measurable, 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.



ACTION PLAN: Response to the joint Ofsted/HMIP thematic report: The Quality of Education in Young Offender Institutions

1. Rec No	2. Recommendation	3. Agreed/ Partly Agreed/ Not Agreed	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
1.	Significantly reduce the amount of time that children are kept in isolation or locked up in the absence of an effective behaviour management strategy.	Agreed	<p>Youth Custody Services (YCS) will reduce the time children spend in their rooms and increase access to education skills and work by:</p> <ul style="list-style-type: none"> • Creating an education re-engagement strategy with clear timelines and responsibilities for education suppliers, to provide individualised learning and one to one support. • Including performance summaries in the Head of Education, Skills and Work's (HoESW) monthly assurance reports, identifying; provider engagement, quality of and suitability of learning provided, time spent with Learning Support Practitioner (LSP)/tutors, learner outcomes, evidence and next steps. • Reviewing the offer from psychology to increase one to one interventions with children who are separated. • Monitoring individual regime summaries to ensure children have meaningful time out of room. • YCS will review the Behaviour Management Strategy to ensure it is in line with the integrated framework of care, so it's more reflective of a rewards-based scheme across all sites. 	<p>YCS Head of Learning and Enrichment</p> <p>Education Providers/Governors</p> <p>YCS Psychology Lead</p> <p>YCS/Governors</p> <p>YCS Safety Lead</p>	<p>January 2025</p> <p>February 2025</p> <p>March 2025</p> <p>January 2025</p> <p>April 2025</p>
2.	Focus leadership efforts on resolving conflict between children wherever	Agreed	YCS and Governors within each Young Offender Institution (YOI) will reduce conflict between children by:		



	possible, to reduce the number of children kept apart from others for safety reasons.		<ul style="list-style-type: none"> • Leaders will continue to focus their efforts on resolving conflict as evidenced within each YOIs 'One Community' strategy. Evidence and learning from early adopters will be considered and shared to improve effective practice across all sites. The non association lists (keep aparts) will be kept in date and all historical conflict will be removed. • Conflict Resolution Practitioners will continue to focus their efforts on resolving and minimising harm between children. • By April 2025, there will be no cross deployment, as far as practicably possible, of conflict resolution practitioners allowing them to focus on addressing the needs of children, whilst also maintaining and building upon existing relationships. 	YCS/Governors Governors Governors	September 2025 Complete April 2025
3.	Implement appropriate management strategies to help children improve their behaviour and attitudes and provide teachers with up-to-date training to help them manage challenging behaviour.	Agreed	<p>YCS, Governors and Education Providers will implement appropriate management strategies, in addition to those outlined in recommendation 1, to support teachers in improving children's behaviour and attitudes towards learning by:</p> <ul style="list-style-type: none"> • Creating 'time-out' spaces in all education areas, similar to schools, subject to approval, in line with the next round of capital bids. • Governors and Education Providers will work together and formulate a training plan for teachers to manage challenging behaviour. Creating clear systems that allow teaching staff to request support. • Allocating time for teachers to attend group Guided Reflective Practice and children's support meetings. • Provide a dedicated group of operational staff attached to the education department or some staffing continuity. • Ensuring that all departments attend the daily operational briefing for effective communication. • Reviewing the current class sizes of 8 children, with a vision to reduce this in line with Social Emotional and Mental 	YCS/Governors Governors/Education Providers Education Providers YCS/Governors Governors YCS Head of Learning and Enrichment	January 2026 March 2025 April 2025 April 2025 April 2025 April 2025



			<p>Health (SEMH) schools and Alternative Provision equivalent class sizes.</p> <ul style="list-style-type: none"> Reviewing and implementing active citizenship, co-produced with children and staff. 	YCS Lived Experience Lead	September 2025
4.	Prioritise children's and young people's attendance at education, so that they access a comprehensive and purposeful day of educational activity, training opportunities and work that best meet their needs and career goals.	Agreed	<p>YCS, Governors and Education Providers will prioritise Children and Young Peoples (CYP) attendance at education by:</p> <ul style="list-style-type: none"> Completing a full needs analysis in each site, in line with the yearly review cycle, that will consider the population makeup, length of stay, child voice and the starting point of each child. The content of the curriculum will be designed following this review to inform delivery of all learning, training and employment. All children of school age identified on arrival will have a planned minimum of 15 hours in learning and/or support activity. This will be subject to the individuals' needs of the child, prioritising health and wellbeing. Each child will be provided with an individual timetable. Individual Time Out of Room (TOOR) and activities are now monitored weekly, to accurately reflect what each child is receiving. Reviewing the digital infrastructure underpinning education delivery, planning and recording, and seek to improve effectiveness and investment in this area. 	<p>YCS/Governors/Education Providers</p> <p>Governors/Education Providers</p> <p>YCS/Governors</p> <p>YCS Head of Business Development and Improvement</p>	<p>September 2025</p> <p>December 2024</p> <p>Complete</p> <p>September 2025</p>
5.	Improve the curriculum so that it supports children to develop employability skills and behaviours;	Agreed	YCS, Governors and Education Providers will improve the curriculum offer to develop CYP employability skills and behaviour by:		



	and strengthen links with employers to help children develop valuable vocational skills.		<ul style="list-style-type: none"> • Creating employment spaces at each YOI to allow children beyond legal school age to attend work-related pathways. • Complete training programmes for all Youth Justice Workers (YJW) on Employability Skills Progress Workbooks, including how to set and review CYP targets. • All CYP in full and part-time employment will complete an Employability Workbook, to allow monitoring of their progress against employability targets. • Including Careers, Information, Advice and Guidance (CIAG) contract assurance at monthly provider Performance Review Meetings (PRM) and Quarterly Contract Review Meetings (QCRM), to improve oversight and governance of the Education Providers CIAG contract against bids and outcomes. • Creating a careers event calendar for each YOI in partnership with Education Providers. • Identifying all vocational courses at each YOI to build community links with employers to match each of their provisions. • Continuously improving content within in-room technology, to tailor material to the needs and interests of children and enhance learning opportunities. 	Governors/Education Providers YCS Head of Learning and Enrichment YCS Head of Learning and Enrichment YCS Head of Contracts YCS Head of Learning and Enrichment Governors/Education Providers YCS Head of Business Delivery and Improvement	June 2025 April 2025 June 2025 April 2025 December 2024 September 2025 September 2026
6.	Help children who cannot attend education, in particular those with SEND, to make as much progress as their peers.	Agreed	YCS, Governors and Education Providers will support all children who cannot attend education in person, including those identified with Special Educational Needs and Disabilities (SEND), in making progress by: <ul style="list-style-type: none"> • All Education Providers will keep a SEND register, updated weekly, to review monthly progress comparisons with SEND/non-SEND children, to plan interventions for children not making progress. 	Education Providers	April 2025



			<ul style="list-style-type: none"> • Reviewing interventions, for all children not attending education, for their effectiveness and outcomes at fortnightly spot check meetings, to ensure children are making the desired progress. • Neurodiversity Managers will monitor SEND children's (who are not in mainstream education) progress monthly, for inclusion in the Head of Education, Skills and Work monthly assurance report. • Monitoring Education Providers quality assurance processes, completed by Special Educational Needs Co-ordinators (SENCo's) and curriculum managers, for review at PRMs for their effectiveness and outcomes. • Ensuring SEND resources are available in all classes. • Ensuring SEND strategies are disseminated to all teachers. • Delivering SEND support training will be to all education staff by the Education Providers SENCo's. 	YCS Head of Operational Contracts Governors/Education Providers YCS Head of Learning and Enrichment Education Providers Education Providers Education Providers	April 2025 April 2025 April 2025 January 2025 January 2025 April 2025
7.	Improve reading strategies in YOIs to ensure that all children significantly improve their reading skills.	Agreed	<p>Governors and Education Providers will improve reading strategies in all YOIs by:</p> <ul style="list-style-type: none"> • Identifying all children at Level 1 reading and below, for them to receive a full reading screener and any identified support interventions. • Ensuring all information from screening is shared effectively with YOI leaders and managers to inform curriculums. • All English teachers will be phonics trained. • Creating an ambitious reading strategy at each YOI. • Commissioning a support programme for reading in all YOI's. Reading pens, available as part of assisted technology in all sites, will be promoted amongst children. 	Education Providers Education Providers Education Providers Governors YCS Head of Contracts	January 2025 January 2025 April 2025 April 2025 April 2025



8.	<p>Improve the quality of education by:</p> <ul style="list-style-type: none"> • using children's starting points to inform the planning of learning and the curriculum. • focusing on teaching the knowledge, skills and behaviours that children need to learn to be successful in their next steps. • using assessment effectively to check what children have learned and to better support their progress. • ensuring that children complete their learning goals and, where appropriate, 	Agreed	<p>YCS and Education Providers will improve the quality of education in all YOIs by:</p> <ul style="list-style-type: none"> • Children's starting quality assurance points will be completed by HoESW each month and added to the PRM report. • Completing quality assurance checks for all children at Level one reading and below, to ensure they have received a reading screening and placed on a support programme if required. • Completing monthly enrolment quality assurance to track the progress from a child's initial assessment level, to ensure children are enrolled on course at the right level. • All Education Providers will complete quality assurance checks on all Schemes of learning, submitting the full report to the YCS Head of Enrichment and Learning, with actions and next steps to enable the sequencing of curriculums. • All providers will complete a quality assurance calendar and share with YCS for monitoring. This will provide a risk-based approach to assurance. • Education Providers will review all courses at the end of each term, identifying course outcomes, barriers to success and next steps, to inform and improve future planning. • Guided Learning Hour data for full curriculums will be submitted to the QCRM by the Education Providers for review and tracking of progress. • Education Providers will develop an action/training plan for all newly appointed non-qualified teaching staff. • Education Providers will provide children with accreditation outcomes in a timely manner, whether they are in the secure 	Education Providers	March 2025
				Education Providers	April 2025
				Education Providers	April 2025
				Education Providers	September 2025
				Education Providers	June 2025
				Education Providers	April 2025
				Education Providers	September 2025
				Education Providers	April 2025
				YCS Head of Operational Contracts	April 2025



	attain qualifications.		estate or in the community, monitored quarterly by the YCS contracts team.		
9.	Recruit appropriately qualified and competent teaching staff, so that the children are taught by experienced and competent teachers who know how to support them to make good progress.	Agreed	<p>YCS will ensure appropriately qualified teachers are recruited by:</p> <ul style="list-style-type: none"> The contracts management team will review with providers the number of qualified and unqualified teachers against the staffing profiles. This will be cross referenced against the new curriculum that will be agreed for each site. The YCS education learning team will complete monthly quality assurance checks of teachers, that will include learning walks, book scrutiny, evidence reviews and joint observations with the Education Provider. 	<p>YCS Head of contracts management</p> <p>YCS Head of Learning and Enrichment</p>	<p>April 2025</p> <p>Complete</p>
10.	Provide high-quality classroom accommodation, learning resources and digital technologies to support teaching and learning.	Agreed	<p>YCS will provide suitable learning environments and resources by:</p> <ul style="list-style-type: none"> HMYOI Werrington's education department has been refurbished to enable a suitable learning environment. The colleges at HMYOI Wetherby have been designed to enable learning. A review of the learning environment at HMYOI Feltham will be completed and capital bids submitted as part of the annual cycle of bidding. The YCS Head of Digital will explore further technology that can be introduced in all YOI's. 	<p>YCS Head of Service</p> <p>YCS Head of Service</p> <p>YCS Head of Service</p> <p>YCS Head of Digital</p>	<p>Complete</p> <p>Complete</p> <p>March 2026</p> <p>September 2025</p>



11.	Ensure better collaboration between YOI leaders and education providers to help them jointly offer children a high-quality learning experience.	Agreed	<p>YCS will ensure better collaboration with Education Providers to improve the quality of the education offer by:</p> <ul style="list-style-type: none"> • Through Quarterly Education Leadership Forums with education managers and Regional Heads of Learning and Skills. • Changing Quality Improvement Group meeting terms of reference to ensure barriers to delivery are addressed. • Creating a joint YCS and Education Providers risk register for education delivery. • The YCS central learning and enrichment team will plan and implement a yearly quality assurance calendar that will be shared with Education Providers. • Ensuring all quality assurance processes are completed in collaboration with YCS and Education Providers. • Introducing yearly quality planning 'away days', to design curriculums and the development of annual delivery plans. • Including a 'relationship' section to performance review meeting reporting. • Adding a planning and development section to performance review meetings. 	<p>YCS Regional Head of Learning and Skills</p> <p>YCS Head of Learning and Enrichment</p> <p>YCS Head of Learning and Enrichment</p> <p>YCS Head of Learning and Enrichment</p> <p>YCS Head of Learning and Enrichment</p> <p>YCS Head of Learning and Enrichment</p> <p>YCS Head of Operational Contracts</p> <p>YCS Head of Operational Contracts</p>	<p>April 2025</p> <p>January 2025</p> <p>March 2025</p> <p>January 2025</p> <p>January 2025</p> <p>April 2025</p> <p>January 2025</p> <p>January 2025</p>
12.	Review the length of time that governors stay at a YOI. The YCS should consider extending their time in post to offer continuity to the YOIs while	Not Agreed	This recommendation is not agreed as current Human Resource processes do not enable YCS leaders to stipulate the length of time Governors remain in post.		



	they are improving.				
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Recommendations	
Agreed	11
Partly Agreed	0
Not Agreed	1
Total	12

