



HM Prison &
Probation Service

Action Plan: HMP Long Lartin

Action Plan Submitted: 29 January 2025

A Response to the HMIP Inspection: 30 September – 10 October 2024

Report Published: 14 January 2025

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: HMIP REPORT

ESTABLISHMENT: HMP LONG LARTIN

1. Rec No	2. Concerns	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
	Priority concerns			
1	Leaders had not done enough to understand and respond to the drivers of violence, which was too high and on an upward trend.	<p>The Safety department has been restructured and additional ringfenced staff resources have been introduced to support safety throughout the prison. A Functional lead has also been appointed to drive improvements.</p> <p>The Violence Reduction strategy will be reviewed, this will include local consultations with staff and prisoners. Leaders will also increase the use of data to provide meaningful actions at the monthly Safety and Senior Management Team meetings.</p> <p>The Debt Reduction strategy will be reviewed to provide better support for prisoners whilst a Communications strategy will be developed to better inform staff and prisoners on safety matters.</p> <p>Safety analysts have been upskilled with support from national experts and regional Long Term High Security Estate (LTHSE) safety colleagues.</p> <p>There is now improved attendance at monthly Safety meetings to improve knowledge and data led decision making around the drivers of violence, this has also allowed the Violence Reduction strategy to be better informed. The Challenge, Support and Intervention Plan (CSIP) and Safety Intervention (SIM) meetings now include an agenda item on perpetrators of violence.</p> <p>Incentive Policy (IP) forums have commenced and now provide the opportunity to improve the Incentives scheme and incentivise positive behaviour.</p> <p>A prisoner safety survey will be conducted annually and be included as part of the Violence Reduction Safety Action Plan, this will be monitored during Safety meetings to provide oversight.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>Completed</p> <p>March 2025</p> <p>March 2025</p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>March 2025</p>



		<p>A prisoner peer group will attend and contribute to monthly Safety meetings.</p> <p>IP forum feedback will be provided to the Equalities meeting and used to inform developments in the local Incentives policy.</p> <p>Fact finding investigations will be completed on all serious violent incidents. Quarterly analysis of CSIP and serious assault investigations learning points will be monitored through the monthly Safety meeting.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>March 2025</p> <p>April 2025</p> <p>February 2025</p>
2	<p>Large quantities of drugs and other illicit items were entering the prison, especially on drones. Physical security and counter measures were not robust enough, and neither national nor local leaders had addressed this longstanding problem with sufficient urgency.</p>	<p>HMPPS continues to work hard to detect, deter and disrupt the ingress of illicit items into our prisons. Work continues at HMP Long Lartin to review site vulnerabilities and deter such harmful ingress from criminals in the wider community. Close collaborative working continues between HMPPS and law enforcement partners in support of this.</p> <p>400-metre Drone Restricted Fly Zones around all closed prisons and young offender institutions in England and Wales have been introduced, making it an offence to pilot a drone in the restricted areas without authorisation.</p> <p>HMPPS is exploring all options to mitigate this growing risk, working closely with other government departments to assess the effectiveness of all available interventions.</p> <p>A capital bid has been submitted for a security system upgrade and physical security measures to combat the ingress of illicit items.</p> <p>The terms of reference for the Drug Strategy meeting have been reviewed and a revised Drug strategy will be implemented.</p> <p>The prison is now working in partnership with Inclusion, a national organization that works with those who are affected by addiction, crime and mental health issues, to improve recovery services including psychosocial groups and mutual aid.</p> <p>A recovery catalogue has been created for adjudicating governors for prisoners placed on report for identified drug use.</p> <p>A Challenge Support and Intervention Plan specific to drug users will be introduced named Drug Support and Intervention Plan (DSIP).</p>	<p>HMPPS</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>Commenced and ongoing</p> <p>February 2025</p> <p>Completed</p> <p>Completed</p> <p>Completed</p>



		Recovery focused keywork will be implemented locally to provide increased support to prisoners.	The Governor	March 2025
3	The 'night sanitation' electronic rotational unlock system led to unhygienic conditions, and created opportunities for illicit activity and bullying.	HMPPS invested c£8.5m for the replacement of the night sanitation, this work was completed in August 2023. There are currently no other bids for works in relation to this project.	HMPPS	Completed
4	Many wings were dirty and shabby, and large amounts of rubbish were allowed to accumulate around the prison.	<p>A member of staff has now been identified to supervise an external prisoner cleaning party.</p> <p>Prisoner cleaning parties will be introduced to clean the outside areas of the prison.</p> <p>New waste bins have been procured to store bio-waste discarded onto A to D wing external yards.</p> <p>The refurbishment of flooring on A-D wings will begin in March 2025.</p> <p>Waste stuck on flat roofs and on coiled razor wires will be removed by external contractors.</p> <p>Bids will be submitted to replace equipment and for the refurbishment of the self-cook areas, as an interim measure simple equipment will be replaced to enable continued use of the facility.</p> <p>A new local pay policy will be introduced to reflect skills gained and encourage cleaners to work, the impact of the new policy will be reviewed as part of an assurance process.</p> <p>A review and implementation of new cleaning schedules for residential areas will be completed.</p> <p>A revised assurance process with an accompanying recording document has been introduced to check cells, kitchen and outside areas.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>Completed</p> <p>March 2025</p> <p>Completed</p> <p>Commencing March 2025</p> <p>March 2025</p> <p>March 2025</p> <p>March 2025</p> <p>March 2025</p> <p>Completed</p>



		<p>Improved liaison with the Prison Council will take place to help improve the cleanliness of the self-cook areas and the prison in general.</p> <p>The cleaning course will be moved from being classroom based to residential areas and corridors to contextualise learning.</p> <p>A revised management of the stocking of cleaning materials within the establishment will be implemented.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>February 2025</p> <p>February 2025</p> <p>March 2025</p>
5	<p>A significant proportion of the industries curriculum lacked ambition. Many prisoners completed mundane work, with little planning to help them develop new skills or move into more challenging job roles during generally long prison sentences.</p>	<p>A prisoner needs analysis is currently being carried out to inform future curriculum amendments.</p> <p>A Reducing Reoffending strategy will be developed and implemented at the establishment.</p> <p>A new local pay policy will be introduced to reflect skills gained rather than on incentive levels.</p> <p>A Laundrette workshop is being opened to develop new skills for prisoners at HMP Long Lartin.</p> <p>The Textile workshop will be re-opened following the recent recruitment and training of staff.</p> <p>Work will take place with New Future Networks and Prison Industries to look at introducing further meaningful work opportunities within the prison.</p> <p>All work vacancies are now advertised to the whole prisoner group to promote equality of opportunity.</p> <p>The Activity Allocation Board now follows the pathway model and the sequencing of allocating prisoners into suitable work areas is now taking place.</p> <p>Further emphasis will be placed on developing employability skills within the work areas through workplace booklets linked to the knowledge, skills, values, attitudes and behaviours identified by instructors.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>February 2025</p> <p>March 2025</p> <p>March 2025</p> <p>April 2025</p> <p>February 2025</p> <p>April 2025</p> <p>Completed</p> <p>Completed</p> <p>March 2025</p>



		Work-based activities will be linked to online courses to identify and improve skills development.	The Governor	March 2025
	Key concerns			
6	Early days arrangements were weak. Too many new arrivals received an abridged health screening, first night interviews were not sufficiently thorough, first night cells were not always clean or well-equipped, and induction was not delivered promptly.	<p>Early days in custody training and supervision has been delivered to staff to ensure that all first night health screenings are carried out competently and within the NHSE timeline. This is being monitored daily by managers.</p> <p>A healthcare reception tracker is now in place which is reviewed daily and is being shared at Senior Management Team meetings and the Local Delivery Board.</p> <p>Non-smoking snack packs and bed packs are now issued in Reception and not on residential units.</p> <p>An assurance process is now in place to ensure all new receptions receive their initial induction/first night process.</p> <p>Insider peer supporters are now employed at the establishment. An Equalities advocate and Young Adult mentor also now reside on the induction wing to provide support to prisoners during inductions.</p> <p>A cell inventory is now in place and completed on all first night cells.</p> <p>A "Bus to Bed" exercise will be completed and any recommendations made will be implemented to improve early day arrangements.</p> <p>A policy for prisoners arriving out of hours will be reviewed and published to ensure staff are aware of procedures.</p> <p>An induction video for prisoners will be created to improve their experience and knowledge of life at the establishment. An area will also be developed to become an induction room whereby prisoners can view the new induction video when created.</p>	<p>Practice Plus Group</p> <p>Practice Plus Group</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>March 2025</p> <p>February 2025</p> <p>March 2025</p>



7	<p>Self-harm had increased and leaders had not done enough to understand or respond to the reasons behind it. Governance and oversight of key areas to protect the vulnerable, such as use of constant supervision and anti-tear clothing, were weak.</p>	The Safety department has been restructured and additional ringfenced staff resources have been introduced to support safety throughout the prison. A Functional lead has also been appointed to drive improvements.	The Governor	Completed
		Leaders will increase the use of data to provide meaningful actions at the monthly Safety and Senior Management Team meetings.	The Governor	March 2025
		The Debt Reduction strategy will be reviewed to provide better support for prisoners whilst a Communications strategy will be developed to better inform staff and prisoners on safety matters.	The Governor	March 2025
		Safety analysts have been upskilled with support from national experts and regional Long Term High Security Estate (LTHSE) safety colleagues.	The Governor	Completed
		There is now improved attendance at monthly Safety meetings to improve knowledge and data led decision making around the drivers of self-harm to enable targeted interventions and inform Assessment, Care in Custody and Teamwork (ACCT) processes.	The Governor	Completed
		All prolific and repeat self-harmers are now discussed in the weekly SIM meeting.	The Governor	Completed
		Assurance around the use of anti-tear clothing has been implemented via local logs in safety and the daily briefing sheet.	The Governor	Completed
		Constant Supervision is now in line with an agreed ACCT process and is reviewed through SIM meetings and daily by a Senior Manager.	The Governor	Completed
		In conjunction with the Samaritans the access to Listeners has been reviewed to enable better access to the service.	The Governor	Completed
		Listener suites and their use will be reviewed, improvements will be introduced where required.	The Governor	April 2025
		A prisoner safety survey will be conducted annually and be included as part of the Violence Reduction Safety Action Plan, this will be monitored during Safety Meetings to provide oversight.	The Governor	April 2025
		A prisoner peer group will attend and contribute to the monthly Safety Meeting.	The Governor	April 2025



		Quality assurance of ACCT processes will be completed with feedback provided to staff and managers to drive improvements. Quarterly analysis of ACCT quality assurance and serious self-harm investigations will take place with learning points shared via the monthly Safety Meeting.		
8	Kitchen facilities and the quality of food were poor. Catering staff were achieving commendable results in difficult circumstances, but they could not provide an appropriate range of food.	<p>A project to install a new kitchen is underway, with work anticipated to start on site in January 2026. The project is currently being reviewed to ensure the design meets the required environmental sustainability target, as well as building regulations in relation to energy efficiency. Once these reviews have been completed a revised business case will be presented. Following consultation with the establishment, the location of the proposed kitchen has been changed to maximise efficiencies during the build phase and minimise the impact on daily operations.</p> <p>A new larger temporary kitchen has been introduced to allow a deep clean and maintenance of the current main kitchen, once these have been completed a return to the main kitchen will be carried out.</p> <p>More variety is now on offer regarding certain foods that were previously unavailable. The range of choice has improved, and extra food has been added to the daily menu.</p> <p>The prison has reviewed the process for those requesting special dietary requirements, supporting closer working relationship between kitchen and healthcare.</p>	<p>HMPPS</p> <p>HMPPS</p> <p>The Governor</p> <p>The Governor</p>	<p>Commencing January 2026</p> <p>March 2025</p> <p>Completed</p> <p>Completed</p>
9	There was inadequate support for some minority groups. Those over 50, young adults and foreign nationals received little targeted provision, and the needs of prisoners with disabilities were not consistently well met.	<p>A recruitment campaign to appoint an Equalities adviser has commenced.</p> <p>Revised protected characteristics (PC) and the structure for senior management PC leads have been agreed. The current leads will be reviewed, with the structure of forums scheduled and linked to the equalities action team meetings.</p> <p>Support packs will be issued to PC leads alongside templates to support prisoner engagement and data analysis.</p> <p>Zahid Mubarek Trust advocates, who are an independent national charity, will also be allocated to PC leads for further support and to provide improved prisoner engagement and consultation.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>March 2025</p> <p>March 2025</p> <p>March 2025</p> <p>March 2025</p>



		<p>A Young Adult Strategy and action plan, which includes the provision of forums, specific training for staff and consideration of targeted activities for young adults is being devised.</p> <p>A safeguarding partnership agreement is currently being developed with Worcestershire Adult Safeguarding board.</p> <p>Young adult men are now fast-tracked through the induction process, to ensure early access to activities wherever possible.</p> <p>A trained Equalities advocate graduate, with lived experience of being a young adult in custody has taken up the role of young adult mentor. The prisoner is on the Induction unit to offer support and guidance on arrival to the prison.</p> <p>A review of the gym programme is underway and is considering feedback from a series of young adult forums and an over 50's survey.</p> <p>A review will be carried out for the regular support currently being received from an immigration specialist, who visits from a local establishment and supports those prisoners' seeking repatriation or subject to deportation.</p> <p>HMP Long Lartin will reinstate the reasonable adjustments panel to ensure those prisoners with identified disabilities have their needs met. The panel will include key local stakeholders including healthcare partners and the Neuro-Diversity Support manager.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>March 2025</p> <p>March 2025</p> <p>March 2025</p> <p>Completed</p> <p>March 2025</p> <p>March 2025</p> <p>March 2025</p>
10	Governance of clinical records and health appointments was poor, creating potential risks to patient care and safety.	<p>New assurance processes have been implemented to monitor the quality of clinical records and scheduling of follow up appointments.</p> <p>A further 0.5 full time equivalent Advanced Nursing Practitioner (ANP) will be recruited and the role of the ANP will be reviewed to focus on long term conditions care planning and reception screening.</p> <p>All audits completed on the audit schedule will be quality checked by a member of the Practice Plus Group (PPG) Senior Management Team monthly. If any actions are identified from audits, they will be subject to oversight from the PPG SMT.</p>	<p>Practice Plus Group</p> <p>Practice Plus Group</p> <p>Practice Plus Group</p>	<p>Completed</p> <p>April 2025</p> <p>April 2025</p>



		<p>A healthcare reception tracker is now in place which is reviewed daily.</p> <p>An HMP Long Lartin wound care pathway will be created, including a wound care log and criteria for referring to tissue viability specialists.</p> <p>Care planning training for clinical staff will take place and wound care training will be explored.</p> <p>Patients with complex wounds will be discussed at multi professional complex case clinics.</p>	<p>Practice Plus Group</p> <p>Practice Plus Group</p> <p>Practice Plus Group</p> <p>Practice Plus Group</p>	<p>Completed</p> <p>April 2025</p> <p>April 2025</p> <p>April 2025</p>
11	Patients were not transferred to mental health hospitals promptly to receive necessary specialist treatment.	<p>The government has pledged to introduce the Draft Mental Health Bill in the upcoming parliamentary session. The Bill includes several flagship reforms to improve access to mental health care for patients in the criminal justice system such as the introduction of a statutory 28-day time limit for transfers from prison to hospital. This time limit, together with operational improvements, aims to reduce unnecessary delays and deliver swifter access to treatment.</p> <p>The reforms will prevent courts from using prison as a place of safety for those awaiting treatment or assessment under the Mental Health Act. Instead, the defendant or convicted person must be transferred directly to hospital, ensuring swifter access to the care they need. The Bill will also reform the Bail Act 1976 to prevent courts from remanding a defendant for their own protection where their only concern relates to their mental health. Courts will be directed to bail defendants and work with local health services to put in place appropriate support and care.</p> <p>Locally the establishment will continue to transfer prisoners as soon as beds and a warrant are made available, escalations will be made by Midlands Partnership Foundation Trust.</p>	<p>NHSE</p> <p>Practice Plus Group</p>	<p>Commenced and ongoing</p> <p>Commenced and ongoing</p>
12	Many prisoners who wanted to improve their mathematics and English experienced long delays before they could start these courses.	<p>Under the new Annual Delivery Plan (ADP) the peripatetic tutor will become full-time, previously the role was Monday to Thursday, which will allow greater provision of maths and English delivery.</p> <p>A peripatetic tutor now only works with prisoners who are below level two and focusses on functional skill development prior to other subjects being</p>	<p>The Governor</p> <p>The Governor</p>	<p>June 2025</p> <p>Completed</p>



		<p>introduced. This allows prisoners to access formal assessment via outreach without the necessity of having to attend classroom-based education courses.</p> <p>Peer supporters within workshops have been upskilled to be able to deliver supportive maths and English, this will help prisoners become exam ready when a space becomes available within Education.</p> <p>Resource packs have been provided to peer supporters with specific maths and English content for all levels.</p> <p>A structured timetable is now in place for reading support, catering for one to one and small group work. This is carried out via outreach and enables prisoners to gain skills ready to engage on functional skills courses.</p> <p>English for Speakers of Other Languages (ESOL) will become 'bridging English Skills' which will allow more of the prison population to access English, thus reducing delays.</p> <p>The peripatetic tutor will have the flexibility to carry out accuracy checks on internal assessment scores through more detailed diagnostics. This will allow greater understanding of the need of maths and English and more tailored approach to course allocation.</p> <p>Where prisoners fail a course, they will be allocated time with either the workshop peer mentors or peripatetic tutor to work on areas of weakness avoiding the necessity of re-enrolling on another course to sit the exam.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>Completed</p> <p>Completed</p> <p>Completed</p> <p>June 2025</p> <p>June 2025</p> <p>May 2025</p>
13	<p>Prisoners' attendance at work activities was not good enough. Regime delays led to many arriving up to half an hour late for their activities.</p>	<p>A new core day and staff reprofile exercise has been completed, published and introduced with clear regime times.</p> <p>An assurance process has been implemented to provide oversight of workshop movement and ensure timings for prisoner movement are met via the Operational Daily briefing.</p> <p>Corridor patrol staff are now present at movement times to ensure prisoners move swiftly to the workplace.</p> <p>A new local pay policy will be introduced to reflect skills gained rather than on incentive levels to incentivise attendance at activities.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>Completed</p> <p>Completed</p> <p>Completed</p> <p>March 2025</p>



		<p>An early gym timetable has been introduced to allow prisoners to attend before work which has increased work attendance.</p> <p>The effectiveness of the new core day will be reviewed to ensure prisoner attendance and regime delays have improved.</p>	<p>The Governor</p> <p>The Governor</p>	<p>Completed</p> <p>March 2025</p>
14	<p>Many OASys (offender assessment system) assessments were out of date, and prisoners were not sufficiently involved in setting the sentence plan targets that were intended to reduce risk.</p>	<p>Staffing resources have increased with the addition of a newly qualified Prison Offender Manager (POM) to the Offender Management team.</p> <p>Head of Offender Manager Delivery and Head of Offender Manager Services now have management oversight of the OASys backlog with the aim that this is reduced significantly over a six-month period.</p> <p>An OASys tracker is now in use, highlighting the assessments most in need of review and to enable prioritisation and allocation to POM's.</p> <p>A list of POM's individual OASys backlog is now shared regularly with managers, this is used within supervision sessions to direct completion targets and next steps to address the backlog.</p> <p>A target number of OASys completions for each calendar month has been agreed with the regional lead, the Governor and the Head of Offender Manager Delivery.</p> <p>Those POMs who have little or no backlog are now asked to support others with the completion of OASys.</p> <p>POMs are now engaging with prisoners and Keyworkers, to ensure there is a good understanding of sentence planning targets, including the sharing of targets with the allocated Keyworker and prisoner in written form following any review.</p> <p>POM clinics are now embedded on the Incentivised Substance Free Living Unit to provide support to this cohort of prisoners.</p>	<p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p> <p>The Governor</p>	<p>Completed</p> <p>June 2025</p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p>

