



HM Prison &
Probation Service

Action Plan: HMP Birmingham

Action Plan Submitted: 10 February 2026

A Response to the HMIP Inspection: 6 – 16 October 2025

Report Published: 19 January 2026

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.



		<p>HMP Birmingham will develop a toolkit of local interventions for perpetrators, which involving education and training, are designed to equip prisoners with the skills needed to deal with situations and conflict rather than resorting to violence.</p>	Governor	May 2026
		<p>HMP Birmingham will expand delivery of local activities that have a proven record of reducing violence, e.g. inter-wing football, prisoner led charity events and structured on wing activities. This will be built into the regime plan.</p>	Governor	May 2026
		<p>The prison will re-introduce the on-wing violence reduction representatives who will all receive training and support in their role.</p>	Governor	March 2026
		<p>Focus will be placed on improving the timeliness of the Challenge Support and Intervention Plan (CSIP) referral and opening process and ensuring that interventions and individualised targets to address behaviour are adequate. A catalogue of suitable CSIP interventions is to be introduced to assist this. Assurance regarding both the timeliness of opening and the quality of CSIP will be completed against a benchmark checklist, with managers held to account.</p>	Governor	May 2026
		<p>HMP Birmingham will improve standards of staff engagement through the delivery of the Enable Five Minute Intervention programme on monthly training days. This will be built into the Regime Plan and will be</p>	Governor	July 2026



		<p>focussed on improving interpersonal skills of staff, so they are better equipped to deescalate potential conflict/violent incidents. This will target not only the inexperienced staff but also staff who have been identified as needing upskilling.</p> <p>HMP Birmingham have adopted a case management approach to self-harm to improve the level of support offered to prolific self-harmers. This case management approach is aimed at improving the quality of ACCT and ensuring care plans are meaningful; detail the expanse of support being offered and are being adhered to.</p> <p>HMP Birmingham will provide grab bags for officers for those prisoners who are on constant watch. This will include distraction materials and activities to support wellbeing.</p> <p>HMP Birmingham will deliver local safeguarding training to Reception, Residential and Care and Supervision Units (CSU) staff to raise the priority of identifying prisoners at risk of self-harm, abuse or neglect and advise staff on how to report these concerns. This will also be incorporated into keywork sessions.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Complete</p> <p>March 2026</p> <p>June 2026</p>
2	<p>Illicit drug use was high. The rate of positive random mandatory drug tests was higher than in most similar</p>	<p>HMP Birmingham will continue to work collaboratively with West Midlands Police, Security, Order and Counter-Terrorism Directorate (HMMPS), Midlands Organised Crime Unit and the National Drone Team to</p>	<p>Governor</p>	<p>Complete</p>



<p>prisons and there had been five deaths suspected to be related to drug use since our last inspection.</p>	<p>undertake joint actions to reduce illicit conveyance via drones and throw overs.</p> <p>HMP Birmingham have secured additional funding to develop the Drug Recovery Unit and the Incentivised Substance Free Living, this will encourage substance free living through incentives rather than sanctions. This is backed up by a drug testing regime.</p> <p>HMP Birmingham will adopt a referral to services rather than an incentives or adjudication approach when responding to under the influence incidents. Punishments methods will remain as an alternative for those who refuse to engage with the programme.</p> <p>The Incentivised Substance-Free Living Unit (ISFL) is now fully embedded within the prison's drug and alcohol abstinence recovery pathway. A structured progression is in place, beginning with M Wing (Detox), moving through D Wing (Recovery Unit), and culminating in G Wing, the ISFL. This pathway is actively supported by the SMS Team and Cranstoun, ensuring continuity of care and consistent recovery messaging.</p> <p>A multidisciplinary team (MDT) approach has been adopted to oversee individuals engaged in recovery. The MDT reviews progress regularly, with evidence recorded through DPS and System 1 case management systems. Prisoners on the recovery pathway are compacted to comply with the Drug Recovery Unit</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>June 2026</p> <p>Complete</p> <p>Complete</p> <p>Complete</p>
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		<p>(DRU) objectives and the ISFL behavioural and engagement requirements. In addition, the recovery pathway has been reviewed collaboratively with community support services and our Lived Experience partner, DATUS, to strengthen continuity between custody and community support.</p> <p>HMP Birmingham will develop support for drug free living by promoting the principles of psychologically informed environments in our DRW and incentivised substance-free living (ISFL) units. This will be led by our on-site psychology teams, prioritising safety, trust and empowerment as key facets. By providing a safer and more stable environment and enhancing staff capability, this aims to improve recovery rates.</p> <p>HMP Birmingham will review reception and visits processes to identify weaknesses that require addressing to prevent illicit items moving through these high-risk areas. This will be detailed in an action plan and improvements monitored and evaluated at the monthly security meeting.</p> <p>HMP Birmingham will continue to bid for funding for enhanced perimeter security.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>August 2026</p> <p>July 2026</p> <p>March 2026</p>
3	Standards of decency had declined. Cleanliness of residential units had	HMP Birmingham have recruited a Clean and Decent lead who will focus on deep cleaning areas that have not been cleaned for some time or have deteriorated.	Governor	Complete



<p>deteriorated, and many prisoners did not have some basic items in their cell.</p>	<p>They also co-ordinate the painting programme and support residence managers to complete quarterly decency checks.</p>		
	<p>HMP Birmingham have recruited and trained enhanced prisoners to form an intensive cleaning party to work alongside regular cleaning staff. They are tasked to improve standards but will also have the remit of deep cleaning areas that have been identified via the local decency tracker.</p>	Governor	Complete
	<p>HMP Birmingham will revise the issuing process for kit and bedding; develop a central store and invest further funds to ensure adequate supplies that reflect the number of prisoners entering the establishment are maintained.</p>	Governor	March 2026
	<p>First night centre provision will be implemented in line with the recent review to ensure delivery of clean, prepared accommodation for new arrivals.</p>	Governor	March 2026
	<p>HMP Birmingham have invested in new equipment to address areas that have previously not been cleaned regularly such as windows on residential units. The prison are also investing in new waste disposal equipment to remove rubbish from areas quickly.</p>	Governor	April 2026
	<p>Every prisoner will be issued a cleaning kit alongside their weekly canteen order. The creation of these</p>	Governor	June 2026



		cleaning packs will provide additional purposeful activity.		
4	<p>A significant number of acutely mentally unwell men had been sent to the prison. They had not had a Mental Health Act assessment while in police or court custody to potentially divert them to a more appropriate setting.</p>	<p>Responsibility for policing sits with Home Office and Police and Crime Commissioners.</p> <p>HMPPS is aware of the situation highlighted by HMIP and have sought assurances from NHS England that the National Partnership Agreement (NPA): Right Care, Right Person (RCRP) published in July 2023, signed by NHS England, the Department of Health and Social Care (DHSC), the Home Office, and national policing organisations, is being applied appropriately.</p>	HMPPS Health and Social Care Team	Complete



		Regional NHSE Health and Justice Commissioners have raised their concerns regarding the West Midlands Police approach with the force, and are coordinating a regular multiagency meeting with local health, HMP and Policing partners to determine how patients with mental health needs can be safely and appropriately managed through police custody	NHS England	Complete and ongoing
5	Prisoners who were not engaged in education, training or work, including those on the induction unit, had far too little time unlocked.	<p>HMP Birmingham will commence a reprofile activity in January 2026 to revise the current profile with the view to increasing time out of cell for all prisoners and not just those that attend activity. This will include the core day and regime management plan. Extra time out of cell for those on enhanced and full-time workers as an incentive will also be considered.</p> <p>HMP Birmingham will introduce time out of cell on the First Night Centre that mirrors the core day in the rest of the prison.</p> <p>HMP Birmingham will introduce a Duty Governor assurance check which will dip test lock and unlock</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>July 2026</p> <p>July 2026</p> <p>February 2026</p>



		times for the key activities in the core day and time in the fresh air.		
6	There was not enough help for prisoners to keep in contact with their children and families.	<p>HMP Birmingham will increase provision outside of evenings and weekends for video visits within our new profile.</p> <p>HMP Birmingham will work with the current visit booking provider to improve the accessibility to book visits. Alternatives to the current systems including booking lines to enhance the experience are also being considered.</p> <p>HMP Birmingham will increase family days from 4 to 12 across the year. This will incorporate a review of the PACT contract to enable a change in provision.</p> <p>HMP Birmingham will develop a prisoner guide for induction on how they can access contact with families and the support available.</p> <p>HMP Birmingham will relaunch the new dad's group to support new fathers and help them maintain contact via newborn visits.</p> <p>Story book dads will be re-launched and supported by the new Library Reading Co-Ordinator. The prison will ensure that prisoners are supported to attend the library to complete this activity by tracking attendance.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>July 2026</p> <p>March 2026</p> <p>March 2026</p> <p>June 2026</p> <p>June 2026</p> <p>March 2026</p>



		<p>The prison will improve the Visits Centre environment so that it is welcoming for families by providing new flooring and general improvements to décor and lighting. Vending machines will also be provided,</p> <p>Through DPS funding, the prison will purchase Parenthood courses via 'Want2Achieve' to assist in gaining knowledge around parenting within the community alongside parenting within their own harsh realities.</p> <p>To encourage more visitors to attend, the prison has installed new lockers in the Visitors Centre to ensure that visitors belongings are safe.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>December 2026</p> <p>April 2026</p> <p>Complete</p>
Key Concerns				
7	<p>The needs of some groups of prisoners were not being met fully. For example, too little consultation was taking place, professional telephone interpretation was rarely used and men with physical disabilities struggled with some daily tasks.</p>	<p>HMP Birmingham will expand consultation with prisoners through regular forums, meetings and surveys. These will happen on a quarterly basis. Information obtained from these sources will be used to drive improvements. This will include:</p> <ul style="list-style-type: none"> - Protected Characteristics groups. - Wing meetings - Attendance at meetings including Use of Force, Equalities & Safer Custody. 	<p>Governor</p>	<p>March 2026</p>



		<p>HMP Birmingham will revise provision for disabled prisoners to ensure needs are being met individually and in key areas such as access to education, work, showers and prioritising the repairs to the lifts. Regime Access Plans will be used to detail required support and provision for those in need.</p>	Governor	May 2026
		<p>HMP Birmingham have completed a stock take of all adaptive accommodation within the establishment so can be readily allocated to those in need. The prison will also ensure that regime access plans are in place for all prisoners with mobility issues.</p>	Governor	Complete
		<p>The prison will introduce a buddy support programme and care plans for disabled prisoners.</p>	Governor	March 2026
		<p>HMP Birmingham will review provision for older and younger prisoners; prisoners will be included in this review and provision will be adapted to meet the needs of this group.</p>	Governor	March 2026
		<p>The prison will take part in the AI interpretation pilot to make it easier for staff and prisoners to access translation services.</p>	Governor	December 2026



8	<p>Many patients waited too long to transfer to a mental health hospital.</p>	<p>The Mental Health Act 2025 introduces a statutory 28-day time limit for the transfer of patients from prison and other places of detention to hospital where inpatient treatment is clinically indicated. NHS England has established a national Mental Health and Justice Strategic Advisory Group to oversee implementation of the statutory timescale and to address barriers to timely transfer.</p> <p>Men who are waiting for transfer are placed on the healthcare wing where they can access 24-hour nursing care and are supported by a psychiatrist. If they cannot be placed on a healthcare wing, wrap around care is planned and delivered on the wings by the mental health teams.</p> <p>Patients waiting for community beds are escalated weekly by the Mental Health managers via a bed management process which is supported by NHS England Nursing and/ Quality Leads.</p>	NHS England	Ongoing
9	<p>Care plans for patients detoxing from drug use did not always address individual risks. Treatment was not always adapted to meet complex needs.</p>	<p>Discussions have taken place with the psychosocial team to develop a joint recovery care plan, ensuring integration between clinical and psychosocial interventions, and individualised care plans developed and implemented (including prescribing needs).</p>	Birmingham Recovery Team (BRT) Service Manager and	Complete



		<p>A joint recovery care plan is to be developed by the care and psychosocial teams and piloted. This will ensure integration between clinical and psychosocial when addressing individual risk. The effectiveness of this will be evaluated following discussion with the CQC and electronic records system group will also be contacted to explore how the new joint care plan can be incorporated digitally.</p> <p>Birmingham Recovery Team clinical and psychosocial leads will work together to provide refresher training on care plans via a Joint Care Planning Workshop.</p> <p>The Standing Operating Procedures (SOP) will be reviewed and updated to emphasise the importance of increasing clinical observations, where there are changes in risk or concern about patient presentation. The SOP will also include the need for a joint recovery care plan.</p> <p>A full documentation audit of clinical documentation will be completed to assess quality, individualisation, and adherence to clinical standards. Findings will inform targeted supervision and ongoing training.</p>	<p>Cranstoun Lead</p>	<p>March 2026</p> <p>March 2026</p> <p>March 2026</p> <p>March 2026</p>
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10	Not all prisoners received a timely and comprehensive induction to education, skills and work.	<p>HMP Birmingham have introduced a system to schedule twelve Maths and English Assessment (MEA) appointments each day, prioritised for new arrivals following confirmation of any prior learning.</p> <p>The prison have also introduced a catch-up process whereby any unused MEA slots are allocated to individuals on the refused or missed list. This ensures that those who previously declined or missed their initial opportunity are re-engaged.</p> <p>HMP Birmingham will offer each of the 132 men who have not completed an MEA three separate opportunities to participate, including the option to complete the assessment in-cell. If all offers are declined, they will be removed from the formal list; however, ongoing informal engagement through Education Outreach, Community Information Leads Workers, and the Expectation Team has been introduced.</p> <p>The prison will monitor attendance at MEA sessions on a wing-by-wing basis at the daily Governors briefing.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Complete</p> <p>Complete</p> <p>March 2026</p> <p>March 2026</p>



		<p>Custodial Managers will be required to explain non-attendance and those prisoners without justification for non-attendance will be managed through the IEP process.</p> <p>HMP Birmingham have introduced Careers Information, Advice, and Guidance (CIAG) sessions alongside MEAs. Where appointments are missed, CIAG staff will continue proactive engagement to encourage participation.</p> <p>IT ports on L Wing have been installed to enable CIAG staff to operate from the induction unit, ensuring early engagement for those who do not initially participate in education. The prison have also introduced leaflets and information displays on L Wing and distribute these during reception.</p> <p>Well-being Navigators as peer mentors have been introduced to provide induction information during the first few days of custody, supporting engagement and awareness.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Complete</p> <p>Complete</p> <p>Complete</p>
11	The quality of outreach education was not good enough and the curriculum for vulnerable prisoners was very limited.	<p>Outreach provision is being reintegrated into the Education department where space and curriculum capacity allow, ensuring alignment with structured learning delivery. Outreach provision on the wings will remain available however only by exception, for those isolating or unable to attend education in person.</p>	<p>Governor</p>	<p>April 2026</p>



		<p>HMP Birmingham now deliver Industrial Cleaning programme within a classroom environment rather than across multiple wings, providing a more consistent and focused learning experience alongside prisoners' daily wing work duties.</p>	Governor	Complete
		<p>The Governing Governor and Head of Education Skills and Work have reviewed available spaces and identified areas suitable for effective teaching. Residential staff are assisting in converting these spaces into smaller, functional teaching areas, which are expected to be operational by the end of February 2026.</p>	Governor	February 2026
		<p>Vulnerable Prisoners (VP) have been successfully re-engaged with the library through dedicated Friday afternoon sessions, promoting literacy and purposeful activity.</p>	Governor	Complete
		<p>The VP cohort has been prioritised for First Aid training courses, enhancing their skills and providing additional purposeful activity.</p>	Governor	June 2026
12	<p>The reading strategy was not fully embedded. A lack of reading materials on the wings and very limited access to the library prevented prisoners from</p>	<p>The reading strategy has now been signed off the Governor; the strategy is now in every wing office and posters have been displayed to signpost support for men.</p> <p>Recent Senior Officer training highlighted the importance of reading ability for job performance.</p>	Governor	Complete
			Governor	December 2026



developing their reading skills.	Future induction and planned refresher training will now include reading support awareness.		
	The education provider will be reviewing the reading strategy to align with our vision of consistency. Additional staffing has been recruited to our library provision to lead the relaunch of the strategy.	Governor	June 2026
	HMP Birmingham will create on-wing learning spaces and reading groups on each wing. This will be peer led and linked to additional use of the librarian. The aim of this is to develop reading skills through structured support for those who are beginning their reading journey or those wishing to develop their skills.	Governor	September 2026
	The re-profile will improve library access for all prisoners, and the prison will continue to maintain current access via pre-booked wing days and route adjustments.	Governor	July 2026
	A £500 grant has been secured for the National Year of Reading. This will enable the prison to purchase books on behalf of the staff, which they can read and then donate to the prison along with a review of the book. This will increase the number of books available on wings and further encourage and promote reading. The prison will increase the funding provided so that every member of staff who wishes to participate will be able to do so.	Governor	March 2026



		Industry areas will have reading areas, stocked with thematic reading material. Reading time will be built into the regime and designated library time will also be provided on a weekly basis.	Governor	July 2026
13	Too many prisoners had been released late. In the last year, 19 had been released after their custody end date.	<p>HMP Birmingham have trained more staff to complete the recall calculations therefore reducing delays and the number of prisoners that are remanded beyond their release date.</p> <p>The prison has introduced controls around the recall calculations backlog. This is reported daily to the Governor and resources allocated appropriately. The new triage process prioritises by anticipated day of release.</p> <p>HMP Birmingham have upskilled Duty Governors to have responsibility for safe release against the national checklist.</p> <p>To support out of hours OMU releases the prison will develop a guide of where to access support to check the validity of the release. This will prevent releases in error but also provide confidence that Duty Governors are able to release rather than have an unlawful detention.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Complete</p> <p>Complete</p> <p>Complete</p> <p>March 2026</p>



		The prison has introduced a “One Model Working” approach, designed to upskill existing staff across all areas of service. Currently, six team members have completed training in basic sentence calculations alongside their core responsibilities as Public Protection Administrators. This training is ongoing, and the goal is for all staff to be fully upskilled, enabling them to work flexibly across all functions.	Governor	July 2026
14	There was very little practical support on the day of release.	<p>HMP Birmingham will introduce a support package for discharged prisoners. This will include a guide on who is available to provide support and local services including travel, discharge clothes and mobile phone charging points so that released prisoners can contact family.</p> <p>The prison now has a dedicated housing specialist who specifically works with prison leavers to ensure appropriate accommodation has been sourced for release. They work in partnership with key strategic housing stakeholders, commissioned rehabilitative services (CRS) and homeless prevention team (HPT).</p> <p>The prison will offer a structured one to one meeting with the Discharge Custodial Manager for all releases to address any last-minute concerns.</p> <p>HMP Birmingham are undertaking a feasibility study into the potential of supplying a release support lounge within the visits centre. This service would look to</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>July 2026</p> <p>Complete</p> <p>March 2026</p> <p>July 2026</p>



		provide the use of a phone, food, drink, support and advice on housing, food banks, banking and transport.		
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