

HMP Woodhill Urgent Notification Action Plan

Themes and Concerns	#	Actions	Owner(s)	Target Completion Date
Safety	1	The new safety strategy will be delivered to address the current levels of violence and self-harm, focusing on four key priorities to strengthen staff and prisoner relationships, improve information sharing, oversight of case management and delivery of consistent regime activities. Accompanying plans on the management of debt and gang issues will also be launched. Additional safety staffing resources will be maintained to support this work.	The Governor / Regional & National Safety Team	March 2027
	2	An additional safety analyst will be appointed to enable better analysis of data and improve outcomes across the prison. A safety manager role will be repurposed to focus on performance, quality assurance and increased governance.	The Governor & National Safety Team	July 2026
	3	To ensure there are consequences for violence, the prison will continue holding increased numbers of adjudication hearings, with additional support from the region. The effective use of the Crime in Prison Coordinator and weekly crime clinic will continue to ensure serious charges are dealt with by the police.	The Governor	July 2026
Security & Drugs	4	To restrict the ingress of illicit items into the prison via drones 120 window grilles have been installed. Subject to the confirmation of funding, a full-site programme to install all remaining grilles will be delivered. The installation of anti-drone wires to one house unit is scheduled for completion by May 2026.	MOJ Property	August 2026
	5	In addition to the standard high security entry searching of all staff, additional targeted and full staff searches will be conducted, supported by management assurance checks to ensure appropriate quality and consistency.	The Governor	April 2026
	6	HQ Drug and Alcohol Team will work with the prison to improve staff capability to support recovery & strengthen countermeasures to address the ingress of illicit items. The drug supply reduction strategy will drive action with measurable outcomes.	The Governor/ Drug & Alcohol Group	September 2026
	7	Alongside countermeasures, HMP Woodhill will introduce an Incentivised Substance Free Living Unit to reduce the demand for drugs, and an additional Drug Strategy Co-ordinator will be recruited to improve drug strategy delivery and outcomes.	The Governor	December 2026
	8	Increasing suspicion drug testing will take place through a daily review of resourcing and outstanding referrals, utilising the adjudications system to ensure appropriate consequences and referring cases to the Addictions Team for support.	The Governor	August 2026
Staff Resource & Capability	9	The following measures will further strengthen recruitment and retention of prison officers at HMP Woodhill to support safety and security, and provide a more consistent and predictable regime: • The prison is prioritised for support within the national marketing campaign. • Implementing a resource management plan • Proactive level transfer and alumni schemes bringing in experienced staff from other prisons and those who have previously left the service.	The Governor/ People & Capability	April 2026

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		• Use of the internal conversion scheme from Operational Support Grades. • Use of the Prison Officer First Deployment Scheme, which incentivises new joiners to commence their service at HMP Woodhill. • Newly recruited officers to receive a training consolidation week as well as an additional two weeks of job shadowing. • Targeted efforts to encourage people with Custodial Manager accreditation from across the estate to consider roles at the establishment, to further support workforce stability, confidence and development.		
	10	HMP Woodhill will continue to receive an elevated tactical staffing deployment rate. This position is necessary to support the sustained delivery of safety and stability measures and to ensure that current operational risks are appropriately managed.	Directorate of Prison Operations	Completed
	11	A programme of learning and development for Officers is being introduced to run over the next 24 months with a focus on relational practice, building confidence and competence. A dedicated team of mentors will reinforce learning with complementary leadership and assurance activity also integrated into the programme.	The Governor/ Improvement Support Group	First checkpoint October 2026
	12	Risks and Triggers training will be delivered to front line staff on monthly lockdown training days to improve safety outcomes and increase staff confidence.	The Governor & National Safety Team	November 2026
Purposeful Activity	13	Safety and stability are being prioritised with the use of cohorting regimes in the short term. The number of full-time purposeful activity places and the provision of education, skills and work will be reviewed to ensure that the necessary facilities are in place to enable the prison to meet the needs of a training prison as the regime is expanded in the longer term as staffing levels and stability improve.	The Governor/ Rehabilitation & Change Directorate/ Directorate of Contracted Services	June 2026
	14	Activity places will be increased through the recruitment of five additional instructors increasing access to training and qualifications through barbering, construction, painting & decorating and media course Prisoner access to education will be improved by introducing additional in-cell laptops with pre-loaded education content.	The Governor The Governor/ Rehabilitation & Change Directorate/ Directorate of Contracted Services	November 2026 November 2026
Release Planning	15	Two Probation Service Officers (PSOs) are being onboarded given the ongoing challenges in recruiting Probation Officers. They will be responsible for delivering Case Management Support (CMS). The CMS Model will allow for individual tasks to be delegated from a Probation POM to a PSO to ensure Probation POMs prioritise essential tasks and actions relating to risk management, building on previous arrangements to improve the consistency and timeliness of sentence management and release planning activity.	The Governor/ Regional Probation Director	June 2026

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	16	A mapping exercise will be completed to understand how the join up between the Pre Release team, Prison Offender Manager (POM) and Community Offender Manager (COM) can be improved. The probation Pre Release Team will track upcoming POM/COM handovers and monitor prerelease activity to ensure prisoners are adequately prepared for release.	The Governor/ Regional Probation Director	June 2026
	17	The Prison Public Protection Steering Group will strengthen current public protection arrangements including the re-launching of the Interdepartmental Risk Management Meeting with improved membership and terms of reference to ensure the release arrangements of high-risk offenders are in place.	The Governor	May 2026
	18	Additional resource will be provided to adequately manage the resettlement needs of the population at the prison.	The Governor	November 2026
Decency & Respect	19	An 18-month, site-wide programme of shower refurbishments is in design and projected to commence delivery on site in August 2026, pending agreement of capital funding for the next financial year. The cost of the project is c.£9m. In the interim, MoJ Property Services will identify options for further local refurbishments.	MOJ Property	August 2026
	20	The Facilities Management team, working alongside structured prisoner work parties, will deliver a coordinated, sitewide redecorating project over the next 12 months. As part of this programme, there will be an upgrade of flooring where required and opportunities will be assessed to enhance the environment within the Care & Separation Unit. A decant of accommodation will be considered as part of this scheme to deliver the work effectively	The Governor/ MOJ Property	April 2027
	21	An establishment Clean and Decent Lead will be introduced through reprioritisation to raise standards of cleanliness. Expected standards of cleanliness will be published on each unit and responsibilities will be clarified; with new cleaning cupboards created to improve access to cleaning materials.	The Governor	August 2026
	22	The HMPPS Health & Social Care Team are working closely with the Association of Ambulance Chief Executives to improve partnership working and effective practice at local, regional and national level. Through this work, the team, will support the Governor to build on existing work to improve the operational response to medical emergencies. A coordinated local A&E Operating Procedure between the health provider and HMP Woodhill has been introduced to effectively address the delays.	HMPPS Health & Social Care Team/ Association of Ambulance Chief Executives	September 2026
	23	Health and Justice East of England, in partnership with the East of England Provider Collaborative, will enhance the escalation process for those awaiting mental health transfers, and deliver a bimonthly online learning session focussed on improving the flow of patients.	Ministry of Justice/NHS England	June 2026