

**Action Plan – Gary Young HMP Wayland 19/07/2016**

No	Recommendation	Accepted/Not Accepted	Response	Target date for completion and function responsible
1	<p>The Governor should ensure that all staff have a clear understanding of their responsibilities to manage prisoners at risk of suicide and self-harm in line with national guidelines and, in particular, the need to record, share and consider all relevant information about risk, and start ACCT procedures when indicated.</p>	Accepted	<p>A Governor’s notice will be published to all staff in March 2017 to support them in understanding how to recognise risk factors for prisoners at risk of suicide and self-harm. All staff will be reminded via this notice that they must record, share and consider all relevant information about risk, and start ACCT procedures when indicated. There will also be a full staff briefing about the ACCT process led by the Head of Safer Custody in March 2017. The Head of Safer Custody will quality assure all ACCT documents.</p> <p>Case managers were give local training during December 2016 to support them recognising triggers and risk factors of prisoners at risk of suicide and self-harm</p> <p>Training for trainers for the new Suicide and Self-Harm Reduction training programme is currently being rolled out by NOMS, and will run from January-March 2017. Trainers at HMP Wayland have been identified to receive this training and they will deliver local training to all staff by July 2017.</p>	Governor Head of Safer Custody 31 July 2017
2	<p>The Governor should ensure that all information about bullying and intimidation is fully coordinated and investigated, including that:</p> <ul style="list-style-type: none"> <li>• Those suspected of involvement are appropriately challenged and monitored.</li> <li>• Apparent victims are effectively supported and protected with meaningful, long-term solutions, which address their individual</li> </ul>	Accepted	<p>The Violence Reduction Policy was reviewed and revised in November 2016 to provide clearer guidance to staff on how to report any prisoner who may be subject to bullying and intimidation, and the actions to be taken to support and protect them. The policy clearly outlines factors for staff to consider such as previous suicide attempts, self- harm, security, drug history and mental health, to assess whether they are at increased risk of suicide or self-harm, with actions to be taken to address their individual situation, with long terms solutions offered. Actions taken to support vulnerable prisoners may include additional monitoring and</p>	Head of Safer Custody 31 March 2017

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	<p>situations.</p> <ul style="list-style-type: none"> <li>• Staff consider whether victims are at increased risk of suicide or self-harm.</li> </ul>		<p>support by staff, the use of peer mentors, Samaritans and Listeners.</p> <p>Investigations will be co-ordinated by the safer custody team, with specific violence reduction officers conducting the investigations and ensuring that all follow up actions are completed and recorded.</p> <p>Additional staff have been recruited and will be in place from March 2017, specifically to undertake the role of safer custody officers who will ensure the violence reduction policy is adhered to.</p> <p>Bullying and vulnerability have been added to the local list of triggers for staff to consider when opening an ACCT in the guidance package that was produced by the establishment in 2016. Bullying and vulnerability of prisoners and the need to consider whether victims are at increased risk of suicide or self-harm will also be incorporated into the new training offered to staff during 2017.</p> <p>Those identified as being involved in the bullying of other prisoners will be monitored at the monthly safer custody meetings, chaired by the Head of Safer Custody, which will allow a discussion amongst key stakeholders on how they are managed and challenged. Actions taken against perpetrators to challenge their behaviour may include reduced status under the Incentives and Earned Privilege Scheme (IEP), the use of adjudications, segregation and transfer.</p> <p>A template document will be produced to assist staff drawing up action plans for perpetrators. This will prompt staff to consider a variety of</p>	

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			actions to be taken against each perpetrator. Progress against these actions will be monitored by the Head of Safer Custody. The first action plans are being reviewed in February 2017, and will inform the development of future action plans.	
3	<p>The Governor should ensure that all prison staff are made aware of and understand their responsibilities during medical emergencies, including that:</p> <ul style="list-style-type: none"> <li>• Night staff ensure they have a working radio, including a spare battery at the beginning of their shift.</li> <li>• Night staff use their radio to communicate the nature of a medical emergency quickly and effectively.</li> <li>• Night staff enter cells as quickly as possible in a life-threatening situation</li> </ul>	Accepted	<p>All staff were reminded of their responsibilities during medical emergencies, through a Governor's notice and full staff briefing in January 2017.</p> <p>Night staff will be instructed through a notice to staff in February 2017 to collect two batteries at the start of their shift and to test the radio before and after use. Night staff will also receive refresher training in February 2017 on how to enter cells as quickly as possible in a life-threatening situation, how to report any life threatening situations, and how to deal with medical emergencies.</p>	Governor Head of Operations February 2017