

Action Plan-Mathew Sims at HMP Nottingham on 15/08/2016

No	Recommendation	Accepted/Not Accepted	Response	Target date for completion and function responsible
1	<p>The Governor and Head of Healthcare of Humber should ensure that prison staff manage prisoners at risk of suicide or self-harm in line with national guidance. In particular:</p> <ul style="list-style-type: none"> • There should be a multi-disciplinary approach for all case reviews, with healthcare staff attending all first case reviews. • ACCT care maps should have specific, meaningful and time bound actions, aimed at reducing prisoners' risks to themselves, progress should be considered at each review and the care maps updated if additional needs are identified. Staff should not close ACCT plans until all care map actions have been completed. • ACCT reviews should consider and record all available information and known risks factors when determining the level of risk of suicide and self-harm. • ACCT reviews should fully consider and record the impact of bullying or intimidation on the risk of suicide and initiate appropriate action. • The level of a prisoner's risk should 	Accepted	<p>In April 2017 HMP Humber introduced a new ACCT database and scheduled ACCT reviews. The database allocates individual ACCT managers to individual ACCT documents, ensuring continuity of management. Following an ACCT review the ACCT manager schedules the next review. Only one ACCT review can take place at any one time, ensuring that all required departments can attend all reviews. The ACCT review timetable is managed by the Safer-Custody department and is sent out weekly to all departments required to attend ACCT reviews. Healthcare / mental health attend all first ACCT reviews and following identification of need, subsequent ACCT reviews where necessary.</p> <p>In June 2017 all Band 4 and 5 ACCT managers completed ACCT case manager training, delivered by the Yorkshire Regional Safer-Custody team. The training includes identifying risks and issues and completing quality caremaps. The training reminded staff that caremaps must be reviewed at each ACCT review, and that if the risk or issue has changed, or a new risk been identified, this must be documented. The training also covers the need to ensure all actions on the care map are resolved or systems put in place to manage them, before the ACCT can be considered for closure.</p> <p>HMP Humber has 17 ACCT assessors who are trained to assess the risk of an individual at risk of suicide and self-harm. During the one to one assessment the assessor will discuss issues and ask questions relating to the individual at risk. This information is documented in the ACCT document and shared with the case manager. Following the assessment, the first review will share the information within the multi-</p>	<p>Governor, Head of Safer-Custody, Head of Health Care</p> <p>Completed</p>

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	<p>be assessed as t least raised after an incident of attempted suicide or self-harm.</p>		<p>disciplinary meeting and the risk level will be determined. This information will be documented on the caremap and on the review form. Each review will focus on documented risk and raise / lower accordingly. Staff are regularly reminded of this requirement through their attendance on Individual ACCT manager training and via Safer Custody Quality Assurance checks.</p> <p>In March 2017 HMP Humber introduced a new Violence Reduction Policy, the contents of which were communicated to all staff through a Staff Information Notice. The aim of the policy is to manage individuals who commit acts of violence including bullying and to support individuals who are affected by this behaviour. Individual management plans clearly identify individual need and support / management identified. If violence has been identified as a contributory factor during the ACCT assessment / reviews, this will be identified on the caremap and discussed at all reviews.</p> <p>In March 2017 HMP Humber started to deliver the new Suicide and Self-harm (SASH) training package. The training includes six modules; recognising risk & triggers, how to approach a conversation with a vulnerable person, opening an ACCT, referral to services, building resilience, and an introduction to mental health. As of July 1 2017 HMP Humber a significant number of staff have received training, with the intention that the rollout of this training will be complete by the end of 2018.</p> <p>The individual ACCT manager training and the new SASH training provide assurance that staff are aware of the need that an individual's</p>	

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			risk following an incident of self-harm or attempted suicide is identified and levels of observation / intervention raised accordingly.	
2	The Head of Healthcare at Humber should ensure that prisoners identified as at risk of suicide or self-harm are referred urgently and seen for a mental health assessment.	Accepted	<p>The scheduled ACCT review system that was introduced in April 2017 ensures that a healthcare nurse or mental health nurse attend the first ACCT review, so that individuals with physical or mental health issues are appropriately referred for mental health assessment.</p> <p>The healthcare team assess the individual need and record as red, amber or green in order that needs are appropriately prioritised. All red referrals will be seen within 24 hours, amber within 5 working days and green within 5–10 working days.</p> <p>Any referral is recorded on the care map and discussed at all reviews with updates added. Mental health referrals are recorded on SystemOne.</p> <p>The new Suicide and Self-Harm training provides staff with an introduction to mental health so that staff can recognise potential mental health issues earlier and refer to the mental health team for assessment.</p>	<p>Head of Safer-Custody / Head of Health Care Completed</p> <p>Training to be completed 2018.</p>
3	The Head of Healthcare should ensure that staff refer prisoners to the mental health team where they have concerns about their mental health	Accepted	<p>All healthcare staff were reminded by the Head of Healthcare in June 2017 at a staff briefing that staff must refer prisoners to the mental health team when they have concerns about their mental health.</p> <p>A separate mental health awareness training package has been created and will delivered to both prison and healthcare staff in December 2017.</p>	Head of Healthcare December 2017
4	The Governor and Head of	Accepted	All staff were reminded in June 2017 via a staff briefing and e-mail,	Governor

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	<p>Healthcare should ensure that staff, including reception staff, consider, record and address all the known risk factors of a newly arrived prisoner when determining his risk of suicide and self-harm and start suicide and self-harm prevention procedures if necessary.</p>		<p>that they must consider, record and address all the known risk factors of a newly arrived prisoner when determining his risk of suicide and self-harm and start suicide and self-harm prevention procedures if necessary.</p> <p>A new process was enabled within SystemOne in November 2016, which allows healthcare staff to view and recall a patient, and have sight of his electronic patient record at the time of the initial first Reception Screen. Having sight of this record, the reception nurse also has a greater access to information for a wider review and assessment of risk factors. Prison reception staff also provide a copy of the prisoner escort record for additional information and consideration for the nurse completing the first Night Assessment.</p> <p>All prison officer staff working within reception and the first night centre will be provided with Suicide and Self Harm (SASH) prevention training and Mental Health Awareness training by December 2017.</p> <p>The First Night Centre Interview addresses current and previous risk factors and any concerns highlighted prompt suicide and self-harm prevention procedures. All officers completing this assessment will raise any concerns to the supervising officer of the area and to the orderly officer and an ACCT document will be opened where appropriate.</p>	<p>Head of Healthcare Head of Operations Project Implementation Manager December 2017</p>
5	<p>The Governor should ensure that that prison staff use the appropriate emergency medical code in a life</p>	<p>Accepted</p>	<p>All staff were reminded via a Governor's Order in July 2017 that they must use the appropriate emergency medical code in a life threatening situation, and that control room staff request an</p>	<p>Governor Completed</p>

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	threatening situation, and that control room staff request an ambulance immediately		ambulance immediately	
6	The Governors of HMP Humber and HMP Nottingham should ensure that there is a co-ordinated approach to identifying indicators and risks of bullying and violent behaviour, including the impact of substances such as NPS. All allegations of violence, bullying or intimidation should be taken seriously, investigated and dealt with in line with local and national policies. Prisoners identified as at risk of violence from other prisoners should be effectively protected	Accepted	<p>HMP Humber In March 2017 HMP Humber introduced a new Violence Reduction policy, the contents of which were communicated to all staff through a Staff Information Notice. The aim of this policy is to manage individuals who commit acts of violence including bullying, and to support individuals who are affected by this form of behaviour. Individual management plans, introduced as part of this new policy, clearly identify individual need and support / management identified.</p> <p>The new policy requires that all acts of violence are investigated by the wing manager, this information is shared on Security Information Reports, Information Reporting System and with Safer Custody ensuring tri-angulation of information. Appropriate actions are taken by the wing manager including Incentives and Earned Privileges, employment risk assessment, cell share risk assessment and accommodation risk assessment. The individual management plan is reviewed on a weekly basis to ensure progress.</p> <p>Individuals who self-harm or self-isolate due to violence are supported by the ACCT document and via individual management plans.</p> <p>A day centre is opening mid July 2017 for individuals who have physical / mental health issues or for individuals who will not take part in the normal prison regime for varying reasons. In the day centre they will receive education, health and wellbeing support,</p>	Governor Head of Safer Custody October 2017

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			<p>interventions from a number of partner agencies.</p> <p>HMP Humber have addressed Psychoactive Substance issues with a specific action plan, reviewed monthly, that has focused on physical security, procedural security, safety, capital investment, crime reduction, offender management and interventions. The action plan was approved by the Director of Yorkshire Prison Group, and has significantly reduced the supply of PS within HMP Humber.</p> <p>HMP Nottingham The violence reduction policy will be reviewed in October 2017 to ensure that there is a more co-ordinated approach to identifying indicators and risks of bullying and violent behaviour, including the impact of substances such as psychoactive substances. Where it is found that a prisoner is at risk of violence from other prisoners, steps will be identified to reduce the risk of contact from the identified potential perpetrators. These include prisoners being located on separate wings. Non-association markers will be entered onto NOMIS to reduce the risk of the prisoner being located on the same wing as the perpetrator, and assessments of work activity completed to reduce the probability of prisoners coming into contact with each other. These processes will be closely monitored by the Head of Safer Custody.</p> <p>All staff will be reminded of the updated violence reduction policy via a staff notice in November 2017, and reminded that all allegations of violence, bullying or intimidation should be taken seriously, investigated and dealt with in line with local and national policies, and</p>	

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			prisoners identified as at risk of violence from other prisoners should be effectively protected.	