

### Action Plan

## Responding to Recommendations in the Prison and Probation Ombudsman Investigation Report into the Death of Mr Marcin Gwozdziński at Harmondsworth Immigration Removal Centre on 7 September 2017.

Recommendation	Person to complete & Timescale	Action to be taken	Action status
<p>The Centre Manager should ensure that IRC staff manage detainees at risk of suicide and self-harm in line with DSO 6/2008, including that they:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> assess the level of risk based on all available information and known risk factors and not on a detainee's presentation, and record the reasons for the decision;</li> <li><input type="checkbox"/> ensure ACDT reviews are multidisciplinary, including input from both healthcare and the Home Office caseworker, where appropriate;</li> <li><input type="checkbox"/> ensure that healthcare staff are informed of all open ACDT plans.</li> </ul> <p><b>Recommendation accepted</b></p>	<p>Head of Healthcare/ Mental Health Lead /Primary Care Lead</p> <p style="text-align: center;">Centre Manager by 1st October 2018</p>	<ul style="list-style-type: none"> <li>• A joint ACDT policy for IRC and healthcare staff will be put in place which will define the role of healthcare staff in the existing ACDT process.</li> </ul>	Ongoing
		<ul style="list-style-type: none"> <li>• Individuals placed on an ACDT monitoring plan will be highlighted to all IRC staff on the relevant IRC systems.</li> </ul>	Completed
		<ul style="list-style-type: none"> <li>• A review of the involvement of healthcare staff at ACDT reviews will be undertaken to determine how best that they can contribute e.g. face to face or by written submission</li> </ul>	Completed
		<ul style="list-style-type: none"> <li>• Healthcare staff will contribute to ACDT training provided to IRC staff.</li> </ul>	May 2108
		<ul style="list-style-type: none"> <li>• IRC staff ACDT refresher training has been reviewed and strengthened as appropriate to meet the requirements of this recommendation.</li> </ul>	Ongoing
		<ul style="list-style-type: none"> <li>• The frequency of ACDT case manager training will be increased and will, as a minimum, take place annually.</li> </ul>	Open
		<ul style="list-style-type: none"> <li>• All trained ACDT case managers will be written to by IRC senior managers instructing them on the</li> </ul>	Open

		<p>requirement to undertake multidisciplinary ACDT reviews.</p> <ul style="list-style-type: none"> <li>• Learning bulletins for staff, addressing risk factors and the dangers of focusing solely on individuals' presentation, will be published.</li> <li>• The centre's detainee management system used for informing healthcare staff of opened ACDTs will be strengthened to include a daily email notification to staff of open ACDT plans.</li> </ul>	<p>Open</p> <p>Open</p>
<p>The Centre Manager should review the process for making IRC staff aware of detainees in the post-closure period of an ACDT plan so that they can be alert to any possible increase in risk and the potential need to re-start ACDT monitoring if necessary.</p> <p><b>Recommendation accepted</b></p>	<p>Centre Manager by 1st October 2018</p>	<ul style="list-style-type: none"> <li>• Detainees whose ACDT plan has been closed will have their post closure review date (up to 14 days post closure of the plan) identified to all IRC staff on the Detainee Management System to ensure that awareness is raised of individuals recently assessed as being at risk.</li> </ul>	<p>Open</p>
<p>The Home Office and Centre Manager should ensure that all detainees are fully informed of the reasons for their ongoing detention, especially those detained longer than six months, by:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> ensuring there is an effective flow of information between the Home Office caseworker and the on-site Home Office team so that comprehensive and accurate information is communicated to the detainee;</li> <li><input type="checkbox"/> ensuring that detainees have an easily accessible point of contact where they can discuss their individual cases and that the process for using the service is clearly communicated.</li> </ul>	<p>Home Office Pre Departure Team Manager</p>	<ul style="list-style-type: none"> <li>• Home Office Pre Departure Teams (PDT) have now been rolled out to Harmondsworth IRC and are responsible for all face-to-face engagement with detainees.</li> <li>• PDT Engagement Officers conduct the initial induction of the detainee into the IRC and then meet with them regularly to provide a point of contact for immigration casework questions and to ensure that paperwork, when served, is understood.</li> <li>• The details of the Engagement Officer are</li> </ul>	<p>Completed and ongoing</p>



<p><b>Recommendation accepted</b></p>	<p>Centre Manager by 1st October 2018</p>	<p>implemented.</p> <ul style="list-style-type: none"> <li>• Healthcare staff will provide input on substance misuse and mental health to the ACDT training package delivered to IRC staff.</li> <li>• A review of jointly held risk information will be completed and published internally for staff.</li> </ul>	<p>May 2018</p> <p>Open</p>
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