

Action Plan – Mr Nathan Paul Pennock at HMP Humber – Self-Inflicted Death on 21/12/2018

No	Recommendation	Accepted/Not Accepted	Response	Target date for completion and function responsible
1	The Governor of Humber should ensure that staff have meaningful interaction with their prisoners in their care and that the newly implemented key worker scheme promotes early contact with prisoners.	Accepted	<p>The key worker service went live at HMP Humber in March 2019, achieving sign off in June 2019 as being able to deliver to the required standard.</p> <p>Oversight of the scheme up to sign off had been undertaken by the Governor's Staff Officer reporting directly to the Governor. This was then transferred to the Head of Residence to lead on the delivery and quality of the sessions provided to ensure that prisoners are allocated a key worker on arrival at HMP Humber and that early contact takes place.</p> <p>All key workers have undertaken Keyworker and Five Minute Intervention (FMI) training before being allocated a caseload. This now forms part of Prison Officer Entry Level Training (POELT) delivered by the Learning and Development team for newly recruited staff. Those staff at Humber who were already employed have received the training on site. This training ensures that staff are fully aware of the expectations of the keyworker role in encouraging prisoners to make the best of the opportunities available to them and help them build confidence with a sense of self-awareness, as well as to provide support on an individual basis.</p> <p>During the current pandemic the key worker scheme process has changed to wing based key workers to reduce the movement of staff into different areas. Vulnerable prisoners are also discussed during the weekly Safety Intervention meeting so that additional key worker sessions can be arranged as appropriate.</p> <p>The Quality Assurance process has also been strengthened with HMP Humber</p>	Head of Residence Completed

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			Assurance team completing regular assurance checks around key worker frequency and quality of interaction. Additionally, in September 2020, HMP Humber introduced specific Custodial Manager key worker quality assurance checks to ensure the process is still effective.	
2	The Governor should ensure that the key drug issues at Humber are identified and that the prison's local drugs strategy is revised by September 2019 to ensure that these key issues are being addressed.	Accepted	<p>The prison's Drug Strategy was reviewed in January 2019, with a further review undertaken in September 2019, following the outcome of the needs analysis survey results. This data has been utilised to assist local direction and strategy in relation to drug supply and demand.</p> <p>There has been significant time, resource and funding directed to ensuring drug issues are identified. A dedicated Drug Recovery Unit and two incentivised Substance Free Living Units have been introduced, where men participate in compact based drug testing and undertake work to address and support drug and alcohol addictions. This includes DART groups, peer led groups, yoga and mutual aid through Narcotics Anonymous.</p> <p>Work on drug supply reduction has also involved significant investment in physical and dynamic security which has played a vital role in the reduction of drugs into the prison, demonstrated by significantly reduced MDT rates and reduced incidents of men under the influence of illicit substances.</p>	Head of Drug Strategy - Completed