

Action Plan in response to the PPO Report into the death of Mr Stuart Esson on 12 February 2022 at HMP Rochester

| Rec No | Recommendation | Accepted / Not accepted | Response Action Taken / Planned | Responsible Owner and Organisation | Target Date |
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| 1 | <p>The Governor at HMP Rochester should ensure that staff manage prisoners at risk of suicide and self-harm in line with national guidelines, including that:</p> <ul style="list-style-type: none"> •staff understand the need to consider a prisoner’s risk factors when assessing risk and that the level of observations is agreed by all those present at the review and reflects the immediate concerns; and •staff conduct ACCT observations in line with what is set out in the prisoners individual ACCT document and record these appropriately. | Accepted | <p>Guidance on risks, triggers and protective factors for suicide and self-harm was sent to all staff along with a reminder to staff that they must consider these factors when assessing a person’s level of risk, particularly if they are on an open ACCT.</p> <p>Upskilling and awareness sessions have also been delivered to prisoner-facing staff, including ACCT case coordinators, with a focus on risk assessments and observation levels.</p> <p>A notice to staff was issued to remind all staff of the importance of carrying out and recording observations correctly and in line with the agreed level set out in each prisoner’s ACCT document.</p> <p>Quality assurance checks will ensure that observations are being completed correctly.</p> | <p>Head of Safety</p> <p>HMPPS</p> | Completed |



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| 2 | The Governor should inform the PPO of the outcome of the disciplinary investigation into the actions of Officer A. | Accepted | A letter regarding the outcome of the disciplinary investigation will be sent to the PPO. | Governing Governor HMPPS | Completed |
| 3 | The Head of Healthcare at HMP Rochester should ensure that: <ul style="list-style-type: none"> healthcare staff read the prisoner's medical history prior to attending ACCT case reviews; healthcare staff record their involvement with the ACCT case review in the ACCT document in accordance with PSI 64/2011; and all healthcare staff have received ACCT training (version six). | Accepted | The policy was reviewed immediately, and actions taken: <ul style="list-style-type: none"> Email sent to all staff to ensure that they access patient's SystemOne medical records before completing any Segregation reviews, algorithms, embarking on any visit to the Segregation Unit. Audit of attendance at Segregation review meetings and level of staff preparation undertaken. Most Healthcare staff have undertaken the ACCT training on 9th September 2022. A list of the remaining staff who are yet to be trained has been sent to safer custody and are awaiting training with a view this will be completed by September 2023 and a process to identify any new staff who require training agreed. | Head of Healthcare Oxleas NHS Foundation Trust | Ongoing |
| 4 | The Head of Healthcare at HMP Rochester should ensure that healthcare staff: <ul style="list-style-type: none"> receive appropriate training to competently carry out segregation safety algorithm assessments; and | Accepted | As per 3 above. There is also plan in place to have SystemOne PC in the Segregation unit. All quotes are ready for the regional manager to approve. | Head of Healthcare Oxleas NHS Foundation Trust | Ongoing |



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| | <ul style="list-style-type: none"> •read any available medical history prior to undertaking a segregation safety algorithm. | | | | |
| 5 | <p>The Heads of Healthcare at HMP Rochester and HMP Nottingham should ensure there is a formal mental health handover when a prisoner is transferred between prisons.</p> | Accepted | <p>Head of Healthcare Rochester contacted the Mental Health Lead at Nottingham to support formulating a mental health handover when a prisoner is transferred. A similar handover will be put in place and contact made with receiving establishments for cases under the mental health team.</p> <p>At HMP Nottingham, there is a system in place whereby physical health print off the transfer, court and release list as evening duties. This is handed to the mental health team to check for any complex cases that require a verbal or written handover. Prisoners are transferred with information completed by the physical health team.</p> <p>Access to SystmOne is national and therefore can be accessed by the appropriate healthcare professionals if needed.</p> | Head of Healthcare | Ongoing |
| 6 | <p>The Head of Healthcare and Mental Health In-Reach Manager should review and ensure that:</p> <ul style="list-style-type: none"> •the roles and responsibilities of newly qualified nurses are | Accepted | <p>Roles and responsibilities of newly qualified nurses were immediately reviewed to ensure that these are appropriate to their level of experience and competency.</p> | Head of Healthcare & Mental Health/Inreach Manager | February 2022 |



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| | <p>appropriate to their level of experience and competency, and</p> <ul style="list-style-type: none"> newly qualified nurses receive appropriate ongoing support and supervision from managers and a mentor. | | <p>Any outstanding learning / competencies are being reviewed by the Practice development nurse.</p> <p>Appropriate support and supervision are currently in place for all newly qualified and newly recruited staff members, so all required competencies are duly monitored by the team managers. Supervisions are held on the Trust iFox and by the Trust Learning & development Team.</p> | | Ongoing |
| 7 | <p>The Governor of Rochester should ensure that any concerns raised by a prisoner about their safety are properly investigated and recorded appropriately.</p> | Accepted | <p>All prisoners who raise a concern about their own safety or the safety of others will be referred to challenge, support and intervention plan (CSIP) to be properly investigated through this process. To support this, a notice to staff has been issued to remind staff of the need to take prisoners' concerns seriously and to undertake timely referrals.</p> | <p>Head of Safety HMPPS</p> | Completed |
| 8 | <p>The Governor at HMP Rochester should:</p> <ul style="list-style-type: none"> review the current process for recording daily interactions, visits from other agencies and the regime for prisoners in the Care and Separation Unit and satisfy themselves that it fully adheres to the guidance set out in PSO 1700 Segregation; | Accepted | <p>Processes for the care and separation unit (CSU) have been reviewed following Mr Esson's death and are now compliant with policy guidance. This includes completing daily history sheets for all segregated prisoners to record daily visits and interactions. The process for storing documentation has also been reviewed and amended to ensure that relevant documents are retained appropriately.</p> | <p>Head of Residence HMPPS</p> | Completed |



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| | <ul style="list-style-type: none"> •review the current process for storing documentation and ensure it complies with PSO 1700 Segregation, •ensure CSU staff notify the Independent Monitoring Board when a prisoner is located in the Care and Separation Unit and that the safety algorithm is completed correctly to indicate that this action has been completed, and •ensure that dirty protests are managed in accordance with PSO 1700 Segregation, the Health and Safety at Work Act 1974 and COSHH Regulations 1999. | | <p>A process has been put in place for CSU staff to email the IMB functional mailbox to inform them when a prisoner is located in the CSU and this is recorded on the safety algorithm.</p> <p>The CSU policy has been updated to include guidance on managing dirty protests to ensure that they are managed appropriately and in line with national policy. CSU staff have been made aware of the updated guidance through staff briefings and a notice to staff.</p> | | |
| 9 | The Governors of HMP Rochester and HMP Nottingham must ensure that when a prisoner located in the CSU is to be transferred every aspect of the process follows the guidance as set out in PSO 1700 Segregation. | Accepted | This process has now been reviewed and a 'prisoner transfer from a segregation' form (OT028) has been introduced to improve the sharing of key information. This will be completed by the CSU staff and will be shared with receiving establishments by the offender management unit. The prison will also request this form from prisons transferring prisoners from their CSU into HMP Rochester. | Head of Residence HMPPS | Completed |

