

Action Plan in response to the PPO Report into the death of

Mr Scott William Rider on 13 June 2022 at HMP Woodhill

Rec No	Recommendation	Accepted / Not accepted	Response Action Taken / Planned	Responsible Owner and Organisation	Target Date
1	The Governor should ensure that plans for isolating prisoners contain detailed information about identified risks and agreed actions to reduce or end isolation, and that prison staff regularly review them and ensure that any changes are recorded and actioned.	Accepted	<p>HMP Woodhill has reviewed and updated the local isolating individuals policy. The referral form now requires clear detail of all identified risks, including any mental health concerns. Actions to reduce or end isolation will be documented on the plan and a copy will be provided to the residential unit. The safety team will be responsible for identifying and providing all relevant information and activating the 'Vulnerability – Isolated Prisoner' NOMIS alert. Some cases and/or actions may be discussed at the daily safety meeting.</p> <p>Residential staff must complete daily entries on NOMIS, highlighting any concerns and noting the current regime the prisoner is following. They will also conduct regular reviews with the prisoner to monitor their progress, and ensure the details of the meeting are documented. All isolating</p>	Governor, Head of Safety and Head of Residence (HMPPS)	November 2023



			<p>prisoners will be discussed at the weekly Safety Intervention meeting (SIM).</p> <p>Any individual who has been isolating for more than 42 days will be discussed at a separate multidisciplinary teams meeting that will be facilitated by the safety team. This meeting will discuss the prisoners welfare and the actions required to support the ending of their isolation.</p> <p>Fortnightly assurance checks will be completed by the safety team and recorded on NOMIS. Staff will be formally informed of the changes to the isolating individuals policy, once it has been signed off officially.</p>		
2	<p>The Director General of Prisons and MoJ People Group should consider what additional support can be put in place to address the significant staff shortages at Woodhill and consider how it can reasonably deliver key work in these circumstances.</p>	Accepted	<p>If establishments feel that their staffing levels require it, they can seek support through processes managed nationally at an Agency level via the Strategic Enhanced Resourcing Support (SERS) panel. All applications to the SERS panel are considered thoroughly and support available includes overtime payments and detached duty staff from other establishments.</p> <p>The prison staff pay award for 2022/23 was announced in July 2022. The award delivered an increase in base pay of at least 4% for all staff between bands 2 to 11, alongside further targeted pay rises for our lowest paid staff of up to £3,000. HMPPS is closely monitoring the impact of this significant investment into pay on</p>	Director General of Operations, HMPPS	Ongoing



			<p>recruitment and retention. HMPPS has submitted its evidence to the prison service pay review body for consideration as to the PSPRBs recommendations on the 2023/24 pay award.</p> <p>As part of efforts to bolster recruitment and retention, HMP Woodhill is in receipt of Market Supplements, meaning that Band 3 officers at HMP Woodhill receive an additional £3,500 per year in their pay compared to sites which do not receive the supplement.</p> <p>In addition, since April 2022 HMPPS has invested in a number of new initiatives, including new colleague mentors and a new peer to peer learning scheme to support retention.</p>		
3	The Head of Healthcare should ensure that the mental health team offers routine reviews of all isolating prisoners, even if they are not engaging, to ensure that their mental health is appropriately monitored.	Accepted	<p>All isolating individuals are discussed at the weekly Safety Intervention Meeting (SIM). If there are increasing concerns with a prisoners mental health, following a discussion, a mental health referral will be completed by unit staff or the safety team. This action must be included within the SIM minutes.</p> <p>When an isolated individual has been identified by unit staff, staff will submit an isolating individual referral form to the safety team. The safety team will collaborate with the mental health team to identify any known risks, and include this information within the isolating individual referral form.</p>	<p>Central & Northwest London NHS Foundation Trust</p> <p>Head of Safety & Head of Residence (HMPPS)</p>	<p>Completed</p> <p>Completed</p>



			<p>The mental health team will attend the multi-disciplinary (MDT) meeting, that is chaired by the safety team. The meeting will look to review the individuals who have been isolating for up to 42 days, and complete a welfare check. Further MDT reviews will be completed to ensure the prisoners risk is managed appropriately.</p>		
4	<p>The Governor should ensure that all staff respond appropriately to blocked cell door observation panels to ensure prisoner security and safety, and that managers support staff to enforce this.</p>	Accepted	<p>HMP Woodhill has published a Notice to Staff highlighting the importance of taking immediate action when staff discover that a cell panel has been obscured. Staff have been reminded that they must challenge all prisoners found to have blocked their observation panels and to downgrade the prisoner to basic regime.</p> <p>If there has been no repeat of covering their observation panels after seven days, prisoners can be returned to standard regime with this noted on NOMIS.</p>	Governor and Head of Residence (HMPPS)	Completed

