



National Offender
Management Service

**Annex to East Midlands
Service Level Agreement
for Prison Services Commissioned
by the National Offender
Management Service from the
Public Sector Provider**

Between

**The National Offender Management
Service as Commissioner and**

Her Majesty's Prison Service

for

HMP Onley

Local Establishment Annex 2014-15

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This document is the Local Establishment Annex 2014-15 to the [Region] Regional SLA 2014-17. The Regional SLA, including this Annex, has been agreed between NOMS commissioners and the Deputy Director of Custody and signed by both parties confirming the agreement.

Section 1: Service Overview

From the **Commencement Date**, **HMPS** will deliver offender services as set out in this **SLA** and applicable **NOMS service specifications**. Additional commissioning arrangements with the YJB will be described within the National YJB SLA.

1. Establishment Details

Table 1: Establishment Details	
Establishment name	HMP Onley
Establishment type	Trainer resettlement
Specialist function	
Security Category / Categories:	Category C or lower
Annual Operating Price	12,500,712

2. Establishment Population

HMPS shall provide the Operational Capacity and Certified Normal Accommodation (CNA) at the **Establishment**, as recorded in the table below. There is a legal requirement for any variations to Operational Capacity or CNA to be approved through the cell certification process set out in PSI 17/2012 Certified Prisoner Accommodation. Where there is a material difference between the commissioned Operational Capacity and CNA recorded in the table below and the certified levels, the **Notice of Change** process must be followed.

Table 2a: Capacity Specification	
Certified Normal Accommodation	682
Operational Capacity	682

Any restrictions in the establishment's allocation criteria must be recorded in the Population Specification in the table below. Material changes to the Population Specification must be agreed between the **Commissioner** and **HMPS** in advance of the change in population, using the **Notice of Change** process.

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Table 2b: Population Allocation Specification	
Gender:	Male prisoners only
Age:	Adults (21 and over) and starred up Young Adults (18-21) (subject to agreement with DDC)
Security Category:	Category C or lower
Sentence Status:	Sentenced prisoners
Sentence Length / Type:	No restrictions 30% resettlement
Offence Type:	No restrictions
Nationality:	No restrictions

The assumptions of the **Commissioner** regarding the origins of the **Establishment's** population, the estimated numbers comprising each population segment and any specialist function are as recorded in the tables below. Some variance is always to be expected in the Population Assumptions, but where there is a material change between the assumptions recorded in the table below and the actual population held at the **Establishment**, the **Notice of Change** process must be followed.

Table 2c: Population Assumptions – Origin of the Population
<i>HMP Onley is a Category C training prison holding male prisoners aged 21 and over. The population is mainly comprised of longer sentenced determinate prisoners. This establishment mostly holds prisoners sentenced at courts in the East Midlands and the London regions and receives most of its prisoners from local prisons, particularly Leicester and Pentonville.</i>

Table 2d: Population Assumptions – Estimated Background of the Population							
OCTOBER 2014							
	Cat A	Cat B	Cat C	Cat D	Male YO	Other	Total
Prisoners on remand, convicted unsentenced, or sentenced uncategorised	N/A	N/A	N/A	N/A	N/A	N/A	0
Prisoners sentenced to less than 12 months	N/A	N/A	N/A	N/A	N/A	N/A	0
Determinate prisoners serving 12 months or more but less than 4 years	N/A	N/A	409	N/A	N/A	N/A	409
Determinate prisoners serving more than 4 years	N/A	N/A	N/A	N/A	N/A	N/A	0
Indeterminate prisoners	N/A	N/A	N/A	N/A	N/A	N/A	0
Determinate and indeterminate Recallees	N/A	N/A	N/A	N/A	N/A	N/A	0
Non-criminals	N/A	N/A	N/A	N/A	N/A	N/A	0
Resettlement	N/A	N/A	205	N/A	N/A	N/A	205
Discretionary	N/A	N/A	68	N/A	N/A	N/A	68
Total	0	0	682	0	0	0	682
Resettlement	yes	Reset %		30%	Reset No.		205
Specialist Function							

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SECTION 2: ESTABLISHMENT DELIVERY

Table 3: Local Response to Commissioning Intentions	
CI Title & No.	Response to Commissioning Intention
1(a) There is a sense of purpose in relation to rehabilitation, desistance and progression through a sentence which is shared and understood by all who work with offenders.	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Communicate and deliver on its vision to implement a Whole Prison Approach where Every Contact Matters and ensure that every member of staff is fully aware of their role in promoting and delivering positive change and progression in order to develop an environment of hope and trust and reduce the risk of reoffending. • Encourage a transformative culture based around hope and trust and the rehabilitative needs of prisoners, focusing on pro-social modelling through staff training and via a cohesive and live Incentive and Earned Privileges scheme with direct links to sentence plans and reducing reoffending pathways. • Set clear expectations of staff and prisoners by ensuring awareness of their roles and responsibilities, which will be reinforced through regular briefings and clear messaging via a cohesive communication strategy monitored through regular bilaterals and SMT meetings. • Build on the success of 2013's Whole Prison Approach day by holding a repeat event in 2014 and a continued focus on celebrating the everyday work of staff through "How I Change Lives" publications. • Further improve staff/prisoner relationships, identified as a strength at HMP Onley by HMIP, through use of MQPL survey results, IMB reports and local data, as well as local prisoner consultation and engagement events to ensure continuous improvement. • Ensure that every prisoner has their individual needs identified through comprehensive health, education, and offending behaviour based screening, and allocate them to the appropriate interventions and activities to meet those needs in line with their sentence planning objectives. • Work closely with probation and other "through the gate" providers in preparing for implementation of the Transforming Rehabilitation Programme changes, ensuring a seamless prisoner journey from custody into the community is embedded as the core objective of HMP Onley.

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<p>1(b) All who work with offenders consistently demonstrate behaviours and attitudes that support rehabilitation and desistance.</p>	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Encourage a transformative culture built around, as specified in the response to CI 1(a), based around Hope and Trust and the rehabilitative needs of prisoners, focusing on pro-social modelling through staff training and via a cohesive and live Incentive and Earned Privileges scheme with direct links to sentence plans and reducing reoffending pathways. • Deliver an embedded personal officer scheme where effectiveness and the quality of staff prisoner relationships can be quantified through regular checks of prisoners NOMIS case notes and guidance and management support provided where necessary. This requirement of all staff will be identified in individual SPDRs. • Measure effectiveness of the personal officer scheme through the use of prisoner feedback forms. • Further improve staff/prisoner relationships as per the response to CI 1(a), through use of MQPL survey results, IMB reports and local data, as well as local prisoner consultation and engagement events to ensure continuous improvement. • Utilise the local staff Valuing Contributions scheme to promote and reward positive staff interaction with prisoners. • Offer 70 places on an enhanced/Cat D wing to further incentivise long term pro-social behaviour linked to completion of individual sentence plans and reduction in risk. • Continue to deliver our vision of Every Contact Matters through our “5 minute intervention” initiative, adopting a whole prison, multi-agency approach by ensuring that all those working at HMP Onley are fully aware of the potential value of their routine interactions with prisoners and how to achieve the best possible output from them. • Ensure effective public protection and safeguarding processes and practices are in place by monitoring delivery against our annually reviewed Public Protection Policy.
<p>1(c) Efforts are made to ensure the environment is safe</p>	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Deliver a fully integrated, cohesive, targeted Violence Management strategy, with a zero tolerance approach to violence and effective support mechanisms for victims. Violent incidents have risen during 2013-14, due in large part to a changing population dynamic as the London based population continues to grow. As a “virtual London” resettlement prison, this transformation of HMP Onley’s population will continue • Engage with 3rd sector providers of anti-violence interventions as well as building links with the Metropolitan Police Trident team and London based establishments to explore best practice and ensure a better understanding and ability to deal with gang related issues and violence. Current HMIP and MQPL reports indicate that prisoners feel reasonably safe, and HMP Onley will use these new initiatives to build on this position and address recent trends. • Measure success through accurate recording of incidents on NOMIS, reported through the Hub, and close monitoring of the Violence Management metric to identify trends and developing issues. • Ensure early interventions and effective action planning and allocation of resources continue to be driven through the established Stability and Complex Needs meetings where areas and individuals of concern are identified, monitored and management actions put in place as appropriate. • Assess the effectiveness of delivery against this intention by monitoring of local and external data, including use of the Hub, audit reports, use of force and adjudication statistics, ACCT data and the numbers of prisoners on R45 own

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	<p>protection. All of this data is monitored through the multi-agency Stability meeting, and identified issues and trends are discussed and actions taken where required.</p> <ul style="list-style-type: none"> • Monitor progress against this intention by maintaining and developing prisoner engagement processes, including our prisoner council and Recovery and Health champions initiatives.
1(d) Good quality risk assessments, risk management systems and information sharing between partner agencies (where relevant) result in the application of appropriate public protection and security measures, and these ensure the needs of victims are properly addressed.	HMP Onley are committed to complying with the instructions set out in the National Security Framework and the Public Protection Manual and provide assurance that individual establishments' Local Security and Public Protection Strategies will be kept up to date in line with current policy.
<p>1(e) Intelligence is gathered, developed, and shared in a timely and effective manner.</p> <p>1(f) The availability of drugs and mobile phones in prisons is tackled.</p> <p>1(g) Prisoners are prevented from continuing criminality from within prisons.</p>	HMP Onley are committed to complying with the instructions set out in the National Security Framework and the Public Protection Manual and provide assurance that individual establishments' Local Security and Public Protection Strategies will be kept up to date in line with current policy.
2(a) There is evidence of effective coordination of delivery of services and integration of providers locally, regionally, and nationally to maximise outcomes for offenders.	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Identify providers by utilising existing partnerships with partner agencies, adopting a pro-active approach to working with NOMS, MoJ and other Government Departments and statutory bodies to ensure effective lines of communication and assigning of providers to the most appropriate function within the establishment. • Work closely with providers as they are identified to ensure current working practices are fit for purpose for all parties and identify new practices as appropriate and where necessary, with effective monitoring processes in place including agreed indicators and communication processes. • Identify the providers role in delivering the vision of HMP Onley to deliver a Whole Prison Approach where Every Contact Matters, and ensure their role in delivering a seamless prisoner journey is recognised by SMT and communicated clearly

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	<p>to all staff.</p> <ul style="list-style-type: none"> • Include input/attendance from new providers in appropriate meetings, including the Reducing Reoffending Committee and SMT, and ensure effective communication with staff via the establishment Communication Strategy. • Engage with providers to explore their delivery priorities and identify and resolve any threats to delivery where possible. • Ensure there are clear protocols for communication with providers, so that any threats to delivery can be discussed as they arise, and that Partnership Agreements and Governance Arrangements are in place and fit for purpose. • Monitor delivery against this intention through complaints, staff survey results, MQPL, and softer evidence indicated by staffs understanding of the providers role in the seamless prisoner journey at HMP Onley.
2(b) Facilitate the ongoing operation of mandating day one entry of prison leavers onto the DWP Work Programme and any future changes through the introduction of Universal Credit	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Ensure continued good working relationship with Job Centre Plus, providing access to suitable accommodation, IT, and telephony. • Ensure effective attendance at appointments by minimising regime interruptions and driving attendance through established allocation and movement processes. • Adapt flexibly to any changes to minimum resource requirements as a result of the roll out of Transforming Rehabilitation and Universal Credit are met.
2(c) Work together with NHS and Public Health England in line with the National Partnership and Co-commissioning Agreement to ensure that NHS commissioned health services (including clinical and non-clinical substance misuse services) in custody support both health and justice outcomes.	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Ensure there are clear protocols for communication with providers, so that any threats to delivery can be discussed as they arise, and that Partnership Agreements and Governance Arrangements are in place and fit for purpose. • Work with providers to ensure identified actions from the NHS commissioned external Health Needs Analysis are progressed effectively. • Continue to ensure engagement between security team and health and substance misuse providers on the full range of drug related issues. This will include information sharing via Mercury, healthcare representation at Security Committee, and involvement in discussion and setting of intelligence objectives through SMT. • Explore further the potential for improved delivery resultant from the integrated model introduced in 2013 and facilitated by one provider delivering general health, mental health, and IDTS. • Work together with NOMS co-commissioners and NHS England to inform and support the re-tendering of health and substance services, which we expect to take place in 2015.
2(d) Work together with local authorities to ensure that adult offenders and defendants with care and support needs are	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Build on the extremely positive early contact with the Local Authority (Northamptonshire County Council) around the Care Bill currently going through Parliament, ensuring Key Delivery Milestones are met, including in Q1 inviting LA to sit on the Local Delivery Board in 2014-15, the introduction of an action plan to prepare for full implementation by Q2 and

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<p>appropriately identified: their needs are assessed and they are supported to live with decency and as independently as possible; and that arrangements are made for continuity of care when an individual moves</p>	<p>implemented by Q3/4.</p> <ul style="list-style-type: none"> • Work with the current Healthcare provider, NHFT, to identify individual need as necessary, whilst recognising that provision of social care does not fall within their provision. • Work with partner agencies such as local hospitals, and commissioners where necessary, to ensure arrangements are in place to provide urgent personal care services to individuals with a high level of need, feeding or toileting. This would involve joint care planning with local NHS providers to facilitate the appropriate level of care, up to and including individual nursing care paid for by the establishment. • For prisoners with learning disabilities, partake in a pilot with 3rd sector provider BILD to embed easy read processes and materials within the establishment and provide support and guidance for staff in responding to the specific needs of this prisoner group.
<p>2(e) Work with Local Authorities (LAs) to promote inclusion of, and maximum benefits to, offenders' families.</p>	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Continue to invest in the innovative work of FAST in supporting prisoners and their families, recognising that ensuring supportive and pro-social family relationships is a key factor in reducing re-offending. FAST is a Local Authority initiative, which involves the provision of a Social Worker to work with prisoners with a high level of need in terms of their family situation. • Through FAST link with Troubled Families teams at Warwickshire/Leicestershire/and Northants County Councils to facilitate work with prisoners as required. • Continue to work with Local Authority funded Children's Centres through our partnership with Families First, a 3rd sector provider who deliver support to the children and families of offenders via their Inside Out initiative. • Work with FAST to facilitate support for those prisoners whose family life or relationships are going through difficulties or have broken down completely, identifying risk factors and supporting and monitoring through established ACCT and Complex Needs processes as necessary. • Ensure full delivery of Service Specification around Rehabilitation Services and Services for Visitors, and carry out local assurance "healthchecks" as necessary. • Monitor delivery through regular reports from providers to be discussed and considered by Reducing Reoffending Committee and SMT, with attendance when possible at Reducing Reoffending Committee to ensure direct involvement in delivering against relevant pathways as part of establishment Reducing Reoffending strategy. • Carry out visitors and prisoners survey to assess satisfaction with the services provided.
<p>2(f) Continue to improve access to a pathway of new and existing services for offenders with severe personality disorders. Services are primarily</p>	<p>HMP Onley does not provide a PD service.</p> <p>However, HMP Onley will:</p> <ul style="list-style-type: none"> • Work in partnership with healthcare provider NHFT to provide local support and case management where possible for those offenders with identified personality disorders, with access given to mental health drop in group meetings and some

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targeted at men who present a high risk of serious harm to others and women who present a high risk of committing further violent, sexual, or serious criminal damage offences.	one to one case management planning input, with referrals to dedicated external PD interventions at other establishments made as necessary.
2(g) Align services with Offender Learning and Skills Service (OLASS 4) providers in prisons. Put in place local partnership working arrangements and determine what learning opportunities will be offered in each prison. Support initiatives to make prisons places of work and strengthen the focus on employability. Enhance access to mainstream learning and employment services for offenders on return to the community.	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Continue to work closely with OLASS provider Milton Keynes College and CIAS to identify and deliver appropriate education provision based on need via a comprehensive assessment on induction and timely and appropriate allocation to activity linked to sentence plan, release date, and other relevant factors as assessed. • Ensure allocation to activities is based on offender need and fully aligned with sentence planning targets. • Improve attendance at education and employment through more effective processes and robust use of disciplinary procedures. • Respond to the change of status to a “virtual London” establishment by creating links with external agencies in the London area, including the utilisation of Job Centre Plus, to enhance employability on release by better understanding and aligning with the employment landscape in that area. • Build on established relationships with local partners, including Warwickshire County Council and DHL, to ensure the provision of meaningful work to prisoners, developing their employability and skills in preparation for release. • Ensure meaningful accredited qualifications are available in all workshops. • Continue to develop an outcome based culture in industries, where individual workshops and their instructors are held accountable for achieving their attendance, output, and financial targets, with performance monitored through use of rates of income, hub statistics and PRS ratings. • Continue engagement with local employer forums such as the Chamber of Commerce, and look to build similar links with appropriate bodies in London.
2(h) Strengthen partnership working to ensure that offenders have access to support and services to both prepare for and enable access to employment.	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Directly involve existing partners in appropriate forums, including Reducing Reoffending Committee. • Continue to work with ONE3ONE and local employers to source meaningful employment for prisoners. • Ensure close links between Industries and Education provider to provide a targeted approach to preparing for employment on release, delivering a seamless journey to employment through targeted and strategic allocation to activity which takes account of time left until release and outstanding risk factors and residual skills/education gaps. • Expand current ROTL provision for Category D prisoners, enhancing opportunities for working in the local community to ensure the best possible preparation for release. • Work to develop links with local employers designed specifically to lead to employment on release, with a clear

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	progression from custody, through to ROTL, and on to employment in the community.
3(a) Target resource on evidence-informed interventions and services which are likely to deliver the best outcomes for the investment. This includes targeting factors shown to be related to NOMS intended outcomes and using a service design which will be effective with the groups which receive it.	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • In line with evidence on effective services for reducing reoffending, deliver accredited programmes TSP and RESOLVE, and maintain strong links with community interventions providers via probation and OMU to help inform effective use of supervision in the community. • Ensure resource is allocated appropriately based on specific population needs through analysis of sentence planning objectives, segmenting data relating to sentence length, risk level and offence type, and by an externally conducted health needs analysis and any other relevant data. All interventions will be focused on addressing specific needs identified by Reducing Reoffending Pathways as contributing to offending behaviour. • Allocate resources to accredited services and interventions which are proven to deliver the best possible outcomes to reducing reoffending and supporting desistance. Where resources are allocated to non-accredited interventions, (currently the Sycamore Tree victim awareness course), HMP Onley will conduct evaluation via the Regional Psychology resource to assess effectiveness and inform assessment of future allocation of resources. • Ensure level of service delivered is individually tailored to meet prisoner need, based on identified risks and desistance factors. Where services are not available, for example due to the very specific needs of an individual, then signposting will be offered and necessary steps taken to facilitate appropriate transfer or alternative provision.
3(b) Have robust quality assurance processes in place to ensure offender services are (i) delivered as they are intended (ie with integrity and as planned and designed) and (ii) that they are effective.	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Ensure compliance via OSIG audit processes for accredited interventions, HMIP inspections, and local assurance checks carried out by Interventions Manager and other relevant managers where necessary. • Ensure there are clear protocols for communication with providers, so that any threats to delivery can be discussed as they arise, and that Partnership Agreements and Governance Arrangements are in place and fit for purpose. • Where non-compliance is identified, deal swiftly and effectively with any failure, monitoring progress against identified actions through AIM meetings, re-audits, local health checks, CAP, bilaterals, and individual performance plans where necessary • Where local contracts or SLAs are in place, conduct reviews on performance and delivery at an agreed frequency to ensure requirements are being met. • Develop and utilise contingency plans where threats to delivery are identified to ensure continued effective performance.
4(a) Use segmentation and local data sources to target resources for rehabilitation services, case management	<p>Summary of population from Segmenting Data:</p> <ol style="list-style-type: none"> 1. 63% of the population are High, Very High or Prolific risk of reoffending, the largest group being High Risk at 45% of the population.

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<p>and risk management where they will deliver the greatest outcome for investment.</p>	<ol style="list-style-type: none"> 2. 32% of the population are violent offenders, with 26% drug related offenders and acquisitive offenders at 21% 3. 55% of the population are serving sentences of 4 years or more, with 31% serving 1-4 years and 9% indeterminate. The %age of indeterminate sentence prisoners is likely to increase following recent changes to reception criteria. 4. Considerably the largest segment of the population when data is cross referenced are High Risk Violent Acquisitive Offenders at 27% of the total population. <p>HMP Onley will:</p> <ul style="list-style-type: none"> • Ensure that available data is fully utilised to maximise effective targeting of resources to ensure best value for money in delivering of reducing reoffending outcomes. • Adapt flexibly to changes in population which may occur as the proportion of London based prisoners rises by monitoring trends and themes against population changes and proactively reviewing service delivery to ensure resources continue to be effectively targeted. This will involve monitoring through established screening processes, Stability and Complex needs meetings, Hub data, sentence planning information, and locally collated data sources, as well as maintaining good communication and working relationships with partners, in particular probation and future TTG providers. • Tailor case management and risk management resources to ensure effective targeting based on segmenting data, with a clearly identified strategy developed and driven by OMU for delivery by Offender Supervisors of targeted low, medium and high intensity case management and risk management processes. • Ensure that our “core offer” remains clearly differentiated from our “additional offer”, with the maximum possible investment being made in delivering rehabilitation services. <p>Further detail provided in tables 4(a) and 4(b).</p>
<p>5 (a): Individual need and characteristics are identified, assessed for significance, and monitored.</p>	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Identify individual prisoner need across a range of areas including LDD, physical health and disability, mental health, maturity, family circumstances and protected characteristics. We will do this through established screening processes carried out on induction by healthcare, education, FAST, mental health, substance misuse staff and induction officers. • Promote and ensure awareness of services available to ensure where prisoners are demonstrating specific needs the appropriate referrals are made and prisoners are able to self refer for assessment of their needs should they wish to do so. • Once identified, prisoners with specific individual needs will be supported and monitored by the appropriate team, for example Phoenix Futures for prisoners with substance misuse issues, Mental Health team for prisoners with mental health needs, Primary Healthcare for those with physical health issues, and FAST for those with family issues. This may involve individual one to one case management as appropriate. • Communicate via PNOMIS through use of the prisoner case note system. Where prisoners present complex needs, with 2 or more of the specific needs identified above, they will be registered as “Complex Needs” and monitored via the

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	<p>establishment's multi-agency Complex Needs meeting to ensure a cohesive and proactive response to need.</p> <ul style="list-style-type: none"> • Monitor the needs of individuals or groups of prisoners around their protected characteristics through use of SMART data and monitoring of complaints and DIRFs. HMP Onley will also carry out Equality Impact Assessments on identified processes and policies to ensure specific groups of prisoners are not unfairly disadvantaged owing to their protected characteristics.
5 (b): Information on individual need and characteristics is used to sequence and adapt service to individual need.	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Continue working with Investors in Diversity to ensure our processes and policies around equalities and protected characteristics are fit for purpose. liD will provide ongoing assessment and support to HMP Onley, and will identify actions to be taken in order to ensure service delivery is mapped to individual need at a process and systems level. • Ensure that information gathered on individual prisoner characteristics is accurately inputted into OASys and used to help develop an individualised plan which adapts and sequences services to maximise benefit to the offender. • SMT members will each take responsibility for a protected characteristic, promoting and raising awareness with staff and prisoners. This will include arranging awareness events, publishing relevant materials, and delivering training to staff and prisoners where necessary. • Develop our partnership with British Institute of Learning Disabilities (BILD) to identify and support prisoners with Learning Disabilities and introduce and embed "easy read" into our communications processes. • Monitor and support prisoners with more than one specific need through our established multi-agency Complex Needs meeting. • Ensure proactive approach to adapting provision to meet prisoner need by linking individual prisoner needs to pathways to reducing reoffending and monitoring provision through the existing multi-agency Reducing Reoffending Committee, identifying and responding to gaps in provision and driving delivery. • Work with partner agencies to review provision in line with established contracts and SLA processes ensuring a responsive and flexible approach to meeting prisoner needs within the establishment.
6 (a) Continue to identify, assess and manage extremist offenders by engaging with existing local structures and ensuring that training and awareness is embedded among key staff groups. Ensure referral, where appropriate, to interventions, structured	<ul style="list-style-type: none"> • In relation to NOMS' approach to the identification, assessment and management of extremist offenders, HMP Onley will ensure delivery in the key thematic areas of Intelligence Gathering & Management; Offender Management and Public Protection; and Interventions & Resettlement, as assessed by NOMS HQ. • HMP Onley will also ensure that any recommendations related to the identification, assessment and management of extremist offenders which are identified in year through the NOMS assessment process are implemented within reasonable timescale.

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assessment and structured interventions and faith-based programmes according to offender risk and need.	
6 (b) Deliver victim-offender conferences (Restorative Justice) where capacity exists and develop partnerships and a supportive environment to enable delivery where in-house capacity does not exist.	<p>Although there are no existing or planned resources for delivery of Restorative Justice, HMP Onley will provide a supportive environment for Restorative Justice, including:</p> <ul style="list-style-type: none"> • Work with 3rd Sector Providers Prison Fellowship, Families First and Safeline to further develop RJ processes including face to face conferencing in partnership with OMU, subject to these agencies being able to secure funding. Offender Supervisors will assist in promoting RJ and supporting prisoners within their caseload should they wish to engage with the process, including integration of RJ into sentence planning. Continue to develop partnership with Thames Valley Partnership with a view to further training delivery as necessary. • Ensure that appropriate facilities and access are available for 3rd sector providers to deliver Restorative Justice processes within the establishment, including provision of appropriate rooms and gate entry procedures as necessary. • Integrate Restorative Justice into sentence planning by promotion through Supervising Officers for inclusion and discussion in OASys reviews. • Andy Whitmore will be the lead on Restorative Justice within HMP Onley, and will continue to work to maintain and develop partnerships with providers.
6 (c) Ensure the effective use of prison places through development and implementation of local bail strategies and use of HDC for appropriate offenders, including making full use of Bail Accommodation and Support Service.	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Continue to deliver an HDC strategy which ensures that all prisoners eligible for HDC who cannot provide an accommodation address will be offered accommodation through BASS - in accordance with PSI 25/2013 and Annex I of PSO 6700 (Home Detention Curfew). • Consider BASS support-only for those with their own accommodation who could be released with additional support. We will also ensure that BASS is considered as an option when non-BASS HDC placements fail. • Stress importance of liaison with the license supervisor (offender manager) and ensure that releases to BASS are credited as 'suitable and settled' for the purpose of delivery levels
6 (d) Increase the amount of commercial and economically beneficial work in prisons undertaken by prisoners.	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Continue to work closely with local employers and ONE3ONE to source commercial and economically beneficial work. Currently negotiations are well progressed to introduce a Call Centre run by Inside Out Communications and a Halfords Academy, which will initially provide an additional 20 prisoner places and additional income, with further growth potential dependant on the success of the arrangements. • In addition to this, negotiations are underway at an earlier stage with a range of potential partners, and should yield positive outcomes during the 2014-15 SLA period.

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<p>6(e) Support the delivery of efficiencies across the criminal justice system by increasing the use of video links.</p>	<ul style="list-style-type: none">• HMP Onley will continue a strategy for extending use of video conferencing facilities by March 2015 consistent with the NOMS Video Action Plan. There is a clearly identified need not only to reduce transport to courts but also to adapt to the role of a Virtual London Resettlement prison through use of Video conferencing between prisoners and probation staff based in London. Andy Whitmore will be the establishment lead, and has already developed a draft strategy for implementation which will be inputted at a Regional level with a view to accessing necessary funding for full implementation.
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Table 4a: Rehabilitation Services

This table should reflect all NOMS Commissioned and NOMS Co-Commissioned services delivered as part of the Core Rehabilitation Offer. It is assumed all the services described below are available to all prisoners with an identified need: therefore targeting information is not applicable to this section. It is understood that these services may change in year as a result of the Through The Gate competition and tendering process. Changes to this table will be managed through existing NoC mechanisms.

Rehabilitation Services in Custody	Name of Service Service Description	Commissioning Arrangements (NOMS Locally, Regionally or Co-Commissioned)
Staff support and encourage prisoners to participate fully in rehabilitation services	<p>HMP Onley will:</p> <ul style="list-style-type: none"> Communicate a clear vision to deliver a Whole Prisoner Approach to Reducing Reoffending where Every Contact Matters. We will communicate this to staff, prisoners, and visitors via our communication strategy, including "I Change Lives" publications and a Whole Prison Approach themed event. All of our policies, processes, and business objectives will be aligned towards delivering this vision. Identify individual prisoner needs through our established screening processes, and ensure this information is shared with all relevant staff. Maintain a live Reducing Reoffending Strategy, including an interventions directory so that all staff know and understand what we deliver. Operate a cohesive and live Incentive and Earned Privileges scheme with direct links to sentence plans and reducing reoffending pathways to encourage engagement with rehabilitative activities. Drive improvements to our Personal Officer Scheme to ensure staff/prisoner relationships are meaningful and effective, and monitor this through regular management checks. Introduce a "Five Minute Intervention" initiative, encouraging all staff to engage with prisoners for short periods wherever possible as part of our Every Contact Matters agenda delivery. Monitor success of prisoner engagement via attendance at services and delivery of effective outcomes. This would take place via our established multi-agency Reducing Reoffending Committee. 	
Prisoners are made aware of their responsibilities in engaging with and accessing services	<p>HMP Onley will:</p> <ul style="list-style-type: none"> Embed the vision and objectives of HMP Onley in staff induction, SPDR's, and our assurance framework to ensure all staff are aware of HMP Onley's vision. We will involve our partner providers in engagement events and key meetings to ensure they are fully aware of our rehabilitative ethos. Ensure every prisoner receives a comprehensive induction, which includes HMP Onley's vision of reducing reoffending at its core and sets clear expectations of prisoners from the earliest point of their stay at HMP Onley. Encourage prisoners to take responsibility for their own actions and progress by fostering an environment where pro-social behaviour and engagement are facilitated and rewarded. We will do this through promotion of equalities, pro-social modelling training for staff and via our IEP scheme and "Five minute Intervention" initiative. To encourage this behaviour in staff we will facilitate working groups based around the "Action Learning Set" model to encourage joint working and cooperation. Work with BILD to ensure our communications are accessible to all prisoners, particularly those with learning disabilities. Develop our prisoner engagement processes, and explore opportunities to introduce innovative new initiatives 	NOMS locally commissioned

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	around Prisoner Council and prisoner led working groups.	
Prisoners anti social attitudes, thinking and behaviours are addressed by staff through pro social interaction and engagement	<p>HMP Onley will:</p> <ul style="list-style-type: none"> Communicate a clear vision to deliver a Whole Prisoner Approach to Reducing Reoffending where Every Contact Matters. We will communicate this to staff, prisoners, and visitors via our communication strategy, including "I Change Lives" publications and a Whole Prison Approach themed event. All of our policies, processes, and business objectives will be aligned towards delivering this vision. Encourage prisoners to take responsibility for their own actions by fostering an environment where pro-social behaviour and engagement are facilitated and rewarded. We will do this through promotion of equalities, pro-social modelling training for staff and via our IEP scheme and "Five minute Intervention" initiative. To encourage this behaviour in staff we will facilitate working groups based around the "Action Learning Set" model to encourage joint working and cooperation. Develop our prisoner engagement processes, and explore opportunities to introduce innovative new initiatives around Prisoner Council and prisoner led working groups. Operate a cohesive and live Incentive and Earned Privileges scheme with direct links to sentence plans and reducing reoffending pathways to encourage engagement with rehabilitative activities. Introduce a "Five Minute Intervention" initiative, encouraging all staff to engage with prisoners for short periods wherever possible as part of our Every Contact Matters agenda delivery. Monitor the success of our delivery through MQPL, complaints, adjudications and violence management data. Continue to provide a 72 space Enhanced/Cat D/Drug Free wing to incentivise long term pro-social behaviour and engagement with sentence plan requirements. 	
Prisoners can access appropriate services that enable them to seek suitable employment and/or training for release.	<p>HMP Onley will:</p> <p>Signpost prisoners on induction to the following services:</p> <ul style="list-style-type: none"> Employment advice via our Job Centre Plus partners. Full range of services to enable them to gain employment or training on release via our partner NACRO. Employment related courses via the OLASS contract with Milton Keynes College are signposted to prisoners. Shannon Trust to ensure awareness of the literacy services they provide. DWP to ensure awareness of the services they offer, including the Work Programme. Virtual Campus to enhance education provision and encourage individual led learning. 	<p>NOMS regionally commissioned</p> <p>Co-commissioned</p>
Prisoners can access services that enable them to manage housing needs created as a result of their custody.	<p>HMP Onley will:</p> <p>Signpost prisoners on induction to the following services:</p> <ul style="list-style-type: none"> Full range of services to enable them to manage housing needs via our partner NACRO Community based accommodation advice and services, including local authorities and 3rd sector providers. 	NOMS regionally commissioned
Prisoners can access services that enable	<p>HMP Onley will:</p> <p>Signpost prisoners on induction to the following services:</p>	NOMS regionally commissioned

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them to seek settled and suitable housing for release.	<ul style="list-style-type: none"> • Full range of services to enable them to gain accommodation on release via our partner NACRO who work closely with Stonham in providing this service. • Community based housing advice and services, including local authorities and 3rd sector providers. 	
Prisoners can access services to enable them to address personal financial management issues created as a result of their custody.	<p>HMP Onley will:</p> <p>Signpost prisoners on induction to the following services:</p> <ul style="list-style-type: none"> • Finance, Benefit and Debt service from NACRO, who can provide support including contacting and engaging with creditors to negotiate reduction or removal of debts or the structuring of an appropriate payment schedule. • Community based debt management organisations • The opportunity to open a bank account whilst in custody through our partners NACRO. • Education provider Milton Keynes College who deliver courses to help prisoners manage money effectively. 	NOMS regionally commissioned
Prisoners can access available services which enable them to address their family welfare and family support needs.	<p>HMP Onley will:</p> <p>Signpost prisoners on induction to the following services:</p> <ul style="list-style-type: none"> • FAST and Inside Out who provide early interventions to support parenting and the maintenance of family ties linking with the CAF initiative and Troubled Families initiative • Opportunity for domestic visits as per IEP scheme, ensuring a comfortable and suitable environment for family interaction with identified area for children to play and refreshments for those attending. • Opportunity for regular Family Visits to allow prisoners to spend time with their families in a more relaxed environment. • Opportunity for ROTL where appropriate to enable maintaining of family ties. • Opportunity to involve families in the sentence planning process. • Storybook Dads and Positive Dads initiatives to maintain links between fathers and their children. 	NOMS Locally commissioned
Prisoners have equivalence of access to health services in custody as in the community.	<p>HMP Onley will:</p> <p>Signpost prisoners on induction to the following services:</p> <ul style="list-style-type: none"> • Healthcare provider Northampton Health Foundation Trust (NHFT), who deliver an integrated model of healthcare provision, ensuring access to Primary and Secondary health services. These will include mental health services, dentistry, a GP service, nursing care, optician and physiotherapy. 	NHS Commissioned service
Prisoners can access treatment, services, advice and support around drug and alcohol needs.	<p>HMP Onley will:</p> <p>Signpost prisoners on induction to the following services:</p> <ul style="list-style-type: none"> • Opiate substitution therapy and psychosocial treatment for those with a heroin dependency. • Ongoing clinical and psychosocial support via NHFT and Phoenix Futures dependant on the individual needs 	NHS commissioned service

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	<p>of the prisoner. Every prisoner in receipt of opiate substitution, even those refusing to engage, will be allocated a case worker by Phoenix Futures.</p> <ul style="list-style-type: none"> • 72 place drug free wing with an enhanced regime to incentivise abstinence and provide a drug free environment for suitable prisoners. • Narcotics Anonymous and Alcoholics Anonymous. • Community based interventions, including local authorities and 3rd sector providers. 	
Prisoners who have experienced domestic violence, rape or abuse can access services that offer them advice and support.	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Ensure prisoners are provided with the contact details of existing appropriate custody or community based services that support victims of domestic violence, rape or abuse, and facilitate engagement as necessary. 	
Prisoners who have been sex workers can access services that offer them advice and support.	<p>HMP Onley will:</p> <ul style="list-style-type: none"> • Ensure prisoners are provided with the contact details of existing appropriate custody or community based services that support sex workers, and facilitate engagement as necessary. 	

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Table 4b: Rehabilitation Services - Additional Services Offer

Using segmentation and local data sources to target resources where they will deliver the greatest outcomes for investment - this table should reflect the case management activity, risk management activity and rehabilitative services and interventions, delivered within the establishment which are **additional** to the core offer

Segment	Total no. of Prisoners within Segment <ul style="list-style-type: none"> Use the segmentation data tool on the NOMS Performance HUB to get the numerical data you need to populate this column 	Strategic approach to meeting the needs of the segment Title and description of rehabilitative services/interventions and case management activities <ul style="list-style-type: none"> Give the title and a brief description of the case management activities offered to offenders in each segment Give a brief description of the range of rehabilitative services and interventions offered to offenders by segment. Include any accredited programmes on offer. Use the guidance on targeting in Commissioning Intention 4a If a service or intervention is available across more than one segment (for example – TSP may be available to both sex offenders and violent offenders) then state in each applicable box, making clear in the next column the number of completions relating to each segment. 	Indicate whether the service or intervention is commissioned or co-commissioned and the number of offenders who will be able to access the intervention or service annually <ul style="list-style-type: none"> For accredited programmes give the number of completions It is not necessary to record volumes for case management activities
All Offenders – where service targeted by need rather than risk	742	HMP Onley will provide: <ul style="list-style-type: none"> Alcoholics Anonymous Groups – to maintain abstinence from alcohol Narcotics Anonymous Groups – to maintain abstinence from drugs Smoking Cessation Support Groups – to provide support and develop abstinence from smoking Generic Counselling Services delivered in Partnership with Warwick University. Core rehabilitation services will be available to all fixed term and standard recallers. For those subject to a standard recall, we will also ensure that they have access to appropriate case management to support their ability to make representations to the parole board, irrespective of their OGRS score. We will ensure this group can engage with rehabilitation services listed at table 4(a) to enable their earliest and safe release. 	Fortnightly groups for up to 12 prisoners on a rolling basis 2 groups run on a weekly basis for up to 12 prisoners on a rolling basis

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Sexual Offenders	<p>All sex offenders: 6 (1%)</p> <p>Of whom 2 are medium OGRS but very high OSP;</p> <p>And 2 are high OGRS and High OSP;</p> <p>And 2 are high OGRS and very high OSP</p>	<ul style="list-style-type: none"> HMP Onley will prioritise sex offenders for completion of OASys where one has not been completed. All sex offenders will be assessed using RM2000 where this has not already been done. HMP Onley is not an SOTP site, so where accredited programmes are required to meet specific needs a suitable transfer will be arranged as quickly as possible. Where transfer is not possible or is delayed, sex offenders will be prioritised for assessment for suitability for TSP and fast-tracked onto a course as appropriate. 	<p>6 prisoners to be assessed for SOTP if not already done.</p>
Violent offenders	<p>All violent offenders: 214 (32%)</p> <p>Of whom 21 are low OGRS;</p> <p>And 23 are medium OGRS and medium OVP;</p> <p>And 76 are OGRS high and OVP medium or above;</p> <p>And 29 are OGRS very high and OVP medium or above;</p> <p>And 2 are prolific.</p>	<ul style="list-style-type: none"> HMP Onley will prioritise violent offenders for completion of OASys where this has not already been completed in local establishments, with these assessments prioritised based on time left to serve to ensure an OASys is in place as early as possible prior to release. Of all violent offenders 101 (47%) have a medium OVP, which aside from assessing need is the required criteria for RESOLVE. This demonstrates a large proportion of our population is suitable for RESOLVE, and is supported by local needs analysis data which indicated that 31% of the establishment population in total are eligible and suitable for RESOLVE. There is a clear local and regional need for RESOLVE evidenced by large numbers of referrals. This is partly due to RESOLVE being a new programme which addresses gaps in provision resultant from changes to TSP criteria. TSP will be offered to prisoners with high OGRS but not acquisitive or robbery offences (25% of population), who are assessed as showing a need to have attitudes and thinking addressed. Internal needs analysis conducted indicated that 20% of the establishment population were suitable for TSP, subject to need, which supports our proposed halving of completion from TSP to 27 in parallel with increased RESOLVE provision. Of our violent offenders, we currently have 30 (14%) who are high or very high OVP, and we will refer these for assessment for suitability for SCP and transfer to another establishment as necessary if they are suitable. If they are not suitable these prisoners will be prioritised for a place on RESOLVE. 	<p>45 completions (amended from 18 due to population need)</p> <p>27 completions (amended from 54 due to population need)</p> <p>Approximately 30 offenders to be referred for SCP</p>
Indeterminate Sentenced Prisoners (ISPs)	<p>All ISP's: 59 (9%)</p> <p>Of whom 40 are convicted of violent offences;</p>	<ul style="list-style-type: none"> ISP prisoners will be prioritised for appropriate interventions and services, including TSP and RESOLVE where an appropriate number of places per course are allocated. We will work in partnership with regional psychology resource to enable 	

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	<p>And 18 are convicted of Robbery.</p> <p>34 are high OGRS.</p>	<p>timely completion of reports and assessments. ISP prisoners may be considered for TSP or RESOLVE provided they meet the need, regardless of OGRS level, at the discretion of Interventions Group and Operational Services.</p> <ul style="list-style-type: none"> Case management will be individually tailored to meet the prisoner need, and may vary during their time at HMP Onley. High intensity case management will be in place at key times such as preparation for parole boards and moves to open conditions, with a medium intensity of case management in place at other times to facilitate proactive and strategic management of sentence plan and timely addressing of any issues which may arise. Risk linked to offending behaviour history will also be factored into the intensity of case management received. One to one case management sessions will be staged based on need, with a minimum of two per year. 	
<p>Low likelihood of any reconviction OGRS 0-24%</p>	<p>Low likelihood of any reconviction: 87 (13%)</p> <p>Of whom 49 are drug related, 42 of which have sentences of 4+ years.</p> <p>Of whom 21 are violent offenders, only 1 of which is Medium or higher OVP.</p>	<ul style="list-style-type: none"> All offenders in this segment will receive low intensity case management (see below), with the exception of sexual offenders, ISP, and OVP of over 30. Low intensity case management at HMP Onley will involve completion of a sentence plan if required, review of completed sentence plans within 8 weeks of reception, and then every 12 months, with a final review 8 weeks prior to release. All offenders with the exception of ISPs will receive a re-categorisation review every 6-12 months. HMP Onley will set frequency of contact for each case management level and communicate to all prisoners to effectively structure expectations. One to one contact with offender supervisors outside of the above structures will take place on an ad hoc basis as required or on prisoner application only if absolutely necessary. Through our Whole Prison Approach where Every Contact Matters we will ensure that all staff who have contact with prisoners understand their role in reducing reoffending and communicate effectively with OMU. We will promote this through effective use of our "Five Minute Intervention Initiative", Personal Officer Scheme, IEP Policy, and Whole prison Approach Event. Security Department and OMU will work closely together to effectively share information related to the management of risk, including identifying prisoners presenting a serious risk of harm and including OASys information wherever risk is discussed and to inform decision making processes around allocation to activities 	

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		<p>and any other relevant processes. This will be monitored through the Security Committee, Stability meeting and Complex needs meeting.</p> <ul style="list-style-type: none"> • Primarily these prisoners will only receive the core offer. 	
<p>Medium likelihood of any reconviction OGRS 25-49%</p>	<p>Medium likelihood of reoffending: 163 (25%)</p> <p>Of whom 54 are drugs related, 41 of which have a sentence of 4+ years;</p> <p>Of whom 49 are violent offenders, 26 of whom have a sentence of 4+ years;</p> <p>Of whom 37 are robbery offenders, of which 19 have a sentence of 4+ years.</p>	<p>In addition to the provision for low risk, these offenders will also receive the following:</p> <ul style="list-style-type: none"> • All offenders in this segment will receive low intensity case management, with the exception of sexual offenders, ISP, and OVP of over 30. • We will identify and prioritise provision of additional support to offenders based on a range of factors including need, likelihood of reoffending, and risk of harm as assessed by OGRS, OVP and time to release date. This will be coordinated by Offender Supervisors and could include additional advice and support with accommodation, employment, families, FBD, mental health, pro-social behaviour work, and any other relevant interventions. We will not prioritise over prisoners with a higher level of risk. • Prisoners with non acquisitive related offending may be referred to TSP if their OGRS score is 47 or higher, however higher risk offenders will be prioritised and participation would require approval from Interventions Group. • Sycamore Tree restorative justice programme, in which remorse and empathy are explored with a view to reduce reoffending, will be delivered, normally to prisoners with OGRS 25 or above. • Where specific interventions and support are required but time left to serve does not allow for completion, we will identify community based provision for inclusion as licence condition where appropriate and also signpost to relevant community based support services. 	<p>160 commencements</p>
<p>High likelihood of any reconviction OGRS 50- 74%</p>	<p>High likelihood of reoffending: 299 (45%)</p> <p>Of whom 106 are violent offenders, 76 of which have 4+ years or indeterminate sentences.</p> <p>Of whom 70 are acquisitive offenders</p> <p>Of whom 57 are robbery</p>	<p>In addition to the provision for low and medium risk, these prisoners will also receive the following:</p> <ul style="list-style-type: none"> • In addition to the low intensity case management specified in the above response, offenders in this segment will be subject to an increased level of supervision, including one – to – one to identify changes in behaviour/attitude, encourage engagement with sentence planning objectives, and enable a reflective approach to challenges and setbacks that may arise. The frequency of this contact will be based on need but generally every 4 weeks. • Prisoners in this segment or with higher OGRS will be offered TSP, unless they are acquisitive or robbery related offenders, provided they meet the need and are 	

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	<p>offenders;</p> <p>And of whom 54 are drug related offenders.</p>	<p>assessed as suitable. Prisoners will be prioritised based on risk.</p> <ul style="list-style-type: none"> RESOLVE is suitable for medium OVP (30-59) or an OGRS score of 50-74. Above an OVP score of 60 or an OGRS score of 75, these offenders would be referred on to be considered for SCP. If not found suitable for SCP these offenders would then be allocated a place on RESOLVE. Short sentence prisoners and those in the last 12 months of their sentences in this OGRS band or higher, will be prioritised to access rehabilitative services to support their resettlement needs. Contact will be made with public protection agencies as required in preparation for release. Prisoners in this band will be prioritised for resettlement provision, including NACRO interventions around accommodation, employment and training, Family advice and support through FAST, employment advice through Job Centre Plus, and provision of housing by Stonham through NACRO. 	
<p>Very high likelihood of any reconviction OGRS 75-89%</p>	<p>Very high risk of reoffending: 110 (17%)</p> <p>Of whom 49 are acquisitive;</p> <p>And of whom 36 are violent.</p>	<p>In addition to the provision for low, medium and high risk, these prisoners will also receive the following:</p> <ul style="list-style-type: none"> Highest intensity case management will be made available to as many offenders in this OGRS band as resources allow, with priority given to violent offenders with OVP > 60, sex offenders, TACT, and ISPs approaching tariff or move to open conditions. Highest intensity case management is as per medium intensity specified above but with fortnightly one to one supervision by offender supervisor and a robust and proactive approach to the reduction of risk, including advocating on behalf of prisoners to ensure timely access to interventions. 	
<p>Extremely high likelihood of any reconviction (prolific) OGRS 90-100%</p>	<p>Prolific offenders: 6 (<1%)</p> <p>Of whom 2 are violent, although with only medium OVP.</p>	<p>In addition to the provision for low, medium, high and very high risk, these prisoners will also receive the following:</p> <ul style="list-style-type: none"> Highest intensity case management as specified above, with the addition of multi-disciplinary and multi-agency case management meetings where resources allow. This is a very small group at HMP Onley, and will receive the highest possible level of supervision and prioritisation for interventions to ensure resettlement needs are met. They are likely to come under MAPPA arrangements and be in scope of IOM. 	

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Table 5: Accredited Programmes provided in the establishment		
Does this establishment deliver NOMs Commissioned accredited programmes?		Yes
Name of accredited programme	Number of agreed starts (expected for 2014-15)	Number of agreed completions (planned total for 2014-15)
Living Skills Programmes		
Thinking Skills Programme (TSP)	30	27
RESOLVE	50	45
Grand Total	80	72

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Table 6: Development Objective		
CI Title & No.	Objective: Describe a SMART objective including what you want to achieve how you will measure your success and key milestones	Does this contribute to a regional objective (yes/no)
Strengthen partnership working to ensure that offenders have access to support and services to both prepare for and enable access to employment. 2(h)	Carry out a scoping exercise by the end of Q2 to explore opportunities for replicating local employment opportunities with similar opportunities in the London area through work with current partners and 3 rd sector providers, as well as seeking out new employers in that area and engaging with local business forums.	No
Rehabilitative Services 4(b)	In order to prepare for our new role as a Resettlement Prisons, HMP Onley Interventions Team will carry out a scoping exercise for Healthy Relationships Programme by Spring 2014. Should the scoping exercise identify a need for HRP ahead of existing programmes, we will look to replace either a TSP or RESOLVE programme towards the end of the SLA period 2014-15 to address the identified risks.	No
Enhance public protection and ensure a safe, decent environment and rehabilitative culture 1(a) and 1(b)	Implement 'Every Contact Matters' Strategy, currently being developed nationally, in order to ensure that staff-prisoner engagement is positive and effective (i.e. through the use of pro-social modelling training for staff and our "5 Minute Intervention" initiative). Implementation within 6 months of publication of the national strategy.	Yes
Enhance public protection and ensure a safe, decent environment and rehabilitative culture 1(d)	Work to reduce the establishment OASys backlog, with a target of zero backlog for OASys reviews by April 2015, whilst recognising that we are not resourced to carry out initial OASys reports which should be carried out in local establishments and which have a significant impact on our capacity for OASys reviews. We will maintain current OASys quality assurance processes.	Yes
Deliver an efficient, quality service 3	Ensure preparedness for MQPL and HMIP by inclusion of expectations in Functional Head SPDRs, with monitoring through Bilats and SMT meetings as part of our Assurance Framework to be in place by June 2014. Where reports are received following inspections/visits, we will ensure effective and timely response, including detailed action planning, in line with required timescales.	Yes
Deliver an efficient, quality service	Assessed through the IA&A Governance & Operational Audit and based on the requirements of the Assurance Framework Test Guide, we will embed a robust assurance framework by June 2014, to ensure that service	Yes

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3(b)	specifications and delivery requirements are continually monitored and reviewed, risk is effectively managed and data quality is maintained.	
Ensure delivery is matched to population, purpose and NOMS outcomes 4 (b.)	Implement a strategy to manage population transition, ensuring that we are in a positive position to adopt 'Through the Gate' services expected by October 2014 and through the delivery of a needs analysis, that resources are aligned with need.	Yes
There is evidence of effective coordination of delivery of services and integration of providers locally, regionally, and nationally to maximise outcomes for offenders. 2(a)	<p>We will maximise investment of all partners and providers delivering services for offenders at HMP Onley and maximise outcomes for offenders by ensuring they experience a seamless and joined up service. By September 2014 we will review who we work with and how we work with them and ensure that all contracts and service level agreements demonstrate how each service fits within the overall strategic context of the establishment. This review will include all statutory and non statutory, existing and new partners and providers (including by anticipating any changes as a result of Through the Gate). We will develop a plan which describes how, within <i>one year</i> we will deliver:</p> <ul style="list-style-type: none"> • A clear shared strategic vision for how services align to maximise outcomes and create an integrated, seamless offender management service (including a shared understanding of outcomes and priorities) • A clear agreed plan of how services sequence and compliment each other, providing continuity of services to offenders both within and across prisons (facilitating the needs of all providers and contractual partners to allow them to effectively deliver) • Leadership which actively enables and integrates services, where partnership working arrangements improve performance and aid resolution of issues • An understanding of resource allocation, and how delivery and choices impact on the investment and activity of others • An agreement on how to safely use and share data and information <p>Progress will be monitored against the plan at monthly Reducing Reoffending Meetings, bilaterals with Head of Reducing Reoffending and OMU, regular SMT meetings and at a regional level with the DDC.</p>	Yes
Enhance public protection and ensure a safe, decent environment and rehabilitative culture 1 (c.)	In line with the Regional Negotiator Strategy designed to meet the needs of establishments by ensuring that negotiators are deployed as quickly as possible to all incidents HMP Onley will ensure consistency of approach and will aim to develop the skills and experiences of negotiators. Regional strategy to be agreed and implementation to commence by 1 October 2014.	Yes

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Table 7a: Mandatory Service specifications applicable under this Local Annex

The following specifications are mandatory for all establishments.
For the full list of NOMS Service Specifications, please refer to the Ministry of Justice website:
<http://www.justice.gov.uk/about/noms/noms-directory-of-services-and-specifications.htm>

	Service Specification	Implementation detail	Notes
1	Early Days & Discharge – First Night in Custody	Existing service specification which remains in force	
2	Early Days & Discharge – Induction to Custody	Existing service specification which remains in force	
3	Early Days & Discharge – Reception In	Existing service specification which remains in force	
4	Early Days & Discharge – Discharge	Existing service specification which remains in force	
5	Cell and Area Searching	Existing service specification which remains in force	
6	Catering	Existing service specification which remains in force	
7	Visits – Services for Visitors	Existing service specification which remains in force	
8	Visits – Visits Booking	Existing service specification which remains in force	
9	Visits – Conduct Visits	Existing service specification which remains in force	
10	Prisoner Property Services	Existing service specification which remains in force	
11	POSOE – Communication & Control Rooms	Existing service specification which remains in force	
12	POSOE – Gate Services	Existing service specification which remains in force	
13	POSOE – Internal Prisoner Movements	Existing service specification which remains in force	
14	Residential Services	Existing service specification which remains in force	
15	Nights	Existing service specification which remains in force	
16	Prisoner Discipline and Segregation – Prisoner Discipline Procedures	Existing service specification which remains in force	
17	Prisoner Discipline and Segregation – Segregation of Prisoners	Existing service specification which remains in force	
18	Immigration, Repatriation and Removal Services	Existing service specification which remains in force	
19	Faith and Pastoral Care for Prisoners	Existing service specification which remains in force	
20	Physical Education	Existing service specification which remains in force	
21	Mandatory Drug Testing	Existing service specification which remains in force	
22	Prisoner Communications Services	Existing service specification which remains in force	
23	Management of Prisoners at Risk of Harm to Self or Others	Existing service specification which remains in force	
24	Security Management	Existing service specification which remains in force	
25	Activity Allocation	Existing service specification which remains in force	
26	External Movements and Appearances	Existing service specification which remains in force	
27	Manage Prisoner Finance	Existing service specification which remains in force	

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28	Prisoner Retail	Existing service specification which remains in force	
29	Enablers of national co-commissioned services in prisons	Existing service specification which remains in force	
30	Processing and Resolution of Prisoner Complaints	Existing service specification which remains in force	
31	Manage the Custodial Sentence - Categorisation & Allocation for Custody	Existing service specification which remains in force	
32	Manage the Custodial Sentence - Manage the Sentence Pre & Post Release from Custody	Remains in force until all outputs in new specification (Manage the Custodial and Post Release Periods) go live	
33	Manage the Custodial & Post Release Periods ⁺	Some provisions go live April/May 2014, others from contract award	Outputs 22, 22a and 23 (relating to the new risk escalation process), output 8 (which covers the resettlement needs screening of prisoners and for remand prisoners was previously an output in the Rehabilitation in Custody Specification) and outputs 53/54 (jurisdiction is transferred in/out) will go live April/May 2014. The remainder of the specification will go live at the date of CRC contract award.
34	Rehabilitation Services - In custody	Go live April/May 2014	
35	Bail Accommodation Services (BASS)	Go live April/May 2014	
36	Prisoner Employment, Training & Skills	Existing service specification which remains in force	

⁺ Note: 'Manage the Custodial & Post Release Periods' will replace 'Manage the custodial sentence - Manage the sentence pre & post release from custody', once new legislation in force and CRC contracts awarded.

Table 7b: Service specifications applicable under this Local Annex

For the following specifications, indicate which are applicable to the establishment by confirming Yes or No			
37	Specialist Units (HSE)	No	Existing service specification which remains in force
38	Bail Services	No	Go live April/May 2014
39	Deliver Accredited Programmes	Yes	Go live April/May 2014
40	Mother & Baby Unit	No	Existing service specification which remains in force
41	Deliver Victim Offender Conferencing (Restorative Justice)	No	Go live April/May 2014

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Table 7c: Service Options, above the national minimum		
(which are commissioned under this SLA)		
Service specification	Output(s) commissioned	Service Option Commissioned [YES / NO]
Cell & Area Searching	A risk assessed programme of routine area searching is agreed, documented and completed correctly.	Yes
Cell & Area Searching	Assurance is sought through a risk assessed programme of covert testing. Non HSE	Yes
Early Days & Discharge - First Night in Custody	One-to-one welfare support is provided within courts/custody suites to address immediate needs of the prisoner.	No
Visits - Conduct Visits	There are facilities for children to participate in supervised play whilst visiting a prisoner	Yes
Visits - Services for Visitors	Visitors are able to purchase snacks and hot/cold drinks prior to the visits period.	Yes
Visits - Services for Visitors	Visitors are able to purchase a meal and hot/cold drinks prior to the visits period.	No
Visits - Services for Visitors	Private meetings can be facilitated between visitors and Partner Agencies.	Yes
Visits - Services for Visitors	There are facilities for children to play whilst waiting to visit a prisoner.	Yes
Visits - Services for Visitors	Visitors receive information through a variety of media regarding relevant support services.	Yes
Visits - Services for Visitors	A Family Support Worker is available to support families.	Yes
Faith and Pastoral Care	Prisoners have access to a Resettlement Chaplaincy Scheme.	Yes
Mandatory Drug Testing	Prisoners found guilty of misuse of Class B and/or Class C drugs or who frequently refuse to comply with MDT testing may be subject to a Frequent Testing Programme.	Yes
Mandatory Drug Testing	Prisoners may be subject to Reception testing.	Yes
Prisoner Employment, Training & Skills	Prisoners have the opportunity to gain industry recognised and accredited qualifications through employment, training and skills according to risk and need.	Yes
Prisoner Employment, Training & Skills	Qualifications gained are aligned with market needs and within the Qualifications and Credit Framework	Yes
Deliver Accredited Programmes	Competent staff are contributed to the national training provision as agreed by the commissioner. Output wording subject to revision	Yes

Table 7d: Agreed delivery hours for specified services			
Service Specification	Output	Agreed hours	Rationale (where hours are agreed above the minimum set within specifications)
Residential Services	Daily time in open air [minimum 30 minutes] (row 21 of the specification)	1 hour daily	Zero additional resource, wing association areas have access to open air during designated association periods.
Physical Education	Minimum number of PE Hours [per week] (row 1 of the specification) (as calculated using the SBC published spreadsheet product)	2.5	

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8. Activity Places (Work and Prison Services)

Table 8a: Agreed Activity Allocation places

Table 8A: Agreed Activity Allocations Places										
INDUSTRIES (ONE3ONE)		HMP Onley								
INDUSTRY SERVICE CODE	WORKSHOP NAME	Maximum number of prisoner places per activity (planned per week total for 2014-15)	TOTAL STAFF NUMBERS	CORE HOURS PER WEEK	Annual Internal Charged Sales Predictions	Annual Internal Hard Charged Sales Predictions	Annual External Sales Predictions	Annual Internal Soft Charged Materials Predictions	Annual Internal Hard Charged Materials Predictions	Annual External Materials Predictions
Industries - Enterprise/Contracts Services	Assembly	25	1	28.25	£0	£0	£35,000	£0	£0	£500
Industries - Land Based Activities	Gardens	30	2	28.25	£5,000	£0	£0	£1,000	£0	£0
Industries - Other Workshop	Concrete Products	21	2	28.25	£15,000	£0	£10,000	£0	£26,400	£0
Industries - PICTA	PICTA	18	1	28.25	£0	£0	£0	£0	£0	£0
Industries - Textiles	Textiles	20	1	28.25	£0	£23,000	£0	£0	£22,000	£0
Other workshop	Mattress Recycling	20	1	28.25	£0	£0	£28,250	£0	£0	£0
Other Workshop	Halfords	8	1	28.25	£0	£0	£0	£0	£0	£0
		142	9	197.8	£20,000	£23,000	£73,250	£1,000	£48,400	£500

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Table 8b: Services (not industries)

Table 8b CU095b (Hours Worked in Services) – this should contain services that are measured under this specific metric			
Activity Service Code	Service Description	Maximum number of prisoner places per activity (planned per week total for 2014-15)	CORE HOURS P/W
Kitchen	General	16	28.25
Orderly Cleaners	Library Healthcare Chaplaincy Gym Induction Education and VTC	16	28.25
Recycling Activity	General	15	28.25
Weekend Activity	Library Healthcare Chaplaincy Gym Kitchen Waste management	43	28.25
Works Department	PAT TESTER	1	28.25
Wing Cleaning	A WING TO L WING AND CSU Reception, Induction	94	28.25
Other Occupations	Recovery champion Story book dads CES	8	28.25
Sub total		193	

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Table 8c- other permanent activity places

This will include other permanent weekly activities including OLASS activity places, ROTL places

Table 8c: Other Activities			
This should contain activities that are not in scope of either CU095a (Hours Worked in Industry) or CU095b (Hours Worked in Services) metrics.			
Activity Service Code	Activity Description	Maximum number of FTE prisoner places per activity (planned per week total for 2014-15)	CORE HOURS PER WEEK
Functional Key Skills up to level 2		40	28.25
Education Induction Assessment		40	12
Education leading to accreditation		51	28.25
PE Leading to QCA Qualifications		16	28.25
Skills training leading to Accreditation		124	28.25
ROTL		9	28.25
Prison Induction Courses/Interviews		20	28.25
Sub total		300	
Table 8 Total		635	

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Section 3: Regime Outline

The master record of the establishment's regime is on the NOMS Performance Hub and is subject to appropriate governance and change control. This table will document a "snapshot" of the agreed regime set following negotiations between HMPS and the Commissioner and effective at the commencement date of the SLA.

Guidance and Technical Notes relating to the Commissioned Regime Return will be available on the NOMS Performance Hub.

Out of cell session time summary by day

Day	Activity	Domestics	Meal	Movement	Total Time Out of Cell
Mon	6h 31m	1h 14m	0h 59m	0h 51m	9h 36m
Tue	6h 31m	1h 14m	0h 59m	0h 51m	9h 36m
Wed	6h 31m	1h 14m	0h 59m	0h 51m	9h 36m
Thu	6h 31m	1h 14m	0h 59m	0h 51m	9h 36m
Fri	7h 40m	0h 28m	0h 59m	0h 25m	9h 33m
Sat	7h 17m	0h 00m	0h 59m	0h 00m	8h 17m
Sun	7h 17m	0h 00m	0h 59m	0h 00m	8h 17m

5 day average time out of cell

Type	Activity	Domestics	Meal	Movement	Total Time Out of Cell
5-day	6h 45m	1h 05m	0h 59m	0h 46m	9h 36m

7 day average time out of cell

Type	Activity	Domestics	Meal	Movement	Total Time Out of Cell
7-day	6h 54m	0h 46m	0h 59m	0h 33m	9h 13m

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Section 4: SLA Delivery Requirements and Levels at Commencement Date

The master record of the Delivery Requirements and Levels for this SLA is on the NOMS Performance Hub and is subject to appropriate governance and change control. This template will document a “snapshot” of the SLA Delivery Requirements and Levels set following negotiations between HMPS and the Commissioner and effective at the commencement date of the SLA.

Guidance and Technical Notes relating to the SLA Delivery Requirements will be available on the NOMS Performance Hub.

Secure and Decent Custody

		Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Total	Q1	Q2	Q3	Q4	National
CU001	Discharge to Court	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	100.00 %
CU003	Absconds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU006	CAT A Escapes													0	0	0	0	0	0
CU007	Escapes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CU016	Mandatory Drug Testing (MDT)	8.30 %	8.30 %	8.30 %	8.30 %	8.30 %	8.30 %	8.30 %	8.30 %	8.30 %	8.30 %	8.30 %	8.30 %	8.30 %	8.30 %	8.30 %	8.30 %	8.30 %	
CU031	Control & Restraint (C&R) Training	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	
CU060	Tornado Commitment																		17.00
CU074	MQPL Score BME	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50
CU056a	Security Audit -	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	3.56

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	Audit & Corporate Assurance (A&CA)	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU057a	Self Harm Audit (A&CA)	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	3.40
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU067	HMIP Resettlement	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.95
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU075	HMIP Respect	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.79
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU077	HMIP Safety	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	2.92
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU078	HMIP Purposeful Activity	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.58
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU076	MQPL Safety	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.86
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU079	MQPL Decency	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.83
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU088	Violence Management																		

Offender Management

		Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Total	Q1	Q2	Q3	Q4	National
CU002	Release on Temporary Licence (ROTL)	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	100.00 %
CU043	Generic Parole Process (GPP)	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %
CU083	OASys Quality																		

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			90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %
CU086A	Return MAPPA Forms	of F																		
			90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %
CU089	ViSOR Effectiveness (Prison)																			
			90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %

Interventions

			Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Total	Q1	Q2	Q3	Q4	National
CU019	Sex Offender Treatment Programme (SOTP) Completions																			961
CU021	Offending Behaviour Programme (OBP) Completions														72.00	72.00				6,456.00

Regimes

			Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Total	Q1	Q2	Q3	Q4	National
CU013	Settled Accommodation on Discharge		90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	
CU014	Training Education / Discharge	on	35.00 %	35.00 %	35.00 %	35.00 %	35.00 %	35.00 %	35.00 %	35.00 %	35.00 %	35.00 %	35.00 %	35.00 %	35.00 %	35.00 %	35.00 %	35.00 %	35.00 %	
CU015	Employment on Discharge		28.00 %	28.00 %	28.00 %	28.00 %	28.00 %	28.00 %	28.00 %	28.00 %	28.00 %	28.00 %	28.00 %	28.00 %	28.00 %	28.00 %	28.00 %	28.00 %	28.00 %	
CU095a	Hours Worked In Industry																			

General

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		Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Total	Q1	Q2	Q3	Q4	National
CR003	Staff Sickness Absence																		
CU036	Correspondence Response Times	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	94.44 %
CU063	Water Consumption																		
CU094	Energy Efficiency (CO2e)																		
CU081	Prison Cost Analysis (PCA)	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3