



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

HMYOI & RC Glen Parva

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	HMYOI Glen Parva
Establishment type	YOI Local resettlement
Specialist function	YOI 10% CPA 10 and 7% CPA 12
Security Category / Categories:	Young Adults suitable for closed conditions or lower
Annual Operating Price	14,377,023

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	637
Operational Capacity	808

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:	Young Adults (Aged 18-21)
Security Category:	Young Adults suitable for closed conditions or lower
Sentence Status:	Remand and Sentenced prisoners
Sentence Length / Type:	No restrictions 17% unsentenced, 17% 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>HMYOI Glen Parva is a Young Offender Institution holding male young adults aged 18 to 21 years old. The population is mainly comprised of remand young adults and newly sentenced young adults. This establishment mostly holds young adults remanded or sentenced by courts in the East Midlands, West Midlands and the East of England regions and receives most of its population from courts in the area, particularly Nottingham and Leicester.</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	0	N/A	N/A	N/A	138	N/A	138
Prisoners sentenced to less than 12 months	N/A	N/A	N/A	N/A	77	N/A	77
Determinate prisoners serving 12 months or more but less than 4 years	N/A	N/A	N/A	N/A	328	N/A	328
Determinate prisoners serving more than 4 years	N/A	N/A	N/A	N/A	73	N/A	73
Indeterminate prisoners	N/A	N/A	N/A	N/A	0	N/A	0
Determinate and indeterminate Recallees	N/A	N/A	N/A	N/A	55	N/A	55
Non-criminals	N/A	N/A	N/A	N/A	N/A	N/A	0
Resettlement	N/A	N/A	N/A	N/A	137	N/A	137
Discretionary	N/A	N/A	N/A	N/A	0	N/A	0
Total	0	0	0	0	808	0	808
Resettlement	tbc	Reset %		0.17	Reset No.		137
Specialist Function	YOI 10% CPA 10 and 7% CPA 12						

SECTION 2: ESTABLISHMENT DELIVERY

Table 3: Local Response to Commissioning Intentions

CI Title & No.	Response to Commissioning Intention
1a. 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.	<ul style="list-style-type: none"> ➤ The focus of the Governor and SMT is to provide a meaningful regime that maximises opportunities for Young Adults to be engaged in activity. Key messages are communicated via the weekly message to staff '@Glen Parva'. The daily operational morning meeting places an emphasis on the delivery of regime activities. The operational daily meeting is a multidisciplinary forum that involves partner agencies. ➤ HMYOI & RC Glen Parva adopts the approach of the features of a rehabilitative prison and hierarchy of needs where there is a focus on safety and decency in addition to promoting positive staff/prisoner relationships. This enables Young Adults to have the opportunity to gain 'head space' to have the capacity to engage in activity and interventions to reduce their risk of reoffending. The recent HMIP report recognised positive staff/ prisoner relationships and confirmed a score of 3 for 'Respect' as part of the Healthy Prison tests (July 2012). This theme runs through staff briefings and core meetings across all functions. ➤ HMYOI & RC Glen Parva recognises that positive staff/ prisoner relationships through an 'Every Contact Matters' ethos can have a motivational impact on a Young Adult's decision to desist from offending. Further work will be carried out in this area as highlighted in section 6. The establishment's ethos of 'Every Contact Matters' by all who have contact with offenders underpins all of the work that is carried out and discussed at Glen Parva.
1b. All who work with offenders consistently demonstrate behaviours and attitudes that support rehabilitation and desistance.	<ul style="list-style-type: none"> ➤ Through the 'new ways of working' being developed there is an emphasis throughout all workstreams regarding 'every contact matters'. This provides awareness with staff across the establishment that every interaction can have a positive impact on an individual and will promote pro-social modelling. It also provides the opportunity to stress with staff that if their interaction isn't positive it can have a detrimental impact on the offender's behaviour and attitude. It is important for there to be positive staff/prisoner relationships in order to further support the hierarchy of needs vision at Glen Parva. As highlighted above HMIP indicated that Glen Parva performs 'reasonably well' against the 'Respect' Healthy Prison Test (July 2012). This demonstrates that staff are confident in the delivery of this intention by recognising the importance of building relationships that demonstrate genuine care about the individual, their desistance and their future. ➤ HMYOI & RC Glen Parva, as highlighted as a development objective in Table 6, will implement the 'Every Contact Matters' Strategy being developed nationally in order to further ensure that staff-prisoner engagement is positive and effective (i.e. through the use of pro-social modelling). This contributes to a regional development objective. ➤ Further work will be carried out in the area of desistance as highlighted in section 6.
1c. Efforts are made to ensure that offenders experience the	<ul style="list-style-type: none"> ➤ Safety continues to be a priority area. It is recognised that to enable an effective rehabilitative environment basic needs regarding safety need to be met. This enables offenders to have the 'head space' to start to address their offending behaviour needs. ➤ HMYOI Glen Parva has identified the importance of having a dedicated Head of Safety as part of the Senior Management Team who works to the

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environment as safe	<p>Deputy Governor. A recently updated SAFE strategy is in place. This involves arrangements for managing Young Adults identified as displaying bullying behaviour. The policy also provides a support system for those Young Adults that are vulnerable as a result of being the subject of bullying behaviour.</p> <ul style="list-style-type: none"> ➤ The management of Young Adults in segregation is the responsibility of the Safety Function at Glen Parva. ➤ The Safety Team take the lead for developing individual behavioural plans for Young Adults that have particular complex needs. The development of these plans involves a multidisciplinary approach. ➤ A Violence Reduction programme is in place which is an unaccredited intervention that focuses on Young Adults who are involved in violent behaviour within the custodial setting. Young Adults don't necessarily have to have committed a violent offence to be eligible for this programme. ➤ Although from a performance aspect Glen Parva performs reasonably well against the safety test of a healthy prison (July 2012) and with regards to the safety element of MQPL, there are concerns regarding safety for the Young Adults at Glen Parva. This is particularly relevant when examining the violence management matrix. Acts of violence are still high at Glen Parva even when taking into consideration the volatility of the Young Adult population. However, there is a strong management response to acts of violence. This involves high levels of adjudications, referrals to the independent adjudicator, use of IEP, and the use of the antisocial behaviour/ anti-bullying strategy. At HMYOI & RC Glen Parva there is a Tackling Antisocial Behaviour (TAB) stage system that is utilised to tackle and manage violence. This is a 3 tier system for perpetrators, and provides support to victims through TAB support. ➤ There are high levels of awareness and emphasis with regards to the management of Young Adults at risk of self harm and suicide. This is evidenced through the recent delivery of a 'Green' rated safety audit in July 2012. Support is provided through the management of ACCT, a provision of peer support Listeners, and the facility of the Samaritans phone which provides Young Adults in crisis access to the Samaritans service 24 hours a day. ➤ Work continues with Young Adults in forums to seek their views and input on where improvements can be made. ➤ The leadership team is also responsive to increased trends around issues of safety which leads to an assessment of the regime being delivered to ensure that there is decency for all. ➤ In addition HMYOI & RC Glen Parva will support the delivery of the Regional Negotiator Strategy, a Regional development objective as highlighted in Table 6. The aim is to ensure that negotiators are deployed as quickly as possible to all incidents.
1d. Good quality risk assessments, risk management systems and information sharing between partner agencies (where relevant)	<p>HMYOI & RC Glen Parva demonstrate a commitment to comply with the instructions set out in the National Security Framework and the Public Protection Manual and provide assurance that the Glen Parva Local Security and Public Protection Strategies will be kept up to date in line with current policy.</p>

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result in the application of appropriate public protection and security measures, and these ensure the needs of the victim are appropriately addressed.	
1e. Intelligence is gathered, developed and shared in a safe and timely manner	HMYOI & RC Glen Parva demonstrate a commitment to comply with the instructions set out in the National Security Framework and the Public Protection Manual and provide assurance that the Glen Parva Local Security and Public Protection Strategies will be kept up to date in line with current policy.
1f. The availability of drugs and mobile phones in prisons is tackled.	HMYOI & RC Glen Parva demonstrate a commitment to comply with the instructions set out in the National Security Framework and the Public Protection Manual and provide assurance that the Glen Parva Local Security and Public Protection Strategies will be kept up to date in line with current policy.
1g. Prisoners are prevented from continuing criminality from within prisons.	HMYOI & RC Glen Parva demonstrate a commitment to comply with the instructions set out in the National Security Framework and the Public Protection Manual and provide assurance that the Glen Parva Local Security and Public Protection Strategies will be kept up to date in line with current policy.
2a. There is evidence of effective coordination of delivery services and integration of providers locally, regionally and nationally to maximise outcomes for offenders	<ul style="list-style-type: none"> ➤ The establishment has in place a 'Managing the Custodial Sentence Strategy'. This document identifies the prison's response to the 7 pathways for reducing reoffending. Central to the delivery of this strategy is the contribution of partner agencies. The Strategy identifies who delivers what aspect of the reducing reoffending action plan. Delivery is monitored through the monthly Reducing Reoffending meeting. This provides partner agencies with a forum to ensure that Glen Parva continue to provide an enabling environment for the partner agency to deliver their work. It also ensures that partner agencies are delivering what has been agreed in individual partnership agreements. ➤ The Reducing Reoffending Strategy meeting is the forum where information can be shared amongst providers and the prison regarding the priorities for delivery by that particular providers to ensure that outcomes for Yong Adults is the focus. Through the Head of Reducing Reoffending there is direct discussion with leads from partner agencies to ensure that offender outcomes are maximised and are sequenced. ➤ On a monthly basis at the reducing reoffending strategy meeting the Pathway leads report back on relevant information in particular regarding offender outcomes for that particular pathway. To ensure that this has a holistic approach to ensure full involvement by providers the leads for the pathways are a combination of both directly and non-directly employed staff. For example the NACRO are the lead for the 'Finance Benefit & Debt' pathway, and are joint leads with the establishment Learning and Skills Manager for 'Employment Training and Education' pathway. A representative

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	<p>from the Leicestershire Partnership Trust lead on Offender Health and also Drugs and Alcohol through TDAS. The whole prison approach ensures that work is not duplicated and prevents partnership agencies working in isolation.</p> <ul style="list-style-type: none"> ➤ The Offender Management Unit continues to play a key role in ensuring there is effective coordination of the delivery of services. Work continues to develop links between the Reducing Reoffending Function and Offender Management to further develop sequencing of intervention and services. To assist with this, the Induction process for Young Adults has been amended so that offender needs are identified by day 5 following their arrival at Glen Parva. This work is conducted jointly between the Education provider and the National Career Advisor service to identify offender needs. ➤ The Reducing Reoffending meeting enables 'Through the Gate' services to be discussed. This ensures Glen Parva provides an enabling environment for services to be delivered. ➤ HMYOI & RC Glen Parva delivers a Job Club by Offender Supervisors and utilises the Virtual Campus. This will be in partnership with NACRO (ESF REAch project) and DWP.
2b. 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.	<ul style="list-style-type: none"> ➤ Glen Parva provides a supportive environment to ensure that DWP work can be delivered by the service provider – this includes providing office space, telephone and IT facilities. The establishment also ensures that the provider has access to the Young Adults.
2c. In England – work together with NHS England and Public Health England in line with the National Partnership and Co-commissioning Agreement to ensure that	<ul style="list-style-type: none"> ➤ There are strong partnership links between the healthcare provider at Glen Parva and the establishment. Healthcare Services are provided by the Leicestershire Partnership Trust. There is a Partnership Agreement in place and delivery against this is monitored at a monthly bilateral meeting between the Governor and the Head of Healthcare. At this meeting operational and contractual issues are discussed. The Governor also attends the Partnership Board. ➤ There is a Contract and Performance meeting that takes place monthly. This forum is attended by the Lead Commissioner for NHS England, the Health and Justice Commissioning Manager, Head of Health Care, LPT Service Manager, and the Governor. This is linked to the National Partnership Agreement. A number of issues are discussed at this forum including, finance, complaints, compliments; clinic waiting times, 'Did not attend' rates (DNA) and strategies to improve better working relationships to reduce this issue. This forum also includes discussion regarding strategic decisions and opportunities to discuss the impact of external changes for example the impact the delivery of health services on the establishment of the 'reconfiguration of the prison estate' programme. The impact on the delivery of health and drug services as a result of National changes are also discussed at the Partnership board meetings which involves the Governor and Head of Healthcare from the regional prisons. This forum also discusses performance feedback from secondary services and lessons learned from around the region in all areas including Death in

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<p>NHS commissioned health services (including clinical and non-clinical substance misuse services) in custody support health and justice outcomes.</p>	<p>Custody investigations.</p> <ul style="list-style-type: none"> ➤ The Transforming Rehabilitation programme which includes the implementation of the Benchmark. Through this process there has been significant engagement between the prison and the Health Provider to ensure that the outcomes for the Young Adults at Glen Parva remain a focus and services are both maintained and enhanced. There is recognition that future impact on the transforming rehabilitation programme including the introduction of CRC could have an impact on the delivery of services in particular with regards to referrals via OASys to Substance Misuse. The majority of referrals for Substance Misuse Services come through the first night and induction screening however, OASys is also a significant tool. The impact of the introduction of CRCs on internal Offender Management Services will be monitored through existing partnership arrangements. Glen Parva in conjunction with Health Services will continue to promote the continuity of care from community to custody, between establishments and through the prison gate in partnership with new providers of probation services. ➤ The effective delivery of healthcare services for prisoners is identified on the establishment risk register and monitored quarterly. ➤ All PHPQIs are monitored through SMT and the partnership board. The returns for these are currently 'Green' indicating that systems and processes are in place. ➤ The delivery of drug services is included as part of the Reducing Reoffending Strategy Meeting which is a multidisciplinary forum which includes the providers of substance misuse services. A representative from the Leicestershire Partnership Trust is the pathway lead for 'Drugs and Alcohol' and 'Health'. The Head of Reducing Reoffending also attends the Drug and Therapeutic Committee. ➤ Healthcare form an integral part of the delivery of services for offenders at Glen Parva as part of a multidisciplinary team. An example of this is the attendance of the mental health team at ACCT reviews when managing the risk of suicide and self harm amongst Young Adults. Healthcare are also represented at the Safer Prisons meeting to enable appropriate information to be shared on complex individuals and also at the IRMT (Interdepartmental Risk Management Team) Meeting. ➤ The establishment provides an enabling environment for Healthcare services to be available for all Young Adults. This has been enhanced further by the Head of Residence and Safety being identified as the Operational Link to Healthcare. ➤ Joint partnership working is taking place developing the 'Gold standard service' for TDAS which looks at the promotion of services and the operational support required to ensure there is effective access to offenders. ➤ Promotion and referral to drug services takes place through Healthcare in particular during reception screening but also via the offender management team and the Young Adult's Offender Supervisor. ➤ The IDTS programme is working in partnership between the prison and health services. ➤ Information governance for sharing information is in place and any issues are raised through the SMT of which includes the Head of Healthcare. There is a clear understanding on both sides regarding importance of sharing information and the processes in place to enable this to happen. ➤ Glen Parva works closely with health and substance misuse providers to promote recovery from addiction by working to reduce the supply of drugs and alcohol into prisons and the diversion of prescribed medication through appropriately sharing of information and intelligence.
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2d. In England- Work together with local authorities to ensure that adult offenders and defendants with care and support needs are 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.	<ul style="list-style-type: none"> ➤ It is acknowledged that the Care Bill is currently going through parliament and therefore depending on the outcome requirements for delivery may be affected. ➤ Currently there is partnership working in place with Healthcare Services to meet the needs of defendants with care and support requirements. Healthcare screening on reception identifies immediate needs and may lead to further assessments being made. ➤ Operational support is offered to individuals where needs are highlighted. This then results in the development of an individual care plan. This will tailor the services given to the Young Adult to help them meet their needs. This in many cases would be coordinated through the Safety Team who have responsibility for the protected characteristics. For example if Glen Parva receives a Young Adult with a hearing disability a care plan would be devised so that the Young Adult would receive the support to enable them to safely, decently and productively work through their custodial time at Glen Parva. In this example Glen Parva has staff that are trained in British Sign Language who would be allocated to provide the support to the individual. ➤ Listener Peer Support Young Adults are available in Reception and provide support to Young Adults when they arrive at Glen Parva and can assist with helping Young Adults choose a meal, work the phone and basic guidance on how to use the shower where needed. As well as talking to Young Adults about Glen Parva and the opportunities and support available. ➤ All Young Adults have an education assessment carried out on induction which further provides the opportunity for needs to be identified. As highlighted in section 6 of this annex Glen Parva are conducting a scoping exercise with the aim to introduce toe by toe. This is a service that enables individuals that are unable to read to have support through trained peers. This is a service provided in conjunction with the Shannon Trust.
2e. In England – Work with Local Authorities (LA's) to promote inclusion of, and maximise benefits to, offenders' families.	<ul style="list-style-type: none"> ➤ Glen Parva fully understands that supportive and pro-social family relationships are one of the key factors linked to desistance especially within the Young Adult estate. ➤ Glen Parva has recognised that there is a need for this provision and initial discussions have already started to take place with the Local Policing Team regarding the troubled family's agenda. The aim is that a scoping exercise will take place during 2014/15 to identify opportunities for introducing support for offenders' families. See section 6.
2 f: In England - Continue to improve access	<ul style="list-style-type: none"> ➤ There is currently no provision to specifically meet the needs of Young Adults with a recognised Personality Disorder through PIPES. An offender needs assessment has been started in December 2013 that will give an indication of any gap in provision for Young Adults at Glen Parva with severe personality disorders in particular those who present a high risk of serious harm to others. Two resident psychologists at Glen Parva currently carry

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<p>to a pathway of new and existing services for offenders with severe personality disorders. Services are primarily 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. Services are co-commissioned with NHS England Specialised Commissioning to support health and justice outcomes</p>	<p>out risk assessments on high risk determinate sentence cases to aid in their management (up to 15 reports a year) and carry out individual one-to-one intervention work with up to 20 cases per year.</p>
<p>2g: In England - Align services with Offender Learning and Skills Service (OLASS4) providers in prisons. Put in place local partnership</p>	<ul style="list-style-type: none"> ➤ HMYOI & RC Glen Parva recognises the importance of partnership working and having a focus on providing opportunities for Young Adults to maximise their employability on release. The current year to date outturn for the Training and Education on Discharge target is 33.79 against a target of 23. The prison's performance against the Employment on Discharge target year to date outturn is 32.13 against a target of 27. ➤ There are close partnership arrangements with Milton Keynes College who are the providers of OLASS 4 services at Glen Parva. ➤ There continues to be a drive to ensure that activity places are maximised and the establishment continue to support the attendance of Young Adults in to OLASS activities. The attendance at activity levels are monitored daily at the operational meeting chaired by the Governor or Deputy Governor ➤ The Quality Improvement Group (QIG) meets on a quarterly basis and involves the Area Milton Keynes College Manager, the Local Milton Keynes

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<p>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>	<p>College Manager, other providers of activities and the establishment Learning Skills and Employment Manager. This ensures that there are open and transparent discussion about the quality of activities being provided and adherence to the contract.</p> <p>There is a monthly OLASS4 Cluster meeting in place. The local Learning Skills and Employment Manager attends under the direction of the Cluster Learning, Skills and Employment Manager. This provides a forum to ensure that there is a focus by Milton Keynes College to provide a curriculum which enhances the opportunities for offenders to gain employment on release.</p>
<p>2h: In England -Strengthen partnership working to ensure that offenders have access to support and services to both prepare for and enable access to employment.</p>	<ul style="list-style-type: none"> ➤ The overall strategy for the delivery of support services for Young Adults regarding employment is documented in the Managing the Custodial Sentence Strategy and Action Plan which is monitored by the Head of Reducing Reoffending. The pathway for employment is predominantly delivered by NACRO. Delivery is monitored through the monthly Reducing Reoffending Committee. ➤ HMYOI & RC Glen Parva deliver a Job Club by Offender Supervisors utilising the Virtual Campus. This is in partnership with NACRO (ESF REAch project) and DWP. ➤ HMYOI Glen Parva has made an assessment of the local labour market and where there are likely to be opportunity for prisoners. OLASS provision is commissioned with this local need in mind. We work closely with a range of employers and local training providers including QTT, National Careers Service and South Leicestershire College. <p>QTT are a training and recruitment company, sub-contracted by the OLASS provider to deliver training within Glen Parva. It is planned that learners on the Employability Programme will develop and learn skills that will allow them to engage directly with QTT as an employment agency, and as an employer themselves. The aim is to help to provide a supported exit from the establishment with an opportunity for work or placement/progression.</p> <ul style="list-style-type: none"> ➤ National Careers Service provides one to one advice and guidance interviews alongside group work which covers options available to prisoners. One organisation used to provide option information is the National Apprenticeship Programme. The National Apprenticeship Programme is able to provide individual support for prisoners in preparing applications and providing specific employer details in a prisoner's optional area of work.

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The National Careers Service will liaise with the National Apprenticeship Programme in order that they either deliver an event beneficial to prisoners, or that they provide materials to enable the National Careers Service staff to deliver up to date information to prisoners prior to release.

- South Leicestershire College are able to provide ROTL opportunities for prisoners and when a prisoner performs well, can offer progression into further training and/or education on release.

Further ROTL opportunities for voluntary work are provided by the Prince's Trust, Barnados charity shops, and the Salvation Army.

- The OLASS education is geared primarily to providing skills to perform work effectively and as far as possible giving prisoners the skills, which will increase their ability to get a job on release. The Employability Skills programme (training within the Pre-Apprenticeship Academy at Glen Parva) has been developed to provide current and relevant employment skills to young offenders. The focus of learning and relevance is employability skills and progressing onto qualifications within the logistics & warehousing, recycling or ground-works industries, with a longer term aim of possible connections to employment opportunities or progression onto pre-apprenticeship training programmes on release.

It is planned that learners on the programme will develop the skills that will allow them to engage with our contacts with employment agencies, and directly with employers. The aim is to help to provide a supported exit from the establishment with an opportunity to gain employment or work placements, progressing onto apprenticeships.

- The REACH team within HMYOI Glen Parva is seeking to further engage with the Employer Engagement team currently operating on the REACH Project. This team is split across the East Midlands and while their role is to engage employers for the direct benefit of the REACH Project a key part of this will be to identify opportunity for people coming out of prison.

The REACH project staff continue to update the Jobs board within the establishment to continue to raise awareness of employment opportunities and increase the resettlement focus of prisoners preparing for release.

The REACH project staff will continue to facilitate Leicestershire Cares visits to the establishment to deliver interview skills training.

The Nacro and the REACH project Manager and staff will continue to share information on potential employer links with key staff within the prison. Nacro and REACH are committed to engaging in employer engagement meetings, including attendance at all future employer events.

Nacro and REACH are also considering:

- Further work to encourage Recruitment companies to engage
 - Targeted Employer Engagement days
 - Focus Groups with Prisoner about barriers to employment
 - Focus Groups with Local Employers about what is preventing them from recruiting our clients
- The library is working towards an employability package for the library orderlies, with a view to exploring opportunities for ROTL, work experience/internships and apprenticeships. There is potential for these to be facilitated by Leicestershire County Council and the Citizens Eye (Community Magazine).

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<p>3a.Target resources 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>	<ul style="list-style-type: none"> ➤ Resources for interventions are targeted based on the segmentation data which identifies ORGS, OVP and OSP scores. It is important that priority is given to Young Adults who have the greatest level of risk of reconviction as well as ensuring that they meet the criteria for the offending behaviour programme offered. This ensures that the integrity of the programme is maintained and that defensible decisions are made when allocating individuals to a programme when there are limited resources. ➤ At HMYOI & RC Glen Parva TSP and RESOLVE are the two Offending Behaviour Programmes that are available. These programmes currently prioritise offenders with an OVP score of 'high' or above and offenders with an OGR score of over 50%. Due to the high number of offenders within this bracket only having 6 months left to serve the OBPs are also available to offenders with a medium likelihood of reconviction. This ensures that all places available are used for each programme. ➤ TSP was externally audited in April 2013. The auditors reviewed the programme between February 2011 and April 2013. The feedback was positive and there were no remedial actions identified. ➤ RESOLVE is a new programme and is yet to be audited. ➤ A local offender needs analysis is taking place to ensure that the needs identified in the segmentation data from March 2013 continue to be an accurate reflection. This will identify if there is an increased need to support offenders with alcohol and violence, and therefore will identify the requirements to offer the Alcohol Related Violence (ARV) programme. ➤ All low risk offenders receive signposting information to provide relevant support throughout their sentence. The 'every contact matters' ethos within the establishment also provides support to all offenders irrespective of risk.
<p>3b.Have robust quality assurance processes in place to ensure offender services are (i) delivered as they are intended (i.e. with integrity and as planned and designed) and (ii) that they are effective.</p>	<ul style="list-style-type: none"> ➤ Formal National Audit systems are in place for quality assuring the accredited offender behaviour programmes that are delivered at HMYOI & RC Glen Parva – TSP and RESOLVE. ➤ The local Violence Reduction Programme will be developed to include a formal process of evaluation in line with PSO 4350 Effective Regimes. This has been identified as a development objective in table 6 of this SLA Annex. ➤ HMIP and MQPL reports are utilised by the Senior Management Team to provide assurance that the impact of services is positive for the Young Adults at Glen Parva. It also provides information to identify where weaknesses are and to implement processes to improve the service being delivered. Through ensuring the close monitoring of action plans to address recommendations made by HMIP and MQPL HMYOI & RC Glen Parva will support the following Regional Development Objective: 'With the aim of both establishing sustainable performance and ensuring that the region's establishments remain safe, respectable, decent and purposeful environments where prisoners are able to engage in activity and are prepared for release into the community, focus is to be applied to the delivery of HMIP expectations & gaining of positive MQPL inspection outcomes throughout 2014-15, ensuring that action plans are implemented within deadline and an assurance system specific to addressing requirements is in place to enable continual review'. ➤ All actions identified via formal audit arrangements, HMIP and MQPL are captured on to an establishment Consolidated Action Plan (CAP) where each action is allocated to a named functional head and progress is monitored monthly. ➤ The effectiveness of services is also monitored through the SDRs for example there is a target for Settled Accommodation on discharge,

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	<p>Employment on Discharge, and Education and Training on Discharge. Glen Parva year to date is delivering well against all of these targets. These are monitored monthly locally and regionally. Integrity testing of data is in place locally and managed by the Business Hub.</p> <ul style="list-style-type: none"> ➤ Delivery against performance targets and actions identified via HMIP and MQPL are discussed and progressed through a weekly performance meeting. ➤ In addition HMYOI & RC Glen Parva will embed a robust assurance framework by June 2014, to ensure that service specifications and delivery requirements are continually monitored and reviewed, risk is effectively managed and data quality is maintained. This will be assessed through the IA&A Governance & Operational Audit and based on the requirements of the Assurance Framework Test Guide. This is in response to the Regional Development Objective highlighted in Table 6 of this SLA Annex.
4a. Use segmentation and local data sources to target resources for rehabilitation services, case management and risk management where they will deliver the greatest outcomes for investment	<ul style="list-style-type: none"> ➤ The segmentation data from March 2013 identified that the main risk group of offenders at HMYOI & RC Glen Parva are offenders that fall into the High and Very High likelihood of reconviction according to their OGRS scores. <ul style="list-style-type: none"> ○ High Risk – 204 (36%) ○ Very High - 193 (34%) <p>As a result of this data the focus of resources for intervention is within this risk group. This results in the highest level of intensity of case management and risk management taking place for offenders in the high and very high risk bracket. This is highlighted in the response to Table 4b</p> ➤ The types of offence that are most prevalent are: <ul style="list-style-type: none"> ○ Violence – 175 (31%) ○ Acquisitive Offences – 158 (28%) ○ Robbery – 119 (21%) ➤ Violence is the main offence type within the population of Glen Parva. TSP (Thinking Skills Programme) is identified for Young Adults within this offending behaviour group. TSP Cognitive skills intervention addresses the way offenders think and their behaviour associated with offending. It involves offenders developing skills in setting goals and making plans to achieve these without offending. Sex Offenders/Public Protection issues/Security risks are excluded from this intervention. Predominantly the target group is Medium risk offenders however; priority is given to those offenders with an OGRS score of 50-89% (high and very high). ➤ RESOLVE is a CSAAP Accredited CBT programme aiming to reduce violence in offenders, with instrumental or emotive precursors or a combination of both by assisting offenders develop insight and awareness into their personal and the situational factors which typically contribute to their violent and aggressive behaviour (including substance use and weapon (gun/knife) use). The programme is based around group sessions but allows for individualised work and the development of a personal portfolio to take place. Offenders with offences linked to Domestic Violence are not identified for this intervention. Predominantly the target group is Medium risk offenders however; priority is given to those offenders with and OGRS score of 50-89% (high and very high). ➤ Psychology Intervention - Two resident psychologists at Glen Parva screen all referral for RESOLVE and identify if further work is required with the individual following the programme and/or if one to one intervention is required. The focus is on those offenders with a High/ Very High OVP and OGRS score. The team currently carry out risk assessments on high risk determinate sentence cases to aid in their management (up to 15 reports a year) and carry out individual one-to-one intervention work with up to 20 cases per year.

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	<ul style="list-style-type: none"> ➤ A Violence Reduction Programme has been locally developed and delivers a programme for Young Adults who are involved in violent behaviour within the custodial setting and is linked to need and not dependent on offending risk levels. There are often links between violent behaviour in custody and violent offending therefore, priority is given to any Young Adults with a High or Very High OVP score. However, this programme does focus on custodial behaviour rather than offence. The evaluation and accreditation of this programme has been highlighted as a development objective in section 6 of the SLA Annex. ➤ Acquisitive crime is the second largest group however, there is not a specific programme offered to this group of offenders. If the offending is linked to violence the offenders would be considered for RESOLVE. The majority of the Acquisitive group - 97% fall in to the High or above OGRS score for likelihood of reconviction. The Psychology department provide a service for Young Adults who have a high or above OGRS score and therefore there are opportunities for Young Adults in this group to have their risk needs supported. ➤ Through the OASys and sentence planning process the Offender Supervisor with the offender will identify the motivating factors behind the acquisitive crime and may therefore link into another pathway for example drugs, violence finance benefit and debt. ➤ The largest group regarding sentence length is 1-4 years which includes 65% (362) of the population from the snapshot data. The next highest group are those with a sentence length of under 12 months – 16% (91) ➤ It is important to note that the segmentation data for Glen Parva clearly identifies that 60% of the population at the time of the snap shot had 6 months or less to serve. Therefore Case Management and Risk Management are prioritised according to not only risk level but also length of time left to serve. This ensures that resettlement issues for High risk groups and above are assessed and appropriate support and action taken.
<p>5a. Individual need and characteristics are identified, assessed for significance and monitored</p>	<ul style="list-style-type: none"> ➤ All offenders are screened by healthcare as part of first night procedures. In addition Young Adults on reception to Glen Parva receive an interview by an Officer on the First Night Unit. This screening process identifies any immediate needs and also ensures that referrals are made regarding additional intervention that may be required, for example to address mental health needs. During the induction process further assessments are carried out, for example Milton Keynes College conduct an education assessment which would identify any Learning Difficulties and Disabilities (LDD). This information feeds in to the offender's learning journey and enables the right facilities to be sequenced. This is further supported where appropriate with the individual's sentence plan. ➤ HMYOI and RC Glen Parva is fully committed to ensuring equality and diversity threads through all aspects of our work with Young Adults and staff in line with Prison Service, NOMS and MOJ guidance and policy. ➤ Equality and diversity is a key part of the core business at Glen Parva, and vital to ensuring a decent, safe and empowering environment of shared learning and expression both within directly and indirectly employed staff and Young Adult population. ➤ Equality delivery at Glen Parva integrates the following protected characteristics into core decency, inclusion and business delivery for both staff and offenders. <ul style="list-style-type: none"> • Race and Culture (inc Foreign National Prisoners) • Religion and Belief • Sexual Orientation • Disability

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	<ul style="list-style-type: none"> • Gender • Gender Identity • Age • Pregnancy and Maternity • Marriage and Civil Partnerships
5b. Information on individual need and characteristics is used to sequence and adapt service to individual need.	<ul style="list-style-type: none"> ➤ A Functional Lead is identified for each of the protected characteristics and if a specific need is identified for example for a cross gender Young Adult the lead for the Sexual Orientation strand would be responsible for ensuring a care plan is devised with the involvement of the Young Adults to meet their needs whilst in custody at Glen Parva. External agencies and organisations are contacted to provide support and guidance dependant on the individual needs of the specific case. ➤ Glen Parva is currently identified as one of the pilot sites for the Equality Monitoring Tool which will further enhance the monitoring of SMART data relating to the protective characteristics. ➤ Glen Parva recognises that the communication of information to all groups is important and needs to meet the needs of a number of Young Adults. There are a number of staff at Glen Parva who are trained in British Sign Language, and written information is available in a number of languages. Young Adults receive an Induction Information Guide, which is produced in easy read format. This is talked through with the offender by induction staff based on Unit 15, giving them the opportunity to ask questions or raise concerns. An Audio CD version of induction information is also available for offenders with low literacy skills. ➤ Educational needs identified through the induction assessment are used to identify the appropriate sequence that activities need to be completed in order for the individual to maximise the benefits from any programme. This is reflected in their sentence plan and discussed with offender supervisors where necessary. For example a Young Adult who is high or above risk of reconviction may require an offender behaviour course (OBP) however, may need to reach a specific literacy level in order to benefit from the OBP.
6a. Engage with existing local structures and ensure that training and awareness is embedded among key staff groups, in order to deliver on identification, assessment and management of extremist offenders.	<ul style="list-style-type: none"> ➤ In relation to NOMS' approach to the identification, assessment and management of extremist offenders, HMYOI & RC Glen Parva 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. ➤ HMYOI & RC Glen Parva 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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<p>Ensure referral, where appropriate, to interventions (including Channel), structured assessment (including Extremism Risk Guidance (ERG22+) and structured interventions including Healthy Identity Intervention (HII)) and, within prisons, faith-based programmes (including Tarbiyah & Ibaana) according to offender risk and need.</p>	
<p>6b. 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>	<ul style="list-style-type: none"> ➤ The establishment understands the ethos and benefits of Restorative Justice Conferences and therefore provides an enabling environment to support conferences taking place. In-house capacity does not currently exist however, it is important that an Infrastructure is developed to support delivery. This would involve working with partner agencies to provide a suitable venue, access to facilities and support for the Young Adult to enable him to attend and be supported after the conference has taken place. Other actions include identifying a single point of contact for RJ, an agreed referral processes with partners when required, processes which contribute to suitability and risk assessments, appropriate gate procedures for entry into the prison of victims and other participants and integration of RJ into sentence planning.

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<p>6c. Ensure the efficient 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>	<ul style="list-style-type: none"> ➤ HMYOI & RC Glen Parva operate in line with National Guidelines regarding BASS referrals. Induction staff interview Young Adults and where appropriate refer them to NACRO where they will pursue suitability for a bail address. ➤ Young Adults who are eligible to be assessed for HDC also have the opportunity to seek suitable BASS accommodation through the Stonham service. The Offender Supervisor and case administrator support the Young Adults with the referral process.
<p>6d. Increase the amount of commercial and economically beneficial work in prisons undertaken by prisoners.</p>	<ul style="list-style-type: none"> ➤ HMYOI & RC Glen Parva recognises the importance of having activity places that are commercially and economically beneficial. The establishment works closely with one3one solutions and as highlighted in table 8a has a number of workshops providing meaningful work to Young Adults. ➤ Workshops include Laundry, Gardens, Greening/Recycling, Training/Hairdressing/ Barbering, Plastics, ACORN Recycling, and Recycling Textiles. ➤ The establishment continues to be proactive and to demonstrate a commitment to this intention. This has resulted in an increase in the number of activity spaces from 71 to 95 from April 2013.
<p>6e. Support the delivery of efficiencies across the criminal justice system by increasing the use of prison video links.</p>	<ul style="list-style-type: none"> ➤ HMYOI & RC Glen Parva currently operate a video court facility. This facility is not only used for court hearings, but also for solicitor conferences, pre-sentence reports and other Offender Manager requirements. ➤ It is also used for Young Adults to have inter-prison contact to maintain family ties with other members of their family who are in custody across the prison estate. ➤ As part of the Government's ongoing commitment to transforming the Criminal Justice System the CJS Efficiency Programme, Glen Parva is working to increase video utilisation through the identification and addressing of issues surrounding video hearings; promoting and encouraging video usage. Delivery against this action plan may go beyond year 1 of the SLA. Glen Parva will continue to work through the strategy for extending the use of video conference facilities by December 2014. This is consistent with the NOMS Video Action Plan, ensuring that use is consistent with type of establishment and makes maximum usage of existing/planned facilities. The Head of Offender Management will be the establishment lead for the NOMS video action plan and will establish and maintain relationships with the relevant stakeholders.

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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	<ul style="list-style-type: none"> ➤ The ethos, vision and priorities of the establishment are communicated frequently through the weekly briefing written by the Governor '@ Glen Parva'. The focus is about providing a safe and decent environment for all which enables Young Adults to have the 'head space' to engage fully in the regime to improve their chance of employability on release. There is an emphasis on maximising activity spaces, and to reinforce this attendance at activity throughout the establishment is reported to the Governor in the open forum of the daily operational morning meeting. ➤ The 'Coaching Effect' is prevalent at Glen Parva to support the development of staff throughout all areas of the prison. There is an emphasis at senior level at Glen Parva to encourage the 'purple leadership' model amongst managers in particular at SMT level to help support further 'new ways of working'. ➤ The Governor places an emphasis on 'every contact matters' and this is a thread that weaves through all aspects of 'new ways of working' at Glen Parva and therefore this priority has a top down approach to all who work with offenders. ➤ Incentives and Earned Privileges Scheme – this provides a framework to ensure that Young Adults are clear about what behaviour is expected whilst in custody. It provides incentives to Young Adults to engage in the regime and once convicted and sentenced demonstrates commitment to engaging fully with the regime to reduce their risk of reoffending. ➤ Staff training - staff receive awareness training for the intervention programmes delivered at Glen Parva. This enables staff to encourage Young Adults and support those who go on the programmes. Other key training is delivered including Equalities training. ➤ A training matrix is in place that identifies the key training that is on offer to staff and through their development plan staff are able to book on to training that is relevant to their area of work and development. The training committee ensures that training priorities are identified and that the framework is in place to enable key people to have access to the required training. The training committee also recognises the importance of involving partner agencies in the delivery of training days. 	<p>NOMS Locally</p> <p>NOMS Locally</p> <p>NOMS Locally</p> <p>NOMS Locally</p> <p>NOMS Locally</p> <p>NOMS Locally</p>
Prisoners are made aware of their	<ul style="list-style-type: none"> ➤ Young Adults are interviewed as part of their first night and induction interviews by a member of staff. They carry out an initial assessment of needs and they also inform the Young Adult of what to expect during their stay at Glen 	NOMS Locally

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responsibilities in engaging with and accessing services	<p>Parva.</p> <ul style="list-style-type: none"> ➤ Young Adults go through an induction programme prior to moving into the mainstream part of the establishment. As part of this process they receive an induction pack and have sessions which clearly set out roles and responsibilities with in the establishments. It reinforces the behaviour that is expected along with the sanctions and consequences of not engaging with the regime. ➤ Equality induction involves offenders receiving a Diversity Induction Information Guide, which is produced in easy read format. This is talked through with the offender by induction staff giving them the opportunity to ask questions or raise concerns. This is further supported by staff that are trained in Equality and Diversity Awareness. ➤ As part of the newly implemented IEP scheme Young Adults can not achieve enhanced status unless they are engaging fully with the regime and where relevant their sentence plan. This is communicated to Young Adults on induction and through ongoing communication with staff through the ‘every contact matters’ ethos. ➤ Where relevant Young Adults are invited to be involved in the setting of their sentence plan targets, and to engage with assessments for HDC, ROTL and re-categorisation. 	<p>NOMS Locally</p> <p>NOMS Locally</p> <p>NOMS Locally</p> <p>NOMS Locally</p>
Prisoners anti social attitudes, thinking and behaviours are addressed by staff through pro social interaction and engagement	<ul style="list-style-type: none"> ➤ The ethos, vision and priorities of the establishment are communicated frequently through the weekly briefing written by the Governor ‘@ Glen Parva’. The focus is about providing a safe and decent environment for all which enables young adults to have the ‘head space’ to engage fully in the regime to improve their chance of employability on release. There is an emphasis on maximising activity spaces and to reinforce this attendance at activity throughout the establishment is reported to the Governor in the open forum of the daily operational morning meeting. This demonstrates the prisons commitment to building a rehabilitative culture. ➤ Safety continues to be priority area it is recognised that to enable an effective rehabilitative environment basic needs regarding safety need to be met. ➤ HMYOI Glen Parva has identified the importance of having a dedicated Head of Safety as part of the Senior Management Team who works to the Deputy Governor. A recently updated SAFE strategy is in place. This involves arrangements for managing Young Adults identified as displaying bullying behaviour. The policy also provides a support system for those Young Adults that are vulnerable as a result of being the subject of bullying behaviour. ➤ Delivery against this output is monitored and measured through the Violence Management tool, MQPL, HMIP, Safety Audit, Prisoner Complaints, number of ACCT documents open and any trends, and also number of adjudications and trends. ➤ The importance of ‘every contact matters’ is recognised and this continues to be a driver in all aspects of work. There is recognition that to be effective the contact needs to be positive and therefore fully supports the pro social modelling approach to work. To maintain this emphasis there are a number of meetings, staff forums and engagement events and material that promote this ethos. 	<p>NOMS Locally</p>

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	<ul style="list-style-type: none"> ➤ Work continues with Young Adults in forums to seek their views and input on where improvements can be made. As it is acknowledged that engagement with Young Adults is critical especially during any times of change. It also provides additional opportunities to have positive interaction with Young Adults and to give them a sense of ownership and responsibility into what happens in their lives whilst at Glen Parva. A monthly Prisoner Consultative meeting takes place with functional representation from across the establishment. ➤ In addition the leadership team is responsive to increased trends around issues of safety which leads to an assessment of the regime being delivered to ensure that there is decency for all. 	
Prisoners can access appropriate services that enable them to seek suitable employment and/or training for release.	<ul style="list-style-type: none"> ➤ Young Adults during induction have an educational assessment this enables them to access the appropriate activities that are sequenced to meet their needs. ➤ All Young Adults have access to relevant information to signpost them to specific services relevant to their needs. This begins on induction however; posters and leaflet are displayed offering a variety of services and information across the establishment. ➤ Signposting information is available for a number of areas including careers advice through NACRO, OLASS provision for basic skills and accredited courses, and advice regarding how to access information on finance benefit and debt from DWP. 	Co-commissioned with Milton Keynes College, NACRO, DWP
Prisoners can access services that enable them to manage housing needs created as a result of their custody.	<ul style="list-style-type: none"> ➤ NACRO see all Young Adults on Induction and offer information on any housing needs. This service is out sourced to NACRO who assist Young Adults to help retain accommodation upon release and will work with all agencies to support this aim. Assessments and interventions are provided by NACRO as a contracted service. 	Co-commissioned NACRO
Prisoners can access services that enable them to seek settled and suitable housing for release.	<ul style="list-style-type: none"> ➤ NACRO see all Young Adults on Induction and offer information on any housing needs. This service is out sourced to NACRO who assist Young Adults to have accommodation upon release and will work with all agencies to support this aim. Assessments and interventions are provided by NACRO as a contracted service. NACRO provide additional information for other community based housing services. ➤ The establishment ensures that where required referrals are made to providers of BASS – currently Stonham Housing. This predominantly occurs as part of bail and HDC arrangements. 	Co-commissioned NACRO Co-commissioned Stonham Housing
Prisoners can access services to enable them to address personal financial management issues created as a result of their custody.	<ul style="list-style-type: none"> ➤ All offenders arriving into custody are given information on how to access advice on how to manage any debts that they already have as well as how to deal with debts during their time in Custody. This ensures that offenders have lawful financial support upon release from custody and gives them the tools to manage their money within the limits of their budget. This service is outsourced to NACRO who ensure all prisoners receive the correct level of support and assistance. 	Co-commissioned NACRO
Prisoners can access available services which enable them to address their family welfare and	<ul style="list-style-type: none"> ➤ On arrival, First Night staff (Unit 15) work with all Young Adults to ascertain whether there are issues in relation to children & families, this is done in conjunction with the Public Protection team who ensure risk is identified at the earliest opportunity. ➤ Early access to phones and letters helps to monitor and support Young Adults to maintain contact with 	NOMS Delivery

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family support needs.	<p>families upon reception; referrals can be made to Chaplaincy, Listeners & Samaritans if required.</p> <ul style="list-style-type: none"> ➤ Information regarding the 'Story Book Dads' service is offered to prisoners who wish to maintain links with their children. ➤ All Young Adults have the opportunity to have domestic visits. Information is given to Young Adults regarding community based projects and visitors schemes if they are unable to receive any visits whilst in custody. ➤ There are opportunities for all Young Adults to apply for family contact via video link if they have members of their family in custody. 	
Prisoners have equivalence of access to health services in custody as in the community.	<p>Care and support is provided by a multidisciplinary healthcare team with 24 hour nursing cover; providing a wide range of Mental and Physical Healthcare services available to all prisoners on a needs basis. Young men will be greeted on arrival at Glen Parva by healthcare and given a basic health needs consultation, health needs are identified. Each prisoner takes part in an information session during their induction which explains the services available from healthcare during their time at Glen Parva, and how they can access them. The following services are signposted to all Young Adults on induction:</p> <ul style="list-style-type: none"> • Nurse triage • Mental Health Clinics • GP • Dentist • Optician • Well Man checks • Vaccinations • Sexual health clinic/ GUM • Prisoners also have access to physiotherapy 	Co-commissioned Leicestershire Partnership Trust
Prisoners can access treatment, services, advice and support around drug and alcohol needs.	<p>There are drug free units at Glen Parva that are available for all offenders who want to live in a drug free environment. TDAS (Therapeutic Drug and Alcohol Service) provides added support to those with substance misuse problems on the units through drop-in sessions and auricular acupuncture.</p> <p>Young Adults are signposted to TDAS (Therapeutic Drug and Alcohol Service) which is an intervention available to anyone with alcohol and drug related issues not necessarily offence related. Referrals can include self referral or from any department within the establishment. 12 Young Adults can be involved on the programme at any one time and 12 groups are run throughout the business year.</p>	Co-commissioned Leicestershire Partnership Trust
Prisoners who have experienced domestic violence, rape or abuse can access services that offer them advice and support.	The establishment will signpost Young Adults to an appropriate community based service. This would take place on a case by case basis.	Co-commissioned with Community Based Services.
Prisoners who have been	The establishment will signpost Young Adults to an appropriate community based service. This would take place on a	Co-commissioned with

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sex workers can access services that offer them advice and support.	case by case basis.	Community Based Services.
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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 <p>Title and description of rehabilitative services/interventions and case management activities</p> <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 is targeted by need rather than risk	808	<p>1. A Smoking Cessation service is available for all Young Adults who voluntarily wish to be referred. There is not a target figure for this service as it is based on needs and self referrals.</p> <p>2. There are drug free units at Glen Parva that are available for all offenders who want to live in a drug free environment.</p> <p>3. TDAS (Therapeutic Drug and Alcohol Service) is available to anyone with alcohol and drug related issues not necessarily offence related. Referrals can include self referral or from any department within the establishment.</p> <p>4. The Gym offer courses open to all Young Adults which have an emphasis on supporting the development of life skills.</p> <p>5. Samaritans – This is a national organisation, working to provide support to people in crisis. They provide training for the Listeners scheme internally and phone contact through the Samaritans phone system nationally. Once prisoners have been trained as Listeners, they</p>	<p>1. This is co-commissioned with HCC</p> <p>2/3 Co-commissioned with Drug Services 12 x Young Adults for 3 week programme, 12 courses per year.</p> <p>4. HMPS and OLASS delivery</p> <p>5/6. Service provided by the</p>

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		<p>are able to provide a support network for Young Adults 24 hours per day.</p> <p>6. Peer mentoring - Young Adults are trained as listeners to support other Young adults in crisis. These peers are supported by the Samaritans. Peer Support Young Adults are available in Reception to support Young Adults as they arrive at Glen Parva.</p> <p>7. Foreign National Prisoners are supported through the Safer Prisons Team who provide individuals with relevant information and also organise surgery sessions with the UKBA representatives where the need arises.</p> <p>8. Bereavement Counselling – this Service is available to all Young Adults dependent on need. Referrals can be self referrals or by other departments within the prison.</p>	<p>Samaritans supported by HMPS</p> <p>7. Co-commissioned UKBA supported by HMPS</p> <p>8. Delivered by HMPS Chaplaincy team</p>
Sexual Offenders	<p>All sex offenders - 13 / 2%</p> <p>This includes:</p> <ul style="list-style-type: none"> ➤ 2 x Medium OSP but low OGRS ➤ 4 x high OSP of which 1 x high OGRS and 3 x low OGRS ➤ 7 x Very High OSP of which 2 x Medium OGRS, 4 x High OGRS and 1 x Very High OGRS ➤ Out of a total of 13 – 5 (38%) have less than 6 months to serve in this bracket. 	<p>The offenders in this group will receive the services provided to 'All Offenders – where service is targeted by need rather than risk'. In addition:</p> <p>1. All Young Adults have a sentence plan. If SOTP is identified as a suitable target to reduce the individual's level of risk then the Young Adult is identified for transfer to an appropriate establishment that can meet their needs. Young Adult Sex Offenders from Glen Parva are transferred to HMYOI Aylesbury or Swinfen Hall.</p> <p>Priority is given to this group for full OASys. Priority is also given for a RM2000 to those Young Adults who fall into the High and Very High Risk category.</p>	<p>1. Co-commissioned with Probation as part of the Offender Supervision provision.</p>
Violent offenders	<p>All Violent offenders - 175 / 31%</p> <p>This includes:</p> <ul style="list-style-type: none"> ➤ 16 x Low OVP of which 9 x Low OGRS, 5 x Medium OGRS, and 2 x High 	<p>The offenders in this group will receive the services provided to 'All Offenders – where service is targeted by need rather than risk'. In addition:</p> <p>1. TSP (Thinking Skills Programme) is identified for Young Adults within this offending behaviour group. TSP Cognitive skills intervention addresses the way offenders think and their behaviour associated with offending. It involves offenders developing skills in setting</p>	<p>1. Proposed target for 2014/15 for TSP is 40 starts and 36</p>

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	<p>ORGS</p> <ul style="list-style-type: none"> ➤ 71 x Medium OVP of which 2 x Low OGRS, 8 x Medium OGRS, 46 x High ORGS, and 15 x Very High OGRS ➤ 48 x High OVP of which 2 x Medium OGRS, 11 x High OGRS, 32 x Very High OGRS, and 3 x Prolific ➤ 17 x Very High OVP of which 12 x Very High and 5 x Prolific ➤ At the time of the snap shot segmentation data 23 had no OASys ➤ Out of a total of 175 - 106 (61%) have less than 6 months left to serve 	<p>goals and making plans to achieve these without offending. Sex Offenders/Public Protection issues/Security risks are excluded from this intervention. Predominantly the target group is Medium risk offenders however; priority is given to those offenders with and OGRS score of 50-89% (high and very high).</p> <p>2. RESOLVE is a CSAAP Accredited CBT programme aiming to reduce violence in offenders, with instrumental or emotive precursors or a combination of both by assisting offenders develop insight and awareness into their personal and the situational factors which typically contribute to their violent and aggressive behaviour (including substance use and weapon (gun/knife) use). The programme is based around group sessions but allows for individualised work and the development of a personal portfolio to take place. Offenders with offences linked to Domestic Violence are not identified for this intervention. Predominantly the target group is Medium risk offenders however; priority is given to those offenders with and OGRS score of 50-89% (high and very high).</p> <p>3. Psychology Intervention - Two resident psychologists at Glen Parva screen all referrals for RESOLVE and identify if further work is required with the individual following the programme and or if one to one intervention is required. The focus is on those offenders with a High/ Very High OVP and OGRS score.</p> <p>The team currently carry out risk assessments on high risk determinate sentence cases to aid in their management (up to 15 reports a year) and carry out individual one-to-one intervention work with up to 20 cases</p> <p>4. Violence Reduction Programme - this is a locally developed and delivered programme for Young Adults who are involved in violent behaviour within the custodial setting and is linked to need and not solely dependent on offending risk levels. There are often links between violent behaviour in custody and violent offending therefore, priority is given to any Young Adults with a High or Very High OVP score. However, this programme does focus on custodial behaviour rather than offence. The evaluation and accreditation of this programme has been highlighted as a development objective in section 6 of the SLA Annex.</p>	<p>completions.</p> <p>2. Proposed target for 2014/15 for RESOLVE is 48 starts and 42 completions.</p> <p>3. HMPS delivery</p> <p>4. HMPS delivery</p>
Indeterminate Sentenced Prisoners (ISPs)	0 / 0%	<p>The offenders in this group will receive the services provided to 'All Offenders – where service targeted by need rather than risk'. In addition:</p> <p>1. HMYOI & RC Glen Parva does not currently have any IPP/Lifer Offenders. However with the OMU there are three members of staff who are trained to meet the initial needs of an offender who falls into this offence group.</p>	<p>1. Co-commissioned. Delivery of Offender Management Services are by Probation and</p>

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		<p>2. If there are any ISP offenders psychology services also provide needs based intervention. Priority is given to any Young Adult where they are over tariff. A pre-tariff ISP who has an assessed risk of High or Very High re-offending or serious harm.</p> <p>Psychological support is given where:</p> <ul style="list-style-type: none"> • The Young Adult has offending risks related to needs not addressed by Accredited Offending Behaviour Programmes • The Young Adult is not suitable for, or cannot access Accredited Offending Behaviour Programmes (for example due to intellectual ability or sentence length) • Where needs cannot be met via group work or from work with other staff agencies (such as Drug workers, Mental Health teams, Offender Supervisors, Education) 	<p>HMPS.</p> <p>2. HMPS Delivery</p>
<p>Low likelihood of any reconviction OGRS 0-24%</p>	<p>Total of offenders with Low likelihood of any reconviction - 42 / 8%</p> <p>This includes:</p> <ul style="list-style-type: none"> ➤ 13 (2%) are Violent offences and 9 have a low OVP score. ➤ 5 (1%) are Sexual offence of which 2 are medium OSP score and 3 are high OSP score ➤ 1 x Acquisitive offence type ➤ 11 (2%) x Robbery ➤ 12 (2%) x Drugs <p>Out of a total of 42 - 20 have less than 6 months left to serve.</p>	<p>1. The offenders in this group will receive the services provided to 'All Offenders – where service is targeted by need rather than risk' In addition:</p> <p>Sentence Young Adults will be allocated an offender supervisor however, for the low risk offender group the support they receive is predominantly a sign posting and information sharing process. This requires limited intervention by their Offender Supervisor. The 'Every Contact Matters' ethos within the establishment will further support this process.</p> <p>There will be low intensity case management and Young Adults in this group will only be seen by their Offender Supervisor when relevant risk assessments need to be completed for example for ROTL , OASys , Re-categorisation, and HDC assessments.</p>	<p>1. Co-commissioned. Delivery of Offender Management Services are by Probation and HMPS.</p>

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<p>Medium likelihood of any reconviction OGRS 25-49%</p>	<p>Total of offenders with Medium likelihood of any reconviction - 70 / 14%</p> <p>This includes:</p> <ul style="list-style-type: none"> ➤ 19 (11%) are Violent offences and 5 have a low OVP score, 8 have a medium OVP, 2 have very high OVP. (note 4 did not have completed OASys) ➤ 2 (0%) are Sexual offences of which 2 are very high OSP ➤ 4 (1%) x Acquisitive offence type ➤ 31 (6%) x Robbery ➤ 12 (2%) x Drugs ➤ 2 (0%) - Motoring ➤ 1 (0%) - Other <p>Out of a total of 70 - 37 have less than 6 months left to serve.</p>	<p>The offenders in this group will receive the services provided to 'All Offenders – where service is targeted by need rather than risk' and services offered to offenders with a 'Low likelihood of any reconviction' In addition:</p> <ol style="list-style-type: none"> 1. Case Management and Risk Management remains low intensity. Young Adults in this group will only be seen by their Offender Supervisor when relevant risk assessments need to be completed for example for ROTL, OASys, Re-categorisation and HDC assessments. 2. The 'Every Contact Matters' ethos within the establishment will further support this process and provide additional support and further encouragement to the offender. 3. If the Young Adult's offending is violent offending then they can be identified for the RESOLVE programme. RESOLVE is a CSAAP Accredited CBT programme aiming to reduce violence in offenders, with instrumental or emotive precursors or a combination of both by assisting offenders develop insight and awareness into their personal and the situational factors which typically contribute to their violent and aggressive behaviour (including substance use and weapon (gun/knife) use). <p>The programme is based around group sessions but allows for individualised work and the development of a personal portfolio to take place. Offenders with offences linked to Domestic Violence are not identified for this intervention. The programme is particularly targeted at the medium risk offenders group. However, priority is given to those offenders who have a high or very high OVP score.</p> <p>4. For Young Adults identified as having a medium likelihood of any conviction their sentence plan may also identify that TSP (Thinking Skills Programme) would be suitable. TSP Cognitive skills intervention addresses the way offenders think and their behaviour associated with offending. It involves offenders developing skills in setting goals and making plans to achieve these without offending. Sex Offenders/Public Protection issues/Security risks are excluded from this intervention.</p> <p>Offenders in this group would not be given priority to TSP as this would be focused on Young Adults with an OGRS score of over 50% however, if places allowed Medium risk offenders would be assessed and if suitable be offered a space on TSP.</p>	<ol style="list-style-type: none"> 1. Co-commissioned by Probation and HMPS. 2. HMP Delivery 3. Proposed target for 2014/15 for RESOLVE is 48 starts and 42 completions 4. Proposed target for 2014/15 for TSP is 40 starts and 36 completions.
<p>High likelihood of any reconviction OGRS 50- 74%</p>	<p>Total of offenders with High likelihood of any reconviction - 204 / 36%</p> <p>This includes:</p> <ul style="list-style-type: none"> ➤ 63 (11%) are Violent offences and 2 have a low 	<p>The offenders in this group will receive the services provided to 'All Offenders – where service is targeted by need rather than risk' and services offered to offenders with a 'Medium likelihood of any reconviction' In addition:</p> <ol style="list-style-type: none"> 1. There will be an increased level of intensity regarding Offender Case Management. Sentenced Young Adults and Young Adults who may be classed as high risk cases at Glen Parva will be given a nominated Offender Supervisor who is responsible for their sentence 	<ol style="list-style-type: none"> 1. Co-commissioned HMPS, Probation, YOS, NACRO

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	<p>OVP score, 46 have a medium OVP, 11 have high OVP. (note 4 did not have completed OASys)</p> <ul style="list-style-type: none"> ➤ 5 (0%) are Sexual offences of which 1 are high OSP, and 4 are very high OSP ➤ 43 (8%) x Acquisitive offence type ➤ 53 (9%) x Robbery ➤ 30 (5%) x Drugs ➤ 6 (1%) - Motoring ➤ 4 (1%) - Other <p>Out of a total of 204 – 101 have less than 6 months left to serve.</p>	<p>plan. The Offender Supervisor will work with all agencies including Probation, NACRO and the Youth Offending Services to share and manage each Young Adult during and post sentence. OMU case administration teams will work alongside the Offender Supervisors with the main aim to ensure periods in custody and in the community are purposeful and reduce the risk of recidivism. The Offender Supervisor will meet with their Young Adult to monitor and review progression of sentences plans and offer additional support as required.</p> <p>2. The 'Every Contact Matters' ethos within the establishment will further support this process and provide additional support and further encouragement to the offender.</p> <p>3. If the Young Adult's offending is violent offending then they can be identified for the RESOLVE programme. RESOLVE is a CSAAP Accredited CBT programme aiming to reduce violence in offenders, with instrumental or emotive precursors or a combination of both by assisting offenders develop insight and awareness into their personal and the situational factors which typically contribute to their violent and aggressive behaviour (including substance use and weapon (gun/knife) use).</p> <p>The programme is based around group sessions but allows for individualised work and the development of a personal portfolio to take place. Offenders with offences linked to Domestic Violence are not identified for this intervention. The programme has been effectively completed with high risk offenders.</p> <p>4. For Young Adults identified as having a high likelihood of any conviction their sentence plan may also identify that TSP (Thinking Skills Programme) would be suitable. TSP Cognitive skills intervention addresses the way offenders think and their behaviour associated with offending. It involves offenders developing skills in setting goals and making plans to achieve these without offending. Sex Offenders/Public Protection issues/Security risks are excluded from this intervention. The programme has been effectively completed with high risk offenders, and offenders with an OGRS score over 50%.</p> <p>5. Violence Reduction Programme - this is locally developed and delivered programme for Young Adults who are involved in violent behaviour within the custodial setting and is linked to need and not dependent on offending risk levels. There are often links between violent behaviour in custody and violent offending therefore, priority is given to any Young Adults with High or Very High OVP score. However, this programme does focus on custodial behaviour rather than offence related behaviour. The evaluation and accreditation of this programme has been highlighted as a development objective in section 6 of the SLA Annex.</p> <p>6. Futures Unlocked – This is a Leicester based community chaplaincy project. This service offers Mentor support through the gate and links for Young Adults with resettlement concerns. This is coordinated through HMYOI & RC and funded by a number of charitable organisations. Priority is given to those who require this service who have a high or very high</p>	<p>2. HMPS Delivery</p> <p>3. Proposed target for 2014/15 for RESOLVE is 48 starts and 42 completions.</p> <p>4. Proposed target for 2014/15 for TSP is 40 starts and 36 completions.</p> <p>5. HMPS delivery</p> <p>6. Co-commissioned Coordinated through</p>
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		<p>likelihood of reconviction.</p> <p>7. Behaviour Management Plans – these are developed with individual Young Adults that have some complex needs. This work is carried out by the Safer Prisons Team in conjunction with other agencies including healthcare.</p>	<p>HMYOI & RC and funded by a number of charitable organisations</p> <p>7. Co-commissioned HMPS Delivery and Leicestershire Partnership Trust.</p>
<p>Very high likelihood of any reconviction OGRS 75-89%</p>	<p>Total of offenders with Very High likelihood of any reconviction - 193 / 34%</p> <p>This includes:</p> <ul style="list-style-type: none"> ➤ 70 (13%) are Violent offences and 15 have a medium OVP score, 32 have high OVP and 12 have very high OVP. (note 11 did not have completed OASys) ➤ 1 (0%) are Sexual offences of which 1 are very high OSP ➤ 76 (14%) x Acquisitive offence type ➤ 24 (4%) x Robbery ➤ 13 (2%) x Drugs ➤ 5 (1%) - Motoring ➤ 4 (1%) - Other <p>Out of a total of 193 – 116 have less than 6 months left to serve.</p>	<p>The offenders in this group will receive the services provided to 'All Offenders – where service is targeted by need rather than risk' and services offered to offenders with a 'High likelihood of any reconviction' In addition:</p> <p>1. There will be a higher level of intensity of Case and Risk Management for this group of offenders. Sentenced Young Adults and Young Adults who may be classed as very high risk cases at Glen Parva will be given a nominated Offender Supervisor who is responsible for their sentence plan; the Offender Supervisor will work with all agencies including Probation, NACRO and the Youth Offending Services to share and manage each prisoner during and post sentence. OMU case administration teams will work alongside the Offender Supervisors with the main aim to ensure periods in custody and in the community are purposeful and reduce the risk of recidivism. The Offender Supervisor will meet with their Young Adult to monitor and review progression of sentences plans and offer additional support as required.</p> <p>2. OMU identifies all prisoners who pose a risk to the public or to staff, including Young Adults subject to Multi Agency Public Protection Arrangements, Harassment or Risk to Children procedures. These are assessed on arrival at HMYOI & RC Glen Parva. Once highlighted as a risk, their circumstances will be overseen by the Public Protection and IRMT Committee and reviewed on a fortnightly basis. Every offender is discussed at this forum every three months or sooner if required.</p> <p>3. Psychology Intervention - Two resident psychologists at Glen Parva screen all referral for RESOLVE and identify if further work is required with the individual following the programme and or if one to one intervention is required. The focus is on those offenders with a Very High OVP and OGRS score.</p> <p>The team currently carry out risk assessments on high risk determinate sentence cases to aid in their management (up to 15 reports a year) and carry out individual one-to-one intervention work with up to 20 cases</p> <p>Psychological support is given where:</p>	<p>1. Co-commissioned HMPS, Probation, YOS, NACRO</p> <p>2. Co-commissioned HMPS, Probation, YOS, NACRO</p> <p>3. HMPS delivery</p>

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		<ul style="list-style-type: none"> • The Young Adult has offending risks related to needs not addressed by Accredited Offending Behaviour Programmes • The Young Adult is not suitable for, or cannot access Accredited Offending Behaviour Programmes (for example due to intellectual ability or sentence length) • Where needs cannot be met via group work or from work with other staff agencies (such as Drug workers, Mental Health teams, Offender Supervisors, Education) <p>4. Accommodation services focuses on making an assessment of the offenders housing needs as soon as possible when they arrive into custody. The aim is to assess prisoners within 4 days of reception. This service is out sourced to NACRO who ensure that prisoners have accommodation upon release and will work with all agencies to support this target. Assessments and interventions are provided by NACRO as a contracted service, including but not exclusively:</p> <ul style="list-style-type: none"> • Negotiating rent arrears with housing contractors. • Establishing rent arrears repayment schemes and negotiating with housing contractors to prevent eviction. • Offering housing benefit advice and assistance with applications. • Assist in the preparation of housing applications to local authorities, supported housing and private landlords. • Assist with the application for release on temporary licence (ROTL) for the purpose of attending housing assessment appointments, homelessness or housing register appointments, applications for housing benefits appointments and pre-allocation visits. • Organise visits to the prison for housing providers and other agencies for housing interviews, assessments and support activities. • Secure emergency accommodation for prisoners who are identified as having no accommodation on release • Interview each prisoner in the lead up to their pre-release OASys and again immediately prior to release to ensure that plans are in place for accommodation on release and that none are overlooked. • Visit prisoners on the morning of their release, in reception to discuss any anxieties or last minute problems 	4. Co-commissioned NACRO
Extremely high likelihood of any reconviction (prolific) OGRS 90-100%	<p>Total of offenders with Extremely High likelihood of any reconviction - 50 / 9%</p> <p>This includes:</p> <ul style="list-style-type: none"> ➤ 10 (2%) are Violent offences and 3 have a high OVP score, and 5 have a 	<p>The offenders in this group will receive the services provided to 'All Offenders – where service is targeted by need rather than risk' and services offered to offenders with a 'Very High likelihood of any reconviction' In addition:</p> <p>1. Offenders who fall within the Extremely high likelihood of any reconviction will be given the highest level of intensity for Case and Risk Management. There will be increased level of face to face contact with the Offender Supervisor. This is particularly important regarding issues of resettlement and discharge planning especially when MAPPA is in place.</p>	1. Co-commissioned HMPS and Probation delivery

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	<p>very high OVP. (note 2 did not have completed OASys)</p> <ul style="list-style-type: none"> ➤ 0 (0%) are Sexual offences ➤ 34 (6%) x Acquisitive offence type ➤ 0 (0%) x Robbery ➤ 0 (0%) x Drugs ➤ 2 (0%) - Motoring ➤ 4 (1%) - Other <p>Out of a total of 50 – 33 have less than 6 months left to serve.</p>	<p>2. OMU identifies all Young Adults who pose a risk to the public or to staff, including Prolific and Priority Offenders; Young Adults subject to Multi Agency Public Protection Arrangements, Harassment or Risk to Children procedures. These Young Adults are assessed on arrival at HMYOI & RC Glen Parva. Once highlighted as a risk, their circumstances will be overseen by the Public Protection and IRMT Committee and reviewed on a fortnightly basis. Every offender is discussed at this forum every three months or sooner if required. Those offenders that fall into MAPPA 3 will be managed under the multiagency arrangements.</p> <p>3. Employability Through The Gates project funded by NOMS CFO - provides information advice and guidance on employability issues and support hard to reach Young Adults into work on release. Participants must fit the criteria to gain assistance. This is solely delivered through third sector organisations.</p> <p>4. OMU work with external Prolific and Priority Offenders teams within the Police and Probation. For example the ROSE project with Northamptonshire police.</p>	<p>2. Co-commissioned HMPS delivery and other agencies including Probation and Police</p> <p>3. Third Sector Delivery via NACRO</p> <p>4. Co-commissioned HMPS delivery and other agencies including Probation and Police</p>
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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)	40	36
RESOLVE	48	42
Grand Total	88	78

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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)
<p>1a. 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> <p>1b. All who work with offenders consistently demonstrate behaviours and attitudes that support rehabilitation and desistance.</p>	<p>HMYOI & RC Glen Parva will carry out project to assess the viability of implementing a staff training package regarding desistance. A training package is currently available and working well at another establishment working with Adult offenders. This package will be reviewed to establish benefits for staff working with Young Adults at Glen Parva. The delivery of this programme will reinforce the awareness regarding the importance of 'every contact matters' throughout the establishment.</p> <p>The Senior Responsible Owner for this project is the Head of Residence and Safety. Progress against this objective will be through line management bilateral meetings, SMT/Performance Meeting and via the QSLAM.</p> <p>The project will draw on best practice and tailor delivery to meet the needs of staff working with a Young Adult population. The project will also identify appropriate and relevant content to be delivered. Clear session plans will be developed identifying what and how these sessions will be delivered.</p> <p>Part of the project plan will be to identify staff with the appropriate competence within the Safety function that will be up skilled and tasked to deliver this awareness package to staff.</p> <p>A process to evaluate the effectiveness of this package will also form part of the project's deliverables. The expectation is that the programme will form discussions with line managers as part of the SPDR process and form part of the staff development plans. This can be monitored at interim and end of year reviews. The evaluation process will also include attendance rates at the awareness sessions and referrals onto the training via the training matrix currently in place at Glen Parva.</p> <p>Key milestones for delivery include:</p> <ul style="list-style-type: none"> ➤ Presentation to the SMT regarding the rationale behind desistance training ➤ Deliver the draft awareness programme to the SMT by the end of quarter 1 this will be delivered by the Head of Residence and Safety. Feedback will support further development of the package. ➤ Identify and up-skill the staff to support the delivery of the awareness sessions by end of quarter 2 ➤ Schedule the training sessions for staff as part of the establishment training days via the Training Committee by 	<p>No</p>

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	<p>end of quarter 3.</p> <p>➤ The aim is to deliver awareness sessions to staff by the 31 March 2015.</p>	
1b. All who work with offenders consistently demonstrate behaviours and attitudes that support rehabilitation and desistance.	<p>HMYOI & RC Glen Parva will implement the 'Every Contact Matters' Strategy being developed nationally in order to ensure that staff-prisoner engagement is positive and effective (i.e. through the use of pro-social modelling). The aim will be for Implementation within 6 months of publication of the national strategy.</p> <p>The Senior Responsible Owner for this development objective will be the Deputy Governor.</p>	Yes
1c. Efforts are made to ensure offenders experience the environment as safe.	<p>HMYOI & RC Glen Parva will support the delivery of the following Regional Development objective: Develop a Regional Negotiator Strategy to meet the needs of establishments, to ensure that negotiators are deployed as quickly as possible to all incidents. This strategy 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. The lead for this is the Regional Psychology Team & Governor of HMP Nottingham with implementation required at all Public Sector Prisons</p>	Yes
1c. Efforts are made to ensure offenders experience the environment as safe.	<p>A Violence Reduction programme is in place which is a currently unaccredited intervention that focuses on Young Adults who are involved in violent behaviour within the custodial setting. Young Adults don't necessarily have to have committed a violent offence to be eligible for this programme.</p> <p>HMYOI & RC Glen Parva aims to pursue PSO 4350 accreditation for the Violence Reduction programme. It is a requirement under PSO 4350 – Effective Regime Interventions, that all interventions for prisoners are accredited. For this reason HMYOI & RC Glen Parva will review and restructure the Violence Reduction Programme to achieve the requirements of accreditation. This will involve clear session plans that will be delivered in the same way with the same aims and objectives to every Young Adults that undertakes the Violence Reduction Programme.</p> <p>The Senior Responsible Owner for this development objective is the Head of Safer Prisons.</p> <p>A Violence Reduction Programme consisting of 8 specific sessions that will be delivered to all prisoners will be produced. Formal evaluation evidencing the effectiveness of these sessions will be included as part of the Programme structure.</p> <p>Staff are already in posts that involve a Violence Reduction element. They already devise Violence Reduction</p>	No

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	<p>sessions. The only modification will be that sessions need to be formulated in a way that will meet PSO 4350 requirements.</p> <p>Staff time to formulate the Violence Reduction Programme in a way that meets the requirements of PSO 4350 will be needed. This will be achieved by utilising staff experienced in Violence Reduction and the current programme to formulate the individual sessions within the Violence Reduction Programme and support and up-skill other members of staff who will be working within the safety function.</p> <p>The need for this programme is not solely based on segmentation data instead it is based on the high level of custodial violence that occurs at Glen Parva. The programme is focused specifically on custodial violence and not community violence - segmentation data would not capture this type of violent behaviour. However data highlighted through the performance hub on the Violence Management Metric confirms the extent to which custodial violence takes place. Due to limited resources priority will be given to Young Adults that require the intervention who have a High or Very High OGRS and/or OVP score.</p> <p>Key milestones for delivery include:</p> <ul style="list-style-type: none"> ➤ Identify the new staff who will be joining the Safer Prisons functions by the end of quarter 1 ➤ Project Lead to assess the current content and delivery of the programme with the requirements of PSO 4350 to assess gaps and areas of development by the end of quarter 2. ➤ Submit the package for accreditation by end of quarter 3. ➤ Up-skill the staff to support the delivery of the Violence Reduction sessions by end of quarter 3 ➤ The aim is that accreditation will be achieved by 31 March 2015. 	
1d. Enhance public protection and ensure a safe, decent environment and rehabilitative culture	<p>A regional objective has been identified to both remove the current regional back-log of OASys assessments and improve the quality and timeliness of assessments undertaken. The OASys Quality indicator will provide a monthly assessment of quality and the backlog of assessments will be monitored quarterly through the use of completion data provided by the OASys Business Team. HMYOI Glen & RC Parva will support this Regional Development objective by ensuring that there is a balance between both addressing the backlog of assessments and maintaining quality.</p>	Yes

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<p>2a. There is evidence of effective coordination of delivery services and integration of providers locally, regionally and nationally to maximise outcomes for offenders</p>	<p>In support of the Regional Development Objective HMYOI & RC Glen Parva will maximise investment of all partners and providers delivering services for Young Adults in order to maximise outcomes for Young Adults by ensuring they experience a seamless and joined up service.</p> <p>By September 2014 we will review who we work with and how we work with them to 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 and anticipating any changes as a result of Through the Gate). We will develop a plan which describes how , by March 2015 we will deliver:</p> <ul style="list-style-type: none"> • A clear shared strategic vision for how services align to maximize 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 through the Reducing Reoffending monthly meeting, SMT bilateral meetings and at a regional level with the DDC.</p>	<p>Yes</p>
<p>2d. In England- Work together with local authorities to ensure that adult offenders and defendants with care and support needs are appropriately identified, their needs are assessed and they are supported to</p>	<p>A scoping project will take place with the aim to introduce Toe by Toe at HMYOI & RC Glen Parva. The Senior Responsible Owner for this development objective will be the Head of Safer Prisons.</p> <p>The project will require significant partnership working with representatives from the Shannon Trust. The priority of this scoping exercise will be to develop links with the Shannon Trust and demonstrate that Glen Parva is an enabling environment that will be supportive of an initiative for Toe by Toe.</p> <p>The scope of the project will involve identifying the needs of Young Adults at Glen Parva for a literacy support service.</p>	<p>No</p>

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live with decency and as independently as possible; and that arrangements are made for continuity of care when an individual moves.	<p>A key action will be developing a detailed project plan alongside the Shannon Trust to ensure that there is effective implementation of the Toe by Toe Reading Plan. Key objectives will include:</p> <ul style="list-style-type: none"> • Developing a Partnership Agreement with the Shannon Trust • Identifying staff from within the safety function to lead on this work and to be trained to support the coordination of the service. • Identifying the Young Adult reading mentors and providing support to enable them to be up-skilled to support the Young Adults receiving the service. <p>The scoping project will identify an evaluation tool that will be used to measure the effectiveness of this service.</p> <p>The aim is that the project plan be developed by 31 August 2014 for implementation of Toe by Toe by 31 March 2015.</p>	
2e. In England – Work with Local Authorities (LA's) to promote inclusion of, and maximise benefits to, offenders' families.	Glen Parva has recognised that there is a need for this provision and initial discussions have already started to take place with the Local Policing Team regarding the troubled family's agenda. A scoping exercise will be completed by 31 March 2015 to identify opportunities for funding and assistance in partnership with Local Authorities for introducing support for offenders' families. The lead for this development objective is the Head of Reducing Reoffending.	No
3b. Have robust quality assurance processes in place to ensure offender services are (i) delivered as they are intended (i.e. with integrity and as planned and designed) and (ii) that they are effective.	In line with the Regional SLA development objective HMYOI & RC Glen Parva will embed a robust assurance framework by June 2014, assessed through the IA&A Governance & Operational Audit and based on the requirements of the Assurance Framework Test Guide. This is to ensure that service specifications and delivery requirements are continually monitored and reviewed, risk is effectively managed and data quality is maintained.	Yes
Ensure the use of custodial capacity delivers the most cost – effective configuration of places and meets the MOJ's strategic requirements and the	HMYOI & RC Glen Parva will support the delivery of the following Regional Development objective: Assisted through the delivery of actions established at regional reconfiguration briefings, implement a strategy to manage the population transition, ensuring that establishments 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

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needs of co-commissioning and delivery partners whilst reducing cost.		
6e. Support the delivery of efficiencies across the criminal justice system by increasing the use of prison video links.	<p>As part of the Government's ongoing commitment to transforming the Criminal Justice System the CJS Efficiency Programme, Glen Parva is working to increase video link utilisation through the identification and addressing of issues surrounding video hearings; promoting and encouraging video usage.</p> <p>The Senior Responsible Owner for this development objective is the Head of Offender Management.</p> <p>An action plan is being developed with completion to take place by 31 December 2014.</p>	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	

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27	Manage Prisoner Finance	Existing service specification which remains in force	
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	Yes	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	No
Visits - Services for Visitors	Visitors are able to purchase snacks and hot/cold drinks prior to the visits period.	No
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.	No
Visits - Services for Visitors	There are facilities for children to play whilst waiting to visit a prisoner.	No
Visits - Services for Visitors	Visitors receive information through a variety of media regarding relevant support services.	No
Visits - Services for Visitors	A Family Support Worker is available to support families.	No
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)	0.5 hours daily	N/A
Physical Education	Minimum number of PE Hours [per week] (row 1 of the specification) (as calculated using the SBC published spreadsheet product)	2.5 hours weekly	N/A

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8. Activity Places (Work and Prison Services)

Table 8a: Agreed Activity Allocation places

Table 8a: CU095a (Hours Worked in Industry) activity places allocation

The content of this table 8a removes the need for an establishment to complete a separate Annual Capacity Forecast (ACF) by documenting the workshop activity details and predicted outputs.

INDUSTRIES (ONE3ONE)										
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 Soft 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 - Laundry	Laundry (includes CES Clean and Dirty)	20	2	28.25	£210000	0	0	£10000	0	0
Industries – Land Based Activities	Gardens	12	2	28.25	0	0	0	0	0	0
Industries – Land Based Activities	Greening/Recycling	15	2 (1 x instructor and 1 x band 2 waste collection)	28.25	0	0	0	0	0	0
Industries - Other Workshop	Training/Hairdressing/Barbering	6	1	28.25	0	0	0	0	0	0
Industries – Plastics	Plastics	12	1	28.25	0	£3600	£9000	0	£2000	0
Industries – Other	Acorn workshop – plastics and recycling production	20	2	28.25	0	0	£20000 as agreed with 131	0	0	0
Industries - other	Recycling textiles	10	1	28.25	0	0	0	0	0	0
Total		95	11	197.75	£210000	£3600	£29000	£10000	£2000	0

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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 PER WEEK
HU1 Wing Activities	N/A	0	0
HU2 Wing Activities	N/A	0	0
HU3 Wing Activities	N/A	0	0
HU4 Wing Activities	N/A	0	0
HU5 Wing Activities	N/A	0	0
HU6 Wing Activities	N/A	0	0
Kitchen	Kitchen AM	Combined Prison and Education Activity. Accredited Qualification available for all prisoners. PAG have advised to place under this heading. 23 prisoners (13 from Prison Kitchen numbers and 10 from Education Numbers)	16.25
Kitchen	Kitchen PM Mon-Thurs	Combined Prison and Education Activity. Accredited Qualification available for all prisoners. PAG have advised to place under this heading. 22 prisoners (12 from Prison Kitchen numbers and 10 from Education Numbers)	12
Kitchen	Kitchen Fri PM	12	3
Kitchen	Kitchen AM Wk/end	Prison numbers only.10	2.5
Kitchen	Kitchen PM Wk/end	Prison numbers only. 10	3.25
Kitchen	Staff Mess Orderlies	7	28.25
Orderly Cleaners	Video Court Orderly AM	1	16.25
Orderly Cleaners	S Ed Orderly	1	12
Orderly Cleaners	N. Ed Orderly	1	28.25
Orderly Cleaners	ROTL – Gate Orderly	1	28.25
Orderly Cleaners	Reception Orderly (Work on Friday pm & weekends. Rest Days applied so all should work average 28h 15m each)	4	28.25
Orderly Cleaners	OM Orderly	1	28.25

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Orderly Cleaners	Gym Orderly (Work on Friday pm & weekends. Rest Days applied so all should work average 28h 15m each)	6	28.25
Recycling Activity	N/A	All recycling activity is completed as part of the Greening Party Workshop	0
Weekend Activity	N/A	Zero identified at this time	0
Works Department	N/A	0	0
Wing Cleaning	Unit 1 (9) Unit 2 (9) Unit 5 (9) Unit 7 (1) Unit 8 (9) Unit 9 (9) Unit 10 (9) Unit 11 (9) Unit 12 (9) Unit 14 (9) Unit 15 (9) Laundry Orderlies (20)	111 (11 per unit except for Unit 7 which has 1) Expectation is for each Unit Worker to work for 28h 15m a week over a 7 day period (58h) dependant on the variable work need on each unit.	28.25
Other Occupations	Trackwork Orderly (1 – only available when course scheduled to run)	1	28.25
Other Occupations	Main Stores	2	28.25
Sub total		213	319.5

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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
Basic Key Skills up to level 2	IT Level 1	10 (IT Level 1)	28.25
Basic Key Skills up to level 2	N.Ed Business St L2	10	28.25
Basic Key Skills up to level 2	N.Ed Business St L1	10	28.25
Basic Key Skills up to level 2	N.Ed ESOL B	10	28.25
Basic Key Skills up to level 2	Maths –stepping stones	8- New Course no schedule on PNOMIS	28.25
Basic Key Skills up to level 2	N.Ed Media Studies / Food	10	28.25
Basic Key Skills up to level 2	IT Level 2	10	28.25
Basic Key Skills up to level 2	N. Ed Numeracy Entry	8	28.25
Basic Key Skills up to level 2	N.Ed Cookery	10	28.25
Basic Key Skills up to level 2	S Ed Literacy E3-L2	8	28.25
Basic Key Skills up to level 2	S Ed Literacy E3-L1	10	28.25

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Basic Key Skills up to level 2	Customer Service	10 – New Course no schedule on PNOMIS	28.25
Basic Key Skills up to level 2	Basic recycling	10 – New Course no schedule on PNOMIS	28.25
Basic Key Skills up to level 2	Warehouse	10 – New Course no schedule on PNOMIS	28.25
Basic Key Skills up to level 2	S.Ed Numeracy L1-L2	10	28.25
Basic Key Skills up to level 2	Peer mentoring	10 (Unit 4 Peer Mentoring – Mentors)	28.25
Basic Key Skills up to level 2	English – Stepping Stones	8 (Unit 4 Pre entry Lit AM/Unit Pre entry Stepping Stones Lit AM & PM	28.25
Basic Key Skills up to level 2	Unit 4 Literacy E AM	8	28.25
Basic Key Skills up to level 2	Cleaning	10 – New Course no schedule on PNOMIS	28.25
Core Education Classes	N/A	0	0
Education Induction Assessment		Included as part of the Unit 15 Induction process. Process currently under review. Education/NCS Induction at this stage can see a maximum of 10 prisoners during every AM session with consideration being given to increase to 12. (Due to migrate over during 2014-15)	
Education leading to accreditation	Unit 4 CAD	8	28.25
PE Leading to QCA Qualifications	Gym Course AM	12 prisoners x estimated 10 courses a year (Average core time over 52 weeks =0.63)	16.25
Skills training leading to Accreditation	Employability Skills Programme	10	28.25
Skills training leading to Accreditation	Bricks	10	28.25
Skills training leading to Accreditation	Carpentry	10	28.25
Skills training leading to Accreditation	Plumbing & Tiling	10 – New Course no schedule on PNOMIS	28.25
Skills training leading to Accreditation	P&D	7	28.25
Skills training leading to Accreditation	Groundworks	10 – New Course no schedule on PNOMIS New Course	28.25

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Skills training leading to Accreditation	Trackworks	10	28.25
Skills training leading to Accreditation	Storybook Dads Orderly / Sound & Audio	2 – Qualification provided by prison	28.25
Skills training leading to Accreditation	Library Orderly / NVQ Customer Services	2 – Qualification provided by Library	28.25
ROTL	ROTL	2	40
Prison Induction Courses/Interviews	Unit 15 Induction	Average Estimate of 20 prisoners (Variable nature dependant on operational need	28.25
Other	Safer Prisons Reps	10	28.25
Addressing Substance Misuse	TDAS	<p>10 prisoners x estimated 12 courses a year (lasting 3 weeks each) 12 x 3 = 36 weeks 10 x 28h 25m a week = 10170. 10170/52 weeks = 195.58 (Average hours per week over 1 year)</p> <p>Average core time over 52weeks =0.55 (Average calculation based on 60 prisoners completing TDAS Course over year)</p>	28.25
Sub total		323	960.25
Table 8 Total		Total 631	1477.5

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	Association	Domestics	Meal	Movement	Total Time Out of Cell
Mon	4h 26m	0h 59m	0h 55m	0h 49m	0h 31m	7h 43m
Tue	4h 26m	0h 59m	0h 55m	0h 49m	0h 31m	7h 43m
Wed	4h 26m	0h 59m	0h 55m	0h 49m	0h 31m	7h 43m
Thu	4h 26m	0h 59m	0h 55m	0h 49m	0h 31m	7h 43m
Fri	3h 19m	1h 02m	0h 57m	0h 51m	0h 19m	6h 29m
Sat	1h 54m	4h 40m	0h 00m	0h 51m	0h 09m	7h 35m
Sun	1h 46m	4h 51m	0h 00m	0h 51m	0h 08m	7h 37m

5 day average time out of cell

Type	Activity	Association	Domestics	Meal	Movement	Total Time Out of Cell
5-day	4h 12m	1h 00m	0h 56m	0h 50m	0h 29m	7h 28m

7 day average time out of cell

Type	Activity	Association	Domestics	Meal	Movement	Total Time Out of Cell
7-day	3h 32m	2h 04m	0h 40m	0h 50m	0h 23m	7h 30m

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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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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)	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 %	
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 BME Score	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 - & Corporate Assurance (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	3.56
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

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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	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	2.92
		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	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	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																		

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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
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	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 of MAPPA Forms	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																		942

OFFICIAL

Programme	Completions	78.00	78.00	6,456.00
Programme (SOTP)	Completions			
Offending Behaviour Programme (OBP)	Completions			

Regimes

[illegible]

General

[illegible]