



National Offender
Management Service

**Annex to High Security Estate
Service Level Agreement
for Prison Services Commissioned
by the National Offender
Management Service from the
Public Sector Provider**

Between

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

Her Majesty's Prison Service

for

HMP Full Sutton

Local Establishment Annex 2014-15

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

Section 1: Service Overview

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

1. Establishment Details

Table 1: Establishment Details	
Establishment name	HMP Full Sutton
Establishment type	High Security
Specialist function	Close Supervision Centre
Security Category / Categories:	Category A or lower/ Young Adults suitable for closed conditions or lower including Restricted Status
Annual Operating Price	To be agreed

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	606
Operational Capacity	626

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.

Table 2b: Population Allocation Specification	
Gender:	Male prisoners only
Age:	Adults (21 and over) and starred up and Restricted status Young Adults (18-21)
Security Category:	Category A or lower/ Young Adults suitable for closed conditions or lower including Restricted Status
Sentence Status:	Sentenced prisoners (High risk remands held)
Sentence Length / Type:	All Cat As, Cat B Prisoners sentenced to 10 years or more, including IPPs with a tariff of 5 years or more Minimum 5 year tariff (IPP/Life) or 10 year determinate sentence
Offence Type:	No restrictions
Nationality:	No restrictions

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

Table 2c: Population Assumptions – Origin of the Population
<i>HMP Full Sutton is a High Security dispersal prison holding male prisoners. The population is mainly comprised of indeterminate prisoners with a substantial number of longer sentenced determinate prisoners. This establishment is a national resource and holds prisoners from any region according to operational need. The establishment also provides a SSU that can be opened at short notice. HMP Full Sutton will receive high security remand prisoners as required. As a dispersal prison will receive Adult prisoners sentenced at courts in any region, allocations will predominantly be those sentenced at courts in Yorkshire & Humber and surrounding regions.</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	0	0	0	0	0	0
Prisoners sentenced to less than 12 months	0	0	0	0	0	0	0
Determinate prisoners serving 12 months or more but less than 4 years	0	0	0	0	0	0	0
Determinate prisoners serving more than 4 years	36	194	N/A	0	0	0	230
Indeterminate prisoners	144	236	N/A	N/A	N/A	N/A	380
Determinate and indeterminate Recallees	5	11	0	0	0	0	16
Non-criminals	0	0	0	0	0	0	0
Resettlement	N/A	N/A	N/A	N/A	N/A	N/A	0
Discretionary	N/A	N/A	N/A	N/A	N/A	N/A	0
Total	185	441	0	0	0	0	626
Resettlement	No	Reset %		N/A	Reset No.		NA
Specialist Function	Close Supervision Centre						

SECTION 2: ESTABLISHMENT DELIVERY

Table 3: Local Response to Commissioning Intentions	
CI Title & No.	Response to Commissioning Intention
CI 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>HMP Full Sutton will work to actively progress and promote a decent and safe prison culture for all, in keeping with the establishment's ethos and statement of purpose. This will include developing a rehabilitative ethos of positive change and the use of systems and processes to aid in driving forward meaningful and constructive interactions with prisoners and the identification of goals to incentives desistance and progression.</p> <p>Specifically:-</p> <ul style="list-style-type: none"> • Developing the existing Culture Strategy framework • Use of the IEP scheme • Promoting the importance of Every Contact Matters • Setting collaborative and SMART sentence planning targets aimed at reducing risk and attaining important life goals
CI 1b	All who work with offenders demonstrate behaviours and attitudes that support rehabilitation and desistance.
	<p>HMP Full Sutton will work to actively progress a culture whereby pro social attitudes and constructive staff – prisoner relationships are fostered.</p> <p>Specifically:-</p> <ul style="list-style-type: none"> • Pro social modelling from management grades and frontline staff alike in interpersonal relations • Delivery of Staff-Prisoner Relationships Training to all staff • Creating a coaching culture • Fair and consistent use of the IEP scheme • Use of Indicators such as the MPQL, HMCIP, and IMB reports and data monitoring in relation to Reportable incidents, Use of Force, Adjudications, MDT, ACCT and IEP status levels to act as a prison 'barometer' and help inform strategy/progress

	<p>This will be monitored Quarterly and in addition to the measures above we will also monitor:</p> <ul style="list-style-type: none"> • Number of staff trained • Training evaluation forms • Monitoring of healthy prison indicators pre and post training where feasible
CI 1c	<p>Efforts are made to ensure offenders experience the environment as safe</p>
	<p>HMP Full Sutton will strive to deliver a safe environment for offenders and its staff. Specifically:-</p> <ul style="list-style-type: none"> • Ensure that the population mix is regularly reviewed. • Promote tolerance. • Work with police/CPS to pursue convictions for any violent acts in line with 'zero tolerance policy. • Review intelligence to identify threats and prioritise resources to address. • Work with external agencies to share intelligence. • Challenge prisoners via local and national strategies including MCBS and CSC where appropriate. <p>We will act on the feedback from the ACA Safer Custody audit (November 2013) in order to ensure our safer custody procedures are compliant, including increasing the numbers of staff trained in CSRA and ACCT and improving ACCT management and quality checks. The training will be applicable to all grades and disciplines to ensure a multi-disciplinary approach. The terms of reference for the Safer Custody and Violence Reduction meetings will be reviewed with the agenda taking into consideration issues such as ACCT quality and staff training. The Violence Reduction meeting will monitor and analyse levels of violence throughout the establishment and violence management data will be subject to regular checks by the Safer Custody custodial manager to ensure actions have been taken that are consistent with a Zero Tolerance approach. The Violence Reduction Meeting also takes into account prisoner concerns and issues via an agenda item which includes feedback from our Prisoner Consultative Meetings and Older Prisoners groups. The establishment has a PRS score of 3 for both the HMIP and MQPL Safety metric however the BME population have consistently demonstrated more negative perceptions and this is being addressed by the establishment Cultural Action plan which is subject to monthly monitoring. The action plan will be further informed by extended research currently being carried out by a team from the Institute of Criminology and the Faculty of Divinity, University of Cambridge, which will focus on issues such as trust and confidence. The research will culminate in a MQPL survey which will in turn feed into the establishment's cultural strategy.</p>
CI 1d	<p>Good quality risk assessments, risk management systems and information sharing between partner agencies (where relevant) result in the application of appropriate public protection and security measures, and these ensure the needs of victims are appropriately addressed.</p>

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	HMP Full Sutton will fulfil a commitment to comply with the instructions set out in the National Security Framework and the Public Protection Manual and provide assurance that our Local Security and Public Protection strategies will be kept up to date in line with current policy.
CI 1e	Intelligence is gathered, developed and shared in a safe and timely manner
	HMP Full Sutton will fulfil a commitment to comply with the instructions set out in the National Security Framework and the Public Protection Manual and provide assurance that our Local Security and Public Protection strategies will be kept up to date in line with current policy.
CI 1f	The ability of drugs and mobile phones on prisons is tackled
	HMP Full Sutton will fulfil a commitment to comply with the instructions set out in the National Security Framework and the Public Protection Manual and provide assurance that our Local Security and Public Protection strategies will be kept up to date in line with current policy.
CI 1g	Prisoners are prevented from continuing criminality from within prisons
	HMP Full Sutton will fulfil a commitment to comply with the instructions set out in the National Security Framework and the Public Protection Manual and provide assurance that our Local Security and Public Protection strategies will be kept up to date in line with current policy.
CI 2a	There is evidence of effective coordination of delivery of services and integration of providers locally, regionally and nationally to maximise outcomes for offenders.
	<p>Future health providers will be identified through the commissioning cycle. Strategic decisions on the service delivery plan will be made by the Prison Partnership Board. A Health Needs assessment agreed between the Governor and the health commissioners will set out the intentions for the year. 2014-15 specifications are currently being agreed at the Partnership Board. These will address an integrated approach. The Partnership Board will be subject to a continuous review process in order to maximise outcomes for offenders however it must be noted that this approach will be dependant on enablers of health (establishment staff) and the affect of benchmarking on the provision of enablers may present a risk. The establishment will seek to mitigate the risk through constructive engagement with the benchmarking process prior to implementation.</p> <p>HMP Full Sutton participated in a series of meetings have been held between the Regional Director and Cluster Manager, The Manchester College and NOMS Cluster HoLSE N&E Yorkshire throughout 2013 to design a fit for purpose, yet reduced curriculum at HMP Full Sutton. Full Sutton has a strong and cohesive relationship within cluster and attends quarterly Regional Governance Boards with formulised agreement mechanisms as part of the OLASS 4 – Arrangements for Shifting Funds within the Yorkshire and Humberside cluster. HMP Full Sutton will continue to monitor resources available under OLASS4 provision to ensure that the population has access to sufficient and appropriate pathways to education and qualifications to meet the diverse needs of the population. Strong focus will be placed on assessments during induction and addressing functional skills needs, as a priority. This will lead on to a focus on developing skills for employment during the latter stages of the sentence.</p>

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	<p>Locally, the Reducing reoffending function 'prisoner timetable' records the offenders literacy and numeracy levels and hidden disability with this information used by the Employment, Training and Education (ETE) board as part of the allocation process for activities and representatives from the OLASS provider attend the partnership board.</p> <p>Development objective linked to this CI can be found at Table 6.</p>
CI 2b	<p>Facilitate the ongoing operation of mandating one day entry of prison leavers onto the DWP Work Programme and any future changes through the introduction of Universal Credit.</p>
	<p>HMP Full Sutton has developed a positive working relationship with DWP. Regular sessions are arranged to facilitate face to face meetings for all those offenders due for release. This includes briefings in regards to benefits as well as registration via Job Centre Plus in preparation for release.</p>
CI 2c	<p>In England - work together with NHS England and Public Health England in line with the National Partnership and Co-commissioning Agreement to ensure that NHS commissioned health services (including clinical and non-clinical substance misuse services) in custody support both health and justice outcomes and:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Are informed by an up to date Health Needs Assessment²⁴ taking account of the reconfiguration of the custodial estate including the creation of Resettlement Prisons <input type="checkbox"/> Support sustainable recovery from addiction to drugs and alcohol and improved mental health including dual diagnosis; <input type="checkbox"/> Promote continuity of care from community to custody, between establishments and through the prison gate in partnership with new providers of probation services; <input type="checkbox"/> Are implemented alongside efforts to reduce the supply of drugs and alcohol in to prisons and the diversion of prescribed medication.
	<p>HMP Full Sutton will continue to work in partnership with the West Yorkshire Action Team (WYAT) health and justice commissioners to work towards the tendering of all health services during 2014/15 with the services being awarded early 2015. In line with the National Partnership Agreement and co-commissioning agreement between NHS England and NOMs the current service is informed by the up to date Health needs assessment (next assessment due April 14) inclusive of primary care, medicines management, and mental health and substance misuse. The services function independently with strict adherence to acute care, long term conditions and secondary care activity being strengthened to reduce escort and bedwatch activity being central to the primary care service. Mental Health provision SLA newly agreed to include stepped care model for primary and secondary care including dual diagnosis provision.</p> <p>Substance misuse services include dedicated outreach activity and structured day care services to promote recovery from both illicit and prescription medications</p>

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	<p>The services are fully integrated to achieve maximum outcomes for all parties and supported by the prison health development plan and commissioning intentions to continually strengthen the service over the financial year. Key departments (healthcare, pharmacy, IDTS, security, MDT and search teams) work closely together to reduce the supply of drugs and support the management of difficult and challenging behaviours.</p>
CI 2d	<p>In England – Work together with Local Authorities to ensure 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.</p>
	<p>HMP Full Sutton will engage constructively with NHS commissioners and Public Health England/local authorities to explore commissioning arrangements and funding streams for social care. We will develop a joint health needs assessment and health action plans to secure better social care arrangements. We anticipate building upon the current prisoners/careers role for those with a social care need but will be better informed on the social care bill once produced.</p> <p>The next Health Needs Assessment, due April 2014, will be conducted jointly with Public Health England/local authorities (East Riding of Yorkshire Council) taking into account changes proposed within the social care bill. Any addition requirements identified will be discussed with the commissioners in order for this to be commissioned, funded and included in the SLA with NHS England.</p> <p>The current older prisoners' policy already reflects the requirement for an initial and subsequent annual assessment of prisoners' health and social care requirements and is supported by a dedicated nurse for older prisoners to actively identify, support and address their health needs in partnership with the equality representatives and prison regimes.</p> <p>The mental health and LD strategy already includes supporting establishment staff and the prison regime to manage any associated health and social needs of this group which includes close links with healthcare services, the Disability Liaison Officer and identified carers supporting independence.</p> <p>The OLASS provider will undertake a Hidden Disability questionnaire (HDQ) surveys during Induction process which identifies amongst others: Dyspraxia and Dyslexia (self disclosure). This has provided development in effective identification of areas which may require adjustments to the individual learners needs.</p> <p>Prisoners with disabilities are already supported in their health; personal and social care with joint care/management plans shared with the wider establishment and then offered a personal carer to support independent living with additional support from the lead nurse.</p> <p>Any prisoner with urgent care needs would clearly be admitted to health services for full assessment and care.</p> <p>Continuity of care would be communicated upon transfer within system one care and management plans which reflect health and social care needs.</p>

CI 2e	In England work with local authorities to promote inclusion of, and maximise benefits to, offenders' families
	There is recognition that lack of supportive and pro-social family / marital relationships is one of the key factors linked to reoffending and desistance and actions to identify and mitigate where this might be an issue for offenders. HMP Full Sutton has developed work around family visits which provides a supportive environment in which offenders can interact, in a positive way, with family members. We will explore current work and new opportunities to strengthen or extend proven interventions and services, and share individual data to identify families meeting the local Troubled Families programme criteria. The establishment will further develop links with the Troubled Families Co-ordinator from the Local Authority and work collaboratively to identify the needs of prisoners and their families within HMP Full Sutton by July 2014. This work will focus on developing positive relationships with East Riding of Yorkshire Council with the Head of Offender Management (Public Protection) being the establishment lead.
CI 2f	Continue to improve access 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.
	NHS England commission forensic mental health provision which includes services to those prisoners with severe personality disorder and are actively involved in the management of prisoners in house and during the referral to specialist areas either within DSPD units or special hospitals. Psychiatry provision is being negotiated for the newly opening CSC from South West Yorkshire Mental Health Team.
CI 2g	In England - Align services with Offender Learning and Skills Service (OLASS 4) providers in prisons. Put in place local partnership working arrangements and determine what learning opportunities will be offered in each prison. Support initiatives to make prisons places of work and strengthen the focus on employability. Enhance access to mainstream learning and employment services for offenders on return to the community.
	OLASS provision (provider- The Manchester College) - The new curriculum design for HMP Full Sutton- undertaken as part of Y& H cluster arrangement and takes into account the drivers of the Offender Learning Review and the operational directions of NOMS in Yorkshire & the Humber and High Security Prison Group. HMP Full Sutton participated in a series of meetings have been held between the Regional Director and Cluster Manager, The Manchester College and NOMS Cluster HoLSE N&E Yorkshire throughout 2013 to design a fit for purpose, yet reduced curriculum at HMP Full Sutton. Full Sutton has a strong and cohesive relationship within cluster and attends quarterly Regional Governance Boards with formalised agreement mechanisms as part of the OLASS 4 – Arrangements for Shifting Funds within the Yorkshire and Humberside cluster The new curriculum at Full Sutton has been designed in line with the Offender Learning Review that identified differences in the needs of longer sentenced offenders focused upon the career in custody/ sentence progression routes rather than the Local Labour Market Information (LMI) needs. The curriculum will provide for an induction service (iTES- information, Training and Employment Services) for those offenders who, to date; have not engaged in learning & skills The focus will be on the development of English & Maths to Level 2 relevant to the offenders' needs

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	<p>and progression through his custodial sentence. Aspects of vocational training will be provided to support the 'settlement' nature of the prison i.e. Cleaning Services and Catering for those offenders who choose to self-cater. Art and Personal Development courses are included to provide motivation and stimulus. An informal learning package will be provided to those offenders taking part in mental health support. A National Council of Further Education (NCFE) employability qualification is available in HMPS workshops with learner support provided by The Manchester college (OLASS provider) Outreach worker.</p> <p>Virtual campus phase 3 rollout installation at Full Sutton (31 December 2013) will enable/support offenders VC programme suite of learner programmes/courses including gaining new skills and knowledge, helps offenders to improve their job prospects, which in turn leads to reduced re-offending. Whilst for many of our offenders discharge is a distant prospect it is hoped that access to the virtual campus will help them focus on the future and support their engagement and sense of hope as part of the wider process of settlement.</p> <p>HMP Full Sutton will continue to monitor resources available under OLASS4 provision to ensure that the population has access to sufficient and appropriate pathways to education and qualifications to meet the diverse needs of the population. Strong focus will be placed on assessments during induction and addressing functional skills needs, as a priority. This will lead on to a focus on developing skills for employment during the latter stages of the sentence.</p> <p>The small number of determinate sentenced prisoners with less than 12/24 months to release date will be prioritised by the National Careers Service (NCS) for a Skills Action Plan (SAP) and will be fast tracked for activities with a vocational /qualification element such as, education classes, catering (VRQ), DHL retail shop (NVQ warehousing), Industrial cleaning course, NCFE employability and AutoCAD.</p> <p>The quality assurance of the OLASS and NCS provision is monitored by monthly local Education Partnership meetings, quarterly Quality Improvement Group (QIG) meeting, quarterly Cluster Governance board meetings and Self Assessment reports (SARs). The QIG and Cluster Governance board will interrogate the data sets provided by the OLASS provider (The Manchester College) and NCS in comparison to the Local Governance board key performance indicators and the Skills Funding Agency (SFA) data monitoring.</p>
CI 2h	<p>In England – Strengthen partnership working to ensure that offenders have access to support services both to prepare and enable access to employment</p>
	<p>HMP Full Sutton has developed a positive working relationship with DWP. Regular sessions are arranged to facilitate face to face meetings for all those offenders due for release. Full Sutton remains a national resource and does not therefore release large numbers of offenders into a single geographic region; therefore partnership working with probation colleagues remains essential. This ensures that pre-release plans include specific work to build on employment skills gained whilst in custody.</p>
CI 3a	<p>Target resources on evidence informed interventions and services which are likely 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>

	<p>HMP Full Sutton will deliver risk reduction interventions that meet the Correctional Services Accreditation Panel [CSAP] criteria primarily for medium or above risk offenders aimed at addressing identified criminogenic factors. Accredited OBP delivery, supported by offender segmentation and local data supports the delivery of the TSP, RESOLVE, Extended SOTP and the Healthy Sex Programmes. This intervention framework is based on the What Works literature with regard to Risk, Need and Responsivity Principles. This delivery model links in with the Attitudes, Thinking and Behaviour Pathway.</p> <p>HMP Full Sutton will deliver the Healthy Identity Intervention and pilot the Ibaana Programme when developed to help address risk for the extremist population and in addition deliver faith programmes including Tarbiyah to help promote non extreme understanding of the Islamic faith.</p> <p>The A – Z Motivational Programme, a non accredited programme will be delivered based on local research 2012 demonstrating its effectiveness in working with sexual offenders who are reluctant to engage in offence related work.</p> <p>Substance misuse services are designed using evidence based interventions as defined by NHS NICE guidance and best practice currently delivered both on a dedicated wing and as outreach activity in line with the recovery and abstinence agenda for drugs, alcohol, and prescription medication. Service supported by the principles of mutual aid and peer mentorship.</p>
CI 3b	<p>Have robust quality assurance processes in place to ensure offender services are 1) delivered as they are intended (i.e. with integrity and as planned and designed) and 2) that they are effective</p>
	<p>HMP Full Sutton will work in keeping with the Compliance and Clinical audit framework as set out by the Operations and Interventions Services Group (OSIG) for accredited OBPs to ensure that the programme design and application is safeguarded. We</p> <ul style="list-style-type: none"> • Ensure local practice is in keeping with operational and clinical guidelines for accredited OBPs, as stipulated by OSIG, thus ensuring consistency with regard to quality • That prisoners offered accredited intervention work meet the risk, need and responsivity criteria for all OBPs. • Ensure that all facilitators involved in OBP delivery have successfully passed national training and received health checks as required by audit documentation • Conduct pre and post assessment measures to help measure the impact of treatment • Conduct post evaluation reports which are supervised by a qualified psychologist. <p>In addition, quality assurance via local clinical oversight is in place and regular supervision and video monitoring takes place for every OBP group delivered to ensure interventions are delivered as designed. National and local evaluations are conducted to assess the efficacy of programme provision.</p>

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	<p>Drug services and drug interventions design have been agreed with PHE and NHSE commissioners and evaluated using approved measures. Measures include developing a rehabilitative ethos of positive change and the use of systems and processes to aid in driving forward meaningful and constructive interactions with prisoners and the identification of goals to incentives desistance and progression.</p> <p>The quality assurance of the OLASS provision and curriculum design is monitored by monthly local Education Partnership meetings, quarterly Quality Improvement Group (QIG) meeting, quarterly Cluster Governance board meetings and Self Assessment reports (SARs).</p> <p>HMP Full Sutton will also complete an annual user (offender) survey with the 2013/14 needs analysis across the reducing reoffending pathways undertaken independently by Questionnaire Data Processing services as part of the cluster arrangements. The information collated and survey results will be used to scope the 'needs –v- wants' by the QIG meeting as part of the curriculum review.</p> <p>HMIP/OFTED inspection reports and recommendations forms part of the quality assurance/monitoring arrangements of the monthly local Education Partnership meetings, quarterly Quality Improvement Group (QIG) meeting, quarterly Cluster Governance board meetings and Self Assessment reports (SARs).</p> <p>The Skills Funding Agency (SFA) relationship manager will be invited to future HMIP/OFTED feedback with the SFA provided with a copy of the draft HMIP section 3 report.</p> <p>The QIG and Cluster Governance board will interrogate the data sets provided by the OLASS provider (The Manchester College) and NCS in comparison to the Local Governance board key performance indicators and the SFA data monitoring.</p> <p>Issues from inspections and specialist visits are action planned and monitored via the establishment combined action plan, which is monitored monthly and findings are fed into the appropriate governance forum.</p>
CI 4a	<p>Use segmentation and local data sources to target resources for rehabilitation services, case management and risk management where they deliver the greatest outcomes for investment</p>
	<p>See core offer and sections 4a and 4b.</p> <p>HMP Full Sutton will deliver the following accredited programmes in order to meet local and directorate need and as supported by offender segmentation data and local data based on RM2000 s assessment for sexual offenders and OVP assessment for violent offenders.</p>

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	<ul style="list-style-type: none"> • Extended SOTP (aimed at high and very high risk offenders) • Healthy Sexual Programme (aimed at all risk levels of sexual offender) • Thinking Skills Programme (aimed at offenders with cognitive deficits) • Resolve (aimed at Medium risk via OVP & high risk of harm violent offenders)
CI 5 a	<p>Relevant individual needs and characteristics are effectively identified, assessed and monitored. This information is shared appropriately, proactively and sensitively across the organisation and with delivery partners.</p>
	<p>We have a number of standard processes for identification and assessment of individual needs within first days in custody which include healthcare screening, education assessments, equalities questionnaires, safer custody and cell sharing risk assessments. In addition we recognise that a number of offenders may have possible unidentified learning disabilities and mental health problems. To meet this need we have additional screening and assessment arrangements in place for these areas of need and strategies for sharing assessment information across partners. These processes are monitored to ensure they are of a good standard and delivered as expected. The results are used to develop individual plans where offender needs are identified.</p> <p>Individual needs are monitored through a range of tools such as the OASys sentence plans, ACCT plans, Care plans and Individual learner plans. In addition we monitor the needs of our populations against the services and activities received in order to ensure that appropriate services and interventions are in place and adapted to meet needs, and to ensure that groups with particular characteristics are not discriminated against.</p> <p>Individual needs may arise from enduring characteristics such as age, ethnicity or disabilities or could be more temporary, for example bereavement or depression. We ensure that our staff have adequate training so that they are able to identify offenders who may need additional support and can take appropriate action.</p> <p>Data on all protected characteristics is collected from all prisoners and recorded on Prison-Nomis. See development objective 5b, table 6</p>
CI 5b	<p>Information regarding individual needs and characteristics is used to adapt and sequence services to meet individual needs and maximise their benefit, and offenders are supported and encouraged to access appropriate services</p>
	<p>Needs and characteristics are identified as described in section 5a. Information gained is then used to develop an individualised plan which adapts and sequences services to maximise the benefit to the offender, using OASys which is monitored annually or when a significant change occurs. Additional reviews will occur if necessary.</p>

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	<p>Staff receive information and training to support them in recognising barriers to engagement that may arise owing to factors such as age, sexuality, disability, intellectual function, etc.</p> <p>The Psychology department complete IQ and cognitive executive functioning assessments where appropriate to help identify learning disability/difficulty offenders and recommend reasonable adjustments to provide parity of opportunity to address risk.</p> <p>In addition the clinical services annual Equalities impact assessment informs how these services are inclusive and works towards eliminating any potential discrimination. A local information sharing protocol supports the exchange of relevant information to support rehabilitation. Local monitoring is maintained in line with PSI 32/2011.</p>
CI 6 a	<p>Continue to identify, assess and manage extremist offenders by engaging with existing local structures and ensuring that training and awareness is embedded among keys staff groups. Ensure referral, where appropriate, to interventions, structured assessment and structured interventions and faith based programmes according to offender risk and need,</p>
	<p>In relation to NOMS' approach to the identification, assessment and management of extremist offenders, HMP Full Sutton 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.</p> <p>HMP Full Sutton 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.</p>
CI 6b	<p>Deliver victim-offender conferences (Restorative Justice) where capacity exists and develop partnerships and a supportive environment to enable delivery where it does not.</p>
	<p>HMP Full Sutton will engage constructively with Criminal Justice Partner Agencies and to support where requested and appropriate, victim-offender conferencing for victims and offenders of violent or acquisitive crimes where there is a clear victim and where the offender is a medium or high risk of re-offending. Opportunities meeting that criteria will be enabled where appropriately trained staff are available to ensure safe and guidance compliant delivery and a member of the Senior Management Team (Head of Offender Management) will hold overall responsibility for this. A protocol for risk assessment and provision of mediation meetings, including those with Cat A prisoners has been developed and is under regular review.</p> <p>Awareness training has been delivered to key stakeholders and use will be made of campaigns such as restorative justice week to raise awareness of RJ within the establishment.</p> <p>Where future opportunities are presented to take part in Restorative Justice capability and capacity training HMP Full Sutton will make the necessary application for consideration, and will also ensure that any future NOMS Specification for Restorative Justice</p>

	is implemented.
CI 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.
	Local bail strategies and HDC are not targeted towards the large majority of offenders accommodated within a High Security Setting. However, there are local policies, which meet national guidelines, in place to process any HDC applications from those who meet the criteria.
CI 6d	Increase the amount of commercial and economically beneficial work in prisons undertaken by prisoners.
	<p>HMP Full Sutton will continue to develop the working prison model and increase the amount of work undertaken by prisoners.</p> <p>The Head of Reducing Reoffending will develop strong links with One-3-One solutions, social enterprise, external business, the local Chamber of Commerce and third sector to increase the amount of meaningful commercial and economically beneficial work undertaken by prisoners within the establishment.</p> <p>Core hours and prisoner numbers can be seen in the activity section of this SLA.</p>
CI 6e	Support the delivery of efficiencies across the criminal justice system by increasing the use of prison video links.
	<p>HMP Full Sutton will continue to fully utilise video links for civil and criminal court cases, sentence planning and parole and inter-prison visits.</p> <p>Booking systems are in place and links situated across the establishment to reduce delays and staffing resources.</p> <p>Offender supervisors regularly use the resource to assist with contributions from offender managers given the geographical issues the establishment has. In future more parole hearings will be conducted by video link using the parole hub system.</p> <p>Monitoring will provide the statistical background to any request for increase in capacity through new investment using local data and usage data provided by Business Change colleagues. The Offender Management Hub Manager (reporting to the Head of Offender Management) will lead on this for the establishment (also see development objective table 6).</p>

Table 4a: Rehabilitation Services

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

Rehabilitation Services in Custody	Name of Service Service Description	Commissioning Arrangements (NOMS Locally, Regionally or Co-Commissioned)
Staff support and encourage prisoners to participate fully in rehabilitation services	<p>HMP Full Sutton will develop a strategic approach to creating and promoting a rehabilitative culture. As part of this process, all departments will have identified business and performance objectives which reflect this service level agreement.</p> <p>The induction process will be the starting point for identifying rehabilitative need. This information will be shared with all who work with the prisoner so that they can encourage and support engagement with appropriate services. Such needs should be recognised via the Sentence Planning Process with SMART targets set to help promote risk reduction and identify positive life goals.</p> <p>Processes such as Sentence Planning and the IEP scheme will be used to help empower all working with prisoners to apply fair and consistent approaches designed to encourage meaningful and constructive engagement and progression</p> <p>Staff will make effective use of information sharing (such as the observation book, handover / daily briefing sheets) and monitoring mechanisms as part of their core tasks that contribute to a safe and decent environment.</p> <p>Psychology, Offender Supervisor and Drug Treatment Services Groups, amongst others, will provide information to staff and prisoners on the different rehabilitative services available and will keep up to date records in terms of prisoner's stance</p> <p>A multi disciplinary Offender Management Function is in place with sentence planning as its core function. The establishment has a Resettlement Strategy in place detailing the Pathways to reducing reoffending, with appropriate functional heads assigned as pathway leads.</p> <p>Programme awareness sessions are delivered to help staff understand the importance of encouraging prisoners to engage with programmes and how those prisoners can be supported in applying their learning on a daily basis.</p>	NOMS locally

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<p>Prisoners are made aware of their responsibilities in engaging with and accessing services</p>	<p>Prisoners arriving at the establishment are all given an induction programme, offender supervisor, personal officer and member of the Interventions Function who fully explain the sentence planning process and encourage full engagement.</p> <p>Prisoners are informed of services during induction and by their offender supervisor via the sentence planning process. Residential Unit and activity areas have notice boards and a range of information is available in the library.</p>	<p>NOMS locally.</p>
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<p>Prisoners anti social attitudes, thinking and behaviours are addressed by staff through pro social interaction and engagement</p>	<ul style="list-style-type: none"> • HMP Full Sutton's Statement of Purpose reflects our commitment to building a rehabilitative culture and is publicised in key places across the establishment to act as a reminder for all staff and prisoners of what is expected. All our internal correspondence including staff and prisoner notices carries this Statement which helps to ensure that it becomes embedded into fabric of the prison • We will take active measures to promote and improve understanding of the importance of demonstrating pro-social behaviours and attitudes at all levels, and use existing internal communication and line management arrangements to help embed effective practice and encourage a culture of continuous improvement • We have ensured there are clear links between the new Competency Framework, the prison, departmental and individual action plans as well as the more formal annual staff reporting mechanism to ensure there is consistency in the way we engage and support offenders. • We will measure the impact we are having through assessing trends in adjudications, violence management and MDT data and longer term through the findings from external scrutiny such as MQPL and HMIP visits. • We have developed pocket sized cards for all staff that serve as a reminder of their key pro social behaviours such as; taking time to listen, treat prisoners fairly and with respect, avoid labelling, and expressing and encouraging motivation and hope. This will ensure we embed the right staff behaviours as part of our 'Every Contact Matters' agenda. . We will conduct a 6 month pilot of the "Structured Communication in Prisons - tools for prison staff " on two units to ensure more consistent and meaningful engagement between staff and prisoners. We will analyse the results in Q4 2014-15, which will then determine the rate at which we roll out wider across the prison. • Develop a culture whereby staff are encouraged to directly challenge anti social attitudes and thinking in a constructive manner and to use existing processes such as the IEP scheme, Sentence Planning targets, placing on report and where appropriate local/national MCBS. • Include cultural objectives on the establishment plan and annual staff reporting mechanisms to ensure there is consistency in the way we engage and support offenders <p>In addition to formal interventions HMP Full Sutton looks to the staff to model pro-social behaviours and challenge inappropriate behaviour through the personal officer scheme and appropriate use of the IEP scheme</p>	
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<p>Prisoners can access appropriate services that enable them to seek suitable employment and/or training for release.</p>	<p>The OLASS provider (The Manchester College) will undertake ITES (Information, Training and Employment Services) to formulate the careers action plan (CAP).</p> <p>The CAP and individual needs of offenders will be considered by the Employment Training and Education (ETE) board as part of the allocation (and sequence) to activities as part of the career in custody progression route. The small number of determinate sentenced prisoners with less than 12/24 months to release date will be prioritised by the National Careers Service (NCS) for a skills action plan (SAP) and will be fast tracked for activities with a vocational /qualification element such as education classes, catering (VRQ), DHL retail shop (NVQ warehousing), Industrial cleaning course, NCFE employability and AutoCAD.</p> <p>HMP Full will complete an annual user (offender) survey with the 2013/14 needs analysis across the reducing reoffending pathways undertaken independently by Questionnaire Data Processing (QDP) services as part of the cluster arrangements.</p> <p>The OLASS provider will undertake a Hidden Disability questionnaire (HDQ) surveys during Induction process which identifies amongst others: Dyspraxia and Dyslexia (self disclosure). This has provided development in effective identification of areas which may require adjustments to the individual learners needs.</p> <p>A Resettlement Officer forms an integral part of the Offender Management Group delivering a bespoke service tailored to individual needs of those offenders due for release including offender responsibilities to potential employers.</p>	<p>Co-commissioned</p>
<p>Prisoners can access services that enable them to manage housing needs created as a result of their custody.</p>	<p>A Resettlement Officer forms an integral part of the Offender Management Group delivering a bespoke service tailored to individual needs of those offenders due for release including any housing needs. Services are accessed depending on individual need.</p>	<p>NOMS</p>
<p>Prisoners can access services that enable them to seek settled and suitable housing for release.</p>	<p>A Resettlement Officer forms an integral part of the Offender Management Group delivering a bespoke service tailored to individual needs of those offenders due for release including any housing needs. Services are accessed depending on individual need.</p>	<p>NOMS</p>
<p>Prisoners can access services to enable them to address personal financial management issues created as a result of their custody.</p>	<p>The OLASS curriculum provides opportunities for offenders to access foundation modules on money/budget management courses.</p> <p>The Resettlement Officer works with any prisoners requiring finance, benefit or debt advice. The service is tailored to individual needs and services accessed as and when required, including work with Job Centre Plus advisors who attend the establishment and advise offenders on benefits. Other contacts with agencies will depend on the individual need that is being addressed, as stated above the service is tailored to the individual.</p>	<p>NOMS and Co-commissioned</p>

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Prisoners can access available services which enable them to address their family welfare and family support needs.	<p>The main resources used to maintain family relationships are through visits, correspondence and telephone.</p> <p>Family visit days are held which are supported by Offender Supervisors and Sure Start volunteers. Sure Start also supports visitors in the visits centre. Story Book Dads is offered and offenders can keep in touch with family members also serving custodial sentences via video link.</p>	
Prisoners have equivalence of access to health services in custody as in the community.	<p>All prisoners are screened on reception for any immediate acute care need and clinical monitoring for long term conditions by the clinical team and substance misuse service. Identified need is then managed via care pathways to relevant professionals and services.</p> <p>Prisoners have ready access to full range of primary and secondary care within physical and mental health services. Enhanced services offer full range of diagnostic scanning and screening, haemodialysis and palliative care. Further supported by a range of consultant led in reach services for secondary care and telemedicine.</p> <p>Referrals are made to Dangerous Severe Personality Disorder (DSPD) units when required, as outlined in the local DSPD policy document. The local referral process is via a multi-disciplinary meeting chaired by psychology and includes Offender Supervisors and a nominated member of the mental health in reach team.</p>	NOMS and co-commissioned
Prisoners can access treatment, services, advice and support around drug and alcohol needs.	<p>Services currently commissioned by West Yorkshire Area Team for health and justice and provided via NOMS staff with trained officers and nurses providing the full range of clinical and psychological services both via outreach, group work and on the dedicated wing in line with the SLA.</p> <p>Prisoners signposted to the drugs intervention team upon reception and induction. Peer mentorship programme in place.</p>	NOMS and co-commissioned
Prisoners who have experienced domestic violence, rape or abuse can access services that offer them advice and support.	Prisoners are provided with contact details for existing appropriate community based services that support victims of domestic violence, rape or abuse and that this information is shared with key members of staff involved in their case to ensure support and consistent information sharing, when appropriate.	NOMS
Prisoners who have been sex workers can access services that offer them advice and support.	Where appropriate, prisoners are provided with contact details of existing appropriate community based services that support sex workers and that this information is shared with key members of staff involved in their case to ensure support and consistent information sharing when appropriate.	NOMS

Table 4b: Rehabilitation Services - Additional Services Offer

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

Segment	Total no. of Prisoners within Segment <ul style="list-style-type: none"> Use the segmentation data tool on the NOMS Performance HUB to get the numerical data you need to populate this column 	Strategic approach to meeting the needs of the segment Title and description of rehabilitative services/interventions and case management activities <ul style="list-style-type: none"> Give the title and a brief description of the case management activities offered to offenders in each segment Give a brief description of the range of rehabilitative services and interventions offered to offenders by segment. Include any accredited programmes on offer. Use the guidance on targeting in Commissioning Intention 4a If a service or intervention is available across more than one segment (for example – TSP may be available to both sex offenders and violent offenders) then state in each applicable box, making clear in the next column the number of completions relating to each segment. 	Indicate whether the service or intervention is commissioned or co-commissioned and the number of offenders who will be able to access the intervention or service annually <ul style="list-style-type: none"> For accredited programmes give the number of completions It is not necessary to record volumes for case management activities
All Offenders – where service targeted by need rather than risk		<p>As per the core offer.</p> <p>Due to the lower risk of this segment of offenders this group will not routinely be offered services above the core rehabilitation offer.</p> <p>With regard to the accredited interventions available at Full Sutton :-</p> <p>SOTP intervention is not available for lower risk offenders at HMP Full Sutton in keeping with research evidence and national policy. In cases where static risk level may be underestimated and dynamic risk level supports, a clinical override can be sought allowing access to the Core SOTP, where appropriate.</p> <p>Accredited interventions for violent offenders are not available for lower risk offenders in keeping with research evidence. In cases where risk levels may be underestimated a clinical override can be sought allowing access to the Resolve Programme, where appropriate.</p> <p>The establishment offers engagement with community based groups such as Alcoholics Anonymous. HMP Full Sutton is, however, a national resource which takes offenders from across the country and engagement with community based groups can be problematic as organisations often require engagement with offenders being released in to their area.</p>	Commissioned
Sexual Offenders	168 sexual offenders (29% of population) 19% low risk * 5% medium risk * 4% high risk * 1% very high risk *	<p>In addition to the core offer</p> <p>SOTP intervention is available at HMP Full Sutton for medium and high risk offenders, using the RM2000 scale in keeping with national policy. OGRs assessment indicates this applies to 10% of HMP Full Sutton's sexual offender population however the RM2000 assessment tool</p>	Commissioned activity. Proposed 16 Extended SOTP completions and 10 HSP completions.

	* Based on OGRGS	<p>is used to identify medium risk offenders.</p> <p>The establishment offers the A-Z motivational programme for those prisoners either in denial or unwilling to participate in programmes.</p> <p>As stated in the core offer a resettlement officer is available and integral to our offender management and reducing re-offending strategies, offering a bespoke service to address the resettlement needs of offenders in this segment and as detailed in the core offer.</p> <ul style="list-style-type: none"> • Provide information on Circles of Support and Accountability affiliated to Circles UK for those sex offenders above low risk • Provide Programmes Awareness & Chaplaincy Support Group for sexual offenders of any risk/need level • Undertake an RM2000 s assessment on all sexual offenders • Low risk offenders will not ordinarily be referred for structured SOTP work unless they meet the criteria of clinical override • Medium risk offenders requiring the Core SOTP will be referred to a Core site • High and Very High risk offenders will be able to access the Extended SOTP locally • All risk offenders with offence related interests who met the eligibility criteria will be able to access HSP locally • High risk offenders with offence related manifestations may be able to access medication where appropriate 	
Violent offenders	<p>324 violent offenders (56% of population)</p> <p>14% low risk</p> <p>19% medium risk</p> <p>19% high risk</p> <p>4% very high risk</p> <p>* Based on OGRS</p>	<p>Accredited interventions for violent offenders with an OGRS of 25-49% are not available at HMP Full Sutton in keeping with research evidence.</p> <p>In addition to the core offer:</p> <ul style="list-style-type: none"> • OVP will be used to identify treatment needs/pathways for violent offenders • Low risk offenders ordinarily will not be referred for accredited violence programme work, though clinical overrides will be applied where appropriate to enable access to TSP and Resolve • Offenders presenting a medium risk as identified by the OVP and a high risk of harm will be able to access RESOLVE • High risk offenders as identified by the OVP who meet the criteria will be referred to a SCP site • Referrals will be made to Domestic Violence sites for DV offenders 	Commissioned. Proposed 45 Resolve completions and 27 TSP completions.
Indeterminate Sentenced Prisoners (ISPs)		<ul style="list-style-type: none"> • ISPs will be prioritised for appropriate interventions and services where eligibility criteria is met 	
Low likelihood of any reconviction OGRS 0-24%	216 offenders (37% of population)	<p>In addition to the core offer:</p> <ul style="list-style-type: none"> • Lower risk offenders will not routinely be offered accredited OBP services above the core rehabilitation offer. • SOTP intervention is not ordinarily available for lower risk offenders at HMP Full Sutton in keeping with research evidence and national policy. In cases where static risk level may be underestimated and dynamic risk level supports, a clinical override can be sought allowing a referral to a Core SOTP site, where appropriate. • Accredited interventions for violent offenders are not ordinarily available for lower risk 	Commissioned. Proposal for 10 HSP completions and 45 resolve completions.

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		<p>offenders in keeping with research evidence. In cases where risk levels may be underestimated a clinical override can be sought allowing access to the Resolve Programme, where appropriate</p> <ul style="list-style-type: none"> HSP is available to sexual offenders of all risk levels if other eligibility criteria are met, though resources are prioritised for higher risk groups 	
<p>Medium likelihood of any reconviction OGRS 25-49%</p>	163 offenders (28% of population)	<ul style="list-style-type: none"> TSP is not ordinarily designed for this population with the exception of those serving life sentences and assessed as High risk on the RM2000 where treatment need supports Resolve is not ordinarily designed for this population though clinical overrides can be sought for violent offenders where appropriate HSP is available to sexual offenders of all risk levels if other eligibility criteria are met <p>OGRS assessment indicates that this applies to 5% of HMP Full Sutton's sexual offender population however the RM2000 assessment tool is used to identify medium risk sexual offenders.</p> <p>OGRS assessment indicates that this applies to 9% of HMP Full Sutton violent offender population.</p> <p>A-Z - Prisoners in denial or those unwilling to engage in accredited programmes.</p>	<p>Commissioned. Proposed 10 HSP completions.</p>
<p>High likelihood of any reconviction OGRS 50- 74%</p>	165 offenders (28% of population)	<ul style="list-style-type: none"> OGRS assessment indicates that this applies to 28% of HMP Full Sutton population. Offender Segmentation OVP data for Medium or above indicates that this applies to 35% of HMP Full Sutton population. In addition local data indicates a number of clinical override cases TSP and Resolve Interventions are available to address need in this category Sexual offenders with an RM2000 risk level and treatment need level to support can access Extended SOTP and the HSP <p>OGRS assessment indicates that this applies to 28% of HMP Full Sutton population. Offender Segmentation OVP data for Medium or above indicates that this applies to 34% of HMP Full Sutton population. In addition local data indicates a number of clinical override cases.</p>	<p>Proposed 10 HSP and 16 Extended SOTP completions. 45 Resolve completions and 27 TSP completions.</p>
<p>Very high likelihood of any reconviction OGRS 75-89%</p>	38 offenders (7% of population)	<p>For violent offenders falling within this category, referrals to SCP sites are initiated</p> <p>OGRS assessment indicates that this applies to only 7% of HMP Full Sutton population group. Local needs analysis using the RM2000(s) assessment and TNA levels indicates a clear need for sexual offender interventions for High to Very High risk offenders with 81 offenders falling within this category (although this figure also accounts for those who have completed some SOTP intervention).</p>	
<p>Extremely high likelihood of any reconviction (prolific) OGRS 90-100%</p>		<p>No data available. Should we have any offenders within this range they would be individually assessed by a psychologist in order to assess their needs.</p>	

Table 5: Accredited Programmes provided in the establishment		
Does this establishment deliver NOMs Commissioned accredited programmes?		Yes
Name of accredited programme	Number of agreed starts (expected for 2014-15)	Number of agreed completions (planned total for 2014-15)
Living Skills Programmes		
Thinking Skills Programme (TSP)	30	27
RESOLVE	50	45
Total	80	72
Sex Offender Treatment Programme (nationally commissioned)		
Extended Sex Offender Treatment Programme (E-SOTP)	18	16
Healthy Sexual Functioning (HSF) Programme	10	10
Total	28	26
Grand Total	108	98

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)
1 (a). There is a sense of purpose in relation to rehabilitation, desistance and progression through a sentence which is shared and understood by all who work with offenders.	<p>To help promote a safe, decent and rehabilitative culture by providing awareness training to all members of staff on the importance of constructive relationships. This will be monitored by:</p> <ul style="list-style-type: none"> • Number of staff trained • Training evaluation forms • Monitoring of healthy prison indicators pre and post training where feasible <p>Progress towards this will be monitored and reviewed at the Quarterly Service Level Agreement Meeting (QSLAM). Progress is also monitored locally via the combined action plan (CAP) which incorporates the Cultural Action Plan. The CAP is reviewed monthly by the Governor and Deputy Governor during their bi-lats with functional heads and at SMT meetings.</p> <p>Local lead for this development objective – Deputy Governor and Head of Psychology.</p>	Yes
1(b). All who work with offenders consistently demonstrate behaviours and attitudes that support rehabilitation and desistance.	<ul style="list-style-type: none"> • For all HSE prisons to develop a local strategy that details how they intend to develop a <i>Rehabilitative Culture</i> over the next 3 business years and identifies areas of priority / weakness for action. This strategy should be reviewed annually and include as a minimum approaches to; <i>Every Contact Matters</i>, communications strategy, coaching and training support, fairness and consistency, inclusivity, and Prisoner Consultative Committee's. (Further reference should be made to the NOMS Evidence and Segmentation 2014 document pages 10 & 11 and the slides from the Rehabilitative Culture event in October 2013) <p style="text-align: center;">Target date 30/9/2014</p> <ul style="list-style-type: none"> • An Action Plan to address identified needs in progressing towards a <i>Rehabilitative Culture</i>, for instance – introducing innovations such as: “Drop In Centres” providing awareness and advice to Prisoners with regards possibilities for progression, or “Celsius Meetings” gauging the “temperature” of the prisons. 	Yes

	Progress towards this will be monitored locally and reviewed quarterly. QLSAM quarterly reporting and monitoring will also track progress.	
1(c). Efforts are made to ensure offenders experience the environment as safe.	<p>I. Maintaining a safe environment - To implement the recommendations of the Review of Front End Searching carried out in November 2013 in line with published time frames [when confirmed].</p> <p>II. Improving staff and prisoner confidence in safety - To introduce Body Worn Video to staff working in Segregation Units. [roll out timescales to be confirmed]</p> <p>III. Promoting a zero tolerance to violence - Establishments to take local action to <u>increase local awareness</u> amongst staff, prisoners and visitors of the NOMS policy of zero tolerance to violence. This approach must include publication of Violence Management data and this data must have adequate local assurance arrangements in place to ensure its accuracy. Local monitoring and reporting to SMT. QLSAM quarterly reporting and monitoring will also track progress as well as DDC and Regime Manager visits. Local lead – Head of Safety and Equality.</p> <p>IV. Preservation of life - Establishments are to ensure their Local Assurance frameworks reflect the accepted recommendations arising from the murders of Mr Colin Hatch and Mitchell Harrison and any future recommendations arising from the investigation into the murder of Mr Subhan Anwar. Quarterly assurance fieldwork should be undertaken also covering compliance with the HSE Population Strategy – Strategic Management and Transfer of Prisoners document and an evidence file maintained for potential inspection by the DDC or Commissioners. Target date – Quarterly review. Local lead – Deputy Governor and Head of Performance and Assurance.</p> <p>V. Extremist Prisoners - To ensure that individuals that seek to impose extreme views or ideologies on others are robustly managed in order to minimise their ability to be able to impact on the safe operating of establishments, individual offenders or groups of offenders. How. A range of management options will be explored in order to both minimise the effect this offender type may have and to offer developed interventions in order to address their views. Measure. Through competitive analysis of related intelligence from NOMS and partner agencies in order to assess any changes in dynamics following management strategies having been agreed and put</p>	Yes

	in place. Under constant operation review	
1(d). Good quality risk assessments, risk management systems and information-sharing between partner agencies (where relevant) result in the application of appropriate public protection and security measures, and these ensure the needs of victims are appropriately addressed.	<p>Promoting Public Protection - In 2013 Audit & Corporate Assurance Unit identified inconsistent information sharing between Security and Public Protection departments, specifically the transfer of information from IR's onto ViSOR. Local arrangements and monitoring to ensure that information is transacted on a timely basis between these two systems. This requirement is detailed on the Visor action plan and monitored via the Combined Action Plan.</p> <p>Target date – Quarterly review.</p> <p>Local Lead – Head of Offender Management (Public Protection)</p>	Yes
1 (e) Intelligence is gathered, developed and shared in a safe and timely manner	To maintain a compliant rating in the 2014 IOCCO audit.	No
2 (a). There is evidence of effective coordination of delivery of services and integration of providers locally, regionally and nationally to maximise outcomes for offenders.	<p>We will maximise investment of all partners and providers delivering services for offenders at HMP Full Sutton and maximise outcomes for offenders by ensuring they experience a seamless and joined up service. By September 2014 we will review who we work with and how we work with them and ensure that all contracts and service level agreements demonstrate how each service fits within the overall strategic context of the establishment. This review will include all statutory and non statutory, existing and new partners and providers (including by anticipating any changes as a result of Through the Gate). We will develop a plan which describes how, by March 2015 we will deliver:</p> <ul style="list-style-type: none"> • A clear shared strategic vision for how services align to maximise outcomes and create an integrated, seamless offender management service (including a shared understanding of outcomes and priorities) 	

	<ul style="list-style-type: none"> • 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 monthly by the SMT via the Combined action Plan and at regional level via QSLAM with the DDC and regional assurance manager visits.</p> <p>Target for review – September 14</p> <p>Local leads – Heads of Offender Management</p>	
<p>2(d) Work together with Local Authorities to ensure 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.</p>	<p>Key Delivery Milestones 2014/15</p> <ul style="list-style-type: none"> • Quarter 1: The prison has approached the LA with a view to developing a joint prison/LA action plan to prepare for April 2015. The LA sits on/has been invited to sit on the Prison Health Partnership Board/Local Delivery Board to ensure an integrated approach to health and social care. • Quarter 2: A prison/LA action plan is in place to prepare for April 2015 and implementation has commenced. The action plan considers the requirement for: needs assessment; information sharing agreements and local referral protocols for individuals with a high level of need; the physical environment for service delivery; the role of the prison in informing the design of any local authority service specifications. • Quarter 3/4: The Prison/LA action plan is implemented to prepare for April 2015. Each prison has suitably robust arrangements in place with the LA to ensure that social care needs assessment can be routinely undertaken and that social care services, equivalent to those in the community, can be accessed by prisoners who are eligible for such services. 	

	<p>Local lead – Head of Healthcare</p> <p>Progress tracked through the QLSAM process</p>	
<p>2(f). In England - Continue to improve access 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>	<ol style="list-style-type: none"> 1. For all HSE sites to maximise opportunity to identify appropriate referrals for all HS OPD sites. <p><u>Offender Personality Disorder (OPD) Pathway for Close Supervision Centre prisoners</u></p> <ol style="list-style-type: none"> 2. For CSC & HS OPD Leads to develop an agreed pathway procedure model and/or criteria for moving prisoners across the specialist OPD Pathway services 3. For CSC & HS OPD Leads to review current Referral Guidelines for each service and incorporate information pertaining to the variety of OPD Pathway options available to the CSC populations. 4. CSC and HS OPD Unit staff to attend relevant meetings regarding current and future referrals across services to ensure closer links. 5. For HSE staff to be aware of the HS OPD Pathway model, and feel able to make informed and meaningful decisions regarding appropriate referrals to, and across the PD Pathway. Progress will be reviewed by the HSPG lead by 30/9/2013 6. For HSE staff to continue to make meaningful and informed referrals identifying the most appropriate Pathway service, including CSC and/or HS PD Units for HS prisoners <p><u>Offender Personality Disorder (OPD) Pathway for Subversive Disruptive Prisoners</u></p> <ol style="list-style-type: none"> 7. Diversion of a small number of STG nominal's who 1) are involved in prison violence, disorder or subversion, and 2) who present in a way that is likely to reflect psychopathic traits, towards the HS Offender Personality Disorder Pathway . 8. For Pathfinder and HS OPD leads to establish closer working links. 9. For consideration to be given on completion of PCL-R and/or IPDE assessments (or at least screening, in the first instance) of STG nominal's involved in prison violence and persistent subversive activity. Upon completion of such assessments an HS OPD referral considered. 10. STG/Pathfinder Nominal's who potentially meet HS OPD criteria to be considered for suitability for such services. 	Yes

	<p>11. Where cases are considered suitable and consent to moving to a HS OPD unit, CT advice and consultancy to HS OPD offered to ensure that both general criminogenic and specific extremism risks are addressed as effectively as possible by HS OPD interventions and that all the relevant risks are continually assessed.</p> <p>Local lead – Head of Psychology</p> <p>DDC quarterly review as part of QSLAM.</p>	
<p>3(a). 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"> For HSE Senior Management Teams to develop their understanding and use of Segmentation data and use it to review against their prisons current population profile, and ensure that interventions provided to this population remain relevant and appropriate. <p style="text-align: right;">Target date – Quarterly review.</p> <ul style="list-style-type: none"> For all HSE Offender Management Units to review the population segment that scores Low on both OGRS score and OVP (Offender Violence Predictor) score. Complete a brief review considering the justification for this cohort of prisoners being appropriately placed within the HSE. <p style="text-align: right;">Target date – Quarterly review.</p>	Yes
<p>4(b). Ensure the use of custodial capacity delivers the most cost-effective configuration of places and meets the MOJ's strategic requirements and the needs of co-</p>	<p>To work constructively with PMU to ensure that our population profile is managed to achieve the outcomes required by the Reconfiguration Project which is currently in the detailed planning stages.</p> <p>From the perspective of the HSE the main areas of high level evaluation are that the Category C prisoners currently held in Core Locals could be relocated to Category C prisons to be replaced by appropriately allocated Category B prisoners from elsewhere around the Prison Estate. This approach will also see a focus on ensuring appropriately risk assessed progressive moves from the HSE to non-HSE estate to ensure that HSE spaces are preserved for those prisoners presenting the highest risks of</p>	Yes

commissioning and delivery partners whilst reducing cost.	escape or to order and control. Progress will be tracked quarterly and linked to the QSLAM cycle. High Security Prisons Group will maintain oversight. Local oversight will be maintained by Population Management Unit.	
5(b). Information regarding individual needs and characteristics is used to adapt and sequence services to meet individual needs and maximise their benefit, and offenders are supported and encouraged to access appropriate services.	<p>NOMS expects providers to take account of the specific needs and characteristics of individuals and that providers are able to evidence and articulate how they will ensure offenders are supported and encouraged to access appropriate services, with reference to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Learning Disability and Difficulty <input type="checkbox"/> Physical health and disability <input type="checkbox"/> Mental health <input type="checkbox"/> Maturity, including capacity for taking responsibility for and understanding consequences of one's actions, and attitudes to risk taking <input type="checkbox"/> Family circumstances (e.g. relationship breakdown, caring responsibilities, financial difficulties etc) <input type="checkbox"/> Protected characteristics including: Gender, Sexual orientation, Race, Age, Faith, Gender re-assignment, Pregnancy and maternity <p>Examples of how offender services should be tailored include adapting materials and interventions, adjusting communication style and adding resources such as targeted one to one support.</p> <p>As well as considering an individual's specific characteristics, providers will need to demonstrate that they are able to make any reasonable adjustments required by the law. Where reasonable adjustments require partnership working, co-commissioned approaches should be looked at.</p> <p>With regard to the above we will develop a local Strategy document that details specifically how provision is made for each of the above criteria and identifies gaps in provision / areas for improvement that can then be included in the Local Equalities Action Plan and also potentially inform transition planning for the transfer of lead responsibility of Social Care to local authorities from April 2015. This will include how local monitoring and management oversight is maintained. This will be published and available to staff and prisoners.</p> <p>Target date – Quarterly review</p> <p>HMP Full Sutton will develop it's systems to ensure effective identification of offenders with learning disabilities and difficulties in keeping with the local Learning Disability Policy document and ensure appropriate reasonable adjustments are made to enable these offenders to have equality of opportunity in accessing the services available to offenders, including working with partners where services are</p>	Yes

	<p>commissioned. Progress on this objective will be monitored quarterly. In addition, HMP Full Sutton will ensure that the new local multidisciplinary Learning Disability Board is fully embedded and that support and referral systems are promoted.</p> <p>Local Leads – Heads of Psychology and Healthcare</p> <p>The Manchester College (TMC) carries out hidden disability surveys during Induction which identifies amongst others: Dyspraxia and Dyslexia. This has provided development in effective identification of areas which may require adjustments.</p>	
<p>6(a). Continue to identify, assess and manage extremist offenders by engaging with existing local structures and ensuring that training and - awareness is embedded among key staff groups. Ensure referral, where appropriate, to interventions, structured assessment and structured interventions and faith-based programmes according to offender risk and need.</p>	<ul style="list-style-type: none"> In relation to NOMS' approach to the identification, assessment and management of extremist offenders, all High Security Prisons will ensure delivery in the key thematic areas of Intelligence Gathering & Management; Offender Management and Public Protection; and Interventions & Resettlement. <p>All High Security Prisons will ensure that any recommendations related to the identification, assessment and management of extremist offenders which are identified in year are implemented within reasonable timescale.</p> <p>Progress will be monitored quarterly via the QSLAM process.</p>	Yes
<p>6 (b) Deliver victim-offender conferences (Restorative Justice) where capacity exists and</p>	<p>To review at quarterly intervals the protocol in place for Restorative Justice (RJ) applications and processes as follows:</p> <ul style="list-style-type: none"> April 14 to contact Remedi for indications of any further applications August 14 to remind Offender Supervisors about promotion of RJ in sentence plan reviews 	

develop partnerships and a supportive environment to enable delivery where it does not.	<ul style="list-style-type: none"> November 14 review protocol and link in with Remedial Justice week (on the basis it was held November 2013) Local lead – Head of Offender Management	
6(e). Support the delivery of efficiencies across the criminal justice system by increasing the use of prison video links.	<p>To monitor prison video link utilisation and work to achieve an increase in its use compared with 2013-14. This approach may see increased engagement with Court User Group Meetings / Magistrates visits / variation in operating hours and stakeholder groups but may also consider other innovation that reduces cost and risks to security such as showcased by HMP Frankland when they were previously able to innovatively bring 'the court to the prison'.</p> <p style="text-align: right;">Target date – Quarterly review.</p> <p>In addition we will continue to develop strategy for extending use of video conference facilities by September 2014 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 Offender Management Hub Manager (working to 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.</p>	Yes

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

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

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

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

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

Table 7b: Service specifications applicable under this Local Annex

For the following specifications, indicate which are applicable to the establishment by confirming Yes or No			
37	Specialist Units (HSE)	Yes	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

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. HSE only	Delivered as minimum in HSE
Cell & Area Searching	Assurance is sought through a risk assessed programme of covert testing. Non HSE	Delivered as minimum in HSE
Early Days & Discharge - First Night in Custody	One-to-one welfare support is provided within courts/custody suites to address immediate needs of the prisoner.	No
Visits - Conduct Visits	There are facilities for children to participate in supervised play whilst visiting a prisoner	Yes
Visits - Services for Visitors	Visitors are able to purchase snacks and hot/cold drinks prior to the visits period.	Yes
Visits - Services for Visitors	Visitors are able to purchase a meal and hot/cold drinks prior to the visits period.	Yes
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.	Yes
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.	No
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 / No]

Table 7d: Agreed delivery hours for specified services			
Service Specification	Output	Agreed hours	Rationale (where hours are agreed above the minimum set within specifications)
Residential Services	Daily time in open air [minimum 30 minutes] (row 21 of the specification)	1 hours daily	To better meet the needs of long term prisoners and promote the stability of the establishment.
Physical Education	Minimum number of PE Hours [per week] (row 1 of the specification) (as calculated using the SBC published spreadsheet product)	4 hours weekly	

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- 625 Braille	Braille (shop 16)	30	2	24	n/a	n/a	£6,000	n/a	n/a	£3,000
Industries- 625 Recycling	Recycling (shop 11)	30	2	24	n/a internal shop	n/a	n/a	n/a	n/a	n/a
Industries- 625 TEXTI	Textiles 1 (shop1)	30	2	24	n/a	£47,334	n/a	n/a	£46,000	n/a
Industries- 625 TEXTI	Textiles 2 (shop 2)	30	3	24	n/a	£94,666	£600 embroidery receipts	n/a	£92,000	£500 embroidery receipts
Industries- 625 TEXTI	Textiles 3 (shop 20)	18	0.6	12	n/a	£18,000	n/a	n/a	£14,000	n/a
Industries- 625 PICTA	PICTA (shop 3)	16	1	24	n/a	n/a	n/a	n/a	n/a	n/a
Industries- 625 DHL	DHL (shop 13)	38	NA-DHL staff	26	n/a	n/a	n/a	n/a	n/a	n/a

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Industries- 625 AutoCAD drawing	AutoCAD (shop17)	16	1	24	£4,000 ESS	n/a	£4,000 ESS Funded	n/a	n/a	n/a
Industries 625 Contract Services	Contract Services	10	1	18	n/a	n/a	£26,000	n/a	n/a	n/a
Total		208	12.6							

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			
HU2 Wing Activities			
HU3 Wing Activities			
HU4 Wing Activities			
HU5 Wing Activities			
HU6 Wing Activities			
Kitchen	Kitchen party	35	24
Orderly Cleaners	Library	4	24
Recycling Activity			
Weekend Activity			
Works Department			
Wing Cleaning	Wing duties including cleaning /orderlies	109	24
Other Occupations	Corridor cleaning	12	24
Sub total		160	

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	OLASS		
Core Education Classes	OLASS	100 (includes industrial cleaning course =15 places)	24
Education Induction Assessment	OLASS	5 – AS PER ED TMETABLE	5
Education leading to accreditation	OLASS	SFA funding guidelines – all enrolments linked to accreditation	
PE Leading to QCA Qualifications	PE	25 - Forms part of offenders activity timetable	4 per prisoner per week
Skills training leading to Accreditation			
ROTL			
Prison Induction Courses/Interviews		4	
Other		12 - Drug Treatment Services- ARC programme (G-wing)	
Sub total		146	
Table 8 Total	514		

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	Meal	Movement	Total Time Out of Cell
Mon	4h 47m	2h 34m	0h 48m	0h 15m	8h 27m
Tue	4h 47m	2h 34m	0h 48m	0h 15m	8h 27m
Wed	4h 47m	2h 34m	0h 48m	0h 15m	8h 27m
Thu	4h 47m	2h 34m	0h 48m	0h 15m	8h 27m
Fri	0h 00m	5h 44m	1h 04m	0h 00m	6h 49m
Sat	0h 00m	5h 34m	1h 19m	0h 00m	6h 54m
Sun	0h 00m	5h 34m	1h 19m	0h 00m	6h 54m

5 day average time out of cell

Type	Activity	Association	Meal	Movement	Total Time Out of Cell
5-day	3h 50m	3h 12m	0h 52m	0h 12m	8h 08m

7 day average time out of cell

Type	Activity	Association	Meal	Movement	Total Time Out of Cell
7-day	2h 44m	3h 53m	1h 00m	0h 09m	7h 47m

Section 4: SLA Delivery Requirements and Levels at Commencement Date

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

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

Secure and Decent Custody

		Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Total	Q1	Q2	Q3	Q4	National
CU001	Discharge to Court	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	100.00 %
CU003	Absconds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU006	CAT A Escapes	0	0	0	0	0	0	0	0	0	0	0	0	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)	4.75 %	4.75 %	4.75 %	4.75 %	4.75 %	4.75 %	4.75 %	4.75 %	4.75 %	4.75 %	4.75 %	4.75 %	4.75 %	4.75 %	4.75 %	4.75 %	4.75 %	
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 - 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)	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	3.40
CU067	HMIP Resettlement	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	2.95

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			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	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	4.00	2.58
			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU076	MQPL Safety		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.86
			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU079	MQPL Decency		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.83
			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00

CU088 Violence Management

Offender Management

		Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Total	Q1	Q2	Q3	Q4	National
CU002	Release on Temporary Licence (ROTL)	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	100.00 %
CU043	Generic Process (GPP) Parole	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 F 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 Programme (SOTP) Completions													26	26				942
CU021	Offending Behaviour																		

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Programme Completions	(OBP)	72.00	72.00	6,456.00
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Regimes

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

General

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