



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 Belmarsh**

**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	<b>HMP &amp; YOI Belmarsh</b>
Establishment type	<b>Core Local resettlement &amp; HSE</b>
Specialist function	<b>High Secure/Special Secure Unit, Designated Cells within the Segregation Unit for Prisoners under Rule 46, (CSC) Close Supervision and prisoners allocated for Local release that fall into High level MAPPA arrangements. LPPU (London Pathway Progression Unit). YOs predominantly from Old Bailey</b>
Security Category / Categories:	<b>[Category A or lower/ young adults suitable for closed or lower including restricted status.]</b>
Annual Operating Price	<b>28,780,264</b>

### 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	781
Operational Capacity	930

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 Young Adults (18-21)
Security Category:	[Category A or lower/ young adults suitable for closed or lower including restricted status.]
Sentence Status:	Remand and Sentenced prisoners
Sentence Length / Type:	No restrictions 47% unsentenced, 26% resettlement, 11% under 12mths, 3% 12mths-4yr, 3% 4 yrs +
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 &amp; YOI Belmarsh is a High Security Core Local holding male prisoners aged 18 or over. The population is mainly comprised of remand and newly sentenced prisoners. This establishment holds prisoners remanded and sentenced by courts in the London and East of England region and receives most of its prisoners from courts in this area, particularly Woolwich and CCC. Will receive redirections from other local prisons as necessary, particularly High risk prisoners (including high risk Young Adults). The establishment is part of the High Security Estate and has a High Secure Unit / Special Secure Unit.</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	22	6	4	0	42	304	378
Prisoners sentenced to less than 12 months	2	40	20	1	4	N/A	67
Determinate prisoners serving 12 months or more but less than 4 years	5	5	60	0	3	N/A	73
Determinate prisoners serving more than 4 years	12	20	8	0	0	N/A	40
Indeterminate prisoners	27	39	N/A	N/A	0	N/A	66
Determinate and indeterminate Recallees	7	30	34	2	3	N/A	76
Non-criminals	2	8	N/A	N/A	N/A	N/A	10
Resettlement	N/A	106	106	N/A	8	N/A	220
Discretionary	N/A	N/A	0	N/A	N/A	N/A	0
Total	77	254	232	3	60	304	930
Resettlement	Yes	Reset %		25+1% YOs	Reset No.		212 adults +8 YOs
Specialist Function	High Secure/Special Secure Unit, Designated Cells within the Segregation Unit for Prisoners under Rule 46, (CSC) Close Supervision and prisoners allocated for Local release that fall into High level MAPPA arrangements. LPPU (London Pathway Progression Unit). YOs predominantly from Old Bailey						

## SECTION 2: ESTABLISHMENT DELIVERY

Table 3: Local Response to Commissioning Intentions

CI Title & No.	Response to Commissioning Intention
<p>1. Enhance public protection and ensure a safe, decent environment and rehabilitative culture</p>	<p><b>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.</b></p> <p>Prioritising maintenance of safe staffing levels under the benchmarking process (so staff can have the confidence needed to work with offenders under our New Ways Of Working) and by so doing, ensure confidence and the ability to keep a safe and structured environment.</p> <p>The SMB will be visible by walking around their own areas ensuring that we are providing a safe and decent regime for offenders and any interactions between staff and offenders are consistent, meaningful, and constructive.</p> <p>Belmarsh uses the newly introduced national I.E.P. scheme to reward prisoner's behaviour.</p> <p>Belmarsh supports the Prisoner Consultative Meetings in each offender area, which are used to foster a more supportive and constructive approach to dealing with offenders issues and to show that when correctly challenged, that changes are made and that things get done.</p> <p>Belmarsh has identified that there is a large amount of work to be undertaken in response to the recent HMIP and MQPL inspection / survey to develop staff prisoner interactions and the building of a rehabilitative culture, this will be monitored via the SMB and the C.A.P. process and also the establishment risk register.</p> <p>HMP Belmarsh will work with the commissioned authority and the local boroughs, Greenwich, Bexley, counties of Kent and Essex to establish the "Through the gate" resettlement model which is due in the latter months of 2014. This will enable us and our partners to have a more joined up approach to the rehabilitation for Offenders.</p> <p><b>1b. All who work with offenders consistently demonstrate behaviours and attitudes that support rehabilitation and desistance.</b></p>

All staff that interacts with offenders at HMP Belmarsh will through personal example ensure that they form constructive relationships and address offenders anti social attitudes, patterns of thinking through coaching of offenders, helping them to take responsibility for their futures by helping them to develop constructive methods of conflict resolution. Every Contact Matters will play a central role in delivering this ethos and there is a Development Objective in Table 6 that reflects the wider commitment to developing delivery for this Commissioning Intention.

**1c. Efforts are made to ensure offenders experience the environment as safe.**

The new national IEP policy implementation will ensure that all efforts should be made to ensure offenders experience an environment as safe. This will be taken forward by staff dealing with Offenders via the 'Every Contact Matters' initiative. Offenders will be able to voice their views on a safe environment via the PCM, Safer Custody, and Diversity meetings, also via the Prisoner complaint system. We will also monitor this, the PCM findings which will be presented to the Performance SMB and the Main SMB meetings by the functional lead for Residential services.

Belmarsh will underpin this by ensuring a zero tolerance to violence, and this will be monitored via the PRS measure. Management actions such as IEP reductions, Referrals to the Police and Adjudications are some of the indicators that violent episodes are dealt with correctly and thoroughly at Belmarsh. All assaults and fights will be reported via IRS. The Performance manager and the Safer Custody manager will provide an oversight of the required actions and progress through those that are deficient. We will monitor all of these points via the MQPL, HMIP, SQL Performance CU008 Violence management, Adjudication data and meetings, ACCT data, and the Use of Force meeting.

There is a Development Objective included at Table 6 that outlines a number of actions designed to improve safety at Belmarsh.

**1d: Risk assessment, risk management and security; 1e-g: intelligence, tackling mobile phones and drugs, preventing criminality in prison**

**Belmarsh will maintain a commitment to comply with the instructions set out in the National Security Framework and the Public Protection Manual and provide assurance that individual establishments' Local Security and Public Protection Strategies will be kept up to date in line with current policy'.**



<p>2. Strengthen integration of service delivery between directly funded, co-commissioned providers and wider partners</p>	<p><b>2a There is evidence of effective coordination of delivery of services and integration of providers locally, regionally and nationally to maximise outcomes for offenders.</b> As a High Security establishment we are acutely aware of the need to enable our partners to deliver and therefore display a flexible risk based approach to assist delivery for prisoners without compromising the security aspect of our business.</p> <ul style="list-style-type: none"> <li>▪ As a rehabilitative agency we create an offender journey that will encourage engagement and assessment in order develop strategies to reduce risk, this means understanding barriers to progress, i.e. learning difficulties, those who do not take responsibility for their crimes and those who have Mental Health and personality disorder issues. Given the population at Belmarsh it is recognised that settlement and generating a rehabilitate environment is key to the progression of a coordinated, sequenced, and seamless offender journey</li> <li>▪ Health Providers are identified through the commissioning cycle, which essentially means the strategic commissioning to assess needs and decide on priorities including resource/gap/risk analyses, and then selecting providers through a competitive, fair, transparent and legally compliant procurement process, whilst managing service delivery and performance through contract management of those providers.</li> <li>▪ New ways of working are embraced with identified providers by involving them in service development with all internal/ external stakeholders, providers are treated as equal delivery partners and are invited to contribute to service development/ innovation to meet prisoner's needs and reduce cost. In a number of commissioned services, seconded HMPS staff work alongside partners to support and facilitate delivery i.e. Healthcare and visitor centre services.</li> <li>▪ The regular Partnerships meetings ensure that all agencies are linked into a culture of rehabilitation and joined up with the ethos of the whole prison. All new developments and issues are shared and actioned.</li> <li>▪ Job Centre plus deliver the 'Work Programme' for those coming up to release and refer those in need of employment to external providers. Prisoners coming up for release are seen on the Discharge board at the 8<sup>th</sup> and 2<sup>nd</sup> week before release and given through the gate support.</li> <li>▪</li> </ul> <p>Please see Development Objective linked to this Intention in Table 6.</p> <p><b>2b Facilitate the ongoing operation of mandating day one entry of prison leavers onto the DWP Work Programme and any future changes through the introduction of Universal Credit.</b></p>
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The Discharge boards for offenders are held at the 8 week and 2 week date before discharge. On these boards the individual needs of prisoners are assessed via the Job centre plus staff, which ensures that benefits and the DWP work programme outcomes is recorded.

**2c. In England - work together with NHS England and Public Health England in line with the National Partnership and Co-commissioning Agreement to ensure that NHS commissioned health services (including clinical and non-clinical substance misuse services) in custody support both health and justice outcomes and:**

HMP Belmarsh is working closely with providers of healthcare and substance misuse services through our local Healthcare Delivery Board which meets monthly and representation of healthcare on the establishments SMT through The Head of Residence and Safety. This governance provides a mechanism to identifying and addressing delivery and strategic issues such as planning around continuity of care and forthcoming impacts of changes to the estate from the Transforming Rehabilitation Programme. We have/are developing a Local Delivery Agreement in line with the National Partnership Agreement between NOMS, NHS England and Public Health England. Our shared priorities from April 2014 include [the retendering of all Healthcare Services by April 2015, refreshing Health Needs Assessments, and other local initiatives]. We are also working closely with health and substance misuse providers to promote recovery from addiction by working to reduce the supply of drugs and alcohol into prisons and the diversion of prescribed medication through appropriately sharing of information and intelligence.

**2d. In England - Work together with local authorities to ensure that adult offenders and defendants with care and support needs are appropriately identified, their needs are assessed and they are supported to live with decency and as independently as possible; and that arrangements are made for continuity of care when an individual moves.**

To meet the social care requirements of those assessed as in need HMP Belmarsh works with a number of partners including Health Co-Commissioners and providers and to a limited degree previously the Local Authority. There is room for improvement and major changes expected in the system over the next few years. **Therefore, a development objective linked to this intention is included in Table 6 in** reflection of the need to engage with the Local Authority, Greenwich council who, when the Care Bill is enacted, will undertake statutory responsibility for Social Care in prisons.

**2e. In England - Work with local authorities to promote inclusion of, and maximise benefits to, offenders' families.**

Belmarsh will enable "Spurgeons" to support offenders families. **Spurgeons are the contracted service which staffs the Visits enrolment centre and supplies support via a Family support worker to visitors to HMP Belmarsh. They will establish links with the local authorities and will, via the** Troubled Families Co-ordinator the Local Authorities (Greenwich, Bexley, etc), develop further links. The Functional lead will report development via the Resettlement and SMB meetings. The text below would need to go in the Development Objective section for 2d;

**2f. 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.**

Belmarsh will via the London Pathways Progression Unit supply a service for sentenced prisoners, in the last 2 years of sentence, who have been referred from the whole prison estate, skills to deal with their Personality disorders and to prepare them for release, and embed skills to cope with their upcoming release. The current capacity is a 42 bed unit , comprising of single cell accommodation, this fits into the wider Prison Service P.D. policy

**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.**

- Belmarsh is working together with Lead Governors, Regional Heads of Learning & Skills, OLASS Management and other key partners to continue to develop and implement local delivery arrangements for Educational Services at Belmarsh. This includes the continued development and implementation of Local strategies and plans in supporting educational outcomes for prisoners.
- Yearly curriculum review meetings are planned and are attended by all key stakeholders to discuss and agree the curriculum for each academic year. Suitability of all courses are reviewed against demand and learner need. Performance and Funding data including allocation, attendance and efficiency is analysed.
- Quarterly meetings with OLASS and A4E to discuss performance and contract review. This meeting will focus specifically on delivery and Operational/Strategic developments for the next quarter.
- Good Partnership working with internal stakeholders including Offender Management Unit will assist the establishment to focus on prisoners basic educational needs and set targets via the Sentence Planning Process. Job Descriptions for all prisoner work activities are being adhered to with a view to mirroring employability expectations and progression opportunities that are available outside of custody, helping better prepare prisoners for release.
- Quarterly Quality Improvement Group Meetings are held throughout the year to review performance and help towards continuous improvement of services and delivery. These meetings are attended by key stakeholders responsible for both in scope and out of scope provision.

- A post Inspection Action plan has been developed in respect of a recent poor OFSTED inspection. This is used to focus development for the coming year and progress is reviewed at the QIG meeting quarterly.
- Learning & Skills Manager meets monthly with the Cluster Education manager to discuss developments and issues around performance and delivery.
- New receptions at HMP Belmarsh complete the full Induction process including an Education assessment of their functional skills (BKSB assessment) completed either on computer or on paper if located in segregation/healthcare inpatients/Special Units. Results of this assessment are presented to a Careers Advisor during a follow up interview and individual needs are discussed followed by an appropriate referral completed. Prisoners whose functional skills are below Level 1 are enrolled onto a Maths or English course. Prisoners whose functional skills are above Level 1 are enrolled into Education or work.
- Prisoners enrolling into work will be working towards the 'Passport to Work' course consisting of Health & Safety knowledge to prepare them for the workplace both inside the establishment and on release. Remand prisoners are encouraged to engage in this process also. Prisoners with little or no reading skills will be referred to work with the Shannon Trust Reading programme. Foreign National prisoners will be enrolled onto an ESOL class. All information is recorded onto P-Nomis as evidence of compliance to assist with management of the IEP system, and basic skills scores are recorded on the Learner Record system.

**2h. In England - strengthen partnership working to ensure that offenders have access to support and services to both prepare for and enable access to employment**

As part of every offenders induction a full resettlement needs interview is conducted which records an offender's situation on reception in relation to employment and what impact his sentence will have on this. Resettlement staff and partner agencies will assist in contact with current employer where applicable and if this is requested to see if employment may be maintained. For those that are serving shorter sentences this early intervention is vital as employers may support and provide employment on release.

The data collated is stored on the Resettlement database and is used to make referrals to the relevant Pathways for support services whilst in custody and to identify needs.

Where employment was not in place or can not be maintained prisoners will be referred to the Careers Service provider for career planning, advice and guidance. Advice and guidance on possible training and career paths will be discussed and matched to opportunities within the establishment. Where opportunities do not exist within Belmarsh and the length of sentence allows referral will be made to Offender Management for onward allocation where appropriate.

	<p>The Reducing Re-offending committee has identified employment as a priority for 2014/2015. Our partners such as DWP, Job Centre Plus, and Careers Advisors are fully integrated members of this committee and share in our work to engage with local business and employers. An action plan is in place and a series of employer engagement events is planned for 2014/15, this action plan will also be part of the Reducing Re-Offending Strategy, which is due for review in 2014.</p>
3. Deliver an efficient, quality service	<p><b>3a. Target resources on evidence-informed interventions and services which are likely to deliver the best outcomes for the investment. This includes targeting factors shown to be related to NOMS intended outcomes and using a service design which will be effective with the groups which receive it.</b></p> <p>Please see development objectives in Table 6.</p> <p><b>3b. Have robust quality assurance processes in place to ensure offender services are (i) delivered as they are intended (i.e. with integrity and as planned and designed) and (ii) that they are effective.</b></p> <p>Please see development objectives in Table 6.</p>
4. Ensure delivery is matched to population,	<p><b>4a. 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.</b></p> <p>HMP Belmarsh has a highly diverse population with a high rate of turnover. As a local prison we concentrate on a good core offer to</p>

<p>purpose and NOMS outcomes</p>	<p>meet the immediate settlement and resettlement needs of this dynamic population. We are helped in this by a range of co-commissioned specialist partners such as Health, Education (OLASS) and Employment (DWP/Careers service). This is detailed in Table 4a below.</p> <p>We ensure our co-commissioned partners can serve the assessed needs of our population by ensuring access to prisoners, sharing data, and assisting them to carry out needs analyses as required.</p> <p>Local needs analysis and segmentation data drive our provision of additional rehabilitation services above the core offer set out in NOMS specifications, including the provision of some accredited offending behaviour programmes. These are detailed in the Table 4b.</p>
<p>5. Ensure that delivery of services is responsive to individual needs and characteristics to maximise outcomes</p>	<p><b>5a. 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.</b></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 has 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.</p>

	<p><b>5b. 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.</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> </ul>
6. Deliver priority national or specialist services	<p><b>6a. 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.</b></p> <p>In relation to NOMS' approach to the identification, assessment and management of extremist offenders, HMP Belmarsh will ensure delivery in the key thematic areas of Intelligence Gathering &amp; Management; Offender Management and Public Protection; and Interventions &amp; Resettlement, as assessed by NOMS HQ.</p> <p>HMP Belmarsh 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> <p><b>6b. Deliver victim-offender conferences (Restorative Justice) where capacity exists and develop partnerships and a supportive environment to enable delivery where it does not.</b></p> <p>HMP Belmarsh will develop and implement a plan by the 1<sup>st</sup> of June 2014 for the creation of a supportive environment which will enable delivery of victim-offender conferencing (RJ). The plan will focus on developing;</p> <ul style="list-style-type: none"> <li>• Awareness of RJ amongst relevant staff groups</li> <li>• Partnerships with organisations and local commissioners to support delivery of RJ</li> <li>• Infrastructure to support delivery, including development of;</li> </ul>

- a single point of contact for RJ
- agreed referral processes with partners
- processes which contribute to suitability and risk assessments
- appropriate gate procedures for entry into the prison of victims and other participants
- appropriate rooms are available for the conference to take place
- integration of RJ into sentence planning

**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.**

We will continue to maintain a bail strategy which ensures that we screen and provide bail services to all new remand prisoners, via induction, conduct targeted bail information enquires and communicate with the court based bail staff in accordance with the bail services and BASS specifications. The HDC process is advertised via the 2 day induction process, and Offenders are made aware of how to apply and the process is explained.

**6d. Increase the amount of commercial and economically beneficial work in prisons undertaken by prisoners.**

See Table 8a) for Industry specific codes and Activity descriptions. Belmarsh has engaged with 131 solutions to increase our Workshop capacity and can now accommodate up to 185 Offenders. Belmarsh has opened 3 new Workshops in the 2013/14 year, these being a Contract with Green Office Co-op, (Activity Description VP Workshops) Contract with Sharpack, (Activity Description Punnet Workshop) and a second Workshop with Single Portions, (Activity Description Single Portions 2). Planned future Workshop, due to open in November 2013, (Activity Description Light Maintenance)

These are 4 sustainable contracts with the potential capacity to extend the VP Workshop in 2014 dependant on external contracts being secured through One3One. We are forecasting £124K in revenue for 2014/15.

Against the new Benchmark Core day we will be working towards a 28 hr week in the commercial workshops.

To help monitor progress, work in prisons is now being measured as part of the Prison Rating System (PRS) via measures in the Reducing Reoffending and Safety & Decency domains, with a combined weight of 5%, split evenly between the two domains. This being the Working Prisons Measure.



**6e. Support the delivery of efficiencies across the criminal justice system by increasing the use of prison video links.**

We will comply with the NOMS Video Conferencing Action Plan, which will help drive up usage of video link for all purposes. Belmarsh has a successful Video link department, which is used for Courts, Probation, and Adjudications at present; however we will look to increase the use of this department with the implementation of Benchmarking. There is a Development Objective in place for this Commissioning Intention.

**Table 4a: Rehabilitation Services**

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

Rehabilitation Services in Custody	Name of Service Service Description	Commissioning Arrangements (NOMS Locally, Regionally or Co-Commissioned)
Staff support and encourage prisoners to participate fully in rehabilitation services	<ul style="list-style-type: none"> <li>• We have a clear <b>strategic vision</b> including a shared understanding of outcomes and priorities to create a truly rehabilitative culture enabling prisoners to effectively engage with the regime and associated rehabilitative services. All departments now have identified <b>business and performance objectives that work toward achieving this vision</b>.</li> <li>• <b>Outstanding rehabilitative need</b> is identified and discussed with prisoners at induction. Information on this is shared with all who work with the prisoner so that they can be encouraged and supported to engage with appropriate services. This identified need is then verified as complete or passed to outside agencies at the Discharge Board conducted at 8 and 2 weeks prior to discharge.</li> <li>• <b>Risk management</b> – all 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 secure, decent rehabilitative environment. This will also include ensuring that all information on the range of available rehabilitative services is maintained and up to date</li> <li>• At HMP Belmarsh we operate an <b>integrated IEP system, in line with the National IEP Scheme</b>, that ensures all staff and prisoners have the ability to influence attainment levels through engagement with rehabilitative activity.</li> <li>• We will introduce the Every <b>Contact Matters</b> agenda into our contract management and staff performance reviews. All contract review meetings and staff/manager bilateral will include discussions surrounding staff/staff and staff/prisoner relationships in addition to reviewing management information which can inform the strength of rehabilitative culture; for example - applications, correspondence, complaints, risk assessments etc...</li> <li>• We will work with our regional HRBP and OD lead to explore how we might embed <b>coaching principles</b> into every day staff interactions.</li> </ul>	

<p>All Prisoners are made aware of their responsibilities in engaging with and accessing services</p>	<ul style="list-style-type: none"> <li>• We have a Reducing Reoffending Policy which is shared with all our delivery partners which embodies our rehabilitative ethos promoting <b>responsible citizenship</b> amongst prisoners. This is widely publicised within the establishment and all prisoners 'sign up' to it as part of Induction; it is then measured through mechanisms described below as well as being monitored through the IEP scheme.</li> <li>• All staff (including permanent staff, those on fixed term contracts and partner providers) will be made aware of the prison's Statement of Purpose and of our rehabilitative ethos. This is reflected in their contracts, job descriptions and via the SPDR process.</li> <li>• We will <b>measure the impact</b> we are having by monitoring sentence planning objectives including progress against sentence plan and completions, and take up of rehabilitative activities including numbers and types of qualifications and skills achieved ,</li> <li>• All communication with prisoners is accessible and <b>responsive to their diverse needs</b>. All staff are supported to ensure their engagement with prisoners is effective through our mandatory equality and diversity awareness training delivered by our Safer Custody and Equalities manager.</li> </ul>	
<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"> <li>• HMP Belmarsh's <b>Statement of Purpose</b> 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</li> <li>• We will take active measures to promote and improve understanding of the importance of <b>demonstrating pro-social behaviours and attitudes</b> at all levels, and use existing internal communication and line management arrangements to help embed effective practice and encourage a culture of continuous improvement</li> <li>• We have ensured there are clear links between the new <b>Competency Framework</b>, 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.</li> <li>• We will <b>measure the impact</b> 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.</li> </ul>	

All Prisoners can access appropriate services that enable them to seek suitable employment and/or training for release.	<ul style="list-style-type: none"> <li>• Employment and Benefit Advisors – prisoners are given access for assistance re future job prospects or for support onto the DWP work programme and in applying for job seekers allowance.</li> <li>• OLASS provision of basic skills (level 1) training which enables prisoners to engage with the regime as well as providers of rehabilitative services</li> <li>• Toe by Toe – peer mentoring reading scheme</li> <li>• Working Links/Prospects - provision of information on disclosure to future employers</li> <li>• Contact details for existing community based services are maintained and accessible to all prisoners</li> </ul>	
All Prisoners can access services that enable them to manage housing needs created as a result of their custody.	<ul style="list-style-type: none"> <li>• Housing Officer – housing benefit advice; maintaining tenancy agreements</li> <li>• Provision of Housing advice leaflets</li> <li>• Prisoners have access to the contact details for existing housing services providers.</li> </ul>	
All Prisoners can access services that enable them to seek settled and suitable housing for release.	<ul style="list-style-type: none"> <li>• Life Changers/Housing Officer – Housing Information and Advice Service - including maintaining tenancy agreements as well as support for securing settled accommodation</li> <li>• Life Changers/Housing Officer – provide services enabling prisoners manage their accommodation needs in preparation for release</li> <li>• Provision of a housing advice leaflet</li> <li>• Prisoners have access to the contact details for existing community based housing services</li> </ul>	
Prisoners can access services to enable them to address personal financial management issues created as a result of their custody.	<ul style="list-style-type: none"> <li>• Prisoners are provided with a debt advice pack</li> <li>• Prisoners are provided the contact details for existing community based debt management services</li> <li>• DWP - Assistance to close down and reinstate benefit claims</li> <li>• Royal Bank of Scotland account programme - Services that enable the opening and management of bank accounts</li> <li>• Interventions Officers - Enables prisoners to make contact and arrangements with creditors or dependents where payment schedules are likely to be affected.</li> <li>• OLASS 4 – Provide Personal Money Management courses</li> </ul>	

All Prisoners can access available services which enable them to address their family welfare and family support needs.	<ul style="list-style-type: none"> <li>• Social Visits</li> <li>• Prisoners' immediate families are invited and encouraged to contribute to sentence and resettlement planning objectives</li> <li>• Prisoners are signposted to community based services that support prisoners families</li> </ul>	
All Prisoners have equivalence of access to health services in custody as in the community.	<ul style="list-style-type: none"> <li>• On reception, every prisoner's current health needs assessment is reviewed, prisoners are subsequently signposted and supported in tackling any additionally identified individual needs.</li> <li>• Prisoners are provided the contact details for existing community health related services</li> <li>• Prisoners have access to Primary and Secondary health services, including mental health services, commissioned through Health including: Doctor-GP service, Dentist, Nursing care, Optician, Physiotherapy</li> </ul>	
All Prisoners can access treatment, services, advice and support around drug and alcohol needs.	<ul style="list-style-type: none"> <li>• Care UK will assess all prisoners via an individual health assessment. Essential immediate clinical needs are met. Stabilisation, detoxification and observation are undertaken as appropriate.</li> <li>• Care UK provides ongoing clinical and psychosocial support is provided based upon the needs of the identified individual prisoner.</li> <li>• HMP Belmarsh is engaged with NHS England in order to ensure that prisoner needs are understood and the commissioning strategy is suitable.</li> <li>• Prisoners have access to the contact details for services that can support them with their drug and alcohol needs.</li> </ul>	
All Prisoners who have experienced domestic violence, rape or abuse can access services that offer them advice and support.	<ul style="list-style-type: none"> <li>• Prisoners received into HMP Belmarsh and identified are provided the contact details and enabled to engage with existing appropriate community based services that support victims of domestic violence, rape or abuse.</li> </ul>	
All Prisoners who have been sex workers can access services that offer them advice and support.	<ul style="list-style-type: none"> <li>• We will signpost offenders that present with this need to the services of national support groups (such as the Terrance Higgins Trust, for example) and enable access to this support.</li> </ul>	

**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

<b>Segment</b>	<b>Total no. of Prisoners within Segment</b> <ul style="list-style-type: none"> <li>Use the segmentation data tool on the NOMS Performance HUB to get the numerical data you need to populate this column</li> </ul>	<b>Strategic approach to meeting the needs of the segment</b>  <b>Title and description of rehabilitative services/interventions and case management activities</b> <ul style="list-style-type: none"> <li>Give the title and a brief description of the case management activities offered to offenders in each segment</li> <li>Give a brief description of the range of rehabilitative services and interventions offered to offenders by segment. Include any accredited programmes on offer.</li> <li>Use the guidance on targeting in Commissioning Intention 4a</li> <li>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.</li> </ul>	<b>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</b> <ul style="list-style-type: none"> <li>For accredited programmes give the number of completions</li> <li>It is not necessary to record volumes for case management activities</li> </ul>
All Offenders – where service targeted by need rather than risk	<b>813</b>	<p><b>HII</b> – Individualised intervention for offenders convicted of TACT offences. The intervention varies in duration as it is tailored to the individual needs of the offender.</p> <p>Substance Misuse Services – We will work with NHS England and Public Health England to ensure that offenders who need substance misuse services are able to access them in accordance with their individual care and sentence plans</p> <p><b>Alcoholics Anonymous</b> - Ongoing support offered, dependant on the requirement from the Offender population throughout the year</p> <p><b>Story Book dads:</b> Prisoners produce a recorded story CD for their children</p>	<p>There is no SDI attached to this intervention, it is delivered according to need and responsivity.</p> <p>Groups of up to 15 Offenders , a minimum of 5 course per year</p>

		<p><b>Samaritans</b> - Train prisoners to become “Listeners”, they will also hold monthly Samaritans meetings. This training is available to all prisoners meeting the criteria set by the Samaritans</p> <p><b>Relate</b> – Relationship Counselling targeting prisoners who are sentenced to long terms of over 3 years, and prisoners coming to the end of a long sentence, that are due for release within 1 year.</p> <p><b>Recalls:</b> Core rehabilitation services will be available to all fixed term and standard recallers. For those subject to standard recall, we will also ensure they have access to the most appropriate case management to support their sentence progression and their ability to make representations to the parole board, irrespective of their OGRS score. We will ensure this group can access rehabilitation services in table 4a to expedite their earliest and safe re-release.</p>	
Sexual Offenders	<p><b>23</b></p> <p><b>Of whom 4 are low OSP;</b></p> <p><b>6 are medium OSP but low OGRS</b></p> <p><b>1 are high OSP but low OGRS;</b></p> <p><b>A further 2 are both high OSP and high OGRS</b></p> <p><b>7 are Indeterminate sentence and a further 4 are recalls</b></p>	<p>As nearly all our sex offenders are sentenced to over 12 months; those without a valid PSR, will be prioritised based on their sentence length / time left to serve for an OASys assessment.</p> <p>All sex offenders will then be assessed using <b>RM2000</b> to establish their risk of sexual reconviction.</p> <p><b>Medium RM2000</b> or above and more than 12 months to serve; we will arrange transfer as soon as possible to the regional treatment hub. In some cases, referral to the local Thinking Skills Programme may be considered appropriate.</p> <p>Those that are <b>medium RM2000</b> or above and within 12 months of their release date will be given priority access to our range of additional rehabilitation services as listed in all offenders box above and in the general OGRS 25+ below. We will also share intelligence with appropriate external partners as part of our risk management processes in preparation for their release. We will work with probation providers to ensure that, where offenders have been unable to undertake offending behaviour programmes in custody, they can undertake the most appropriate programme post release. In exceptional cases, Some one to one work can be offered where there is a immediate need identified</p> <p><b>Low RM2000:</b> will not be referred to treatment sites. Indeterminate, mandatory or discretionary life sentence prisoners or those identified to be intellectually disabled (e.g. an IQ between 60 and 80 and adaptive functioning deficits), may be referred to support sites for further assessment to consider suitability for treatment.</p>	

		<p>We will always endeavour to move sex offenders to the designated support site, however we recognise that this is not always practical; and particularly where offenders are nearing their release date and or where spaces are limited.</p> <p>Where space is limited, those that are low <b>RM 2000</b> but not nearing their release date, will be prioritised first</p> <p><b>Recalls</b> – see comments in all offenders box above</p> <p><b>MAPPA</b> – we will manage sex offenders in accordance with MAPPA guidelines</p>	
Violent offenders	<p><b>161</b></p> <p><b>18 are low OGRS and low OVP</b></p> <p><b>46 are OGRS 25-49 of which 18 are medium OVP 30-59</b></p> <p><b>85 are OGRS 50+ of which 61 have an OVP of medium or above</b></p> <p><b>45 have no recent OASys</b></p> <p><b>30 are within 6 months of their release date</b></p> <p><b>66 are serving indeterminate sentences whilst a further 31 are recalls</b></p>	<p>Offenders sentenced to 12 months or more and without a valid PSR, (as well as sexual offenders) will be prioritised based on their sentence length / time left to serve for an <b>OASys</b> assessment.</p> <p><b>Domestic Violence offenders</b></p> <p>Those prisoners that meet the criteria (both in time left to serve, eligibility and priority) will be considered for transfer to a prison offering the 'Health Relationships Programme' (HRP) or the 'Building Better Relationships (BBR) Programme when and where possible.</p> <p>Violent Offenders will be prioritised for progressive transfers to the right site delivering the right programme according to their identified risk and needs. First priority transfers will be for those sentenced to less than 4 years, as there is less available time before release for them to engage in offending behaviour work.</p> <p><b>Time left to serve:</b></p> <p>Violent offenders that are within 6 months of their release date, where their risk of violent (as well as general) re-offending is low -they will be able to access our core range of rehabilitation services.</p> <p>Where their risk is elevated, we will also prioritise access to the additional range of rehabilitative services as listed for OGRS bands 25 +. Additionally we will share intelligence with appropriate external partners as part of our risk management processes in preparation for their release. We will work with probation providers to ensure that, where offenders have been unable to undertake offending behaviour programmes in custody, they can undertake the most appropriate programme post release.</p> <p><b>Recalls</b> – see comments in all offenders box above.</p>	



		<p>We offer <b>TSP and RESOLVE</b>. Where an offender is suitable for both, we will target RESOLVE at higher OVP violent offenders and TSP at lower OVP violent offenders.</p> <p>For TSP, we will also include <b>OGRS 25 – 49% violent offenders</b> as we have enough places on TSP to cover their need, though first priority will be given to the 50+ OGRS violent offenders.</p>	
Indeterminate Sentenced Prisoners (ISPs)	<p><b>76</b></p> <p><b>Of whom 66 are convicted of violent offences, 6 of sexual offences and 3 of robbery</b></p>	<p>ISPs will be prioritised for onward transfer to the most appropriate site to support sentence progression, whilst at HMP Belmarsh; they will receive the most appropriate intensity of case management dependant upon level of risk and the stage they are at within their sentence to enable progress.</p> <p>TSP and Resolve may be appropriate for some of this cohort depending on other relevant factors and eligibility.</p>	
Low likelihood of any reconviction OGRS 0-24%	<p><b>60</b></p> <p><b>Of whom 7 are convicted of violent offences.</b></p> <p><b>Of whom 6 are convicted of acquisitive offences</b></p> <p><b>And 4 are convicted of drugs offences</b></p>	<p><b>Assessment:</b> (over 12 months) – we will assess all offenders using OASys and ensure they have an appropriate sentence plan (and risk management plan as needed). We will prioritise those without a PSR by sentence length / time left to serve and a violent / sexual index offence.</p> <p><b>Low intensity case management</b> - We are putting in place an approach based on ‘every contact matters’ to ensure that all staff that have contact with offenders understand their role in contributing to rehabilitation. This will form the basis of contact with all our prisoners, especially for low risk offenders.</p> <p><b>Short Sentenced prisoners:</b> will be screened identifying their rehabilitative needs to enable effective resettlement planning.</p> <p>We will refer all offenders within this OGRS group to the core offer at table 4a</p> <p><b>Risk Management</b> – security considerations and the offenders’ risk of serious harm rating inform decisions relating to the targeting of risk management (regardless of OGRS band)</p> <ul style="list-style-type: none"> <li>• Our minimum risk management approach for all offenders is based on partnership between the OMU, security department and others as required, so that all risk information is shared.</li> <li>• Medium ROSH ratings prompt a proactive approach to observing and recording behaviour, and sharing information across the prison and restricting/monitoring visits where necessary.</li> <li>• High/very high ROSH ratings are prioritised for highest levels of risk management, which includes monitoring of communications and discussion at inter-departmental risk management meetings in cases of greatest concern</li> </ul>	

<p>Medium likelihood of any reconviction OGRS 25-49%</p>	<p><b>85</b></p> <p><b>Of which 60 are in for violent and robbery offences</b></p>	<p><b>Assessment</b> (over 12 months) – we will assess all offenders using OASys and ensure they have an appropriate sentence plan (and risk management plan as needed), we will prioritise those without a PSR by sentence length / time left to serve and a violent / sex index offence.</p> <p><b>Low intensity case management</b> – We will refer all offenders within this OGRS group to the core offer at table 4a and provide contact with offender supervisors through a 'surgery' to follow up on urgent issues.</p> <p><b>Short Sentenced prisoners</b> – Will be screened identifying their rehabilitative needs to enable effective resettlement planning. Where spaces are not taken by higher OGRS offenders, those that are nearing the end of their sentence, will be prioritised to access rehabilitative services to support their resettlement needs</p> <p>In some cases, and where offenders with 50+ OGRS scores are not treatment ready, appropriately assessed prisoners within this band may access the local Thinking Skills Programme.</p> <p>Restorative Justice – Face to face meeting between Victim and perpetrator of Offence. Where in particular an identified Victim is available. These will be facilitated through the Internal Offender Management unit and appropriate outside partner agencies. These conferences will be predominantly aimed at those having committed Violence or Acquisitive offences. Potential candidates will be identified on the back of completing Offending Behaviour Programmes.</p>	
<p>High likelihood of any reconviction OGRS 50- 74%</p>	<p><b>127</b></p> <p><b>Of whom 30 are recalls</b></p>	<p><b>Assessment</b> – (over 12 months) we will assess all prisoners using OASys and ensure they have an appropriate sentence plan (and risk management plan as needed), we will prioritise those without a PSR by sentence length / time left to serve and a violent / sex index offence.</p> <p><b>Medium Intensity case management:</b> For those cases which we are not retaining in the establishment, the first priority is to ensure that offenders sentenced to less than 4 years within this group are moved to a prison that can meet their rehabilitation needs. For those cases remaining at HMP Belmarsh, or with time to wait before they are transferred, we will also offer one to one supervision. Recognising the size of this group, we will prioritise those with less than 6 months left to serve first, and the most violent offenders with OVP over 30, sex offenders with a RM2000 above low and all indeterminate sentenced offenders.</p> <p><b>Short sentence prisoners:</b> Will be screened identifying their rehabilitative needs to enable effective resettlement planning. Those that are nearing the end of their sentence will be prioritised to access rehabilitative services to support their resettlement needs. Contact will be made with public protection agencies, as required, in preparation for release.</p> <p>Restorative Justice – Face to face meeting between Victim and perpetrator of Offence. Where in particular an identified Victim is available. These will be facilitated through the</p>	

		<p>Internal Offender Management unit and appropriate outside partner agencies. These conferences will be predominantly aimed at those having committed Violence or Acquisitive offences. Potential candidates will be identified on the back of completing Offending Behaviour Programmes.</p> <p><b>Acquisitive offenders:</b> We are working with NHS England and Public Health England to ensure that offenders who need substance misuse services are able to access them in accordance with their individual care and sentence plans. Offender supervisors will work with providers to motivate and encourage offenders to actively engage in their recovery.</p> <p>We offer <b>TSP and RESOLVE</b>. Where an offender is suitable for both, we will target RESOLVE at higher OVP violent offenders and TSP at lower OVP violent offenders.</p> <p>For TSP, we will also include <b>OGRS 25 – 49% violent offenders</b> as we have enough places on TSP to cover their need, though first priority will be given to the 50+ OGRS violent offenders.</p> <p><b>Families</b></p> <p><b>The services of the Family Support Worker will be prioritised to this group where appropriate. Links with the Local Authorities 'Troubled Families initiative may also be appropriate.</b></p>	
<p>Very high likelihood of any reconviction OGRS 75-89%</p>	<p><b>61</b></p> <p><b>Of which over half (32) are acquisitive offenders</b></p>	<p><b>Assessment</b> – (Over 12 months) - We will assess all offenders using OASys and ensure they have an appropriate sentence plan (and risk management plan as needed), we will prioritise those without a PSR by sentence length / time left to serve and a violent / sex index offence.</p> <p><b>Highest Intensity case management:</b> For those cases which we are not retaining in the establishment, the first priority is to ensure that prisoners sentenced to less than 4 years within this group are moved to a prison that can meet their rehabilitation needs. For those offenders remaining at HMP Belmarsh, or with time to wait before they are transferred, whilst remaining with us they will be offered a higher intensity of case management including longer supervision sessions. We will particularly prioritise those with less than 6 months left to serve, the highest OGRS and OVP groups, and indeterminate sentenced offenders approaching a key stage in their sentence such as a parole hearing.</p> <p>Also for those with less than 6 months left to serve, and as part of our public protection commitment and risk management measures, we will share intelligence with appropriate external partners in preparation for their release</p> <p><b>Short sentence prisoners:</b> Will be screened identifying their rehabilitative needs to enable effective resettlement planning. Those that are nearing the end of their sentence will be prioritised to access rehabilitative services to support their resettlement needs. Contact will be made with public protection agencies, as required, in preparation for release.</p>	

		<p><b>Acquisitive offenders:</b> We are working with NHS England and Public Health England to ensure that offenders who need substance misuse services are able to access them in accordance with their individual care and sentence plans. Offender supervisors will work with providers to motivate and encourage offenders to actively engage in their recovery</p> <p>We offer <b>TSP and RESOLVE</b>. Where an offender is suitable for both, we will target RESOLVE at higher OVP violent offenders and TSP at lower OVP violent offenders.</p> <p>For TSP, we will also include <b>OGRS 25 – 49% violent offenders</b> as we have enough places on TSP to cover their need, though first priority will be given to the 50+ OGRS violent offenders.</p>	
Extremely high likelihood of any reconviction (prolific) OGRS 90-100%	<p><b>13</b></p> <p><b>Of which the majority are acquisitive offenders (8)</b></p>	<p><b>Assessment –</b> (Over 12 months) - We will assess all offenders using OASys and ensure they have an appropriate sentence plan (and risk management plan as needed), we will prioritise those without a PSR by sentence length / time left to serve and a violent / sex index offence.</p> <p><b>Highest Intensity case management:</b> As all of this group have less than 6 months left to serve, we expect that they will all remain at HMP Belmarsh. All of this group will be offered a suitable level of case management including longer supervision sessions where appropriate.</p> <p>Also for this OGRS group, as part of our public protection commitment and risk management measures, we will share intelligence with appropriate external partners in preparation for their release</p> <p><b>Short sentence prisoners:</b> Will be screened to identify their rehabilitative needs to enable effective resettlement planning. Those that are nearing the end of their sentence will be prioritised for IOM and to access rehabilitative services that support safe resettlement.</p> <p>We offer <b>TSP and RESOLVE</b>. Where an offender is suitable for both, we will target RESOLVE at higher OVP violent offenders and TSP at lower OVP violent offenders.</p> <p>For TSP, we will also include <b>OGRS 25 – 49% violent offenders</b> as we have enough places on TSP to cover their need, though first priority will be given to the 50+ OGRS violent offenders.</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)
<b>Living Skills Programmes</b>		
Thinking Skills Programme (TSP)	40	36
RESOLVE	20	18
<b>Grand Total</b>	<b>60</b>	<b>54</b>

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)
CI 1 Community & Custody, England & Wales	<p><i>Review delivery where it is outside the minimum requirements set in the NOMS Service</i></p> <p>Specifications. HMP Belmarsh will engage fully with the Benchmarking and M.T.T. process's to deliver agreed outcomes and recommendations, in line with providing a safe, decent and secure regime and environment for staff and offenders.</p> <p><b>This will be reviewed via the Consolidated Action Plan for the establishment, at the Monthly SMB and directorate QSLAM meetings.</b></p>	NO
CI 2b Co-commissioning in Community & in Custody, England only	<p><i>Work together with local authorities to ensure that adult offenders and defendants with social care needs are appropriately assessed and supported to continue to live with decency and as Independently as possible while completing their order or sentence.</i></p> <p>Belmarsh will work with the local authorities, to ensure that all identified needs are assessed and met, through inter agencies collaborative working.</p> <p><b>This will be reviewed via the quarterly partnership board meetings with care UK and NHS England.</b></p>	NO
1(b). All who work with offenders consistently demonstrate behaviours and attitudes that support rehabilitation and desistance.	<ul style="list-style-type: none"> <li><b>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; Every Contact Matters, 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 &amp; 11 and the slides from the Rehabilitative Culture event in October 2013)</b></li> </ul> <p style="text-align: right;"><b>Target date 30/9/2014</b></p> <ul style="list-style-type: none"> <li><b>An Action Plan</b> to address identified needs in progressing towards a <i>Rehabilitative Culture</i>, for</li> </ul>	ALL HSE Prisons

	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.	
<b>1(c).</b> Efforts are made to ensure offenders experience the environment as safe.	<p><b>I. Maintaining a safe environment</b> - To implement the recommendations of the Review of Front End Searching carried out in November 2013 in line with published time frames <b>[when confirmed]</b>.</p> <p><b>II. Improving staff and prisoner confidence in safety</b> - To introduce Body Worn Video to staff working in Segregation Units. <b>[roll out timescales to be confirmed]</b></p> <p><b>III. Promoting a zero tolerance to violence</b> - Establishments to take local action to <b><u>increase local awareness</u></b> 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. <b>Target date – Quarterly review.</b></p> <p><b>IV. Preservation of life</b> - Establishments are to ensure their Local Assurance frameworks reflect the accepted recommendations arising from the investigation of murders in custody. 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. <b>Target date – Quarterly review.</b></p> <p><b>V. Extremist Prisoners</b> - 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. <b>How.</b> 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. <b>Measure.</b> 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 in place. This is Under constant operational review</p>	ALL HSE Prisons

<p><b>1(d).</b> 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>	<p><b>Promoting Public Protection</b> - In 2013 Audit &amp; 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.</p> <p style="text-align: right;"><b>Target date – Quarterly review. Head of OMU</b></p>	<p>ALL HSE Prisons</p>
<p><b>2a: Effective co-ordination and integration of services</b></p>	<p>We will maximise investment of all partners and providers delivering services for offenders at HMP Belmarsh and maximise outcomes for offenders by ensuring they experience a seamless and joined up service. <b>By September 2014</b> 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, <b>within the reporting year, target of 31/10/15 we will deliver:</b></p> <ul style="list-style-type: none"> <li>• 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)</li> <li>• 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)</li> <li>• Leadership which actively enables and integrates services, where partnership working arrangements improve performance and aid resolution of issues</li> </ul>	



	<ul style="list-style-type: none"> <li>• An understanding of resource allocation, and how delivery and choices impact on the investment and activity of others</li> <li>• An agreement on how to safely use and share data and information</li> </ul> <p>Progress will be monitored against the plan at monthly SMB meeting and at a Regional level with the DDC.</p>	
<b>2d: Work together with local authorities. care and support needs</b>	<p>To ensure appropriate arrangements to prepare for the anticipated provisions of the Care Bill from April 2015 and partnership working with the Local Authority the following is proposed.</p> <p><b>Key Delivery Milestones 2014/15</b></p> <ul style="list-style-type: none"> <li>▪ <b>Quarter 1: The prison has approached the LA with a view to developing a joint prison/LA action plan to prepare for April 2015.</b> 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.</li> <li>▪ <b>Quarter 2: A prison/LA action plan is in place to prepare for April 2015 and implementation has commenced.</b> 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.</li> <li>▪ <b>Quarter 3: The Prison/LA action plan is implemented to prepare for April 2015.</b> 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.</li> </ul> <p style="text-align: right;"><b>Head of reducing reoffending Reviewed monthly</b></p>	
<b>2(f).</b> In England - Continue to improve	<b>(PD Site Specific):</b>	HMP Frankland HMP

[illegible]

<p><b>2h).</b> In England - Strengthen partnership working to ensure that offenders have access to support and services to both prepare for and enable access to employment.</p>	<p>To work constructively with providers in the run up, transition and post implementation phases of the Rehabilitation Programme's transfer of 'Through the Gate' services and transition to the role of Resettlement prison whilst maintaining the delivery expectations of a High Security Prison.</p> <p><b>Target date – Quarterly review.</b></p>	<p>Yes</p>
<p><b>3(a).</b> 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"> <li>• 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.</li> </ul> <p><b>Target date – Quarterly review.</b></p> <ul style="list-style-type: none"> <li>• 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.</li> </ul> <p><b>Target date – Quarterly review</b></p> <p>By November the prison will review <u>the type</u> of strategies it employs, and the services and interventions it offers to ensure that the approaches being used are ones which are effective with the type of offenders that receive them, and that <u>the factors</u> being targeted for change are related to desistance, reduced reoffending and public protection, or a reduction in harmful institutional behaviour. It will draw on local data and evidence, including that provided within the NOMS Evidence and Segmentation Companion Document (available at <a href="http://www.justice.gov.uk/about/noms/commissioning">www.justice.gov.uk/about/noms/commissioning</a>.) when completing these reviews and have in place a strategy for developing its use of evidence to inform practice to maximise outcomes.</p>	<p>ALL HSE Prisons</p>
<p><b>3b</b></p>	<p>By November the prison will develop and implement effective quality assurance processes which indicate whether the services, activity and interventions it provides are of an acceptable standard of quality and are having the impact they are intended to deliver. Information from these processes will be regularly reviewed by the senior management team and specific members of staff will be given responsibility for the QA processes and following through on actions identified in the reviews.</p>	

<p><b>4(b).</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-commissioning and delivery partners whilst reducing cost.</p>	<p><b>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.</b></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 escape or to order and control.</p> <p>Monitoring of progress – Progress against this Development Objective will be tracked quarterly and linked to the QSLAM reporting cycle. High Security Prisons Group will maintain overall oversight. Locally oversight will be maintained by the Population Management Unit.</p>	<p>ALL HSE Prisons</p>
<p><b>5(b).</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>	<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"> <li><input type="checkbox"/> Learning Disability and Difficulty</li> <li><input type="checkbox"/> Physical health and disability</li> <li><input type="checkbox"/> Mental health</li> <li><input type="checkbox"/> Maturity, including capacity for taking responsibility for and understanding consequences of one's actions, and attitudes to risk taking</li> <li><input type="checkbox"/> Family circumstances (e.g. relationship breakdown, caring responsibilities, financial difficulties etc)</li> <li><input type="checkbox"/> Protected characteristics including: Gender, Sexual orientation, Race, Age, Faith, Gender re-assignment, Pregnancy and maternity</li> </ul> <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. 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. HMP Belmarsh 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</p>	

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	<p>of lead responsibility of Social Care to local authorities from April 2015. This must also include how local monitoring and management oversight is maintained. This should be published and available to staff and prisoners.</p> <p style="text-align: right;"><b>Target date – Quarterly review Head of Healthcare</b></p>	
<p><b>6(a).</b> 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"> <li>• 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 &amp; Management; Offender Management and Public Protection; and Interventions &amp; Resettlement.</li> <li>• 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.</li> </ul> <p style="text-align: right;"><b>Progress to be monitored Quarterly via the QSLAM process</b></p>	ALL HSE Prisons
<p><b>6(c).</b> Ensure the efficient use of prison places through development and implementation of local bail strategies and</p>	<p>To maximise the successful utilisation of BASS accommodation places for HDC and BAIL with progress monitored quarterly against the national BASS data set at QSLAM (Quarterly SLA review Meeting)</p> <p style="text-align: right;"><b>Target date – Quarterly review. Head of OMU</b></p>	<p>HMP Belmarsh HMP Manchester HMP Woodhill</p>

<p>use of HDC for appropriate offenders, including making full use of Bail Accommodation and Support Service.</p>		
<p><b>6(e).</b> Support the delivery of efficiencies across the criminal justice system by increasing the use of prison video links.</p>	<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;"><b>Target date – Quarterly review.</b></p> <ul style="list-style-type: none"> <li>• HMP Belmarsh will continue its strategy for extending use of video conference facilities by <b>31/10/14</b> consistent with the NOMS Video Action Plan, ensuring that use is consistent with type of establishment and makes maximum usage of existing/planned facilities. <b>The Head of Operations, external</b> will be the establishment lead for the NOMS video action plan and will establish and maintain relationships with the relevant stakeholders.</li> </ul>	<p>ALL HSE Prisons</p>

**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	

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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	
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	



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33	Manage the Custodial & Post Release Periods <sup>+</sup>	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	

<sup>+</sup> 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

<b>Table 7c: Service Options, above the national minimum</b>		
<b>(which are commissioned under this SLA)</b>		
<b>Service specification</b>	<b>Output(s) commissioned</b>	<b>Service Option Commissioned [ YES / NO]</b>
Cell & Area Searching	A risk assessed programme of routine area searching is agreed, documented and completed correctly. <b>HSE only</b>	Delivered as minimum in HSE
Cell & Area Searching	Assurance is sought through a risk assessed programme of covert testing. <b>Non HSE</b>	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.	YES
Visits - Services for Visitors	There are facilities for children to play whilst waiting to visit a prisoner.	YES
Visits - Services for Visitors	Visitors receive information through a variety of media regarding relevant support services.	YES
Visits - Services for Visitors	A Family Support Worker is available to support families.	YES
Faith and Pastoral Care	Prisoners have access to a Resettlement Chaplaincy Scheme.	YES
Mandatory Drug Testing	Prisoners found guilty of misuse of Class B and/or Class C drugs or who frequently refuse to comply with MDT testing may be subject to a Frequent Testing Programme.	YES
Mandatory Drug Testing	Prisoners may be subject to Reception testing.	NO
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. <b>Output wording subject to revision</b>	Yes

**Table 7d: Agreed delivery hours for specified services**

<b>Service Specification</b>	<b>Output</b>	<b>Agreed hours</b>	<b>Rationale (where hours are agreed above the minimum set within specifications)</b>
Residential Services	Daily time in open air [minimum 30 minutes] (row 21 of the specification )	30 minutes daily	
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 – Cleaning BICS	BICS Cleaning	18	2	22.5	0	0	0	0	0	0
Industries – Enterprise/Contract Services	VP Workshops	30	2	22.5	0	0	£34,200	0	0	0
Industries – Enterprise/Contract Services	Punnet Workshop	24	2	22.5	0	0	£20,000	0	0	0
Industries - Single Portions	Contract Workshop	45	3	22.5	0	£40,000	0	0	0	0
Industries - Single Portions	Single Portions 2	34	2	22.5	0	£20,000	0	0	0	0
Industries – Enterprise/Contract Services	Light Maintenance	26	2	22.5	0	0	£10,000	0	0	0
LBA	Yards Party	8	1	22.5	0	0	0	0	0	0
<b>Total</b>		185	14		0	0	£124,000	0	0	0

**Table 8b: Services (not industries)**

<b>Table 8b CU095b (Hours Worked in Services) – this should contain services that are measured under this specific metric</b>			
<b>Activity Service Code</b>	<b>Service Description</b>	<b>Maximum number of prisoner places per activity (planned per week total for 2014-15)</b>	<b>CORE HOURS PER WEEK</b>
HU1 Wing Activities	Wing Cleaners, Painters, Pot Wash & Served	31	22.5
HU2 Wing Activities	Wing Cleaners, Painters, Pot Wash & Served	31	22.5
HU3 Wing Activities	Wing Cleaners, Painters, Pot Wash & Served	31	22.5
HU4 Wing Activities	Wing Cleaners, Painters, Pot Wash & Served	31	22.5
Kitchen	Kitchen Party	18	22.5
Orderly Cleaners	Orderlies	25	22.5
Recycling Activity	Waste Management	16	22.5
Weekend Activity	Kitchen Party	9	22.5
Peer Mentors	Peer Mentors	12	22.5
Insider	Insider	9	22.5
			22.5
HU1 Wing Activities	Wing Cleaners, Painters, Pot Wash & Served	31	22.5
<b>Sub total</b>		<b>213</b>	

**Table 8c- other permanent activity places**

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

<b>Table 8c: Other Activities</b>			
<b>This should contain activities that are not in scope of either CU095a (Hours Worked in Industry) or CU095b (Hours Worked in Services) metrics.</b>			
<b>Activity Service Code</b>	<b>Activity Description</b>	<b>Maximum number of FTE prisoner places per activity (planned per week total for 2014-15)</b>	<b>CORE HOURS PER WEEK</b>
Education	Functional Skills Level 1/2 English	7.00	188
Education	R45 English	1.00	38
Education	R45 ESOL	1.00	38
Education	R45 PSD	1.00	38
Education	R45 ICT	1.00	38
Education	Art Entry Level 3 to 2	1.00	38
Education	Employability	8	225
Education	R45 Art Entry Level 3 to 2	3.00	75
Education	Functional Skills Level 1/2 Maths	8	225
Education	ESOL Level 1/3	3.00	75
Education	PSD E3/L1	3.00	75
Education	Drug & Alcohol L1/2	3.00	50

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Education	Peer Mentor	3.00	75
Education	ESOL 1/3	3.00	75
Education	Business L1/2	8	225
Education	R45 Business	1.00	38
Education	Functional Skills Maths E1/E3	11.00	300
Education	R45 Maths 3	1.00	38
Education	Functional Skills English E3	4.00	125
Education	Functional Skills English E1/E2	4.00	100
Education	ESOL E2/E3	12	338
Education	ICT E/L2	12	338
Education	Outreach	1.00	13
Education	Personal Money Management	4	113
Education	R45 Maths	1.00	38
Education	Food Hygiene, Health & Safety & Customer service	8	225
<b>Sub total</b>		<b>108</b>	
<b>Table 8 Total</b>		<b>506</b>	

### Section 3: Regime Outline

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

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

#### Out of cell session time summary by day

Day	Activity	Association	Domestics	Meal	Movement	Total Time Out of Cell
Mon	3h 27m	0h 22m	1h 02m	0h 52m	0h 30m	6h 15m
Tue	3h 27m	0h 22m	1h 02m	0h 52m	0h 30m	6h 15m
Wed	3h 27m	0h 22m	1h 02m	0h 52m	0h 30m	6h 15m
Thu	3h 27m	0h 22m	1h 02m	0h 52m	0h 30m	6h 15m
Fri	0h 58m	2h 24m	1h 02m	1h 27m	0h 15m	6h 08m
Sat	0h 00m	4h 06m	0h 20m	1h 24m	0h 00m	5h 51m
Sun	0h 00m	4h 06m	0h 20m	1h 24m	0h 00m	5h 51m

#### 5 day average time out of cell

Type	Activity	Association	Domestics	Meal	Movement	Total Time Out of Cell
5-day	2h 57m	0h 46m	1h 02m	0h 59m	0h 27m	6h 14m

#### 7 day average time out of cell

Type	Activity	Association	Domestics	Meal	Movement	Total Time Out of Cell
7-day	2h 06m	1h 43m	0h 50m	1h 06m	0h 19m	6h 07m



## 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																		100.00 %
		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 %	90.00 %
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
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CU006	CAT A Escapes													0	0	0	0	0	0
CU007	Escapes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CU016	Mandatory Drug Testing (MDT)	8.00 %	8.00 %	8.00 %	8.00 %	8.00 %	8.00 %	8.00 %	8.00 %	8.00 %	8.00 %	8.00 %	8.00 %	8.00 %	8.00 %	8.00 %	8.00 %	8.00 %	
CU031	Control & Restraint (C&R) Training																		
		80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	
CU060	Tornado Commitment																		17.00
CU074	MQPL BME Score	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50
CU056a	Security Audit - 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
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU057a	Self Harm Audit (A&CA)	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	3.40
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU067	HMIP Resettlement	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.95

OFFICIAL

			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		2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.79
			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
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	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
CU078	HMIP Purposeful Activity		2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.58
			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
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	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
CU079	MQPL Decency		2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.83
			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

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)																		100.00 %
		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 %	95.00 %	95.00 %
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																		942
CU021	Offending Behaviour																		

OFFICIAL

Programme Completions (OBP)		54.00 54.00													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	85.00 %	85.00 %	85.00 %	85.00 %	85.00 %	85.00 %	85.00 %	85.00 %	85.00 %	85.00 %	85.00 %	85.00 %	85.00 %	85.00 %	85.00 %	85.00 %	85.00 %	
CU014	Training / Education on Discharge	8.50 %	8.50 %	8.50 %	8.50 %	8.50 %	8.50 %	8.50 %	8.50 %	8.50 %	8.50 %	8.50 %	8.50 %	8.50 %	8.50 %	8.50 %	8.50 %	8.50 %	
CU015	Employment on Discharge	31.00 %	31.00 %	31.00 %	31.00 %	31.00 %	31.00 %	31.00 %	31.00 %	31.00 %	31.00 %	31.00 %	31.00 %	31.00 %	31.00 %	31.00 %	31.00 %	31.00 %	
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 Sickness																		
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