



Ministry
of Justice

A Sporting Chance

An Independent Review of Sport
in Youth and Adult Prisons

Professor Rosie Meek

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Foreword

I was delighted to be asked by Dr Phillip Lee MP to review the current provision of sport in justice, with a particular focus on health, reoffending and youth custody. This subject area has been a passion of mine since I was involved in evaluating a unique football and rugby based resettlement project at Portland Young Offender Institution a decade ago. In my role I saw first-hand how sport - and the relationships which sport can foster - could motivate young men with complex offending histories, some with especially challenging and disruptive behaviour, to change their attitudes, behaviour and lifestyles and access the support they needed in order to do so. After witnessing these transformations within the prison walls, I was able to monitor the participants as they completed their custodial sentences and learnt how their motivation, determination and new found talents, coupled with some exceptional professional input, had enabled them to establish new lives for themselves, not simply as ex-offenders successfully desisting from crime but as sportsmen, learners, employees and volunteers. The programme was a success and has inspired similar projects in prisons elsewhere; it also inspired me to write my 2014 book 'Sport in Prison' which began to explore some of the issues to which I have returned in this review.

As a psychologist I strongly believe that everyone has the potential to redeem themselves and no individual should be identified solely by the worst things they have done. I am also a realist and recognise that our prisons contain and reflect some of the most difficult issues we face in society. I am also only too aware of the huge challenges posed by violence in custody, particularly youth custody, and poor reoffending outcomes. Our prison population continues to grow (it currently stands in the region of 85,000) and although I applaud the fact that fewer children are now being incarcerated (ten years ago there were 3,000 children in prison in England and Wales and today's figure is less than one third of that), for any child to be deprived of his or her liberty is disturbing. These are some of our most difficult and damaged children, many of whom have experienced more trauma and violence than any one lifetime should contain.

We have a responsibility to respond to the circumstances which lead people to offend in the first place, but also to address the factors which lead so many of those we have incarcerated to reoffend. Those leaving prison need to be motivated to change their behaviour, to be equipped with the necessary skills in order to change, to be in an environment that supports positive change. We have to be creative in finding ways to respond to the complex needs of the people in our prisons and although sport is not the only answer, I am convinced it does provide some answers. The individuals

whose stories are briefly recounted in the series of profiles I have incorporated are testimony to this; they represent many more like them. In differing ways, taking part in sport in prison changed their lives for the better, to an extent they may never have imagined.

Evidence confirms that sport can play a huge role within our Criminal Justice System. As well as being a way to bring together disparate groups, develop communication skills and learn life lessons, it also has the advantage of being something many people are passionate about. It can be a relatively straightforward way to encourage otherwise reluctant individuals to engage in a whole raft of associated activities, while also serving to improve mental and physical health, reduce violence, and tackle reoffending. The latter is an enormous challenge: at present, 29% of adults and 42% of children reoffend within one year from release from prison, with these rates rising dramatically (50% of adults and 77% of children) for those with 11 or more previous offences. Success in reducing reoffending will reduce the numbers of victims of crime and save the public purse.

It is disappointing that utilisation of sport across prisons and youth custody is inconsistent and under-developed. I have identified numerous examples of good practice throughout this review, many of which are the result of partnerships between prisons and community groups and clubs, and I applaud the individuals behind these initiatives: those in prisons and the wider community who are investing time and effort to deliver and support these sports-based innovations. However, these examples of good practice stand out precisely because they are the exception, so one purpose of this review is to highlight that the obstacles encountered in many establishments have been successfully overcome in others.

For this report I was asked to review the current state of play in prison settings and to make clear recommendations for how the use of sport can be made more effective in our secure estate. In doing so I have also looked at examples of community practice where sport helps to prevent crime and support desistance. This work has also been extended further by my colleagues at the national membership organisation, the Alliance of Sport who, as well as having published a thorough *Theory of Change* in the sports for development sector (a description and illustration of how change happens in given contexts) and numerous case studies of criminal justice initiatives, will be setting out their extended community findings and a toolkit to support delivery at their website (www.allianceofsport.org).

On being asked in September 2017 to undertake this review I immediately started a series of visits to over 20 prisons, Young Offender Institutions, Secure Training Centres and Secure Children's Homes. I was hosted by some exceptional members of staff and I am grateful for the illuminating discussions I was able to have with 74 children, women and men detained within these establishments. I have subsequently spoken with representatives from a number of other prisons and community organisations who have also been generous with their time. I would like to thank Florence Angelo

from the Ministry of Justice for her assistance in organising my visits, I am also most grateful to Duncan Prime and Robert Lawman for supporting the review and providing valuable comments and suggestions. Thank you to Richard Nicholls and his colleagues at Clinks and to Justin Coleman and James Mapstone at the Alliance of Sport for their input, expertise and enthusiasm. I am also grateful to Professor Nick Hardwick and Nina Champion for their helpful suggestions, to various members of the Prisons Inspectorate for their contributions, and to Ellie Ball, Victoria Christopher and Chelsea Mainwaring for their research assistance.



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Key Facts

Prison populations in England and Wales

There were **83, 548** people in prison custody at the end of March 2018

3,800 women were in prison on the 11th May

926 children under the age of 18 were in custody at the end of March 2018 (there were **3,004** in the same month 10 years ago)

53% were White and **47%** were Asian and other, Black, or Mixed ethnicity at the end of March 2018

Of these children, **28** are girls (there were **206** girls in the same month 10 years ago)¹

Reoffending rates²

29% of adults reoffend within one year of release from prison, rising to

50% for those who have 11 or more previous offences

42% of children under the age of 18 reoffend within one year from release from prison, rising to **77%** for those who have 11 or more previous offences

Sports-based resettlement programmes in prisons in England report reoffending data of:

6%³: The Chelsea FC and RFU rugby academies at HMP & YOI Portland (18-21 year olds)

7%⁴: The Street Soccer programme at HMP Forest Bank (18-21 year olds and adults)

13%⁵: The Airborne Initiative (outward bound programme for 18-21 year olds)

15%⁶: The Saracens rugby *get onside* programme at HMP & YOI Feltham (18-21 year olds)

17%⁷: The Fulham football club programme at HMP & YOI Feltham (18-21 year olds)

44%⁸: Urban Stars South Gloucestershire at HMYOI Ashfield⁹ (children under the age of 18)

1 Offender Management Statistics Bulletin, April 2018; and March 2018 Youth Custody Report.

2 Most recent data: Ministry of Justice (2018). *Proven Reoffending Statistics Quarterly Bulletin (April 2016-June 2016)*. London: MoJ.

3 NB: Rises to 18% when taking into account recalls to prison following breach of licence conditions. See: Meek, R. (2012). *The Role of Sport in Promoting Desistance from Crime*. Bristol: Second Chance Project

4 NB: Rises to 13% when taking into account recalls to prison following breach of licence conditions.

See: www.streetsoocceracademy.co.uk/prison-impact-report/

5 See: www.airborneinitiative.org

6 Data at June 2017, confirmed by personal communication. Further details: www.saracens.com/foundation/inclusion/get-onside-feltham

7 www.prospects.co.uk/About-Us/Custom-er-Stories/felthams-work-with-fulham-wins-footballing-award

8 Based on self-reported offending. See: Parker, A. (2013). *Urban Stars: Sport, Crime Prevention and Community Action*. Active Communities Network/Laureus/University of Gloucestershire.

9 Ashfield has since re-roled as an adult establishment.

"Keep apart lists"

Data gathered for this review suggests that approximately **75%** children in custody are impacted by their inclusion on a *keep apart* list, which limits their educational and recreational activities and results in their movement being restricted

Exercise and showers

NHS guidelines recommend at least **60 minutes** of moderate to rigorous exercise per day for children (and at least **150 minutes** of moderate exercise per week for adults)

Boys held in Young Offender Institutions during 2016-17 were significantly less likely than in the previous year to report that they went to the gym more than five times each week: **22%** compared with **8%**¹⁰

Young people who have been victimised are more likely to say they 'don't want to go to the gym' (**39%**) than those who haven't been victimised (**22%**)

Almost half (**47%**) of 18-21 year olds who have been victimised either don't want to go outside or report never being able to do so, compared to **22%** of those who haven't been victimised¹¹

93% of white children held across the three Secure Training Centres in England report that they are encouraged to take part in hobbies, sports or gym, compared to **79%** of black and minority ethnic children¹²

Monthly average Prisoner Participation Levels for gym attendance for women (**29%**) are significantly lower than the national average (**56%**)

Over one third (**37%**) of young adult prisoners aged 18-21 report being locked in their cells for at least 22 hours a day, and only one half (**51%**) report being able to shower once a day¹³

10 HM Inspectorate of Prisons (2017). *Children in Custody 2016-17*. London: HMIP

11 Analysis of HM Inspectorate of Prisons raw data from the year 2016-17

12 OFSTED reports of Rainsbrook STC, Oakhill STC and Medway STC, 2016-2017

13 HM Inspectorate of Prisons (2017). *Life in Prison: Living Conditions*. London: HMIP

Diet and nutrition

In a randomised trial of nutritional supplements on 231 young adult prisoners in England, those receiving the supplements for at least 2 weeks committed an average of **35%** fewer behavioural offences¹⁴

In both of the private sector Secure Training Centres visited for the purposes of this review, **all** of the food available for purchase by the children was either high in fat or high in sugar¹⁵, with **no** healthy options available

Staffing

Numbers of Physical Education Instructors (PEIs) have dropped from **743** in 2013 to **647** in 2017¹⁶, despite the prison population growing during this time

Women represent **8%** of Physical Education Instructors

14 Gesch, C., Hammon, S., Hampson, S., Eves, A. & Crowder, M. (2002). Influence of supplementary vitamins, minerals and essential fatty acids on the antisocial behaviour of young adult prisoners. *British Journal of Psychiatry*, 181, 22-28.

15 According to NHS guidelines for fat/sugar content per 100g.

16 Sources: Prison Service PE Training College and HMPPS Catering and PE Services



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Executive Summary

Working with people in prison and tackling reoffending is one of the biggest challenges our society faces, and one in which sport has a unique and important role to play. As Tracey Crouch MP, the Minister for Sport, Tourism and Heritage, reminds us in her foreword to the current Sport England strategy¹⁷, sport can have an impact on almost every aspect of everyone's life. In prison, just as in our communities, the impact of sport can be far-reaching. Participation can not only improve health and behaviour but can directly contribute to efforts to reduce reoffending, particularly by providing a route into education and employment. Recognising this, clubs and organisations representing football (including Chelsea, Everton and Fulham), rugby (including Saracens, Northampton and Leeds Rhinos) and beyond (including *parkrun*, the English Chess Federation and Brighton Table Tennis club) are collaborating with prisons in developing programmes that promote activity and tackle reoffending.

In undertaking this review I visited and audited the provision of 21 different establishments, where I spoke with individuals from across the staffing structure and the children, young adults and adults in their care. I invited responses to a public consultation and met with community groups and dozens of people whose lives have been changed through sport in prison. These experiences helped to shape the recommendations that follow.

Although this review demonstrates that much still needs to be done, I have also reported here some of the positive sporting achievements which have already taken place in our prisons and which have provided the motivation and skills for people to turn their lives around. These achievements are all the more remarkable given the levels of despair and brutality often encountered within our prison system. As well as celebrating these successes we need to develop mechanisms for rewarding and sharing good practice and I hope I have contributed to the latter by presenting a series of good practice examples from across the youth and adult estate.

The 12 recommendations I outline below are largely targeted at prison staff and senior managers, HM Prison and Probation Service, the Ministry of Justice, and the wider Criminal Justice and Sport and Fitness sectors, particularly those involved in designing and delivering prison sports programmes. In responding to these recommendations, we have a collective responsibility to challenge outdated and ineffective policies and practices and to make greater efforts to instil in our prisons a consistent culture of learning and wellbeing, both of which are fundamental in promoting a wider rehabilitative culture.

Government policies relating to prison regimes are crucial in guiding change, but just as significant are the ways in which prison sport and physical activity are positioned within the wider Criminal Justice System and beyond. My recommendations call for collaboration and innovation, which will need to be empowered by effective leadership, training and evaluation. Language is also important in

¹⁷ Sport England (2016). *Towards an Active Nation. Strategy 2016-2021*. London: Sport England.

positioning prison sport, and a simple branding exercise, for example where a prison gym is referred to as a Sports College, will go some way to inspiring an educational culture in a prison gym.

What takes place in our prisons is a public concern, and the physical and psychological wellbeing of those in prison is a public health issue. Those who return to their communities after serving a prison sentence will bring with them their experiences, both negative and positive, which will also have had (and will continue to have) an impact on the lives of their families and those who work with them. Our efforts in this domain will have an impact on our efforts to create safer communities and reduce the numbers of future victims.

My suggestions for the reform of physical activity in custody should be seen in the context of other Government campaigns, and now is the time for the Ministry of Justice, HM Prison and Probation Service and Youth Custody Service to work together with partners such as the Department for Digital, Culture, Media and Sport, the Department of Health and Social Care, Department for Education and the Home Office, many of whom are progressing with their own strategies¹⁸, in order to develop coordinated efforts to promote physical activity.

Recommendation 1: Every prison, Young Offender Institution, Secure Training Centre and Secure Children's Home should devise and implement an integrated physical activity and wellbeing strategy

Sport and physical activity can change lives. Physical activity can only be fully promoted and implemented if it is the result of effective partnerships between gym departments / PE staff and healthcare, education and wing/custody staff, underpinned by an establishment-wide commitment to improving mental and physical wellbeing.

Recommendation 2: Commissioners and education providers should develop a flexible approach to delivery which enables collaborations and creative delivery

Education contracts are sometimes so rigid they prevent establishments from delivering creative and effective sports programmes. Recommendation 1 has highlighted the importance of drawing education staff into an establishment's wellbeing strategy, and the narrative supporting this recommendation demonstrates the ways in which sports-based learning can contribute to employment and reductions in reoffending. To make best use of the educational outcomes associated with physical activity, an establishment's learning environment needs to harness a widespread enthusiasm for sport and fitness in prison, embrace the creative delivery of sports-based learning and look for opportunities to embed sports-based learning within the existing education contract.

Recommendation 3: Prisons should offer nutritional advice as part of their physical activity and wellbeing provision, and promote a readily-available range of healthy eating options

Poor diet affects health and behaviour. Diet and nutrition are not only important features of health promotion, they also have a direct impact on behaviour and mood. Recognising that participation in exercise can raise awareness of diet and nutrition, staff should exploit opportunities to offer guidance around healthy eating, nutritional content and meal planning. Items that prisoners can purchase with

¹⁸ For example, HM Government (2015). *Sporting Future: A New Strategy for an Active Nation*. Cabinet Office.

their own cash must go beyond confectionary. Healthy eating options should be not only widely available but reasonably priced, clearly flagged up and effectively promoted, and prisons should also consider offering nutritional supplements.

Recommendation 4: Bringing prisoners together for sport can resolve conflict. Governors should revise *keep apart* list policies and establishments should include gym staff in *keep apart* decision making

The use of *keep apart* lists dramatically undermines the regime of establishments - particularly those holding children and young people. These lists, rather than individual ability, determine a young person's access to appropriate education. They are a major barrier to sport and physical activity provision, and fail to reflect a real-world or sustainable response to conflict. Establishments should invest resources in the regular reassessment of *keep apart* lists, favouring mediation and resolution over sustained separation, and recognising that sport is a valuable mechanism for resolving conflict.

Recommendation 5: Sport provision needs to be responsive to individual needs, with a focus on health, wellbeing and rehabilitation at the heart of practice

Our prisons contain diverse populations and provision needs to reflect that in promoting participation for all ages, abilities and backgrounds. With the current challenges faced in offering a core regime whilst managing order and control, a diverse provision may not be seen as a priority. However, offering physical activity which responds to the diverse needs of those held within our prisons will lead to positive health and rehabilitative outcomes, and fewer instances of violence and conflict. This requires the implementation of my other recommendations, particularly those on partnerships, staff training, and monitoring and evaluation.

Recommendation 6: The Ministry of Justice should develop a physical activity strategy for women and girls in prison

A national strategy on physical activity for women and girls in prison is required to guide practice and target resource. For a number of reasons women and girls in custody do not engage in physical activity to the same extent as men and boys and as a result they are not benefiting from the social, physical and psychological benefits of doing so. There is a strong case for the role of physical activity in meeting the particularly complex and unique needs of women and girls in custody. There is a need to continue to develop a female-centred approach which reflects an understanding of gendered barriers to participation and exercise. As part of this understanding, establishments should be guided by a policy which takes into account the high levels of trauma that women and girls entering custody are likely to have experienced. Staff should be trained to deliver a practice which is informed by an understanding of, and responsiveness to, the impact of trauma¹⁹.

¹⁹ See for example, Covington, S. (2003). *Beyond Trauma: A Healing Journey for Women*. Center City, MN: Hazelden, and Covington, S. *Becoming Trauma Informed: A Training for Correctional Professionals*.

Recommendation 7: The Ministry of Justice should re-consider the national martial arts / boxing policy and pilot the introduction of targeted programmes which draw on boxing exercises, qualifications and associated activities

While concerns remain about managing such activities safely, there was a widespread frustration from the professional staff I spoke to from different roles across the secure estate (as well as many young people and adults, including women, in custody) that boxing-related programmes are not offered in prisons. Where these are offered (in some Secure Children's Homes and Secure Training Centres), they are well received and highly valued, both as a behaviour management tool and as a vehicle through which to facilitate education, discipline and communication. The development and delivery of appropriate martial art / boxing exercises, qualifications and associated activities should be piloted and evaluated as a targeted intervention.

Recommendation 8: Senior managers and the Ministry of Justice need to monitor physical activity participation and outcomes according to ethnicity, and ensure that any disproportionality is addressed

There is no routine analysis of sports and PE participation and outcome data according to ethnicity, despite the recent concerns raised by David Lammy MP of wider inequalities in the treatment of and outcomes for Black, Asian and minority ethnic groups in the Criminal Justice System²⁰.

My analysis of some participation data according to ethnicity found trends which require further investigation: there should be a commitment to monitor participation and achievements in sport according to ethnicity in order to inform recruitment approaches and guide provision.

Recommendation 9: Senior managers need to encourage partnerships between prisons, communities, sporting groups and bodies

Working in partnership can clearly facilitate innovation, offer resource savings and demonstrate wide-reaching impact, both within custodial settings and after a prison sentence is completed. However, the review found too many unnecessary obstacles to bringing the sporting community safely into prisons, and until these are overcome our prisons will not be fully able to engage with, benefit from, or contribute to the communities they exist within.

Recommendation 10: The Ministry of Justice should review Release on Temporary Licence, Mobility and related policies to facilitate meaningful sports-based learning, team-building activities, placements and training.

There is huge potential in the sports sector to provide placements, if prison establishments can have stronger guidance and be supported to assess the risks, and work with police and community partners to manage these risks. There is a need to review Release on Temporary Licence and related policies, as despite there being widespread willingness from community groups to support them, the numbers of individuals benefiting from work and training placement opportunities in the community (not just in the context of sports) have dropped significantly in recent years. With some notable exceptions, very few external placements are taking place, despite the benefits in preparing people for release from prison, and supporting their desistance from crime, which accrue from such placements.

²⁰ Lammy, D. (2017). *The Lammy Review: An Independent Review into the Treatment of, and Outcomes for, Black, Asian and Minority Ethnic Individuals in the Criminal Justice System*. See: www.gov.uk/government/organisations/lammy-review

Recommendation 11: The Ministry of Justice, HM Prison and Probation Service and senior managers need to provide the leadership, staffing, training and facilities required to support a wide-reaching and high-quality sport and physical activity provision.

In order to develop an integrated culture of promoting physical activity and wellbeing, a number of structural and organisational changes will need to be made:

In line with the need to implement a physical activity and wellbeing strategy (recommendation 1), PE staff should be directly accountable to, and supported by, a suitably qualified gym manager, wellbeing coordinator, or equivalent, who can offer expertise in the sports sector, provide a direct link to the Senior Management Team and support partnership working in implementing the establishment's physical activity and wellbeing strategy;

The Ministry of Justice, HM Prison and Probation Service and Youth Custody Service will need to provide strategic leadership across the sector and should develop a sport and PE staff training and development strategy which responds to the diverse and changing needs of the sector's workforce and the youth and adult estates and celebrates and shares good practice;

The physical environment, facilities and infrastructure need to be maintained and enhanced.

Recommendation 12: The Ministry of Justice should create and implement a dedicated physical activity monitoring and evaluation strategy which supplements existing Ofsted and HM Inspectorate of Prisons monitoring.

Staff should be responsible for recording and evidencing physical activity and sports-based programmes and need to be supported in doing so with data gathering tools which are fit for purpose and guided by a new monitoring and evaluation strategy. Such a strategy should reflect a commitment to evidence-based practice and the capturing and reporting of meaningful qualitative and quantitative measures. The effective recording of data should lead to greater transparency and, where appropriate, permit data sharing within and beyond establishments. These developments should in turn support the evaluation efforts which are critical in developing, enhancing and demonstrating the impact of programmes.

Where Ofsted consider physical activity as part of an establishment's education provision, and HM Inspectorate of Prisons consider it as 'time out of cell', there is a risk of physical activity falling between these two sets of expectations.

Profile



Since retiring from a professional career in rugby union, former England captain Lawrence Dallaglio OBE has established his own foundation, Dallaglio RugbyWorks.

"The feeling of running out to 80,000 fans at Twickenham and belting out the national anthem with my team mates will never leave but when it came to retire I was quite excited by the transition. Rather than thinking "What can I do now?", it was more like: "Wow, what can I do now?!". I was able to dedicate more time to my family who had supported me throughout my career, I was able to move into the media and talk about the sport that gave me so much and I was able to set-up Dallaglio RugbyWorks. Using the sport that had made me who I am, I am able to give back to young people who just need a second chance".

"The values of rugby which we try to instill in the young people who take part in the RugbyWorks programme are ones that can be embodied by each and every one of us. But Dallaglio RugbyWorks is designed to help those who are the most marginalised within our society and who have made bad decisions get back on track and ultimately to prevent crime. We are very excited to be working with our new trustee Charlie Taylor, Chair of the Youth Justice Board, to further develop our offering and expand the work we do to help more young people through sport in other areas of the Criminal Justice System".

Introduction: Establishing The Context Of Prison Sport

Definition of sport

This review follows the definition offered by the Council of Europe's European Sports Charter (and also taken up by Sport England), which states that 'Sport means all forms of physical activity which, through casual and organised participation, aim at expressing or improving physical fitness and mental well-being, forming social relationships or obtaining results in competitions at all levels'. As with previous comprehensive studies²¹, the interpretation of this definition also took into account broader physical activities, including aerobic activities, yoga and recreational games.

Prison-based sport and physical activity may be classified in different jurisdictions as a health, recreation or education requirement, but basic provision and access is considered part of the basic principles of prison laws and policies of many countries²². In England and Wales, as well as national Prison Service Orders and Instructions, legislation which the UK has signed up to includes that from the United Nations, where the standard minimum rules for the treatment of prisoners prescribe that:

'Every prisoner who is not employed in outdoor work shall have at least one hour of suitable exercise in the open air daily if weather permits. Young prisoners, and others of suitable age and physique, shall receive physical and recreational training during the period of exercise. To this end space, installations and equipment should be provided' (rule 23)²³.

In the European context, the Enlarged Partial Agreement on Sport²⁴ aims to promote sport, emphasise its positive values, and establish international standards. It announced 2014 as the year of 'sport in prison'. The UK has also adopted the European Prison Rules, which recognise the importance of exercise and recreation by stating that:

21 Woods, D., Breslin, G. & Hassan, D. (2017). A systematic review of the impact of sport-based interventions on the psychological well-being of people in prison. *Mental Health and Physical Activity*, 12, 50-61.

22 van Zyl, D & Snacken, S. (2002). *Principals of European Prison Law and Policy: Penology and Human Rights*. Oxford: OUP.

23 United Nations (2015). *Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules)*.

24 www.coe.int/epas

*'Recreational opportunities, which include sport, games, cultural activities, hobbies and other leisure pursuits, shall be provided and, as far as possible, prisoners shall be allowed to organise them'*²⁵.

Lastly, the UK has also adopted the Havana rules which apply to children in detention²⁶ and specify that:

'The design of detention facilities for juveniles and the physical environment should be in keeping with the rehabilitative aim of residential treatment, with due regard to the need of the juvenile for privacy, sensory stimuli, opportunities for association with peers and participation in sports, physical exercise and leisure-time activities' (rule 32).

'Every juvenile should have the right to a suitable amount of time for daily free exercise, in the open air whenever weather permits, during which time appropriate recreational and physical training should normally be provided. Adequate space, installations and equipment should be provided for these activities... The detention facility should ensure that each juvenile is physically able to participate in the available programmes of physical education. Remedial physical education and therapy should be offered, under medical supervision, to juveniles needing it' (rule 47).

Despite an expectation that those held in custodial care should spend time engaged in sports, fitness and physical activity each week, prisoners consistently report highly sedentary lifestyles in custody, and repeated HM Inspectorate reports confirm that many establishments fail to meet policy expectations in this domain. It remains the case that incarcerated men, women and children are typically less likely than those in the community to participate in sufficient physical activity. Sedentary behaviour in prisons has consequently been identified as a high-risk health behaviour which contributes to an increased risk of obesity, hypertension, diabetes, cardiovascular disease and mortality²⁷, not only placing a considerable cost burden on health care providers both in custody and the community but also acting as a barrier to efforts to rehabilitate. A strong body of evidence confirms that the provision of physical activity represents a simple intervention which can ameliorate the negative health effects of a sedentary lifestyle in prison²⁸.

25 27.6. European Committee for the Prevention of Torture and Inhuman or Degrading Treatment (2006). *European Prison Rules*. Strasbourg: Council of Europe.

26 United Nations (1990). *Rules for the Protection of Juveniles Deprived of their Liberty ('the Havana Rules')*, UNGA resolution 45/113

27 Battaglia, C., et al. (2013). Benefits of selected physical exercise programs in detention: a randomized controlled study. *International Journal of Environmental Research and Public Health*, 10, 11, 5683-5696.

28 Jebb, S. & Moore, M. (1999). Contribution of a sedentary lifestyle and inactivity to the etiology of overweight and obesity: current evidence and research issues. *Medicine and Science in Sports and Exercise*, 31, 11, S534-S541.

Physical activity is increasingly recognised as contributing to a rehabilitation agenda, as reflected in prison rules and operational guidelines. For example, current HM Prison and Probation Service directives state that physical activities should have a structured approach which may:

- *Support prisoners in tackling their offending behaviour;*
- *Impact upon individuals' attitudes and behaviour;*
- *Enable prisoners to gain vocational qualifications;*
- *Link effectively with resettlement policy and community provision, and*
- *Encourage the purposeful use of leisure time after release²⁹.*

However, there is substantial local variation in the degree to which these objectives are implemented,³⁰ and in spite of calls for a rigorous evaluation of *what works* in sport and physical activity in prison settings,³¹ an abundance of anecdotal evidence and a growing number of organisations seeking to use sport to promote social change, there has until now been little exploration of the ways in which sports-based initiatives facilitate behavioural change.

A body of international literature has made the case for the primary benefits of prison-based sport and physical activity in terms of improved physical health^{32 33} and mental health^{34 35}. There is also a growing awareness of a wider psychological - as well as social - benefit, where sport can offer an alternative means of excitement and risk-taking to that gained through engaging in offending behaviour.³⁶ It can also provide access to a pro-social network and positive role models, and the opportunity to gain new experiences and achievements. In this way, participating in sport can offer an alternative to offending which not only has intrinsic value but also provides a relatively easy way to establish a more positive self-identity³⁷.

Finally, there is abundant psychological and educational evidence of the importance of *play* in healthy child development³⁸, particularly in working with those who have experienced trauma and neglect, as we know so many of the children we detain in custody have. So the benefits of the playing element of prison sport should not be underestimated.

"We have a sports day every year which is brilliant. We do all the things you used to do as a kid, we've got teams of countries, it gets very competitive" (15 year old boy, Secure Children's Home).

29 Ministry of Justice (2011). *Physical Education (PE) for Prisoners*. PSI 58/2011.

30 Lewis, G. & Meek, R. (2012). Sport and physical activity across the secure estate: an exploration of policy and practice. *Criminal Justice Matters*, 90, 32-34.

31 HM Prison Service (2002). *Effective Regime Interventions*. PSO 4350.

32 Elger, B. (2009). Prison life, television, sports, work, stress and insomnia in a remand prison. *International Journal of Law and Psychiatry*, 32, 74-83.

33 Amtmann, J. & Kukay, J. (2016). Fitness changes after an 8-week fitness coaching program at a regional youth detention facility. *Journal of Correctional Health Care*, 22, 1, 75-83.

34 Buckaloo, B., Krug, K. & Nelson, K. (2009). Exercise and the low-security inmate: changes in depression, stress and anxiety. *The Prison Journal*, 89, 3, 328-343.

35 Woods, D., Breslin, G. & Hassan, D. (2017). Positive collateral damage or purposeful design: how sport-based interventions impact the psychological well-being of people in prison. *Mental Health and Physical Activity*, 13, 152-162.

36 Zuckerman, M. (1991). Sensation seeking: the balance between risk and reward. In L. Lipsitt & L. Mitnick (eds.), *Self Regulatory Behavior and Risk Taking: Causes and Consequences*. Norwood, NJ: Ablex

37 Meek, R. (2014). *Sport in Prison: Exploring the Role of Physical Activity in Correctional Settings*. Abingdon: Routledge.

38 For example, Frost, J., Wortham, S. and Reifel, S. (2007). *Play and Child Development*. New Jersey: Pearson.

Recommendation 1:

Every prison, Young Offender Institution, Secure Training Centre and Secure Children's Home should devise and implement an integrated physical activity and wellbeing strategy

Sport and physical activity can change lives. Physical activity can only be fully promoted and implemented if it is the result of effective partnerships between gym departments / PE staff and healthcare, education and wing/custody staff, underpinned by an establishment-wide commitment to improving mental and physical wellbeing.



"It's depression, you need an outlet for that anger or it's going to come out in depression. It's definitely helpful. I think I'd be a spice head if there wasn't gym there, because you'd just be stuck in your cell. It gets you out, you can burn off all that extra aggression"

(adult male prisoner).

"It keeps people on the wings active so you have something to look forward to in the day. If you don't have anything to look forward to it's like a dead day. That's what we look forward to. You get people fighting and whatnot but when you go to the gym it's a release"

(adult male prisoner).

"I'm here for 5 years, but I've got more than 5 years added onto the end of my life, I'm a lot fitter, I've definitely seen the benefits" (adult male prisoner).

The benefits of regular exercise in promoting psychological and physical health are well understood, with participation in physical activity recognised as an important contributor to wellbeing and quality of life for people of all ages. Those who are more physically active tend to live longer, healthier lives, an outcome of increased functional and cognitive capacity, reduced anxiety and depression, the prevention of obesity and the diminished likelihood of developing chronic diseases. Social and psychological benefits include improved opportunities for social contact and the promotion of social inclusion and community cohesion. Increasing or maintaining physical activity, particularly among those who are sedentary, should therefore be a major goal of health and fitness professionals, psychological services and health care providers.

As places which house people with an increased likelihood of significant health needs, prisons and other secure settings represent an especially important target. Recognition of the role of physical activity in promoting wellbeing is reflected in the HM Prison and Probation Service Physical Education Prison Service Order which states that:

'PE plays an important part in a prison regime by providing high quality purposeful activity and engagement with prisoners; in addition, PE can make a major contribution to the physical, mental and social well-being of prisoners'³⁹

Good practice example: The GOOP (Greener on the Outside of Prisons) programme provides a tailored 'green health' programme which promotes mental health, physical activity and healthier eating. Delivered in a number of youth, adult male and female prisons across the north west of England as part of a regional 'target wellbeing' initiative the scheme was funded by the Big Lottery Fund and delivered in partnership with University of Central Lancashire's Healthy & Sustainable Settings Unit. In 2013-15 the programme had 872 beneficiaries from prison populations, with recorded improvements to knowledge, skills and uptake regarding physical activity, nutrition and healthy eating⁴⁰.

Despite previous recommendations from the World Health Organisation to pursue a whole-prison approach to health promotion⁴¹, and from Public Health England to pursue the 'make every contact count' (MECC) agenda in supporting behaviour change⁴², prisons still tend to lack a fully integrated wellbeing strategy, with different departments operating in isolation from one another. Although there is a risk that this isolated working is further exacerbated when services are contracted to external education and healthcare providers, internal departments such as PE services and wing staff are not immune to failing to work in partnership.

39 HM Prison Service (2009). *Physical Education PSO 4250*

40 University of Central Lancashire (2015). *Impact Report: Greener on the Outside of Prisons*. UCLAN/Groundwork UK

41 World Health Organisation (2007). *Health in Prisons: A WHO Guide to Essentials in Prison Health*. Copenhagen: WHO

42 Public Health England, NHS England, Health Education England (2016). *Making Every Contact Count (MECC) Consensus Statement*. London: PHE/NHSE/HEE

Good practice example: A number of establishments offer annual / ad hoc events aligned with fundraising initiatives (for example Sport Relief, Children in Need), and national / international sporting events (Wimbledon, the Olympics, World Cup competitions, etc.). The reach and impact of these events is reported as being greatest when based on collaborations between the gym and other departments, particularly education and healthcare.

There is a need to develop a cross-establishment emphasis on coordinated efforts to promote physical activity and wellbeing strategies, and in turn to embed the PE department in establishment-wide decision-making and to draw on relevant staff expertise by involving gym and PE staff in case management meetings, *keep apart* reviews, Release on Temporary Licence (ROTL), Mobility and enrichment planning, etc., as well as broader discussions about the regime.

Good practice example: Gym staff at HMYOI Werrington work with other departments to organise cross-establishment wellbeing days for both staff and young people. In 2017 this was based around a triathlon-based suicide awareness day.

Good practice example: Staff at women's prison HMP Bronzefield are developing regular wellbeing days targeting all new arrivals so that gym induction is part of a larger coordinated effort to promote health and wellbeing.

Coordinated efforts may be mobilised through *wellbeing teams* or at the very least through wellbeing strategies which prioritise communication and collaboration both across establishments and between departments, based on effective multi-partnership communication between gym staff and their colleagues in other department across the prison, which include:

Healthcare

Physical and mental health needs are recognised as key areas to be addressed in attempts to reduce reoffending,⁴³ yet shortcomings in prison healthcare provision (which since 2006 has been commissioned by the NHS to a range of providers) have undermined efforts to pursue whole-prison approaches to health promotion⁴⁴.

⁴³ Department of Health (2002). *Health Promoting Prisons: A Shared Approach*. London: Department of Health.

⁴⁴ Woodall, J. (2016). A critical examination of the health promoting prison two decades on. *Critical Public Health*, 26, 5, 615-621.

Good practice example: Oakhill Secure Training Centre offer an optional weekly *Healthy Living Club* which is delivered by PE staff in partnership with healthcare and focuses on weight management, nutrition and activity guidance. There is also a centre-wide annual *Health Fair* with contributions from multiple departments and focusing on physical, mental and sexual health, healthy snacks, BMI calculations and guidance for in-room workouts.

There remain underused opportunities for gym staff to work in partnership with healthcare staff in promoting dedicated provision for smoking cessation⁴⁵, weight management programmes, sexual health, physiotherapy, mental health promotion, First Aid training, exercise prescriptions and remedial PE. Rather than a remote referral process, health care and gym staff should establish tripartite meetings when managing caseloads.

Good practice example: The women at HMP Downview attend weekly physiotherapy sessions through Healthcare who link up with the PE Department to refer women for either the pain clinic, exercise referral or over 50s sessions which are led by PE staff trained in GP referrals.

Substance misuse teams and drug strategy partners

"Some people find it a bit more difficult than others. A lot of people have trained in the gym before, but then you get others that are new to it all, just looking for something to do in the prison, and they can then get more keen on doing the sports than doing drugs"

(adult male prisoner).

Despite calls for integrated and innovative approaches to substance misuse in prison populations⁴⁶ and recognition of the role that PE can play in responding to drug use in prison⁴⁷, I found little evidence of substance misuse teams working in partnership with the gym, or drawing on sport and physical activity in their work. However, when they do happen, tailored gym-based sessions can benefit from such partnerships in the planning and deliver of specialised sessions for those in recovery. Recognising that New Psychoactive Substances are likely to have a significant impact on participation in physical activity (as confirmed in discussions with prison staff and gym orderlies), the gym should also be part of establishment-wide strategic approaches to respond to this challenge.

45 Adams, E. (2017). *Community Partnership Program Helps Women in Recovery Replace Cigarettes with Sweat*. University of Kentucky.

46 Patel, K. (2010). *Reducing Drug-Related Crime and Rehabilitating Offenders, Recovery and Rehabilitation for Drug Users in Prison and on Release: Recommendations for Action*. London: Prison Drug Treatment Strategy Review Group.

47 Ministry of Justice (2009). *Tackling Drugs through Physical Education*. London: Ministry of Justice.

Good practice example: AIR network⁴⁸ is a collaborative approach which operates in prisons and the community, partnering with both prison and community-based substance misuse teams. The AIR network model utilises a multi-sport approach to engage individuals in a range of personal development and psychosocial interventions, while also offering mentoring and wraparound services to support a progression from custody to community (physically meeting clients at the prison gate upon release and providing transport and support in order to attend meetings with probation and external partners).

Psychology services / clinical support / Safer Custody Unit

"It's nice to come down here after being on the wing. It's like coming out of prison for an hour. The trust down here as well, the staff aren't stood around watching over everyone, they're not just stood there in the corner like they are on the wings, on cameras. Because there's a lot of trust down here, nothing really happens down here, very rarely" (adult male prisoner).

Given the widespread appeal of the gym, and the strong relationships which gym staff often develop with those in their care, they have a valuable role to play in case management, violence reduction initiatives, enhanced thinking skills, victim awareness, ACCTs and mental health initiatives.

Good practice example: Hillside Secure Children's Home's clinical team use a trauma-informed model (which takes into account the high levels of trauma that children in custody are likely to have experienced and adapts practice techniques to be responsive to the impact of trauma). Recognising the advantage of using sport to engage with some of their most challenging and damaged young people, the psychology team have developed a series of tools using sports and games examples and principles to develop behaviour management plans. For example, psychology staff have created individual and group sessions in the gym in order to develop a better rapport with their clients, while using sporting examples to deliver therapeutic messages and promote behaviour change.

48 www.airnetwork.co.uk

Good practice example: Psychology staff at HMYOI Wetherby work in partnership with the gym to deliver team building for the 'Life Minus Violence' course, using the gym's climbing wall and mobile team challenge to facilitate the programme's practical exercises.



Residential / custody staff

Sports and Games officers are custody staff who have received additional training in order to supervise activities and assist the more qualified Physical Education Instructor (PEI) staff. They are clearly a valuable resource and should be invested in and supported to work in collaboration with (but not as the replacement of) other PE staff. There is widespread enthusiasm among wing staff for receiving training in this area. Establishments should support and utilise this resource, and PE staff should be encouraged to work with Sports and Games officers to enhance overall provision. Recognising the wide and varied sporting capabilities and experiences of a typical criminal justice workforce, non-PE staff should be encouraged and supported to co-deliver activities related to their specialisms, whether as Sports and Games officers or in delivering supplementary activities. I spoke to custody staff who were keen to make use of their training and expertise in a range of individual and team sports; as a staff member at a juvenile establishment suggested, this could enhance relationships between staff and those in their care: *'The most liked staff are PE staff, so if you can develop a bit of that in your custody staff it helps'*.

Significant disruptions are caused to the delivery of sport and physical activity when PE staff are deployed to general duties, which has become much more frequent according to many of the staff and senior managers I spoke with. Although it is clear that when used appropriately the presence of gym staff in residential and other areas can be a positive one (particularly where a good rapport has been established with those in their care) senior managers need to be aware of the implications of redeployment on PE provision.

Education and employability

Sport and physical activity have enormous potential in motivating individuals to desist from crime, particularly in increasing employability and in motivating reluctant learners to engage in education when they would otherwise be unwilling or feel unable to participate due to negative experiences of education⁴⁹. I found a small number of establishments where gym-based team-building sessions are used for newly established education classes, where education staff have evidently recognised the benefit of sport in promoting cohesion. Nevertheless it remains rare for non-PE teaching staff to spend time either in the gym or drawing on sport in their work, despite the obvious opportunities to capture the interest of learners by doing so.

Good practice examples:

Rainsbrook Secure Training Centre's creative writing initiative is offered as part of their 'sport project week competition' with the sport element encouraging participation from some of the most difficult, violent and disengaged children who would otherwise be unlikely to engage but who can be encouraged to do so due to their interest in sports.

In a similar example of a prison-wide coordinated effort to use sport to motivate learners, staff from multiple departments at HMYOI Wetherby organised an establishment-wide *Rio Olympics* event which was fully imbedded in education as well as gym activities. Engagement with this event by both staff and children was good and the establishment report recording significantly fewer incidences of violence during the month that the event took place (according to recorded data held by the prison there were fewer instances of assaults on prisoners and on staff during the month of the event, with figures falling below the average for the year to date).

Given the widespread interest displayed by children and adults in custody in pursuing sports-based qualifications, individual learning plans and sentence planning should, where supportive of rehabilitative objectives, include sports-based training and qualifications, relevant work experience/portfolio development, and appropriate external placements. Although most, if not all, establishments offer some form of fitness/physical activity/sport qualifications (typically stand-alone Level 1 qualifications in adult establishments and as part of a sports education 'pathway' in juvenile establishments), the outcomes of such offerings are enhanced when genuine partnerships between gym and educational staff drive the delivery of such programmes.

"Self employment isn't it. Especially the circuit instructor Level 2, it's easy to rent out a sports hall for an hour, get people to come in, £4 each. You can do that after work, be a builder in the day and then a few evenings a week, I do plan to use the experience" (adult male prisoner).

49 Meek, R. Champion, N. & Klier, S. (2012). *Fit for Release: How Sports-Based Learning Can Help Prisoners Engage in Education, Gain Employment and Desist from Crime*. London: Prisoners Education Trust.

In also enabling prisoners to gain valuable experience, establishments should consider peer-led classes where appropriate (including yoga, circuits, spinning, etc.), targeting different levels of ability and fitness while enabling those leading the classes to develop and record their skills. Activities that mirror the workplace and develop workplace skills are particularly valuable, given the artificial nature of the prison regime. In two different establishments I learnt of a prisoner who was working towards personal trainer or fitness instructor qualifications delivering training to staff members, with reports that these arrangements also led to enhanced staff-prisoner relationships.

Good practice example: HMP Swaleside refer to their gym as a 'Sports College', emphasising the educational potential of the gym and their commitment to sports-based learning.

Profile: Progressing to higher level learning in the juvenile estate

Last summer, 'Peter', aged 17, arrived at HMYOI Werrington, initially on remand and remaining following sentencing. Because of his keen interest in sports, he was enrolled on the 'Sports Leaders' programme: one of two sports-based courses offered at Werrington, the other being Sports Studies (both courses can be completed at both Level 1 and Level 2). Along with the academic side of the course, Peter and other members of the group had extra gym sessions which ran alongside the course to reinforce learning. Peter continued to thrive in the sports environment and completed all the work and passed to a high standard. After finishing the Sports Leaders course Peter was advised to continue his studies by embarking on distance learning with the support of Prisoners Education Trust. Peter chose to undertake the Level 3 Personal Trainer course and was also offered the opportunity to become the establishment's Gym Orderly.

When eligible, Peter was able to apply for a ROTL (Release on Temporary Licence), placement at Stoke-on-Trent Sports Academy, where he worked with various members of staff within the college including the public gym, student union and classroom tutors. He became a student mentor and was able to escort groups of visiting students round the college on open days. Peter's ultimate goal is to work with his brother who owns a leisure facility, where he will be in training to be a manager and supporting clients to create individualised workout programmes.

Although there is no doubt that a significant number of people in custody are capable of engaging in sports and fitness studies to Level 3⁵⁰ (which is also the level of qualification typically required by employers in the sports and fitness industries), this is rarely seen. This mirrors Dame Sally Coates' observation that only 0.1% of prison learners in 2014/15 were participating in Level 3 courses under a prison's education contract, despite 20% of learners saying they would prefer to be studying at a higher level⁵¹. Prison learners who have been supported through distance learning to study at Level 3 and beyond in personal training, fitness and sports science are best prepared for entry to Higher Education, and - when coupled with the opportunity to gain direct experience of leading classes and gym inductions – entry to employment. Education providers should work in partnership with PE staff in both the adult and youth estates in order to make Level 3 qualifications more readily available, not just in encouraging learners to achieve higher level qualifications but in better meeting the needs of the sports and fitness industries.

Good practice example:

Staff at HMP & YOI Parc ask those they work with to update them on their progress after their release or following movement to another prison. Delivering training to Level 3 is not common in prisons but there is evidence that in doing so at HMP & YOI Parc the prison is preparing a significant number of learners for employment and/or further study. The staff handed me letters and testimonies received from a total of 26 individuals over the last 8 years who have gone on to work in the sports and fitness sectors, placement at community clubs and progression into Further and Higher Education.

One current gym orderly at HMP Parc me: *"I've been here a year and a half. I started with the Level 1 gym instructor course, then Level 2 as well. I've then done the Level 3 personal trainer qualification after which I got a job as a peer partner, which was really good. I've used this to take it to another level, started the Open University Introduction to sport and fitness".*

50 Equivalent to 'A' level

51 Coates, S. (2016). *Unlocking Potential: A Review of Education in Prison*. London: Ministry of Justice.

Profile: Higher Level distance learning in sport and fitness leading to careers in Personal Training:

The Prisoners Education Trust supports learners to embark on distance learning in sports and fitness. Here, two of their alumni reflect on how sports-based learning transformed their time in prison and prepared them for employment after serving lengthy sentences.

"Having been expelled from school and thrown out of two colleges before the age of 18, I gave up on education. As a young lad I was earmarked early on as a trouble-maker and told often I'd end up in jail. Prison was a huge shock to my system. It was a dark time for me, full of despair, and when the inevitable blows came in the form of a 'Dear John' letter and the long list of restrictions from probation I'd face upon release, I was rapidly abandoning all hope.

It was at this point that a kind English teacher reached out to me and suggested distance learning. He gave me a Stonebridge course prospectus and information about Prisoners' Education Trust. That night I sat reading about all the courses I could take. The following day, I sent off an application for a diploma in Sports Psychology... The course couldn't have come at a better time, while I was at my lowest ebb. Doing this diploma and writing business plans kept my hopes and dreams alive at a time when they'd all but died. Having been released from custody a few months ago, I am now carving out a career as a personal trainer, specialising in sports psychology. It isn't proving easy, with my tarnished reputation and criminal record holding me back, but I'm determined to rebuild my life".

"From a young age I was constantly in trouble with the Old Bill. I never really went to school - me and my pals would always sign in and then slip off all day. I never wanted to work so education didn't matter for me. I just lived for the day and never thought about the future - I was young it didn't matter. I never got to sit my exams as I was sent to Feltham Young Offenders' Institution at a young age.

I gradually got involved in more organised crime and received 10 years for bank robbery. Later I got another 11 years for doing the same thing but armed. It's all I knew how to do. But how long could I keep doing this for? I was getting older and things were changing. I'd spent so long in jail I was falling behind in life, so I had to come up with a plan. I also needed help, but I didn't have a clue what was available to us prisoners. What I knew is that I liked the gym and was good at it, and had passed a few gym courses as I worked as a gym orderly. That's when a Physical Education Instructor told me about the distance learning Open University Access courses funded by Prisoners' Education Trust... I applied to Prisoners Education Trust to do an Introduction to Sport, Fitness and Management course. It was quite straight forward getting everything set up, and it was funded which was an added bonus. It took me two years to do. It was hard and it did take real concentration to get through, but I needed to guarantee I could work as a personal trainer on release. I knew that when I got out I needed to keep busy and earn money, and this kept me motivated.

There was help available while I was doing the course - I was able to get internet print-offs sent in, books, and a call to my course tutor from outside, which helped a lot. The education staff also did all they could for me. It may not have been quick at times, (we know how slow jail can be), but I always got what I needed in the end.

After serving nearly 12 years I have now been out for five months and have had so many job interviews. They were all impressed by my qualifications but my serious record has been a problem. I got to the point when I had been offered four jobs, but when they saw all my pre-convictions they changed their mind. I never gave up though, and finally this month I started a job as a personal trainer in a major gym chain. Five months looking isn't bad going. The qualifications made a massive difference as I have plenty of routes to earn money within the gym. I'm 35 now and it just proves that it is never too late to make something of yourself and have a good career in something you love but also pays well, if you put the work in and learn".

The primary motivation for those seeking to engage in a sports-related distance learning programme is related to employment⁵² and in line with this prison gyms should have a responsibility to train and supervise appropriate prisoners to work as fitness instructors, coaches and peer mentors, while also recording the relevant 'soft' skills developed in such roles so they can be given in job applications and interviews.

"All I had was the streets to turn to but sport changed my life. Now I want to help others".

Luke Lawrence left school at 11 and started serving the first of several prison sentences at age 15, being convicted for a combination of armed robbery, drug-related and firearm offences, all related to his Manchester gang affiliation. It was prison education and the prison gym that offered him a lifeline when he completed his first formal qualifications in nutrition and personal training, leading to an interest in pursuing a career in the fitness industry.

Released 5 years ago Luke has not only turned his life around but is committed to helping others and is currently establishing his own social enterprise which seeks to take level 3 fitness courses into prisons and linking fitness employers in the community with ex-offenders. Luke, now 34, attributes part of his own success in managing the transition from custody to community to being able to go straight into Further Education upon release (he is now a qualified teacher and assessor in sport and fitness), together with the support of his employer, Pure Gym (who were aware of his record but recognised his talent and welcomed him to their team), but he is in no doubt that it was developing a passion for sport while in prison that enabled him to envisage and follow an alternative life to that offered to him by gangs.

⁵² Meek, R. Champion, N. & Klier, S. (2012). *Fit for Release: How Sports-Based Learning Can Help Prisoners Engage in Education, Gain Employment and Desist from Crime*. London: Prisoners Education Trust.

Families are largely absent from prison sports (and indeed prison education) provision, although there are occasions where the gym is used to host family days, and in some programmes family members are invited to attend the concluding celebratory events. However these examples are rare and greater efforts could be made in cross-department attempts to use sport to strengthen family relationships (and in turn to use family relationships to motivate achievement), for instance through family sports days and by sharing an individual's fitness and learning plans. Although it is important to recognise the potentially negative impact of family members being invited but not attending, establishments should recognise and celebrate achievement by inviting family members and significant others to end of programme celebratory events. Not only can these events help demonstrate an establishment's commitment to supporting sporting achievements, they can also be a valuable mechanism for showcasing successes to internal and external audiences.

Across each prison and secure setting, a visibly prioritised sporting agenda can contribute to efforts to promote physical activity and wellbeing. For example, having the achievements of gym-based learners visibly celebrated and sporting events and activities actively promoted across the establishment can impact on the culture of an establishment and relay a message that sporting successes are not only achievable but are also supported.

A number of adult and juvenile establishments organise fundraising activities that draw on sport or physical activities and contribute to local/national charities, providing an important mechanism for prisoners to feel that they are engaging in the wider community in supporting charitable causes. Efforts to raise funds through sporting events are further strengthened when they receive support at an establishment level, for example at HMP & YOI Parc where operator G4S has a match funding policy, motivating staff and prisoners in their fund-raising efforts.

Good practice examples:

HMYOI Werrington publish and distribute directly to cells a monthly gym newsletter which includes staff profiles, the promotion of healthy choices from the canteen sheet, information of forthcoming events and suggestions for training tips. The gym staff at HMP & YOI Parc also publish a regular newsletter which not only promotes specific activities and opportunities but also makes public their participation data and celebrates the achievements of their gym learners, both while in custody and after release.

Profile



John McAvoy was serving two life sentences when he discovered his skill for sport, prompted by taking part in a one million metre indoor rowing charity contest in HMP Lowdham Grange. With the support of a PE Instructor he was soon a multiple world record holder, breaking British and world indoor rowing records.

Since release, John published his story *Redemption: From Iron Bars to Iron Man* (2016), secured sponsorship and now competes internationally as an endurance athlete. He is also a coach, a public speaker an ambassador for the power of prison sport.

Recommendation 2:

Commissioners and education providers should develop a flexible approach to delivery which enables collaborations and creative delivery

Education contracts are sometimes so rigid they prevent establishments from delivering creative and effective sports programmes. Recommendation 1 has highlighted the importance of drawing education staff into an establishment's wellbeing strategy, and the narrative supporting this recommendation demonstrates the ways in which sports-based learning can contribute to employment and reductions in reoffending. To make best use of the educational outcomes associated with physical activity, an establishment's learning environment needs to harness a widespread enthusiasm for sport and fitness in prison, embrace the creative delivery of sports-based learning and look for opportunities to embed sports-based learning within the existing education contract.



Those in custody are likely to have disrupted and negative experiences of learning prior to incarceration, and to lack confidence in their learning abilities. A recent data-matching exercise between the Ministry of Justice and Department for Education⁵³ showed that of the young people sentenced to custody in 2014, 90% have a previous record of persistent absence from school and almost a quarter of those sentenced to less than 12 months in custody have been permanently excluded from school. In terms of achievement, only 1% of those sentenced to less than 12 months achieved 5 or more GCSES (or equivalents) graded A* – C including English and Maths. Furthermore, illustrating the over-representation of people who have been in both the care system and the criminal justice system, 31% of those sentenced to custody for 12 months or longer, and 27% of those sentenced to custody for less than 12 months had been in the care of a local authority.

⁵³ MoJ/DfE (2016). *Understanding the Educational Background of Young Offenders: Joint Experimental Statistical Report from the Ministry of Justice and Department for Education*.

With such high levels of educational and emotional need, engaging prison learners can be challenging, but is critical. As a 'hook' for motivating learners, sport (as with the arts) can be a powerful tool, but it can also be used as a vehicle for delivering 'stealth' educational and therapeutic experiences for even the most reluctant learners by embedding lessons into sports-based activities and examples.

"The gym, for some of us, is the only thing that the prison has to offer. Education and stuff isn't for all of us, and there's absolutely nothing to do" (young adult male prisoner).

Good practice example: Gym orderly roles are among the most popular roles in a prison establishment but are rarely employed in juvenile establishments, with the exception of HMYOI Werrington who have a dedicated gym orderly role. Although educational requirements have been identified as a barrier in other juvenile establishments, at HMYOI Werrington a flexible approach to education is taken where the gym orderly student undertakes Maths and English around intensive sports-based learning and work experience, and in doing so has achieved significantly better than when engaging in the standard education offering.

Good practice example: Throughout the year 2017 a total of 21 Level 1 and Level 2 qualifications in Maths and English were achieved by young adult learners between the ages of 18-21 at HMYOI Feltham as part of their structured football and rugby programmes, which was the result of a partnership between the National Careers Service, the prison's education provider, gym staff and the external rugby and football club partners. As well as the sports activities promoting motivation and engagement for previously reluctant learners, the educational component was tailored to reflect sporting examples.

In her review, Dame Sally Coates highlights the importance of sport in engaging prisoners in education, while also promoting the delivery of sporting qualifications in prisons:

'Sport can also be a good way to engage prisoners in education. I have become aware of the involvement of Premiership rugby clubs in supporting education in prisons. I would like to see the Football Association and football clubs play a more active role (- several already engage), for example by supporting more coaching and refereeing courses for appropriate prisoners'⁵⁴.

54 Coates, S. (2016). *Unlocking Potential: A Review of Education in Prison*. London: Ministry of Justice.

In the secure youth estate, the compulsory educational requirement can restrict opportunities to innovate and cater for the diverse needs of learners. As the Governor of one juvenile establishment reported: *'When we introduced the change in education we forgot about the sport bit. Our PE staff feel disenfranchised'*. These words mirror those of another governor from a different juvenile establishment: *'We've turned a blind eye to PE and it is an under-utilised resource. We're now playing catch-up and we can be more ambitious'*. However, some establishments in the secure estate have developed educational pathways which include fitness and sports studies, for example children at HMYOI Parc can undertake a health and wellbeing education pathway, Medway Secure Training Centre offers a PE pathway, Rainsbrook Secure Training Centre a sports science pathway, HMYOI Werrington offer Sports Leaders and Sports Studies courses, and I met 4 children clearly engaging well with the sports pathway at HMYOI Wetherby. These pathways all offer qualifications at Level 1 and sometimes at Level 2 (and very rarely at Level 3 through distance learning), but opportunities to progress were not always evident, particularly for those serving long sentences.

Good practice example: As well as supporting learners to complete sports and fitness qualifications up to Level 3 (rarely seen elsewhere in the juvenile estate), HMYOI Werrington is also the only youth establishment which has a coveted gym orderly role where the young person filling this role undertakes his studies in Maths and English alongside his gym assistant responsibilities and studies.

For juveniles, there is a need to include sports, fitness and PE in the core curriculum in a way that challenges the most capable children while offering a sufficient diversity of provision to promote maximum engagement. Additional provision may also be offered as an incentive or as a reward for positive behaviour. Although PE is embedded within the core weekly curriculum for juveniles (typically varying between the use of gym equipment and sports and games, supplemented with some classroom based activities), the quality and range of activities varies enormously. Likewise, outside of the core PE offering, evening and weekend 'enrichment' activities may include a range of sporting activities, depending on the local provision, but the range and standard varies enormously between establishments. In short, too many opportunities to challenge learners and to support them to achieve are being missed, despite a widespread enthusiasm to engage in sports-based learning.

Good practice example: HMYOI Wetherby have changed the delivery and staffing of their evening recreational PE so that staff can participate too, which they report has led to improved relationships between staff and those in their care.

Disappointingly, with one notable exception (see below), rarely are children in custody offered GCSE PE, even those that show an aptitude for it over other subjects. I recommend that where possible, children are supported to embark on a GCSE in Physical Education, since this offers the opportunity to gain a nationally recognised qualification which incorporates anatomy and physiology, physical training, sport psychology, health, fitness and wellbeing as well as the practical performance element.

Good practice example: In the last academic year, Oakhill Secure Training Centre has supported learners to achieve 8 awards in GCSE Physical Education and 50 sports BTEC awards.

Where possible and appropriate, sport and physical activity should be incorporated into the wider curriculum in order to promote engagement and enhance performance. I have witnessed creative and successful examples of this in PHSE, catering and nutrition, ICT, science, English and Maths. Likewise, other subjects can be incorporated into sports and physical activities (most obviously literacy and numeracy, but see below).

Good practice example: Hillside Secure Children's Home is justifiably proud of its creative curriculum, where in addition to Maths and English, PE is incorporated into the science curriculum (Physiology, Biology) and Design & Technology (when I visited the children were designing and building a canoe which would ultimately be used as part of a related external enrichment activity for some of the children).

Many establishments that follow a 51-week year-round teaching pattern report low staff morale, frustration with the rigidity of the curriculum and increased difficulties engaging young people. In contrast, establishments that follow a teaching pattern that is more aligned with that in the community (for example Barton Moss Secure Children's Home) are afforded space to follow 'holiday enrichment' activities that include intensive sports-based educational initiatives. As well as enabling managers to retain good teaching staff, this model leads to better educational outcomes and less disruptive learners and it is recommended that establishments consider adopting this delivery model.

Good practice example: HMYOI Werrington have moved away from a 30 hour/50-week education delivery pattern towards a shorter and more flexible teaching pattern which permits more vocational offerings and increases variety across the teaching year as well as within the core day. Rather than repeating materials, teachers are encouraged to diversify their teaching offering since every six weeks sees a different 'equality and diversity' topic (such as Black history) as a cross-establishment educational theme which underpins all the core teaching.

Good practice example: Afforded by the fact that their teaching provision mirrors that in the community, each Summer sees Hillside Secure Children's Home offering 'sports camps', and the annual 'Hillympics', both of which draw heavily on partnership from community organisations and groups including Cardiff FC, Osprey RFC, Swansea FC, the Fire Service, the Police, Bulldogs Boxing Club, and the Army Prep College.

Too often, and with the exception of the below example, the rigidity of education contracts and the resulting unwillingness or inability for PE staff and education providers to co-deliver programmes results in opportunities to collaborate in sports and education initiatives being missed. Where a child-centred approach encourages those with an aptitude for sport to undertake related enrichment activities (beyond the core educational timetable), provision still depends on how ambitious and well-resourced an establishment is, together with local policies on risk assessment.

Good practice example: A strong culture of partnership working, coupled with a commitment to physical activity at HMYOI Werrington sees sport and PE provision delivered as a collaboration between Prison Service PE Instructors and the education provider's PE teacher, assisted by Sports and Games officers.

Recommendation 3:

Prisons should offer nutritional advice as part of their physical activity and wellbeing provision, and promote a readily-available range of healthy eating options

Poor diet affects health and behaviour. Diet and nutrition are not only important features of health promotion, they also have a direct impact on behaviour and mood. Recognising that participation in exercise can raise awareness of diet and nutrition, staff should exploit opportunities to offer guidance around healthy eating, nutritional content and meal planning. Items that prisoners can purchase with their own cash must go beyond confectionary. Healthy eating options should be not only widely available but reasonably priced, clearly flagged up and effectively promoted, and prisons should also consider offering nutritional supplements.



* Photograph features a meal being prepared by prisoners working at The Clink restaurant rather than food for the general prison population.

"There are some healthy options, like fruit and nuts. But they are so much more expensive, the women don't usually purchase them. We can choose the healthier option, but at lunchtime you have the small salad box and then in the evening a bigger salad, you don't have energy, you feel tired, exhausted, grumpy. The healthy options cannot sustain you for energy throughout the day, whereas all you have left to choose from to give you that energy is stodge, you get a pie with mash" (female prisoner).

*"What we get to eat here is s***, you're out all day and then come in and it's so bland, no protein. Just basic stuff, stodge, potatoes and that. Horrible" (16 year old male).*

Although catered meals are provided by an establishment (and are required to meet basic nutritional guidelines), additional items can be purchased (generally known as 'canteen' for adults and 'tuck' for juveniles), giving individuals some freedom in their food choices, funds permitting. However, healthy items are not routinely offered for purchase (or when they are, cost compared to less healthy options is often a barrier) and the resulting choices contribute to the high fat and sugar intake found among prisoners⁵⁵.

Concerning the health of young people in Secure Training Centres, Ofsted require that:

*'The physical and mental health of young people is actively and effectively promoted during their time in the centre, including giving them good opportunities for regular exercise, leading to clear improved health outcomes overall. Young people are encouraged to enjoy a balanced diet'*⁵⁶.

Opportunities to promote dietary advice through physical activity tend to be missed, despite evidence that nutrition has an important role to play in promoting health and wellbeing in secure settings⁵⁷. There is also a direct link between nutrition and antisocial behaviour in prison: in a randomised trial of nutritional supplements on 231 young adult prisoners in England, those receiving the supplements for at least 2 weeks committed an average of 35% fewer behavioural offences⁵⁸. Nutritional supplements should be offered routinely, or at least made available for purchase.

Good practice examples:

Teachers at HMYOI Parc embed nutritional advice as well as training in preparing healthy meals in the catering education pathway for the juvenile learners, delivered in partnership with gym staff.

Staff at HMYOI Wetherby have developed an information leaflet with nutritional advice on exercise during Ramadan.

55 Eves A. & Gesch, B. (2003). Food provision and the nutritional implications of food choices made by young adult males, in a young offenders' institution. *Journal of Human Nutrition and Dietetics*, 16, 3, 167-79.

56 Ofsted (2017). *Inspections of Secure Training Centres: The Inspection Framework, Evaluation Schedule and Grade Descriptors*. Manchester: Ofsted.

57 Curd, P., Ohlmann, K., & Bush, H. (2013). Effectiveness of a voluntary nutrition education workshop in a state prison. *Journal of Correctional Health Care*, 19, 2, 144-150.

58 Gesch, C., Hammon, S., Hampson, S., Eves, A. & Crowder, M. (2002). Influence of supplementary vitamins, minerals and essential fatty acids on the antisocial behaviour of young adult prisoners. *British Journal of Psychiatry*, 181, 22-28.

In the latest Ofsted report for Oakhill Secure Training Centre one of their recommendations was that 'food provision and portion sizes should be reviewed to ensure that they are adequate and appetising'. However, I was able to review the list of snacks and treats available for the children to purchase from the tuck shop in Oakhill STC, and apart from fruit drinks, every item on the list is either high in fat or high in sugar, or both, according to NHS guidelines for fat/sugar content per 100g. A similar pattern was seen at Rainsbrook STC where, apart from water and 'super noodles', all the remaining 14 items available for purchase were all either high in fat or high in sugar, or both.

I was also able to review the lists of products available for purchase in the Public Sector juvenile YOIs and one additional young adult YOI (holding 18-21 year olds). Detainees can purchase from lists of between 185-238 items for each establishment, including condiments, breakfast cereals, snacks and drinks⁵⁹. After analysing these for sugar and fat content, I found that between 55%-57% of food items for purchase across these prisons were also high in fat, or sugar, or both.

In reviews of catering and canteen policy, healthy options and protein sources should be taken into account. Healthy eating options should not only be widely available but be reasonably priced, clearly flagged up on canteen sheets or in tuck lists and effectively promoted with accompanying guidance. While not widely recommended for children, adult establishments should consider offering protein supplements, bars and shakes on canteen sheets and/or as part of an establishment-wide wellbeing strategy.

59 Public Sector prisons use the full Bookers catalogue which contains over 800 separate items from which individual establishments select approximately 200 for their local offer.

Recommendation 4:

Bringing prisoners together for sport can resolve conflict. Governors should revise keep apart list policies and establishments should include gym staff in keep apart decision making

The use of keep apart lists dramatically undermines the regime of establishments - particularly those holding children and young people. These lists, rather than individual ability, determine a young person's access to appropriate education. They are a major barrier to sport and physical activity provision, and fail to reflect a real-world or sustainable response to conflict. Establishments should invest resources in the regular reassessment of keep apart lists, favouring mediation and resolution over sustained separation, and recognising that sport is a valuable mechanism for resolving conflict.



NHS guidelines recommend that young people under the age of 18 should engage in 60 minutes of moderate to rigorous exercise each day, and that on three days each week these activities should involve muscle strengthening exercises (such as resistance exercises) and exercises to strengthen bones (such as running). Whilst Physical Education is a mandatory feature of the weekly timetable for children in custody, in practice PE provision tends to be limited in scope. For example, in Secure Training Centres and Secure Children's Homes, learning typically takes place in small groups of 3-4 children, which limits the types of sporting (as well as educational) activities which can be undertaken. Where a child's daily regime is determined by a restriction to remain in the same small group of learners, who may be of quite different abilities, educational and recreational provision can be severely compromised. Although it is recognised that there may be occasions where a young person's safety requires separation from another young person, I am concerned that *keep apart* lists are being overused, and rather than managing risk dynamically there is a focus on keeping young people apart for longer than is necessary instead of challenging and changing their behaviour. YO1 data confirms that approximately three out of four young people are impacted by *keep apart* lists:

Reported *keep apart* figures

Establishment	Number of young people on <i>keep apart</i> lists / total pop.	% of young people in the establishment
HMYOI Feltham (juvenile and young adults)	355 / 493	72%
HMYOI Werrington (juvenile)	76 / 98	76%
HMYOI Wetherby (juvenile)	300 / 340	88%

Note: Figures from HMYOI Feltham and HMYOI Werrington reported by HM Inspectorate of youth custody. Figures from HMYOI Wetherby are based on estimates from the prison.

Holistic and creative responses to managing *keep apart* lists have proven to be successful, although it is telling that I have only been able to identify one good practice example from the youth estate and another from the young adult estate.

Good practice example: HMYOI Wetherby has a Conflict Resolution team who carry out mediation with young people who have non-associates. They have also identified a member of the Reducing Reoffending team who works closely with Residential unit managers to solve issues between young people to ensure they can engage in education.

Good practice example: Recognising the disruptions to education as well as attendance attrition on Offending Behaviour Programmes caused by *keep apart* lists, the Senior Management Team at HMYOI Brinsford (which holds young adults aged 18-21) have used some of their OLASS education budget underspend (under the new governor 10% autonomy initiative) to commission three forms of conflict resolution:

Leap (a national youth charity that provides conflict management training) will train members of staff and peer mentors in conflict resolution techniques;

Catch 22 will introduce facilitators to train up to ten prisoner 'Conflict Resolution Champions' who will in turn mediate directly with fellow prisoners;

Football freestyler Richard Braithwaite's football skills workshops have been used to promote team-building and pre-empt conflict in newly formed groups, which has led to improved completion of the establishment's Offender Behaviour Programmes.

PE staff have also commented to me that they feel able to manage conflict through the use of sports (partly due to the popularity of these activities and partly due to the strong relationships that can be fostered through sport), so PE staff and sports and games officers should be utilised in the *keep apart* decision making process.

Profile



Premier League ambassador and former Vice Chairman of the FA and Arsenal FC, David Dein was the main architect of the creation of the Premier League. Recognising the benefits of using sport to inspire positive change, David now tours schools and prisons in order to deliver motivational talks.

In David's interactive presentations, whilst the hook of the presentation is football, the underlying messages are around attitudes, thinking and behaviour. David is also a key figure in seeking to implement the twinning of prisons with professional football clubs, in line with this review's recommendation 9.

Recommendation 5:

Sport provision needs to be responsive to individual needs, with a focus on health, wellbeing and rehabilitation at the heart of practice

Our prisons contain diverse populations and provision needs to reflect that in promoting participation for all ages, abilities and backgrounds. With the current challenges faced in offering a core regime whilst managing order and control, a diverse provision may not be seen as a priority. However, offering physical activity which responds to the diverse needs of those held within our prisons will lead to positive health and rehabilitative outcomes, and fewer instances of violence and conflict. This requires the implementation of my other recommendations, particularly those on partnerships, staff training, and monitoring and evaluation.



Representing a refreshing focus on the various ways that different people choose to engage in sport, and based on an extensive work with 16-25 year olds, Sport England have identified six different youth personalities, each with their own sporting attitudes and behaviours, motivations, strengths, barriers and aspirations⁶⁰. The findings highlight some of the ways in which different people will be motivated to engage in physical activity and is particularly useful when responding to non-engagement of groups or individuals. The resource may be especially helpful for practitioners and those responsible for commissioning services in guiding sporting provision and delivery approaches, and should be used to inform strategic approaches informed by data on participation and exclusion.

⁶⁰ Sport England (2016). *Under the Skin: Understanding Youth Personalities to Help Young People Get Active*. London: Sport England.

There is a firm belief among practitioners, supported by ample anecdotal as well as academic evidence, that sport can present a valuable and unique opportunity to engage with even the most challenging and complex individuals in efforts to promote health and wellbeing and reduce reoffending. I have spoken with numerous individuals who have been motivated to change their lives for the better through sport, and some of them are represented in the profiles contained within this report. But many of us are convinced that sport could and should be reaching further in the justice system. While offering an *exercise prescription* that reflects the preferences and needs of each individual may not be possible within the confines and restrictions of all prison environments, it is possible to tailor provision to meet the needs of under-served groups, such as the inactive, the vulnerable, minority ethnic groups and women and girls.

Specialist and carefully planned methods of delivery can motivate individuals to make positive life changes during their time in prison custody. But there is a need to be creative in promoting engagement from those who are less likely to visit the gym (for example, the unfit, vulnerable, non-sporty or inactive) and to develop strategies for targeting specific populations, such as sex offenders, those with mental health or substance misuse issues, and short stays / those serving short sentences. 'Gym orderlies' are those prisoners employed in a prison to assist the PE staff, support the running of the gym and in some instances to act as a peer supporter in inducting new arrivals to the prison and, subject to qualifications, even taking classes and providing personal training. The gym orderly role is amongst the most popular in the prison and is typically taken by the some of the most fit and sporty members of the prison population. However, to promote engagement from across the diverse populations of establishments, orderlies can and should represent the wider demographic of the establishment.

Good practice example: In challenging the stereotype of the typical gym user, HMP Stocken ensure that their gym orderlies represent their wider population, including those aged over 50.

Where establishments organise and effectively promote teams and dedicated gym sessions for particular populations, vulnerable prisoners or those referred by healthcare, prison staff report that uptake improves considerably.

Good practice example: As part of HMP Parc's efforts to promote a more inclusive LGBT environment, the prison's Community Inclusion Manager has worked with the gym staff to create the world's first LGBT prisoner football team.

Upon arrival at a prison, an individual will not be eligible to use the gym or take part in supervised activities until he or she has completed a PE induction. Staff are responsible for relaying a considerable amount of information and regulations at these inductions, and the quality of this varies between prisons which will inevitably have an impact on subsequent participation.

"A couple of the youngsters, I've been encouraging them to go to the gym. They've been on the wing a week and a half now and every session I go up and ask if they want to go and one of them is more interested than the other but the one that's not interested says no so the other one also says no. They're slight built and I think they're embarrassed about coming over"

(Wing orderly, YOI).

I suggest that induction practices are reviewed to ensure that all new arrivals have a staff and peer led induction to the gym and associated facilities as soon as possible after arrival. Recognising that intimidation or fear of fitting in are barriers to participating, prisons should consider offering all new arrivals a 'gym buddy', and scheduling induction 'taster' classes to increase uptake. Lastly, in my discussions with a group of gym orderlies at HMP Stocken, it was suggested to me that new arrivals can be overwhelmed with information and that an information booklet for new prisoners (created and delivered in partnership with peer supporters), including a summary (with visual aids) of the gym equipment and how it should be used should be provided at induction to take away and keep and refer back to.

"A lot of people don't use the gym because they don't know how to use the gym, they don't know how to use the weights or fitness machines. One thing you could have is beginners classes, bring beginners down to the gym and they can all do a session together, show people how to use it. I think it's just making that step into the gym environment, when I first come in I didn't go to the gym for ages, I didn't want to step foot in the gym" (adult male prisoner).

"I've spoken to some boys and they've been waiting for three or four months to have their induction... they want to get off their wings, get the stress out of them. They're stuck in a cell all day long" (adult male prisoner).

"A lot of the inductions will arrive here, a lot of them will look quite scared, a lot of people who don't use the gym are just too intimidated. You can see straight away who's going to be involved and who's not. And they tend to stick to their own, they don't pal up when they come to the gym, they don't get an insight into what it's like, they miss out from day one really" (adult male prisoner).

In promoting participation across an establishment's entire population, there is a need to motivate those who might otherwise not engage, and creative approaches will be required in order to do so. This should include following up with or sending targeted health messages to those who have disengaged, or increasing motivation by encouraging individuals to set their own fitness plans and targets.

Good practice example: Rainsbrook Secure Training Centre incorporates sports activities in personalised learning plans, and young people are also encouraged to set their own fitness targets to create individualised fitness plans.

Good practice example: Gym staff at HMP Parc make use of digital technology to send targeted messages to prisoners from the gym's computers via the prisoner communication system. These messages can be personalised to individuals or sent to groups to raise awareness of health campaigns and new programmes.

'In order for the principle of non-discrimination to be put into practice, prison administrations shall take account of the individual needs of prisoners, in particular the most vulnerable categories in prison settings'⁶¹

Prison can represent a unique opportunity to direct interventions to those who not only need them most, but may be least likely to engage in community-based initiatives. Whereas to date much of the academic focus on the positive social, psychological and criminogenic effects of sport has tended to be in community settings^{62 63} recent years have seen a growing body of evidence for prison-based sports and physical activity interventions and programmes, together with an increased awareness of the need for such activities and initiatives to meet the requirements of a diverse prison population⁶⁴. Recognising that a good level of participation relies on a diverse offering, provision needs to encompass a wide range of individual and team sports, games and physical activities, while acknowledging that the rehabilitative benefits of these activities may vary considerably.

Good practice example: Barton Moss Secure Children's Home pride themselves in offering a creative, dynamic sport and physical activity offering which is recognised as having a positive impact on the wider culture of the establishment, leading to a more settled population and better educational outcomes. Activities that are offered throughout the year include non-contact versions of rugby and American football, archery, trampoline, boxercise, street dance, tennis and cricket.

61 Rule 2.2. United Nations (2015). *Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules)*.

62 Coalter, F. (2009). *The Value of Sport: Crime Reduction and Community Safety*. London: Sport England / UK Sport.

63 Morris, L., Sallybanks, J., Willis, K. & Mkkai, T. (2003). Sport, physical activity and antisocial behaviour in youth. *Trends and Issues in Crime and Criminal Justice*, 249, 1-6.

64 Meek, R. (2014). *Sport in Prison: Exploring the Role of Physical Activity in Correctional Settings*. Abingdon: Routledge.

In sports-based programmes with wraparound services such as mentoring and through-the-gate support, the type of sport being utilised may not be important as long as it serves as a 'hook' for engaging individuals (in which case a wide range of activities should be offered to maximise uptake). I would agree with the claim that the success of any sports-based intervention will be as much, or more, determined by the strength of the non-sport components (such as the charisma, experience and engagement technique of the delivery staff involved)⁶⁵. However, where a particular sport is offered as a stand-alone activity, or embedded in a specific programme, there can be significantly different outcomes according to the type of sport offered.

Team sports, in particular football and rugby, have been found to be especially effective in delivering educational and therapeutic messages concerning teamwork, communication, conflict resolution, emotional regulation and empathy^{66 67}. In particular, the physical contact and self-discipline of rugby has been used to good effect in various programmes across the estate, including those delivered by rugby clubs (such as Saracens RFC and Leeds Rhinos RLFC)⁶⁸ and community organisations, such as the 3 Pillars Project⁶⁹. When used carefully, team sports in particular also have a strong reconciliation potential in bringing together conflicting groups and divided communities⁷⁰, including those with gang-related issues. In order to make best use of their impact, and recognising that sport alone is limited in what it can offer, sports programmes should aim to incorporate some element of personal development, particularly those that aim to mediate the transition from custody to community.

Recognising the distinct advantages of different sports and physical activities both within and beyond the gym and sports hall, particularly in promoting participation in education and training and other rehabilitative outcomes, there is evidence of non-traditional offerings having a positive impact in prison settings, particularly for those who are otherwise reluctant to engage⁷¹. For example positive outcomes have been demonstrated in prison populations by offering chess⁷², outward bound / wilderness activities⁷³, animal assisted therapy⁷⁴ and yoga^{75 76 77}.

65 Hartmann, D. (2003). Theorising sport as social intervention: a view from the grassroots. *Quest*, 55, 2, 118-140.

66 Meek, R. & Lewis, G. (2014). The impact of a sports initiative for young men in prison: staff and participant perspectives. *Journal of Sport and Social Issues*, 38, 2, 95-123.

67 Meek, R. (2012). *The Role of Sport in Promoting Desistance from Crime: An Evaluation of the 2nd Chance Project Rugby and Football Academies at Portland Young Offender Institution*. University of Southampton.

68 For example The Premiership Rugby Hitz education and employment programme for 14-18 year olds nationwide (www.premiershiprugby.com/hitz), the Saracens RFC Get Onside programme for 18-21 year olds at HMYOI Feltham (www.saracens.com/foundation/inclusion/get-onside-feltham) and the Leeds Rhino Rugby Onside programme for adults in a number prisons in the North of England (www.leedsrhinosfoundation.org).

69 For example the 3 Pillars Project (www.3pillarsproject.com)

70 Giulianotti, R. (2011). Sport, peacemaking and conflict resolution: a contextual analysis and modelling of the sport, development and peace sector. *Ethnic and Racial Studies*, 34, 2, 207-228.

71 Chamberlain, J. (2013). Sports-based intervention and the problem of youth offending: a diverse enough tool for a diverse society? *Sport in Society*, 16, 10, 1279-1292.

72 For example, the English Chess Federation's *Chess in Prison* initiative throughout London, and Portman, C. (2016). *Chess Behind Bars*. Glasgow: Quality Chess UK.

73 Leberman, S. (2007). Voices behind the walls: female offenders and experiential learning. *Journal of Outdoor Education and Outdoor Learning*, 7, 3, 113-130.

74 For example, Hemingway, A., Meek, R. & Hill, C. (2015). An exploration of an equine-facilitated learning interventions with young offenders. *Society and Animals*, 23, 6, 544-568.

75 Muirhead, J. & Fortune, C. (2016). Yoga in prisons: A review of the literature. *Aggression and Violent Behavior*, 28, 57-63.

76 Bilderbeck, A., Farias, I., Jakobowitz, S. & Wikholm, C. (2013). Participation in a 10-week course of yoga improves behavioural control and decreases psychological distress in a prison population. *Journal of Psychiatric Research*, 47, 10, 1438-1445.

77 Epstein, R. & Gonzalez, T. (2017). Gender and Trauma - Somatic Interventions for Girls in Juvenile Justice: Implications for Policy and Practice. The Center for Poverty and Inequality.

"Yoga is a different thing altogether, it is very popular. I joined when it first started and it tended to be a group of old prisoners. Now, it's mostly young prisoners who do a lot of sport and do train hard and recognise that they need to stretch, otherwise you end up with injuries"
(adult male prisoner).

In the light of strong evidence from community settings for doing so, there is clearly potential to draw on other activities (for example trampoline⁷⁸, rock climbing on artificial walls⁷⁹, swimming⁸⁰ and dance⁸¹) in order to promote wellbeing and deal with some of the issues that contribute to offending.

Good practice example:

The Airborne Initiative is a 5 day residential programme for young offenders (ages 18-21) which takes place in Dartmoor and is led by two serving paratroopers, supported by PE staff. During the course the young men who take part will experience map reading and orienteering, caving, river crossing, adventure training, leadership and team building exercises. To date over 250 young people have participated in the programme, which claims a 13% reoffending rate⁸².

A varied programme is necessary to prevent victimisation or exclusion, and to ensure that those who don't usually engage in physical activity, or who have disengaged for some reason, are able to participate and to benefit from the physical and mental health advantages of doing so. There are a number of ways in which prisons can respond to the challenge of promoting a culture of activity and participation; this includes the scheduling and location of sessions.

For example, in seeking to promote physical activity amongst those who have not engaged with the gym, establishments should consider the appropriate use of residential-based facilities and additional fitness suites to supplement central recreation space, particularly (but not only) in large establishments. There is also a need to ensure that those held in isolation, care and separation or high secure units can engage in regular and varied forms of physical activity.

78 Smith, S., Melton, J., Olyneolo, M.Y Buchwald, K. (2009). Introducing trampoline use within an acute mental health care hospital setting. *Journal of Psychiatric Intensive Care*, 5, 2, 113-121.

79 Luttenberger, K. et al. (2015). Indoor rock climbing (bouldering) as a new treatment for depression: study design of a waitlist-controlled randomized group pilot study and first results. *BMC Psychiatry*, 15: 201.

80 See Dail, T. & Smith, C. (2016). Swimming and children with attention-deficit hyperactive disorder: a winning combination. *Journal of Physical Education, Recreation & Dance*, 87, 8, 16–20. For example, extending national curriculum guidelines for primary age children, youth facilities could consider offering swimming lessons, either as an enrichment activity in a community facility, or through the *Pools 4 Schools* initiative or similar (www.totalswimming.co.uk).

81 For example, Dancing Classrooms (www.dancingclassrooms.org) uses ballroom dance as a vehicle for teaching respect, teamwork and empathy.

82 www.airborneinitiative.org

Good practice example: A large, newly designed and built establishment, HMP Berwyn complements central gym facilities with cardiovascular suites situated on each residential unit, which offer opportunities for prisoner peer supporters to work alongside gym staff in promoting the uptake of physical activity beyond the main gym programme.

In seeking to promote autonomy in choice of physical activity, enhance self-efficacy and reduce levels of sedentary behaviour, prisoners should be encouraged to supplement group-based activity with individual workouts, where safe to do so, whether in public spaces or in-cell. Where technology is available to do so, staff should facilitate the use of approved DVDs and online classes. The work of the Prison Phoenix Trust⁸³, which provides free yoga and meditation books and CDs for prisoners, should be promoted. And in the light of emerging positive findings regarding the Cell Workout initiative, where prisoners are guided through a series of bodyweight exercises which can be undertaken within cells where necessary,⁸⁴ written/visual guides should be provided to supplement verbal demonstrations.

Good practice example: Combating radicalisation in prisons is one strand of the Government's counter-extremism strategy⁸⁵. Through the medium of cricket, the gym and other departments within High Security prison HMP Belmarsh are working in partnership with *the Change Foundation* to deliver a pilot initiative which targets non-gym users and individuals identified by the prison as of being at risk of radicalisation. Through cricket, the programme offers a comprehensive personal development programme while also using sporting examples and experiences to challenge attitudes and promote inclusion. The initiative is responding to a recognised need for better and more creative efforts to target and work with those at risk of radicalisation in prison⁸⁶ by seeking to engage those who have withdrawn from the prison regime.

The United Nations makes the recommendation that '*Prison administrators shall make all reasonable accommodation and adjustments to ensure that prisoners with physical, mental or other disabilities have full and effective access to prison life on an equitable basis*'⁸⁷. In this context 'prison life' includes the prison gym and other recreational facilities.

83 www.theppt.org.uk

84 Baumer, H & Meek, R (in press). Motivating prisoners to exercise: An evaluation of the Cell Workout Workshops. In G. Breslin & G. Leavey (Eds.), *Mental Health and Well-Being Interventions in Sport: A Case Study Analysis*. Abingdon: Routledge

85 HM Government (2015). *Counter-Extremism Strategy*. Cm 9148.

86 Grimwood, G. (2016). *Radicalisation in Prisons in England and Wales*. Briefing Paper 07487. House of Commons Library.

87 Rule 5.2. United Nations (2015). *Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules)*.

One form of disability that is often overlooked is autism. People with autism are thought to be over-represented within prison systems, and are known to experience particular difficulties and vulnerabilities during incarceration. However, awareness of appropriate ways to tailor provision in custody for this population remains low and to date HMYOI Feltham is the only prison in England and Wales to be awarded autism accreditation by the National Autistic Society. Given the impact of autism on participating in sport and physical activity, gym and PE staff should be aware of the specific needs of those in their care with autism. The National Autistic Society makes recommendations for planning and delivering sport for learners with autism, including guidance around communication techniques and adapting the environment⁸⁸. Although there is a widespread recognition of the importance of team sports in facilitating social change, according to the National Autistic Society in some cases individual sports best suit those with autism.

"If you could tell them, 'we've got a quiet session that's specifically for your age group' or whatever, I think people would be interested. It can be really manic down here. If you get a piece of equipment people line up to get on it, say 'I'll be next after you' or get in each other's way" (adult male prisoner).

Another hidden form of disability which is over-represented and under-diagnosed in prison settings is that of Traumatic Brain Injury (TBI) which affects in the region of 60% of men and women in custody⁸⁹. As the evidence for a high prevalence of TBI within prisons accumulates, there is a growing recognition of the need to account for TBI in the assessment and management of offenders. Although there is no professional suggestion that those with TBI should abstain from sports, better awareness of its prevalence should guide physical activity provision and a TBI brief screening should be part of a standard risk assessment tool in order to guide individualised advice and support. Furthermore, to enable staff to respond appropriately to injury (for example, in sports that have a risk of concussion), supervisory staff and participants should have an understanding of the current regulations and guidelines for that sport.⁹⁰

88 Webster, A. (2015). *Autism, Sport and Physical Activity*. National Autistic Society.

89 In a sample of 196 adult male offenders, 16% had experienced moderate-to-severe TBI and 48% mild TBI. Adults with TBI were younger at entry into custodial systems and reported higher rates of repeat offending. See: Williams, W., Mewse, A., Tonks, J., Mills, S., Burgess, C. and Cordan, G. (2010). Traumatic brain injury in a prison population: prevalence and risk for re-offending. *Brain Injury*, 24, 10, 1184-1188.

90 See, for example: www.englandrugby.com/my-rugby/players/player-health/concussion-headcase/

Profile



Chrissie Wellington OBE is a retired British professional triathlete and four-time Ironman Triathlon World Champion. Chrissie now works full time as the Global Head of Health and Wellbeing for parkrun, a non-profit organisation that supports communities across the country to coordinate over 700 free volunteer-led 5k and 2k events for walkers and runners. In 2017 HMP Haverigg became the first prison to host a weekly parkrun event, and more have followed, providing innovative physical activity and volunteering opportunities for prisoners as well as staff.

Recommendation 6:

The Ministry of Justice should develop a physical activity strategy for women and girls in prison.

A national strategy on physical activity for women and girls in prison is required to guide practice and target resource. For a number of reasons women and girls in custody do not engage in physical activity to the same extent as men and boys and as a result they are not benefiting from the social, physical and psychological benefits of doing so. There is a strong case for the role of physical activity in meeting the particularly complex and unique needs of women and girls in custody. There is a need to continue to develop a female-centred approach which reflects an understanding of gendered barriers to participation and exercise. As part of this understanding, establishments should be guided by a policy which takes into account the high levels of trauma that women and girls entering custody are likely to have experienced. Staff should be trained to deliver a practice which is informed by an understanding of, and responsiveness to, the impact of trauma⁹¹.



⁹¹ See for example, Covington, S. (2003). *Beyond Trauma: A Healing Journey for Women*. Center City, MN: Hazelden, and Covington, S. *Becoming Trauma Informed: A Training for Correctional Professionals*.

Women and girls are significantly less likely to participate in sport and physical activity than male prisoners, or females in non-custodial settings, and the majority of women in British prisons are insufficiently active to benefit their health⁹². When I gathered data in 2013, prisoner participation levels from across the female estate were the lowest (averaging 29%, compared to a national average figure of 56% across all prisons). Participation figures within the female estate partly reflect lower levels of sports participation among females more generally⁹³ and reports published by the Prisons Inspectorate have indicated that establishments holding female prisoners are much less likely to have outdoor sporting facilities (so participation may also be limited by provision). Moreover, PE policy and practice has not fully developed to meet the specific needs of women and girls, and provision needs to be appropriately tailored in order to do so⁹⁴. In particular, establishments should take into account gendered barriers to participation which have been identified in community settings⁹⁵ (such as self-consciousness and body image concerns) and facilitators to participation (for example friendship groups⁹⁶) by women and girls. As well as these general concerns, women in prison talked to me about feeling intimidated in a gym environment, and in one establishment explained that gym attendance times would often clash with visits or work, with little flexibility.

Good practice example: Recognising the need to provide a diverse range of activities to promote women's engagement, while also being mindful of relevant employment pathways, gym staff at HMP Downview have successfully sought approval from YMCA Awards to be an approved centre to deliver a wide range of Level 1 and Level 2 awards, including Nutrition, Fitness and Physical Activity and Gym Instruction, with added courses such as Circuit Training, Exercise to Music, and Indoor Cycling Instruction. The PE Team also work closely with the Drug Recovery Wing to deliver a Level 2 Award in Understanding Substance Misuse.

My visits confirmed that provision for girls in custody is not routinely meeting their needs, and for the small but significant numbers of girls in custody participating in PE and recreation activities alongside boys can be a barrier to engagement. The Secure Children's Homes and Secure Training Centres which hold girls and boys together should consider offering separate gym sessions, dedicated fitness space and PE provision, as well as tailored extra-curricular activities where appropriate. Provision for girls should be part of a programme of diverse offerings, promoting participation among all young people.

92 Plugge, E., Foster, C., Yudkin, P. & Douglas, N. (2009). Cardiovascular disease risk factors and women prisoners in the UK: the impact of imprisonment. *Health Promotion International*, 24, 4, 334-343.

93 For example, Women's Sport & Fitness Foundation (2008). *Barrier to Sports Participation for Women and Girls*. www.womeninsport.org

94 Meek, R. & Lewis, G. (2014). Promoting well-being and desistance through sport and physical activity: the opportunities and barriers experienced by women in prison. *Women and Criminal Justice*, 24, 2, 151-172.

95 Women in sport (2015). *Understanding Women's Lives: Re-Designing and Re-Positioning Sport and Physical Activity to Engage Women*. www.womeninsport.org

96 Coleman, L., Cox, L., & Roker, D. (2008). Girls and young women's participation in physical activity: psychological and social influences. *Health Education Research*, 23, 4, 633-647.

Reflecting my own observations, Ofsted's most recent inspection report of Rainsbrook Secure Training Centre (August, 2017) raised serious concerns regarding physical activity and enrichment provision for the girls, recommending that the Centre *'Ensure that male and female young people have equity of opportunity for enrichment activities, and have their needs met'*. It also stated that *'There is an urgent need to ensure that the girls have their aspirations raised and undertake adequate physical exercise as well as benefiting from more sedentary activities'*.

As suggested by others⁹⁷ there is a need to revisit the issue of standard-issue gym clothing, particularly for women and girls, who are entitled to wear their own clothes and shoes but will not necessarily have access to exercise gear, in which case they are provided with standard issue clothes and trainers for boys and men. It is evident that this is a significant barrier to participation, mirroring community findings that clothing can have a considerable impact on an individual's motivation to exercise.

"The clothes are not suitable for the gym, when you sweat. We're lucky enough that we can have our own clothes and some girls can but some girls don't have that privilege, don't have fitness clothing, and sweat sweeps though, which wouldn't make them feel great. And the bottoms, the grey tracksuit bottoms, they're so thick, it's not comfortable. None of it is practical to sweat in" (female prisoner).

97 Dymond-White, S. & Finnegan, B. (2016). *Health and Wellbeing in Women's Prisons: A Thematic Review*.

Recommendation 7:

The Ministry of Justice should re-consider the national martial arts / boxing policy and pilot the introduction of targeted programmes which draw on boxing exercises, qualifications and associated activities.

While concerns remain about managing such activities safely, there was a widespread frustration from the professional staff I spoke to from different roles across the secure estate (as well as many young people and adults, including women, in custody) that boxing-related programmes are not offered in prisons. Where these are offered (in some Secure Children's Homes and Secure Training Centres), they are well received and highly valued, both as a behaviour management tool and as a vehicle through which to facilitate education, discipline and communication. The development and delivery of appropriate martial art / boxing exercises, qualifications and associated activities should be piloted and evaluated as a targeted intervention.



Where boxing initiatives have in the past been offered in the private sector, they have led to positive outcomes. For example, in 2016 the gym staff at HMP & YOI Parc were commended by the Butler Trust for their work, including the healthy living programme which incorporated non-contact boxing as an effective way to instil discipline and promote positive health behaviours. And when it operated as a juvenile establishment, HMYOI Ashfield (which has held only adults since 2013) operated a 'boxing academy' which drew on external partners to deliver a 12-week holistic education and wellbeing programme, combining theoretical and practical sessions with coaching and sport leadership awards and multi-agency support.

Good practice examples: Oakhill Secure Training Centre's boxing club is led by Allan Granger, former professional boxer, ABA coach and head coach of Milton Keynes amateur boxing club. Staff comment on the one hour per week being an incentive for engagement and behaviour, as it is an attractive offering to the children with some of the most challenging behaviour in the centre. To date, three children have also attended the club in the community through the Centre's mobility scheme.

I recommend the development and delivery of appropriate boxing exercises, qualifications and associated activities as a targeted intervention, which should be piloted and fully evaluated. There is an opportunity here to draw on the successes of previous and existing prison-based programmes⁹⁸ as well as the numerous community initiatives that use boxing to engage offenders or with those at-risk of offending⁹⁹, particularly those which combine boxing activities with therapeutic treatment¹⁰⁰.

Although competitive boxing may involve competing individually, the ethos of boxing training is team-based and community initiatives highlight the unique way in which, because it is physically demanding, it offers a credible alternative to anti-social behaviour for the most disengaged groups¹⁰¹. In her foreword to the All-Party Parliamentary Group's report into boxing, Olympic medallist Nicola Adams claims that her sport '*has an almost unmatched capability to engage some of the most disaffected young people and help to combat a massive range of social problems, covering crime, educational underachievement, health and fitness and community cohesion*'¹⁰²

Of relevance to the recommendation to develop a women and girls strategy, it is also noteworthy that a number of women and girls across different establishments spontaneously mentioned kickboxing and boxercise when I asked which activities would motivate them to be more active. It is also noteworthy that boxing initiatives have proven to be an effective tool in engaging with the gypsy-traveller community. This group is an over-represented in prisons, particularly in youth custody, where the Prisons Inspectorate identified that as many as 22% of children in one Secure Training Centre considered themselves to be Gypsy, Romany or Traveller¹⁰³.

98 While still operating, the now closed women's prison HMP Peterhead piloted a successful 10 week *boxing fundamentals* programme with the aim of promoting confidence and wellbeing.

99 Wright, W. (2006). Keep it in the ring: using boxing in social group work with high-risk and offender youth to reduce violence. *Social Work with Groups*, 29, 149-174

100 Draper, C., Errington, S., Omar, S. & Makhita, S. (2013). The therapeutic benefits of sport in the rehabilitation of young sexual offenders: a qualitative evaluation of the Fight with Insight programme. *Psychology of Sport and Exercise*, 14, 4, 519-530.

101 England Boxing (2016). *The Role of Boxing in Development: A Social Marketing Perspective*. Walker Research Group.

102 All-Party Parliamentary Group for Boxing (2015). *Boxing: The Right Hook*.

103 HM Inspectorate of Prisons (2014). *People in Prison: Gypsies, Romany and Travellers*. London: HMIP.

Good practice example: Fight for Peace is an international organisation that combines boxing and martial arts with mentoring, education and personal development. In a 2015 evaluation of their London-based project, ex-offender participants reported being not only less likely to engage in crime (substantiated with follow up reconviction data), but also less likely to engage in gang-related activities or carry a weapon¹⁰⁴. A new development for Fight for Peace is a partnership with Medway Secure Training Centre where both boys and girls from the centre are taking part in boxing-related activities delivered by specialist coaches.

"I used to fight a lot and I never used to control my anger, but Fight for Peace and boxing has helped me control my anger and control my strength. I never used to control anything. My boxing coach has inspired me a lot and my mentor is like a coach and a best friend." (Fight for Peace member, London)

"I had fantastic tutors at Fight for Peace. I came in because at secondary school I did not listen in lessons. On the Pathways education course, I did Module One which includes Maths and English, and that helped me improve my confidence in my skills. I also completed a mentoring course and it was the best thing I have ever done, I still talk to my mentor now. It gave me a lot of guidance and it gave me that time to reflect and that confidence to be able to talk to anyone. I also completed an employability course at Fight for Peace. The course empowered me with the knowledge, confidence and tools to start my career, which up until this day was only a dream and now one that I'll make come true." (Fight for Peace member, London)



104 Sampson, A. (2015). *An evaluation of the Longer Term Outcomes of the Pathways Programme at Fight for Peace*. London: University of East London.

Recommendation 8:

Senior managers and the Ministry of Justice need to monitor physical activity participation and outcomes according to ethnicity, and ensure that any disproportionality is addressed.

There is no routine analysis of sports and PE participation and outcome data according to ethnicity, despite the recent concerns raised by David Lammy MP of wider inequalities in the treatment of and outcomes for Black, Asian and minority ethnic groups in the Criminal Justice System¹⁰⁵. My analysis of some participation data according to ethnicity found trends which require further investigation: there should be a commitment to monitor participation and achievements in sport according to ethnicity in order to inform recruitment approaches and guide provision.



The 2017 Lammy Review drew attention to inequalities in the treatment of and outcomes for Black, Asian and minority ethnic groups in the Criminal Justice System. Although there is no routine analysis of sports and PE participation and outcome data according to ethnicity, I was able to make use of information captured by an individual establishment and inspection reports to explore this issue further. In particular, when focusing on participation data according to ethnicity I identified some disproportionality which warrants further attention. For example, when Ofsted surveyed the young people of all three of the Secure Training Centres on participation in activities including sports and the gym, there were consistent differences in responses according to ethnicity:

¹⁰⁵ Lammy, D. (2017). *The Lammy Review: An Independent Review into the Treatment of, and Outcomes for, Black, Asian and Minority Ethnic Individuals in the Criminal Justice System*. See: www.gov.uk/government/organisations/lammy-review

Ofsted Secure Training Centre survey question 7.6: *Are you encouraged to take part in activities outside education/training hours (i.e. hobbies, sports or gym)?*

Establishment	White	Black and Minority Ethnic
Rainsbrook STC (2017)	96%	75%
Oakhill STC (2017)	83%	75%
Medway STC (2016)	100%	88%
Average	93%	79%

Furthermore, in one of the youth establishments I visited, 65 young people had been surveyed on their gym use and I was able to access and analyse this data. Although numbers are low, 3 of the 4 respondents who reported that they did not feel safe in the gym or gym showers identified their ethnicity as Black. This contrasts with only just over one third (36%) of all those who responded to the survey identifying as Black.

The same survey gathered data on frequency of visiting the gym according to ethnicity, revealing considerable differences, with the most prominent being that for those identifying as mixed race, the majority (79%) reported accessing the gym either not at all or only once per week, and only 21% reported accessing the gym at least twice per week. In contrast, White, Black and Asian participants were more likely to report accessing the gym at least twice per week, although this figure was lower for Black respondents. (It should be stressed that these findings are based on self-report data in a small sample from one establishment.)

Ethnicity in regularity of accessing the gym (from a sample of 55 responses to this question)

Self-identified ethnicity	% accessing the gym 0-1 times/week	% accessing the gym 2 or more times/week
White (n=16)	38%	62%
Mixed race (n=14)	79%	21%
Black (n=21)	48%	52%
Asian (n=4)	25%	75%

I share the concern expressed in the Lammy Review that data on the ways in which services are accessed and used by Black, Asian and minority ethnic people are not being collected and analysed. Further efforts are clearly needed to monitor participation in sport, as well as achievements, according to ethnicity in order to inform recruitment approaches, guide provision and challenge any disproportionality.

Related to this (as well as to the subsequent Recommendation 11 which considers staffing), although the ethnicity of PEIs is not published, only 6% of prison officers are from Black, Asian and minority ethnic groups,¹⁰⁶ demonstrating that the diversity of gym staff is unlikely to reflect those in their care.

¹⁰⁶ Lammy, D. (2017). *The Lammy review: An Independent Review into the Treatment of, and Outcomes for, Black, Asian and Minority Ethnic Individuals in the Criminal Justice System*. See: www.gov.uk/government/organisations/lammy-review

Profile



Ian Wright MBE is a former professional footballer, England striker and current television and radio personality. Having served a short prison sentence early in his career, Ian returned to prison in his 2009 Sky TV 6-part series *Football Behind Bars*, working with a group of young men at Portland Young Offender Institution. His football academy within the prison aimed not only to develop the football skills of the players but also to develop their emotional skills and to use football to tackle some of the issues that first led his participants into the Criminal Justice System.

Recommendation 9: Senior managers need to encourage partnerships between prisons, communities, sporting groups and bodies.

Working in partnership can clearly facilitate innovation, offer resource savings and demonstrate wide-reaching impact, both within custodial settings and after a prison sentence is completed. However, the review found too many unnecessary obstacles to bringing the sporting community safely into prisons, and until these are overcome our prisons will not be fully able to engage with, benefit from, or contribute to the communities they exist within.



Within the juvenile estate some of the most widely developed national partnerships are with the FA and the Premier League Kicks programme (football), the Hitz programme (Premiership Rugby), the Duke of Edinburgh award, and Sky Sports/Youth Sport Trust (which concluded August 2017). There are many more local partnerships in both the youth and adult estate. For example, in a short survey distributed to prisons, PE staff and football clubs in 2016-17, over 30 football clubs confirmed a current or previous involvement with one or more prison, the majority of these being community trusts linked to professional clubs. Such involvement also varied, from occasional coaching sessions or competitive matches through to the sport academy model of an integrated partnership with resettlement provision, providing through the gate support.

Good practice example: The 2nd Chance Project at YOI Portland¹⁰⁷ was delivered as part of the legacy of Ian Wright's *Football Behind Bars* programme for Sky Sports. Using football and rugby, coaches (from Chelsea FC and the RFU) and mentors and resettlement staff engaged young men in each intensive academy. The scheme offered a comprehensive programme of resettlement support and was structured to promote learning both on and off the pitch, and provided an individualised programme of support in managing the transition from custody to the community.

Another indicator of the reach of sports-based programmes in Criminal Justice is reflected in the fact that since its inception in 2015, the Alliance of Sport¹⁰⁸ has grown a membership in the region of 300 organisations, clubs and individuals. With roots as a delivery organisation and now functioning as a fee-free membership organisation, the Alliance plays an important role in contributing to the growing evidence base for – and raising the profile of – sport within the justice system. The group has particular expertise in establishing and supporting partnerships between sports and community organisations and secure establishments, but these collaborations need to be supported by prisons through a culture of partnership working and through local policies which allow bringing the wider community into prisons, and taking prisoners out into their communities.

“To see like newspaper articles, the public can’t think much of us, but when you get members of the public coming in and getting to know us a little bit, and know we’re not that bad, it builds up your self-esteem a bit” (adult male prisoner).

Community partners (be they individual volunteers, community organisations or sporting groups and bodies) can be a powerful addition to an establishment’s in-house sport and PE offering. As well as providing a valuable link to the community, external partners offer employment and training opportunities, resource and expertise. Their independence from the Criminal Justice System (and in the case of well-known clubs and figures their profile and branding) can lend legitimacy and promote engagement and motivation amongst reluctant participants.

Good practice examples in the youth estate:

Feltham young adults (but not yet the juveniles on the same site) have the opportunity to engage in the award-winning Saracens rugby and Fulham football programmes.

Vinney Green Secure Children’s Home offers children in their care a range of training sessions, some of which are accredited, such as the Bikeability cycle training and the Medical Mavericks health and sports science training as part of an activity sports day.

¹⁰⁷ <http://www.nasdc.org/resource-library/2nd-chance-project-the-role-of-sport-in-promoting-desistance-from-crime/>

¹⁰⁸ The Alliance’s stated purpose is ‘To lead, co-ordinate and evidence the power of sport to repair broken lives and build a stronger society for all’. See www.allianceofsport.org

Oakhill Secure Training Centre has introduced external football (Milton Keynes Dons) and rugby (Northampton Saints) clubs to run occasional programmes and workshops, as well as a weekly session with the head coach from Milton Keynes boxing club.

Hillside Secure Children's Home has a range of community partners, including Cardiff FC, Swansea, FC, Osprey rugby, and Bulldogs boxing club.

HMYOI Wetherby's community partners include Everton FC, Leeds United Foundation, Leeds Rhinos and the Leeds Spiders wheelchair basketball team.

Good practice example: With support from Sport England, Brighton Table Tennis Club are delivering a Level 1 coaching course for prisoners and staff at HMP High Down, with the plan to bring adult beginners into the prison to receive instruction from the newly trained coaches. The PEI involved in coordinating the project confirmed that "All participants involved in the table tennis sessions have shown a stable if not positive attitude on their respective house blocks... I have been told verbally by several of the prisoners that are 'holding it down' as they realise I will not accept any participant that has any negative entries on their records".

Staff also talk about the programme acting as an incentive for good behaviour, citing one prisoner: "He has been badly behaved for months but is keeping himself out of trouble with the intent to get on the Table Tennis session". Another member of staff reported that "Table Tennis participants have been involved in noticeably fewer incidents relating to drugs and violence since starting the programme."

Current Table Tennis equipment on the wings is poor (when the only ball is broken or lost, prisoners are playing with the ball taken from a roll-on deodorant) but the prison has committed the resource to purchase a robust table, bats and balls on each residential wing so that prisoners can play and coach during association time.



Rather than being perceived as a threat to existing provision by gym staff, or a security concern to the establishment as a whole, relationships with community partners need to be recognised as providing a critical role in supporting efforts to reduce reoffending as well as in pursuing a physical activity and wellbeing agenda. Community partners may require some support, training and at the very least a liaison figure within the custodial setting, but a carefully managed collaboration with an external partner will enhance overall provision and enable establishments to respond to some of the challenges which they are unable to deal with on their own, particularly in providing a service which spans the transitions from custody and the community.

A wellbeing needs assessment of an establishment and the population it holds (coupled with a good awareness of the forms of available provision) should drive such partnerships, rather than it being prescriptive, since these needs will vary across the estate, as will the local and regional offering.

Good practice example: Responding to the high level of need around substance misuse and homelessness for those serving short sentences, HMP Winchester and Southampton FC are working with homeless charity the Society of St James to deliver the 'Saints for Sport' initiative for prisoners serving sentences of under 12 months, providing pre- and post-release support in substance use, finance and making referrals to other services, as well as providing access to free leisure activities in the community.

There is a multitude of partnerships operating between clubs and adult and youth establishments, ranging from occasional coaching sessions and participation in matches and tournaments to the delivery of coaching, refereeing and other accredited courses. A more intensive and sustained involvement may involve mentoring, wraparound services and through-the-gate provision. Although the range of these programmes will reflect the diversity of the sector, an establishment-wide commitment to involving external partners and working collaboratively with them will need to underpin the success of any of these efforts.

"Being part of a physical based programme enabled me to improve my general health and for the first time in my life become fit."

'D' enrolled on the Street Soccer programme¹⁰⁹ whilst at HMP Forest Bank (an establishment holding adults and young adults). He found the physical aspect of the programme aided his recovery from a history of drug abuse and he thrived in the classroom-based units of discussion, particularly the action-planning module, which enabled him to make firm plans as he approached release. D successfully completed all 21 units of the programme and continued to engage with Street Soccer after release from custody, regularly attending the Manchester-based regional centre and taking an active part in leading and running the sessions. After his quarterly appraisal, and having completed a Skills Development Programme, Street Soccer staff put D forward for an interview with a telecommunications company. After interview he was offered the job and has now been employed

¹⁰⁹ See: www.streetsocceracademy.co.uk

for over 12 months, continuing to volunteer at the Street Soccer Academy outside of working hours. *"I'm so grateful that someone gave me a chance to prove myself, especially with my background. I certainly wouldn't be where I am now if it wasn't for Street Soccer Academy and the programmes that they made available to me in order to turn my life around. I'll be forever grateful."*

In a prison context, perhaps even more so than in other contexts where people may be less motivated to engage, it is important to understand that promising a prison-based initiative and not seeing it through to completion, or taking it away again, can be more damaging than not offering anything. Prison is an environment where being let down by a professional figure can have far-reaching consequences in therapeutic efforts. Sustainability of provision is an important factor, for those involved in delivering initiatives (in order to allow sufficient time to implement a programme fully and to demonstrate impact) as well as for those engaging in them. And as with other features of the Criminal Justice System, where projects rely on short term funding contracts or face complex funding draw-down processes, delivery is compromised. These factors can leave even the most effective programmes in a precarious position.

Even where they are not involved in delivery of programmes, prisons can enhance partnerships with local communities and sporting groups by improving efforts to host (and cater for) local teams and groups and reviewing local security policies on bringing external teams in to establishments. This serves an important purpose, not only in the delivery of an establishment's sports provision but also in developing the community's understanding of the Criminal Justice System and in fostering further community partnerships.

Good practice example: The football team at YOI Werrington host weekly matches in the local youth league.

Good practice example: Although there is already evidence of the benefit of running for prisoners,¹¹⁰ 2017 saw HMP Haverigg become the first prison site for the popular community initiative *parkrun*, which has been credited with motivating numerous individuals and families to start – and maintain – running, jogging and walking. As well as motivating prisoners and staff to engage in physical activity, given that the initiative mirrors provision in the community it is also a unique way of promoting the principle of *normality*¹¹¹ which is recognised as an important way to promote the rehabilitative culture of a prison. In 2018 the scheme is already expanding into several other establishments across the estate.

110 Meijers, J., Harte, J., Meynen, G. & Cuijpers, P. (2015). Study protocol: the influence of running therapy on executive functions and sleep of prisoners. *F1000Research*, 4:152

111 Rule 5.1. of the Mandela Rules states that life in custody should try to mimic life outside of custody as far as possible. United Nations (2015). *Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules)*.

Good practice example: Gym staff at High Security prison HMP Belmarsh are working in partnership with The Change Foundation to utilise the core skills and values of rugby to promote an individual's personal development. The Change Foundation provides support in establishing community contacts post-release and the model is a collaborative one where PE staff are being supported to develop their knowledge of community opportunities and the skills to promote rehabilitation.

John, a 24 year-old from South London had been in prison twice already, when he was introduced to the 3 Pillars Project Rugby Academy during his third sentence. The project, which has been delivered in 4 different youth and adult establishments to date, uses a range of military veterans, professional rugby coaches and ex-prisoners to engage with young men in prison. At the point when he started participating in the project John was struggling to prepare for his release in 4 months, after having been moved from another prison over a discipline issue.

John engaged and thrived on the course, learning to play rugby twice a week over 2 months, whilst also attending mentoring and personal development seminars. He developed a close mentoring relationship with the project's coaches and case workers and continued to be supported after release. On release, John initially struggled with the lack of support available to him, but found that the support and encouragement of the 3 Pillars team boosted his confidence and helped him to establish new goals and parameters for his life. Having developed trust over the rugby course, there was a mutual respect between John and the 3 Pillars staff that undoubtedly facilitated a good working partnership.



As is the case for young people in the community, the Duke of Edinburgh award¹¹² can be a valuable way to teach young people in custody personal responsibility and new skills and encourage them to take up voluntary activities. It is good that the scheme is being trialled across the secure youth estate, but to achieve the best outcomes there is a need to develop a co-ordinated national strategy for the Duke of Edinburgh award in secure settings (including the adult estate, since the scheme is open to young people between the ages of 14-24). Efforts should be made to embed it more formally into the curriculum (where appropriate) and to draw on the strong network of regional advisors in the community. There is evidence of some very good practice across the youth estate but delivery remains patchy, as the logistics of the various elements of the award are often seen as an obstacle.

Efforts should be made to establish and maintain 'twinning' between prisons / youth facilities and clubs, teams, sporting bodies and individual figures while supporting sporting / governing bodies, clubs and individual athletes to fulfil their corporate and social responsibility obligations by engaging better with the criminal justice system. At the time of writing there are encouraging conversations taking place between the Ministry of Justice and football bodies to explore the potential for a formal twinning arrangement which would support more sustainable partnerships and sharing of skills and resource, and this is something I would encourage.

In line with the Jail House Café and Clink Restaurant catering initiatives, as well as evidence from the community which demonstrates the advantages of schools sharing leisure and sports facilities with community groups¹¹³, HM Prison and Probation Service should consider establishing community gyms and / or physical activity provision, staffed by those held within the establishment and supported by paid staff, where members of the community can make use of the facilities¹¹⁴.

And lastly, building on the success of establishment-wide sporting events and campaigns (and as a precursor to the recommendation that there should be a pilot community gym located within or adjacent to a prison) prisons should consider offering annual sports festivals. These events can be used to empower prisoners (with support from staff from multiple departments) with a budget, to plan and deliver prison-wide events, offered to fellow prisoners, staff and – where possible – the wider community.

112 www.dofe.org

113 Kanters, A., Bocarro, J., Filardo, M., Edwards, M., McKenzie, T. & Floyd, M. (2014). Shared use of school facilities with community organizations and afterschool physical activity program participation: a cost-benefit assessment. *Journal of School Health*, 84, 5, 302-309.

114 This relates to and extends the RSA Transitions social enterprise approach to prisons (www.thersa.org), as well as Rideout's proposals for a Creative Prison (www.rideout.org.uk/creative-prison.aspx)

Recommendation 10:

The Ministry of Justice should review Release on Temporary Licence, Mobility and related policies to facilitate meaningful sports-based learning, team-building activities, placements and training.

There is huge potential in the sports sector to provide placements, if prison establishments can have stronger guidance and be supported to assess the risks, and work with police and community partners to manage these risks. There is a need to review Release on Temporary Licence and related policies, as despite there being widespread willingness from community groups to support them, the numbers of individuals benefiting from work and training placement opportunities in the community (not just in the context of sports) have dropped significantly in recent years. With some notable exceptions, very few external placements are taking place, despite the benefits in preparing people for release from prison, and supporting their desistance from crime, which accrue from such placements.



Release on Temporary Licence (ROTL) and the equivalent Mobility scheme in some youth custodial settings can support prisoners coming towards the end of their sentence to engage in purposeful training, employment and community activity. Reported barriers to supporting individuals to benefit from external placements in sport and fitness activities include an unwillingness of establishments to manage the associated risk, lack of staff resources, and the belief that police approval will not be granted for gyms or sports facilities.

Good practice example: Vinney Green Secure Children's Home supported the placement of a young person into a community sport and personal development programme which led to employment in the construction sector after release, demonstrating that the skills developed in such programmes go beyond the sports sector.

Good practice example: YOI Wetherby's dedicated Business Engagement Manager works with the education provider and PE staff to seek ROTL opportunities and leads a cross-establishment commitment to increasing ROTL opportunities in a range of settings. This has resulted in taking young people to the Everton FC Safe Hands scheme, to attend college interviews and complete placements at catering outlets, construction sites and horticultural projects.

Good practice example: Medway Secure Training Centre have a Temporary Release Board which supports creative opportunities to prepare the children in their care for release, including escorted running and kayaking expeditions.

In efforts to mediate the transition from custody to community, there is a need for systems to be in place to allow staff to be more proactive in developing links with community clubs in the locality to which an individual is due to return, for example through ROTL, Mobility and enrichment visits and the funding of post-release gym membership.

Good practice example: Vinney Green Secure Children's Home have used their mobility scheme to take a child nearing release (accompanied by two members of staff) to the community gym which he will continue to access after he returns to London when his sentence is complete.

Aside from temporary release and placement policies and their interpretation, a major barrier in securing both volunteering and paid opportunities for those who have served custodial sentences is that of DBS (Disclosure and Barring Service) checks and the declaration of offences. Sporting bodies and organisations will have their own local policies and in enabling ex-prisoners to be realistic in their volunteering and employment aspirations it is important that Criminal Justice organisations have a better understanding of such policies so that those in their care can be best informed.

Recommendation 11:

The Ministry of Justice, HM Prison and Probation Service and senior managers need to provide the leadership, staffing, training and facilities required to support a wide-reaching and high-quality sport and physical activity provision.

In order to develop an integrated culture of promoting physical activity and wellbeing, a number of structural and organisational changes will need to be made:

In line with the need to implement a physical activity and wellbeing strategy (recommendation 1), PE staff should be directly accountable to, and supported by, a suitably qualified gym manager, wellbeing coordinator, or equivalent, who can offer expertise in the sports sector, provide a direct link to the Senior Management Team and support partnership working in implementing the establishment's physical activity and wellbeing strategy;

The Ministry of Justice, HM Prison and Probation Service and Youth Custody Service will need to provide strategic leadership across the sector and should develop a sport and PE staff training and development strategy which responds to the diverse and changing needs of the sector's workforce in the youth and adult estates, as well as celebrates and shares good practice;

The physical environment, facilities and infrastructure need to be maintained and enhanced.



'We need someone on the Senior Management Team fighting our corner' (PEI, adult prison)

As a result of a staff restructuring process in public sector prisons in 2013, PE now falls under the remit of Custodial Managers, who may not necessarily have expertise in physical activity. Since then, PE staff have been in a particularly vulnerable position in terms of job security, role and the allocation of resources, and many establishments are operating with a number of vacant posts and with remaining PE staff deployed to other parts of the prison, significantly compromising delivery in some establishments. PE provision in public sector prisons in England and Wales is currently monitored and guided by two PE area managers (previously six), who are tasked with overseeing national provision, who in turn are overseen by the Prison Industries, Catering and PE Team.

In considering departmental leadership, the Prisons Inspectorate has an expectation (number 74) that *'Purposeful activity outcomes for prisoners are supported by effective leadership and management'*. This expectation includes indicators that *'leaders and managers prioritise the delivery of a full and constructive regime'* and that *'access to activities is equitable'*¹¹⁵. However, my visits confirmed that although there tended to be clear lines of responsibility and leadership within the smaller Secure Children's Homes and Secure Training Centres, this was often lacking in the rest of the estate where morale was often low and I heard of dozens of experienced PEI staff who either had left, or were planning to leave the service.

Good practice example: At YOI Wetherby the PE department is managed by an individual with the job title 'Establishment Reform Implementation Manager and Head of PE'. This reflects an effort by the prison to ensure that PE is incorporated into the reform agenda, which was evident on my visit.

Many of the PE staff I spoke with reported feeling under-valued and there was evidence of disengagement and low staff morale (*"There's no pride, no leadership, no autonomy"*: YOI PEI), I also encountered many examples of exceptional staff who were providing a good service in difficult circumstances, and I am in no doubt that, were it not for these individuals, our prisons would be in an even more violent and parlous state than they are today. In order to boost morale, support retention and enhance delivery, gym staff need to be able to take ownership of (and be held accountable for) their initiatives and to feel supported and empowered in offering effective provision.

If prisons were to return to a structure which supports a gym manager role (and I would encourage HM Prison and Probation Service to consider this as part of their national review into PE services which is due to follow this), such individuals could be drawn from the existing qualified and experienced PEI human resource which the Prison Service has invested well in, while also considering recruitment strategies which take into account the expertise developed in the wider sports sector. As in other departments, PE staff need to see a clear career progression pathway and to be able to work towards and be rewarded for offering exceptional delivery, leadership, commitment and integrity.

115 HM Inspectorate of Prisons (2017). *Expectations: Criteria for Assessing the Treatment of and Conditions for Men in Prisons. Version 5*. London: HMIP

Local deployment policies also pose a threat to good delivery, and although I was informed by HM Prison and Probation Service managers that this was having significant impact on PEIs, the numbers of those affected were not available. Establishments recognise the strong rapport that gym staff often have with even the most disruptive individuals and staff are understandably occasionally expected to contribute to meet the demands of an under-staffed establishment. This should not however compromise the delivery of an establishment's sport and physical activity provision.

"Because of the amount of trouble in this jail, the PE staff are sometimes involved in issues on the wings, and they have to be taken off and relocated on the wings, so it reduces our PE"
(young adult male prisoner).

Another threat to delivery is where, following a series of prison closures while prison populations continue to rise, establishments are having to increase their capacity and delivery is compromised unless staffing and physical space (recreational areas, classrooms, showers) are developed in line with population growth.

In line with the earlier recommendations to enhance partnership working and to facilitate training and work experience placements, as well as the subsequent recommendation concerning monitoring and evaluation, prisons and secure settings should have a designated and supported member of the PE team with responsibility for external liaison. Such a role should include developing and enhancing external links, sourcing external placements, identifying and promoting post-release opportunities and overseeing liaison with clubs and individuals (for example in order to schedule guest coaching sessions, matches with external teams and motivational talks¹¹⁶). An individual in a liaison role of this kind would be especially valuable in providing employment guidance on DBS checks and offence-specific restrictions and in contributing to post-release monitoring and contact.

Good practice example: In the adult estate, recognising that the PE department needed to have a clear line of communication to senior managers as well as to the community, HMP Stocken has one nominated PEI who is taking on additional responsibilities beyond his grade in order to provide leadership and strategic direction, and another who acts as external liaison officer, prints and displays gym vacancies, directly contacts external organisations, and writes references.

¹¹⁶ For example, prison pilot schemes have been delivered by *State of Mind Sport*, a mental health initiative which aims to raise awareness and tackle stigma, in partnership with ex-professional rugby players who have themselves experienced mental health problems: www.stateofmind.org.uk

Turning to training, for PEIs this is currently delivered as a bespoke stand-alone residential course (and a separate short course is offered for custody staff to qualify as Sports and Games officers). Although this is a robust and well-recognised preparation for delivering courses and supervising activities in prison gyms, it should be delivered as part of a broader PE and sports staff training and development strategy which in turn responds to the diverse and changing needs of the sector's workforce and the youth and adult estates. Prison staff involved in sport and physical activity (including, but not restricted to, Sports and Games Officers, PEIs, education staff and community partners and volunteers) could engage in collective training and Continued Professional Development (CPD) activities, which should be offered both locally (in order to promote maximum uptake) and nationally, as well as through on-line resources where appropriate. I am aware that at present, some establishments are taking responsibility for their own local CPD activities by outsourcing to external firms, so I would encourage the HM Prison and Probation Service College of PE to develop and offer a portfolio of CPD opportunities and consider offering grants for external provision.

The 2016 thematic review of health and wellbeing in women's prisons¹¹⁷ recommends a modular approach to training which allows for a gender-specific curriculum. It is recommended that this modular approach be extended to respond better to diverse populations, including children, older prisoners, minority ethnic groups and those with disabilities, for instance by structuring training around a core mandatory element to the qualification, with supplementary specialisms.

In SCHs, STCs and private sector juvenile YOIs, senior managers should reconsider the roles and grades of 'instructor', 'teacher' and 'teaching assistant' in the content of physical activity and PE. In visiting some of these establishments I was made aware of low morale as a result of PE teachers feeling alienated from their fellow 'core subject' (English, Maths and Science) teachers.

Recognising the value of ex-offenders in the workforce, and the unique perspective they can bring to a role, we should promote employment in the sports and fitness sectors for those who have been previously incarcerated by developing a suitably qualified and supported workforce (and ensuring that qualifications are appropriate to the sector's needs and widely recognised). Prisons should also consider the recruitment of ex-offenders in delivering sports programmes; the community sports sector has set a strong example in this domain, and although there is not a widespread ban on people with criminal records working within prisons, more could be done to incorporate the 'user voice' in both the design and the delivery of prison initiatives. At present, a number of community sporting organisations employ or provide volunteering opportunities to individuals who have progressed through their programmes, but only a small number of these operate in prisons, thus enabling only a few ex-offenders who have successfully navigated the transition from custody to community to return to prison to support those in the positions they used to occupy.

117 Dymond-White, S. & Finnegan, B. (2016). *Health and Wellbeing in Women's Prisons: A Thematic Review*.

Prisons should be encouraged to develop a sports volunteer framework in order to make better use of community volunteers as a supplement to (rather than a replacement of) existing staff. Such an approach is already successfully used in other prison departments, such as the Chaplaincy.

Although numerous examples of good practice exist across the estate, the sport and physical activities on offer vary widely between establishments and fluctuate within the same establishments under different leadership. Creating opportunities for staff to share learning across the estate will enhance provision and develop staff skills. Good practice should be celebrated, with initiatives and individuals recognised for their innovation and achievements.

The final element of this recommendation refers to a prison's infrastructure and facilities, necessary to support all of the other recommendations contained within this report. Prison design and layout varies considerably, so that although some establishments cover large rural sites with ample outdoor spaces, others occupy relatively small urban premises. Just as prison establishments themselves vary dramatically in their physical size, the facilities available to PE departments can range from a small general-purpose gym to a variety of indoor and outdoor facilities.

'Our facilities are woefully poor, we need investment in terms of facilities' (Governor, YOI).

In the course of my visits I was struck by some examples of poor physical infrastructure which would undermine any efforts to provide a decent and safe environment and pose a real barrier to an establishment's physical activity provision. I received dozens of complaints about poorly maintained facilities, with many of the establishments I visited affected by the Carillion maintenance crisis which was exposed while this review was under way.

One particular barrier to participation is where there is a lack of in-cell showers, requiring prisoners either to shower using gym facilities (which lack privacy and are often not fit for purpose) or to face a long delay before being able to shower at all. This was cited to me by both prisoners and staff as a strong disincentive to participate in physical activity. For staff, having to oversee showering prevents them from carrying out their primary duties, impacts on staffing (for example a female PEI is not able to supervise males) and is not a good use of PEI staff time. For prisoners, there are clear concerns about bullying and intimidation in communal showers which often lead them to self-exclude. These concerns are supported by data I reviewed from the Prisons Inspectorate which found that young people who have been victimised are significantly more likely to say they 'don't want to go to the gym' (39%) than those who haven't been victimised (22%).¹¹⁸

¹¹⁸ Analysis of HM Inspectorate of Prisons raw data from the year 2016-17

Although Secure Children's Homes, Secure Training Centres, newly built and women's prisons do have in-cell showers, most of the estate, including juvenile YOIs, still does not. And whilst I recognise that this may be difficult to implement, there should at the very least be a clear aspiration to move all young people into establishments with showers within rooms.

Facilities should mirror, where possible, those available in the community. For example, sports facilities should be visually attractive and promote prosocial and motivational messages, including colour murals in sports halls. The design of these, including in newly designed establishments, should be led by service users and in the spirit of multi-department partnerships involve contributions from the art department, and outside organisations (such as members of the National Criminal Justice Arts Alliance¹¹⁹).

Good practice example: HMP & YOI Parc have invested in ensuring that their large sports hall is presented as an attractive and welcoming environment. The walls are lined with photographs of previous sporting events and visits by sporting figures, many of which are coordinated by the establishment's *Community Inclusion Manager* who works closely with the gym.



119 www.artsincriminaljustice.org.uk

Profile



The story of personal trainer and author L.J. Flanders embodies the power of prison sport. He became committed to fitness when sentenced to custody at age 21, using exercise to channel his energy and as an escape from the boredom of a regime that offered very little in the way of purposeful activity. With the support of gym staff at HMP Pentonville L.J. later completed Gym Instructor and Personal Trainer qualifications and gained skills as a gym orderly. As well as observing in himself the psychological and physical benefits of undertaking his self-devised bodyweight exercises, L.J. knew that there would be many more like him across the prison estate and so set about writing the Cell Workout fitness guide while still in custody, focusing on different muscle groups, cardio, relaxation and meditation, and subsequently adding images of himself to illustrate the fitness drills.

Published in 2015, and having sold 10,000 copies to date, a unique feature of the book is that it identifies exercises that can be undertaken in the limited space of a shared cell and it has been well received across the estate, as well as more generally by people who have a limited space in which to work out.

In my review visits I encountered staff and prisoners from across the estate who have made use of the guide, and staff at HMP/YOI Parc told me they draw on some of the exercises in their induction information for new arrivals to the prison.

The Cell Workout guide should not replace the social, professionally supervised and individualised offering of a prison gym, but in the context of regimes where access to the gym is all too frequently curtailed, the book fills an important gap.

On release from prison in 2012, L.J. secured a role with Virgin Active but motivated by his own successes, L.J. wants to help rehabilitative others through sport and fitness and has extended his focus to the Cell Workout social enterprise where as well as returning to prisons to run workshops he ultimately hopes to employ ex-offenders.

Recommendation 12:

The Ministry of Justice should create and implement a dedicated physical activity monitoring and evaluation strategy which supplements existing Ofsted and HM Inspectorate of Prisons monitoring.

Staff should be responsible for recording and evidencing physical activity and sports-based programmes and need to be supported in doing so with data gathering tools which are fit for purpose and guided by a new monitoring and evaluation strategy. Such a strategy should reflect a commitment to evidence-based practice and the capturing and reporting of meaningful qualitative and quantitative measures. The effective recording of data should lead to greater transparency and, where appropriate, permit data sharing within and beyond establishments. These developments should in turn support the evaluation efforts which are critical in developing, enhancing and demonstrating the impact of programmes.

Where Ofsted consider physical activity as part of an establishment's education provision, and HM Inspectorate of Prisons consider it as 'time out of cell', there is a risk of physical activity falling between these two sets of expectations.



The ways in which participation data are captured and reported can have a powerful impact on the development of provision, and can help guide policy and the allocation of resources. A robust monitoring and evaluation approach should start with the allocation and monitoring of participation in physical activity. Firstly, there is a need to revisit gym attendance list policy and practice. In many establishments, only those individuals included on a 'gym list' will be unlocked and escorted to the gym. Where attendance lists are compiled by prisoner wing orderlies or gym orderlies there's a risk of at best, lack of sufficient training, and at worst, bullying and intimidation. Where compiled by wing officers there is a risk of misuse of allocation/non-allocation decisions. And in the context of prison overcrowding and/or where resources are scarce, gym departments simply don't have the capacity to accommodate many of those in their care. Staff and prisoners talked to me about examples of each of these happening in their establishments. Consequently, staff should be responsible for scrutinising attendance data and ensuring that any disproportionality (for example by ethnicity) is responded to. There is also a need for an information-sharing model in following up with non-attenders so that factors such as victimisation, mental health or physical wellbeing can be addressed.

Good practice example: Staff at HMYOI Werrington have developed a collaborative and personalised approach to following up on gym non-attendance by PE and education staff working together to visit non-attenders in order to document the reasons given by each young person so that action plans can be developed and implemented.

In seeking to improve participation, and recognising that the population in any given establishment will be dynamic, establishments should consider using a range of engagement mechanisms to generate user (and non-user) feedback. Regular gym user focus groups, anonymous prison-wide survey consultations, non-engager follow-ups, physical activity needs assessments, and action plans based on the findings of these, will serve to enhance delivery and promote physical activity across establishments. Further supporting this aim, each establishment should have a council (represented by elected members of the community) which includes a specific gym representative and with sport, physical activity and wellbeing as a standing item on the council agenda. There is a need to monitor and respond to discrepancies in participation and achievement data according to ethnicity (including gypsy traveller populations), and wherever possible gym orderly positions should reflect the populations they represent.

Where Ofsted consider PE as part of an establishment's education provision, and HM Inspectorate of Prisons consider exercise as 'time out of cell', there is a risk of physical activity falling between these two sets of expectations (which are set out in Appendix 3 for children and young adults, women and adults), and in turn being the responsibility of different departments. I encourage Ofsted and HMIP to consider the recommendations presented throughout this review when revising their expectations criteria.

In order to support a robust evidence base, we need to transform the way data is routinely collected within prison gyms and in relation to sports-based programmes. Given the frequency with which prison gyms are used we are missing the opportunity to develop big data sets, particularly if we can collate data from across the estate. The Ministry of Justice should support the use of an online dashboard on which to record data (this is already happening in a number of prisons outside of the gym using the Do-It profiler¹²⁰). As well as providing a straightforward way in which to gather data locally and collate it centrally, an online dashboard would be able to create real-time analyses which will bring the sector in line with community initiatives.

Good practice example: Street League is a community programme working with 16-24 year olds to support them into employment, using the power of sport. At the end of 2017, Street League launched their Interactive Impact Dashboard, which permits users to view in real-time how many young people the organisation has supported ('as well as those we haven't been able to help and why that is').¹²¹ For example, the tool was able to tell me that at the time I accessed the dashboard in January 2018 they have engaged with 218 young people with criminal records and helped 19 young people progress into employment in the sport and recreation sector.

Once supported to develop the systems required to collect the right data, prison gyms should be required to make some of their anonymised data available. This will not only serve to achieve more accountability and transparency, but can be shared with other partners within and outside the prison in order to shape practice and monitor progress. For example, data relating to sport and physical activity should be made readily available on the Ministry of Justice website, beyond summary data on *meaningful activity*. And, in line with the recommendation to monitor participation and outcomes according to ethnicity, this data should also be collated and presented according to ethnicity.

Many of the staff I spoke to in the course of my visits, from both the youth and adult estates, were concerned that the national message and policies on provision focus on participation hours rather than the quality and diversity of PE provision and services. Recognising that attendance figures don't capture the *quality* of engagement, to supplement basic data on participation (for example Prisoner Participation Levels) routine monitoring processes should include quantitative measures and outcome targets as well as qualitative feedback gathered through consultation with staff and gym-users.

120 See www.doitprofiler.com/offenders

121 www.streetleague.co.uk/impact

A target of 150 minutes of exercise per week for adults and 60 minutes of exercise per day for children (according to NHS guidelines) is a helpful objective in terms of basic provision, and should be taken into account in scheduling sessions within the wider prison regime. However, there is an increased recognition among practitioners, academics and fitness specialists that the relationship between physical activity and psychological wellbeing is not dependent solely on the level of physical activity but on an individual's experiences during and after a period of exercise, extending to classroom-based activities which draw on sports in promoting learning and transformative opportunities. Sports-based programmes and interventions, including prison-led initiatives, should have a sound evidence base and be derived from a robust *theory of change*¹²² which describes and illustrates how change happens in given contexts. The development of this evidence base will rely on funding and delivery partners collaborating with academic partners in evaluating programmes so that a better understanding can be developed of which types of programmes work best in which contexts. Related to this, an effective monitoring and evaluation strategy should actively support the evaluation efforts which we know are essential in developing, enhancing and demonstrating the impact of programmes.

In recognising the diverse needs of a diverse population, further attention needs to be paid not only to data on *who* is participating in programmes (this can in turn also feed into my recommendations concerning women and girls and ethnicity) but also data on *what* activities are being recorded and any associated outcome measures. At an individual level this data strategy should contribute to individualised fitness plans and provide a way of monitoring an individual's progress towards health and fitness goals. Activity information should be accessible to an individual using the information systems on the residential wings (or in some cases, in cells), where an individual's participation data and physiological measures would enable both staff and learners to monitor progression.

In line with the recommendation to encourage a dedicated staff member to act as a community liaison officer, monitoring post-release progress can contribute to the evidence base around longer-term adherence to exercise and desistance, enhance staff commitment and facilitate programme development. Where possible, time to support the evaluation of programmes should be factored in to programme delivery so that those involved can work with academic partners in developing realistic outcome data.

¹²² See: Clinks (2014). *Developing a Sound Theory of Change*. London: NPC/Clinks, and specific to this context: Noble, J. & Coleman, J. (2016). *Our Theory of Change: Exploring the Role of Sport for Development in the Prevention of and Desistance from Crime*. Alliance of Sport/NPC.

Profile



Social enterprise The Hard Yard starting operating in 2017, recruiting personal trainers and gym instructors direct from prisons and delivering bespoke and group fitness sessions from three different London locations. Law graduate and CEO Frankie Bennett currently employs two male and one female personal trainers on part time contracts, and one member of the team participates while on Release from Temporary Licence from a local prison. Employees are supported to achieve their Level 3 training if this has not already been completed while in custody.

Fitness clients may initially seek out the classes due to a curiosity about training with an ex-prisoner or to support a social enterprise, but Bennett is convinced that they return due to the high quality and varied workouts the organisation is proud to deliver.



Although a small organisation operating in a competitive market, The Hard Yard offers a meaningful route into employment for some of the many ex-offenders who have developed a passion for sport and fitness while in custody. It also serves an important role in shaping the public's perception of those who have been previously incarcerated.

Appendix 1: Sources of Information

Review activities took place September-December 2017 and included the following:

Visits to, audit of provision and consultation with staff and detainees at the following 21 establishments:

Barton Moss Secure Children's Home (boys under the age of 18)

HMP Belmarsh (adult men)

HMP Berwyn (adult men)

HMP & YOI Bronzefield (adult and young adult women)

HMYOI Cookham Wood (boys under the age of 18)

HMP & YOI Downview (adult and young adult women)

HMP Eastwood Park (adult women)

HMYOI Feltham A (boys under the age of 18) and B (young adult males between the ages of 18-21)

Hillside Secure Children's Home (boys and girls under the age of 18)

HMYOI Isis (young adult males between the ages of 18-21)

Medway Secure Training Centre (boys and girls under the age of 18)

Oakhill Secure Training Centre (boys under the age of 18)

HMP Parc (adult men)

HMYOI Parc (boys under the age of 18)

HMP & YOI Portland (adult and young adult males)

Rainsbrook Secure Training Centre (boys and girls under the age of 18)

HMP Stocken (adult men)

Vinney Green Secure Children's Home (boys and girls under the age of 18)

HMYOI Werrington (boys under the age of 18)

HMYOI Wetherby (boys under the age of 18)

Focus group discussions with 74 gym orderlies and gym users from across those establishments, representing:

- *15 women*
- *20 men*
- *4 juvenile girls*
- *35 juvenile boys*

Raw data gathered from 65 young people (21 children and 44 young adults) at YOI Feltham as part of a gym facilities consultation.

A public consultation which was online for 8 weeks and resulted in 230 partial and 87 complete responses. 64% of complete consultation responses were from community organisations and bodies, and 36% were from prison staff.

Focus group discussions with practitioners and representatives from a range of statutory, private and voluntary sector organisations, who attended the launch event for the review at the Ministry of Justice (September 14th 2017).

Appendix 2: Public Consultation Questions and Responses

The public consultation questions were hosted on an online platform for 8 weeks and resulted in the submission of 230 partial and 87 complete responses to the following questions:

- *What are the most effective approaches, tools and methods in using sport to promote rehabilitation and resettlement? What are the key challenges? What objectives should be pursued in this context?*
- *How can sports and physical exercise be used with particular cohorts of offenders to tackle specific issues, such as violence, health and wellbeing, gang affiliation and developing pathways to employment?*
- *How effective are different types of sports programmes at different points in the 'offender journey' (from first contact with the justice system to post-custody)?*
- *How can we improve the existing sports provision in youth justice and youth, young adult and adult custody?*
- *How can we encourage increased involvement in the justice sector from community sports clubs and sports organisations?*

In response to the five consultation questions, all of my recommendations were represented to some extent, and the points most frequently raised corresponded to recommendations 1, 2, 5, 9, 11, as follows:

- *85% of respondents referred to the need for a service that is responsive to individual needs (a finding aligned with Recommendation 5).*
- *77% of respondents referred to the development of and/or the practice of an integrated approach to physical activity and well-being (Recommendation 1)*
- *75% mentioned partnerships with local communities, sporting groups and bodies (Recommendation 9)*
- *47% mentioned creative delivery and/or collaborations within the education contract (Recommendation 2)*
- *43% spoke of the importance of championing sport and celebrating successes (Recommendation 11)*
- *37% mentioned the importance of meeting diverse needs (Recommendation 5)*
- *31% commented on the need for better and increased staff training and development strategies (Recommendation 11)*

Consultation Responses: Primary Themes, Sub-Themes And Illustrative Quotes

Primary theme	Sub-theme	Illustrative quotes
The importance of sports-based programmes on arriving in prison	The importance of using sport to mediate the transition into custody	<p>"It is quite possible that when a prisoner first begins their time in custody the sport provision is the only activity within the regime they find positive".</p> <p>"Sport is, for some, a hook, on which confidence is built, relationships are established and trust is developed".</p>
	Sport as a protective strategy against negative influences	"It is likely that, particularly for those serving their first custodial sentence, engaging them on a positive sports programme as early as possible is key, to counteract potential opportunities for negative influences taking hold within the custodial setting".
	Sport as a way of coping	"It is quite possible that when a prisoner first begins their time in custody the sport provision is the only activity within the regime they find positive".
	Sport in facilitating new relationships with peers and staff	"Sport when a young person first arrives in custody is very important for their social interactions with staff and their peers".
	Sport to facilitate sustained wellbeing	"Early on in a young person's sentence the programmes we run with professional teams' foundations are very effective at getting young people active and keeping them focused on fitness and health throughout their sentence".
Promoting involvement from clubs and community groups	Taking better advantage of a responsive sector	"In my experience community sports clubs and sports organisation are desperate to be involved, firstly to meet their company aims of social responsibility and secondly because they want to enthuse others with their love of sport. It should be pushing at an open door".
	Bringing the community within the prison	"We need to network with community clubs and invite them into the establishments to show them what the young people do whilst in a secure setting".

	Taking the prison into the community	"Allow prisoners out on Release on Temporary Licence to use local facilities and play in local teams where appropriate".
	Building networks	"Invite representatives from a number of clubs and organisations into establishments so that they can see what we offer and how prisoners conduct themselves. Inform these representatives that the prisoners will at some point be released and wanting to join clubs that they are part of as there are some very talented people held in jail".
	Hosting matches	"We currently attempt to dispel preconceptions around prisons and prisoners by inviting outside teams to play matches against course participants. By facilitating visits for community sports clubs to prisons both teams find ways to relate to each other on and off the pitch, leading to mutual respect and invitations for course participants to join clubs on their release. Such matches are a simple way to encourage participation and partnership".
	Raising awareness	"[In order to raise community awareness] invite representatives from a number of clubs and organisations into establishments so that they can see what we offer and how prisoners conduct themselves. Inform these representatives that the prisoners will at some point be released and wanting to join clubs that they are part of as there are some very talented people held in jail".
	Highlighting mutual advantages	"Discuss with organisations ways in which involvement with the justice sector can benefit their objectives as well as our own. Working together can be mutually beneficial".
	Challenging preconceptions	"Focussing on the benefit that this would have as I would assume a lot of external clubs would see offenders as too far gone and 'a lost cause'".

	Supporting groups to work with those in the criminal justice system	"There seems to be a real fear with community sports clubs around engaging with these groups and a lack of confidence to do so even if they are willing. We have engaged sports clubs with courses such as Mental Health First Aid, and Managing Challenging Behaviour to support them with feeling more confident in engaging with these groups".
	Taking advantage of the wide range of voluntary sector specialisms	"Involve the industry and employers to engage with the prison. Use more, smaller voluntary and charitable groups with a specialism in a variety of bespoke programmes".
	Identifying mediators	"I've also found that working with our Police liaison officer has been invaluable. He has an incredible amount of links in the community through his Police work, and because he is from the Police the clubs are very open to him".
	Managing prison risk-aversion	"I work in a cat B male, everything is always so difficult when trying to involve the community in this prison...security is always quoted as a reason for not doing something positive".
	Managing community risk-aversion	"There seems to be a real fear with community sports clubs around engaging with these groups and a lack of confidence to do so even if they are willing".
Targeted use of particular types of sports	Team sports for those previously involved in gang activity	"Team sports give the young person a sense of belonging which often they have previously got from gangs"
	Team sports to promote communication skills	"Team sports could help to think about how to communicate with others which could later help for building links to family and when in the community".
	Team sports to promote collaboration	"Taking part in sport can remove barriers between people giving them a focus or a common goal. Team sports are the biggest asset to promote togetherness and responsibility".

	Learning to regulate emotions	"The activities themselves often invoke emotions which the participant has to deal with without the crutch of substances".
Using service user and staff perspectives to guide provisions	Provision guided by service users	"Allow PE staff to meet the needs (within reason) of the population, for example, on a prisoner survey in an open establishment prisoners expressed an interest in learning to swim and were willing to pay for the lessons at a local bath".
	Greater autonomy of staff	"PEI's should have more of a say on what is being delivered. These are the guys who are spending the time with the offenders and knows what will work, if they have the freedom to deliver what they feel is suitable and have a variety of sports to deliver you will see an increase of uptake amongst offenders as well as an understanding of diverse sports".
Relationships and connections	Creating connections with staff	"Sport offers the ability to create personal relationships between coaches and young persons on the course, which allows for the development of personal aspirations and action plans".
	Sustaining connections with staff	"These close and interpersonal relationships between coaches and participants provides stability, and a positive role model for new groups/attendees, which can be further sustained and continued through various engagements with the project".
	The significance of personality and characteristics	"Best practice shows that coaches / tutors / programme deliverers must be of the 'right' character who can engage a hard-to-reach group, i.e. the programme deliverer must be approachable, respectful, motivational, pro-social, patient and supportive. It also helps for programme deliverers to have some element of deserved respectability, i.e. if they are an ex-athlete themselves".

	Connections with peers	"It also provides them with a more positive and socially cohesive group of friends and peers to engage with, besides those who are involved with crime and offending".
	Generating self-worth	"Sporting activities provide a pathway in which the participants can gain and develop self-confidence in themselves, and their abilities".
Personal development	Employability skills	"The skills developed in sports can be applied to employment such as team work, initiative, confidence, resilience and hard work".
	Employment in the sports sector	"Our partnership with sporting organisations also helps youth offenders realise that realistic career opportunities in this field are still readily accessible to them, despite their offending history".
	Promoting motivation	"Confidence gained in just taking part can help motivate a person to attend a course or more likely to go for that interview".
	Delivering non-sporting messages	"Sport can share various messages"
	Sports-based qualifications	"Regarding employment, men who take it more seriously can do a L2 in fitness and also L3 personal training- this is a good qualification to helping them find employment".
Types of structured programmes	Mediating the transition from custody to community	"I firmly believe that a programme developed within the prison context and continued upon release would be of significant benefit to those in custody".
	The need to prioritise a diverse offering	"Take more risks and introduce a variety of sports and just not the traditional football type of sporting activities".
Broader benefits of sport	As a social inclusion tool	"Sport is a valuable tool in promoting inclusion. Sport should not be elitist but be there for all regardless of ability. It should take the lead on tackling racism + homophobia by promoting inclusion rather than pretending it doesn't exist."

	To resolve conflict	"Sport unites groups that wouldn't normally mix".
	As a legitimate alternative to offending	"The activity or programme should be one that offers a high level of interest and appeal, as well as being a socially acceptable reason for resettling offenders to use when attempting to detach themselves from potential existing criminal peer groups."
	Celebrating achievement	"It must be recognised that even achieving a small part of a programme is a large-scale achievement for most ex-offenders".
Barriers to participation and delivery	Funding and resource within prisons	"As PE staff, we can have a major impact on the prisoners' time in custody and on release. However due to cutbacks the quality has gone from PE departments and this has been replaced with quantity! There is a balance, however I believe we need to go back to quality of delivery, quality of staff & quality of the educational/coaching courses making sure they are fit for purpose for both the prison service and the individual's needs".
	Funding and resource within community organisations	"We are all volunteers and funding streams are so hard to access".
	Funding for adults	"Gaining funding for our younger population is relatively straightforward, trying to seek this for adults is difficult".
	Intimidation	"Need to support those who may feel that the sports environment is intimidating or that others are using it as a form of getting control over others"

	Training	"Accredited training for providers of services that is holistic and prepares staff for delivery. Many staff are placed in situations and have only their life experiences, wit, wisdom and Sports Coaching Qualification to lean on!".
	The built environment	"Some prisons do not have the facilities to support our sport programmes i.e. no football pitches, and therefore it is not possible to deliver some of the accreditation based sport elements, such as a football / rugby coaching qualification".
	Criminal records	"Employ people who been though the prison system to teach others".
	Rigidity of regimes	"Remove the requirement for every young person to take part in activity and then provide a timetable of diverse activities with the opportunity for young people to volunteer for different activities".
	PE being overlooked in prison establishments	"PE needs to reaffirm its identity, as it has become the forgotten department"
	PE being overlooked in policy	"PE needs to be placed higher on the Government agenda with regards to rehabilitation".

Appendix 3: Key Relevant HMIP and Ofsted Inspection Criteria for Children & Young Adults, Women and Adults

HM Inspectorate of Prisons *expectations* and *indicators* concerning physical education, healthy living and fitness for children and young adults¹²³

Expectation 8: *All children and young people understand the importance of healthy living, and are encouraged and enabled to participate in and enjoy physical education in safety, regardless of their ability. The programme of activities is inclusive and well planned. It is varied and includes indoor and outdoor activities.*

Indicators:

1. Young people receive an appropriate and timely induction into physical education and fitness activities.
2. Young people engage safely in a range of physical education, fitness and associated activities, based on an effective assessment of their needs.
3. Physical education, fitness facilities, resources and an inclusive range of activities meet the developmental and educational needs of young people, including those who have health needs, regardless of ability.
4. Physical education and fitness staff have appropriate qualifications and expertise.
5. All young people have good access to timetabled physical education each week (in addition to optional recreational physical education) that includes a range of indoor and outdoor activities.

¹²³ HM Inspectorate of Prisons (2012). *Expectations: Criteria for Assessing the Treatment of Children and Young People and Conditions in Prisons*. Version 3. London: HMIP

6. Young people are able to shower in good quality facilities after each session and feel safe in doing so.
7. The physical education and fitness provision is effective at improving and maintaining the physical fitness of young people.
8. There are opportunities to gain meaningful qualifications.
9. Physical education staff liaise appropriately with health services, substance misuse services and other departments and agencies involved in the care and resettlement of young people.
10. The physical education facilities are in good condition and are well supervised so that young people feel safe when using them.
11. There is appropriate provision for young people who have little or no previous experience of formal physical education.
12. The range of activities caters for all levels of abilities and fitness.
13. There is no over-emphasis on weight training and team games and sports are encouraged.
14. Young people's views on physical education are sought and acted on.
15. There are opportunities for young people to play against visiting teams.
16. Young people are excluded from physical education only as a last resort and then only from optional recreational physical education. Reintegration is properly planned.
17. Those young people who refuse to attend physical education are monitored robustly and reasons for refusals are sought and acted on.

Expectation 9. *Children and young people understand the importance of healthy living and personal fitness.*

Indicators:

1. Healthy living and personal fitness are effectively promoted to young people.
2. Healthy living and personal fitness objectives form an explicit part of training planning and remand management.

In Secure Children's Homes Ofsted evaluate the extent to which¹²⁴:

- Learners know how to keep themselves fit and healthy, both physically and emotionally
- Through leisure and enrichment activities children and young people improve their personal skills and develop positive relationships.
- The evaluation criteria for education and related learning activities in Secure Children's Homes includes:
 - Children and young people benefit from a highly responsive and wide range of learning, enrichment and leisure activities, particularly those planned in collaboration with the education provision that reflect the changing population and consistently deliver improved achievement for children and young people.
 - As part of the broad learning offer, enrichment and leisure programmes include constructive leisure and recreational activities and the opportunity for outside activity each day.
 - Through leisure and enrichment activities children and young people improve their personal skills and develop positive relationships.
 - Children and young people benefit from a highly responsive and wide range of learning, enrichment and leisure activities, particularly those planned in collaboration with the education provision that reflect the changing population and consistently deliver improved achievement for children and young people.

¹²⁴ Ofsted (2017). *Guidance on Inspecting Education and Related Learning Activities in Secure Children's Homes*. Manchester: Ofsted.

HM Inspectorate of Prisons *expectations* and *indicators* concerning physical education and fitness for women¹²⁵

Expectation 8: *Women understand the importance of healthy living and personal fitness.*

Indicators:

1. Women know how to improve their health and wellbeing.
2. Healthy living and personal fitness are effectively promoted to women.
3. A positive attitude to body image is promoted.
4. Healthy living and personal fitness objectives form an explicit part of sentence planning.

Expectation 9: *Women benefit from physical education and fitness provision that meets their needs.*

Indicators:

1. Women receive an appropriate and timely induction into physical education and fitness activities.
2. Women engage safely in a range of physical education, fitness and associated activities, based on an effective assessment of their needs.
3. Physical education, fitness facilities, resources and activities meet the needs of individuals and the population as a whole.
4. Women benefit from structured training programmes which develop their skills and enhance their understanding of physical education.
5. Physical education and fitness staff have appropriate qualifications and expertise.
6. All women are able to use the physical education facilities at least twice a week and are able to shower in safety and privacy after each session.
7. The physical education and fitness provision is effective at improving and maintaining the physical fitness of women.

¹²⁵ HM Inspectorate of Prisons (2014). *Expectations: Criteria for Assessing the Treatment of and Conditions for Women in Prisons. Version 1*. London: HMIP

HM Inspectorate of Prisons *expectations* and *indicators* concerning exercise, physical education and fitness for adults¹²⁶

Expectation 68: *Prisoners, including inpatients, those on the basic regime and those in segregation, are able to spend at least one hour in the open air every day.*

Indicators:

1. Exercise areas are big enough, are attractive and have adequate seating and equipment.
2. Waterproof coats are available.
3. Prisoners do not have to choose between access to the open air and other important regime activities.
4. Prisoners understand that time in the open air is important to their mental and physical health.
5. Outside exercise is only cancelled in extreme weather conditions.

Expectation 70: *Prisoners are encouraged to participate in physical education and fitness provision that meets their needs.*

Indicators:

1. Prisoners are able to use the physical education facilities for recreation at least twice a week and are able to shower in safety and privacy after each session.
2. The range of physical education and fitness activities offered is varied and meets the needs of the population.
3. Effective joint working between gym staff and health/substance misuse staff supports safe gym use for all prisoners.
4. Prisoners benefit from structured training programmes and opportunities to achieve employment-related qualifications.
5. Physical education and fitness staff have appropriate qualifications and expertise.
6. Prisoners are encouraged to participate in fitness activities which involve the local community.

¹²⁶ HM Inspectorate of Prisons (2017). *Expectations: Criteria for Assessing the Treatment of and Conditions for Men in Prisons. Version 5*. London: HMIP

