



HM Prison &
Probation Service

Action Plan: HMP Bullingdon

Action Plan Submitted: 30th September 2019

A Response to the HMIP Inspection: 1st July – 12th July 2019

Report Published: 15th October 2019

INTRODUCTION

HM Inspectorate of Prisons (HMIP) and HM Inspectorate of Probation for England and Wales are independent inspectorates which provide scrutiny of the conditions for, and treatment of prisoners and offenders. They report their findings for prisons, Young Offender Institutions and effectiveness of the work of probation, Community Rehabilitation Companies (CRCs) and youth offending services across England and Wales to Ministry of Justice (MoJ) and Her Majesty's Prison and Probation Service (HMPPS). In response to the report HMPPS / MoJ are required to draft a robust and timely action plan to address the recommendations. The action plan confirms whether recommendations are agreed, partly agreed or not agreed (see categorisations below). Where a recommendation is agreed or partly agreed, the action plans provides specific steps and actions to address these. Actions are clear, measurable, achievable and relevant with the owner and timescale of each step clearly identified. Action plans are sent to HMIP and published on the HMPPS web based Prison Finder. Progress against the implementation and delivery of the action plans will also be monitored and reported on.

Term	Definition	Additional comment
Agreed	All of the recommendation is agreed with, can be achieved and is affordable.	The response should clearly explain how the recommendation will be achieved along with timescales. Actions should be as SMART (Specific, Measurable, Achievable, Realistic and Time-bound) as possible. Actions should be specific enough to be tracked for progress.
Partly Agreed	Only part of the recommendation is agreed with, is achievable, affordable and will be implemented. This might be because we cannot implement the whole recommendation because of commissioning, policy, operational or affordability reasons.	The response must state clearly which part of the recommendation will be implemented along with SMART actions and tracked for progress. There must be an explanation of why we cannot fully agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.
Not Agreed	The recommendation is not agreed and will not be implemented. This might be because of commissioning, policy, operational or affordability reasons.	The response must clearly state the reasons why we have chosen this option. There must be an explanation of why we cannot agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.



ACTION PLAN: HMCIP REPORT

ESTABLISHMENT: HMP BULLINGDON

1. Rec No	2. Recommendation	3. Agreed/ Partly Agreed/ Not Agreed	4. Response Action Taken/Planned	5. Responsible Owner	6. Target Date
Key concerns and recommendations					
To the Governor					
S54	<p>Key concern: Levels of violence were reducing but remained too high. There was insufficient analysis to understand the causes of violent incidents, and there was no coordinated plan to monitor which actions had worked to help to drive a further reduction in violence.</p> <p>Recommendation: The prison should further reduce levels of violence, using a coordinated plan which is underpinned by regular analysis of the causes and which monitors the</p>	Agreed	<p>The prison has introduced a coordinated Safety Strategy which is focused on identifying and analysing the underlying drivers of violence to inform action. Delivery is led by a Senior Manager and measured through the weekly Safety and Intervention Meeting (SIM).</p> <p>The prison has implemented and will embed Challenge Support Intervention Plan (CSiP) so that those who are involved in violence are case managed to progress towards more positive behaviour. The prison will consider how best to support victims of violence through the roll out of CSiP.</p> <p>Safer Custody have introduced a monthly heat map analysis, which identifies where the hotspots for violence have been and the causes. The prison will monitor and record the effectiveness of any action taken in the monthly Safety meeting, chaired by a member of the SMT.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Completed</p> <p>Completed</p> <p>Completed</p>



	effectiveness of any actions taken.				
S55	<p>Key concern: Despite evidence of drug availability reducing, over half of prisoners said drugs were still too readily available. The drug supply and demand reduction strategy was not supported by an up-to-date needs analysis. Drug strategy meetings did not adequately monitor or analyse trends. There was also no action plan to coordinate and further drive drug supply and demand reduction or measure the effectiveness of the actions taken so far.</p> <p>Recommendation: The prison should further reduce the demand for, and supply of, drugs using a coordinated plan which is underpinned by regular analysis and which monitors the effectiveness of any actions taken.</p>	Agreed	<p>The prison will carry out a needs analysis which will inform a revised Drug Supply and Demand Reduction Strategy.</p> <p>The prison will revise the monthly Drug Strategy meetings to include the monitoring and analysis of trends, chaired by a member of the SMT. This will inform a co-ordinated and cross-department action plan to reduce supply, demand and aid recovery. Progress and the effectiveness of actions will be monitored through existing local assurance processes.</p>	<p>Governor</p> <p>Governor</p>	<p>March 2020</p> <p>January 2020</p>



S56	<p>Key concern: There had been five self-inflicted deaths at Bullingdon since the last inspection in 2017. The Prisons and Probation Ombudsman had made a number of recommendations, some repeated, around staff failing to spot risk factors when assessing newly arrived prisoners. We were still not confident that staff in reception and the first night centre routinely explored and identified prisoners' risk factors and put in place the right support.</p> <p>Recommendation: Newly arrived prisoners should have their risk factors correctly identified and recorded when their risk of suicide and self-harm is being determined, and appropriate support should be put in place.</p>	Agreed	<p>The initial safer custody assessment undertaken in reception now identifies and records risks and triggers. All prisoners on first night are subject to checks by residential staff, and prisoners on an Assessment, Care in Custody and Teamwork (ACCT) document receive further additional checks. We will monitor this as part of routine handover procedures and management checks.</p> <p>The Group Safety Lead will deliver bespoke risk identification workshops for staff, beginning with Reception and First Night staff and this will continue as an ongoing activity.</p> <p>Prisons and Probation Ombudsman (PPO) recommendations are now monitored using local assurance processes and progress against them is discussed at the monthly Safety Meeting, which is chaired by the Governor/Deputy Governor.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Completed</p> <p>March 2020</p> <p>Completed</p>
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To HMPPS					
S57	<p>Key concern: Too many prisoners, around 400 at the time of the inspection, lived in cramped, overcrowded cells.</p> <p>Recommendation: Prisoners should not be held in overcrowded conditions.</p>	Not Agreed	<p>This recommendation is not agreed as there is no funded plan to reduce crowding at Bullingdon.</p> <p>Whilst the average number of prisoners held in crowded conditions across the estate has fallen slightly, HMPPS recognises the ongoing concerns raised by the Board (and others across the estate) in relation to the use of crowded cells. While these places meet HMPPS standards for crowded accommodation, holding two men in a cell designed for one prisoner at Bullingdon in order to accommodate national population pressures is not desirable.</p> <p>The wider problem of crowding in prisons is a longstanding issue that will not be easily addressed. However, we welcome the Government's recent announcement of up to £2.5 billion investment in new prison construction to create up to 10,000 additional uncrowded prison places and the opportunity this creates to take steps towards resolving crowding.</p> <p>Our plan for reducing prison crowding is to replace prisons that are operating over their certified normal accommodation levels with new accommodation that is safe, decent, and uncrowded and close current (crowded or partially crowded) capacity. The first steps in this direction have already been taken with the opening of 2,100 uncrowded prison places at HMP/YOI Berwyn; 206 uncrowded places in a houseblock at HMP Stocken; and a commitment to construct modern, decent, uncrowded prisons at the former HMP Wellingborough and HMP Glen Parva sites, which are due to open in 2021 and 2023, respectively, as well as the recent announcement that a new prison will be built at HMP Full Sutton alongside the existing establishment</p>		
To the Governor					
S58	<p>Key concern: Senior managers had not prioritised equality work. Meetings were infrequent and did not deliver</p>	Agreed	<p>The existing Equality Action Plan has been revised to include the requirement to assess need, identify disproportionality and develop provisions for all protected characteristics.</p>	<p>Governor</p> <p>Governor</p>	<p>Completed</p> <p>Completed</p>



	<p>effective action. The needs of several protected groups were not met. There was no routine consultation with any of these groups and there were few links with community organisations which could offer these groups advice or support. Data showing potentially unfair treatment of protected groups were not effectively scrutinised or understood.</p> <p>Recommendation: Equality and diversity should be given sufficient priority, the needs and outcomes for protected groups should be monitored and effective remedial action taken when inequality is identified.</p>		<p>A Safer Custody Custodial Manager (CM) has been given specific responsibility for Equalities and will commence and facilitate forums for prisoners with protected characteristics on an ongoing basis.</p> <p>The Equality Action Plan will form a standing agenda item at the Equality Action Team meeting which is now taking place more frequently and is chaired by the Governor/Deputy Governor. Accountability for delivery of actions will be monitored through this meeting.</p>	Governor	January 2020
S59	<p>Key concern: Managers had not provided enough activity places for the population, and purposeful activities were not sufficiently effective in</p>	Partly Agreed	<p>The recommendation is partly agreed as there are insufficient activity spaces available for all prisoners to participate in a full regime. However, action will be taken forward to maximise existing activity spaces and opportunities for obtaining accredited qualifications. We will monitor and record our increase in activities provision through the Reducing Reoffending Meeting, which is chaired by a member of the SMT.</p>	Governor	March 2020



	<p>preparing prisoners for working life after release. In most work areas, no accreditation or recognition of employability skills was offered, and where qualifications were available, they were at too low a level for most employers' requirements. Prisoners received insufficient information and advice to help them to make best use of the opportunities at the prison, and were not able to use the virtual campus to help them search for jobs in the weeks before their release.</p> <p>Recommendation: Leaders and managers should increase the number of activity places available, to enable all eligible prisoners to attend purposeful activity. The prison induction should include help for prisoners to choose the activities best suited to</p>		<p>During the induction process, prisoners will be informed of what employment and training opportunities are available. Course vacancies will also be advertised on wings. The prison will shortly commence a contract for Information Advice and Guidance (IAG) which will conduct a one to one career conversation with prisoners.</p> <p>A skills tracker will be introduced into all workshops to record the development of prisoner's employability skills. This will be implemented by the Learning and Skills Manager and monitored through the Quality Improvement Group (QIG), chaired by a member of the SMT.</p>	<p>Governor</p> <p>Governor</p>	<p>January 2020</p> <p>December 2019</p>
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	their career aspirations. Instructors in prison work and industry should record the development of prisoners' employability skills, and offer opportunities to achieve accredited qualifications wherever possible.				
S60	Key concern: Too many prisoners allocated to education classes failed to attend, particularly in English classes. In these classes, early withdrawal rates were too high and achievement rates too low. In prison industries and work, prisoners were not prepared well for employment because supervision was often poor. Supervisors provided little skills instruction, and did not help prisoners to improve employability by challenging them to achieve appropriate work skills.	Agreed	<p>The attendance/withdrawal and attainment data will be monitored at the monthly Reducing Reoffending meeting, which is chaired by a member of the SMT. This will inform strategies and actions to increase attendance rates, minimise withdrawals and improve attainment.</p> <p>This will include:</p> <ul style="list-style-type: none"> • Positive challenge and encouragement to attend and engage. • Weekly analysis of attendance data at the morning operational meeting. • Use of Key Workers to prepare for education/work and promote attendance. <p>A skills tracker will be introduced into all workshops to record the development of prisoner's employability skills. This will be implemented by the Learning and Skills Manager and monitored through the Quality Improvement Group (QIG), chaired by a member of the SMT. Action to drive improvement in achievement rates will form part of this meeting and the effectiveness of action taken will be robustly monitored.</p> <p>The prison will explore opportunities to maximise existing activity spaces and opportunities for obtaining accredited qualifications.</p>	Governor	January 2020
				Governor	December 2019
				Governor	March 2020



	<p>Recommendation: Managers should continue to improve attendance rates in education, and increase the proportion of functional skills learners who complete and pass their awards. Staff in prison work and industries should provide better outcomes for prisoners by ensuring that they recognise and record prisoners' development of employability skills, and provide access to vocational qualifications wherever possible.</p>				
S61	<p>Key concern: The quality of teaching and assessment in education was not sufficiently good. Teachers did not always plan activities that engaged the whole class, and there were weaknesses in the quality of some assessments. Managers had not provided any learning technology facilities to</p>	Partly Agreed	<p>This recommendation is partly agreed because a bid to improve the IT provision has been submitted however is subject to agreement by the education provider.</p> <p>Observation of teaching' training will be provided to the Industries Manager as well as the Learning and Skills Manager to ensure consistency within education and prison led workshop, this will be delivered by MK college quality leads.</p> <p>Lesson observations will be conducted between the Education, Industries and Reducing Reoffending teams to improve the quality of teaching. Moderation sessions will also be facilitated quarterly to provide consistency with quality issues raised and any remedial actions agreed in the monthly QIG meetings, chaired by a member of the SMT.</p>	<p>Governor</p> <p>Governor</p>	<p>March 2020</p> <p>March 2020</p>



	<p>enable teachers to develop their delivery of a modern and relevant curriculum. In work areas, instructors did not do enough to help prisoners to improve their mathematics and English learning, or their employability skills.</p> <p>Recommendation: Managers should ensure that quality monitoring in all education and work areas clearly identifies weaknesses in teaching and is followed up by targeted staff development to address them. Access to information technology to support learning should be improved. Managers should monitor the quality of assessment and feedback to learners, to ensure that it is timely and accurate. In prison work and workshops, staff should be supported to enable them to embed</p>		<p>The prison will introduce a skills tracking process in each workshop to support workshop instructors to evidence prisoner's use of mathematics and English learning in routine work. Action to drive improvement in Mathematics and English attainment will form part of the monthly QIG meeting and the effectiveness of action taken will be robustly monitored.</p>	<p>Governor</p>	<p>March 2020</p>
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	mathematics and English learning in prisoners' routine work.				
S62	<p>Key concern: Too many prisoners (about half of all those eligible) did not have an OASys assessment of their risk and needs, or a sentence plan, which impeded their progression and access to interventions. A further 10% had an assessment which was out of date. The lack of assessments for so many prisoners critically undermined any work to reduce reoffending.</p> <p>Recommendation: All eligible prisoners should have an up-to-date offender assessment system (OASys) assessment to inform their progression and access to interventions.</p>	Partly Agreed	<p>This recommendation is partly agreed as following the review of the Offender Management in Custody (OMiC) model the resource for OASys report completion will move into the training/resettlement estate. As part of the OMiC model implementation prisons are being asked to develop and implement a plan to reduce their OASys backlogs for those assessments they are responsible for. HMPPS are currently working through the roll out schedule for the case management element of the model and the transition period with a target date to commence in October 2019. The move to a dedicated resource to complete this work should have a positive impact on outcomes.</p> <p>As part of the OMiC model implementation prisons are being asked to develop and implement plans to reduce their OASys backlogs for those assessments they are responsible for. This continues to be an issue at HMP Bullingdon due to the churn rate of the prisoner population making it difficult to achieve this in the allocated timeframes, with the resources available.</p> <p>HMPPS are currently working through the roll out schedule for the case management element of the model. This element of the model and the transition period is being managed by Divisional Implementation Boards, with a target to start the full model implemented by October 2019.</p>	Governor	April 2020
S63	<p>Key concern: There were far too few probation offender supervisors to manage high-risk prisoners and prisoners convicted of sexual</p>	Partly Agreed	<p>This recommendation is partly agreed as Probation Officer recruitment is managed through the Local Delivery Unit. The prison has recruited two additional POMs to partly mitigate this shortfall and all POMs are currently undergoing training.</p> <p>The prison will be working to the new case management model and contact will be recorded.</p>	Governor and NPS Governor	August 2020 January 2020



	<p>offences. Levels of contact from offender supervisors generally were poor, and in some cases non-existent, which undermined sentence progression.</p> <p>Recommendation: All eligible prisoners should have regular contact with an appropriately trained offender supervisor, to drive sentence progression.</p>				
S64	<p>Key concern: The interdepartmental risk management meeting did not review all high-risk prisoners being released, to ensure that risk management plans were effective. When cases were brought to the meeting, there was too little time remaining on the sentence to address any gaps in release plans.</p> <p>Recommendation: The interdepartmental risk management team</p>	Agreed	<p>A release based report will be run from OASys prior to the Interdepartmental Risk Management Team (IRMT) meeting which will flag up high-risk prisoners due for release the following month and prisoners due for release in 6 months. The names of prisoners due for release in 6 months will be shared with their POM's and release planning will commence in conjunction with the responsible Officer in the community. Prisoners that are due for release the following month will be discussed at the IRMT to finalise any release plans.</p> <p>We recognise that currently the OASys backlog could mean that high-risk prisoners are not picked up from this report. To mitigate this risk, the Senior Probation Officer (SPO) will therefore do a manual check of prisoners due for release who are likely to be high-risk to address any gaps in release plans.</p>	Governor	October 2019



	<p>meeting should review all high-risk prisoners due for release in sufficient time to address any gaps in risk management planning.</p>				
S65	<p>Key concern: Child contact restrictions were poorly managed, not well understood and potentially permitted victim contact. There were no up-to-date assessments of the continuing risk to children, to support the imposition of restrictions. The OMU could not provide us with a definitive list of prisoners for whom child contact should be restricted. Where restrictions had been changed to permit some contact, this could not easily be evidenced. The mailroom did not consistently prevent incoming mail from reaching all prisoners with restrictions.</p> <p>Recommendation: Contact restrictions</p>	Agreed	<p>The prison is currently undertaking a review of the process for child protection measures. When prisoners arrive in reception at HMP Bullingdon, case administrators will review any current child contact restrictions and identify any new cases. Prisoners with child contact restrictions will be logged in a shared database. This database will be available to key areas to prevent any potential victim contact and this will be reviewed and updated weekly to ensure accuracy, with immediate action taken where any gaps are identified.</p>	Governor	December 2019



	should be consistently applied to all prisoners who are assessed as a continuing risk to children, and any changes in contact carefully evidenced.				
To HMPPS					
S66	<p>Key concern: About 140 prisoners were released from Bullingdon each month. Despite the strenuous efforts of the community rehabilitation company, too many of these prisoners – a third – were released homeless or into temporary accommodation, which did little to enhance their chances of rehabilitation. There was also a critical lack of supported housing or Bail Accommodation and Support Service accommodation in the region.</p> <p>Recommendation: The number of prisoners whose home detention curfew is delayed owing</p>	Partly Agreed	The Bail Accommodation and Support Service (BASS) is operated across England and Wales by Nacro who are contracted to delivery 550 bed spaces. An additional 55 bed space requirement has been triggered by the Authority which subject to affordability, will see some additional accommodation in the London and South East area	Deputy Director - Community Interventions, Residential and Accommodation Support Service	March 2020



	to a lack of suitable accommodation, and the number being released from Bullingdon either homeless or into temporary accommodation should be reduced.				
General recommendations					
To the Governor					
1.11	Prisoners should have good access to relevant support and information provided by peer workers and mentors.	Agreed	HMP Bullingdon will restructure key support roles to give more support and direction to peer workers and mentors. The prison will introduce a Bullingdon Support Representatives Team which will combine our support networks within the establishment, enabling a holistic approach. We will provide training for these representatives.	Governor	October 2019
1.12	All prisoners should start their induction on the first working day after arrival	Agreed	The prison will ensure that all prisoners start their induction on the first working day after arrival by revising our induction offer. This will include E wing prisoners.	Governor	October 2019
1.22	All victims of violence, self-isolators and young adults vulnerable to exploitation should be systematically identified and supported.	Agreed	The prison has implemented and will embed Challenge Support Intervention Plan (CSiP) so that those who are involved in violence are case managed to progress towards more positive behaviour. The prison will consider how best to support victims of violence and this will take place through the weekly SIM meeting. Referrals will be made through the Safer Custody Team where support will be managed and monitored and will involve Keyworkers as appropriate.	Governor Governor Governor	Completed December 2019 Completed and ongoing
1.23	The incentives and earned privileges scheme should offer enough incentives to encourage good	Agreed	The prison is currently in the process of updating the Incentives and Earned Privileges (IEP) scheme to ensure it is aligned to the new national framework. We will utilise this framework to encourage and positively promote good behaviour and progression.	Governor	January 2020



	behaviour, and be consistently applied.				
1.29	A broad range of adjudication data should be routinely analysed, to identify trends and drive improvement.	Agreed	The prison will monitor data trends and analyse trends as part of our monthly Senior Management Assurance Meeting, chaired by the Governor/Deputy Governor. Particular emphasis will be placed on protected characteristics and common themes of charges and awards to inform future actions and drive improvement.	Governor	November 2019
1.34	Prisoners should only be subject to full control and restraint as a last resort, with staff applying de-escalation techniques wherever possible.	Agreed	The Deputy Governor and the Use of Force Committee will review video footage of planned Control & Restraint interventions and contentious footage from Body Worn Video Cameras or Closed Circuit Television. The Committee will include a Black and Minority Ethnic (BAME) member of staff, a member of the Independent Monitoring Board (IMB) and a Use of Force Coordinator. A formal record of actions taken from the reviews will be maintained by the Deputy Governor.	Governor	October 2019
1.51	Incidents of self-harm should be investigated to identify underlying causes, and data should be analysed to identify patterns and trends to inform action to reduce self-harm.	Agreed	The Safer Custody Analyst will complete a monthly report, which will investigate and analyse the causes of self-harm. These reports, including trend analysis will inform strategy and will shape actions to be monitored at the Monthly Safer Custody Committee, chaired by the Governor/Deputy Governor	Governor	October 2019
1.52	Case management and constant supervision processes should effectively support prisoners at risk of suicide and self-harm	Agreed	Case Management and constant supervision processes have been improved and embedded. These now involve the allocation of a dedicated case manager to each individual to facilitate better support and a continuity of care.	Governor	Completed
2.5	Staff should ensure appropriate supervision of prisoners, especially at critical times such as the	Agreed	The prison will update safe systems of work and local operating procedures to ensure appropriate supervision of prisoners in different areas at critical times takes place.	Governor	October 2019



	<p>serving of food and medicine administration, to prevent bullying and diversion.</p>		<p>To prevent bullying and diversion issues with medication and detox, the prison has reduced the number of movements of prisoners in these areas to assist supervision.</p>	<p>Governor</p>	<p>Completed</p>
<p>2.14</p>	<p>Communal shower and toilet areas should be clean, well maintained and adequately ventilated.</p>	<p>Partly Agreed</p>	<p>This recommendation is partly agreed because bids will need to be submitted and approved for shower refurbishment for all wings where this work has not yet been completed. This will address the ventilation and maintenance issues.</p> <p>The prison has identified priority areas which will be managed by a deep clean rota.</p>	<p>Governor</p>	<p>Complete</p>
<p>2.26</p>	<p>Prisoners should be able to submit applications confidentially and receive a timely and accurate response.</p>	<p>Agreed</p>	<p>The prison will update our local application procedures to ensure prisoners are able to submit applications confidentially. The Heads of Residence will monitor receipt and response of any application received in this way to ensure a timely and accurate response.</p>	<p>Governor</p>	<p>January 2020</p>
<p>2.27</p>	<p>Legal services should be available, especially for those on remand. (Repeated recommendation 2.37)</p>	<p>Agreed</p>	<p>The prison will complete a detailed assessment of the needs of prisoners upon arrival into the establishment, to ensure we are aware of, and can signpost them to, appropriate legal services.</p>	<p>Governor</p>	<p>October 2019</p>
<p>2.78</p>	<p>A comprehensive primary mental health service should be provided, offering a full range of support for prisoners with mild and moderate mental health problems.</p>	<p>Agreed</p>	<p>In 2018 NHS England released an Integrated Outcomes focused Mental Health and Substance Misuse Service Specification. Care UK completed a Gap Analysis for all Thames Valley Prison Establishments to identify differences between existing service provision and future state requirements. The Gap analysis highlighted a significant funding requirement required the development of a South wide NHS England Business Case for Senior Level sign off. Approval has now been achieved.</p> <p>Planning for the increase in provision to meet the requirements of the specification is underway and Care UK is in the process of developing a recruitment plan and phased implementation has commenced. The work has aligned with Reconfiguration Planning and a Contract Variation is in progress.</p>	<p>Care UK</p>	<p>April 2020</p>



2.87	The substance use psychosocial therapy needs of prisoners should be met in a timely manner.	Agreed	<p>The Inclusion Team will continue to meet all men who arrive into HMP Bullingdon through the induction process.</p> <p>The Inclusion team is also working with HMPPS to enhance the recruitment of Peer Support Workers also to enhance running of groups.</p>	Care UK	April 2020
2.95	Patients risk-assessed as not being able to have their medicines in-possession should not be given their medicines in this way.	Partly Agreed	<p>A review of all patients with a “Not in possession” status who are on daily in possession medications and the rationale for this is currently in progress.</p> <p>The In-Possession Policy is to be added as an agenda to the Care UK Regional Medicines Management meeting and escalated to National Medicines Management meeting (if required).</p>	Care UK	December 2019
3.19	Information about prisoners’ mathematics and English skills should be passed efficiently to teachers and instructors, so that they can provide appropriate support in these areas.	Agreed	A skills tracker will be introduced into all workshops to record the development of prisoner’s employability skills. This will be implemented by the Learning and Skills Manager and monitored monthly through the Quality Improvement Group (QIG), chaired by a member of the SMT.	Governor	November 2019
4.20	Offence-related mail and telephone monitoring for new arrivals who require it should start promptly, to prevent any unmonitored victim contact.	Agreed	The prison have implemented new processes to ensure that new arrivals identified for appropriate monitoring are processed promptly and appropriate departments are informed in an efficient and timely manner. This is picked up the first working day after arrival	Governor	Complete
4.24	Decisions to re-categorise prisoners to category D should be informed by an up-to-date offender assessment system (OASys) assessment.	Partly Agreed	This recommendation is partly agreed as following the review of the Offender Management in Custody (OMiC) model the resource for OASys report completion will move into the training/resettlement estate. As part of the OMiC model implementation prisons are being asked to develop and implement a plan to reduce their OASys backlogs for those assessments they are responsible for. HMPPS are currently working through the roll out schedule for the case management element of the model and the transition period with a target date to commence in October 2019. The move to a	Governor	April 2020



		<p>dedicated resource to complete this work should have a positive impact on outcomes.</p> <p>As part of the OMiC model implementation prisons are being asked to develop and implement plans to reduce their OASys backlogs for those assessments they are responsible for. This continues to be an issue at HMP Bullingdon due to the attrition rate of the prisoner population making it difficult to achieve this in the allocated timeframes, with the resources available.</p> <p>HMPPS are currently working through the roll out schedule for the case management element of the model. This element of the model and the transition period is being managed by Divisional Implementation Boards, with a target to start the full model implemented by October 2019.</p>		
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Recommendations	
Agreed	22
Partly Agreed	8
Not Agreed	1
Total	31

