



HM Prison &
Probation Service

Action Plan: HMP & YOI Foston Hall

Action Plan Submitted: 10 March 2022

A Response to the HMIP Inspection: 25 October – 5 November 2021

Report Published: 9 February 2022

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, Measureable, 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 & YOI FOSTON HALL

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				
7.1	<p>Key concern (1.33): The establishment was fully staffed but only 68 of 110 front-line officers in post were deployable. Consequently, leaders were unable to run a consistent regime and women, for example, faced challenges getting a response to everyday needs and requests. The avoidable frustration and tensions these issues created among staff and women seemed to be a contributory factor in the very high levels of violence and self-harm at the establishment.</p> <p>Recommendation: Leaders and managers should actively manage and reduce the very high numbers of non-effective staff in order to deliver a reliable and decent regime to women.</p>	Agreed	<p>A recruitment campaign will be completed in conjunction with Human Resource colleagues to increase the number of front-line officers at the establishment.</p> <p>Non-effective staff will be managed more effectively through the attendance management process which has been strengthened at HMP & YOI Foston Hall. Weekly attendance management meetings are taking place and a focus has been placed on tracking follow up actions to improve outcomes.</p> <p>A new role of Human Resources Performance Manager has been introduced and the successful candidate took up post in November 2021. The role is to provide support to line managers and strengthen the attendance management process.</p> <p>HMP & YOI Foston Hall have been successful in submitting formal bids to the Operational Resource Support Panel (ORSP) to proactively manage current staff deployment shortfalls.</p> <p>Secondments of operational staff from the prison have been paused to help deliver a reliable and decent regime to women.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>September 2022</p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p>
7.2	Key concern (1.34): Support for new arrivals was weak. They could not	Agreed	The reception process has been reviewed with priority now placed on checking women's welfare at an early stage.	Governor	Completed



	<p>see a Listener in reception. The reception process did not prioritise checking women's welfare. We observed women waiting 2.5 hours before a member of staff spoke to them about how they were feeling. First night interviews lacked privacy and did not adequately explore concerns about vulnerabilities such as suicide and self-harm. Important information contained in suicide and self-harm warning forms and person escort records did not always inform these interviews.</p> <p>Recommendation: Women should have their risks and vulnerabilities assessed and addressed on arrival.</p>		<p>A staff rotation will take place with regular staff identified to work in Reception, this will allow a more consistent approach.</p> <p>Training will be delivered to Reception and First Night Centre staff to develop their understanding of Five-Minute Intervention (FMI) skills, empathy, active listening and application of understanding of trauma.</p> <p>Training for Listeners will recommence, and the Listener Scheme reinstated allowing all women access to the service.</p> <p>The physical layout of the Reception area will be reconfigured to provide more privacy.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>April 2022</p> <p>July 2022</p> <p>April 2022</p> <p>July 2022</p>
7.3	<p>Key concern (1.35): Levels of self-harm were the highest in the women's estate and higher than at the last inspection. The number of recorded self-harm incidents was consistently high every month. Women made just over 1,000 calls each month to the Samaritans, an indicator of the level of need. There was no strategy to reduce self-harm and the most vulnerable women did not have care plans. Most women who harmed themselves lacked enough support or activity and faced daily frustration getting the help they needed. The use of anti-ligature clothing and segregation to manage some women who harmed themselves very frequently had</p>	Agreed	<p>Following a review, the Governors strategic priorities now include a reduction in self harm.</p> <p>HMP & YOI Foston Hall will publish a Self-Harm Reduction Strategy, which will be implemented throughout the establishment.</p> <p>The use of anti-ligature clothing has been reviewed. More robust processes including decisions now being multi-disciplinary and authorised by a manager as well as increased oversight have been implemented. The use of anti-ligature clothing is also monitored in the Daily Morning Briefing.</p> <p>All women who are being supported via assessment, care in custody and teamwork (ACCT) procedures will have a quality care plan.</p> <p>Case Coordinator support meetings have been introduced on a bi-weekly basis. These sessions are a support / coaching</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Completed</p> <p>April 2022</p> <p>April 2022</p> <p>May 2022</p> <p>Completed</p>



	<p>become routine and needed urgent review. One woman had been placed into anti-ligature clothing 87 times in the previous 12 months. Nearly half of all women segregated were already at risk of suicide and self-harm.</p> <p>Recommendation: Self-harm should be reduced by providing the most effective care for all women at risk of harming themselves.</p>		<p>network for managers to improve the quality of ACCT documents and Careplans. This ensures all Case Coordinators are equipped and trained to support individuals in the establishment. Any trends or findings feed into the Safety meeting with subsequent actions analysed for quality assurance purposes.</p> <p>Managers are now providing weekly assurance checks on ACCT documents, these are tracked at the Daily Morning Briefing with any follow up actions identified.</p> <p>Weekly multi-disciplinary Safety Intervention Meetings (SIM) are now taking place with the most vulnerable women discussed as part of this. Actions are identified and tracked on a weekly basis to ensure women get the support they need.</p> <p>Training for Listeners will recommence, and the Listener Scheme reinstated allowing all women access to the service.</p> <p>The application and complaints processes will be improved to provide better quality and more timely responses to help deal with daily frustrations in getting the help women need.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Completed</p> <p>Completed</p> <p>April 2022</p> <p>May 2022</p>
7.4	<p>Key concern (1.36): Women had poor perceptions of safety. Violence against staff had increased significantly since 2019 and was very high, the highest of all women's prisons. Much of the violence against staff was caused by frustrations with the inconsistent regime and difficulties getting things done. The overall rate of assaults against women remained higher than similar establishments. Behaviour management strategies were not functioning well and there were too few incentives to encourage positive behaviour.</p>	Agreed	<p>The local Incentives Policy will be reviewed, and a revised version implemented. This will provide an improved behaviour management tool which will encourage positive behaviour. The process will include increased oversight to ensure the policy is being utilised effectively.</p> <p>A survey will be completed bi-annually on Womens perception of safety. These will be discussed at the Safety and Prisoner Council meetings.</p> <p>Perpetrators of violence are managed via Challenge, Support and Intervention Plans (CSIP). CSIP awareness will be provided to staff at HMP & YOI Foston Hall by the Regional Womens Directorate, this will improve knowledge and raise the quality of CSIP at the establishment.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>July 2022</p> <p>April 2022</p> <p>July 2022</p>



	Recommendation: Behaviour management processes should keep women safe from bullying, violence and other antisocial behaviour.		<p>Case Coordinator support meetings have been introduced on a bi-weekly basis. These sessions are a support / coaching network for managers to improve the quality and awareness of the CSIP process. This ensures all Case Coordinators are equipped and trained to challenge and support individuals in the establishment. Any trends or findings feed into the Safety meeting with subsequent actions identified and tracked for quality assurance purposes.</p> <p>CSIP plans will now be produced as hard copies. This will increase the ease of access to wing staff allowing them to become more involved in the process.</p> <p>The local Safety Team complete a monthly assurance check of 10% of all CSIP plans. Any findings are a standing agenda at the Safety meeting with actions identified and tracked. All prisoners being managed via CSIP are discussed at weekly Safety Intervention Meetings (SIM).</p> <p>The Adjudicating Governors Meeting will now involve the use of more effective data. This will identify any trends and lead to an improved adjudication system.</p> <p>HMP & YOI Foston Hall will work to keep regime restrictions to an absolute minimum but where necessary, Way Out TV will be utilised to inform of any regime restrictions in a more-timely manner to reduce frustration. The importance of prisoners being communicated to in a timely manner will be discussed at morning briefings.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Completed</p> <p>April 2022</p> <p>Completed</p> <p>April 2022</p> <p>April 2022</p>
7.5	7.5 Key concern (1.37): The use of segregation had increased significantly and was very high. Leaders' oversight of segregation was inadequate and decisions to segregate women were rarely challenged by other professionals involved in the safeguarding of women in crisis. Many women were	Agreed	The quarterly Segregation, Monitoring and Review Group (SMARG) meeting will be held monthly on an interim basis to allow greater oversight. A more effective use of data will be implemented in the meeting which will identify any trends, including the use of segregation for prisoners on an open ACCT, and lead to an improved segregation process.	Governor	April 2022



	<p>segregated while there were ongoing concerns about their self-harming behaviours. The segregation unit was a poor environment and the regime was too limited. For those women segregated on the main wings a regime was often not delivered at all.</p> <p>Recommendation: The prison should revise its approach to the use of segregation. Segregation should be used only as a last resort and women should be held there safely and experience interventions that support their reintegration and progress.</p>		<p>A new management role with responsibility for the Care and Separation Unit (CSU) has been created at HMP & YO1 Foston Hall. This will increase oversight of the area.</p> <p>The local CSU policy is under review, and a revised edition will be introduced. This will include an improved regime and a more effective use of reintegration plans to return women to normal location and clear systems for a multi-disciplinary decision-making process. Women being segregated on the main wings will be offered access to an appropriate regime.</p> <p>The CSU exercise yard will be refreshed and refurbished to provide an improved environment.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Completed</p> <p>August 2022</p> <p>August 2022</p>
7.6	<p>Key concern (1.38): Significantly fewer women received social visits than before the pandemic and women's perceptions of social visits had greatly declined since our last inspection. The uptake of secure social video calls was unusually low compared to other women's prisons and some women experienced delays in trying to arrange a video-call because of problems with the general applications system. The visits hall was small and uninspiring and there was no planned date for the previously popular family days to restart.</p> <p>Recommendation: Women should be able to maintain and develop positive relationships with children, family members and other people significant to them.</p>	Agreed	<p>A feasibility study has been commissioned around the location and arrangements for Purple Visits. The aim is to provide a better environment and more effective process.</p> <p>A survey will be completed for visitors and women around their perceptions of social visits. The findings will form part of the Family and Significant Other strategy.</p> <p>Family Days were re-started in February 2022</p> <p>The social visits area environment will be aesthetically improved and become more inspiring. This will include new art work provided by the Prison Advice and Care Trust (PACT).</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>September 2022</p> <p>September 2022</p> <p>Completed</p> <p>September 2022</p>



7.7	<p>Key concern (1.39): The quality of accommodation was mixed. Older units were tired and showing signs of wear. The accommodation on D wing particularly needed investment. There were numerous outstanding repairs because the works contractor had staffing problems. Records showed more than 400 outstanding logged issues with some general repair requirements a year old. Prison leaders held a fortnightly meeting to manage this and prioritise which work needed to be completed but this remained an issue.</p> <p>Recommendation: All residential accommodation should be decent and in a good state of repair.</p>	Partly Agreed	<p>The recommendation is partly agreed, whilst HMPPS acknowledge the need for improvement to the areas highlighted by the inspection it is considering options to address these concerns.</p> <p>A review of the accommodation on D wing will be undertaken during the spring and summer of 2022 with a view to identifying any maintenance work that needs to be carried out. All outstanding repairs will be completed as soon as possible, and HMP & YOI Foston Hall are in regular contact with contractors to identify where delays may occur and how these can be resolved.</p>	HMPPS	August 2022
7.8	<p>7.8 Key concern (1.40): The health care and dental facilities were not fit for purpose for the delivery of efficient, confidential services that meet the necessary standards for clinical care and infection prevention standards.</p> <p>Recommendation: The health care, pharmacy and dental environment should be reconfigured to enable the provision of an appropriate range of primary and secondary care services in the prison.</p>	Partly Agreed	<p>This recommendation is partly agreed as funding is not currently in place for reconfiguration to take place of all the areas identified. Funding will be sourced, however, to provide improved dental facilities including a new dentist chair and flooring to meet infection prevention standards.</p> <p>A revised process of administering medication has been implemented to ensure confidentiality.</p>	Governor Governor	October 2022 Completed
7.9	<p>Key concern (1.41): The equality strategy was not based on a needs analysis and equality data were not fully analysed. National data were</p>	Agreed	<p>HMP & YOI Foston Hall will complete an equality needs analysis. The findings will help form an updated Equalities Strategy which will be introduced as soon as possible.</p>	Governor	May 2022



	<p>considered at the equality meetings, but this did not give a full picture of outcomes for women with protected characteristics. Focus groups for all protected groups were inconsistent and some prisoners with protected characteristic felt isolated and unheard.</p> <p>Recommendation: Work should be undertaken to understand the negative perceptions of women with protected characteristics. Active measures should be introduced to promote equality among the prison's population.</p>		<p>A review of how data is currently being used at equality meetings will take place. The Regional Womens Directorate Equalities Lead will provide support in supplying improved datasets and greater analysis. These will be introduced following the review to provide a full picture of outcomes for women with protected characteristics.</p> <p>A regular programme of protected characteristic focus groups has been introduced at HMP & YOI Foston Hall.</p>	<p>Governor</p> <p>Governor</p>	<p>May 2022</p> <p>Completed</p>
710	<p>7.10 Key concern (1.42): The daily regime remained too limited. Regime curtailments took place regularly because of a reduced number of staff available to be deployed to run the regime reliably. This sometimes resulted in women being locked in their cell for 24 hours a day at weekends which was a source of much frustration for staff and women.</p> <p>Recommendation: Time out of cell should be improved and delivered consistently for all women, including at weekends.</p>	Agreed	<p>HMP & YOI Foston Hall will improve time out of cell, this will be delivered consistently for all women.</p> <p>HMP & YOI Foston Hall will continue with their COVID-19 recovery planning progression. This will allow further expansion of the regime and increase numbers of prisoners in workshops, education and all work parties. The timescales for this will be determined by external factors relating to the progression of the pandemic.</p> <p>A recruitment campaign will be completed in conjunction with Human Resource colleagues to increase the number of front-line officers at the establishment.</p> <p>The attendance management process has been strengthened at HMP & YOI Foston Hall. Weekly attendance management meetings are taking place and a focus has been placed on tracking follow up actions to improve outcomes.</p> <p>A new role of Human Resources Performance Manager has been introduced and the successful candidate took up post in November 2021. The role is to provide support to line</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>May 2022</p> <p>September 2022</p> <p>Completed</p> <p>Completed</p>



			<p>managers and strengthen the attendance management process.</p> <p>HMP & YOI Foston Hall have been successful in submitting formal bids to the Operational Resource Support Panel (ORSP) to proactively manage current staffing shortfalls.</p> <p>Secondments of operational staff from the prison have been paused to help deliver a reliable and decent regime to women.</p>	<p>Governor</p> <p>Governor</p>	<p>Completed</p> <p>Completed</p>
7.11	<p>7.11 Key concern (1.43): Leaders and managers had not established an ambitious curriculum that supported the development of all women and successful resettlement on release. Women in work and workshops did not routinely receive the help they needed to raise their English and mathematics skills levels or gain recognition for the other skills and knowledge they had acquired. Managers did not have a comprehensive oversight of the quality of training in workshops and work.</p> <p>Recommendation: Leaders should swiftly review and develop the curriculum so that it meets the needs of the whole population. They should implement an effective literacy and numeracy strategy and arrangements to record and recognise the development of women's skills and knowledge. This should be subject to comprehensive quality assurance and improvement</p>	Agreed	<p>HMP & YOI Foston Hall alongside People Plus will review the Curriculum Intent Statement for the establishment. This will clearly define the learning that women at the establishment will undertake.</p> <p>A review of the curriculum will also be carried out alongside an Education, Training and Employment (ETE) needs analysis. This will ensure any revised curriculum is tailored to the needs of the population and reflect the revised Curriculum Intent Statement.</p> <p>Following the review and needs analysis an amended range of courses will be commissioned from the Education provider if required.</p> <p>HMP & YOI Foston Hall regularly transfer prisoners to HMP & YOI Drake Hall as part of their sentence progression. The two establishments will now work collaboratively to allow a prisoner's learner journey to be better sequenced.</p> <p>The establishment will review and introduce an improved literacy and numeracy strategy across the prison.</p> <p>A new and more robust Quality Assurance process will be implemented whilst the agenda and format of the Quality Improvement Group (QIG) has been reviewed. This has resulted in a more strategic approach to taking forward improvements with the detailed tracking of delivery happening outside the main QIG.</p>	Governor	May 2022



	processes that raise the standard of all the provision.		A new Quality Improvement Plan (QIP) will be created and implemented which will drive up the quality of delivery in both classrooms and vocational training places. Alongside the revised ambitious curriculum provided this will enable employment, training and education success on transfer or release to the women at HMP & YOI Foston Hall.		
7.12	<p>Key concern (1.44): Leaders and managers had not ensured that women were adequately prepared to study or find work on release. They did not receive enough effective information, advice and guidance or support to allow them to apply for education, employment or training as part of their preparation for resettlement. Managers did not develop an appropriate curriculum using the data from women's destinations following release.</p> <p>Recommendation: Leaders and managers should provide all women with suitable preparation before release, including effective information, advice and guidance so that they can make informed decisions about their futures. Information about women's destinations on release should be used to ensure that the curriculum is relevant to the needs of the population.</p>	Agreed	<p>A new Quality Improvement Plan (QIP) will be created and implemented. This will include arrangements for the quality assurance of Digital Learning Plans.</p> <p>A revised curriculum will be introduced, this will ensure women are adequately prepared to study or find work on release.</p> <p>More robust contract management arrangements will be implemented for the Information, Advice and Guidance (IAG) contract. This will include quarterly contract review meetings, and on an interim basis, monthly meetings to increase oversight and ensure the service is providing positive outcomes.</p> <p>A new role of Prison Employment Lead (PEL) will be introduced at HMP & YOI Foston Hall via New Futures Network. The role will be at the forefront of the construction of an end-to-end prison employment pathway, this will start to promote the very real prospect of employment on release to prisoners from the beginning of their journey through the establishment.</p> <p>A system will be introduced at the establishment for the tracking of prisoners transferring to other prisons to ensure they are progressing in accordance with their individual learning plans and employment aspirations.</p> <p>Data for those released is now provided via the performance hub. The performance target was removed for a period as the</p>	Governor	July 2022



			<p>Through the Gate contract came to an end and was replaced with the Contracted Rehabilitation Services (CRS).</p> <p>HMP & YOI Foston Hall will also introduce a tracker for releases which includes the destinations of the women being released.</p> <p>Evaluation of this data will be discussed at the Reducing Reoffending meetings.</p>		
7.13	<p>Key concern (1.45): Leaders and managers had not ensured that women had routine access to IT facilities and the virtual campus.</p> <p>Recommendation: Leaders and managers should rapidly implement an appropriate IT strategy that allows all women to develop and practise their digital skills.</p>	Agreed	<p>HMP & YOI Foston Hall will create and implement an IT Strategy to allow all women to develop and practise their digital skills.</p> <p>A review will be carried out with the education provider at the establishment to assess the effectiveness of the Virtual Campus provision.</p> <p>A feasibility study will also be carried out to extend Virtual Classroom Training access to other buildings outside of the existing Virtual Campus facility.</p> <p>HMP & YOI Foston Hall will purchase 10 laptops which will include applications like those available in the community. These will be issued to prisoners that require them.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>April 2022</p> <p>August 2022</p> <p>August 2022</p> <p>April 2022</p>
	To HMPPS				
7.14	<p>Key concern (1.46): A fifth of women were released from Foston Hall without accommodation. This was concerning, particularly given the risks and needs of so many of the women.</p> <p>Recommendation: All women should be discharged into accommodation.</p>	Agreed	<p>HMPPS Prisons Strategy White Paper, published 7 December 2021, sets out the vision that no-one subject to probation supervision is released from prison homeless.</p> <p>By 2024-25 HMPPS will spend £200 million a year to reduce reoffending, including improving prison leavers' access to accommodation. HMPPS are expanding their temporary accommodation service to support the thousands of people across England and Wales who leave prison each year without accommodation. The service launched in July 2021, initially in five probation regions, and provides up to twelve</p>	<p>HMPPS</p> <p>HMPPS</p>	<p>Completed</p> <p>March 2023</p>



			<p>weeks temporary housing to prison leavers with support to move to settled accommodation.</p> <p>In 2021, HMPPS introduced Housing Specialists in twenty prisons to support prisons to be more strategic in their response to reducing homelessness including working in partnership with Commissioned Rehabilitation Services, Homelessness Prevention Teams, and Local Authorities. The White Paper outlines the commitment to increase the number of Housing Specialists to 48 across England and Wales.</p> <p>Homeless Prevention Teams (HPT's) who were set up to oversee the Covid Accommodation Emergency have been retained as a permanent feature of HMPPS to develop relationships with Local Authorities and other strategic partners in order to embed and expand housing options for prison leavers. The HPT's continue to provide services in all the 12 regions in England and Wales, including London.</p> <p>A Policy Framework for the Duty to Refer (DTR) was published in April 2021, and came into force 1 July 2021, in line with unification.</p> <p>HMPPS provides accommodation placements for higher risk offenders in Approved Premises. The White Paper reaffirms the commitment to increase Approved Premises spaces high-risk offenders by 200 beds. HMPPS will have delivered 100 beds by March 2022 with the full expansion delivered by March 2024.</p> <p>10% of the 605 Bail Accommodation and Support Service bed-spaces are contractually reserved for women, however there are typically between 14-18% of total bed spaces in use for women.</p>	<p>HMPPS</p> <p>HMPPS</p> <p>HMPPS</p> <p>HMPPS</p> <p>HMPPS</p>	<p>December 2022</p> <p>Completed</p> <p>Completed</p> <p>March 2024</p> <p>Completed</p>
	To the Governor				
7.15	Key concern (1.47): Following recent changes to the national probation service, services to plan for women's release were much too fragmented	Agreed	The Probation Service Pre-Release Team (PRT) at HMP & YOI Foston Hall will provide support to all women, including those unconvicted, by completing immediate needs assessments. Throughout the custodial period the PRT will work closely with	Governor	September 2022



	<p>and poorly coordinated. Communication between departments and with the women was weak. Only limited support was available to women on the day of release.</p> <p>Recommendation: Release planning arrangements should be well coordinated across all relevant departments and agencies to make sure that all women being released are offered good resettlement support.</p>		<p>in custody services and out of area Community Offender Managers (COM's), building close relationships with short sentence teams within the communities, the women's Commissioned Rehabilitation Service providers and wider partnerships.</p> <p>By working with their COM's, the PRT will support those women in prison who are being released some distance away, enabling effective communication and positive working relationships between COM's and Commissioned Rehabilitative Service providers to improve service delivery to women in prison.</p>		
	Recommendations				
7.16	<p>Recommendation (4.32): The local delivery board should review its terms of reference to make sure there is adequate oversight of health risks, including accessibility to appointments.</p>	Agreed	<p>The local delivery board terms of reference were reviewed in December 2021 and agreed by all partners. This will ensure there is adequate oversight of health risks including accessibility to appointments, the local delivery board meetings will be held quarterly and commence in March 2022.</p>	Governor	March 2022
7.17	<p>Recommendation (4.45): Prison officers should be aware of the expected date of delivery for pregnant women in their care.</p>	Agreed	<p>The due date for all pregnant prisoners is now clearly identified in the Pregnancy Packs held on the residential units.</p> <p>Assurance of this and of staff awareness is provided via Residential Manager Checks.</p>	Governor	Completed
7.18	<p>Recommendation (4.56): Patients with long-term conditions should have a care plan specific to their needs.</p>	Agreed	<p>A multi-agency review has taken place with an action plan developed to address care plan training, application, patient engagement and audit.</p> <p>This will ensure all patients with a long-term condition will have a care plan specific to their needs.</p>	Governor	Completed
7.19	<p>Recommendation (4.57): All patients should have access to healthcare appointments in a timely manner. The protracted wait for a routine GP</p>	Agreed	<p>In order to proactively manage the waiting times for a GP appointment, the triage process has been reviewed and updated to give the senior clinician oversight.</p>	Governor	Completed



	appointment should be resolved as a matter of urgency.		<p>Healthcare appointments are now placed on the wing activity list and appointment slips are delivered to wings daily, three days in advance of appointments.</p> <p>Reducing the number that do not attend appointments (DNA) has also been a focus for the establishment. DNA and no access visits are monitored through a daily morning meeting with individual circumstances followed up to encourage future attendance and systems adjusted where there is a systemic problem.</p> <p>As a result of improvements made, by January 2022 the GP appointment waiting time had reduced to nil. This will be monitored through the monthly National Health England and Improvement NHSE/I report and quality schedule.</p>		
7.20	Recommendation (4.66): All prison officers should be trained to identify when women should be referred for mental health assessment.	Agreed	A short training package will be delivered to prison officers. This will be supplemented by the distribution of awareness posters designed for display in wing offices.	Governor	December 2022
7.21	Recommendation (4.67): Patients requiring hospital care under the Mental Health Act should be transferred expeditiously.	Partly Agreed	<p>This recommendation is partly agreed, in the Reforming the Mental Health Act White Paper the Government have committed to introduce a statutory time limit of 28 days for transfers to mental health hospitals. This is to be commenced once revised National Health Service England and Improvements (NHSE/I) guidance has been fully embedded in practice.</p> <p>Prison teams will continue to ensure that local referrals for mental health inpatient provision are made on time and access is facilitated for NHS clinician assessment.</p>	Governor	Completed
7.22	Recommendation (4.88): A pharmacist should be on site regularly to advise patients and clinicians and oversee the pharmacy service.	Partly Agreed	The recommendation is partly agreed as a pharmacist is not currently commissioned to be on site regularly. A re-profiling exercise will however take place across the medication management service at HMP & YO1 Foston Hall to improve the amount of time a pharmacist is on site and allow the most efficient use of resources. This will be undertaken in	Governor	July 2022



			collaboration with the wider Practice Plus Group and NHSE/I commissioners.		
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Recommendations	
Agreed	18
Partly Agreed	4
Not Agreed	0
Total	22

