



HM Prison &
Probation Service



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Dear Charlie,

**HMIP report on an independent review of progress at HMYOI Cookham Wood
25-27 April 2022**

Thank you for your Independent Review of Progress report at HMYOI Cookham Wood, whereby you followed up on ten key recommendations and four Ofsted themes from your most recent inspection that took place 9 - 13 August 2021.

I am encouraged to note that you have seen good/reasonable progress being made across some of the recommendations and Ofsted themes', specifically:

- **Daily Life** - Recognising the investment made in improving the standards of living, noticing how this had greatly improved living conditions, and that there were credible plans to continue this work throughout all areas.
- **Ofsted themes** – Recognising the considerable work that has been undertaken at the prison with the provider to improve quality, and the progress made in widening the education provision with an emphasis on the importance of learning that had improved attendance.
- **Pre-release and resettlement** – Improvements made in risk management processes, including ROTL and public protection that now identify and action risks adequately, and that there was now more support to help children maintain contact with their family and friends.

In respect of the recommendations and Ofsted themes where you found insufficient or no meaningful progress I can confirm:

- **Safety** – A Behaviour Management Model is being finalised that will encompass the imminent publication of the 5 P Safety Strategy, Violence Reduction Policy and Rewarding Positive Behaviour policy. The Safety team take all acts of violence

seriously and will establish the drivers behind violence to inform ongoing strategy. Continued investment has been committed to improve living conditions, to re-establish minimum expectations of what is an acceptable environment for children and staff to live and work in, and to incentivise positive behaviour.

- **Care** – The establishment are committed to investing in Diversity and Inclusion, and have appointed a Diversity and Inclusion Manager, along with a new Functional Lead, to ensure that all reports of discrimination are quickly and effectively investigated. Strategy will be informed by analysis of disproportionality and inequality, embedded within each function, and focused on emerging themes and trends. The conversion of rooms within landing communities, and a more integrated framework of care, will allow for more effective scheduling of appointments and more appropriate space for planned engagement with children.
- **Purposeful Activity** – A new Education timetable is now embedded, delivering the opportunity for young people to engage with 24 hours of learning per week. A review of the education offer, in line with the introduction of the new provider, will introduce a wider curriculum of quality learning, including enrichment into the evenings and weekends. The establishment is working to make Virtual Campus 2 available on in-room technology, to broaden the opportunity to access wider education. Recognising the conflict issues caused by exiting the Covid Framework, Conflict Resolution and each community's Core Support Team will work together to ensure that children are able to access educational pathways most appropriate to their individual needs. Custodial Managers, now embedded within each landing community, will drive the regime and maximise children's engagement with purposeful activity. Investment in the Enhanced Support Services group will allow for a more productive offer for the more complex children, whilst supporting a more stable regime for those attending education. This will give the opportunity for these young people to spend more time out of their room, particularly at weekends.

The Governor with the support of the Deputy Director YCS Operations will continue to progress the full Action Plan covering all the original recommendations. I remain committed to ensuring continued progress against HMYOI Cookham Wood's agreed Action Plan and I can assure you that through my operational assurance functions and the support of OSAG we will continue to closely monitor progress. Whilst I acknowledge that there is still further work to be carried out at the prison, I am encouraged that progress is being made and that our monitoring of the prison is in line with your findings.

Helga Swidenbank
Executive Director for Youth Custody Services

CC: Private Office
Amy Rees, Director General of Probation, Wales and Youth