

Action Plan: HMP Ranby

Action Plan Submitted: 14 July 2022

A Response to the HMIP Inspection: 21 March – 8 April 2022

Report Published: 12 July 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, 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 provide 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 GOV.UK website. 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 <b>mus</b> t 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 <b>must</b> 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 RANBY** 

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	Key concern (1.41): Non- attendance rates were high for some clinics, including the optician and sexual health services, and there were long waits to see the podiatrist. This was due, in part, to a	Agreed	Monthly non-attendance rates are now reviewed by the Head of Health and Well-being and raised with the Senior Management Team for resolution where issues arise. Operational issues are also now responded to by the Health Resilience Lead and Orderly officer to ensure prisoners attend appointments.	Governor and the partnership board	Completed
	lack of officers to escort prisoners to their appointments, and to prisoners not being informed about these.  Appointments were rescheduled but		Bi-monthly local delivery board and contract review meetings will be utilised to support a whole prison approach in providing oversight of attendance to health appointments.	Governor and the partnership board	July 2022
	this extended waiting times for patients and wasted clinical time.		The introduction of in-cell technology in March now means that all prisoners receive their appointments via email, access is also available to transactional services and appointments via the kiosk	Governor and the partnership board	Completed
	Key recommendation: Prisoners should have prompt access to health services, facilitated by		facilities on each wing. This ensures prisoners are aware of their appointments.		
	sufficient staff to escort them to their health care appointments, to improve attendance, reduce waiting time and optimise use of clinical time.		Prisoners are now able to attend Healthcare for appointments during main movements to activities both AM and PM, this has improved access to the department and removed the need for escorting officers to facilitate appointments. Prisoners with appointments scheduled outside of these times will be escorted to the correct location by a movements officer.	Governor and the partnership board	Completed
7.2	7.2 Key concern (1.42): Prescribing for opiate addiction was not in line with expected practice as	Agreed	Prescribing clinics are now in place virtually as an interim measure until staff vacancies are filled.	Governor and the partnership board	Completed

	the prescriber did not attend the prison or consult prisoners directly, and methadone was the only opiate substitution therapy available. The		A recruitment campaign will be completed to allow face to face clinics to take place.	Governor and the partnership board	September 2022
	psychosocial interventions remained limited.  Key recommendation: The integrated substance misuse service should provide treatment		Following collaboration between Nottinghamshire Healthcare NHS Foundation Trust and HMP Ranby buprenorphine and buvidal will be prescribed as alternative opiate substitute treatments. HMP Ranby will also now be able to accept prisoners who are using buprenorphine as an opiate substitution therapy.	Governor and the partnership board	July 2022
	and interventions that are in line with national guidelines. Regular face-to-face reviews with the opiate substitution treatment		HMP Ranby will collaborate with Change Grow Live, a national health and social care charity, to improve opiate substitution treatment.	Governor and the partnership board	October 2022
	prescriber, and a range of psychosocial interventions to support treatment and recovery, should be provided.		The new modular Substance Misuse Service (SMS) programme is currently being piloted in other establishments, once completed, and approved the programme will be introduced at HMP Ranby.	Governor and the partnership board	October 2022
	Siloulu de provided.		As an interim measure the SMS team lead will implement group delivery using a tiered approach.	Governor and the partnership board	August 2022
			Staffing vacancies continue to be actively recruited into, additional staff are due to commence employment imminently.	Governor and the partnership board	September 2022
7.3	Key concern (1.43): There was insufficient activity or time unlocked for too much of the population.  Access to work was still very limited and the prison had been slow to implement a new regime, despite	Agreed	A Reducing Reoffending needs analysis will be completed alongside a full review of access to work to increase the number of activity spaces available, this will include the provision of full time and part time work and form part of the commitment to increase time unlocked. The Reducing Reoffending Strategy will be revised to reflect the evaluation.	Governor	September 2022
	being at stage 1 of the HMPPS recovery plan. There was too little time in the open air for many. Access to the gym was also too restricted and attendance at the		The number of spaces available within all provision will incrementally increase to optimise purposeful activity whilst also maintaining a safe working environment.	Governor	September 2022
	library was poor.		A new gym programme will be developed to allow for vocational PE during the day and incentivised PE during the evening.	Governor	September 2022

	Key recommendation: Leaders should urgently prioritise increasing time unlocked and the provision of regular education, skills and work activities to fulfil the role of a training prison.		A review of library access and competing programmes/activities will take place to ensure all prisoners are given weekly access to the facility.	Governor	September 2022
7.4	Key concern (1.44): Leaders and managers had not implemented an ambitious curriculum that helped all prisoners develop the skills, knowledge, behaviour and attitudes	Agreed	A Reducing Reoffending needs analysis will be completed, which will form the basis of a revised Reducing Reoffending Strategy. This will be reviewed by the Senior Management team to ensure multidisciplinary input.	Governor	September 2022
	needed for successful resettlement on release. Prisoners, particularly in work and workshops, did not receive the help they needed to improve their English and		An improved curriculum will be provided to include several new vocational courses such as Carpentry, Street works, Plumbing and Tiling as well as Life-skills, Childcare and Website design courses. These will promote and improve prisoner achievement.	Governor	September 2022
	mathematics skills or gain recognition for the skills and knowledge they had developed.		A sequencing policy will be developed with a clear strategy for allocations involving Healthcare, Activities, and Programmes.	Governor	September 2022
	Few prisoners with learning disabilities and/or difficulties (LDD) needs received the necessary help.		Additional functional skills tutors will be recruited so that the capacity for Maths and English will be increased.	Governor	August 2022
	Managers had insufficient oversight of the quality of training in workshops and work.		The Education provider will recruit several support staff to aid prisoners, in education and around the prison. Inclusion support co-ordinators will be available to work with all prisoners within Industries and assist with developing clear plans for those with	Governor	September 2022
	Key recommendation: Leaders and managers should swiftly		Learning Disabilities/Difficulties.		
	implement an ambitious curriculum that addresses the development needs of all the prison population, provides		An outreach worker will be made available to all prisoners to discuss remote learning packs that they will be able to complete alongside employment.	Governor	September 2022
	comprehensive support to remove barriers to learning for prisoners with LDD, and recognises and promotes all prisoners' achievements in workshops and work, with		A Quality Assurance process led by the Head of Learning and Skills will be implemented to monitor the curriculum and assess its ability to meet the needs of the population.	Governor	September 2022

	rigorous quality assurance and improvement procedures.				
7.5	Key concern (1.45): Leaders and managers had not made sure that all prisoners were allocated, and attended, appropriately purposeful activity that met their needs. Activity allocation was not informed by sentence plans or prisoners'	Agreed	HMP Ranby will introduce multi-disciplinary sequencing boards, meetings will be scheduled to ensure that prisoners are allocated to activities at the earliest opportunity. Board meetings will be attended by managers from each department within the Reducing Reoffending function and will form an assurance process to ensure allocation decisions are effective.	Governor	July 2022
	careers aspirations. Work on accommodation units failed to include appropriate managerial oversight to check its allocation and		HMP Ranby have reviewed the Incentives Policy, the amended policy will support increased attendance in allocated and planned activity places.	Governor	Completed
	whether prisoners were fully occupied.  Key recommendation: Leaders		Residential managers will complete monthly assurance checks to ensure those working on units are appropriately allocated and are fully occupied. Findings will be shared between all key stakeholders.	Governor	July 2022
	and managers should make sure				
	that activity allocation supports all prisoners' rehabilitation and resettlement needs and includes effective checks on allocation		All Keyworkers will be given guidance material to encourage and engage prisoners in their sentence plan, career aspirations and guide them to appropriate courses, skills or work.	Governor	August 2022
	decisions. All prisoners should be allocated, and attend, purposeful activity that fully occupies them throughout the working week.		An Activities manager will conduct robust tracing of non- attendance at activities and link in with residential managers to improve attendance rates.	Governor	September 2022
7.6	Key concern (1.46): Leaders and managers had not made sure that prisoners received adequate prerelease preparation, including access to timely careers	Agreed	HMP Ranby have opened an Employment Hub with partner agencies to assist prisoners in preparing for employment on release. The Hub targets those prisoners that have less than 12 weeks until the date of their release.	Governor	Completed
	information, advice and guidance and the virtual campus, to research career options and apply for employment, education or employment before their release.		HMP Ranby are working collaboratively with Information, Advice and Guidance providers and the Department of Work and Pensions to support release preparations for prisoners. Contract review meetings are already in place and support is provided by	Governor	Completed

	Key recommendation: Leaders and managers should provide all prisoners with effective prerelease preparation, including ready access to careers information, advice and guidance, and the use of the virtual campus, so that prisoners can research career options and apply for employment, education or employment before their release.		the North Midlands Regional team to ensure release preparation is providing the necessary outcomes.  The Reducing Reoffending team will secure additional virtual campus IT within the employment hub and maximise use across the establishment including the use of in-cell technology.  The Probation service are recruiting staff for the resettlement team at HMP Ranby who will support pre-release planning alongside other partners.	Governor	October 2022 March 2023
	To HMPPS & Governor				
7.7	Key concern (1.47): Although in its infancy, the introduction of 'structured on-wing activity' (SOWA), designed to provide purposeful and enriching extracurricular activity, appeared ill-conceived and had been poorly planned and implemented by leaders. It was not clear to inspectors what the objectives were of this initiative or how it would improve outcomes from prisoners. The activity sessions that we observed were largely recreational, including exercise, pool and table tennis, and would previously have been available during periods of association.	Agreed	HMP Ranby will conduct a multidisciplinary review of 'structured on-wing activity' (SOWA) which will be linked to the North Midlands Group 'Time 4 Change Strategy'. This will include incorporating further surgeries and interventions from HMPPS available locally at HMP Ranby to ensure it provides purposeful and enriching extracurricular activities. SOWA will develop and evolve as part of the future regime design work that is taking place nationally.	Governor	December 2022
	Key recommendation: Structured on-wing activity should provide purposeful and enriching				

	extracurricular activities as intended.				
	To HMPPS				
7.8	Key concern (1.48): The functioning of the prison was hampered by its population (65% in the 'resettlement window' before release and 35% with a longer period still to serve, needing a training prison) being contrary to that for which it was designed and resourced (65% trainer and 35% resettlement). These challenges were compounded by the impact of the reunification of probation services.  Key recommendation: Population flow to the prison should reflect its design and resourcing.	Agreed	The situation at HMP Ranby is part of a national picture of misalignment because of the pandemic which has impacted both the make-up of the population and the flow of prisoners through the estate.  HMP Ranby is particularly impacted by the reduction in men in their trainer cohort as men wait in reception prisons to be sentenced. As court activity recovers the number of training men in the estate will improve to levels anticipated prior to the pandemic enabling the correct flow of prisoners and the allocation of training men to HMP Ranby.  Additionally, HMP Five Wells which has now opened, (and later HMP Fosse Way) will hold regional resettlement prisoners allowing prisoners to progress from HMP Ranby. In the meantime, the reconfiguration project is working collaboratively with population management to support prisons in addressing holds, adhering to the offender flow rules, and making best use of space as it becomes available.	HMPPS	July 2023
	To The Governor				
.9	Key concern (1.49): Multidisciplinary meetings to oversee and drive forward reducing reoffending work had not taken place for at least a	Agreed	HMP Ranby will complete a Reducing Reoffending needs analysis, outcomes will inform the development of a new and comprehensive Reducing Reoffending Strategy.	Governor	September 2022
	year. There was no strategy setting out the work and no dynamic action planning to identify and measure outcomes across the resettlement pathways.		A Reducing Reoffending action plan will be devised to complement the new strategy and to monitor progress. This will be reviewed at committee meetings as a tool to identify outcomes within the Reducing Reoffending function.	Governor	September 2022
	Recommendation: A comprehensive reducing reoffending strategy, supported		HMP Ranby have implemented a monthly Reducing Reoffending committee to drive forward reducing reoffending work. The committee is multidisciplinary to ensure input is received from all agencies.	Governor	Completed

	by a detailed action plan that is monitored and updated regularly, should be developed to improve outcomes for prisoners				
7.10	Key concern (1.50): Prisoners continued to express considerable frustration about their inability to see and communicate with their offender manager. Contact was	Agreed	HMP Ranby will ensure that all eligible prisoners have a sentence plan in place, this will be competed as part of OASYS reviews. A clear assurance process will be developed to ensure all reviews are timely and of the required quality.	Governor	September 2022
	often infrequent and lacked sufficient focus and support to drive prisoners' progression. The quality and timeliness of offender assessment system (OASys)		HMP Ranby will ensure that the Offender Management Unit will be involved in the renewed induction programme and will set clear expectations as to the support every prisoner will receive from the team throughout their sentence.	Governor	August 2022
	reviews to inform sentence planning were inconsistent.		All prisoners now have access to their Prison Offender Manager via the recently installed in cell digital technology which is being utilised to provide key updates to prisoners.	Governor	Completed
	Key recommendation: All eligible prisoners should have a relevant, up-to-date sentence plan, and regular and meaningful contact with an appropriately trained offender manager, focused on promoting and enabling their progression.		Face to face contact will also be increased in line with national expectations. This will be quality assured by the Senior Probation Officers within the establishment.	Governor	September 2022
	To HMPPS & Governor				
7.11	Key concern (1.51): The risk management meeting did not provide enough timely or collaborative oversight to make sure that risk and release planning arrangements for all prisoners assessed as presenting a high	Agreed	A full review of the Risk Management Meeting (RMM) process will be undertaken. This will be led by the Offender Management team at HMP Ranby and will ensure a collaborative approach is taken when assessing risk and to ensure release planning arrangements are appropriate in all cases. Input will be encouraged from all stakeholders including Community Offender Managers.	Governor	August 2022
	very/high risk of harm were managed appropriately. The sharing of information and handover of responsibility for prisoners' risk		An assurance process will be developed which will form part of the RMM, this will highlight any outstanding actions and monitor progress being made. The assurance process will also include the	Governor	August 2022

	management were not always robust or timely, and risk management plans were of variable quality.  Key recommendation: Public protection assurance arrangements should make sure that all prisoners approaching release who present a high or very high risk of harm to others are managed appropriately and have a comprehensive plan in place in sufficient time to address any gaps in risk management and resettlement needs.		handover of risk management to ensure it is done so in a timely manner whilst also maintaining the quality required.  All prisoners requiring oversight by the RMM will be reviewed three months prior to release to provide assurance that prerelease plans are in place and being managed correctly. All release preparation will commence seven months prior to release.	Governor	August 2022
	To the Governor				
7.12	Key concern (1.52): Resettlement planning arrangements were fragmented, creating gaps and confusion in what support could be offered, by whom and when. This was having a negative impact on too many outcomes for prisoners.  Key recommendation: Resettlement planning for all prisoners, irrespective of their release area or risk-of-harm status, should be timely, coordinated and comprehensive, to make sure that any outstanding needs are addressed.	Agreed	Key probation resettlement interventions, such as; Accommodation and Personal Wellbeing, are delivered by Commissioned Rehabilitative Service (CRS) providers to sentenced people in prison and on probation. These CRS providers are mandated to have a presence in the resettlement prisons in their region. HMPPS is also currently working on extending the CRS contracts to provide accommodation support to unsentenced people in prison with commencement expected in Summer 2022, as well as additional CRS contracts to commence in 2023 to provide Finance, Benefit and Debt (FBD), which will be also be delivered to all people in prison, including unsentenced.  The embedded pre-release teams will provide immediate resettlement needs and pre-release support, including services not available via the CRS such as, FBD, for all people in prison including the unsentenced and people out of area. Pre-release teams will liaise with the Community Offender Managers (COM) or Short Sentence Function as allocated and support pre-release planning activity throughout the sentence, including progressing	HMPPS	March 2023

			referrals that have been made to CRS suppliers and providing a point of contact for CRS suppliers seeking to engage with the individual.  There has been a transition period following unification which has impacted on the delivery of resettlement services in some prisons. Probation Regional Directors are working to stabilise the prerelease teams and CRS provision to secure improved service delivery to all people in prison.		
			HMP Ranby have opened an Employment Hub with partner agencies to assist prisoners in preparing for employment on release. The Hub targets those prisoners that have less than 12 weeks until the date of their release.	Governor	Completed
			HMP Ranby have introduced an accommodation single point of contact who meets with all prisoners twelve weeks prior to their release.	Governor	Completed
			The Reducing Reoffending Meeting will quality assure the resettlement process, identify gaps in provision and provide analysis of each cohort's resettlement provision.	Governor	August 2022
			A resettlement plan explaining the pathway for all cohorts will be implemented. This will contain responsibility for each cohort's pathway to resettlement and the timings of the interventions. This literature will be accessible to prisoners and all relevant members of staff.	Governor	August 2022
	Recommendations				
	To the Governor				
7.13	Recommendation (3.7): Prisoners should be given a free telephone call on arrival, subject to a risk assessment.	Agreed	A phone call will be facilitated to allow for initial contact with friends or family.	Governor	August 2022

7.14	Recommendation (4.12): Managers should make sure that staff respond to cell call bells within five minutes.	Partly Agreed	This recommendation is partly agreed as it is not in line with HMPPS policy, PSI 75/2011 – Residential Services does not give a specific time within which cell bells should be responded to. There is also currently no single electronic system to measure response times across all units.  HMP Ranby will however endeavour to normally meet a five-minute response time to cell bells, this will be monitored through the implementation of a covert testing system  Managers will conduct physical assurance checks of emergency cell bells on each Houseblock to ensure they are being responded to within an appropriate time frame. Failings will be reported to the Head of Residence with subsequent actions being initiated in findings of non-compliance.	Governor	Completed
7.15	5 Recommendation (4.13): Prisoners should have prompt access to their property and to incoming parcels.	Agreed	HMP Ranby will review the clothing parcel policy to ensure prisoners have prompt access to their property and incoming parcels. An amended clothing policy will be published across the establishment.	Governor	September 2022
			HMP Ranby will issue guidance to all prisoners ensuring they are aware of in-cell property entitlements.	Governor	September 2022
			All prisoners now have access to the in cell digital technology which allows applications to be submitted.	Governor	Completed
sh pri ch	Recommendation (4.42): The prison should identify the needs of prisoners with protected characteristics and work to meet them accordingly.	Agreed	Diversity and Inclusion mentors will form part of the induction programme at HMP Ranby. This will improve the identification of those prisoners with protected characteristics at the earliest possible opportunity.	Governor	August 2022
	them accordingly.		HMP Ranby will deliver protected characteristics forums which will be led by members of the senior management team. These will be monitored through the bi-monthly Diversity and Inclusion Meeting.	Governor	September 2022
			Improved keyworker sessions will allow prisoners an opportunity to raise any concerns regarding their protected characteristic. The	Governor	August 2022

			sessions will also be utilised to help identify any additional needs that prisoners may have.		
7.17	Recommendation (4.46): Prisoners should receive weekly corporate worship.	Agreed	HMP Ranby will ensure that all prisoners have access to weekly corporate worship.	Governor	October 2022
7.18	Recommendation (4.62): There should be a prison-wide systematic approach to promoting prisoner well-being, outlined within a health promotion strategy which is monitored regularly.	Agreed	A prisoner wellbeing strategy will be developed. This will be led by the Head of Health & Wellbeing and supported by a Speciality Registrar in Public Health. To ensure a whole prison approach the development of the strategy will include all relevant departments and prisoners.	Governor and the partnership board	September 2022
	monitored regularity.		Wellbeing meetings will be introduced, this will be the forum where the strategy will be monitored regularly. Meetings will be attended by both staff and prisoners.	Governor and the partnership board	August 2022
7.19	Recommendation (4.93): Officer supervision of medicine administration should enable compliance, promote confidentiality and minimise the risk of diversion.	Agreed	HMP Ranby will provide sufficient resources and ensure the dispensing of medication is compliant, confidential and minimises the risk of diversion.	Governor	September 2022
'.20	Recommendation (5.10): All prisoners should have weekly access to the library.	Agreed	A review of library access and competing programmes/activities will take place to ensure all prisoners are given weekly access.	Governor	September 2022
'.21	Recommendation (6.6): Arrangements for the booking of visits should be improved.	Agreed	HMP Ranby have reintroduced an online booking system which has significantly increased the number of bookings available to be made per day. The system is running alongside the two telephone booking lines which were already in place and will be regularly reviewed to ensure the improved process is effective.	Governor	Completed
7.22	Recommendation (6.25): Category D prisoners should be able to move to open conditions without delay.	Agreed	Progressive transfers of prisoners are subject to space in the appropriate part of the prison estate becoming available and the speed of transfers reflects this constraint.	HMPPS	March 2025
			The availability of Category D spaces has been impacted by the requirement to close several accommodation blocks in the open		

			estate over the course of 2021, which no longer met statutory fire safety standards. The impact on the overall open estate has been managed through replacing some of these places, with existing temporary accommodation, which was on some sites already as part of COVID contingencies and in other sites, with new temporary accommodation.  HMPPS are investing £3.8 billion over the next three years to deliver 20,000 additional, modern prison places including 2,000 temporary prison places across England and Wales by the mid 2020's. This project will deliver 660 additional places through expansion of the Category D estate at several sites across the country.		
7.23	Recommendation (6.32): There should be sufficient offending behaviour programme places to meet need.	Agreed	A Programme Needs Assessment (PNA) will be completed to ensure Offending Behaviour programmes meet the need of the establishment.	Governor	September 2022
	The state of the s		HMP Ranby will schedule the delivery of Offending Behaviour programmes on a rolling programme which will provide an opportunity for prisoners to complete required programmes as part of sentence plans.	Governor	September 2022
			HMP Ranby will recruit additional staff for the Programmes delivery team to ensure that it is staffed to full capacity, this will increase the number of programme places being offered.	Governor	September 2022

Recommendations	
Agreed	22
Partly Agreed	1
Not Agreed	0
Total	23

