



HM Prison &
Probation Service

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Charlie Taylor,
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Dear Charlie,

**HMIP report on an independent review of progress at HMP / YOI Isis
15th – 17th May 2023.**

Thank you for your Independent Review of Progress report at HMP / YOI Isis, whereby you followed up four concerns and four Ofsted themes from your most recent inspection that took place September 2022.

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

- That a 'thoughtful' violence reduction strategy was now in place with a focus on understanding the causes of violence and meeting individual needs which had allowed increased mixing of young men. You noted that violence had reduced since the inspection and that a recent spike in violence had led to prompt action by leaders. You identified the use of 'Choices & Changes' by some Challenge Support Intervention Plan (CSIP) case managers as good practice.
- Ofsted were positive about the 'well-planned' induction process for young men which supported allocation to the most appropriate courses. The recently opened employment hub was also noted to have a wide range of useful information and guidance for young men and was seen to be providing good support and practical help.
- Ofsted identified that leaders had an accurate picture of the strengths and weaknesses in the quality of teaching. Ofsted recognised that steady progress was being made in improving quality through a comprehensive action plan and frequent observation. They also noted that coaching and training was being used effectively to improve quality of teaching.
- That despite significant challenges in providing appropriate support to those young men approaching release the prison had improved and acted. A dedicated Prison Offender Manager (POM), a database collating release information on young men in their last 12 weeks, a strategic housing specialist in post and the provision within the employment hub were all identified as contributing to improvements in this area.

In respect of the two areas of concern and two Ofsted themes where insufficient progress was being made, I can confirm:

- HMP/YOI Isis will continue to work to improve time out of cell despite the challenges faced. In particular, we will look to increase time spent in activities to get the balance right between in-cell work and face to face teaching. The prison will also improve access to the gym so that time in the gym is in addition to time out on domestics. A comprehensive review of all education and workshop spaces alongside all jobs is now underway with the aim of both maximising activity opportunities and increasing time out of cell through engagement with activities.
- Ofsted's concerns have been noted that not enough action had been taken in response to the needs analysis undertaken. HMP/YOI Isis recently appointed a Head of Education, Skills and Work who will work with the education provider and the wider leadership team to address the actions identified in the needs analysis and further improve the curriculum and tailor it to meet the needs identified. The prison does expect to have remedied the vacancies within the teaching group by August 2023.
- HMP/YOI Isis were grateful for the positive response to our 'novel' education delivery but note Ofsted's concerns about how this is working in practice. We will undertake work to assess the best delivery model and get the balance right between face to face teaching and in-cell work. The prison will also focus on improving delivery of our model and addressing the weaknesses identified by improving quality of teaching in face-to-face sessions, increasing support to prisoners on the wings and improving the quality and quantity of in-cell work.
- The prison intends to continue to make improvements to sentence management. A plan is now in place to increase contact between POMs and the young men they are supporting. The prison is also working to increase key work sessions, introducing dedicated time within the regime for key work and prioritising key work delivery in weekly regime planning meetings.

The Governor with the support of the Prison Group Director will continue to progress the full Action Plan covering all the original concerns.

I remain committed to ensuring continued progress against HMP/YOI Isis's agreed Action Plan and I can assure you that through my operational assurance functions and the support of OSAG we continue to closely monitor progress.

Whilst I acknowledge that there is still much 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.

Sarah Coccia
Executive Director

CC: Private Office
Phil Copple, Director General Prison