



HM Prison &  
Probation Service

Action Plan: HMP Risley

Action Plan Submitted: Due 24<sup>th</sup> August 2023

A Response to the HMIP Inspection: 12-27<sup>th</sup> April 2023

Report Published: 24<sup>th</sup> July 2023

## 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 His 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 priority and key concerns. Action plans provide specific steps and actions to address the priority and key concerns, that are clear, outcome focussed, 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.



ACTION PLAN: HMCIP REPORT

ESTABLISHMENT: HMP RISLEY

1. Rec No	2. Concerns	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
	<b>Priority concerns</b>			
1	Recorded levels of self-harm among prisoners were high and too often support ended without the underlying causes having been addressed.	There will be a robust quality assurance process of all Assessment, Care in Custody and Teamwork (ACCT) documents to ensure investigations into self-harm are thorough and consider the underlying causes of self-harm for individuals. This will consist of line manager checks, followed by oversight by the Head of Safer Custody and the Duty Governor. Safer Custody is currently overseen by a band 7 head of function and an additional band 8 Head of Function is being recruited and will provide oversight. There will be a measurable action plan in place to monitor progress against the actions identified.	Governor	September 2023
2	Living conditions had deteriorated across many wings and showers were in a particularly poor state.	<p>The refurbishment of two showers blocks on C Wing are nearing completion. The establishment have since submitted an Additional Works Request (AWR) for the upgrade of ventilation on some of the showers on A Wing and the Care and Separation Unit flooring to be replaced.</p> <p>HMP Risley has introduced a local monthly decency committee with a focus on showers and maintenance of prisoner areas and will measure improvements through weekly independent assurance checks. In areas of particular concern, such as showers, the assurance checks will be at an increased frequency and industrial cleaning scheduled as required.</p>	<p>Ministry of Justice (MoJ) Property Directorate</p> <p>Governor</p>	<p>April 2024</p> <p>September 2023</p>



3	Health care provision was undermined by a lack of onsite dental services and weak management of long-term conditions.	<p>A project to refurbish the dental facility at HMP Risley, including provision of a new dental chair and X-Ray machine, is in development specialist providers are being engaged. In the interim, a system is in place where those with an acute dental need are taken to HMP/YOI Thorn Cross for urgent dental treatment and a mobile solution is being sourced to enable appointments to take place at HMP Risley.</p> <p>Improvement in the management of long-term conditions is being actioned by the current healthcare provider, and plans are in place to remedy this situation. This will be managed via quarterly contract review meetings (CRM) led by NHSE.</p>	<p>Intelligent Client Function (ICF) / Prison Supply Directorate</p> <p>NHSE</p>	<p>January 2024</p> <p>October 2023</p>
4	The regime did not provide sufficient time out of cell for a category C resettlement prison.	A reprofile exercise is being undertaken and this will include a review of the core day and specifically time out of cell. The reprofile will increase time out of cell for prisoners and access to activities and will be linked to the work on the regime progression plan. HMP Risley are taking part in a pilot for developing the recording of activities on Dynamic Purchasing System (DPS) which will help improve accurate recoding of activities and time out of cell.	Governor	November 2023
5	Leaders did not provide a broad enough range of education, skills or work activities to meet prisoners' needs.	<p>There is a shortage of activity spaces at HMP Risley and full-time employment for all prisoners would require significant external investment. HMP Risley will review the curriculum to ensure it is appropriate and maximise access to and allocation to activity spaces across the prison and widen the range of tier 2 activities available.</p> <p>HMP Risley will complete a review of all activity spaces to ensure the best use of these and will introduce full time work across the industries provision.</p>	<p>Governor</p> <p>Governor</p>	<p>January 2024</p> <p>October 2023</p>



6	Far too many prisoners convicted of sexual offences were released without having completed offending behaviour work specific to their risks.	<p>In 2021 it was agreed that there was a need to deliver Horizon (a programme for medium risk sex offenders) at HMP Risley but due to national challenges around programmes this has not been possible and HMP Risley has been reliant on transferring to other sites prisoners who require access to specialist offending behaviour programmes for sexual offending whilst waiting for approval to deliver the programme. Following the interim HMIP report, arrangements have been made to introduce the Horizon programme at HMP Risley. This is expected to commence delivery during 2023/24, following reallocation of existing resources from TSP delivery at HMP Risley. It will address some of the main identified needs for those with convictions of sexual offences however will there are funding bids still in place to allow for Horizon and full TSP delivery at HMP Risley. Motivational work will be provided to ensure relevant prisoners are encouraged to access this provision.</p> <p>HMPPS have committed to significantly improving staffing levels within the probation function by December 2023 to improve the management of one-to-one work with prisoners convicted of sexual offences (PCoSO).</p>	HMPPS / Governor	<p>During 2023/2024</p> <p>December 2023</p>
	<b>Key concerns</b>			
7	Data were not used well and so leaders had not identified that recorded levels of violence, excluding the large population of prisoners convicted of sexual offences, were higher than similar prisons. Violence and self-harm were often related to prisoners being in debt to others. There was little constructive help for these prisoners and their situation was worsened by low wages.	<p>At the direction of HMPPS, HMP Risley will continue to use the comparators identified on the Prison Performance Tool and review comparators to identify the most appropriate for the population. Data will then be analysed against these comparators will be used to inform meetings. HMP Risley will also review data based on two cohorts of PCoSO prisoners and mainstream Category C prisoners and will develop this to ensure all data at all meetings focuses on these groups.</p> <p>A needs analysis for each of the three groups within the population (foreign nationals, PCoSOs and mainstream Category C prisoners) will</p>	Governor	<p>January 2024</p> <p>November 2023</p>



		<p>be carried out. The prison will revisit and refresh the debt reduction strategy, as part of the safety strategy and implement a measurable action plan to tackle debt in custody and support those in need.</p> <p>The wages in place at Risley are comparable across the Greater Manchester, Merseyside and Cheshire group. Without significant investment wage levels at the prison will not increase, however, a review of the pay policy will take place by the end of September 2023.</p>		September 2023
8	Conditions in the segregation unit were poor and the regime was very limited.	The procedures have been changed to encourage prisoners to come out of their cell to collect their meals from the servery. HMP Risley will make improvements to the internal environment to make the environment less austere. We are unable to change the exercise yards but will make aesthetic changes to improve them. Where risk appropriate, we will provide prisoners on the care and separation unit with access to the gym or gym equipment and chapel services or access to a chaplain. There is also an outreach service delivered by the PEF provider which allows prisoners to meet with a tutor once per week and engage in non-accredited learning.	HMPPS/ Governor	December 2023
9	Prisoners from some protected characteristic groups reported far more negative outcomes in some important areas. Far more disabled prisoners than those who did not have a disability felt unsafe, while some from a minority ethnic and Muslim background said they had experienced racism.	<p>The needs analysis will provide further information in relation to the issues raised in the report which will inform an action plan. HMP Risley will continue a zero-tolerance approach to any form of discrimination.</p> <p>A training programme has been developed with the psychology department tackling micro aggressions and this will be rolled out to the full staff group.</p> <p>The prison will continue to engage the population in protected characteristic focus groups to understand their specific needs and identify what can be done to address negative perceptions and practices. The forums for disabled and older prisoners have also now been separated to allow younger prisoners with disabilities access to consultations. Monthly focus groups are led by the Senior</p>	Governor	<p>January 2024</p> <p>Completed by January 2024</p> <p>September 2023</p>



		Management Team and any issues identified will be addressed through the equality action plan.		
10	Oversight of education, skills and work did not drive improvements quickly enough.	<p>A review of the pay policy will take place to incentivise engagement with activities and this will be measured through attendance levels.</p> <p>The Head of Education, Skills and Work will drive improvement through a measurable quality improvement plan, closely supported by the regional Head of Learning and Skills and the national Quality Manager. The Governor or Deputy Governor will attend the monthly Quality Improvement Group (QIG) meeting and high-level strategic meetings to drive performance across learning, skills and work.</p>	Governor	<p>September 2023</p> <p>September 2023</p>
11	Careers education, information, advice and guidance were not effective and did not promote prisoners' progression fully.	The Prison Employment Lead (PEL) will work with partners to review the current information, advice and guidance (IAG) support throughout the prisoner journey making sure prisoners receive high-quality well-timed careers advice and guidance, making sure personal development plans are detailed and relevant, and advisors monitoring progress.	Governor	December 2023
12	Prisoners accessing vocational training in industries did not have enough opportunities to achieve a qualification or have their employment skills recorded.	HMP Risley will promote the opportunities that are available to achieve a qualification and will review each workshop to determine if offering qualifications is appropriate. Progress is to be appropriately recorded through the progress in workshops booklet and support offered where appropriate.	Governor	December 2023
13	The application of some public protection measures was weak	<p>Probation staffing levels within the Offender Management Unit (OMU) have been escalated with senior leaders and will continue to be raised as a priority.</p> <p>The governor has met with the HMIP inspectorate team and the HMPPS Offender Management in Custody Case Management Delivery Lead to establish how to improve public protection work. Public</p>	<p>HMPPS/</p> <p>Governor</p>	<p>December 2023</p> <p>December 2023</p>



		protection work will be reviewed to increase joint working with security and the OMU and identify roles and responsibilities. This will focus on security involvement and attendance at Interdepartmental Risk Management Meetings (IRMM), delivery of awareness training for staff and ensuring oversight of the Public Protection Unit is by a Senior Probation Officer.		
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