



HM Prison &
Probation Service

Action Plan: HMP Morton Hall

Action Plan Submitted: 1st March 2024

A Response to the HMIP Inspection: 30 October – 9 November 2023

Report Published: 26th February 2024

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 Morton Hall

1. Rec No	2. Concerns	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
	Priority concerns			
1	There was no provision for psychological treatment, which was a major gap for a population that was disproportionately likely to have had traumatic experiences as a result of torture and modern slavery.	<p>HMP Morton Hall's mental Health Team, including a psychiatrist have reviewed the current population and identified prisoners who would benefit from psychological treatment.</p> <p>A meeting between Senior National Health Service (NHS) Managers has taken place to discuss the longer-term arrangements.</p> <p>A waiting list for assessment and treatment has been added to system 1 (Healthcare system) to monitor demand and ensure timely intervention and management.</p> <p>A qualified psychotherapist has visited HMP Morton Hall and assessed patients requiring support to find what tier of intervention each would receive help from. Further assessment sessions are booked from March and future sessions will be driven by demand.</p> <p>A qualified nurse trained in Eye Movement Desensitisation and Reprocessing (EMDR) and Cognitive behavioural Therapy has been identified and will visit HMP Morton Hall every Wednesday to hold psychotherapy clinics.</p> <p>A Nottinghamshire NHS Trust employed Psychologist is now supplying lower-level tier interventions training for all Mental Health nurses at HMP Morton Hall during the first quarter of the year, with the first session facilitated in January 2024. 2 staff have been trained.</p>	<p>Head of Healthcare</p> <p>Head of Healthcare</p> <p>Head of Healthcare</p> <p>Head of Healthcare</p>	<p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p>
2	Prisoners allocated to Windsor and Fry units received far less time out of cell than those on other units. This was not based on individual risk.	Johnson, Sharman and Torr units are communal units with no integral sanitation, prisoners cannot be locked into cells because they require 24-hour access to sanitation facilities. There will always be a disparity	Head of Residence	Complete



		<p>as cells on Fry and Windsor have integral sanitation. HMP Morton Hall did leave prisoners on Fry and Windsor unlocked onto their landings during patrol state, but due to minimal staff on duty during this period there was an increase in violence / bullying and became unsafe. All prisoners are risk assessed for suitability to reside on the communal units.</p> <p>High risk prisoners are held in the more secure accommodation on Fry and Windsor units. Prisoners who are risk assessed as suitable for location on the less secure communal units are moved when spaces allow, however, some prefer to remain in a cell with integral sanitation, which is permitted as long as there are sufficient spaces for prisoners risk assessed as not suitable for location on communal units.</p> <p>HMP Morton Hall will carry out a reprofiling exercise with the aim of extending the time prisoners spend in their workplace. Assurance processes will be put in place to ensure staff are proactive in ensuring prisoners attend their allocated activity.</p>	<p>Head of Residence</p> <p>Deputy Governor</p>	<p>May 2024</p> <p>November 2024</p>
3	The curriculum was not ambitious enough to meet prisoners' needs; they had too few opportunities to gain accredited work qualifications, and vocational qualifications were only offered at level 1.	<p>HMP Morton Hall have gained approval to deliver waste management accredited courses.</p> <p>Approval has been applied for to deliver employability related course within the other workshops, and notification of approval is expected to take about 3 months.</p> <p>Education, skills and work managers will ensure prisoners in all areas of activity can work towards a work-related qualification at level one and two.</p>	<p>Head of Education, Skills, and Work</p>	<p>Complete</p> <p>June 2024</p> <p>June 2024</p>
4	As a result of delays in Home Office decision-making, many prisoners were held beyond their earliest removal or release dates. The delays hindered release planning and caused prisoners avoidable frustration and distress.	<p>FNO RC (Foreign National Offender Returns Command) has recently embarked on a project which aims to recruit and induct an additional 400 operational staff. Onboarding began as a phased approach in December 2023 and is expected to be completed by late Spring 2024. As part of this increase in headcount, work is also being done to restructure teams more consistently across the command. The restructured setup aims to empower case-working teams to make</p>	<p>Director of FNO RC</p>	<p>September 2024</p>



		<p>early-stage decisions and streamline the removals process within the ERS (Early Removal Scheme). FNO RC also aims to bring together all available trained EO (Executive Officer) decision makers across the business and form a Custodial Primary Decision-Making Hub to concentrate solely on ERS Deport stage 2 & stage 3 decisions. Collaborating with DCOIT (Detained Casework Oversight and Improvement team), FNO RC is developing a concise version of the detention review template, as well as streamlined decision-making templates. Collectively this work will significantly improve FNO RC's ability to expedite decision-making ensuing information is shared and ultimately facilitate earlier removal.</p> <p>The Home Office Immigration Prisons Team (IPT) at Morton Hall see all new prisoners within 28 days of arriving at Morton Hall and will update them about their case. If the prisoner is approaching his Early Removal Scheme (ERS) date or Conditional release Date (CRD) the IPT will contact the casework team and will feedback any responses.</p> <p>The Home Office Immigration Prisons Team at Morton Hall have now delivered training and provided information packs to the Prisoner Information Desk workers which included information about Home Office decision making processes, outcome/notification letters, Information on ERS and the Facilitated Returns Scheme (FRS) and answer sheets to frequently asked questions. This has improved information for prisoners and helped to reduce some frustration and distress concerning Home Office processes.</p>	<p>Head of Offender Management Services (HOMS)</p> <p>HOMS</p>	<p>Complete</p> <p>Complete</p>
5	<p>Prisoners had too few opportunities to progress through their sentence. Only a very small number had so far moved to open conditions or been released on home detention curfew, and no one had been released on a temporary licence.</p>	<p>Categorisation processes have been reviewed and decisions are now in line with the Security Categorisation Policy Framework resulting in an increased number of men being granted Category D status and progression to open conditions.</p> <p>HMP Morton Hall will review its Release on Temporary Licence (ROTL) policy and procedures aligning them to national policy.</p> <p>Home Detention Curfew (HDC) eligibility is assessed in line with the HDC Policy Framework with all prisoners being either ineligible or presumed unsuitable (HDC Policy Framework 4.3.6 identifies a</p>	<p>HOMS</p> <p>HOMS</p> <p>HOMS</p>	<p>Complete</p> <p>June 2024</p> <p>Complete</p>



		prisoner as unsuitable if they are liable to deportation). Morton Hall will carry out robust risk assessments in conjunction with the Community Offender Managers and in line with the HDC Policy Framework for those men that fall within scope for HDC after they become “no longer of interest to the Home Office”.		
	Key concerns			
6	Most staff had not received training in safeguarding or in the specific concerns and needs of foreign national prisoners. We found one case, for example, where the prison had failed to identify a confirmed victim of modern slavery.	<p>All prisoners who have an active Modern day Slavery application will be discussed and tracked at the weekly Safer Intervention meeting.</p> <p>Local Diversity and Inclusion training includes consideration of language barriers and family contact.</p> <p>Online Safeguarding training for staff will be prioritised on training days and in addition staff will be detailed when resources allow.</p> <p>HMP Morton Hall will develop a local staff training package to upskill staff to identify and support the specific needs of Foreign National Offenders</p> <p>Training delivery will be tracked through the Local Learning and Development (L & D) meeting.</p>	<p>Head of Safer Prisons and Equalities</p> <p>Equalities Manager</p> <p>Head of Business Assurance</p> <p>Head of Safer Prisons & Equalities</p> <p>Head of Business Assurance</p>	<p>Complete</p> <p>Complete</p> <p>August 2024</p> <p>August 2024</p> <p>August 2024</p>
7	Prisoners could rarely eat together; the dining hall was rarely used and self-catering equipment on the units was inadequate. This meant that opportunities were missed for helping prisoners to develop life and social skills, and to build positive relationships with staff and other prisoners.	<p>With regard to the dining hall a large proportion of prisoners prefer to take their food back to their cells to eat and have been provided with a plate cover to do this decently. Staff and prisoners will be briefed about being able to use the dining hall, staff will encourage prisoners to use it and it will be made to feel welcoming at mealtimes to encourage prisoners to use it more frequently.</p> <p>The electrical capacity across the units is limited due to the infrastructure but HMP Morton Hall has carried out a review and have ordered upgraded self-catering equipment.</p>	<p>Head of Residence</p> <p>Head of Residence</p>	<p>March 2024</p> <p>Complete</p>



8	<p>Prices of basic items available through the prison shop had increased sharply, and orders often arrived with items missing or damaged.</p>	<p>His Majesty's Prison and Probation Service (HMPPS) policy strives to make the products as affordable as possible and offer prisoners more cost-effective choices wherever possible to allow them to save. Selling prices for goods on the National Product List (Canteen) are normally set at the Manufactures Recommended Retail Price (MRRP) and, if circumstances allow, prices may be set lower - but they will not be set higher than the MRRP. Prices may be updated at any time in response to changes outside of HMPPS control that impact the cost price or the MRRP of the products on sale. Statutory price increases for example due to duty or tax changes, will be made effective to prisoners at the same time as they impact the general public, or as close to this as is practically possible. DHL and members of the Retail Team have previously attended a prisoner forum in Morton Hall where canteen issues were discussed and will do so again, if appropriate. The pricing policy will be raised when prisoners raise concerns.</p> <p>HMPPS central retail team will meet with the DHL to reiterate the importance of ensuring that the numbers of discrepancies or damages are minimised across the estate, including in HMP Morton Hall by the end of February 2024.</p> <p>HMP Morton Hall have met with the HMPPS Central Team and continue to engage with them each time there are issues with missing, damaged or items not fit for consumption.</p> <p>To ease the cost-of-living increase, HMP Morton Hall reviewed the prisoner pay scales and increased wages. HMP Morton Hall also introduced a visits 'goody bag' where families and significant others could purchase a range of items from our visits hall for prisoners.</p> <p>HMP Morton Hall have reviewed their internal refund processes and prisoners will be refunded at the earliest opportunity.</p>	<p>Industries, Retail, Catering and Physical Education Services (IRPE)</p> <p>Central Contracts Team</p> <p>Head of Residence</p> <p>Head of Education, Skills, and Work (HOESW)</p> <p>Head of Business Assurance</p>	<p>Complete</p> <p>February 2024</p> <p>Complete</p> <p>Complete</p> <p>Complete</p>
9	<p>The prison did not have a comprehensive or cohesive strategy for promoting fair treatment and inclusion.</p>	<p>HMP Morton Hall will review and update the current Diversity and Equality Strategy to ensure that it promotes fair treatment and inclusion. The strategy will be comprehensive and cohesive which will be achieved by data analysis in all functions, taking positive steps</p>	<p>Head Of Safety & Equalities</p>	<p>July 2024</p>



		around any themes or trends, and disseminating, maintaining, and updating all action plans.		
10	In education and work activities, tutors and instructors did not plan their courses well enough to make sure that prisoners developed substantial new knowledge and skills.	<p>All course schemes of learning will be reviewed to ensure the ability to adapt teaching to focus on individualised learning ensuring individual need is included.</p> <p>Accurate starting points will be included from diagnostic assessments to identify learning gaps and used to set short- and long-term targets in all Personal Learning Plans.</p> <p>Progress tracking has been put in place which will evidence distance travelled from starting point to current position in all classes. Quality assurance activity will include checking Individual Learning Plans to ensure individual targets set are personal, relevant, and achievable and are cross referenced with progress tracking processes.</p>	<p>HOESW</p> <p>HOESW</p> <p>HOESW</p>	<p>April 2024</p> <p>April 2024</p> <p>Complete</p>
11	Prisoners did not receive consistently high-quality careers information, advice and guidance.	<p>Careers Information Advice and Guidance (CIAG) provision has been reviewed, improved processes have been agreed to include that all prisoners have a current electronic individual learning plan, having received guidance on potential employment pathways and career goal setting. Monthly reviews have been scheduled to track progress.</p> <p>The CIAG practitioner will agree specific short- and long-term goals and will share this information with all education, skills and work areas and wider prison staff through Nomis. CIAG practitioners will also regularly review plans and conduct release planning activity to improve employment opportunities.</p> <p>An improvement plan has now been agreed with the CIAG provider. The HOESW will review the improvement plan and quality assure electronic Individual Learning Plans (E-ILP) monthly and feedback</p>	<p>HOESW</p> <p>HOESW</p> <p>HOESW</p>	<p>May 2024</p> <p>April 2024.</p> <p>Complete</p>
12	Leaders did not use quality assurance to address the developmental gaps of tutors and instructors.	A continual professional development and training needs audit has been undertaken and will inform a 3-month training plan, this activity will be repeated quarterly throughout the year to ensure any development gaps/ training needs are identified and addressed.	HOESW	December 2024



13	Prison-employed offender managers had not received adequate training for the role.	A training needs analysis and review of all training completed for both Prison and Probation Offender Managers (POMS) will be completed to identify gaps and improvement/refresher needs to be carried out. Training will then be scheduled. One to one sessions with all POMS will be completed by newly appointed Head of OM Delivery.	Head of OM Delivery (HOMD)	August 2024
14	Prisoners with sentence plans that required offending behaviour programmes were unable to complete them at Morton Hall.	HMP Morton Hall is currently not funded to deliver Offending Behaviour Programmes (OBPS). To ensure prisoners residing in the establishment have the chance to undertake programmes, HMP Morton Hall will identify regional and national resources providing OBPS and develop a database. Where need is identified, referrals will be made and recorded on the database. POMS will monitor progress and access to OBP's. HMP Humber have been identified as a prison that delivers the Thinking Skills programme (TSP) and have agreed to accept referrals from HMP Morton Hall POMs and Key Workers have started to utilise non-accredited "pocket interventions" from the Choices and Changes package. The Choices and Changes package will be developed further with the introduction of the Star project, which is aimed at providing interventions to Young Adults	HOMS & HOMD HOMS/HOMD & Head of Safer Prisons Equalities	August 2024 August 2024
15	Pre-release interventions to support prisoner needs, such as parenting, money management, employment, and housing, were underdeveloped.	Education, skills, and work will deliver an employability course to prisoners in last 3 months of custody to include identifying personal strengths, career goals, job searches, Curriculum Vitae (CV) building and mock interviews. The first course was delivered week commencing the 29 th of January 2024. A prisoner needs analysis is currently being carried out by way of a survey from which an action plan will be put in place to address the support needed and identified gaps in provision for then current population. HMP Morton Hall Reducing Re-offending team will conduct an assessment within a prisoner's induction, identifying any resettlement pathway needs and refer to partnership agencies appropriately for further support. All prisoners will attend an individualised multi-	HOESW Head of Reducing reoffending Head of Reducing reoffending	Complete May 2024 June 2024



		disciplinary pre-release planning meeting where all release planning activity will be actioned, and a realistic resettlement plan produced.		
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