



HM Prison &
Probation Service

Action Plan: HMP Whatton

Action Plan Submitted: 14th May 2024

A Response to the HMIP Inspection: 15th – 25th January 2024

Report Published: 29th April 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: HMIP REPORT

ESTABLISHMENT: HMP Whatton

1. Rec No	2. Concerns	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
	Priority concerns			
1	Leaders had introduced a punitive approach to behaviour management which created a risk to the prison's key strengths and positive culture. Prisoners frequently remained on the basic level of the incentives framework for too long, during which time they were unable to apply for most jobs, and there was an overuse of cellular confinement.	<p>HMP Whatton will review and amend the local incentives policy framework, to address the punitive approach, instil behaviour changing targets, and to promote positive behaviour.</p> <p>HMP Whatton has reviewed and implemented a revised activities policy. Prisoners now have the opportunity to maintain their activity placement when reduced to basic unless there are exceptional circumstances. The changes to the policy were communicated via a Full Staff Briefing and Notices to Staff in March 2024.</p> <p>HMP Whatton have conducted a review of the Adjudication Tariffs and have raised the threshold of Cellular Confinement for most charges. All adjudication awards will be discussed and analysed at the quarterly Adjudication Standardisation meeting to ensure all awards given are consistent and appropriate.</p>	<p>Head of Residence</p> <p>Head of Reducing Re-offending</p> <p>Deputy Governor</p>	<p>May 2024</p> <p>Complete</p> <p>Complete</p>
2	Living conditions on B wing were poor. Cells were very cramped, and the toilet was situated next to the bed without any partition. Black mould grew on poorly ventilated cell walls and prisoners had been forced to line walls with cardboard to keep warm.	<p>Major maintenance bids have been submitted (April 2024) for vanity screens and room ventilation on B wing. MOJ property hold the budget for major maintenance. No decision has been made at this time but as usual there are competing priorities when it comes to funding so no guarantee the bids will get funded.</p> <p>Cells on B2 will be assessed for additional wall insulation but considering the limited size of the cells. The size of the cells on B wing cannot be expanded but the layout and furniture allocation will be reviewed.</p> <p>HMP Whatton has made MOJ Property bids a standing agenda item at monthly Tripartite meetings to ensure that progress is tracked and evidenced.</p>	<p>MoJ Property</p> <p>MOJ Property</p> <p>Governor</p>	<p>Complete</p> <p>May 2024</p> <p>Complete</p>



		<p>HMP Whatton has undertaken a deep clean of all cells on B wing to address mould where it was identified.</p> <p>During accommodation fabric checks staff will examine the cell structure and identify any issues of mould. These will be treated with fungicide and mould resistance paint will be used to address and decorate the area.</p>	<p>Head of Residence</p> <p>Head of Residence</p>	<p>Complete</p> <p>July 2024</p>
3	<p>Inadequate arrangements to issue medication led to bullying and illicit trading which posed tangible risks to the safety of the prison.</p>	<p>A Traka system will be installed in reception to dispense weekly and monthly in possession medicine for prisoners on the Alpha wing. Collection will be supervised throughout the process.</p> <p>Nursing staff complete mouth checks at the medication dispensing hatch to ensure prisoners are ingesting the medication and not holding it in their mouth in order to divert it. In possession checks of medication have increased by Nursing staff to include</p> <ul style="list-style-type: none"> • All received medicines-related intelligence from security will result in a meds check (if applicable) and feedback given to security. • Healthcare compliance check minimum 4 patients per week or 16 per month; focusing on tradable medications and will feedback at the meds management meetings and local drug strategy meetings. • Healthcare will develop a robust checklist to enable anyone in the team to perform compliance checks; ensuring feedback is given to prescribers, IR, Nomis and placed on report if required. <p>HMP Whatton will undertake a review of the staffing supervision for the issuing of medication</p>	<p>Head of Healthcare</p> <p>Head of Healthcare</p> <p>Head of Residence</p>	<p>October 2024</p> <p>Complete</p> <p>June 2024</p> <p>July 2024</p>
4	<p>Leaders had been too slow to implement a prison-wide reading strategy. A plan had been developed but its rollout and had been delayed. Reading was not sufficiently promoted across the prison and too many emergent readers were not receiving support to develop these skills.</p>	<p>A reading strategy plan has been rolled out including a briefing for all staff.</p> <p>A Shannon Trust Coordinator has been appointed by the education provider and is expected to be in post by June 2024. Their main priority will be to drive the reading strategy.</p> <p>Additional reading pens will be purchased and will be available prison wide. These pens scan the word and then read them supporting emergent readers to develop independent reading skills.</p>	<p>Head of Education, Skills & Work</p> <p>Head of Education, Skills & Work</p> <p>Head of Education, Skills & Work</p>	<p>Complete</p> <p>June 2024</p> <p>September 2024</p>



		The Shannon Trust Coordinator will ensure all prisoners will have a reading assessment with support plans being developed where appropriate. Support mechanisms including Shannon trust, emergent readers group, prison wide reading specialist and independent support co-ordinators will support their development.	Head of Education, Skills & Work	September 2024
5	Leaders had not made sure that all prisoners benefitted from high quality careers information, advice and guidance. The careers information, advice and guidance (CIAG) contract changed in April 2023 and had since provided good quality CIAG at induction for prisoners. However, a substantial number had not received a CIAG interview or a follow-up review to identify their career goals and review progress.	<p>Careers information, advice and guidance (CIAG) provision has been reviewed, with additional resource recruited to help clear the backlog of interviews prior to April 2023.</p> <p>CIAG will review plans and conduct release planning activity to improve employment opportunities and identify career goals and review progress.</p> <p>The CIAG practitioner will agree specific short and long-term goals with prisoners and share this information with education, skills and work areas and wider prison staff through the prisoner record system (NOMIS).</p>	<p>Head of Education, Skills & Work</p> <p>Head of Education, Skills & Work</p> <p>Head of Education, Skills & Work</p>	<p>September 2024</p> <p>September 2024</p> <p>September 2024</p>
6	Prisoners waited too long to access an accredited offending behaviour intervention. Many had transferred from establishments around the country to complete courses, moving away from their families, only to wait long periods, sometimes even years, to be placed on a programme.	<p>HMP Whatton have fully recruited to our funded staffing position within this department and training for staff booked on to the relevant courses provided by Learning & Development. We will monitor and replenish a sufficient level of trained facilitators to ensure classes and waiting lists are not impacted where possible.</p> <p>HMP Whatton will ensure that all prisoners will have a Programme Needs Identifier (PNI) completed to determine if they are suitable for the next Generation of Programmes (new Offending Behaviour programmes) that Whatton are delivering from August 2024. Prisoners with a release date of under 18 months will be prioritised for offending behaviour programmes. However, once the PNIs are complete individual needs and risk will be considered as part of the selection process.</p> <p>All Lifer/IPP Prisoners who are over tariff are prioritised and there is no limit to the amount who can complete a programme, with any Lifer/IPP prisoners currently awaiting a Programme written to explaining their position and why. This will be followed up with an annual positional update letter with any supporting rationale for decisions made. Prisoners who are not subject to an</p>	<p>Head of Reducing Re-offending</p> <p>Head of Reducing Re-offending</p> <p>Head of Reducing Re-offending</p>	<p>Complete</p> <p>December 2024</p> <p>Complete</p>



		upcoming programme are not and will not be held from transfer should they wish to maintain family ties.		
	Key concerns			
7	The applications and complaints systems were ineffective; response times were too slow and did not always address the issues raised.	<p>An electronic applications process will be introduced, in May 2024. The process will be monitored and a formal review in July 2024 will be undertaken to ensure it is fit for purpose. As part of this we will Quality Assure 5% of all General Application replies</p> <p>An updated application and complaints recording system has now been put in place and is overseen by the Complaints Clerk.</p> <p>Quality assurance checks are completed monthly by senior managers; however, this will be expanded to include all managers and feedback given where the response did not address the issues raised or was not procedurally just.</p> <p>A survey about complaints will be sent out to prisoners in Aug 24 and again in Jan 25 to seek constructive feedback and to allow for continual improvement.</p>	<p>Head of Residence</p> <p>Head of Business Assurance</p> <p>Head of Business Assurance</p> <p>Head of Business Assurance</p>	<p>July 2024</p> <p>Complete</p> <p>Complete</p> <p>January 2025</p>
8	The manual emergency call system on A8 wing was inadequate. Vulnerable prisoners who had fallen or needed assistance at night may not receive the required response, which placed these prisoners at considerable risk.	<p>HMP Whatton have issued Individual panic alarms to all prisoners on A8 identified as vulnerable or who have mobility issues. A Notice to Staff has been issued and comments made in the residential observation books ensure staff are aware of the issue of these alarms.</p> <p>A business case has been submitted by NHS commissioners for them to fund a bespoke pendant system similar to the one previously in use.</p>	<p>Head of Residence</p> <p>Head of Healthcare</p>	<p>Complete</p> <p>May 2024</p>
9	Leaders had not made sure that places in education courses were used to capacity. Class sizes were small, representing poor value for money.	<p>A thorough needs analysis for HMP Whatton has been completed, a curriculum plan has been devised based on the recommendations of that needs analysis and the Annual Delivery Plan (ADP) has been written to reflect the need of the current population, extensive work has taken place around ensuring capacity is planned correctly with a small contingency to accommodate the unknown population who may join us throughout the contract year.</p>	<p>Head of Education, Skills & Work</p>	<p>Complete</p>



		The Head of Education, Skills, and Work (HoESW) will continue to monitor attendance against capacity daily and report at the governors briefing. The HoESW will work with other functions in the prison to ensure attendance at education is seen as a priority and will make quarterly changes to the contract as needed throughout the year to ensure the planned capacity continues to meet the needs of the population of the establishment and our prisoners are able to take part in full and thriving learning environments.	Head of Education, Skills & Work	August 2024
10	Too few prisoners in prison industries, who had an identified learning difficulty or disability, had their support needs met or had support plans in place.	<p>Prisoners with an identified need, learning difficulty or disability will have their needs assessed and a support plan put in place.</p> <p>Environmental audits are completed by the neurodiversity manager, Industry managers and instructional officers which include action plans and reviews to support development.</p> <p>Inclusion support co-ordinator will provide peripatetic support, identify need, and develop and monitor progress.</p>	<p>Head of Education, Skills & Work</p> <p>Head of Education, Skills & Work</p> <p>Head of Education, Skills & Work</p>	<p>Complete</p> <p>September 2024</p> <p>September 2024</p>
11	The level of contact between prisoners and their offender managers was insufficient. Many prisoners waited several months before an introduction was made and others experienced long periods without any contact.	HMP Whatton are currently not fully staffed in the Offender Management Unit and are awaiting recruitment of Probation Officers. All prisoners, however, will be seen within 14 days of their arrival at HMP Whatton, by their Prison Offender Manager or Probation Officer. Prisoners will then be seen as a minimum every six months, with detailed recording of the meeting completed within their prison record.	Head of OMU	September 2024

