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Dear Charlie,

HMIP report on an Independent Review of Progress at HMP/YOI Brinsford 8-10th April 2024

Thank you for your Independent Review of Progress report at HMP/YOI Brinsford, whereby you followed up on nine priority concerns and four Ofsted themes.

I am encouraged to note that you have seen reasonable/good progress made across some of the concerns and Ofsted themes, and note the following:

- The actions taken to foster an open and reflective culture through understanding staff views and leadership changes. This included the development of a culture survey and rehabilitative culture action plan, along with development days boosting openness and teamwork. It was good to hear that middle managers reported a more supportive environment aligned with the Governors vision. A process of mediation has been implemented which has encouraged a less risk averse approach than at the time of the last inspection, which is a testament to the work undertaken.
- I am pleased that you have acknowledged the improvements in early days and reception areas which provide a positive first impression. The adding of new, clear informational posters and a welcome video offer help and advice to all incoming young adults showing them what is available. The induction area now offers ageappropriate reading materials and comfortable seating, with peer support readily available.
- Your acknowledgement of the good collaborative working relationship with healthcare, with very few missed appointments. I was also pleased you

acknowledged the notable positive practice where innovatively, no patients received night sedation; those needing critical night-time medications like insulin kept them on hand. This was part of a broader strategy to reduce sedative use, replacing them with alternative sleep hygiene techniques and therapies.

In respect of the concerns and Ofsted themes where you found insufficient progress, I can confirm that all the IRP findings have been carefully considered and steps will be taken to address them as appropriate. This will include the following:

- An increased oversight of prisoner activity changes or transfers will be introduced, ensuring that there is a more effective sequencing in place and young adults remain on their selected pathways to ensure suitable goals are identified and worked towards, including a focus on increasing activity attendance which will be monitored through the weekly allocations board for assurance.
- Greater focus will be placed on the importance of reading as a life skill, in line with the Reading Strategy. English and mathematics will be embedded into all activities to help develop employability skills and appropriate work targets/ goals will be set by instructors to enable prisoners to complete their roles more effectively.
- We will recruit further violence reduction representatives and structure their work to
 utilise them to contribute to violence reduction work being undertaken. Challenge,
 support and intervention plan (CSIP) investigations will be completed in a timely
 manner and care plans will be made more personalised to individuals rather than
 the setting of generic targets. A Custodial Manager in Safety is responsible for the
 assurance of the CSIP plans and will provide feedback at the weekly Safety
 Intervention Meeting.
- We will improve access to cleaning equipment and cleaning materials to ensure that they are readily available to wing domestics to improve cleanliness. Wing managers will assure that there is enough stock of cleaning materials on the unit and complete the monthly stock order appropriately. The in- post clean and decent lead will set a plan for further work including continued painting and jet-washing to improve communal areas. Areas in need of further repair such as showers will be considered via the AWR process in line with budgets.
- A restructure of the Interdepartmental Risk Management Meeting agenda will be completed in an aim to ensure that all cases are considered. The bail officer and the pre-release will be included in the invitation for these meetings to improve the attendance issue.

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

I remain committed to ensuring continued progress against HMP/YOI Brinsford's agreed Action Plan and I can assure you that through my operational assurance functions and the support of the Performance, Assurance, Risk Group 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.

Yours sincerely

Sarah Chand Area Executive Director, HMPPS Midlands

cc:

Phil Copple, Director General of Operations, HMPPS Teresa Clarke, Prison Group Director, West Midlands