



HM Prison &
Probation Service

Action Plan: HMP Durham

Action Plan Submitted: 28th August 2024

A Response to the HMIP Inspection: 30th April – 16th May 2024

Report Published: 19th August 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 Durham

1. Rec No	2. Concerns	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
	<u>Priority concerns</u>			
1	Many prisoners arriving late in the evening did not receive a health care or safety interview, putting those who might self-harm or with drug or alcohol dependency at risk	<p>HMP Durham have reviewed reception staffing times to increase operational finishing times to 22:00 to facilitate late receptions and allow for the safety screen to take place on the first night for all new receptions.</p> <p>Clinical staff are available to screen new receptions 24 hours a day to ensure those with drug and alcohol dependencies, as well as immediate clinical needs, are assessed.</p> <p>Ongoing work is taking place to review the whole early days in custody process to ensure all prisoners are safely received into HMP Durham. Ensuring they receive a thorough reception, first night and induction process.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Complete</p> <p>Complete</p> <p>October 2024</p>
2	Stability within the prison was undermined by easy access to drugs and other illicit items. Prisoners were getting into debt as a result and the rate of violence between prisoners had increased significantly.	<p>HMP Durham have reviewed their secreted items policy and local searching strategy to ensure a more robust approach to reducing the conveyance and movement of illicit items.</p> <p>A violence summit has been facilitated to understand the underlying drivers for violence and an action plan has been developed in response to this, together with the national framework expected by the end of the summer, will inform a new local safety strategy.</p>	<p>Governor</p> <p>Governor</p>	<p>Complete</p> <p>October 2024</p>



		<p>New debt and pay policies are being developed to support and educate prisoners to manage finances more effectively and incentivise attendance at activities.</p> <p>The current terms of reference outlined in the Substance misuse and Security Meetings have been reviewed to ensure a whole prison approach and collaborative work with external and internal partners to reduce substance demand and supply.</p>	<p>Governor</p> <p>Governor</p>	<p>September 2024</p> <p>Complete</p>
3	<p>The prison was overcrowded and cells were very cramped. Almost all cells, originally designed for one person, held two men.</p>	<p>HMPPS's cell certification framework requires that cells are only shared where a Prison Group Director has assessed them to be of adequate size and condition. There are other standards set out in the framework, including adequate lighting, heating, ventilation, fittings, and access to water and sanitation. These standards ensure that prisoners are accommodated safely even when held in crowded conditions.</p> <p>HMPPS is also investing in prisons to make them safer for both prisoners and staff by taking a preventative approach to safety, making key changes to the physical environment and testing new technology. HMPPS will continue to invest in critical prison maintenance and renewal to ensure that as much capacity as possible is kept in use and fit for purpose. These measures will have a positive impact on lowering the proportion of crowding in the prison estate by providing accommodation that is safe, decent and uncrowded. However, the extent to which the proportion of prisoners held in crowded accommodation can be reduced will always depend on levels of demand in the system.</p>	<p>HMPPS</p>	<p>Ongoing</p>



4	<p>Time out of cell was poor for many prisoners. Too many were locked in their cells during the working day with little time to complete essential tasks such as showering, outdoor exercise and making applications.</p>	<p>A revised weekday and weekend core day has been introduced, which has increased daily time out of cell for every prisoner allowing them to undertake essential wing tasks.</p> <p>A full reprofile exercise has been commissioned to support delivery of our regime plan which expands time out of cell for foundation, tier 1 (work, education, industries etc), and tier 2 (structured on wing and enrichment) activities.</p>	<p>Governor</p> <p>Governor</p>	<p>Complete</p> <p>December 2024</p>
5	<p>There were not enough activities to allow prisoners to develop the skills, knowledge and behaviour to increase their opportunities for employment on release.</p>	<p>A project has been commissioned to maximise capacity within existing education skills and work provision, including a review of full and part time activity spaces.</p> <p>An activity accommodation review has been commissioned to identify opportunities and reconfigure areas around the establishment to increase activity spaces across the prison.</p> <p>Training will be provided to upskill workshop instructors in the use of progress in work booklets, to support prisoners to develop appropriate employment skills, knowledge and behaviours.</p> <p>New Employment Advisory Board Chair has commissioned three steering groups, involving local employers, to improve opportunities for employment on release. We will review our workshops to ensure the activities mirror employment opportunities in the local community, to ensure appropriate skills are developed.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>September 2024</p> <p>October 2024</p> <p>September 2024</p> <p>December 2024</p>
6	<p>Too many prisoners were released homeless.</p>	<p>Our Community Accommodation Service Tier 3 (CAS3) provides up to 12 weeks accommodation on release with support to move to settled accommodation for prisoners at risk of homelessness. The service is now operating in all probation regions.</p>	<p>Probation Director, Community Accommodation Service.</p>	<p>Ongoing</p>



		<p>The Community Rehabilitation Service (CRS) accommodation service in HMP Durham has been providing accommodation support services to sentenced service users since June 2021. The CRS providers have specialist knowledge to support the service user in obtaining or maintaining existing accommodation/tenancies and work alongside Prison teams to prevent homelessness on release. The CRS Provider also supports with Duty to Refer referrals and liaises with homelessness prevention teams to support CAS3 eligible cases.</p> <p>In addition to standard services provided to men sentenced in custody, the accommodation services were extended in October 2022 to all men held in custody on remand. This includes those un-convicted, convicted but unsentenced and those who are un-convicted, held on remand and then acquitted. This additional service will focus on providing urgent and timely accommodation support for those entering custody (maintaining tenancies) and urgent releases to address any immediate needs (preventing homelessness) presented by remanded service users in prison.</p> <p>We are working closely with the Ministry of Housing, Communities and Local Government, to build a pathway from prison, ensuring prison leavers can move-on into settled accommodation.</p> <p>We have also increased the number of Strategic Housing Specialists across England and Wales to 49 FTE and have embedded Homelessness Prevention Teams within Probation regions to strengthen strategic relationships between prisons, probation and local authorities and build accommodation pathways.</p>	<p>Deputy Director, Accommodation & Priority Projects.</p> <p>Deputy Director, Reducing Re-offending.</p>	
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	<u>Key Concerns</u>			
7	The use of PAVA was high. Over the last year it was higher than in all comparable prisons and video footage indicated that its use was not always defensible.	<p>All incidents involving the drawing and/or use of PAVA (an incapacitant spray) are now reviewed at the weekly Use of Force scrutiny meeting. Where a learning need is identified, staff are issued with the appropriate advice and guidance.</p> <p>Local and national data and trends in the use of PAVA will be monitored via the monthly Use of Force meeting to address disproportionality and ensure appropriate usage.</p>	Governor	Complete
			Governor	September 2024
8	Some prisoners resorted to self-harm due to some very basic frustrations. This included staff not responding to their simple requests, isolation due to being in fear of others and boredom caused by insufficient time unlocked alongside a lack of purposeful activity	<p>The introduction of a new profile and core day will enable staff to address prisoners' queries more effectively before they escalate and ensure prisoners have more time and opportunity to address their own issues, supported by a revised key worker model and increased peer support.</p> <p>The prisoner information worker role will be developed to ensure they have appropriate access to all relevant information on activities, services and support available to signpost prisoners to opportunities available.</p> <p>A project has been commissioned to maximise capacity within existing education skills and work provision, including a review of full and part time activity spaces.</p>	Governor	December 2024
			Governor	October 2024
			Governor	September 2024
9	Transfers to hospital under the Mental Health Act took too long. Only three out of 20 transfers in the last year had been completed within the national guidelines on timeliness	HMPPS recognise that vulnerable people in prison who meet the threshold for detention under the Mental Health Act and require a transfer to hospital continue to experience delays in accessing the specialist care and treatment they need. We are committed to improving mental health outcomes for people in contact with the criminal justice system, to ensure that offenders and defendants with acute mental health needs receive timely support, in the most appropriate setting.	HMPPS	Ongoing



		<p>The government has pledged to introduce the Draft Mental Health Bill in the upcoming parliamentary session. The Bill includes several flagship reforms to improve access to mental health care for patients in the criminal justice system.</p> <p>This includes the introduction of a statutory 28-day time limit for transfers from prison to hospital. This time limit, together with operational improvements, aims to reduce unnecessary delays and deliver swifter access to treatment.</p> <p>Although every effort is made to expedite transfers and assess patients promptly, transfers are dependent on several factors such as the completion of appropriate assessments, administrative processes within the wider NHS and the availability of beds in the secure mental health estate.</p> <p>Access to these beds are out of the control of the Health & Justice Commissioning team, but we do work closely with our colleagues in the Provider Collaborative, and with colleagues in the prisons in order to ensure we get patients into beds as quickly as we can.</p> <p>NHS E Commissioners, Spectrum (prison Healthcare provider), Tees Esk and Wear Valley's NHS Foundation Trust (TEWV) and HMP Durham will continue to work collaboratively to expedite the transfer of patients requiring mental health inpatient care. Spectrum and TEWV colleagues will ensure paperwork is sent to the Home Office promptly on receipt of a movement order and at the earliest opportunity once a bed becomes available HMP Durham will arrange transport.</p>		
10	<p>Leaders had not provided enough enrichment activities for prisoners to explore and develop wider interests</p>	<p>HMP Durham's regime plan has been developed to ensure foundation, tier 1 and tier 2 activities are appropriately enriched to provide wider and different opportunities for all.</p>	Governor	March 2025



	outside education, skills and work activities and to be fully occupied.	This will be reviewed quarterly to ensure it is providing the right opportunities for prisoners to be fully occupied.		
11	The prison's local pay policy favoured those who worked full-time and disadvantaged prisoners choosing to attend education, vocational training or industries	HMP Durham has commissioned a review of the local prisoners pay policy aiming to ensure it is fair and equitable for all prisoners in any activity across the establishment.	Governor	September 2024

