



HM Prison &
Probation Service

Action Plan: HMP Hull

Action Plan Submitted: 25th November 2024

A Response to the HMIP Inspection: 17th June – 4th July 2024

Report Published: 30th September 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 Hull

1. Rec No	2. Concerns	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
	<u>Priority concerns</u>			
1	<p>The use of illicit drugs was increasing. This had been identified as the highest threat to safety and security, but remedial action was not sufficiently comprehensive or coordinated</p>	<p>HMP Hull will undertake a plan to add grills to all windows on the Victorian section of the establishment subject to funding.</p> <p>The security department will work in partnership with Humberside police to share intelligence to assist in identification of Organised Criminal Gangs (OCG's) who are organising drone deliveries. Any mobile phones recovered from drone packages will be interrogated in an aid to gather information to support this.</p> <p>Local data immediately identified through finds and Intelligence Report (IR) submission in addition to Local Tactical Assessment (LTA) meetings will be utilised to influence and monitor the impact on delivery of our local drug strategy and action plan. Actions are monitored and tracked for progress each month.</p> <p>The Substance Misuse Service (SMS) provider will continue to roll out monthly recovery days to promote recovery for those prisoners' using drugs and alcohol and to educate our staffing group.</p> <p>Adjudication awards will promote recovery and encourage prisoners to engage with our SMS provider to seek interventions.</p> <p>A scoping exercise will take place to increase efficiency and effectiveness of Mandatory Drug Testing (MDT) delivery including a bid for a larger MDT suite and consideration of staffing in this area as a part of the reprofile work in October 2024.</p>	Head of Security	<p>January 2025</p> <p>December 2024</p> <p>November 2024</p> <p>November 2024</p> <p>November 2024</p>



		<p>HMP Hull will reintroduce a frequency drug testing programme for repeat drug users in a bid to help and support those prisoners who are known frequent users of illicit substances.</p> <p>All Dedicated Search Team (DST) staff will be trained in the use of the X-ray body scanner to increase our capability to challenge and scan prisoners who are suspected of being in possession of illicit items/drugs.</p> <p>An amnesty box will be introduced in reception to enable new receptions to dispose of any contraband prior to entering the prison. We will also introduce regular drug amnesty days and the photocopying of mail will continue to be risk assessed on a quarterly basis whilst promoting other means of communication such as email a prisoner.</p>		<p>November 2024</p> <p>November 2024</p> <p>October 2024</p>
2	<p>Time out of cell remained very poor for many prisoners. Little progress had been made since 2021 to improve time unlocked despite more officers now being available for operational duties.</p>	<p>HMP Hull will implement a new core day based upon national Time Out of Cell (TOoC) expectations which will ensure prisoners are given sufficient time to access activities. We will monitor our effectiveness to deliver the Core Day through Quality Assurance (QA) checks and challenge via the regular conversations process conducted by managers.</p> <p>Working with our partners we will deliver a sustainable timetable of social activities which will be responsive to prisoner need and peer led wherever possible. We will provide an effective assurance and accountability framework to drive this.</p>	Heads of Residence	May 2025
3	<p>There was insufficient capacity in education, skills and work to meet the needs of about a third of the population. Sentenced prisoners were not prioritised and the main population did not have access to a wide enough range of provision compared to those convicted of sexual offences.</p>	<p>HMP Hull will increase activity spaces across the establishment by ensuring all areas are filled to capacity as outlined in Safe Systems of Work and target unemployed, sentenced prisoners prioritising them to enable an increase in employment in this population.</p> <p>Current activity spaces will be reviewed quarterly in line with the regime delivery plan, expected to be in place by the end of May 2025 to ensure maximum opportunities within the existing resource envelope.</p>	Head of Education, Skills and Work (ESW)	<p>January 2025</p> <p>May 2025</p>



		Equitable access to education, skills and work (ESW) will be made available to all prisoners by ensuring all mains prisoners have access to all ESW areas.		January 2025
4	Too much teaching in education, particularly in functional English and mathematics, was weak	NOVUS (the education provider) to write a robust Post Inspection Action Plan (PIAP) which will improve the quality of education in Maths and English. Progress against the PIAP will be monitored monthly at the Quality Improvement Group Meeting and a monthly Novus meeting attended by the provider regional leads, Head of Education Skills and Work and the Governor.	Head of Education, Skills and Work (HoESW)	November 2024
5	Too many prisoners were released homeless or with only a very temporary place to stay.	<p>People on probation and sentenced people in custody can be referred to Commissioned Rehabilitative Service (CRS) providers who have specialist knowledge to support the individual in their accommodation needs and work alongside Prison teams and Probation to prevent homelessness on release. Where appropriate, the CRS Provider will support duty to refer activities and where necessary will refer eligible prisoners to Community Accommodation Tier 3 (CAS3) accommodation, if they are unable to meet the accommodation needs by the time of release. In addition to standard services provided to men sentenced in custody, the accommodation services are in the process of being extended 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. CAS3 provides up to 12 weeks accommodation on release with support to move to settled accommodation for prisoners at risk of homelessness and subject to Probation supervision. The service is now operating in all probation regions. CRS accommodation referrals in addition, will provide move on support once in the community.</p> <p>Regional CRS Contract Management Teams are working closely with the Ministry of Housing, Communities and Local Government,</p>	<p>Strategic Housing Lead</p> <p>Probation Director, Community Accommodation Service.</p> <p>Deputy Director, Accommodation & Priority Projects.</p>	September 2025



		<p>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. There is a Strategic Housing Specialist in post for HMP Hull, who has been able to establish 11 pre-release panels across Yorkshire and the Humber and works closely with the Pre-Release Team.</p>	Senior Responsible Owner, Recommissioning.	
6	<p>Leaders did not use data effectively to drive improvements. They did not have a clear understanding of the causes of violence or self-harm so were less able to target their efforts on reducing these.</p>	<p>HMP Hull will review all data to identify the main drivers of violence and self-harm and present this evidence at the weekly Safety Intervention Meeting (SIM) to ensure appropriate actions can be taken to support and challenge prisoners appropriately.</p> <p>Strategies will be reviewed regularly within monthly functional meetings. They will also be reviewed quarterly by the Senior Leadership Team (SLT) at the performance meeting, this review will ensure that data is being used effectively to drive each strategy forward and measure success.</p> <p>Data and evidence from the previous week around the drivers of violence and self-harm will be utilised at the weekly Regime Management Plan (RMP) meeting to ensure resource is used effectively to reduce the number of incidents.</p>	<p>Head of Safety</p> <p>Head Of Business Assurance (HOBA)</p> <p>Head of Safety</p>	<p>January 2025</p> <p>January 2025</p> <p>Complete</p>
	<u>Key Concerns</u>			
7	<p>The prison remained very overcrowded. Nearly two-thirds of the population lived in cells originally built for one.</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>	HMPPS	Ongoing



		HMPPS is building thousands of new prison places, including four brand new prisons, to address the demand for prison places and make prison more effective at cutting crime. We are 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.		
8	Provision for some minority groups was not good enough. Professional telephone interpreting services were not always used when needed and some prisoners with physical disabilities had difficulty accessing parts of the prison.	<p>Professional telephone interpreting service will have a separate bi-monthly agenda on the Diversity, Inclusion Action Team (DIAT) meeting, and a bi-monthly review will be undertaken with feedback sent to relevant functional heads. Actions will be tracked through the DIAT meeting action plan.</p> <p>The Head of Safety will commission a forum with prisoners who have physical disabilities to identify the areas of the prison they have difficulty accessing so consideration can be taken to address this.</p> <p>The Head of Safety will review HMP Hulls Personal Evacuation and Emergency Plans (PEEP) processes to ensure a standardised operating system is introduced, including QA checks across the function.</p> <p>A ramp has been sourced to accommodate better access to the showers on I/J wing.</p>	<p>Head Of Safety</p> <p>Head Of Safety</p> <p>Head of Safety</p> <p>Head of Drug Strategy</p>	<p>November 2024</p> <p>November 2024</p> <p>November 2024</p> <p>Complete</p>
9	Attendance was too low in education, skills and work, particularly in education.	An Activities Custodial Manager has been appointed to ensure everybody is prioritising getting people into activities and following processes to support this.	Head of Education, Skills and Work	Complete



		<p>HMP Hull will reduce avoidable acceptable absences by reducing the regime clashes we can control.</p> <p>Prisoners will only be allocated to an activity if they have completed a Maths & English Assessment and a Personal Learning Plan.</p> <p>The education induction programme will be sequenced to ensure Maths & English Assessments and Personal Learning Plans have been completed prior to other induction activities.</p> <p>A notification letter for those going into education will be introduced to ensure all prisoners allocated to education are aware of this and their start date to reduce the number of absences.</p> <p>The Incentives and Earned Privileges (IEP) policy will be reviewed to include greater incentives to encourage positive attendance, which will include the introduction of a Good Attendance Award. HMP Hull will also ensure that the process to re-engage prisoners who refuse to attend purposeful activity in a timely manner is followed to encourage improvement in attendance by those identified.</p> <p>HMP Hull will pilot 'This is Me (TiME)' which is an information gathering tool used in the first Keywork session, to understand an individual's skills, strengths and needs. This information will then be used to build a Personalised Regime Plan (PRP) that assists each person to engage in activity that supports their wellbeing and progression. This will run in conjunction with Early Days in Custody (EdiC) Keywork which is already paying dividends by reducing self-harm and violence.</p>		<p>January 2025</p> <p>January 2025</p> <p>October 2024</p> <p>Complete</p> <p>November 2024</p> <p>January 2025</p>
10	Leaders had not ensured that the reading strategy had been implemented effectively.	<p>The Reading action plan will be reviewed and rewritten based on the revised local strategy. Bi-Monthly milestones are monitored through the bi-monthly Reading Strategy meeting chaired by the Governor or Deputy Governor.</p>	Head of Education, Skills and Work	Complete



		Reading strategy meetings will take place where Senior Leadership Team (SLT) will report on progress against milestones.		December 2024
11	Far too few prisoners had sustainable accommodation on release. The contract with Shelter had not kept pace with the substantial change in the prison population and national leaders had been slow to address this	<p>The current accommodation advice and support contracts has been expanded to include services to people on remand and the unsentenced to augment the capacity of the service in custody in general.</p> <p>HMPPS is also preparing to recommission its rehabilitative services and we intend that future combined-pathway contracts will include support for all people in prison and will have greater flexibility to respond to local changes e.g. in population or needs.</p> <p>In addition, we are working closely with prisons, probation regions and our partners to prepare and plan for the standard determinate sentences (SDS) 40 changes and support those who are being released.</p>	Head of commissioned rehabilitative services (CRS) strategy	<p>Complete</p> <p>December 2026</p> <p>Ongoing</p>

