



HM Prison &
Probation Service

Action Plan: HMP Rye Hill

Action Plan Submitted: 18th December 2024

A Response to the HMIP Inspection: 20–21 August & 2–13 September 2024

Report Published: 25th November 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 RYE HILL

1. Rec No	2. Concerns	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
	Priority concerns			
1	There was a risk that complacency and insufficient safeguards undermined otherwise excellent peer support schemes.	<p>The Peer Led Initiative (PLI) Manager at Rye Hill will monitor delivery and ensure governance reports are completed, with the Deputy Director meeting weekly with the PLI Manager and PLI lead to oversee governance arrangements.</p> <p>Monthly meetings will be held between the PLI team and the Director along with the Senior Management Team (SMT) to ensure appropriate monitoring and safeguarding, facilitating the sharing of key information and concerns.</p>	<p>Director</p> <p>Director</p>	<p>March 2025</p> <p>March 2025</p>
2	Managers had not resolved long-standing problems affecting good patient outcomes. This included too few hospital appointments being facilitated by the prison and the lack of a bookable consultation space for the mental health team to undertake assessments and treatment.	<p>The prison and healthcare provider are contracted to fulfil 20 hospital escorts per week which are consistently completed. While this arrangement does not meet the need of the population, further efforts to address this with NHS England will be made to increase the number of escorts. The health care provider and the NHSE commissioning manager are working on a plan to develop in-house services to help reduce escorts.</p> <p>The new expansion offers a new building for healthcare with additional clinic and interview rooms which will enable space</p>	<p>Healthcare Provider & NHS England</p> <p>Director</p>	<p>March 2025</p> <p>March 2025</p>



		for the mental health team to undertake assessments and treatment.		
3	The range of education and work available was appropriate for a category B prison, but there were not yet sufficient vocational training places available for the growing number of category C prisoners.	<p>With the forthcoming change to a category C population, a new curriculum has been devised. In conjunction with new facilities that will be available from January 2025, a range of vocational courses and development opportunities for category C prisoners will be available including:</p> <ul style="list-style-type: none"> • Bricklaying level 3 • Barbering • Multi-skills • Horticulture • Forklifting • Recycling • Media Skills 	Director	March 2025
	Key Concerns			
4	Leaders did not use data well to identify and explore potential areas of unfair treatment.	Data will be produced and shared by the Equalities Officer and monitored by the Head of Safer Custody and Deputy Director on a monthly basis. Any disparities will be reviewed and addressed and key information shared with the prison population.	Director	March 2025
5	Psychology services still did not meet the needs of the population and mental health transfers were taking far too long.	Healthcare have employed a full-time assistant psychologist and a part time psychologist to join the mental health team, who are now undertaking individual assessments and developing group therapy sessions.	Healthcare Provider	June 2025



		Hospital referrals are completed in a timely manner, however there are limited bed spaces within the community to facilitate secure hospital moves. All patients on the waiting list for transfer to a secure hospital are reviewed fortnightly by the nursing and quality mental health lead to ensure a timely transfer. Healthcare will continue to drive this and monitor through the weekly complex cases meeting.	Healthcare Provider	Ongoing
6	Public protection arrangements for prisoners subject to contact restrictions were not robust. Where there had been breaches of restrictions, no action had been taken.	Offender Management Unit has developed and implemented a comprehensive spreadsheet which facilitates sharing information with the Security department for intelligence monitoring. This collaborative tool is designed to streamline the process of tracking intelligence data and ensures that Security department take informed, timely and appropriate actions consistently based on the insights gathered. Identified trends are discussed and addressed at the monthly Inter-Departmental Risk Management Team Meeting.	Director	Completed

