



HM Prison &  
Probation Service

Action Plan: HMP/YOI Styal.

Action Plan Submitted: 22<sup>nd</sup> April 2025.

A Response to the HMIP Inspection: 2<sup>nd</sup> – 12<sup>th</sup> December 2024.

Report Published: 18<sup>th</sup> March 2025.

## 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 YOI STYAL

1. Rec No	2. Concerns	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
Priority concerns				
1.	<b>The positive drug testing rate was the highest of all women's prisons.</b> Yet the prison lacked technology or other enhanced security measures to prevent drugs from getting in.	<p>Since the last inspection a number of actions have taken place that have resulted in the MDT rates reducing significantly. A body scanner and an x-ray machine would be beneficial but has not been approved at this time.</p> <p>HMP YOI Styal have conducted a process mapping exercise to understand drug use levels and substances, resulting in relevant changes to local processes. Focusing on reducing the demand through an effective Drug Strategy will support this being achieved.</p> <p>HMP YOI Styal will develop a robust ingress action plan that will be responsive to current intelligence. Styal will work closely with the North-West Dog Section and North-West Dedicated Search Team to respond to emerging intelligence</p>	<p>Governor &amp; Risk and Capabilities Unit (RaCU), Directorate of Security, HMPPS.</p> <p>Governor</p> <p>Governor</p>	<p>April 2026</p> <p>Complete</p> <p>May 2025</p>



2.	<b>The condition of most houses needed significant investment to make them decent and restore them to a good state of repair.</b>	HMP YOI Styal are working with MOJ Property to secure the necessary funding to refurbish the accommodation, ensuring women feel safe to engage with complex issues underlying their offending behaviour. The Fire Safety Improvement and Decency work, once funding is secured, is intended to commence following the completion of the new healthcare building.	Governor & MOJ Property	January 2026
		Amey and the prison DIY team will handle small repairs, and the Clean Rehabilitative Enabling and Decent programme will be re-established in all living areas.	Governor & Amey	May 2025
		Through our Decency Policy the prison will implement robust assurance processes to ensure that high standards are maintained in relation to cleanliness and decency. This requires all areas to be inspected monthly by Residential Managers including the 'Room Ready' check and Workplace Inspections.	Governor	May 2025
3.	<b>Staff supervision on the houses remained too limited.</b> This hindered oversight of women and meant that staff were not always available to respond to women's basic queries or requests.	The resourcing level at HMP/YOI Styal is currently being reviewed by the national Workforce Delivery Project. HMP YOI Styal will work closely with the workforce modelling team and the Prison Group Director to identify potential options to enhance staffing, support and supervision prior to the implementation of the workforce delivery model project.	Governor & Workforce Delivery Project, HMPPS.	April 2026
4.	<b>Leaders were not providing high-quality curriculums in English and mathematics.</b>	The English and Maths curriculums have been remodelled. New progress review documents have been implemented,	Governor & Novus	April 2025.



	Nor did they ensure that women were on the right level of course.	<p>and new curriculums will commence in April 2025 with the Annual Delivery Plan.</p> <p>The Learning Skills Manager (LSM) and Head of Education, Skills and Work (HoESW) undertake 10% quality assurance check of both Education and vocational courses. Managers observe and record classroom delivery, resources used, learner participation and learner interview. Progress review checks are also completed. The overall quality is reviewed monthly during Education Governance Meetings.</p>	Governor and Novus.	June 2025
5.	<b>Most women were released homeless or without sustainable housing.</b> This included some who presented a serious risk of harm to themselves and others.	<p>HMP YOI Styal have implemented a short-term recalls policy to ensure accommodation needs are met promptly. This policy identifies potential homeless releases early and completes timely referrals to statutory bodies and other accommodation providers.</p> <p>The prison will roll out digital awareness training for prisoners to help them obtain and manage a tenancy, resulting in certification that can be presented to landlords and housing agencies.</p> <p>The prison will increase awareness of the Strategic Housing Specialist role through staff training to improve advice given to prisoners. Comprehensive training on housing legislation has been developed to upskill staff.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>June 2025</p> <p>July 2025</p> <p>June 2025</p>



		<p>The prison will develop pathways for recovery and rehabilitative accommodation, working closely with rehabilitation/ recovery providers. We will increase housing opportunities for prisoners at HMP YOI Styal, including a pilot arrangement with a social housing provider in Merseyside.</p>	Governor	July 2025
		<p>Quality assurance work on Commissioned Rehabilitative Service (CRS) workflows will ensure timely and effective outcomes for prisoners. Monthly meetings with the Strategic Housing Specialist and CRS managers will scrutinise No Fixed Address (NFA) releases and identify gaps, supplemented by quarterly meetings with CRS contract managers and key HMPPS stakeholders.</p>	Governor & CRC Provider.	June 2025
		<p>Links between CRS and the Early Days team will facilitate early identification of cases, supported by a Peer Mentor for CRS providers.</p>	Governor and CRS Provider.	May 2025
		<p>HMP YOI Styal will engage with the Community Accommodation Services (CAS2) team to increase the use of this route for eligible releases and improve compliance outcomes with CAS for Women, including CAS1 Approved Premises, CAS2: HDC Bail and alternative to recall, and CAS3: Prison Leavers subject to Probation Supervision who would be homeless.</p>	Governor and Deputy Director CAS	May 2025



## Key Concerns

6.	<b>Poor use of data and a lack of meaningful action planning hindered improvement in some key areas.</b> For instance, leaders did not understand fully the causes of violence and self-harm and had not done enough to identify and address the needs of protected groups.	<p>Since the inspection the prison has reviewed the Safer Prisons action plan to focus on data analysis and evidence for new strategies. The safety team are working closely with Security and the local Drug Strategy leads to identify and tackle the drivers of violence and self-harm. Data is analysed daily (Mercury) to respond efficiently to escalating risks. There are broader weekly and monthly meetings that analyse and utilise data from the Performance Hub for Senior Leadership Team (SLT) meetings; the Safety Diagnostic Tool; Equalities forums; Equalities Monitoring Tool and local data.</p>	Governor	Complete
		<p>The weekly Safety Interventions Meeting has been revised to adopt a whole system approach, driven by Women's Estate Psychology Services (WEPS) consultation, to address the needs of the most complex women and identify meaningful actions to reduce self-harm and violence.</p>	Governor	Complete
		<p>An Equalities needs analysis will take place which will inform our strategy and action plan. This will be agreed and published to measure improvements.</p>	Governor	June 2025
		<p>The prison will establish a multidisciplinary Self-Harm Task Force to work with regional colleagues, ensuring data is appropriately analysed to guide our strategic approach.</p>	Governor	July 2026



7.	<b>Too many vulnerable and very mentally unwell women had been sent to prison due to a lack of suitable services in the community.</b>	<p>The Ministry of Justice is committed to intervening early and diverting offenders with mental health needs and other vulnerabilities away from prison or out of the criminal justice system altogether, where appropriate.</p> <p>MoJ are working to achieve this through several means including working with NHS England to strengthen Liaison &amp; Diversion (L&amp;D) pathways as well as piloting a regional North East Health and Justice Hub (which is funded until March 2026), with His Majesty's Courts and Tribunal Services and NHS England. Through the Hub model, we are seeking to smooth the pathway into the right treatment and support for defendants, whether that is in hospital or in the community, with the wider aim of reducing inappropriate custodial remands. MoJ are also firmly committed to working with partners to increase the use of mental health treatment requirements as part of community or suspended sentences. These requirements can form part of a tough and effective sentence which enables offenders to tackle the health-related causes of their offending behaviour.</p> <p>Furthermore, the Mental Health Bill sets out vital reforms to support people with severe mental illness in the criminal justice system. This includes a new statutory time limit of 28-days for transfers from prison and other places of detention to hospital, which together with operational</p>	Offender Health, MoJ	Ongoing
			Offender Health, MoJ	Ongoing
			Offender Health, MoJ	Ongoing with a commitment to switch the reform on





		<p>improvements, aims to reduce unnecessary delays and deliver swifter access to treatment.</p>		18-24 months post-Royal Assent
		<p>Reception and Induction staff will be fully trained in Cell Sharing Risk Assessment practices and in assessment of risk via the Early Days in Custody document. All new reception prisoners are seen by healthcare and referred to the mental health team as needed. This is documented on the System1 clinical case record system.</p>	Governor	June 2025
		<p>HMP YOI Styal have increased support for newly received women through Peer Support, trained Induction Staff, and the Early Days Pilot.</p>	Governor	Complete
		<p>The Integrated Mental Health Team submits referrals for prisoners needing secure hospital treatment. This is tracked by Safer Prisons and reported monthly to the regional team.</p>	Governor	Complete
		<p>HMP YOI Styal will contribute to adult safeguarding to prevent harm and reduce the risk of abuse, promoting a multi-agency approach that supports adults in making choices and having control over their lives.</p>	Governor	May 2025



		All operational staff at HMP YOI Styal will undertake Behind the Behaviours Training by March 2026, positively impacting staff understanding and response to prisoners.	Governor	July 2025
8.	<b>There were too few incentives to encourage women to behave well.</b>	<p>In conjunction with Prisoner forums and Council meetings, HMP YOI Styal will review the Incentives Policy. The amended policy will focus on incentives rather than punitive measures. Residential Managers are improving the Incentives process for timeliness and accuracy, supporting procedural justice. HMP YOI Styal will continue to focus on adjudications to enhance the use of incentives scheme, driven by weekly Staff Capability sessions.</p> <p>All prisoners, including those in the Care and Separation Unit (CSU) and on basic regime, will have access to a television.</p> <p>HMP YOI Styal will promote positive behaviour through encouragement into employment, performance recognition, family days and Hope Events, building on a community ethos and recognising women's strengths.</p> <p>Keyworker sessions at HMP YOI Styal will support moves to open conditions and promote positive behaviour.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>June 2025</p> <p>Complete</p> <p>June 2025</p> <p>May 2025</p>
9.	<b>Significantly more women with disabilities and those with mental health</b>	HMP YOI Styal will relaunch quarterly forums led by each Protected Characteristic strand lead. Outcomes and actions will be agreed as part of the monthly equalities	Governor	May 2025



	<b>problems felt unsafe at the time of our inspection.</b>	<p>meeting. The equalities needs analysis will inform the local strategy and action plan.</p> <p>Focus groups will be scheduled by the Safer Prisons team and Residential to hear prisoners' concerns directly.</p>	Governor	May 2025
10.	<b>The applications system was not effective.</b>	<p>A review of the Launchpad digital application system will be carried out by HMP YOI Styal. This will include the Quality Assurance process and efficiency of the current applications system.</p> <p>The prison will engage with prisoners to identify issues leading to multiple applications. The prison will engage with frontline staff to increase their knowledge via weekly Staff Capability sessions.</p>	<p>Governor</p> <p>Governor</p>	<p>June 2025</p> <p>June 2025</p>
11.	<b>Prison leaders did not sufficiently scrutinise or challenge the prison education framework provider about the quality of education or the progress that women were making.</b>	<p>Since the inspection the prison have implemented a new Governance/ Education Provider Meeting (EPM) meeting process. This allows for greater scrutiny of education provision, achievements and outcomes.</p> <p>The standard EPM document assessing course completions and successes is now followed by a review of the reasons for each, looking at cross function involvement to improve future outcomes.</p>	Governor & Novus.	Complete



12.	<b>Attendance was low in education, skills, and work activities.</b>	To address low attendance in education, skills and work activities, a multidisciplinary Taskforce led by the Deputy Governor has been established. The Taskforce focuses on minimising interruptions to the regime to maximise attendance in both education and activity areas. Progress is reported to the Governor monthly and monitored through functional bi-lateral meetings.	Governor & Novus.	June 2025
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