



HM Prison &
Probation Service

Action Plan: HMP Warren Hill.

Action Plan Submitted: 12 June 2025.

A Response to the HMIP Inspection: 3 - 21 February 2025

Report Published: 3rd June 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 Warren Hill

1. Rec No	2. Concerns	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
	Priority concerns			
1.	Not enough had been done to understand and address the high rate of recall of prisoners released.	<p>Focus groups will be held with prisoners who have been recalled on their current sentence to understand the challenges faced by them in the community and analyse themes.</p> <p>Reimplement the 'Recall Review' meeting, ensuring attendance from key stakeholders, including community-based probation practitioners where possible to support in identifying barriers to successful resettlement.</p> <p>Work with Phoenix Futures to facilitate recall prevention sessions for prisoners.</p> <p>Conduct a monthly review of prisoners who are in their parole window and signpost them to education to access the release provision.</p> <p>A review of incidents of recall from other progression regime sites will be completed to identify themes and adopt new best practices where appropriate.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>September 2025</p> <p>December 2025</p> <p>December 2025</p> <p>September 2025</p> <p>September 2025</p>



		<p>Complete a review of Willow Unit, the internal approved premises, including the regime and the structured sessions to ensure sufficient support is provided ahead of release.</p> <p>The structured sessions provided on the Willow Unit will also be offered to all prisoners who are pending release.</p> <p>The Education Skills & Work (ESW) team will collaborate with Employment Advisory Board (EAB) members to offer prisoners mentor support so that they are better prepared for 21st Century living outside of prison.</p> <p>The EAB will be refocused to ensure both preparation for and support on release, including:</p> <ul style="list-style-type: none"> ➤ Adopting a bespoke approach to support for this unique, high-risk population. ➤ Monitoring outcomes through all available data sources to identify links between employment opportunities on release and recall. ➤ Expand ad hoc employer events to help engage men in realistic work opportunities. 	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>February 2026</p> <p>December 2025</p> <p>December 2025</p> <p>September 2025</p>
2.	Release on temporary licence (ROTL) into the community to help prisoners prepare for release remained suspended.	HMPPS agree with this priority concern in the HMP Warren Hill report, however, work will not be progressed in this area until HMPPS has implemented the multiple new release measures planned as part of, and alongside the Sentencing Review — currently scheduled for January 2026. This will be kept this under review.	HMPPS – Release Policy team	Ongoing



3.	Prison and health care partners had not taken action to address risks that included insufficient clinical space and the lack of emergency radios. The needs assessment was out of date and arrangements for additional health care following the prison's planned expansion were still unclear.	A review of clinical space will be sought, also taking account of the expansion of the population, and additional ancillary provisions for Rapid Deployment Cells (RDC).	Governor	March 2026
		A risk register will be developed to support and improve risk management. This will be monitored and discussed at the quarterly the Health Partnership Board.	Practice Plus Group	September 2026
		Emergency Radios are available and have been allocated.	Governor	Completed
		An updated needs assessment will be completed.	Practice Plus Group	September 2026
4.	Leaders had not established good relationships with employers prepared to recruit those convicted of serious offences on release. They had also not given prisoners suitable access to the virtual campus and/or laptops to develop their digital skills.	The EAB to develop contacts with and through the ESW, Prison Employment Lead (PEL), Department of Work & Pensions (DWP), and other agencies to support prisoners convicted of serious offences into progression/development/ employment pathways.	Governor	February 2026
		Laptop provision for prisoners engaging with further and higher education will be increased by 25%. Digital Education Platform (DEP) will be in place for all other education provision with an increase in desktop provision of 22% with an additional 10% in portable devices.	Governor	September 2025
		The laptop service provider will work with education providers to enable prisoners to access a broader range of learning and development opportunities.	Governor	September 2025



		Wi-Fi access to the education network will be installed in all classrooms and training workshops.	Governor	June 2025
	Key Concerns			
5.	Serious incidents of self-harm were not investigated to make sure lessons were learned.	<p>All serious incidents are now investigated by a Safer Custody Manager.</p> <p>Investigations into incidents of self-harm are quality assured by the Deputy Governor.</p> <p>Investigations into serious incidents of self-harm and learning from this are now a standing agenda item on the Multiagency Safer Custody meetings.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Completed</p> <p>Completed</p> <p>Completed</p>
6.	Dental standards were not at the expected level for monitoring legionella and decontaminating dirty instruments.	<p>Providers will review and strengthen monitoring and decontamination arrangements to ensure full compliance with national guidelines and to address the highlighted shortfalls.</p> <p>Evidence of adherence to nationally recognised decontamination standards (HTM 01-05) will be provided to the Health Partnership Board quarterly by the provider.</p>	<p>Community Dental Services</p> <p>Community Dental Services</p>	<p>Sept 2025</p> <p>Sept 2025</p>



		Dental standards is now a standing item agenda on the quarterly regional Health Partnership Board, which provides additional assurance.	Governor	Completed
7.	High-quality education and vocational training were not offered across all aspects of education and industries. Tutors and instructors were not always supported to deliver suitably paced lessons and feedback that is both helpful and developmental.	<p>The Construction Skills Certificate Scheme (CSCS) card - in collaboration with Construction Industry Training Board (CITB), will be expanded to include qualified, supervisor, and manager cards—greatly enhancing prisoners’ earning potential upon release.</p> <p>All teachers within the Education Department will be enrolled in a specialist teacher training course at a minimum of Level 4.</p> <p>Collaborative quality assurance involving the Head of Education and Skills for Work (HoESW), Learning and Skills Manager (LSM), and Education Manager will be conducted quarterly to assess improvements in lesson pacing and feedback.</p> <p>Industry recognised vocational qualifications will be offered to prisoners working within relevant disciplines (for example horticulture, welding and woodwork), mainly level 1 and 2.</p> <p>Level 3 will be available where a specific need is identified to build on existing vocational qualifications – for instance, Award in Education and Training and Certificate in Assessing Vocational Achievement. Applications from</p>	<p>People Plus Group</p> <p>People Plus Group</p> <p>People Plus Group</p> <p>Governor</p> <p>People Plus Group</p>	<p>September 2025</p> <p>December 2025</p> <p>Completed</p> <p>December 2025</p> <p>December 2025</p>



		eligible prisoners will be considered for Higher Education at levels 4 & 5.	People Plus Group	March 2026
		Higher Education study skills support will be available to prisoners studying with the Open University and other higher-level providers.	People Plus Group	September 2025
		Formal Observation of Teaching & Learning (OTL) will take place twice annually – conducted by specialist/appropriately qualified assessors.	People Plus Group	July 2025
		Peer observations will be conducted to support colleagues to broaden their skill set and build their confidence in delivery and formative assessment.	People Plus Group	August 2025

