



Policy name: HMPPS National Regime Model (NRM) Policy Framework

Issue Date: 10 December 2025

Implementation Date: 10 December 2025

Replaces the following documents (e.g. PSIs, PSOs, Custodial Service Specs) which are hereby cancelled: Nil

Introduces amendments to the following documents: Nil

Action required by:

✓	HMPPS HQ	✓	Governors
✓	Public Sector Prisons	✓	Heads of Group
✓	Contracted Prisons		
	Under 18 Young Offender Institutions		

Mandatory Actions: All groups referenced above must adhere to the Requirements section of this Policy Framework, which contains all mandatory actions.

*For Contracted Prisons, contracts let prior to 1 May 2024 should continue to deliver the requirements of their contracts and any changes will be communicated separately and processed through the Change Notices procedure where appropriate. For contracts let after 1 May 2024, the applicable elements of the NRM are:

- The HMPPS definition of purposeful activity in prisons
- The HMPPS tiered regime model
- Reporting against the national reporting metrics for the PPT
- Having an accountable regime lead within the Senior Management Team

The HMPPS Regime design guide is applicable in part and should be interpreted in conjunction with Contract Management teams.

For Information: By the implementation date Governors¹ of Public Sector Prisons and Privately Managed Prisons (PMPs) must ensure that any new local policies that they develop because of this Policy Framework are compliant with relevant legislation, including the Public-Sector Equality Duty (Equality Act, 2010).

¹ In this document the term Governor also applies to Directors of Contracted Prisons.

How will this Policy Framework be audited or monitored:

The local implementation of this policy framework will be overseen by Governing Governor, the Prison Group Director and the Area Executive Director/ Executive Director through the approval process. Assurance Advisors have been provided with the relevant guidance and tools to monitor the prisons regime plans annually to ensure quality and quantity of purposeful activity delivery.

The Operational and System Assurance Group Purposeful Activity Audit will be applied when required to assure prisons design and delivery of purposeful activity in line with this policy framework.

Resource Impact: No Resource Implication as a result of this Policy Framework, resource was allocated for delivery of the National Regime Model through the Head of Reducing Reoffending Job Description refresh in September 2023.

Contact: Rehabilitation Directorate rehabilitationstrategy@justice.gov.uk

Deputy/Group Director sign-off: Alice Adamson and Higher Leadership Team Board Approval (HLT)

Approved by OPS for publication: Helen Judge, Chair, Operational Policy Sub-board, November 2025.

CONTENTS

Section	Title	Page
1	Summary	4
2	Evidence	4
3	Requirements	4

1. Summary

- 1.1 The National Regime Model (NRM) Policy Framework creates a new annual governance process for how regime will be designed, delivered, monitored, and assured in prisons.
- 1.2 This Policy Framework will deliver the following outcomes:
- Consistency in approach to regime design across the prison estate to promote rehabilitation.
 - Accountability of design, delivery, and the evaluation of regime in prisons.
 - Regimes in prisons that are evidence-based and informed by the best possible data available, including equalities data to ensure the needs of their local population are met.
 - Alignment between the HMPPS regime plan and the HMPPS business plan being submitted as one.
 - Drives standards and outcomes in delivery of purposeful activity.

2. Evidence

- 2.1 This policy has been informed by the best available data and evidence. A regime deep dive was commissioned in 2021, when regimes were nationally restricted during COVID. This produced a detailed evidence base for the reform of regimes. The National Regime Model was formally commissioned on this evidence base by HMPPS Leadership Team (HLT) in March 2021. The National Regime Model was included as an HMPPS commitment and priority in the Business Plan and the Prisons Strategy White Paper issued by Government in December 2021.
- 2.2 In March 2023, all prisons were required to develop a regime plan for the remainder of the business year. All prisons successfully completed a regime plan, with the majority striving to deliver a wider range of purposeful activities, dependent on the needs of their local prison population, while also expanding the regime offer to prisoners.

3. Requirements

Mandatory Requirements

From 2024/5 all prisons must adhere to the annual regime design process and create an annual regime plan.

- 3.1 All prisons must follow an annual regime design cycle, mandating the creation of a HMPPS Regime Plan alongside the HMPPS business plan for their establishment for April every year.
- 3.2 Annually, HMPPS will publish the annual regime priorities, core expectations and updated guidance through a letter addressed to Governors in January. Area Executive Directors/Executive and Prison Group Directors may also add local priorities.
- 3.3 Heads of Reducing Reoffending who are responsible for Regime planning and delivery **must** utilise their local strategic needs assessment and national guidance on HMPPS priorities and core expectations to start to create their local Regime Plan.
- 3.4 A national regime plan template will be provided annually for this purpose with a bespoke process and template for open function prisons and the youth custody service. All prisons

must submit their regime plan and their business plan together. Prisons will have a deadline to complete their regime plan and business plan, and to obtain all necessary approvals. All templates and guidance will be held on the 'creating a regime plan' HMPPS intranet page.

- 3.5 Regime plans must be approved by the Governor and approved by the Prison Group Directors. Governors and PGDs must verify that the Regime Plan represents the "best possible response" to local needs, national priorities, and core expectations in every prison.
- 3.6 Each prison must work towards their planned commitments across the reporting year from the point at which the plan is formally approved by the Prison Group Director.
- 3.7 Prisons will be measured on their actual delivery compared to their planned delivery using a new Purposeful Activity measure in the Prison Performance Tool (PPT).
- 3.8 Each quarter prisons must complete a light touch review of their progress against the commitments in their plan and will adjust commitments in their regime plan where necessary. The Heads of Reducing Reoffending will be responsible for this review as well as overseeing the regime planning process. HMPPS HQ will communicate that each new review period has opened and the deadline in which prisons have to review their commitments. Any revisions must be signed off by Governors and Prison Group Directors.
 - Q1 – must be completed and signed off between the 1st of June – 31st June.
 - Q2 – must be completed and signed off between the 1st of September – 30th September.
 - Q3 – must be completed and signed off between the 1st of December – 31st December.
- 3.9 The regime plan must include reference to Foundation, Tier 1 and Tier 2 activity and respond to the HMPPS Purposeful Activity Definition and the HMPPS core expectations in all areas.
- 3.10 This Policy Framework outlines some of the core expectations for regime delivery however this list is not exhaustive. Prisons will still need to adhere to pre-existing operational policies and strategies that outline expectations of what regimes must deliver unless identified.