



HM Prison &
Probation Service

Action Plan: HMP Aylesbury

Action Plan Submitted: 15 June 2026

A Response to the HMIP Inspection: 2 February to 12 February 2026

Report Published: 18 May 2026

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, which 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.



		A team from HMP Aylesbury will visit a prison in Northern Ireland recognised for strong practice in drugs, security, and safety. This will provide an opportunity to learn from effective approaches and identify relevant best practice.	Governor	September 2026
2	Rates of self-harm were high and increasing. ACCT processes were not consistently robust, with inconsistent case coordination, sparse care plans, and gaps in recordkeeping.	<p>The Safer Custody leadership team has strengthened oversight of self-harm through improved governance, more effective use of data and enhanced quality assurance of Assessment, Care in Custody and Teamwork (ACCT) practice.</p> <p>Self-harm data is reviewed weekly at the Safety Intervention Meeting (SIM), with improved analysis of trends, repeat incidents, location, timing and contributory factors. This is strengthening the understanding of the drivers of self-harm, improving identification of emerging risks and enabling targeted actions, clear ownership, and monitoring through governance meetings.</p> <p>All serious self-harm incidents are subject to senior oversight and review to ensure learning is identified, shared, and translated into tracked actions.</p> <p>Quality assurance of ACCT processes will be enhanced through regular dip-sampling undertaken by the Head of Safety and Safety Custodial Manager. Thematic reviews of case management will be used to identify gaps, improve consistency of care, and drive continuous improvement.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Completed</p> <p>Completed</p> <p>Completed</p> <p>July 2026</p>



		Safeguarding arrangements will be reinforced through clearer processes and improved awareness to support the identification and referral of prisoners with care and support needs.	Governor	September 2026
3	Leaders had not implemented a sufficiently broad or ambitious curriculum that met the needs or interests of all prisoners.	<p>The Head of Education, Skills and Work (ESW) has commissioned a comprehensive review of the ESW curriculum to drive improvements that better align provision with prisoners' needs, interests, and progression goals, strengthening the breadth and ambition of the offer at HMP Aylesbury.</p> <p>Progress will be monitored through governance focused on meeting prisoner need, with attendance reviewed via the Quality Improvement Group (QIG) and wider oversight through Education Outcome Performance Meetings (EOPM). Assurance will include scrutiny of participation, attendance, achievement, learner feedback, and progression data, supported by a peer review visit from the Education Support Manager.</p>	Governor	October 2026
			Governor	December 2026
4	Many prisoners waited too long for an initial sentence progression plan, and offender management support was inconsistent and too often delayed. This limited prisoners' ability to progress through their sentence.	<p>The Head of Offender Management, supported by senior leaders, will strengthen OMU governance, triage and quality assurance to reduce backlog, improve timeliness, ensuring plans are completed within three months.</p> <p>Overdue initial sentence progression plans will be prioritised on a risk basis, with progress monitored through regular oversight and Operational Implementation and Support Group support to reduce the OASys backlog.</p>	Governor	April 2027
			Governor	October 2026



		Leaders ensure prisoners are not prevented from progressing solely because an offending behaviour programme has not been completed. Recommendations, including for open conditions, reflect all available evidence of self-awareness, risk reduction, and positive engagement, rather than programme completion alone.	Governor	Completed
		Management information, including backlog, timeliness, waiting time and progression data, will be used to identify pressure points, target action, and provide assurance that offender management support is improving.	Governor	October 2026
Key concerns				
5	Key work was not yet consistent or embedded.	Leaders will prioritise key work contact for prisoners with the greatest need, including those with lower engagement, higher risk, or increased vulnerability, while maintaining named key worker allocation for all prisoners. This will focus available capacity on those most likely to benefit from regular support and follow-up.	Governor	October 2026
		A revised approach to recording key work sessions will be introduced to improve consistency and the reliability of local performance data. Staff briefings and management oversight will be used to ensure that key work is recorded accurately and that non-key work activity is not miscategorised.	Governor	October 2026
		Management information (including allocation, contact frequency, cancellations, recording quality, and cohort coverage) will be used to assess consistency, accuracy, and effectiveness in supporting prisoner engagement and progression. Governance processes will monitor delivery	Governor	October 2026



		through dip-sampling, case note review, and cancellation analysis, with findings used to identify gaps, address inconsistencies, and enable timely corrective action.		
6	The applications system was ineffective. Prisoners often did not receive responses and there was no effective tracking or oversight.	<p>The prison has improved the applications process for prisoners requesting services or support by relaunching with clearer categories and defined departmental ownership.</p> <p>A single end-to-end tracking system will be introduced to manage all applications from receipt to closure to ensure a turnaround within five working days. Each application will be logged, allocated to the appropriate department, tracked against a due date, followed up if overdue, and closed only once a response has been provided and recorded.</p> <p>Heads of Residence, Custodial Managers and Supervising Officers will oversee tracking and follow-up across residential areas, using system data to identify recurring issues, delays, and any emerging service pressures, enabling more proactive management and earlier intervention.</p> <p>Minimum service standards for acknowledging and responding to applications will be reinforced through weekly escalation of overdue cases and triage of misrouted requests improving timeliness and consistency and early resolution.</p>	<p>Governor</p> <p>Governor</p> <p>Governor</p> <p>Governor</p>	<p>Completed</p> <p>September 2026</p> <p>September 2026</p> <p>September 2026</p>
7	There were insufficient prison escorts to meet the clinical needs of	The current escorting provision is aligned to the Service Level Agreement (SLA) between NHS, HMPPS and	Governor	August 2026



	<p>the population. This created shortfalls in access to care and treatment, which created unnecessary clinical risk.</p>	<p>Central and Northwest London NHS Foundation Trust, which funds one morning and one afternoon escort. This arrangement will be regularly reviewed through collaborative Healthcare Transformation meetings involving the Head of Healthcare, NHS Commissioner, the prison Senior Leadership Team, including the Governor, and other stakeholders. Multi-agency analysis of different data sets will be used to assess and review the need for clinical escorts and to ensure clinical risk is appropriately managed.</p>		
8	<p>Leaders had not made sure that all work was sufficiently demanding or purposeful for prisoners. Too many prisoners did not value their work roles.</p>	<p>The Head of Education, Skills and Work (ESW) has commissioned a comprehensive review of the ESW curriculum to drive improvements that better align provision with prisoners' needs, interests, and progression goals, strengthening the breadth and ambition of the offer at HMP Aylesbury.</p> <p>The Head of ESW will be responsible for oversight and quality assurance of this review. Progress will be monitored through established education governance arrangements, including regular scrutiny of participation, attendance, achievement, qualifications, learner feedback, and progression data.</p>	<p>Governor</p> <p>Governor</p>	<p>Completed</p> <p>September 2026</p>
9	<p>Too many prisoners did not attend the education, skills, and work provision.</p>	<p>The Head of Education, Skills and Work (ESW) has taken action to improve allocation arrangements, reduce barriers to participation and strengthen attendance management through improved roll checks, clearer recording of absence and refusal, and consistent follow-up where prisoners do not attend.</p>	<p>Governor</p>	<p>October 2026</p>



		<p>Attendance, punctuality, occupancy, and repeat non-attendance are analysed by wing, age, and protected characteristic to identify underuse, pressure points, and disparities. These insights will be used to target action, including improving access to culturally relevant resources, and strengthening progression pathways for young adults, where engagement remains low.</p>	Governor	October 2026
		<p>Careers information, advice and guidance (CIAG) is being strengthened to better align pathways with prisoners' interests, skills, needs, and future ambitions, with uptake and progression outcomes monitored to assess impact.</p>	Governor	September 2026
		<p>Leadership oversight will incorporate equality, behaviour and safety data for neurodivergent prisoners into existing ESW, regime and equality governance frameworks, using measures such as attendance, occupancy, repeat non-attendance, cohort participation, CIAG uptake, learner feedback, progression, and use of force data to inform targeted support, reasonable adjustments and operational decisions, while assuring improved engagement and reduced disparities.</p>	Governor	September 2026
10	<p>Teaching staff did not consistently revisit prisoners' learning on radicalisation and extremism. Most prisoners engaged in education did not understand the associated risks.</p>	<p>A manager from the Reducing Reoffending function now attends the monthly Pathfinder meetings to share and discuss any specific concerns around extremism and radicalisation with the security department.</p> <p>Literature on radicalisation and extremism, including support available to prisoners, will be displayed in classrooms.</p>	<p>Governor</p> <p>Governor</p>	<p>Completed</p> <p>July 2026</p>



	All Education staff will be provided with a briefing regarding the risks associated with radicalisation and extremism and how to report them.	Governor	July 2026
	Arrangements will be made for the structured delivery of Prevent training to teaching staff.	Governor	July 2026

