



HM Prison &
Probation Service

HMP Isle of Wight

A response to the HMIP inspection: 16 to 26 March 2026

HMIP report published: 29 June 2026

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Introduction

HM Inspectorate of Prisons (HMIP) and HM Inspectorate of Probation (HMIP) 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 these concerns, that are clear, outcome focussed, measurable, achievable, with clear accountability and appropriate timescales for completion.

Action plans are sent to the respective HMIP and published on the GOV.UK website. Progress will be monitored regularly through local, regional, and national governance structures.

Priority concerns and actions

No.	Concerns	Response: Action taken / Planned	Responsible owner	Target date
1	Governance and oversight of important areas, including segregation and adjudications, were weak, and data were not used well to drive improvements.	The segregation monitoring and review group and adjudications tariff meetings have been relaunched, with agreed terms of reference and action tracking, to strengthen oversight and governance.	The Governor	Complete
	As above	A review and restructure of the meetings currently held at the prison will take place. This will ensure that all mandatory meetings are taking place, there is a standardised term of reference, agenda and each meeting produces a data pack that informs the meetings and all actions raised. All meetings will include discussion points on performance data, HMIP action plans and diversity and inclusion.	The Governor	March 2027
	As above	One integrated action plan will subsequently be introduced that captures all actions from meetings in one standard location.	The Governor	March 2027
	As above	An assurance framework will be introduced to ensure that outstanding actions are finalised within the agreed timescale to maintain positive progressional performance.	The Governor	December 2026

No.	Concerns	Response: Action taken / Planned	Responsible owner	Target date
	As above	A data cleansing exercise will be undertaken across all functions to ensure accuracy of the data held to help make evidence-based decisions to drive improvements.	The Governor	March 2027
	As above	A new Early Days in Custody policy and assurance framework will be implemented to strengthen oversight and compliance.	The Governor	October 2026
2	Self-harm remained high and was the fifth highest of all adult male prisons.	Current processes will be reviewed to ensure that all incidents of serious self-harm are thoroughly investigated within 72 hours. Themes and learning will be identified and formally reviewed through the monthly tri-partite meeting, held between security, safety and substance misuse departments, with clear actions set and tracked.	The Governor	September 2026
	As above	All Prison and Probation Ombudsman (an independent organisation who investigate deaths in custody, and complaints from people who are in custody or under community supervision) recommendations have been consolidated into a single action plan. An accompanying assurance timetable is being developed to ensure that all actions have been embedded.	The Governor	October 2026
	As above	The safety team have implemented a comprehensive assurance framework aligned to the national assessment, care in custody and teamwork (ACCT) assurance checks. The prison will increase their assurance to ensure that prisoners supported by the ACCT process are receiving high quality and multi-disciplinary support, with themes from assurance checks incorporated into local ACCT training.	The Governor	September 2026

No.	Concerns	Response: Action taken / Planned	Responsible owner	Target date
	As above	The listener scheme, a peer support initiative aimed at reducing suicide and self-harm, will be expanded to ensure a full complement of trained listeners is maintained. Access to listeners will be monitored, to ensure availability and appropriate use, with a notice to colleagues published reminding staff of the importance of the listener provision.	The Governor	October 2026
	As above	The establishment will utilise data more effectively to develop their understanding of the triggers for self-harm, with regular deep dives conducted into identified trends. Findings will be discussed at the monthly tri-partite meeting to ensure that appropriate actions are set and monitored for impact.	The Governor	September 2026
	As above	The psychology department will provide enhanced psychological support to the safety team over the next 12 months to support delivery.	The Governor	July 2027
3	Infrastructure was failing across both sites, and insufficient investment had been made by HMPPS to remedy this.	Gate enhancement projects are now in delivery at both sites. At Albany, works have commenced with an investment of approximately £373k. At Parkhurst, the same gate works are scheduled from September to October 2026, with an investment of approximately c£287k.	MOJ Estates	October 2026
	As above	A project for the upgrade of the central laundry is scheduled to commence the end of August 2026 with an estimated completion date of year end 2027 with an investment of c£11m.	MOJ Estates	December 2027

No.	Concerns	Response: Action taken / Planned	Responsible owner	Target date
	As above	HMP Isle of Wight will resubmit bids for estate improvements, prioritising structural repairs including roof works and residential unit improvements, to secure investment and address infrastructure deficiencies across both sites.	The Governor	September 2026
	As above	A central register of estate improvement bids will be maintained to track submissions, outcomes, identified risks and required actions, ensuring infrastructure concerns are escalated and monitored.	The Governor	September 2026
	As above	The establishment will identify and implement opportunities to increase the use of the prisoner workforce to support appropriate infrastructure improvement projects across both sites.	The Governor	March 2027
4	Health leadership oversight and scrutiny of some areas of the governance framework, including incident reporting, audit, complaints and aspects of record keeping, were poor.	A standardised governance framework will be introduced across all meetings, including approved terms of reference, agendas and minute templates to achieve consistent governance oversight.	Practice Plus Group	September 2026
	As above	Structured weekly and monthly governance meetings will be established, a senior leader from the prison will chair the local delivery quarterly board and attend the partnership board.	Practice Plus Group	December 2026
	As above	The incident review backlog will be cleared and a standardised incident review process will be implemented with governance oversight and action tracking.	Practice Plus Group	September 2026

No.	Concerns	Response: Action taken / Planned	Responsible owner	Target date
	As above	Refresher self-learning for all clinical healthcare staff has been completed, alongside face-to-face training with the patient safety manager.	Practice Plus Group	Complete
	As above	The pool of incident investigators will be expanded to allow quicker investigation and timelier sign off, this will be monitored through the healthcare providers weekly senior management team meeting.	Practice Plus Group	December 2026
	As above	An audit action tracker will be introduced to monitor actions from clinical audits, this will include responsible leads, target dates and completion status.	Practice Plus Group	December 2026
	As above	A complaints and concerns flowchart will be produced that is aligned to policy, this will help ensure a clinician triages all complaints and concerns to indicate if clinical input is required. The Head of Healthcare will quality assure all responses and a log will be maintained to improve oversight. Peer review complaint responses will form part of the quality assurance meeting.	Practice Plus Group	October 2026
	As above	Compliance will be reviewed with SystmOne, a centrally hosted clinical computer system, templates and coaching will be provided to improve the quality and consistency of clinical record keeping.	Practice Plus Group	January 2027
	As above	The long-term conditions nurse will review and dip test care plans from chronic illnesses to improve governance.	Practice Plus Group	January 2027
5	Leaders had not made sure that prisoners were consistently allocated to sufficient and	A structured allocation and sequencing approach to education, skills and work (ESW) will be implemented. This will include cleansing	The Governor	May 2027

No.	Concerns	Response: Action taken / Planned	Responsible owner	Target date
	purposeful education, skills and work activities.	waiting lists, aligning allocations to careers, information, advice and guidance (CIAG) pathways and assessment outcomes whilst also reviewing legacy English and maths assessments to ensure accurate placement.		
	As above	An over-allocation process will be introduced and embedded to increase workspace capacity. This will include additional spaces for high-risk prisoners, to maximise access to purposeful activity.	The Governor	December 2026
	As above	A robust attendance management process will be implemented to reduce non-attendance, including daily monitoring, end-of-day reconciliation and staff up skilling to ensure accurate recording.	The Governor	December 2026
	As above	A live activity tracker will be developed and maintained. This will provide visibility of prisoners in full-time, part-time, dual activity and unemployment, with weekly use to identify and address gaps in provision.	The Governor	January 2027
	As above	The prison will ensure timely access to ESW through improved operational grip, including reporting regime disruptions impacting activity.	The Governor	December 2026
	As above	Engagement in activity through structured learning pathways will be strengthened, including introduction of workshop training	The Governor	March 2027

No.	Concerns	Response: Action taken / Planned	Responsible owner	Target date
		schedules and ensuring prisoners are appropriately supported in activity participation. All outstanding digital learning plans (DLP) will be cleared by the CIAG provider, all new DLP's will be completed during the early days process.		
6	Prisoners had insufficient contact with prison offender managers which did not support sentence progression.	HMP Isle of Wight will engage with probation colleagues to review and address resource requirements, ensuring sufficient offender management capacity is available to support the complex needs and sentence progression of prisoners at the prison.	The Governor	March 2027
	As above	Consistent wing surgery arrangements will be delivered to provide prisoners with regular access to offender supervisors, with attendance and accessibility monitored through established governance processes.	The Governor	March 2027
	As above	A prisoner access plan will be introduced which sets out how prisoners can engage with their offender manager on a regular basis. This will support sentence progression, timely communication and the completion of sentence planning objectives.	The Governor	January 2027
	As above	Targeted training and guidance to key workers will be provided to improve their understanding of sentence plans, enabling them to better support prisoners with progression objectives and signpost them to appropriate offender management services.	The Governor	March 2027

Key concerns and actions

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
7	There was too little to incentivise prisoners to behave, and both violence and illicit drug use had increased.	The local incentives policy will be reviewed, with consideration given to incentive-based living arrangements and designated enhanced accommodation areas.	The Governor	March 2027
	As above	The searching strategy will be reviewed and updated to ensure a consistent and intelligence-led approach across all units and areas. A risk based front end searching of staff and visitors will be implemented to reduce the ingress of illicit items.	The Governor	September 2026
	As above	A prison-wide drug strategy has been developed and implemented focused on demand and supply reduction and recovery support.	The Governor	Complete
	As above	A debt strategy will be developed and implemented informed by local intelligence and data to address the drivers of debt, violence and exploitation.	The Governor	April 2027
	As above	The safety strategy will be embedded, with targeted support and engagement for the young adult population through forums and intervention activity.	The Governor	September 2026

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
	As above	A training package for challenge, support and intervention plans (CSIP) will be developed with support from psychological services to improve the quality and consistency of responses to violent incidents. Structured wing briefings will be introduced to ensure staff are aware of previous incidents and prisoners are being supported through the CSIP process.	The Governor	October 2026
	As above	The use of prisoner reward, bonus and recognition schemes will be expanded to encourage and reinforce positive behaviour. A full review of adjudication tariffs will be completed to ensure that the response to violence and drug use are effective and proportionate.	The Governor	January 2027
	As above	Prisoner consultation forums will take place to gather and analyse perceptions of violence and drug use, informing future violence reduction and drug strategy activity.	The Governor	October 2026
8	Use of force had increased and scrutiny was weak.	The weekly use of force (UoF) learning and development triage meeting has been reintroduced to improve oversight, evidencing support and challenge of staff where required.	The Governor	Complete
	As above	The monthly use of force committee meeting will be improved with increased scrutiny and senior leaders attendance; the meeting will also now follow up trends from learning and development meetings. Lessons learnt through learning and development triage meetings will be communicated to Use of Force instructors to help structure their learning.	The Governor	September 2026

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
	As above	The backlog of UoF triages will be reduced to no more than 14 days after the incident taking place.	The Governor	September 2026
9	Oversight of decency and cleanliness of residential units was insufficient, and the electronic night sanitation system was indecent and unhygienic.	The refurbishment of showers on house unit 13 and subsequent Albany house units will be completed. The prison will also ensure the second phase of shower refurbishments at Parkhurst are delivered within the current financial year and will be supported by a regular cleaning regime to maintain standards and asset longevity.	MOJ Estates	March 2027
	As above	A briefing pack for cleaning officers will be revised, including expectations and cleaning schedules to include increased focus on showers and recess areas.	The Governor	February 2027
	As above	A training package and development pathway will be introduced for prisoner cleaners to improve cleaning standards across residential units.	The Governor	April 2027
	As above	The deployment and management of wing-based cleaners will be reviewed through the employment policy to ensure adequate cleaning provision across residential units.	The Governor	March 2027
	As above	A daily bio clean rota will be introduced for all outside areas on the Albany site adjacent to residential units.	The Governor	September 2026

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
	As above	A new and improved assurance process for unit supervisors and managers has been introduced, including regular decency and cleanliness assurance checks.	The Governor	Complete
	As above	Monthly cleanliness wing inspections will take place by residential head of functions providing assurance against the unit manager checks.	The Governor	October 2026
	As above	There will be independent quarterly review of accommodation areas by colleagues that do not work within the residential function, ensuring that all areas are covered quarterly to ensure decency and cleanliness informing an action plan to improve accommodation areas. An inter-wing cleanliness competition will be introduced, it will be independently judged and linked to prisoner incentives, to promote and maintain higher cleanliness standards.	The Governor	February 2027
	As above	A review of night sanitation operating procedures will take place using prisoner voice to understand their needs and requirements within the constraints of the infrastructure.	The Governor	April 2027
	As above	All areas will have access to suitable laundry facilities by implementing a replacement and renewal process for on wing laundry facilities.	The Governor	September 2026

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
10	Work to promote fair treatment had not been sufficiently prioritised. Leaders had not acted on data showing disproportionate outcomes for some groups, and consultation with prisoners from protected characteristic groups was limited and ineffective.	The establishment will engage with the Zahid Mubarak Trust, an independent national charity, to strengthen scrutiny of equality work, improve the quality assurance of discrimination incident reporting forms, support staff development and enhance protected characteristic forums. The trust will also train equality ambassadors to improve awareness and understanding of protected characteristics across the prison.	The Governor	December 2026
	As above	The frequency and purpose of protective characteristics forums will be reviewed including creating a formalised meeting agenda and terms of reference, with actions being monitored and tracked.	The Governor	March 2027
	As above	The equality strategic meeting will be reviewed to ensure comprehensive data packs are used to identify, scrutinise and address disproportionality effectively.	The Governor	September 2026
	As above	All policies at the prison will have a equality impact assessment included and all meetings will have equalities data as a standing agenda item.	The Governor	August 2027
	As above	The equality team will complete a needs analysis and develop a diversity and inclusion strategy and action plan to address identified priorities and disproportionality.	The Governor	December 2026

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
11	Patients waited too long to be transferred under the Mental Health Act for assessment or treatment in a mental health unit, breaching the 28-day transfer guideline.	The Mental Health Act 2025 introduced a new statutory time limit of 28 days for transfers from prison and other places of detention to hospital. This reform is due to commence 18-24 months post Royal Assent, which was received on 18 December 2025. The NHSE-led National Mental Health & Justice Strategic Advisory Group (MHJSAG) has been established to oversee and monitor the transfer process from prison to hospital and seeks to ensure all transfers are completed within 28-days of referral for individuals who have been assessed as requiring detention under the Mental Health Act. Within the LTHSE estate, the Pathways to Progression framework continues to offer clinical planning support for complex men, including guidance on how establishments can maintain stability and appropriate care while an individual awaits transfer to hospital.	Ministry of Justice/NHS England	Legislation fully implemented by December 2027
	As above	Prisoners awaiting mental health transfer are to be transferred and managed within the inpatient healthcare unit receiving daily mental state reviews, medication support and weekly psychiatrist reviews.	Practice Plus Group	September 2026
	As above	The mental health team lead will maintain regular contact with receiving hospitals to monitor assessment progress, identify barriers to admission and expedite transfer arrangements. All transfers exceeding 28 days will be escalated to regional mental health commissioners and progress will be monitored until admission is secured.	Practice Plus Group	September 2026

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
12	Substance misuse and mental health teams delivered insufficient one-to-one and group interventions across both sites.	Midlands Partnership University NHS Foundation Trust (MPFT) will implement targeted recruitment activity to increase staffing levels and improve capacity to deliver one-to-one and group interventions.	MPFT	December 2026
	As above	A digital support platform will be introduced to increase group support and interventions.	The Governor	March 2027
	As above	Regular monitoring and reporting of substance misuse group delivery against targets will be implemented using performance data to identify gaps and improve service delivery.	MPFT	March 2027
	As above	The use of recovery champions will be expanded to provide peer support and increase engagement in substance misuse interventions. Recovery workers will lead the development of recovery champions to increase intervention support across the whole establishment.	The Governor /MPFT	December 2026
	As above	A full caseload audit will take place, and all patients will receive up to date personalised care plans.	MPFT	October 2026
	As above	Staff will receive upskilling training to improve their knowledge around substance misuse.	The Governor /MPFT	September 2026

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
13	Leaders' oversight and use of data did not sufficiently evaluate participation and improve the quality of education, skills and work.	A live education, skills and work (ESW) performance dashboard and activity reporting framework will be introduced as the establishment's single source of performance information. Data will be reviewed weekly and formally scrutinised through monthly reducing reoffending governance meetings to drive performance improvement.	The Governor	March 2027
	As above	Leadership oversight will be strengthened through a structured governance and assurance framework. This will include monthly dip testing of non-attendance and under-allocation, alongside formal weekly ESW and education meetings with recorded decisions, tracked actions and accountability for delivery.	The Governor	September 2027
	As above	An effective learner risk identification and escalation process will be embedded, ensuring learners at risk of disengagement or poor outcomes are identified, monitored and escalated through weekly governance forums between managers.	The Governor	June 2027
	As above	The quality of teaching, learning and assessment will be improved through consistent use of learner starting points, a structured quality assurance programme including learning walks and individual learning plan checks, and delivery of a targeted maths improvement plan.	The Governor	September 2027

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
	As above	Learner progression, achievement and personal development will be strengthened through the implementation of progress in workshop booklets, delivery of structured developmental training and monitoring against agreed qualification and achievement targets.	The Governor	December 2027
	As above	Purposeful employment pathways will be developed through engagement with industries, employers and external partners. This will increase opportunities for prisoners to access skills development, employment-related activities and positive progression outcomes.	The Governor	December 2027
14	Prisoners spent too long locked up. The regime was poor for those not engaged in purposeful activity, including the retired and sick.	Safe operating procedures will be reviewed and revised to maximise regime delivery while maintaining safety and staffing requirements. This will be supported by staff training and regular compliance monitoring to ensure consistent implementation across the establishment.	The Governor	September 2026
	As above	The regime management plan will be updated to identify and address barriers to attendance, maximising prisoner participation in purposeful activity opportunities.	The Governor	January 2027
	As above	The regime provision will be reviewed within remand and specialist units, to increase the availability and accessibility of purposeful activity opportunities for these prisoners.	The Governor	December 2026

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
	As above	In collaboration with the education provider, the prison will enhance the activity provision available to hard-to-reach prisoner groups. These will include retired prisoners, prisoners with accessibility needs, self-isolators and those with long-term health conditions.	The Governor	April 2027
15	Leaders had not established a sufficiently developed or coherent personal development curriculum.	A personal and social development (PSD) strategy will be introduced across all prison functions, ensuring personal development opportunities are identified, mapped and incorporated within departmental delivery plans.	The Governor	April 2027
	As above	The annual delivery plan will be updated to ensure personal and social development activities, outcomes and curriculum objectives are clearly reflected throughout the year.	The Governor	April 2027
	As above	An establishment-wide events calendar will be introduced and published, incorporating all prisoner voice forums, personal development activities and key events, with monthly reviews to ensure accuracy and completion.	The Governor	April 2027
	As above	A creative arts curriculum will be developed and implemented with defined personal and social development outcomes, ensuring delivery is available to eligible prisoners.	The Governor	January 2027
	As above	Suitable personal and social development qualifications will be identified for inclusion within settlement courses and recommendations will be produced for implementation to support prisoner development pathways.	The Governor	April 2027

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
	As above	There will be engagement with local community groups and external partners to identify and pursue funding opportunities that support the delivery and expansion of personal and social development activities.	The Governor	April 2027
	As above	HMP Isle of Wight will embed the steps to positive change strategy focusing on improved attendance and engagement with purposeful activity and develop a personal prison journey.	The Governor	April 2027