



HM Prison &
Probation Service

HMP &YOI Brinsford

A response to the HMIP inspection: 14-30 April 2026

HMIP report published: 27 July 2026

Submitted: 30 July 2026

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	Levels of violence were very high. The rate of violent incidents was the highest in the adult male estate.	The Safety Intelligence Analyst will provide monthly data for Violence Reduction (VR), Safety and Residential functions, which will be used to strengthen the position on the early identification of incidents and improve data-led risk management. This data will target higher risk areas and themes such as association, debt management and gang affiliations. HMP & YOI Brinsford will use this data to enhance supervision during association, run debt management interventions for identified prisoners and structure gang affiliation management, through the tasking meeting.	Governor	September 2026
	<i>As above</i>	The Violence Reduction Lead and Custodial Manager will improve both Challenge, Support and Intervention plan (CSIP) quality and the use of multi-disciplinary case management. This will be achieved through the quality assurance of 50% of CSIP's monthly, to identify and challenge poor practice, upskill staff and improving consistency. To ensure CSIP's are meaningful and behaviour focused, healthcare, psychology and the residential team will be consistently involved in the development and management of plans, ensuring the actions set are appropriate to need and are completed before closing.	Governor	September 2026
	<i>As above</i>	HMP & YOI Brinsford will provide procedural justice (PJ) training to Violence Reduction Officers and induction staff. Through the promotion and enforcement of PJ values throughout the prison, this will enable greater consistency, respect and	Governor	December 2026

HMP & YOI Brinsford Action plan – 30 July 2026

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		fairness of practice to be embedded, which in turn is aimed at reducing prisoner frustration and anxiety which can often result in violence occurring.		
	<i>As above</i>	A new staffing profile will be implemented which will result in residential units gaining an additional officer. The additional resource will improve supervision, increase staff visibility and reinforce stability.	Governor	September 2026
	<i>As above</i>	HMP & YOI Brinsford will engage in a collaborative research project (developed with HMPPS – Health & Social Care team/Use of Force/Safety Team and the University of Hull) which is aimed at strengthening staff recognition of and response to, emotional distress experienced by Black men in custody aged between 18-20. This is to help reduce avoidable escalation into violence, segregation and crisis. Key outputs include: - lived experience insights (e.g., in cell diaries, creative reflections) - focus groups exploring cultural norms, masculinity, and help seeking - integrated analysis identifying pathways into crisis - practice-focused guidance, a practical toolkit, a local briefing and follow-up sessions to measure impact	Governor	December 2026
2	Use of force was too high. PAVA incapacitant spray had been deployed frequently and not always appropriately. Staff often used unprofessional language when addressing prisoners during use of force.	Through the use of scenario-based learning during use of force refresher training, HMP & YOI Brinsford will encourage staff to utilise Five Minute Intervention training approaches to deal with incidents more appropriately using communication before use of force is required. Emphasis will be placed on encouraging de-escalation in the first instance and building staff capability and confidence in managing refractory prisoners. Staff will be assessed not just on technique but on tone of voice, professional language, de-escalation attempts and communication under pressure. Staff will	Governor	September 2026

HMP & YOI Brinsford Action plan – 30 July 2026

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		practice realistic incident management and receive coaching on both the physical intervention and the language used throughout.		
	<i>As above</i>	The newly implemented use of force coordinator will strengthen learning, accountability and governance of use of force by scrutinising all footage of incidents regarding the appropriateness and effectiveness of use, and using safety and body worn video camera (BWVC) meetings to identify and discuss trends with colleagues. Learning and good practice will be shared through safety briefings, team meetings, wing briefings and the global newsletter, to engender a culture of continuous of improvement. A database of good practice will be maintained to support learning which will be shared individually and during use of force refreshers.	Governor	September 2026
	<i>As above</i>	The use of force coordinator and violence reduction custodial manager will strengthen governance and accountability of PAVA use, by assessing each PAVA deployment against clear justification and proportionality thresholds and ensuring all areas for improvement are challenged and addressed. Cases will be reviewed in the weekly BWVC meeting to assess appropriateness and effectiveness of practice, with the Head of Violence Reduction retaining full oversight of incident volumes, trends and learning.	Governor	September 2026
	<i>As above</i>	Through the ongoing delivery of use of force refresher training, emphasis will be placed on improving staff decision making around the need for PAVA deployment. Staff with comparatively higher PAVA usage levels will be identified through the increased scrutiny of incidents (undertaken by the use of force coordinator and violence reduction custodial Manager) and provided with targeted coaching to reinforce the need and benefits of de-escalation practices in first instance.	Governor	September 2026
3	Living conditions were poor. Some showers needed urgent repair, and	Work has been completed to replace the showers on residential unit 3 and healthcare.	Governor	Completed

HMP & YOI Brinsford Action plan – 30 July 2026

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	prisoners were not given sufficient opportunities to clean their cells.			
	<i>As above</i>	HMP & YOI Brinsford will review flooring and toilet conditions in all cells across residence and submit a capital bid to address those which are in poor condition.	Governor	October 2026
	<i>As above</i>	A facilitated domestic period will be introduced on a Friday morning through the introduction of the new profile. All prisoners will be offered a full cell clean and will be encouraged to clean their cells weekly.	Governor	October 2026
	<i>As above</i>	HMP & YOI Brinsford will introduce a Clean Rehabilitative Enabling and Decent (CRED) Programme on residential units. All units will have an employed painter who will support the CRED team, and all cells will be checked by CRED instructors for remedial work. This will be monitored through both the CRED database and daily, weekly and monthly decency checks.	Governor	September 2026
	<i>As above</i>	HMP & YOI Brinsford will review local decency and assurance processes to upskill staff on 'what good looks like' and provide more robust practice around the management of cell standards.	Governor	September 2026
	<i>As above</i>	Cell standards will be included in the incentives policy framework to ensure all prisoners adhere to the acceptable standards of decency, including graffiti and general cell standards.	Governor	October 2026
4	Time out of cell was poor for many prisoners. Prisoners not engaged in purposeful activity often spent only one hour a day out of their cell in addition to time for meal collection, and most had only two hours a day unlocked at weekends.	A full review of high-risk activity areas will be conducted to assess whether they can be reduced to medium-risk, enabling more options for attendance. By reducing the level of high-risk activity areas, this is expected to increase the scope and availability of activity spaces, enabling more prisoners to be out of their cell during the core day.	Governor	November 2026

HMP & YOI Brinsford Action plan – 30 July 2026

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
	<i>As above</i>	Newly introduced enhanced extra-curricular enrichment activities will be recorded on DPS to ensure attendance is captured. Focus will be applied to the delivery of weekend activity in response to the report's findings.	Governor	November 2026
	<i>As above</i>	HMP & YOI Brinsford will aim to reduce the level of 'inactive' prisoners to below 15%. Residential staff will be provided with a list of all inactive prisoners on a weekly basis to enable a targeted approach to attendance to be applied. This will include support to attend under-utilised workplaces and Tier 2 activities such as the library.	Governor	November 2026
	<i>As above</i>	HMP & YOI Brinsford will introduce a bespoke pathway for fixed term recalls. This is aimed at enabling greater and more timely access to activities, which is a recognised challenge among this cohort.	Governor	November 2026
5	Attendance at education, skills and work was still too low.	A sequencing tool will be introduced to streamline allocation to activities and ensure that HMP & YOI Brinsford are maximising capacity. This will be reviewed at the weekly allocations board meeting.	Governor	October 2026
	<i>As above</i>	A review of the Annual Delivery Plan (ADP) will be undertaken to introduce a Friday AM activity session for all prisoners allocated to education. This will be achieved through the use of Way-Out TV in cells (a channel to help prisoners access training and education from their cell), enabling the contracted capacity to be increased and attendance levels to be improved and through the use of the college campus model, the curriculum to be made more accessible and in-depth.	Governor	October 2026
	<i>As above</i>	A multi-agency meeting will be arranged to review enrolment policy for education. This is aimed at ensuring that there is a robust approach to both enrolment and withdrawing off courses.	Governor	September 2026
	<i>As above</i>	All outside areas will be reviewed to ensure that workplaces meet the needs of the population. This is aimed at improving the quality of activity provision available; ensuring activity capacity is optimised and through delivering more meaningful work, encouraging greater attendance rates.	Governor	December 2026
	<i>As above</i>	The Dynamic Purchasing System (DPS) budget will be utilised to purchase more desirable activities that prisoners want to attend. HMP & YOI Brinsford will use the	Governor	October 2026

HMP & YOI Brinsford Action plan – 30 July 2026

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		funding to support qualification delivery within physical education, scaffolding and falconry. Underpinning local pathways and routes into employment, these opportunities will broaden the curriculum offer, enhance vocational pathways and provide prisoners with the skills and qualifications required to improve employability on release. Monitoring of DPS activities using data of attendance and job market information will be undertaken to ensure that activities remain desirable and relevant.		
6	Resettlement support was too limited. Many prisoners were anxious about their release and were not fully prepared.	HMP & YOI Brinsford will reintroduce a monthly pre-release meeting and mandate that all partners working with the prisoner attend. This will ensure resettlement work such as accommodation, employment/ training and public protection arrangements are completed timely and in full. To monitor progress, a pre-release spreadsheet will be utilised providing both evidence of the work undertaken and areas in need of completion. This will be reviewed through the pre-release meeting to ensure all pre-release need is met.	Governor	November 2026
	<i>As above</i>	Prison Offender Managers (POMs) will see all prisoners being released on conditional release date at least 2 weeks prior to their release to try and resolve anxieties.	Governor	October 2026
	<i>As above</i>	All licences will be signed by the POM at least 2 days prior to confirmed release date, to ensure adequate release measures are in place.	Governor	November 2026
	<i>As above</i>	Training has been provided to the pre-release team, so they feel more confident attending residential units to see prisoners. This will enable greater resettlement support to be provided to all prisoners approaching their release date.	Governor	Complete

HMP & YOI Brinsford Action plan – 30 July 2026

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	<i>As above</i>	An information pack will additionally be provided to all prisoners upon release by the pre-release team. This will include all information pertinent to the prisoner to try and ensure that anxieties are reduced.	Governor	October 2026

Key concerns and actions

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
7	The entry of illicit drugs posed a threat to the stability of the prison. The percentage of prisoners testing positive for drugs had risen since our last inspection.	A rating system will be applied to cell searching and priority cells based on intelligence. These will be discussed at the daily resource meeting with the Duty Governor and Orderly Officer. This will ensure resources are allocated to the highest priority searches for timely completion.	Governor	September 2026
	<i>As above</i>	Through regional mentors, training will be delivered to the operations group to improve the quality of searching and upskill staff in the development of intelligence. The Tasking Tactical Co-ordination Group (TTCG) meeting will be used to identify emerging and developing risks, prisoners of interest, procedural and physical security issues, and intelligence gaps of which to set further objectives and prevention tactics.	Governor	September 2026
	<i>As above</i>	Security speed awareness training will be delivered to all officers to improve searching quality (accommodation fabric checks, cell area and prisoner searching) and understanding of their role in reducing the illicit economy.	Governor	December 2026
	<i>As above</i>	A training needs analysis is to be completed regarding the use of body scanner and x-ray baggage scanner for visitors and prisoners, with staff trained accordingly to target	Governor	December 2026

HMP & YOI Brinsford Action plan – 30 July 2026

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		ingress of drugs. Use of the baggage scanner will be quality assured on every 4 occasions of use and 10% of all body scans will additionally be checked, to ensure the equipment is being used correctly.		
8	Leaders examined only a narrow range of data about fair treatment, and had not adequately addressed disparities identified.	The Equality Manager will broaden the range and depth of data analysis undertaken, in aim of building a more holistic representation of disparity and improving the proportionality of outcomes. This will include disparity in the inceptives policy framework, use of force, PAVA usage, adjudication/sanctions, access to the regime and complaints, by ethnicity, age and religion. A disproportionality dashboard will be introduced to support this and deep-dive analysis will be undertaken in areas of concern, to better understand and address the root causes.	Governor	September 2026
	<i>As above</i>	The Equality Manager will work closely with stakeholders, attending both violence reduction and safety meetings to strengthen data analysis, insight and understanding of root causes. Prisoner consultation will take place at least monthly with any protected characteristic strands highlighted as a concern, to both improve understanding of disproportionality and formulate actions to address it (where applicable).	Governor	September 2026
	<i>As above</i>	HMP & YOI Brinsford will engage in a collaborative research project (developed with HMPPS – Health & Social Care team/Use of Force/Safety Team and the University of Hull) which is aimed at strengthening recognition of and response to, emotional distress experienced by Black men in custody, aged between 18-20. This is to help reduce avoidable escalation into violence, segregation and crisis. Key outputs include: - lived experience insights (e.g., in cell diaries, creative reflections) - focus groups exploring cultural norms, masculinity, and help seeking - integrated analysis identifying pathways into crisis	Governor	December 2026

HMP & YOI Brinsford Action plan – 30 July 2026

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		practice-focused guidance, a practical toolkit, a local briefing and follow-up sessions to measure impact		
9	Too many prisoners waited too long for transfer to secure hospital beds under the Mental Health Act.	This is a widespread issue that requires regular reviews, escalation and monitoring by healthcare and with NHSE to identify breaches. To support this process, healthcare will engage with NHS England Health & Justice West Midlands who continue to maintain oversight of long waits for secure mental health beds and escalates delays to mental health provider collaboratives and Mental Health Specialised Commissioners both regionally and nationally.	NHSE	Ongoing
	<i>As above</i>	The Mental Health Act 2025 introduces 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 by December 2027, and health and justice partners remain committed to commencing this reform in the published timeframe. This time limit, together with operational improvements, aims to reduce unnecessary delays and deliver swifter access to treatment.	HMPPS Offender Health	Ongoing
	<i>As above</i>	Escalation processes will be implemented, and fortnightly multi-agency calls will be held to support prioritisation and expedite transfers. Healthcare will monitor admissions, referrals and waiting times and breaches to protocol will be escalated to NHSE. Data will be regularly discussed at the bi-monthly Local Delivery Board meeting with the Governor.	Governor	October 2026
10	The inpatient unit did not deliver a stable or therapeutic regime with limited activities, minimal clinical input and poor amenities.	Healthcare will work with HMPPS to ensure that there is an adequate therapeutic activity schedule in place for patients who are able to be out of cell to engage in such activities. This will be agreed with the prison in terms of regime, timings and frequency and will be subject to a patient risk assessment. To further support this primary care will work with the mental health team and the patient engagement leads to develop a timetable of activities for patients to access. Additionally, healthcare will work with the Neurodiverse hub on site to ensure that patients are fully supported and needs are met. To support the physical health requirements, an Inpatient/Log Term Conditions Nurse has been appointed. The post holder will be based in healthcare, Monday to Friday	Head of Healthcare/Governor	December 2026

HMP & YOI Brinsford Action plan – 30 July 2026

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		and will be responsible for the management and care of the patients in the unit, reporting directly to the Clinical Lead. This role will include care planning, admission and discharge processes, medication management and support. This is in addition to the primary care team. The post holder will work with the Patient Engagement Leads to introduce an appropriate timetable of activities suitable for both physical and mental health patients who may reside on the unit.		
	<i>As above</i>	Healthcare will provide integrated clinical support to patients daily and ensure there is an adequate therapeutic activity schedule in place for each patient who is able to engage in such activities.	Governing Governor	October 2026
	<i>As above</i>	HMP & YOI Brinsford will invest in the inpatient unit, providing a greater scope and access to therapeutic activities such as providing distraction packs.	Governing Governor	October 2026
	<i>As above</i>	Healthcare showers were prioritised for improvement and have now been replaced.	Governor	Complete
11	Library access was too limited.	A new staffing profile and Regime Management Plan will be introduced, which will provide a library officer each evening. This will enable more consistent access to be delivered.	Governor	September 2026
	<i>As above</i>	Consultation with library providers will be undertaken in aim of increasing the number of evenings the library is open to prisoners. Reading spaces within the Rowan and Hawthorn units will be utilised and attendance recorded, to ensure this is captured as part of the library attendance data.	Governor	November 2026
	<i>As above</i>	As part of the local reading strategy, regular reading events and motivational talks to promote and encourage reading will take place, as a means of increasing the use of the library and reading spaces. This will include Raise a Reader events (a scheme run by the charity Give a Book which supports family initiatives in prison). Storybook Dads sessions and a range of reading incentive activities designed to increase engagement and develop positive reading habits.	Governor	November 2026

HMP & YOI Brinsford Action plan – 30 July 2026

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12	Leaders did not provide sufficient capacity for careers education, information and guidance during prisoners' induction to education.	Contractual discussions will take place with the careers education, information, advice and guidance provider, regarding provision. This will include their obligation to recruit to vacancies and meet contractual requirements.	Governor	November 2026
	<i>As above</i>	The Employment Hub will be utilised to provide regular pre-release work and offer careers information for prisoners during their resettlement period.	Governor	October 2026
	<i>As above</i>	Careers fairs will be facilitated quarterly to raise awareness of employment opportunities and provide individualised advice to prisoners where needed.	Governor	December 2026
	<i>As above</i>	HMP & YOI Brinsford will utilise Way-out TV to provide prisoners with up-to-date information and guidance. This will enable regular notices to be published and information to be regularly conveyed.	Governor	October 2026
	<i>As above</i>	HMP & YOI Brinsford will submit a bid for Employment Bridge, which is a provider that delivers employment and career focused workshops.	Governor	October 2026
13	Prisoners were not always allocated to the activity of their choice. Leaders had yet to make sure that the allocations team could manage the high turnover of prisoners and cope with their changes of learning pathway.	A sequencing tool will be introduced to enable prisoners to be allocated to activities within their desired pathway. This will clearly set out the basic levels needed to gain their preferred activity. The sequencing tool and new enrolment policy will be implemented to support prisoner allocation and ensure HMP & YOI Brinsford are able to keep pace with the high turnover of prisoners.	Governor	September 2026
	<i>As above</i>	All new inductions will be discussed in the weekly allocations board meeting with emphasis placed on previous careers, qualifications and need, to ensure allocations are appropriate and meaningful.	Governor	November 2026
	<i>As above</i>	Through the Prison Employment Lead, greater networking with external agencies and employers will take place, with the aim of improving employment opportunities on release.	Governor	December 2026

HMP & YOI Brinsford Action plan – 30 July 2026

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	<i>As above</i>	HMP & YOI Brinsford will introduce additional prisoner red band opportunities (trusted roles for prisoners to support and mentor other prisoners). Prisoner red bands will encourage other prisoners to join in training and learning opportunities.	Governor	December 2026
14	Prisoners had insufficient contact with prison offender managers and key workers, which did not support their sentence progression.	For Offender Management in Custody (OMiC) responsible cases, POM contact with prisoners will be in line with the national standard, which is three times in the first three months of custody and once before handover to the Community Offender Manager (as a minimum). This contact will be tracked to ensure it is in line with the national standard.	Governor	October 2026
	<i>As above</i>	Key worker delivery will be improved through closer alignment with the regime management plan. This will ensure that delivery increases with resource availability and as a minimum, that those most in need (priority group) are offered keyworker support. The priority group will be reviewed quarterly through the regime plan reviews to ensure it remains in line with need.	Governor	October 2026
	<i>As above</i>	Sentence plan targets will be discussed face-to-face between the prisoner and POM on induction or at the point of the Offender Assessment System Report (OASys) completion for those cases where HMP & YOI Brinsford is responsible. Targets will be shared with the Keyworkers via case notes on the DPS, who will in turn use the information to support prisoners with sentence progression. Use of and reference to sentence plan targets and progression will be quality assured by the Keyworker Senior Officer, who will review 20% of entries each month.	Governor	October 2026
	<i>As above</i>	Training will be delivered to all Keyworkers found to have case notes below standard (using the monthly quality assurance check process). This will include ensuring that there is full understanding of the OASys system and how to navigate sentence plan targets to support prisoners effectively. Pocket sized easy read documents on sentence plans will be produced to support this.	Governor	October 2026
15.	There were gaps in public protection arrangements for high-	All processes within the Public Protection Framework will be reviewed. This includes the recording and use of Multi-Agency Public Protection Arrangements (MAPPA) and	Governor	November 2026

HMP & YOI Brinsford Action plan – 30 July 2026

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
	risk prisoners on their arrival and in preparations for their release.	ViSOR information/ alerts; Person Posing a Risk to Children (PPRC) processes and Public Protection screening and assessment (by POM's) on reception. Assurance will be provided through the Public Protection Assurance Tool and the Public Protection Steering Group meeting on a quarterly basis, chaired by the Governing Governor. Training will be provided to POMs regarding the quality of risk management plans in OASys assessments, to provide a stronger insight into how risk is to be managed in the community.		
	<i>As above</i>	HMP & YOI Brinsford will revise the Interdepartmental Risk Management Meeting (IRMM) to ensure that it has a more collaborative approach to dealing with public protection issues. A contribution form will be implemented to ensure input is gained from internal and partner agencies unable to attend.	Governor	November 2026
	<i>As above</i>	HMP & YOI Brinsford will triage all prisoners four months prior to release to ensure those who require discussing at the IRMM meeting are added to the agenda and contributions are gained in advance of the meeting to enable structured conversations to take place. Escalation to community teams regarding MAPPA levels and licence conditions will be added to the IRMM agenda and tracked, to ensure they are confirmed sufficiently ahead of release for effective multi-agency release planning to take place.	Governor	November 2026