HM Prison & Probation Service

HMP Leyhill

A response to the HMIP inspection: 6 July to 16 July 2026
HMIP report published: 5 October 2026

Submitted: 16 October 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	**The curriculum did not meet the needs of prisoners sufficiently well.** There was a lack of substantive qualifications and self-employment training.	HMP Leyhill will revise its education, skills and work curriculum to provide clear progression routes into sustainable employment and self-employment. Self-employment coaches and supporting learning materials will be commissioned by November 2026. Level 3 peer mentoring will also be introduced by November 2026.	Governor	November 2026
	As above	Further substantive qualifications, digital skills, self-employment provision and additional support for English, mathematics and additional learning needs will be included within the curriculum commissioned for delivery from April 2027.	Governor	April 2027
	As above	Progress will be monitored through the education Quality Improvement Plan and education, skills and work governance arrangements. Assurance will include the range of qualifications available, participation and achievement information, and evidence that the curriculum reflects prisoners identified employment and training needs.	Governor	April 2027

No.	Concerns	Response: Action taken / Planned	Responsible owner	Target date
2	**Too many prisoners failed to obtain employment on release.**	HMP Leyhill will implement an employment improvement plan to increase the number of prisoners entering sustainable employment following release. The plan will align the curriculum, careers information, advice and guidance, external work placements, employer engagement and pre-release support.	Governor	December 2026
	As above	Prisoners approaching release will receive a recorded employment review to identify their employment aspirations, qualifications, skills, outstanding practical needs and suitable vacancies or employer referrals.	Governor	February 2027
	As above	Employment outcomes at six weeks and six months following release will be reviewed monthly. The review will identify barriers to employment, assess the effectiveness of employer engagement and determine where further action is required.	Governor	April 2027

Key concerns and actions

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
3	**Support for disabled prisoners was undermined by poor**	HMP Leyhill will ensure that disabled prisoners and prisoners with reduced mobility have arrangements to summon assistance in an	Governor	Complete

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
	arrangements to summon help in an emergency, and a lack of oversight for prisoner peer support workers.	emergency. Prison-issued personal alarms have been issued since inspection and are the current interim control where an individual need is identified.		
	As above	All Personal Emergency Evacuation Plans will be reviewed and updated, and relevant staff will be made aware of the assistance required by each prisoner. Monthly assurance checks will test alarm functionality, the accuracy of evacuation plans and staff awareness.	Governor	November 2026
	As above	A formal management framework will be introduced for social care support orderlies. This will include recorded training, defined responsibilities, named staff supervision, routine workload reviews and a process for raising concerns.	Governor	November 2026
	As above	The replacement of the residential cell call system is progressing through the formal procurement process following completion of the design phase and submission of the tender pack. Interim controls remain in place to mitigate identified risks, including personal alarms, individual risk management arrangements, staff awareness measures and routine assurance activity. The establishment continues to monitor progress through governance arrangements and will maintain monthly assurance until the replacement system is fully implemented and operational.	Governor	February 2027
4	**Support provided to prisoners on their first night was weak**.	Every new arrival is now offered an opportunity to speak privately with a member of staff about immediate safety, vulnerability or	Governor	Complete

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
	Access to essential items, including canteen purchases, telephone calls and toiletries, was not provided consistently. There were also no opportunities for prisoners to speak with staff in private.	welfare concerns. Completion is recorded through a first-night checklist.		
	As above	HMP Leyhill will introduce a standard first-night process to ensure that every new arrival is offered a free telephone call, access to telephone credit, essential toiletries, basic provisions and a grocery pack where required.	Governor	November 2026
	As above	Residential managers will undertake weekly quality assurance checks and seek feedback from new arrivals. The condition, furniture and privacy arrangements within first-night accommodation will also be reviewed, with defects and other identified shortcomings addressed through local facilities arrangements.	Governor	November 2026
5	**The GP provider had insufficient governance, monitoring and oversight of staff.**	Oxleas NHS Foundation Trust has formally notified partners of its intention to terminate its subcontract with the current GP provider across the Bristol, South Gloucestershire and Wiltshire (BSGW) region.	Oxleas	Complete

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
	As above	Service delivery will continue until 20 June 2027. During the nine-month transition period, Oxleas will implement a robust project governance arrangement, including enhanced oversight, risk management, clear milestones and regular assurance processes, to ensure patient safety, service continuity, workforce stability and operational resilience are maintained throughout. Prison partners will receive regular updates on progress, key risks and mitigating actions.	Governor with Oxleas	June 2027
	As above	In addition, healthcare performance, including GP service provision, will continue to be monitored through the prison's Local Delivery Quality Board, providing ongoing oversight and assurance during the transition.	Governor	June 2027
6	**Patients' resuscitation directions were not always correctly documented for all staff to follow.** We found forms missing for patients who did not want to be resuscitated and outdated forms for a patient now requiring resuscitation.	Oxleas NHS Foundation Trust will reconcile every active resuscitation decision recorded on the electronic clinical record with the documents held in residential units and at the prison gate. This will be assured at the daily operational morning meeting. Missing or outdated documents will be replaced, and void documents will be removed immediately.	Governor with Oxleas	Complete
	As above	Residential copies of resuscitation decisions will be included within the provider's weekly audit. The audit will confirm that every active decision has a current and corresponding document in each	Governor / Oxleas	Complete

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
		required location. Any discrepancy will be corrected immediately and reported through clinical governance arrangements.		
	As above	Every six months, relevant healthcare and HMPPS staff will receive a written notice confirming where current records are held and how to report any discrepancies.	Governor with Oxleas	February 2027
7	**The recording of work skills and behaviours developed in prison was poor.** As a result, prisoners did not fully understand the progress they had made or how their new skills might be useful to them when applying for work or on release.	HMP Leyhill will introduce a consistent framework for recording the knowledge, skills and behaviours that prisoners develop through education, prison work, vocational training and employment undertaken on release on temporary licence.	Governor	December 2026
	As above	Prisoners will receive recorded progress reviews identifying their starting points, achievements, developing skills, areas for improvement and next progression steps. This information will support careers discussions, employment applications and preparation for release.	Governor	February 2027
	As above	Managers will undertake monthly quality assurance sampling across education, prison work and release on temporary licence employment. Assurance will assess whether reviews are complete, meaningful, understood by the prisoner and used to support	Governor	April 2027

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
		progression into further learning or employment. Assurance activity will be planned into the quality calendar and reported through the Quality improvement Group.		
8	**Prisoners were not prepared sufficiently for life in modern Britain on release.** There was limited access to digital skills development and a lack of learning about how to protect themselves from radicalisation and extremist views.	HMP Leyhill will implement a sequenced personal development curriculum that supports prisoners to prepare for employment and independent life in modern Britain. The curriculum will include digital skills, money management, healthy living and independent living.	Governor	December 2026 / April 2027
	As above	HMP Leyhill's delivery is aligned with current national HMPPS policy. National policy leads are considering the provision of learning on the risks associated with radicalisation and extremist influences, and HMP Leyhill will implement any agreed national policy position once confirmed. Delivery will be reviewed within six months to identify any changes in national policy and provide assurance that local practice remains compliant and aligned with HMPPS requirements.	Governor	March 2027
	As above	The digital skills package will be agreed by December 2026. Wider personal development provision will be incorporated into the curriculum commissioned for delivery from April 2027.	Governor	April 2027

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
	As above	Participation and completion will be recorded. Prisoner feedback and learning assessments will be used to evaluate whether prisoners understand the material and can apply it to their preparation for release. Impact will be reviewed via surveys and learning walks and fed back through the Quality Improvement Plan, Quality Assurance sheet and Quality Improvement Group.	Governor	July 2027
9	**Too many prisoners faced delays in accessing release on temporary licence (ROTL).** This was often due to delayed contributions from the community probation teams.	Performance is now reviewed weekly and reported through monthly governance arrangements. Assurance includes the proportion of initial boards completed within 12 weeks, the number and age of overdue cases, the causes of delay and the action taken to resolve them	Governor	Complete
	As above	HMP Leyhill will strengthen the oversight of release on temporary licence through improved performance monitoring and escalation arrangements. All cases will be monitored against the local 12-week target for an initial board, with emerging delays identified and addressed at an early stage.	Governor	November 2026
	As above	Outstanding community probation contributions and cases where a Community Offender Manager has not been allocated will be escalated through agreed probation and regional routes. Escalation activity and the reasons for delay will be recorded.	Governor	November 2026

No.	Concerns	Response: action taken / planned	Responsible owner	Target date
10	**Prisoners were frustrated by a lack of communication from the offender management unit.** This included sentence plan targets, ROTL and when they could expect to see their prison offender manager.	HMP Leyhill has strengthened Offender Management Unit resourcing to improve prisoner engagement and communication. All newly arrived prisoners are now seen by a Prison Offender Manager within five working days of arrival, with an allocated Prison Offender Manager identified and meeting the prisoner within 20 working days.	Governor	Complete
	As above	The Offender Management Unit will implement a communication framework setting out expected contact arrangements, how sentence plan objectives will be explained, the stages of the release on temporary licence process and how prisoners can request an update on their progression.	Governor	November 2026
	As above	At initial meetings, staff will explain sentence plan objectives, progression opportunities, expected contact arrangements and release on temporary licence processes. Monthly quality assurance checks, supported by analysis of prisoner feedback, applications and complaints, will assess communication effectiveness, identify further improvements and share good practice to support continuous development.	Governor	November 2026