



HMP WAKEFIELD

Annual Report of the Independent Monitoring Board

May 1st 2010 - April 30th 2011

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1. STATUTORY ROLE of the Independent Monitoring Board (IMB)

The Prisons Act 1952 and the Immigration and Asylum Act 1999 required every prison and IRC to be monitored by an independent board appointed by the Minister of Justice from members of the community in which the prison or centre is situated.

The Board is specifically charged to:

- (1) Satisfy itself as to the humane and just treatment of those held in custody within its prison and the range and adequacy of the programmes preparing them for release.
- (2) Inform promptly the Secretary of State for Justice, or any official to whom he has delegated authority as it judges appropriate, any concern it has.
- (3) Report annually to the Secretary of State for Justice on how well the prison has met the standards and requirements placed on it and what impact these have on those in its custody.

To enable a Board to carry out these duties effectively its members have right of access to every prisoner and every part of the prison and also to the prison's records.

2. HMP WAKEFIELD – DESCRIPTION

HMP Wakefield is a High Security Prison of which there are only eight. It is located between the city centre and a residential district, housing around 750 prisoners of Category A, B, and High Security Remand. There are four residential wings, A, B, C, and D, of which B wing houses Remand prisoners in a separate unit. Prisoners are also held in Health Care (HCC), the Segregation Unit and Closed Supervision Centre (CSC), both located in F Wing.

Outside Agency Services are provided by a number of agencies, such as healthcare from a local Primary Care Trust. The prison is attended by Prison Visitors and the Independent Monitoring Board.

3. EXECUTIVE SUMMARY

This report covers the period 1st May 2010 to 30 April 2011. It is presented in the standardised national format. We again acknowledge the continuing good work and the improvements achieved in many areas of the prison, while identifying and highlighting any areas of concern.

This year has seen a number of changes to the membership of the Board and at the end of this period an extensive recruitment exercise was being undertaken which sought to broaden interest in, and the reach, of the Board's work. Thanks are extended to all those members who have left the Board after many combined years of service and in particular to Pauline Cryer, the previous chair who remains a member and offers the benefits of her experience. Thanks are also due to Paul Brough who has stood down after several years as Board Development Officer, enhancing the training needs of the Board.

3.1 Issues requiring a response from the Director

The Board is concerned about the continuing problems with the aging fabric of the Segregation Unit and hopes that the resources can be found to make the increasingly necessary improvements. At the same time, the Board welcomes the new kitchen facilities which will be provided in due course and the plans to develop the site for educational provision.

The Board has serious concerns about what appear to be inordinate delays in resolving the staffing issues in Healthcare. It noted that the issues relating to the investigation and possible court or other disciplinary actions have been with police and the CPS for a considerable period of time and has joined with the prison and the Director in seeking to ensure that these are progressed much more quickly to relieve some of the resulting staffing and financial pressures in that unit.

3.2 Issues requiring a response from the Prison

The Board welcomes the positive moves made within the prison during this period to improve the control of drugs and dealing effectively with the resulting problems for individual offenders.

It is concerned about the apparently increasing pressure on the segregation facilities both in terms of numbers in occupancy and the mix of prisoners both of which make their management by staff more difficult. It notes and will monitor the staffing changes which are being made to improve the quality of the care and supervision of prisoners on the unit.

The Board seeks reassurance that the welcome provision of the Mulberry Diner does not impact adversely on the staffing and overall resources available for the catering service as a whole.

The Board welcomes the clarification of some expectations in relation to serious incidents and will, during the coming year, seek to make clear our role in such incidents through discussions and agreement with the Governor.

3.3. Issues requiring a response from the Secretariat

The Board expresses its concern that during the course of the year a number of innovations have been introduced, not always with the National Secretariat's prior knowledge or involvement, which have not helped to improve the quality of the service that either the Board or the Secretariat can provide to members or to prisons and the public. These include the loss of the IMB's stand alone web site and the introduction of a less efficient electronic expense claims system.

The Board also considers that there is room for improvement in relation to members' enquiries.

4. AREAS UPON WHICH THE BOARD IS REQUIRED TO REPORT

4.1 DIVERSITY

In last year's report it was stated that all strands of Diversity had been brought together under the Diversity and Equality Action Team. It has now had a year to assess its success or otherwise.

It is pleasing to report that this amalgamation has had no adverse effect on the high standards achieved previously. In fact these high standards have been maintained and improved but only after much hard work by all the staff involved.

The External Scrutiny Panel consisting of Wakefield, HMP/YOI New Hall and HMP Wealstun meets regularly when the system of dealing with Diversity Incident Report forms at each prison is scrutinised and helpful ideas are exchanged. These meetings are also attended by external agencies that provide excellent support; the IMB are also represented.

The report of the Bradford and Sheffield Hallam Universities pilot study, "Appreciative Inquiry into Diversity Strategy at HMP Wakefield", was published during the year and further funding has been obtained to undertake three follow up workshops namely:

Working together to improve the response to Diversity

Sensitivity to Diversity in Security Searching

Responding to sexual acts and practices—informing policy and practice

The UK Borders Agency holds regular surgeries in the establishment for Foreign National Prisoners.

Disability reviews continue on a rolling programme. A wheelchair maintenance contract has been agreed with a supplier, which reduces the time for wheelchairs to be serviced, maintained and repaired. This is necessary due to the ageing population and the physical problems this presents.

The Equality Impact Assessment (EIA) timetable commenced at the start of the year.

The areas to be assessed are:

Searching, Security Information Reports, Progression and Improvement, Complaints and Good Order Or Discipline (GOOD). The GOOD EIA was conducted in association with the Equalities Group at Headquarters. They wanted to test their EIA template against the process required to complete it. As a result the GOOD EIA will be considered best practice by the Prison Service. Complaints has been signed off, the Searching EIA has been completed. The other two are still being progressed. The IMB is represented at the monthly Race equality Action Team meetings.

4.2 LEARNING & SKILLS

The Offender Learning and Skills Service (OLASS) at Wakefield offer a range of programmes to about a third of the prison population.

Employment, learning and skills are integral to offender management. A major development through this year has been the provision of embedded learning opportunities in all workshop areas. The education provider now delivers functional skills provision for all offenders in workshops, including ICT opportunities in two fully equipped learning pods. All learning and skills work directly with each department to ensure that the learning and skills supports the work being done in other places. For example PE supports the work of the Health Care Centre and Offending Behaviour Programmes.

Electronic records systems and databases are now fully operational and established across all Learning and Skills areas, and all staff contribute to the information held. This is now working well to inform the Offender Management Dept for updates required to complete offender's reports. Links with external qualification agencies continue to improve. NOCN has been supporting progression qualifications across all areas and several staff are now qualified to complete internal verifications. Wakefield College do not support this provision, Wakefield is a registered City and Guilds Centre for NVQs and our own fully trained staff deliver assess and verify the qualifications. Matthew Bolton College is supporting BICSc assessor status for staff and offenders and Clear Tec has also been contracted to support waste management qualifications.

Learning and Skills and Education are provided in all areas of the prison including HCC, CSC and the Segregation Unit. This includes outreach from the gym for those with health problems and those who are resident in the CSC, providing health and exercise related advice and support. This year education has provided high level education opportunities for CSC offenders including IT opportunities. HCC has continued to provide stimulating activities for poorly offenders and those with mental health issues.

The number of elderly offenders and those with disabilities continues to increase across the population and this is expected to continue. All learning and skills areas now have specific sessions to cater for the needs of these men and encourage learning and purposeful activity. Activities include;

- PE provides a Tuesday afternoons for gentle activities and help with prescription exercise programmes/ physiotherapy supported sessions.
- The Chapel provides an over 60's social group.
- The library provides day time reading groups.
- The workshops have volunteers who are supporting in-cell work and fine-cell work producing high quality textiles.
- Education support offenders with learning difficulties and disabilities and provide low level courses and ESOL.
- Writer in residence has also provided new opportunities.

The Board has noted that the significant number of prisoners with specific needs related to their scores on the adult intelligence test and is pleased that there are plans being developed to utilise the current kitchen, which will be replaced in the near future, to meet their needs.

Education is mostly offered on a part-time basis with only one or two full time courses. This enables learners to undertake educational courses at the same time as taking part in work and other core activities. Most courses are now fixed-term to ensure that the learners plan for progression. Most courses are full time with some part-time provision where appropriate.

Education courses range from pre-entry level through to HE. Skills for life courses are given priority, they provide all learners with level 2 qualifications in all subjects, and the type of provision is determined by the needs of the population at any given time. ESOL is expanding to meet population need as are IT courses. GCSE's are no longer delivered Business and Progression Diplomas level 2/3. Art is established and offenders produce work of the highest standard and enter the Koestler Exhibition with good results. There is also a flourishing tailoring course which provides opportunities in creative arts, design and textiles work. The PE department has delivered a range of accredited sport-related courses and now offers the first level 2 NOCN courses to support existing provision.

The workshops continue to provide a range of quality opportunities, all of which continue to provide offenders with a range of constructive training skills and experiences.

The range of activities on offer and the number of places available have remained stable over the year, providing offenders with opportunities to engage with constructive rehabilitation.

1. Assessor and verifier training impacting positively on accreditation for prisoners, enabling the skills gained, to be supported by national qualifications.
2. Soon to open Printing Unit No 4 Shop
3. Recycling workshop, helping HMP Wakefield to address environmental issues. Large financial benefit has been gained by introducing compactor to take the prison's refuse, replacing the annual skip contract with Wakefield Council.
4. 15 shop [Woodwork] is now starting to develop client lists and sales are progressing well.

4.3 HEALTH AND MENTAL HEALTH

The Primary Care Centre pharmacy and GP service is operated by Spectrum Community Health, and during the report year a number of additional facilities have been provided that have built on the comprehensive service outlined in last years report. There are a number of regular clinics in operation dealing with chronic conditions such as diabetes, coronary heart disease and respiratory disorders. These, together with the Primary Care Centre treatment room introduced last year, have uncovered more illness among the offender population. The number of GP hours available has been increased to meet this demand.

Particular emphasis has been placed on drug treatment via the Integrated Drug Treatment Strategy (IDTS). A specialised testing and treatment room has been introduced and initial feedback indicates that this is being well received by inmates and is providing an effective drug management and reduction regime. There are currently 14 offenders undergoing detoxification treatment. Management of offenders' medication has been improved, both by the introduction of electronic scripts and the provision of medication lockers on the residential wings. The lockers facilitate the controlled storage of offenders' prescribed medication once they have left the pharmacy, and have reduced bullying of vulnerable inmates and the illicit trading or misuse of medicines.

A number of successful health promotion projects were operated during the year. A Stop Smoking Service with links to the gym fitness program was well attended by offenders, many of whom managed to quit the habit. A bowel cancer screening programme has been completed, and an effective influenza inoculation campaign was undertaken during the winter months. A monthly Healthcare Forum, with representatives from the wings, has been effective in gaining offender support for the implementation of new services and for the dissemination of information.

The Nottinghamshire Mental Health Trust took over the provision of mental health services at the start of the report year. This is a particularly important service for the prison having regard to the number of offenders who suffer with mental health disorders. The Trust provides visiting psychiatrists to deal with the most complex cases whilst the small number of staff within the unit, treat offenders with lesser disorders. A number of other offenders are on medication only.

Overall, the Health Care Unit provides a comprehensive service that meets the needs of the prison population to a level equivalent to that available to the general public via the NHS. There are however underlying problems that could have a deleterious effect on the service provided in future. These are related to the staff shortages raised in last years report (the result of a number of staff suspensions). Matters have now been in the hands of the police and the Crown Prosecution Service for several months and appear still not to have been resolved. The IMB has written to the relevant agencies to express its' concerns about the apparent delays and their impact. Problems have been exacerbated by the fact that the employment of different service providers within the various units precludes the flexible movement of staff between these units to meet shortfalls. Although agency staff are brought in on occasions of severe shortage, their use is however, limited by available finance. A significant burden is therefore placed on the remaining staff who have to overcome the manpower deficiency by overtime and additional shifts. This cannot be a long term solution, and having regard to the length of time that the problem has already existed, it should be dealt with as a matter of urgency.

4.4 SAFER PRISONS

To create a safe environment for its residents, HMP Wakefield places great emphasis upon good order and discipline. Unlike some prisons which have Safer Custody and Vulnerable Prisoner units, the prisoners here reside, work and associate with no separation. The only units separated are Health Care and F-Wing Segregation.

Assessment, Care in Custody and Teamwork (ACCT) documents are opened whenever a prisoner is felt to be at risk from self harm. Regular case reviews are held and ACCT documents only closed when appropriate. These are sampled and quality assured by the senior staff unit who report regularly to the Safer Prisons meeting, which is held monthly and is attended by staff, prisoner representatives, anti-bullying representatives and Listeners. A member of the IMB also attends regularly. The IMB's observation is that this has improved the consistency and quality of ACCT documents and assessments. At the same time, the IMB is aware that the need for further improvement in the consistency of quality of care for vulnerable prisoners has been raised by external and internal scrutiny and is pleased by the recognition being given by management to spreading good practice. Of particular benefit would be increasing the number of staff who have received mental health training to help in the development of skills to spot and respond appropriately to the signs of mental distress.

The number of Listeners is at full strength. The Listener coordinator receives applications from prisoners which are then vetted by the appropriate departments followed by an interview with the Samaritans. When Listeners are appointed, their names and photographs are displayed on wings and corridors. A record is made whenever a Listener is required.

4.5 SEGREGATION

The Segregation Unit and the Close Supervision Centre are both housed on F Wing and are managed by a Governor grade member of staff whose office is accommodated on the wing. The facility has been well used during the course of this reporting period although the figures include some who have been on F Wing more than once and there are some prisoners who have remained on the wing for lengthy periods of time. Both the overall numbers and the mix of prisoners on the wing have caused increased management issues during this reporting period. As in previous reports the IMB again have significant concerns about prisoners with mental health and behavioural problems who contribute to these difficulties. The IMB has noted the associated pressures this has caused for staff and the positive management actions and staff commitment needed to address these.

The IMB carries out a weekly visit to the Segregation Unit and the duty member is escorted round by an officer and seeks to speak to each prisoner. The Board also attends the fortnightly Rule 45 reviews and some adjudications. The unit generally presents as clean and orderly although during the year has been the site of a number of dirty protests and serious incidents. The Board is aware however of the continuing problems with the physical condition of the wing and the present need to patch repair the aging fabric.

Following a lengthy period of discussion about the IMB's role in visiting the CSC, the Chair now attends the centre on a monthly basis and each prisoner is given the opportunity to raise any concerns with the IMB. The centre now houses a number of prisoners held under Rule 46 for assessment for the CSC system.

5. AREAS UPON WHICH THE BOARD CHOOSES TO REPORT

5.1 SECURITY & PRISONERS' PROPERTY

Security is one area directly involving members of the Board as they undergo searching at the Gate, use prison keys during their visits, and come into contact with prisoners. We have great respect for those involved in searching both staff and visitors and the sensitive way in which this necessary task is performed.

There have been no Applications from prisoners related directly to Security. The only issue raised directly with the Board has been the introduction of staff carrying bags. These have been accepted and many members of the Board also use them. There has been a reduction in the number of Property Complaints. This is pleasing as a prisoner's property is very important to him, and finding missing or damaged property is very time-consuming for staff and for the IMB.

All members of the Board who have access to the NOMS computer system have undertaken and passed the Information Assurance training. All members of the Board have attended the statutory Fire Awareness training day. Members have been reminded of the categories of restricted paperwork, and the conduct of board meetings has been changed to remove the requirement for certain reports to be sent by post.

Members take a close interest in the Designated Search Team both in its routine role, and in its efforts to sweep the prison for unauthorised articles. It has been impressed at the way cell searches are conducted balancing a sensitive approach to the occupant while performing an appropriately rigorous search. Where dogs are used for searching, protocols are in place to alleviate anxiety in prisoners who have an objection to dogs being in their cells, but the need to search is paramount. The high level of surveillance in the Visitors Centre, to try to prevent the ingress of unauthorised articles especially mobile phones and drugs, has been noted.

The Board was pleased to see that Security Audits during the year have resulted in a 94% audit result. The level of these audits where, for example, every piece of equipment, and every tool, is inventoried, marked and checked on a regular basis is remarkable.

5.2 SERIOUS INCIDENT MANAGEMENT

During the year there have been a number of incidents deemed as serious by the prison's management and all have been monitored by the IMB in line with national guidelines and fully documented. One involved the deployment of the national control and restraint team whose actions were observed by IMB members. Information has been shared appropriately with the Prison and Probation Ombudsman during his enquiries.

There have been five deaths in custody during the reporting period:

July 9th 2010	Natural causes
November 6 th 2010	Natural causes
December 11th 2010	Natural causes
December 16 th 2010	Suicide
April 4 th 2011	Natural causes.

The Board has also taken the opportunity during the course of the year, following an incident which did not trigger the serious incident procedures to clarify the expectations about notification. It has been agreed that the Board will be informed and appropriately involved in cases where the incident itself may not be serious, but where for example the high profile nature of the prisoner or associated media interest may increase the risk and seriousness.

5.3 HEALTH AND SAFETY

Accidents over the period have shown no real change from previous years, where trips, slips, and falls seem to be associated with Control and Restraint. The Health & Safety Officer continues to investigate the reasons behind this type of accident.

The Fire Safety Monitoring continued throughout the year, and all areas of the establishment were subjected to a fire risk assessment, and no supplementary problems have been noted.

West Yorkshire Fire & Rescue Service has made a number of familiarisation visits to the Prison and noted the cleanliness, and lack of rubbish in the prison, which helps them in the event of tackling a fire.

5.4 CATERING

The kitchen Staff and Offenders continue to provide good quality food for the Prison population at Wakefield, even though they have had problems with equipment failure. The Catering Staff work hard to meet the requirements of the many Religious festivals, and the various dietary requirements. There were some reported refusals by prisoners to eat some of the food during Ramadan.

Members of the Board regularly visit the kitchen, and sample the food. Because of constraints on cost, should a member wish to sample the food on the Wings then prior notice has to be given, to avoid waste.

During the year the prison has also established a staff catering facility, the Mulberry Diner, which has been successful in providing relatively simple but good quality meals and snacks. The IMB has become aware of the need to prioritise resources that this has placed upon catering staff, but has been impressed by how this has been managed. The Board also accepted a small introductory token from the prison which was shared across all staff and potential diner users and did not consider that this posed any conflict with its independence of role.

5.5 FOREIGN NATIONALS

Currently there are 64 offenders registered as foreign nationals at HMP Wakefield. Their countries of origin are very diverse, including Africa, Eastern Europe, India, Caribbean, and Ireland. Most have a good understanding with regard to spoken English and the majority have some knowledge of the written word. Currently however, we do not have in place a number of services and facilities to assist those who are experiencing difficulties with understanding.

There are a number of information booklets in a variety of languages, which include:

- General information
- Comp 1 forms
- Adjudication paperwork
- Diversity Incident Report Forms
- Question and answers linked to routines.
- General information from UK Borders Agency.

The Diversity Unit has access to a translating machine, which allows information to be automatically translated mainly into languages spoken in Europe, and this is proving to be valuable.

They have also established links with a supplier of foreign language publications and this facility has been used to source dictionaries and phrase books.

They also have a register of staff that speak a foreign language and are prepared to interpret for offenders. This may not be an ideal situation however; they are currently updating this list to take into account unusual regional dialects.

When an offender comes into reception with limited understanding of English they have a 'pointing' sheet which requests interpretation in one of thirty languages. Once the offender's language is confirmed they can access one of the facilities outlined above.

The UK Borders Agency hold quarterly 'surgeries' in the prison and are able to deal with all issues regarding deportation and repatriation. Foreign Nationals also have access to the Blue Card scheme which allows them to phone home at a reduced cost. The Foreign National Offender reps are proactive on the wings and have details of services available. They liaise with staff at monthly meetings and in conjunction with Diversity/ Foreign National Officers ensure that Offenders have access to the services that they require.

5.6 RESIDENTIAL WINGS

There are four Residential Wings: A,B,C and D in the main part of the prison. One Wing includes a Remand Unit. The Segregation Wing is a separate building as is Healthcare. Regular visits to the Residential Wings have been made in addition to those during IMB Rota visits. The Board has noted the cleanliness and the generally calm atmosphere prevailing.

The IMB had a meeting at the start of the reporting period with the new Head of Residence. The Board was impressed with the enthusiasm shown by the Governor. However, half way through the reporting period the Head of Residence was changed and some of the improvements planned have still to be carried out. Improvements have been a new Decency Policy, earlier than initially planned, and a new IEP system. The Board has offered to join the recently established focus group covering this area. The wings have numerous notice boards which are overcrowded and contain some out of date information. Despite requests from the Board, they have not been improved. Members of the Board have attended various meetings including Safer Prisons, Lifer, Local Establishment Panel (involving those prisoners referred to the Managing Challenging Behaviour Strategy), Lifestyle, Diversity etc.

Prompt notification to the IMB of moves from Residence to Segregation has been spasmodic throughout the reporting period. However, incidents including Planned

Removal from cell, and escorts to Segregation have been observed by members and the competence and efficiency of the staff noted. During the year there have been numerous in cell fires and the IMB has observed the affected cells and noted how well the adjacent prisoners had coped with this.

The total number of Applications continues to reduce compared to those in previous years. In this reporting period, a total of 111 Applications have been made. This compares with 129 the previous period and 131 in the period 2008-9. A regular analysis check has been carried out but no discernible trends or changes in the nature of applications are apparent.

Certain prisoners in individual circumstances have made multiple Application and complaints. Although the prison has restricted the number of Complaints from individual prisoners, the IMB has not done this with Applications. If necessary a member of the IMB has been nominated to deal with specific individuals who make repeated Applications.

5.7 CANTEEN

With DHL taking on the role of managing the canteen the number of complaints from previous years seem to be in decline.

The IMB endeavours to attend as many Canteen meetings as possible throughout the year, so that issues can be remedied before they become a problem.

5.8 VISITORS' CENTRE

The check- in for visiting is situated about 200 yards from the main building. Refreshments are available staffed by dedicated volunteers who managed to keep the tea-room open despite the extreme weather conditions prior to Christmas. The tea bar is self funding.

Last year the visits days were reduced from five to four days; Tuesday, Thursday, Saturday and Sunday, a petition was presented to the Governor requesting two consecutive weekdays for overnight stays for those who travel long distances and who could use two visits. The IMB was supportive of this initiative. The petition was not successful.

Family days are held four times a year and these have proved very popular. The IMB is always represented at these days and recently has attended with informational material for prisoners and their relatives

In an effort to improve and develop the provision relating to visits, booking, crèche and refreshments in both the outside Visits Centre and the visiting room, there have been discussions with POPS, (Partners of Prisoners and families Support Group) with a view to engaging a Family Service Coordinator- the outcome is awaited.

Monthly meetings, chaired by a member of the Board, are held with representatives from the prison visitors, volunteers and prison staff

5.9 OFFENDER MANAGEMENT

Within the last IMB Annual Report it was recorded that major changes to the structure had taken place within the Offender Management Unit, and that these changes had been successfully implemented. The same has proven to be the case during the last twelve months but with improved administrative procedures to keep up to date with the continuing changes to the work carried out by Administration Clerks, Officer and Probation Offender Supervisors within the Offender Management Unit.

During this reporting year HMP Wakefield has been a Pilot Site for the High Security State in relation to Layered Offender Management. This has had a significant impact on all grades within the Offender Management Unit, but in particular on the clerical staff. As in the case of all the prisons within the High Security Estate this has been especially difficult to implement due to the high number of prisoners serving life sentences and to the complexity and risk that the cases these prisoners in particular carry. To date the Sentence Planning Clerks are working to the model with the Parole desks and Custody desks stand alone posts, with staff still being trained in other areas to ensure cover is available at all times. The Offender Management Unit are visiting other High Security Prisons to draw comparisons and ensure that they are using the best practices available, whilst being assured that we are all working with similar if not the same arrangements including all Offender Management Unit staff.

During this reporting year a security audit on the categorisation of prisoners was undertaken, and with the commitment and hard work of all the staff in the Offender Management Unit, 100% was achieved in this module.

With effect from 1 April 2011 a Key Performance Target of 80% has been set on Indeterminate Parole Dossiers, which has impacted on last years work as it has been necessary to work through the backlog of cases that had increased over the previous years. Due to the hard work of staff this backlog has been reduced and the Target met, despite the short timescale available after receiving reports from the Offender Manager. The Determinate Parole Dossiers are not included in the above Key Performance Target, although these are being processed and disclosed on time and in accordance with PSO 6000.

5.10 CHAPLAINCY

The Chaplaincy is currently going through a period of change. The Roman Catholic Chaplain has returned to his parish and his replacement is covering for fourteen hours per week, and has spent considerable time in the past as part of the Chaplaincy Team. It is hoped to recruit a full time RC colleague in the future. Other changes are in the pipeline when the Ecumenical Chaplain retires and the Assistant Chaplain leaves to join the RAF.

Generally the Chaplaincy is functioning satisfactorily. The number of Muslims attending Friday prayers is consistent at about 50. In the recent months there has been a slight increase in the number of men attending chapel on Saturdays and Sundays. The annual Carol service was once again a success.

The Chaplaincy staff are grateful for the support the prison management continues to give to their work.

The team are committed to being fully integrated within prison life as well as fulfilling their statutory duties. However, although over the next few months things may become a little tighter due to vacancies staff appear committed to overcoming these difficulties.

5.11 RECRUITMENT & TRAINING

The Board has a complement of twenty, but has been reduced to 14 due to resignations and the granting of a sabbatical period. Two new members have been appointed and one should be reaching the end of their probationary year shortly. One new member has started in May 2011. The Board undertook an extensive, and very successful, recruitment campaign, and has conducted five visits to the prison of interested people. This led to interview panels of the Board which have seen 15 applicants and recommended six as being suitable for appointment. It is hoped that the Minister can approve these six immediately, and that clearance can be obtained quickly.

Board members have undertaken statutory training where required. This included Information Awareness, and Fire Awareness Training. This necessary training is nevertheless a significant drain on the Board's budget.

Wakefield is a prison with a low turnover in both prisoners and staff. Whenever requested, the Board Development Officer has spoken to new members of staff to acquaint them with the work of the IMB.

The Senior Management with the Prison continues to vary their roles, and the Board continues to get updates at our Meetings, and outlining their various responsibilities. 'Desk Top Exercises' appear to be a thing of the past, and we no longer receive notice of them.

Although the procedure for 'New Members', appears to be going well, the stumbling blocks appear to be getting members through 'key training', and notification of their final appointment.

Individual members have undertaken national induction and role training including the new Vice Chairs and the Board Development Officer.

6**BOARD STATISTICS**

Recommended complement of Board members	20
Number of Board members at start of the reporting period	16
Number of Board members at the end of the reporting period	14
Number of new members joining within the reporting period	2
Number of members leaving within the reporting period	3
Total number of Board meetings during reporting period	12
Average number of attendance at Board meetings during period	13
Number of attendances at meetings other than Board meetings	180
Total number of visits to the prison (including all meetings)	540
Total number of applications received	111
Total number of segregation reviews held	42
Total number of segregation reviews attended	42

APPLICATIONS TO THE BOARD
(Covering the period May 2008-April 2011)

CODE	SUBJECT	2008/2009	2009/2010	2010/2011
A	Accommodation	0	3	3
B	Adjudications	1	1	5
C	Diversity related	10	5	0
D	Education/employment/training	6	14	16
E	Family/visits	5	4	3
F	Food/kitchen related	2	4	3
G	Health related	4	8	4
H	Property	22	19	13
I	Sentence related	6	4	1
J	Staff/prisoner/related	13	14	24
K	Transfers	10	7	3
L	Miscellaneous	52	46	36

Total number of applications	131	129	111	
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