

**HER MAJESTY'S PRISON AT**  
**GLOUCESTER**

**ANNUAL REPORT OF THE BOARD OF VISITORS**  
**FOR THE PERIOD 1<sup>ST</sup> SEPTEMBER 2000 UNTIL**  
**31<sup>ST</sup> AUGUST 2001**

**The Board of Visitors**  
**HM Prison Gloucester, Barrack Sq.,**  
**Gloucester GL1 2JN**

24 November, 2001.

The Rt. Hon. David Blunkett, MP,  
HM Principal Secretary of State for the Home Office

Sir,

I submit the **ANNUAL REPORT** of the **BOARD OF VISITORS AT HM PRISON GLOUCESTER.**

Gloucester Prison is situated on an inner-city site and is over 200 years old. It is a Category 'B' local establishment. The certified normal capacity for the establishment is 236 and it has an operational capacity of 330.

The report covers the period 1<sup>st</sup> September 2000 until 31<sup>st</sup> August 2001. The Board intends to publish the Report in December 2001.

The Prison covers the Court areas of Gloucestershire, Herefordshire, South Worcestershire and parts of Avon and Somerset.

We look forward to hearing from you in due course.

Yours faithfully,

Paul Deneen, JP  
Chair of the Board of Visitors

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## QUESTIONS AND ADVICE/SUGGESTIONS TO THE SECRETARY OF STATE FOR THE HOME OFFICE

- (1) We remain as at August 2001 concerned that we still have not received details of forms concerning Prison Orders for Rule 45 segregated Prisoners and we find the situation most unsatisfactory (as we did in 2000). My suggestion of self-duplicating copies of different coloured papers for (a) copy to inmate; (b) copy for Prison; (c) copy for Board of Visitors, etc., has been considered and we await the final outcome.
- (2) We continue (as we have mentioned in previous reports) to be extremely concerned about individuals being held at the Prison who have psychiatric or personality disorders. We urge that these individuals be transferred to secure hospital facilities in order for them to receive appropriate specialist care and treatment. We have also noted that there appears to be an excessive amount of time taken for individuals to be transferred to suitable establishments at the present time.
- (3) Our main concern which we wish you to address is the issue of the reduction of financial resources during the period September 2000 until August 2001. With the prison population increasing, it is vital that the level of provision of resources is made available in order for all relevant programmes and regimes to be developed and provided by the establishment.

## QUESTIONS, ADVICE AND SUGGESTIONS TO THE PRISON SERVICE

- (1) We would be most grateful for comments and observations on 1-3 questions made to the Secretary of State
- (2) With the retirement of the Prison Doctor and the vacancy for a Principal Officer for Health care, there is now the opportunity of a fundamental review of the work and strategy of the Healthcare Centre.

## QUESTIONS, ADVICE AND SUGGESTIONS TO THE BOARD OF VISITORS SECRETARIAT

We have no observations to make in this report at this time.

REPORT AND REVIEW OF THE WORK OF THE BOARD OF  
VISITORS AT HM PRISON AT GLOUCESTER  
SEPTEMBER 2000 UNTIL AUGUST 2001

CHAIR'S REPORT – MR. PAUL DENEEN, JP

1. I wish to place on record my very grateful thanks to all members of the Board for their dedication and commitment throughout the year and for providing information for me to include within this report. Thanks also for the excellent support given by the Clerk of the Board of Visitors.
2. During the period of this report, the Prison had a change of Governor. From September 2000 until March 2001, Governor Richard Booty was in charge of the establishment. The Board had a very good and effective working relationship with him and we wished him well on his promotion to be the Governor of Leyhill Prison. From April 2001 the Prison Service appointed Governor David Chalmers to the post of Governor of Gloucester Prison. As a Board, we feel that he has fitted in very well and has developed an excellent relationship with the Board. There is mutual respect and a full understanding of the respective roles and a clear acceptance of The Board's role as an Independent Watchdog and as a "critical friend".
3. On behalf of the Board I wish to place on record our very grateful thanks to the Governor, Governor Grades, Officers and Support staff at the establishment for all of their hard work at the Prison.
4. As Chair of the Board I have attended meetings of The Chairs of other Boards at meetings held in the South West Area at Leyhill Prison. This affords the Chairs of all establishments the opportunities of raising issues of concern with the Area Manager, the Board of Visitors Secretariat and the National Advisory Council. I would like to place on record my personal thanks to Jerry Petherick, the Area Manager, who has always made himself available to the Boards, and, has developed an excellent rapport and relationship with all of the Chairs of the Boards in the South West Area. I believe that the Secretariat has gone from strength to strength under the leadership of Peter Curwen and I thank him for the support that he has given the Board at Gloucester. Bryan Baker as our National Advisory Council Members always keeps us informed of developments at national level and I thank him for his dedication and commitment.

5. During the period of this report, there have been 4 suicides at the Prison. All of the suicides have been reported to the Coroner and Inquests have been held and verdicts have been recorded by the Coroner. There is no doubt in our mind that relevant lessons will have been learned from these sad situations and we are aware of the priority being given to the issue by the Governor and his staff with the Board being kept involved and informed of developments.

6. The Board has seen a number of changes to the Prison since the arrival of the new Governor David Chalmers. I make the following observations regarding the changes and developments:

(a) The removal of Young Offenders from Gloucester

Following complaints from the Board over a number of years with representations to various Ministers who have visited Gloucester and more recently with the opportunity of making our views known to Martin Narey, the Director-General, when he visited the Prison, we were pleased to receive confirmation via the Area Manager and Governor that the Prisons Board had decided to move all Young Offenders from the establishment. We would like to place on record our thanks to Martin Narey for his prompt action regarding the situation.

(b) The appointment of the new Deputy Governor

Chris Pople was appointed as Deputy Governor during the period of this report. We would wish to place on record our thanks to him for his hard work and have appreciated his help and support since his appointment.

(c) Suicide Management Issues

As a Board we are aware of the priority which has been given to this very sensitive issue by the Governor and his team and we fully support him regarding the work in this area.

(d) The Annual Budget

The Governor has always stressed the importance of the Prison keeping within the budget levels agreed, as well as seeking additional funding in order that the needs of inmates with problems are met by the staff of the Prison. We were, therefore, very pleased to note the work which has been undertaken regarding the issue of Drugs (rehabilitation, detoxification, etc.) and the issue of Mental Health (outreach work).

(e) Regime Development

We have noted the establishment's aim that all prisoners should have access to constructive activity/activities and with the proposed changes in the future to the new 'Core Day', this is likely to be realised. The expansion of key skills and key work skills are also an important part of development. The Resettlement Programme will additionally include greater links with outside agencies, e.g. probation, etc. One future development will be that of in-cell television and we await with interest to see the impact of this on the overall regime, etc., of the establishment.

(f) Clustering of the Works Dept. with other local establishments

The Board applauds the decision to revert back to the Works Dept., being a part of the establishment at Gloucester. We note that there were no financial gains to Gloucester as a result of 'Clustering' though the Prison lost some very good staff because of it.

(g) Security

We fully support the Governor regarding his attempts to upgrade security at the establishment and are extremely concerned at the lack of appreciation or understanding by the local Planning Authority regarding this important issue.

7. SUICIDE MANAGEMENT TEAM

This team meets monthly, Chaired by the Governor or Deputy Governor, with the Head of Operations, Senior Probation Officer, a Group Manager, Operations Group Manager and BOV (as an observer) in attendance. Representatives from Health Care, Chaplaincy and the gymnasium also attended.

Sadly, 4 deaths in custody during the last year has meant that suicide awareness is under the microscope for all ranks. Procedures are being tightened to try and ensure that every possible loophole is covered and that there is a clearly defined audit trail for each system which is in place.

The removal of Young Offenders from Gloucester has led to a reduction in the number of 2052 SH's opened for this volatile age group.

The Samaritans have continued their valuable training of Listeners during the last year. The number of Listeners varied and there was a constant need to identify suitable inmates for training and to retain them.

The Samaritans have also attended the establishment on a regular basis and would come in at short notice if required. We are all grateful to them for their commitment.

We are also grateful to the Doctor and his dedicated Health Care Staff for their continued support, very often in difficult circumstances, with conflicting demands on their time and resources.

#### 8. THROUGH-CARE POLICY GROUP

Meetings were held every two months where possible. They were attended by a Governor, SPO, Health Centre staff, Chaplaincy, PE staff, Education staff, Drug/Alcohol Strategy Co-ordinator and BOV.

Subjects covered by this group have included :-

(a) Alcohol Services

GDAS visit once a week for two hours and do group work based in the Education Department for inmates with both drug and alcohol problems. Funding has been provided for a further 6 months. They have also been providing extra support in the community for inmates by providing post release appointments.

An alcohol/drug strategy was being prepared.

Referrals to the CARAT team were being made during Inductions.

(b) Drugs

A team, including two Drug Workers and a Probation Officer, operate with the Co-ordinator and Administrative support.

Narcotics Anonymous visit the establishment one evening each week. 10 inmates attend each session.

The Personal Officer scheme had recommenced on Wing C.

Four practising acupuncturists were working in the establishment.

(c) Sports/Games

A very full programme of activities was provided by the PE Department. This included Evening PE Classes, which were running as part of the Summer Programme.

Four Community Sports Leaders Awards (CSLA) courses had been completed.

One British Amateur Weightlifting Association (BAWLA) Leader Course had also been completed.

(d) Education

Filton College was responsible for education in the establishment. Basic skills courses were running. These were backed by IT courses and Home Cookery classes. Alcohol/drug awareness classes were run every week. A bid had been submitted for a new education block and we thank the staff at the Education Centre for their hard work.

(e) Chaplaincy

The good work of the Chaplaincy team continues, in spite of the long-term illness of the Reverend Stuart Brace. This has included Bible Study and Counselling work.

(f) Time Out Day Centre

In conjunction with Gloucestershire Association for Mental Health, HMP Gloucester had secured 12 months funding for a prison based day centre five days a week on a sessional basis. This provided additional social support, especially for those with mental health problems.

(g) Sentence Planning

Regular reports were being prepared and Officers were being trained to complete the plans with a minimum of delay.

(h) Employment

A Business link had been established with the Gloucester Inter-Agency Employment Forum. Two successful sessions had been completed attended by 11 inmates covering training for business plans. It was anticipated that a worker from the Forum would attend for a day each week to give advice and help in preparing Curriculum Vitae.

(i) Home Detention Curfew

For the year ended May 2001, 1009 assessments had been started. A total of 61 had been granted HDC.

## 9. ANNUAL REPORT FOR HEALTHCARE AND DRUG STRATEGY TEAM

### Healthcare

Staff:

- 1 PO
- 2 SO's
- 3 Healthcare Officers of which
  - 2 ENM
  - 1 NVQ 2+3
- 4 F/T Nurses of which
  - 3 RGN's
  - 1 Dual RGN/RMN

5 areas of Health Promotion, Mental Health, Communicable Diseases, Cancer, Coronary Heart Disease (CHD) and Substance Misuse are being covered with varying degrees of success.

Mental health is doing well with a secondment of Mental Health Co-ordinator from Glos. NHS Trust. Unfortunately, due to a lack of additional funding, this is not able to continue for a second period of secondment.

Leaflets have been provided for the above areas by the NHS.

Current lack of funds means that the vital role of Health Promotion within the Prison is lacking in areas such as CHD and Cancer. Currently there is no member of staff trained in Health Promotion and therefore able to run group sessions.

Dr. Ruki will not be returning to work as the Medical Officer in the Prison as he is retiring. The Governor is currently about to tender locally with GP practices in Gloucester in order to "buy a GP" from one of the Practices for full time medical cover.

Several Nurses in Healthcare Centre are about to undertake further training. There have been 2 student placements from Oxford and 1 from Hartpury College.

### Areas of Concern

Disabled facilities (re:- bathing and toilet) have still not been provided on the unit.

There has been a staffing shortage both Medical and Nursing, which has led to concern for vulnerable Prisoners' safety on the unit. Several BOV members have expressed concern about this during their rota visits. Agencies have been employed which has caused overspending of the budget.

Due to lack of funding, Health Promotion is not as effective as it could be.

## Drug Strategy Team

Staff:- Drug Strategy Co-ordinator  
1 CARAT Worker  
Resettlement Worker  
Probation Officer

Work has started on the Rehabilitation Unit, which should be operational by Feb 2002.

Applications are currently being sought for Treatment Programme Manager for the unit.

C1 will house 12 detox beds.

C2 will become the residential side of the short-term rehab.

The programme of treatment which will be used will mimic the successful programme currently underway at the Earlstoke in Devizes.

A budget of £10K has been provided for the prescription of a new drug.

C wing is successfully used as a Voluntary Testing Unit.

An area of concern which has been expressed, is the lack of facilities for one to one consultations with prisoners.

One worker has a dual role as an acupuncturist providing treatment for prisoners.

## 10. POLICY

- Instigation of Language Line for non-English speaking persons
- Appointment of Muslim Advisor by Prison Service
- Issues of YOI's raised yet again by Chairman with Area Manager
- Establishment recruitment ban until April 2001
- Funding made available for disabled facilities in Healthcare Centre
- Perimeter wall security commenced
- In-cell electrics commenced A & B Wings
- Writer-in-Residence took up post
- Budget-challenge meetings with Area Manager and Accounts; a predicted overspend, but which will be balanced by reduction of prison officer grades and alterations in regimes.
- Minister for Prisons unannounced visit – very positive.
- Appointment of new Deputy Governor
- Gloucester Prison Museum formally re-opened.
- Governor left establishment on promotion
- Agreement of temporary operating levels of 255 due to landing closures of in-cell electrics
- Installation of temporary kitchen to enable up-grade of existing kitchen
- Time Out Day Centre for Special Needs groups opened in partnership with Gloucestershire Association for Mental Health
- New Governor took up post
- Prison officer vacancies advertised
- Director General visit – very positive
- Quantum Preliminary Site Survey

- All Young Offenders transferred out from Gloucester
- Full lockdown search by NDSU + 8 dogs
- Quantum Site Survey x 5 days: Gloucester will not be required to fund cost of work
- Excavation of bones at the back of C Wing with the Archaeologist being involved regarding this.
- Adoption of Best Practice in respect of Suicide Management Team
- Security - Discussion to review heightening of perimeter wall due to construction of Multiplex Cinema within 5m proximity. Initially Planning refused, establishment advised to re-submit application.

#### 11. BOV ANNUAL REPORT 2000/2001 RACE RELATIONS

Through the Board's role in the Race Relations Management Team, we are confident that the prison is enthusiastically pursuing a policy consistent with national requirements and reflecting a genuine commitment to racial equality. All mandatory and a number of recommended areas are monitored and reported monthly. It is planned that all recommended areas will be monitored by late 2001. Minority Ethnic Population has remained between 6-8% against the population in the catchment area of approximately 4%. Minority Ethnic staff numbers are currently (August 2001) 2%. Increased efforts are planned to remedy this.

The introduction of a confidential reporting system is reflected in 24 racist incident reports being submitted during the year :

Improper treatment	1
Allegation towards officer by prisoner	5
General complaint by prisoner	7
Racist comment by prisoner to staff	6
Racist comment by prisoner to prisoner	3
Assault	1 (not proceed with)
Racist remark by officer	1

All were resolved internally.

48% of Gloucester staff have received the half-day race relations training. A member of the Board is attending the three day Race Relations Management Team training in October 2001.

#### 12. ADJUDICATIONS

These have been monitored on a regular basis. During the period of this report, there were a total of 500 adjudications. The majority of these were for assaults, fighting and possession of unauthorised articles.

The number has declined generally throughout the period due to the Young Offenders leaving the establishment, the total being markedly reduced from the same period last year.

Charges      Aug 00 to Sept 01

Rule 51 Para 1.....	39	Assault
Rule 51 Para 4.....	41	Fights
Rule 51 Para 5.....	3	Intentionally endangering health/safety of others
Rule 51 Para 9.....	75	Administering a controlled drug
Rule 51 Para 12.....	112	Possession of an unauthorised article
Rule 51 Para 17.....	25	Destroying/Damaging any part of the prison
Rule 51 Para 20.....	63	Using threatening, abusive words/behaviour
Rule 51 Para 20a.....	4	Using threatening, abusive, insulting, racist words
Rule 51 Para 22.....	58	Disobeying any lawful order

13.    SECURITY

Concern has been expressed regarding inmates attending courts and being supplied there with illegal goods/items, thus giving additional worries to staff on return to Prison.

The Board fully supports the Governor regarding security issues and particularly the difficulty being encountered with the local council regarding planning for the heightening of the perimeter wall.

14.    WORKS

The Board complained bitterly about the concept of the "clustering of the Works Dept.", with other nearby prisons. Sadly we have lost valued specialist staff as a result. We now understand that the Works Dept. will now return as a stand-alone centre at Gloucester, which should ensure a much better service. The "In-cell" electrics are progressing well and in the fullness of time will prove to be a good incentive to good behaviour with the reward of television in cells.

15.    PRISON OFFICERS ASSOCIATION

Relations between the POA and the Management Team continue positive. A somewhat emotive and complex year for staff and the Prison Officers Association, having had to cope, amongst other things, with a number of deaths in custody and formal code of discipline hearings.

The Prison Service and POA mutually agreed an improved procedure for solving disputes between management and local branches; the

voluntary agreement superseded the failure to agree system which did little or nothing to improve industrial relations.

The new structure provides positive opportunity for participation of both parties in constructive debate and beneficial conclusions to problems.

Over the year, a number of staff have left the establishment for a variety of reasons including retirement, dismissal and resignation, leaving a massive deficit in staff numbers – a great cause for concern, shared by the management team. Active recruitment has resulted in partial replacement of staff, but still leaves a deficit in required manning levels.

## **APPENDIX**

### **STATISTICS OF THE BOARD DURING THE PERIOD OF THIS REPORT - 1<sup>ST</sup> SEPTEMBER 2000 UNTIL 31<sup>ST</sup> AUGUST 2001**

Please find enclosed the following information :-

- (a) Monthly meetings of the Board
- (b) Areas of Special Interest – attendances by Board members
- (c) Number of Rota Visits undertaken
- (d) Number of recorded applications
- (e) Number of applications to the full Board
- (f) Number of Rule 45 inmates
- (g) Number of Prisoners held in special cell/non-medical restraint
- (h) Number of prisoners held in medical restraint
- (i) Average prison population/Area coverage

(a)	<b><u>Number of monthly meetings</u></b>	2001 <u>(12)</u>	2000 (11)
(b)	<b><u>Number of special meetings</u></b>	<u>2001 (59)</u>	2000 (57)
	of which :-		
	New member interview	8	
	Annual conference	1	
	Inquest re death in custody	3	
	Area Chairs' Meeting	4	
	Meeting with BOV Clerk	1	
	Chair's Meeting with Governor	10	
	Visit by Leyhill BOV	1	
	Meeting with Director General	1	
	Race Relations	5	
	New member training	5	
	Health Steering Group	1	
	POA	1	
	Policy	2	
	Suicide investigation	6	
	Throughcare	3	
	2052SH Review	2	
	Probation	1	
	Security	2	
	Prisons week service	<u>1</u>	
		<u>59</u>	
	Some of the above were attended by more than one member, i.e. Annual Conference and Board Meeting with the Director General.		
(c)	<b><u>Number of Rota Visits</u></b>	<u>2001 (111)</u>	2000 (99)
(d)	<b><u>Number of Recorded Applications</u></b>	<u>2001 (92)</u>	2000 (85)
	of which :-		
	Property	6	
	Health	4	
	Transfer	26	
	Regime	9	
	Race Relations	1	
	Adjudications	2	
	Other	<u>44</u>	
		<u>92</u>	
(e)	<b><u>Number of applications to the full Board</u></b>	<u>2001 (nil)</u>	2000 (nil)
(f)	<b><u>No. of new R45 Prisoners under</u></b>	(i) Good Order or Discipline	17
		(ii) own protection	128

(g)	<b><u>No. of Prisoners held in special cell/ Non medical restraint</u></b>	<u>2001 (16)</u>	2000 (13)
(h)	<b><u>No. of Prisoners held in medical Restraint</u></b>	<u>2001 (2)</u>	2000 (56)
(i)	<b><u>Average Prison Population</u></b>	<u>2001 (266)</u>	2000 (283)

### **Area Coverage**

The Prison covers the Court areas of Gloucestershire, Herefordshire, South Worcestershire and Avon and Somerset.