



HM Prison &  
Probation Service

Action Plan: HMYOI Werrington

Action Plan Submitted 10 September 2018

A Response to the HMIP Inspection 15 – 25 January 2018

Report Published 6 June 2018

## INTRODUCTION

HM Inspectorate of Prisons (HMIP) is an independent inspectorate which provide scrutiny of the conditions for and treatment of prisoners. They report their findings for prisons and Young Offender Institutions across England and Wales to Ministry of Justice (MOJ) and Her 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 recommendations. The action plan confirms whether recommendations are agreed, partly agreed or not agreed (see categorisations below). Where a recommendation is agreed or partly agreed, the action plans provides specific steps and actions to address these. Actions are clear, measurable, achievable and relevant with the owner and timescale of each step clearly identified. Action plans are sent to HMIP and published on the HMPPS web based Prison Finder. Progress against the implementation and delivery of the action plans will also be monitored and reported on.

Term	Definition	Additional comment
Agreed	All of the recommendation is agreed with, can be achieved and is affordable.	The response should clearly explain how the recommendation will be achieved along with timescales. Actions should be as SMART (Specific, Measureable, Achievable, Realistic and Time-bound) as possible. Actions should be specific enough to be tracked for progress.
Partly Agreed	Only part of the recommendation is agreed with, is achievable, affordable and will be implemented. This might be because we cannot implement the whole recommendation because of commissioning, policy, operational or affordability reasons.	The response must state clearly which part of the recommendation will be implemented along with SMART actions and tracked for progress. There <b>must</b> be an explanation of why we cannot fully agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.
Not Agreed	The recommendation is not agreed and will not be implemented. This might be because of commissioning, policy, operational or affordability reasons.	The response must clearly state the reasons why we have chosen this option. There <b>must</b> be an explanation of why we cannot agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.



ACTION PLAN: HMCIP REPORT

ESTABLISHMENT: HMYOI Werrington

1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/ owner	6. Target Date
	<b>Main recommendation to the Youth Custody Service and HMPPS</b>				
5.1	Work should be undertaken to further identify and provide the support needed to help Werrington (and other young offender institutions) to address and reduce the consistently high levels of violence while continuing to deliver a full, constructive regime to the boys in their care. (S39, repeated recommendation S42)	Agreed	<p>The aims of the MoJ Prison Safety and Reform programme are to improve standards in youth custody by making it a place of safety, both for children and those who work there; and to improve the life chances of children in custody. MoJ are investing £64 million to entrench the reform of youth custody. As part of this HMPPS will boost the number of frontline staff in youth offender institutions by 20% by April 2019, which equates to 123 additional recruits, including newly trained specialist youth justice workers, equipped to tackle the needs of young offenders. Specifically for HMYOI Werrington, this will mean four additional Custodial Managers, two Physical Education Instructors and 14 Prison Officers.</p> <p>The Youth Custody Service (YCS) and Youth Justice Reform team continue to implement the Youth Custody Delivery Plan to tackle issues regarding the high levels of violence experienced by young people and staff in custody. Interventions and support include:</p> <ul style="list-style-type: none"> <li>a. Public Sector Prisons (PSP) Psychology Services Model - a specialist assessment, intervention, consultancy and evaluation model to aid effective risk reduction &amp; management, reintegration or redirection.</li> <li>b. Promoting Risk Intervention by Situational Management (PRISM) - an evidence-based process that highlights characteristics of the situational environment that have a bearing on violence and risk reduction within that setting (such as staff training, morale and experience, and management and interventions).</li> <li>c. Custody Support Plans (CuSP) - an evidence based care planning approach for all young people in custody. It provides each young person with a personalised officer to work with on a weekly basis in order to build trust and consistency.</li> <li>d. Conflict Resolution Strategy which applies restorative justice principles to resolve conflict between young people. Staff are being trained as Restorative Justice</li> </ul>	Executive Director YCS/ MoJ Director Prison Reform Programme/Governor	January 2019



1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/ owner	6. Target Date
			<p>Facilitators, with the aim to have all public sector youth establishments receive a Restorative Justice Quality Mark.</p> <p>A safer prison/equality lead role will be introduced at HMYOI Werrington in September 2018 who will establish a safety hub with the aim of helping to reducing violence. The I2 (IT data analysis) system will also be reintroduced as a pilot to run alongside work that current security analysts carry out. The system provides information from several individual systems, such as a profile of young people, gangs, bullying trends, and ACCT issues and will allow for greater in depth analysis of information quicker to allow HMYOI Werrington to be more responsive. Full roll out following the pilot will be subject to available funding.</p>	Governor	September 2018
	<b>Recommendations to the Youth Custody Service</b>				
5.2	The escort contract should be reviewed to ensure children do not have lengthy delays at court once their case has finished and do not travel in escort vans with adults. (1.4, repeated recommendation 1.3)	Partly Agreed	<p>This recommendation is partly agreed. Whilst the Youth Custody Service (YCS) and Prisoner Escort Custody Services (PECS) agree that they do not wish for young people to be delayed at court and aim for young people to be taken to custody as early as possible. It was contractually agreed in August 2011, by all parties that young people could be transported in the same vehicle as adult prisoners, given the separation facilities available within the vehicles. This results in more efficient scheduling, with a reduction in waiting times in addition to significant savings to the service. However, PECS and the YCS are taking this point into further consideration ahead of the new contracts beginning from 2020.</p> <p>Reducing the waiting time in courts for young people is still paramount and is dependent on a number of factors listed below.</p> <p><i>Other Stakeholders:</i></p> <ul style="list-style-type: none"> <li>• PECS can only move a young person from court once they have received confirmation (either via email or verbally) from the YCS Placements team to take a young person to their chosen establishment.</li> <li>• In the case of new placements or when a young person goes from being remanded to sentenced, the YCS Placements team can only issue placement confirmation once the young person's Youth Offending Team (YOT) have contacted them and provided the relevant risk assessment information.</li> </ul>	Executive Director YCS/ Executive Director Prisons	Completed and ongoing



1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/ owner	6. Target Date
			<ul style="list-style-type: none"> <li>Before these steps are taken, it's also important for Her Majesty's Courts and Tribunal Services (HMCTS) to ensure that young people's cases are listed as a priority and heard as early as possible in the day, to prevent subsequent delays in young people reaching the custodial establishments;</li> </ul> <p><i>Young People Waiting for Other Young People:</i> There are occasions when young people are at the same court who are placed in the same establishment together and could be on the same hearing or appear on different matters. PECS have to take into account vehicle availability and volumes of young people going to and from the same establishment, meaning that often it makes practical sense for young people to wait for each other to finish their court hearings before all being transported back to the same establishment. This actually prevents delays for young people who finish their court appearances later in the day.</p> <p><i>Travel Issues:</i></p> <ul style="list-style-type: none"> <li>PECS can encounter traffic issues, and adverse weather conditions meaning that court appearances start and finish later than expected;</li> <li>The distances between the courts and the establishment poses a further challenge which does have a negative impact on the young person's arrival times. Following the decommissioning of Young Offender Institutes in the south of England in the past few years, HMYOI Werrington (like all YOIs) serves a very large court catchment area, meaning journey times can often be between two to three hours for young people placed there.</li> </ul>		
5.3	Agreed improvements to the design of the wings should be expedited to enable effective access to a full regime. Previously approved upgrades should be installed as a priority. (2.7)	Agreed	<p>Funding for the gates, to separate several cells on B2 landing has been reinstated for the financial year 2018-19, and quotations have been requested from the Facilities Management contractor Amey to supply and fit new gates. A site visit took place in July and HMPPS National Service Management expect all quotations to be returned in in time for the work to commence and be completed before the end of October 2018.</p> <p>Funding will also be made available from the prisons local budget to provide sufficient notice boards on the landings of the residential units, along with window and toilet screening via curtains to aid in cell sanitation and decency.</p>	<p>Executive Director Prison Estate Transformation</p> <p>Governor</p>	<p>October 2018</p> <p>January 2019</p>
	<b>Recommendations to the governor</b>				



1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/ owner	6. Target Date
	<b>Early days in custody</b>				
5.4	New arrivals should spend at least 10 hours out of cell a day. (1.10)	Not Agreed	This recommendation is not agreed as to provide the additional time out of cell, at weekends would require additional resources which are not available at this time.  However, a new Induction programme commenced in July 2018. The duration of the induction remains five days but now includes longer periods where young people are out of their rooms and allows at least ten hours out of cell Monday to Friday, including evening enrichment. The weekend regime provides up to eight hours out of cell.	Governor	
	<b>Care and protection of children and young people</b>				
5.5	There should be a process to escalate child protection issues which are not dealt with promptly by the relevant local authority. (1.17)	Agreed	HMYOI Werrington has worked with the local authority to develop an escalation process and agreement has been reached that the prison will follow up any external child protection referrals on a weekly basis, given the timeframes required for each investigation are subject to the individual circumstances.	Governor	October 2018
	<b>Suicide and self-harm protection</b>				
5.6	All boys subject to ACCT processes should have access to a regime that keeps them occupied and out of their cells. (1.26)	Agreed	Young people being subject to the Assessment, Care in Custody and Teamwork (ACCT) process does not alter any regimes offered to those individuals on ordinary location and is not taken into consideration when allocating young people to their activities. However, there may be circumstances where a young person subject to ACCT requires segregating in the Care and Separation Unit (CSU) and as such their regime access will be determined during local segregation review boards and recorded in decision making logs i.e. all young people who start a fire will continue to be placed on an ACCT document and will reside in CSU.	Governor	October 2018
	<b>The use of force</b>				
5.7	Pain infliction techniques should not be used on boys.	Not Agreed	This recommendation is not agreed as 'Minimising and Managing Physical Restraint' (MMPR) sets out both the circumstances in which restraint can be used and the techniques permitted in accordance with current UK domestic law. In very limited	Executive Director Security, Order and	



1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/ owner	6. Target Date
	(1.52, repeated recommendation 1.73)		<p>circumstances this includes the use of pain-inducing restraint techniques in Young Offender Institutions (YOIs) and Secure Training Centres (STCs) where necessary and proportionate to protect a child or others from an immediate risk of serious physical harm). Pain-inducing restraint techniques are only used as a last resort and HMYOI Werrington has robust systems in place where instances of restraint are reviewed weekly within the local Safeguarding team.</p> <p>Additionally, Use of Force documentation is scrutinised by national MMPR Instructors and the prison meets with the local authority where use of force is examined and random incidents are reviewed at the local authorities' discretion. The Duty Governor also carries out a debrief with the young person following any incident where force has been used and any further action that may be appropriate is shared with the Safeguarding team.</p> <p>The MoJ is also carrying out a review of the pain inducing technique element of the Use of Force policy framework for the under-18 secure estate. It is anticipated that the review will take approximately 12 months.</p>	Counter Terrorism/ Governor	
5.8	Body-worn video cameras should be worn by all designated staff to provide audio and visual oversight of all incidents of force. (1.53)	Agreed	<p>The local Body Worn Video Camera (BWVC) policy has been reviewed to reflect that all operational officers, supervising officers and Custodial Managers are now designated to wear BWVC when performing their duties at HMYOI Werrington and to ensure that it is compliant with the national Prison Service Instruction (PSI) 4/2017 – NSF: Body Worn Video Cameras.</p> <p>An appraisal of the operating procedures has taken place with a new system for allocating and increased deployment of cameras agreed and implemented in April 2018. The number of BWVC available at HMYOI Werrington has increased from 24 cameras to 60.</p> <p>Training in the use of BWVC has been conducted through full staff meetings and one to one sessions where necessary to improve competence of existing staff. HMYOI Werrington will be receiving a high number of new staff throughout the rest of 2018 that will require training in the use of body worn cameras and this will be provided, subject to other competing training priorities.</p>	Governor	Completed  Completed and ongoing
	<b>Separation/removal from normal location</b>				



1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/ owner	6. Target Date
5.9	The regime for boys in segregation, regardless of their location, should include full and regular purposeful activity and time out of cell. (1.61)	Agreed	<p>The introduction of a new profile from October 2018 and increased staffing will allow for an increase of the regime. It will include young people being provided with a minimum of one hour outside activity each day as per PSI 08/2012: Care and Management of Young People. The revised regime for all young people on Prison Rule 49 (a rule relating to the good order or discipline of a prison) will be developed, implemented and circulated to staff by October 2018. A Quality Assurance process that records and monitors an individual's access to ensure adherence with the revised regime is conducted on a weekly basis by residential Custodial Managers and any issues highlighted at daily staff briefings.</p> <p>Any young person who is located on Prison Rule 49 in the CSU and are subject to ACCT are covered in the response to recommendation 5.6 of this action plan. However, a young person being subject to ACCT does not affect their regime access at HMYOI Werrington.</p>	Governor	October 2018
	<b>Relationships between staff and children and younger people</b>				
5.10	Residential staff who are designated as the central point of contact for boys should take responsibility for their daily care and wellbeing through frequent contact. (2.12)	Agreed	<p>All young people currently have a personal officer assigned to them. However, to further support these relationships, this information will be displayed on the young person's room cards and photographs of personal officers will be displayed on the residential units.</p> <p>HMYOI Werrington will continue to work towards the full introduction of custody support plans (CuSP) as new Prison Officer Entry Level Trainee's (POELTs) join the prison over the coming months. A new staffing profile will be introduced in October 2018 which will enable staff to be detailed CuSP work, and will provide the required amount of staff to carry out this task.</p> <p>CuSP will be re-launched in January 2019 and once fully implemented, Custodial Managers will carry out weekly quality assurance checks to ensure this work is being carried out and recorded.</p>	Governor	<p>October 2018</p> <p>November 2018</p> <p>January 2019</p>
	<b>Equality and diversity</b>				



1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/ owner	6. Target Date
5.11	There should be consistent attendance at the diversity and equality action team meetings. (2.18)	Agreed	<p>The Diversity and Equality Action Team (DEAT) meeting terms of reference and agenda have been reviewed including to ensure required attendees are available and realistic. A system to challenge staff non-attendance will be introduced and monitored by the Deputy Governor.</p> <p>Young People, as voluntary DEAT representatives, will continue to be involved in the main agenda of the meeting, but will also have forums facilitated by the equality team where items can be discussed as a group.</p>	Governor	October 2018
5.12	All discrimination incident report forms should be subject to thorough, timely and documented investigation. (2.19)	Agreed	A revised quality assurance (QA) system will be introduced where 100% of discrimination incident reporting forms (DIRFs) responses will be quality checked by the relevant operational manager, who is the protected characteristic lead for the subject matter which the submitted DIRF concerns. Where this QA identifies any weakness in the investigation, additional information will be requested. The system for tracking the timeliness of response to DIRFs will include the Safeguarding Administration team triggering reminders for completion.	Governor	October 2018
5.13	The establishment should identify and address the reasons for boys with disabilities saying that they feel unsafe. (2.26)	Partly Agreed	<p>This recommendation is partly agreed as HMYOI Werrington cannot commit to fully addressing the reasons why young people feel unsafe. Further insight will be required about the causes for young people feeling unsafe. The required solutions to address these matters may outstrip capacity in some cases or available funding constraints to be able to fully address these safety concerns.</p> <p>To assist in this, a questionnaire has been issued to young people and the results are being analysed. A new member of the Senior Management Team (SMT) has been assigned to become the protective characteristic lead for disability and will organise a specific young person forum to consult and enquire into the perception that young people feel unsafe and particularly those with disabilities having poorer perceptions. The information from the questionnaire and forum will then be fed into the DEAT meeting and used to identify the reasons why and an action plan introduced to begin to address these issues.</p>	Governor	October 2018
	<b>Complaints</b>				
5.14	Provision should be made for advocacy workers to access and speak to all boys and a suitable area for	Agreed	A room booking system has been introduced which now allows advocacy workers the opportunity to speak to young people in a more suitable confidential space, as advocacy workers are non-operational members of staff and do not have access to young people's cells.	Governor	Completed



1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/ owner	6. Target Date
	confidential interviews should be available. (2.34)		A bid to create an additional space to allow for confidential conversations and interviews has been submitted, however this will be subject to available funding.		
	<b>Health services</b>				
5.15	All boys should have timely access to smoking cessation help and support if needed. (2.54, repeated recommendation 2.53)	Agreed	All young people are offered smoking cessation during the initial reception screening process - the Comprehensive Health Assessment Template (CHAT 1). This service is already available to all young patients irrelevant of their sentence status. In house training updates have been provided to all applicable staff within the healthcare department. The Head of Healthcare as the Care Quality Commission (CQC) registered manager has statutory responsibility for this recommendation under CQC regulations.	Director of Care UK	Completed
5.16	Care plans for boys with complex physical health conditions should be developed so that conditions and effective treatment paths can be more easily identified by other staff/establishments to ensure continuity of care. (2.62)	Agreed	At the time of inspection all young people with complex health needs had an individualised care plan and these continue to be developed in partnership with the young person and a healthcare professional. A 'patient alert' to highlight that the patient has a care plan is now added on to the patient's electronic records home screen, so that it is easily identified by other staff and establishments to enable continuity of care. The Head of Healthcare as the Care Quality Commission (CQC) registered manager has statutory responsibility for this recommendation under CQC regulations.	Director of Care UK	Completed
5.17	All prison officers should receive mental health awareness training to enable them to identify the necessity for referral for mental health assessment and to support boys with mental health	Agreed	All operational staff joining HMYOI Werrington will undertake 'Working with Young People in Custody (WYPC) training. This includes two e-learning modules for child protection & safeguarding and adolescent development, which incorporates emotional and mental health wellbeing giving staff the underpinning knowledge they require. Records are kept for staff who have completed the training and there is also rolling programme in the training plan to capture staff that missed the training or require refresher training. CSU staff have also completed Staffordshire Safeguarding Children's Board mental health training.  The Education department distributes Special Education Needs (SEN) information with advice for staff on a weekly basis. Access to a digital online link (SEN Bubble)	Governor  Director of Novus	October 2018  October 2018



1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/ owner	6. Target Date
	conditions on the wings. (2.81)		<p>will be made available to staff which provides advice and guidance for a multitude of special needs conditions that will aid staff in their detection of mental health needs and advice on how to help.</p> <p>The Inclusion team are currently developing a programme of mental health awareness training which will be specific to the young patient population. This will also include awareness regarding attachment theory and adverse childhood experiences. This training package is due to be agreed and signed off by the Inclusions Regional Governance Management team. The awareness training will be delivered on a monthly basis and will commence in October 2018. However, the number of staff to attend training per session will be decided once the program has been agreed and will be dependent on staffing availability for release for training. The Head of Healthcare as the Care Quality Commission (CQC) registered manager has statutory responsibility for this part of the recommendation under CQC regulations.</p>	Director South Staffordshire and Shropshire Healthcare NHS Foundation Trust (SSSFT)	October 2018
	<b>Time out of cell</b>				
5.18	All boys should receive 10 hours out of cell each day. (3.4)	Not Agreed	<p>This recommendation is not agreed as to provide the additional time out of cell, at weekends, would require further resources which are not available at this time. Those young people on the basic regime purposely have a reduced amount of time out of their room. However, they are set improvement targets and are encouraged to progress.</p> <p>A review of the regime has taken place to identify where improvements could be made and to assess how this would change under the proposed new staffing profile to be implemented by October 2018.</p> <p>The core day regime is monitored via the activities hub with the reasons for non-attendance and interruptions recorded. The evening and weekend timings are recorded by the Senior Officers and Orderly Officers record any shutdowns during the evening and weekends with reasons why.</p> <p>Those young people on Induction now have the ability to access at least 10 hours out of cell Monday to Friday as per the response to recommendation 5.4.</p>	Governor	
	<b>Education, learning and skills</b>				



1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/ owner	6. Target Date
5.19	Prison managers should ensure that the punctuality of boys to and from education and training courses is improved to meet the entitlement of 30 hours' educational activity a week for all boys, including those receiving outreach support on the wings. (3.13)	Partly Agreed	<p>This recommendation is partly agreed as HMYOI Werrington cannot guarantee punctuality to and from activities due to potential disruption caused by unforeseeable circumstances and security issues.</p> <p>However, a review of the movement process and staff availability is currently being undertaken with a pilot of a new way of moving young people to education in an attempt to speed up the process.</p> <p>An activities unit manager is now in place to monitor the education contract and the punctuality of young people attending education. Weekly quality assurance checks take place by the activities manager of all the route movement of young people. Engagement and Resettlement (E &amp; R) workers from Education follow up on incidents when residential staff have had to challenge young people for being unwilling to attend education. E &amp; R workers attend wings following movements in both the morning and afternoon to speak to those young people who have not attended and document the reasons why, which is used to inform the Allocations Board as well as the activities hub data analysis. Non engagers complete work with Kinetic to encourage engagement and are also visited by the tutors to again encourage engagement.</p> <p>Those young people who are on prison Rule 49 are discussed at the weekly segregation reviews to assess whether they should be allocated to a class or Outreach. Any young people receiving Outreach services are also reviewed weekly by the Allocations Board to assess the safety and suitability of returning to main stream education. As Outreach provision is only for 15 hours in line with the Education contract, young people are assessed in attempt to group those that can be taught together to deliver as close to 15 hours as possible.</p>	Governor/Director of Novus	<p>October 2018</p> <p>Completed and ongoing</p>
5.20	Novus managers should provide specialist cleaning training on the wings for boys on a cleaning pathway. (3.14)	Agreed	A specialist trainer/tutor has been recruited and Entry level 3 and Level 1 Practical Cleaning Skills qualifications are now being delivered with a scheme of learning and delivery plans written for young people who are on the cleaning pathway.	Governor/Director of Novus	Completed
5.21	Teachers should consistently set challenging course	Agreed	Monthly staff training provided by Novus managers and thorough staff 1 to 1 sessions with the Novus Curriculum Manager will be used to secure consistency over the annual staff appraisal cycle. The focus of the monthly observation monitoring and	Governor/Director of Novus	October 2018



1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/ owner	6. Target Date
	and behavioural targets in learning plans. (3.23)		learning walks conducted by Novus managers will be on appropriate progress of young people in lessons. Audits of individual learning plans will check the challenge level of targets for young people and the observations will ensure the challenges and targets are being shared with the young people.		
5.22	Teachers should apply the removal of boys' earned privileges consistently to ensure that behaviour in all classes is of a reliably high standard. (3.24)	Agreed	<p>Monthly staff training provided by Novus managers along with targeted training sessions from external providers e.g. in wellbeing will be used to secure consistency of dealing with behaviour in class and rewarding or sanctioning young people.</p> <p>A review of rewards and sanctions are taking place with a trial of new rewards process due to take place in September. There will be a focus within observations, walkthroughs and staff 1 to 1 sessions conducted by Novus manager to discuss the importance of applying sanction appropriately and proportionately.</p> <p>A quality assurance process conducted by the Novus curriculum managers and QA team will ensure teachers are adopting a consistent approach and are carried out by teachers in a timely manner.</p>	Governor/Director of Novus	<p>September 2018</p> <p>September 2018</p> <p>September 2018</p>
5.23	Success rates of qualifications should be improved in a few courses so that they are consistently high on all courses. (3.32)	Agreed	<p>Staff training and 1 to 1 sessions with staff conducted monthly will focus on the volume of young people taking exams and success rates within the course. Focused training will be delivered to particular individual staff to give them the right skills to support young people in improving their success rates, including the new staff due to deliver the Maths and English courses, which will be provided through the Curriculum manager for English, Maths and ICT.</p> <p>A review of the curriculum will take place to ensure all courses are fit for purpose and a robust course review process will take place to improve the small minority of courses which are still under performing, such as Maths and English.</p>	Governor/Director of Novus	<p>September 2018</p> <p>September 2018</p>
	<b>Physical education and healthy living</b>				
5.24	The drainage in the outdoor field should be rectified to ensure that full use is made of the facilities. (3.38, repeated)	Not Agreed	This recommendation is not agreed as HMYOI Werrington is unable to fix the poor drainage problem due to lack of funding. The Ministry of Justice (MoJ) Estates capital budget is limited, and only the highest priority work can be included in the capital maintenance programme in accordance with the following order of priority; fire safety, health and safety, statutory/regulatory/legal obligations, business critical investment and departmental reform programmes. As such, the installation of a 3G/4G all-weather pitch with drainage cannot be supported at this time.	Executive Director Estate Transformation/ Governor	



1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/ owner	6. Target Date
	recommendation 3.56)		<p>The facilities management provider is undertaking regular inspections and maintenance locally to ensure that the drainage of the field remains free and clear and working as it should.</p> <p>HMYOI Werrington continue to seek funding and has submitted a bid to the Football foundation and have also approached Sport England in an attempt to source funding.</p>		
	<b>Training Planning and remand management</b>				
5.25	Boys who are at risk of or have been exposed to child sexual exploitation should be identified and given appropriate support and protection. (4.16)	Agreed	<p>The on-site social workers/caseworker will identify any child sexual exploitation through Asset+ (an end to end assessment and planning interventions framework) or via the young person disclosing and where required they will make the necessary referrals to the Inclusion team.</p> <p>Caseworkers and Trainee forensic psychologists received Child Sexual Exploitation training from the Senior Forensic Psychologist in May 2018.</p> <p>Information on the subject of child exploitation within the staff induction and the induction young people receive will be reviewed and updated.</p>	Governor	<p>October 2018</p> <p>Completed</p> <p>October 2018</p>
	<b>Reintegration planning</b>				
5.26	Prison managers should collect and analyse destination information about boys released and share it with Novus to evaluate the effectiveness of courses. (4.28)	Agreed	<p>Individual caseworkers will liaise with youth offending teams one month following discharge and provide Novus with community information to allow for such evaluation.</p> <p>The Community Liaison Officer along with a Novus E &amp; R worker will visit young people post release who had been on Release on Temporary Licence (ROTL) placements to measure progress since leaving custody and whether employment, education, and training have been sustained or reoffending has occurred.</p>	Governor	September 2018
5.27	Facilities for social and legal visits should	Partly Agreed	This recommendation is partly agreed as the size of the current visits hall is limited to existing building infrastructure and to undertake refurbishment works to fully improve	Governor	



1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/ owner	6. Target Date
	be improved and should be safe. (4.41)		<p>the environment for social visits would require capital funding which is not available at this time.</p> <p>The installation of bright new fixed furniture, consisting of a large table and four chairs, in the legal visits booths has now been completed. This provides a safer and fit for purpose environment with furniture no longer able to be used by young people in a threatening manner or to cause damage.</p> <p>Booking arrangements for social and legal visits will be reviewed and adjusted to try and accommodate a safer environment. Those on serious reasons to keep apart will be entered on Prison Nomis (a computerised prisoner reporting system) to prevent being booked together on visits.</p> <p>The facilities for families have been reviewed and the Prison Advice and Care Trust (PACT) family worker will recommence attending visits on Saturday afternoons as part of the provision for younger visitors.</p>		<p>Completed</p> <p>October 2018</p> <p>Completed</p>

Recommendations	
Agreed	19
Partly Agreed	4
Not Agreed	4
<b>Total</b>	<b>27</b>

