



**Annual Report
of the
Independent Monitoring Board**

at

HMYOI Wetherby

**for reporting Year
1 June 2018 to 31 May 2019**

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Monitoring fairness and respect for people in custody

TABLE OF CONTENTS

Introductory Sections

Section	Topic	Page
1	Statutory Role	3
2	Executive Summary	4
3	Description of Establishment	7

Evidence Sections

4	Safety	8
5	Equality and Fairness	10
6	Segregation/Care and Separation Unit	12
7	Accommodation (including communication)	13
8	Healthcare (including mental health and social care)	15
9	Education and Other Activities	17
10	Work, Vocational Training and Employment	19
11	Resettlement Preparation	20

	The Work of the IMB	21
	Applications to the IMB	23

STATUTORY ROLE OF THE IMB

The Prison Act 1952 requires every prison to be monitored by an independent Board appointed by the Secretary of State 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, 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 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 the 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 EXECUTIVE SUMMARY

- 2.1 The present Governor and senior leadership team have worked hard and effectively to ensure that the improvements noted in the Board's last annual report remain embedded within the establishment. This has been achieved through strong leadership, an increase in collaborative working and improved documentation. Wetherby is a well-run, challenging establishment where young people (YP) are treated fairly, humanely and with decency. From our weekly face to face interviews (reviews) with YP, 82% of YP inform us that they feel safe. The overall satisfaction levels have increased from 67% to 81 % and in general YP tell us that Wetherby is better than they expected or feared it would be. The relationship between YP and staff is good and the atmosphere is generally positive. Both the leadership team and staff work tirelessly to achieve this. Thirty-six percent of the staff have less than a year's experience. The view of the Board is that over the last few years, Wetherby YOI has been transformed.
- 2.1 The YP sentenced and held on remand at Wetherby are complex and challenging. Fifty-two percent have been charged with violent offences and 12% with sexual offences. The Board asks, as in our last report, what is being done at a national level to discourage and eliminate this offending behaviour? Many of the young people need to be kept apart (non-associates). The daily activities, line route, education classes and association have to be planned accordingly to reduce the opportunity for assaults to take place. Increasing numbers of YP appear to have complex mental health needs. The enhanced support unit (ESU), to be opened shortly, may meet the needs of some of these YPs. Between July 2018 and April 2019 there were 363 incidents of self-harm. The levels of self-harm, ligature attempts (real or feigned) are draining of staff time. During a period of 127 days one YP spent 112 of them on constant supervision. Two YP have spent 96 and 56 days respectively on constant supervision. It is not uncommon now to find a YP on an assessment, care in custody and teamwork plan (ACCT) placed in the care and segregation unit (CSU). As mentioned in our previous reports many young people wait indefinitely for suitable secure hospital provision to become available. Whilst this remains similar to the mental health provision within the community, it is unsatisfactory and of concern to the Board.
- 2.3 The Board is pleased to report that assaults in general are down. Between July 2018 and May 2019 there were 541 assaults YP on YP and 145 on staff. Unfortunately, towards the end of our reporting year, there has been an increase in serious assaults targeted in particular at new staff. The Governor and senior leadership team acted quickly and appropriate strategies are now in place. Serious assaults are referred out to the police. It is unfortunate that all too frequently these are not taken sufficiently seriously and no charge is made. It is then the responsibility of the establishment to deal with the case, either through the independent adjudicator, who may add extra days to the sentence which would generally run concurrently with the existing sentence, or through the internal adjudication system. Not only is this demoralising for the victim of such an assault, but it does not act as sufficient deterrent to potential perpetrators.
- 2.4 Time out of cell continues to be of concern to the Board, management and YP alike. It is disappointing that the majority of YP lack the opportunity to dine out and exercise, in particular at weekends. We understand that the establishment is working hard to rectify this and, hopefully, with an increase in staff numbers and stability this can be improved upon.
- 2.5 Through our continued monitoring of arrivals at reception and, with the excellent data provided by a member of the reception team, we note that, although there has been a slight drop in the number of late arrivals in the evening, this still frequently happens. In addition, there continue to be prolonged periods for YP waiting in the holding cells in court whilst a placement is secured for them, or waiting for transport or, more frequently, both.

Main judgements

Are prisoners treated fairly?

In spite of the challenging and at times violent behaviour of some of the YP held, overall, they are well-treated by staff at HMYOI Wetherby – whether they are officers, within healthcare or education.

- There is a positive atmosphere and most YP report to the Board that they find HMYOI Wetherby to be better than they expected.
- There are relatively few complaints made by the YP.
- Regular Youth Council meetings enable YP to put forward their views and concerns.
- There is a monthly discussion when some YP have the opportunity to meet with the Governor.

Are prisoners treated humanely?

- The Board continues to be concerned about the placement of those YP with serious mental health problems. Constant watch for extensive periods of time cannot be good.
- Time out of cell is limited in the evenings and at weekends
- The much-improved scrutiny of physical restraint (MMPR) is to be welcomed.
- The Board is pleased to report that very few YP are held now for long periods of time in Anson (CSU)

Are prisoners prepared well for their release?

- 33% of YP move to the adult estate and there is improved liaison before the transfer takes place. YP who transfer whilst on an ACCT are now well supported.
- No YP were released without an address to which to go.
- YP are encouraged to attend education. The daily early morning partnership meeting ensures that the regime can be delivered and this too has improved the attendance.
- The increasing profile of conflict resolution and the involvement of Kinetics youth work have helped to get YP back into education.

Main Areas for Development

TO THE MINISTER

1. Last year we asked, ‘What is being done nationally to reduce the levels of violence amongst children and young people?’ This year, as we see no evidence of any improvement and in fact the number of violent crimes has increased, we ask the same question:
2. ‘What, if anything, is being done nationally to reduce the levels of violence amongst children and young people?’
3. Delays in the recruitment process for staff, particularly in education and health care, seriously compromise the establishment’s effectiveness. What is being done to reduce the time taken to fill vacancies?

TO THE PRISON SERVICE

1. There appear to be insufficient secure mental health beds for YP with complex mental health problems. Whilst we are aware and pleased to hear of the new ESU provision at HMYOI Wetherby, is this sufficient to meet the ever-increasing demands placed on the staff who are supporting some very challenging YP?

2. Is a Young Offender Institution a suitable placement for YP with serious mental health problems?

TO THE GOVERNOR

1. As a result of the Governor's prompt response to matters arising from our weekly rota visits, we rarely have outstanding matters.

Improvements

1. HMYOI Wetherby comprises mainly old buildings with the exception of the residential wings and purpose-built Keppel unit. It is good to see the improvements that have taken place to make the most of the dilapidated site. It has been enhanced by improvements in the exercise yards, painting parties updating external and internal paintwork and improvements in the maintenance of the grounds, including attractive signage. Whilst these may appear insignificant changes, it is important that for so many YP with already very low self-esteem, the best is made of their surroundings.

Stores

2. The Board welcomes the much-needed improvement in the management and running of the stores that has taken place. As a result, day-to-day kit and equipment are now readily available. YP rarely mention lack of clothing or bedding.

Care and separation unit (CSU)

3. The day-to-day management of the CSU continues to improve and it is now a well-run and efficient unit.

Reorganisation

4. The Board notes the continued focus and consequent success achieved by collaborative practice throughout the establishment. The location of similar agencies in close proximity to each other has much to recommend it.

3 DESCRIPTION OF THE PRISON

- 3.1 Living accommodation is in single-occupancy rooms. The main site accommodation is split into four wings, each with a capacity of up to 60. In addition, Keppel, a national resource, is a purpose-built high dependency unit, completed in 2008, housing 48 particularly vulnerable YP. During our reporting year the occupancy was between 240 to 250 YP.
- Benbow is the first night and induction wing as well as holding restricted status YP on a restricted access leg.
- Collingwood is a popular wing with YP on Gold level who gain privileges for good behaviour.

Learning and skills

- 3.2 Novus is responsible for delivering learning and skills.
- Kinetics deliver youth work and encourage the most challenging YP to re-engage with education.

Healthcare

- 3.3 Primary care is provided by Leeds Community Health Care NHS Trust.
- GP services are provided by a Wetherby Medical Practice.
- Mental health care is provided by South West Yorkshire NHS Foundation Trust Maintenance.

Maintenance

- 3.4 Amey is responsible for maintenance and repair.

Escort Service

- 3.5 Geo Amey provide the majority of escort services for YP arriving at HMYOI Wetherby.

Her Majesty's Inspectorate of Prisons made an unannounced inspection in March 2019.

4 SAFETY

Self-harm.

- 4.1** The Board is very concerned that from July 2018-April 2019 there were 363 incidents of self-harm. In January 2019, although incidents were down by 50% on the main site, there was an increase of 144% on the Keppel unit. 81.6% self-harmed twice or more. Alarming, in February, one YP self-harmed on 25 occasions. Seven YP accounted for 78% of all self-harm. Between March and April there was an increase of 247% on the main site and a decrease of 28% on Keppel. In April, 70% of those YP who self-harmed did it twice or more, with eight accounting for 70% of all self-harm. Keppel continues to be a very well-managed unit with staff meeting the challenges of the most complex YP. At the end of this year there were five YP with severe mental health needs awaiting transfer to a hospital placement and, as last year, there remains an unacceptable delay.

Safeguarding.

- 4.2** The Board considers that there has been a substantial improvement in safeguarding governance since our last report and it now comprises a very efficient management team. All the teams within safeguarding have re-located to the Bridge Unit, which successfully facilitates good communication. Weekly, monthly and quarterly meetings are held, which are action- and outcome-focussed and include representatives from all areas of the prison. A daily safeguarding executive summary is distributed to all members of staff, highlighting current issues and actions to address any problems.

Violence.

- 4.3** Fifty-two percent of the YP in HMYOI Wetherby are held in custody as the result of committing violent offences. Some arrive with gang affiliations on the outside, or they develop in the prison, which prevents them from mixing with other YP (non-associates). They feel unsafe on the same residential unit or attending the same education classes. Decisions are required on relocation to other wings and on unlock procedures. They make huge demands on staff resources and the commitment from officers in managing them has impressed the Board. However, according to our interviews (132) with YP during the year 82% said they feel safe, although, in a recent safeguarding questionnaire, 35% said 'shout-outs' (between YP whilst in their cells) make them feel unsafe. Wing staff now maintain a 'shout-out' log so behaviour can be monitored and challenged. As in previous years, both prisoners and officers have suffered injuries serious enough to necessitate immediate hospital treatment. Between July 2018 and May 2019 there were 541 assaults between YP (as compared to 667 last year), 20 of which were serious (eight last year), and 145 assaults on staff (129 last year), six of which were serious (eight last year).

The violence reduction coordinator analyses of types of assault. Trend comparisons and identified hotspots have given a very informative context to the violence and established the drivers.

Conflict Resolution (CR).

- 4.4** Staffing issues, including cross-deployment in the prison, mean unfortunately that CR staff are not able to meet the needs of the YP, including those on Rule 49, who have priority. There were 340 referrals this year, mostly from wing staff and mainly concerning issues between non-associates. We are pleased to note that 91 were self-referrals (27%), which are slowly increasing. Some YP who have successfully completed the process are used as mentors on the wings, which is a contributor to self-referrals and is very positive in helping towards the control of violent incidents.

Assessment, Care in Custody and Teamwork (ACCT).

4.5 ACCTs are designed to prompt staff to assess changes in mood or behaviour amongst some of the most complex and vulnerable young people at HMYOI Wetherby, usually resulting in threats or acts of self-harm. They help staff to evaluate progress on actions. They should consist of full records, timely observations, proactive care plans and suitably attended case review notes. The Board has been concerned that the ACCT documentation showed inconsistent completion across the prison. Non-completion could indicate that signs of changes have not been noted and acted on by staff. From June 2018-April 2019, 258 ACCTS were opened. Safeguarding has developed strong quality assurance to check them, with increased accountability from managers, weekly senior management checks and daily alerts. Ninety-four percent of staff had been trained in completing the documentation by March 2019.

There has been greater support and liaison in handover when a YP on an ACCT transfers to the adult estate.

Body Worn Cameras (BWC).

4.6 The Board has observed safeguarding staff at their weekly managing and minimising physical restraint (MMPR) meetings, assessing incidents where use of force has been used. Referring to CCTV and BWC, they examine every incident and assess whether use of force has been necessary, proportionate and controlled and if national and local policies and procedures are implemented correctly. These are thorough evaluations and if there is misapplication of techniques individuals are directed to re-training. The frustration in the investigations has been that some officers have not worn BWCs, they have not turned them on, or they have not turned them on early enough to observe the build-up to incidents. However, the Board is pleased to report that there has been a steady improvement in their use since January 2019 and around 90% of staff are now wearing them.

Staffing.

4.7 The Board is pleased to note that there have been 87 new officers appointed in our reporting year which is 36% of the full complement. There has been an improvement in the quality of staff briefing at change overs.

Behaviour management systems.

- 5.1 The Board was concerned that lack of trust in the behaviour management systems resulted in some increase in violence during the first few months of 2019, albeit by a small number of yp. In relation to the incentives and earned privileges scheme (IEP) some YP believed they have nothing to lose by assaulting staff and other YP, or instigating incidents at height, to facilitate a move to the CSU. They receive the same regime every day on the CSU, but on the basic level on other wings exercise is only offered on alternate days. Also, If YP have committed enough violent offences to have been given the maximum permitted awards in adjudications, there is no deterrent to further violence.

YP we have questioned show an increase in understanding of the IEP scheme from 81% last year to 97% this year, and a recent review addressed some criticisms regarding clarity between levels.

Positive behaviour management systems include Conflict Resolution, the enhanced unit for yp on Gold level, the Behaviour Improvement Ladder (BIL), which structures targets to facilitate a return to Silver level and Merits, where positive behaviour for a yp on any level is rewarded with items from the Tuck Shop.

Visits.

- 5.2 78% of YP questioned over the year have received visits from friends and family and 92% state that it is easy to maintain contact. The efforts staff make to help YP engage with family and friends are laudable. Family days are held on three wings and families have reported to us their confidence in the relationship the YP have with staff, their helpfulness and the ease with which visits are facilitated. However, there are several issues causing concern: -
- Some legal visits are curtailed to only a quarter of an hour due to the YP not being available, and explanations are not always given as to reasons for their absence. Options for visits are limited to four afternoons in any week. This is unfair to YP and legal representatives travelling long distances.
 - There are problems in providing refreshments due to the previous service discontinuing and issues affecting vending machines. However, the prison is currently seeking alternative provision
 - The play area, which cannot be supervised whilst in use, frequently appears not to have been tidied or cleaned between visits.

New key worker scheme (CUSP).

- 5.3 This is being introduced across the youth custody service and aims for YP to have one-to-one conversations for 45 minutes each week with an officer, who will record progress and targets. Officers have been trained in motivational interview techniques. This consistency in building a good relationship with one officer would be valuable. The scheme is being trialled on Keppel unit but due to the complex and very vulnerable YP it is not being delivered regularly.
- 5.4 The average length of time for the meetings has been 26 minutes due to multi-officer unlocks and escort duties. Our monitoring of case notes for meetings has found most of them are very useful in encouraging YP to give thoughtful consideration to progress and targets for behaviour, and for identifying actions for the officer to follow up.

Governance of equality and fairness

- 5.5 This is good and much improved since our last report, due to a dedicated equalities team appointed in October 2018. They have not identified any major areas of concern. We are confident that, should these arise, referrals would be made to the appropriate managers for action. The equalities team asks YP involved in a use of force incident whether they have perceived it as discrimination -no data was available. However, the Board is confident any

suggestion of discrimination is pursued appropriately. For example, when dual heritage yp were identified in April 2019, by Equalities, as being more likely to be restrained a forum was held for them and they were asked whether they felt this was due to their ethnicity. None of them believed this to be the case.

Forums and communication.

5.6 We welcome the new opportunities this year for young people to express their opinions, ask questions, act as positive role models and disseminate information. Improvements have included:

- diversity representatives and notice boards on the wings, forming a point of contact for the other YPs at association and giving feedback on the quarterly forum meetings and information on monitoring data;
- forums for each of the protected characteristics;
- discussions on issues relating to transition to the young adult estate;
- a monthly governors' discussion.

Inappropriate language.

5.7 Inappropriate language can often lead to violent incidents. YP report that teachers challenge it. They work with Kinetic to improve awareness of the impact of such language on others. However, some YP believe it is not sufficiently challenged by officers. 'Shout outs' from the cells to other YP, particularly at night, often consist of such language.

Looked-after children.

5.8 There were 96 looked-after children at HMYOI Wetherby at the end of April 2019 - 40% of the population. Some of them suffer disadvantage in comparison with other looked-after children in custody, which the Board considers is unfair. Local authority financial support is not a statutory requirement, which can result in this being inconsistent. It can impact on their ability to purchase canteen items. Also, some do not receive their statutory visit from social workers or a youth offending team (YOT) member. Some receive visits via the prison visitor scheme if they wish.

Complaints.

5.9 HMYOI Wetherby has a low number of complaints, a typical average being nine per month. They are mainly concerned with missing property and finance. The number of applications the Board has received during the year is low - 10 (11 last year). These factors suggest that the improved complaints system and the interventions of Barnardo's since our last year's report have been very effective.

Religious observances - Ramadan

5.10 There were 25 YP who started fasting for Ramadan and 27 YP who completed their fasting including two new arrivals.

6 SEGREGATION/CARE AND SEPARATION UNIT

Care and separation unit

- 6.1 The Board is pleased to report that Anson (CSU) remains a well-run unit. Most YP report that they are treated well by staff with whom they have a good relationship. Much work has been done to further improve the documentation. We have noted that generally the length of stay on Anson is shorter than before although some YP do seem to return on a frequent basis.
- 6.2 The number of YP placed on Anson whilst already on an ACCT seems to be increasing. There were 26 during the reporting year. This is sanctioned for every YP by child and adolescent mental health service (CAMHS) but is contrary to general guidance.
- 6.3 Education by means of support from outreach and Kinetics has improved. However, YP do report to us a lack of educational input. Due to the complexity of their non-association it can mean that rather than being able to run a two-hour educational session for four YP, the time has to be allocated into shorter individual sessions.
- 6.4 In order to fit in with the staffing regime, exercise is offered early in the morning; needless to say, there is limited if any take-up. This means that there is minimal opportunity for YP to exercise or have fresh air.
- 6.5 The progression landing within Anson is intended as a half-way house between segregation and the main site accommodation. It is situated two floors above the other YP in Anson and the staff office. The Board continues to have concern with regard to the apparent isolation of the YP placed there although generally only for a week or two. This area is very hot all year.

Rule 49 (main site and Keppel)

- 6.6 YP who display violent or threatening behaviour, or who self-isolate for their own protection, are held within their cell until it is deemed that they are ready to engage in the normal regime. There have been 68 YP placed on Rule 49 during our reporting year, a monthly average of five. These YP are carefully monitored by staff and other appropriate agencies, including the IMB. The interactions are well documented.

7 ACCOMMODATION (INCLUDING COMMUNICATION)

- 7.1 The fabric of the estate is old, which can create difficulties for regime delivery. Work has taken place to improve the appearance of the grounds. Many of the buildings have been painted both externally and internally by YP supervised by a teacher. Exercise yards have been enhanced with additional facilities. There are frequent problems with broken showers throughout the prison so YP often have to wait for a shower. Staff time is sometimes taken up escorting YP to working showers located elsewhere. A successful establishment-wide 'tidy cell' initiative has been introduced, which has motivated YP. Delays to repair times have sometimes been significant

Kitchens.

- 7.2 As stated in our last Annual Report, the poor state of the floor in the kitchens remains a significant and continuing concern. The establishment has advised the Board that money has now been allocated to repair the floor, we are informed that this will take place in September 2019.

Keppel

- 7.3 A national resource for vulnerable and challenging YP, this has been open for ten years and continues to offer support to YP and their families. Keppel family days are popular and well attended. In-cell telephones and showers are available in all Keppel cells.

Collingwood (Gold Wing)

- 7.4 This wing continues to work well and remains a real incentive to YP, allowing privileges such as additional time out of cell and comfort in cell. The significant waiting list for this unit is an indication of its success. Similar benefits have been introduced for gold level YP on other wings to approximate the Collingwood standard.

Enhanced Support Unit (ESU – Napier)

- 7.5 HMYOI Wetherby is one of the two youth custody sites to plan a specialist six-bedded unit for YP with exceptionally complex needs and this is now near completion. Staff have been appointed and they will also support colleagues on the wings with some of the more challenging YP. The aim is for YP to graduate from the ESU to the main wings where possible.

Induction

- 7.6 The establishment now provides all YP in reception with an MP3 player containing induction information. The recordings constitute an audio version of the accompanying existing paper induction pack. The Board welcomes this, as many YP can feel overwhelmed by all the information that they receive in the first few days and weeks at HMYOI Wetherby. The audio version is of benefit to many YP who can listen to it again in their cells.

Regime restriction

- 7.7 There has been a rolling rota of patrol state evenings since August 2018. Each wing has one evening per week where both dine-out and association are cancelled. YP tell us there is no outside exercise at weekends throughout the establishment. These restrictions are to be reviewed shortly, although the establishment has not set a date for completion. There have also been unplanned regime stoppages as a result of staff shortages, though these have become less frequent over recent months. YP regularly report regime curtailment as a significant concern.

Television, phones and newspapers

- 7.8 The previous poor television reception, especially on Keppel and Benbow units, has been improved in recent months. There have been problems with access to phones on the wings due to breakages, leading to the rationing of phone time. The establishment has informed the Board of their plan to install telephones in all cells by the end of summer 2019. Frobisher wing has had wiring and telephones installed throughout, and these phones are planned to be active by July 2019. When completed, this work will mean that 108 of the establishment's 360 cells will have in-cell telephones. Delays in the allocation of phone credit to PINs can be frustrating for YP.

Food

- 7.9 From our regular weekly reviews with YP there is an increase in YP satisfaction with food from 69% last year to a 90% average between December 2018 and May 2019. The daily budget for YP in establishments across the juvenile estate is £2.64. Many YP can supplement this by making additional purchases through their weekly canteen sheet.

Stores

- 7.10 Due to reorganization, this now runs well. YP have the appropriate kit available plus the much-welcomed provision of curtains.

8 HEALTHCARE (including Mental Health and Social Care)

- 8.1 The merger of the health care team, CAMHS and substance misuse services into one building, continues to build on its strength enabling a more effective and united work force.
- 8.2 It has been reported that CAMHS have experienced some difficulty getting to see YP on Keppel due to staffing shortages on the unit. YP who display unpredictable or inappropriate behaviour may be denied access to the CAMHS team for the rest of the day.
- 8.3 The last four months have seen the employment of two new dedicated health centre officers. This has improved the number of YP attending appointments and facilitated follow-up of did not attend (DNA). It was noted that the possibility of a designated health centre movements officer would further enhance this system.
- 8.4 Medical, dental and optical waiting lists are carefully monitored. On average there is an eight-week wait for a regular dental appointment although much less for a dental emergency. The waiting list to see an optician is between an eight and ten weeks. There is up to a week's wait for a YP to see a doctor, unless it is urgent, in which case the YP would be seen the same day.
- 8.5 A doctor attends the establishment every day with the exception of Sunday and Wednesday. On a Wednesday afternoon, a long-term conditions clinic is held by a senior nurse.
- 8.6 Primary care nurses deliver immunisation 'pop-up' clinics in the education department. They offer the full childhood immunisation programme (which many YP appear to have missed) plus hepatitis B and dry blood testing for blood-borne viruses. This is having measured success and is beneficial to YP living in a closed community.
- 8.7 The education department now houses an 'emergency pack' with an EpiPen and inhalers. These packs are most important as most YP do not carry their inhalers when leaving the wing since they have no pockets to put them in.
- 8.9 The secure stairs project is being introduced to HMYOI Wetherby and currently being developed on Keppel. This is an integrated care framework with input from staff working in mental health, social care, education and operational staff.

Challenges within the healthcare team include:

- 8.10 DNA are still approximately at 30% to 40% for optical and dental appointments. Hopefully the new role of the health centre dedicated officer should see a marked improvement in the movement of YP to ensure appointments are not missed.
- 8.11 The Beacon Suite, where YP are assessed by psychiatrists, also continues to have a high DNA rate. This can delay diagnosis of conditions such as ADHD and autism which can impact on behaviour through inadequate access to appropriate medication.
- 8.12 When YP with extreme mental health issues are sectioned under the Mental Health Act, there can be very long waits for adequate medical provision to be put in place. Sourcing an appropriate hospital setting can also be a lengthy process. Children's secure hospitals will not take YP over 17.5 years so it is particularly challenging to find somewhere suitable for this group. Whilst appropriate accommodation is being sought, the YP may need to be placed under constant watch or similar arrangements which are extremely labour-intensive.
- 8.13 There are difficulties around recruitment and retention. The primary care section of the health care department has lost several staff over recent months. The recruitment process can take up to six months, leaving a staffing deficit and imposing extra strain on the remaining members

of the team.

- 8.14 Issues have been noted around delays in repairs. For example, if a new sink is required in the treatment clinic, it can be a lengthy process before this is implemented. The area is meanwhile deemed unfit for purpose and this causes disruption to the regime.

9 EDUCATION AND OTHER ACTIVITIES

- 9.1 As a result of the prioritisation of education within the establishment we are pleased to report that attendance at the college is now consistently higher. A daily regime meeting is held with all relevant agencies to make sure that education can be delivered each day.
- 9.2 There has been a reduction in the number of education refusals, with an average of 34 per week. Those YP who continue to refuse to attend can be placed on the wing under rule 49 and subsequently the conflict resolution team is involved in order to get a YP back into education. Multidisciplinary education inclusion meetings are held weekly and this has enabled more YP to have access to learning and so the number on outreach has reduced.
- 9.3 The Board welcomes the partnership between Kinetics youth work service, Novus and Anson (CSU) staff. As a result, this has enabled the introduction of sessions, run by Kinetics, which help YP develop their skills, knowledge and experience in order to break down the barriers that prevent them from making progress. These sessions take place on Anson (CSU) or in a session room. On average 13 YP are helped each month and 165 YP have been successfully reintegrated back into the regime. This has reduced the number of YP requiring outreach services.
- 9.4 Kinetics youth workers are now supporting reception YP as part of the induction programme to HMYOI Wetherby. They also work with YP on the wings on three evenings a week and on a Saturday afternoon. Both YP and Kinetic staff speak favourably of the evening and weekend activities.
- 9.5 Everything possible is done to assist YP to undertake GCSE or A-level examinations and if a YP has already left the establishment before the date of the exam, arrangements have been made for them to return to HMYOI Wetherby to sit the exam in an external classroom. In addition, education staff have been involved in invigilating examinations elsewhere in the country in order to enable candidates, who have already been released, to take the exam. YP who are placed in custody at any stage in their examination year are well supported to work towards and enter the exams.
- Two YP sat Level 3 mathematical studies exams;
Two YP sat GCSE maths at foundation level; 1 sat the higher level;
Five YP sat GCSE history;
Three YP sat GCSE English language.
- 9.6 YP who have transferred into HMYOI Wetherby and subsequently been supported to take the exam:
- Three YP sat GCSE English literature;
Six YP sat GCSE Maths at foundation level;
Six YP sat GCSE English language.
- 9.7 Twenty-seven separate exams were thus facilitated by NOVUS this summer. Results are not yet available.
- 9.8 Of concern to the Board in the latter part of the reporting year has been the increase in the number of assaults taking place in the college buildings. This leads to the loss of education through sudden cancellations which frustrates both staff and YP. Changes have been put in place to address this which should improve the situation. and
- 9.9 During our weekly reviews with YP, many inform us that they prefer practical classes, so we have been disappointed that, due to the lack of applicants for the teaching post in the bike workshop, classes have been cancelled. It is hoped that within the next academic year alternative subjects will be offered.

- 9.10 Delays in the recruitment process of education staff mean that it can take up to four months from a member of staff handing in their notice to a replacement starting in the classroom. Existing staff therefore have to provide cover which adds to their already challenging workload.
- 9.11 Owing to the resignation of the staff member who was responsible for organising and running the successful Duke of Edinburgh's Award this has not taken place. It is anticipated that it should recommence in mid-July 2019.
- 9.12 YP are generally positive about time spent in the gym, with the number of PE staff now increased to 12. There has been greater access to the gym in the evenings and weekends. Through the sports academy, YP are now able to obtain "Active IQ" qualifications. Active IQ is an awarding organisation recognised and regulated by Ofqual within the active leisure sector designing qualifications that support clear career pathways.
- 9.13 The "Safeguard - Man Up programme" challenges stereotypical male behaviour. It is a 15-hour programme led over a period of weeks by a Novus teacher. It was heartening to observe the progress that the YP had made and how well they coped with the daunting experience of presenting a resume of this to an audience comprising HMYOI Wetherby staff and invited visitors. All YP would have liked the programme to continue as they had enjoyed it and found it beneficial.
- 9.14 Parkrun: HMYOI Wetherby has its own version of the national Saturday Parkrun scheme. A 5km timed run takes place in the grounds of Keppel every Saturday morning. YP are encouraged to participate at whatever pace suits them best; for some it is walking, whilst others are accomplished runners. One or two YP who are not taking part act as volunteers alongside adult volunteers. It is encouraging to see the significant personal progress achieved by YP completing the Parkrun.

10 WORK, VOCATIONAL TRAINING and EMPLOYMENT

- 10.1 Work, vocational training and employment are available to all YP. Attendance at vocational training has significantly improved although the construction barn remains underused. Several YP have gained qualifications in bricklaying, painting and decorating.

Uniformed forces

- 10.2 The fire cadets course continues to grow in strength and is very popular, with 20 YP commencing training during the reporting year. Seven have completed the course and received their certificates, 12 have completed the course and await their results and only one YP failed to complete the course.
- 10.3 The army cadets have 12 places for each course. Only seven YP enrolled on the course, six completed the course and one withdrew without completing. There is a shortage of YP that are suitable to join the cadets due to the nature of their sentences.

Street doctors

- 10.4 The street doctors programme, delivered by final year medical students from the University of Leeds, unfortunately ceased in November 2018. It is well supported by the establishment, who hope that it will restart in the near future.

Release on temporary licence (ROTL)

- 10.5 Due to a combination of age and sometimes sentence length, 33% of the YP at HMYOI Wetherby move on to the adult estate and are therefore not eligible for ROTL. However, ROTL is otherwise well supported and YP take up ROTL through a variety of schemes. Approximately 80% of applications for ROTL were approved in the reporting year.
- 10.6 The Wetherby in Support of the Elderly (WISE), project, which enables them to do voluntary work in the community, continues.
- 10.7 Within the establishment, YP work in the Admiral's cafe giving them valuable skills for release.
- 10.8 Work placements are also provided by three local butchers and a local hospice.

11 RESETTLEMENT PREPARATION

- 11.1 Preparation for resettlement commences at the start of the sentence. The case work team are fully staffed and are able to give support to the YP in preparation for their resettlement.
 - 11.2 YP who are foreign nationals have weekly meetings with a variety of agencies who provide support. They are involved in the sentence planning and preparations for release either to the community or for deportation.
 - 11.3 'In 2 Out' is an independent charity and community chaplaincy for young people. For the past five years they have been working with YP leaving custody, helping them to turn their lives around. They provide YP with mentors during their sentence and on release for 12 months or more in a bid to reduce reoffending. They engage with YP in collaboration with case workers, Youth Offending Team (YOT), probation, the prison chaplaincy and other external agencies to help young people who want to change their lives. YP speak very highly of the work undertaken by the In2Out staff. They find staff exceed expectations in how they are prepared to support them.
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Section 12 - Work of the Board 2019

- 12.1 As with many IMB Boards nationally we struggle to recruit and retain members. This has had a significant impact on the way we have been able to carry out our work during this reporting year. Previously we have conducted the rota visit as a pair, however this year we have only done this whilst accompanying a member in their probationary year.
- 12.2 Recruitment is an on-going concern despite actively seeking coverage in the local press and radio, but the Board has had limited success.
- 12.3 Board meetings are held monthly, attended by the Governor or the deputy governor. This is an opportunity to discuss matters arising from the IMB rota visits and for the Governor to update the Board on developments within the establishment and the wider prison estate. Training is frequently delivered as part of the monthly Board meeting. Staff from HMYOI Wetherby attend and update Board members on specific topics.
- 12.4 The provision of advocacy by Barnardo's significantly reduces the number of applications received by the Board. As a result of this, each week a Board member will speak individually with four randomly-selected YP using our review questionnaire to find out how they feel about their time at Wetherby. The feedback and queries from the reviews enable us to raise matters directly with the Governor and provides information for the Annual Report. The YP engage well in the discussion and seem to welcome the opportunity to put their views forward.
- 12.5 The Board has prioritised attendance at segregation reviews, monitoring YP held under rule 49 on the wings and adjudications, and we continue to conduct our own reviews with YP. Members attend some of the meetings held in the establishment in order to have an overview of prison life. Due to the shortage of Board members this year we have had to restrict this. However, we regularly receive minutes of the meetings.
- 12.6 The establishment holds a youth council with YP from each of the wings and some staff. This is attended whenever possible by Board members.
- 12.7 The Board has completed the annual team performance review (ATPR), after which members attended an awayday to review, plan and make any changes to the Board's practice. Members attend IMB national training if available. New Board members attend the establishment's own staff induction programme which covers many areas of prison life.

BOARD STATISTICS	
Recommended Complement of Board Members	15
Number of Board members at the start of the reporting period	8
Number of Board members at the end of the reporting period	4
Total number of visits to the Establishment	342
Total number of segregation reviews attended	170

Code	Subject	Current reporting year	Previous reporting year
A	Accommodation including laundry, clothing, ablutions		
B	Discipline including adjudications, IEP, sanctions	1	2
C	Equality	3	3
D	Purposeful Activity including education, work, training, library, regime, time out of cell	2	1
E 1	Letters, visits, phones, public protection restrictions		1
E 2	Finance including pay, private monies, spends		
F	Food and kitchens		
G	Health including physical, mental, social care	2	
H 1	Property within this establishment	1	1
H 2	Property during transfer or in another establishment or location		
H 3	Canteen, facility list, catalogue(s)	1	
I	Sentence management including HDC, ROTL, parole, release dates, re-categorisation		1
J	Staff/prisoner concerns including bullying		1
K	Transfers		1
	Total number of IMB applications	10	11