

# **STATES OF JERSEY**



## **STATES OF JERSEY PRISON SERVICE: ANNUAL REPORT 2002- BUSINESS PLAN 2003**

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**Presented to the States on 3rd June 2003  
by the Home Affairs Committee**

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**STATES GREFFE**

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## INTRODUCTION

This has been my first full year as Governor of H.M. Prison La Moye. Just as we ended 2001 we have continued in the same vein in 2002 addressing issues from the Chief Inspector's report. We have also started along a planned route to make improvements to the physical environment and to introduce systems designed to reduce re-offending.

The Home Affairs Committee endorsed the mission statement for the prison early in 2002 and I am grateful for the ongoing support that we have received from the President and members of the Committee as we strive to make a reality of the plans that will take La Moye into the next decade.

Population pressure continues to present us with problems that will only be resolved with the introduction of electronic monitoring and the opening of new accommodation, both of which are planned for 2003. By following a policy of trying to consume our own smoke we were able to reduce the number of prisoners that we were paying for in the U.K. to 25 by the end of December 2002 although the bill for the Year was still £820k. The consequent effect of this policy, however, was that for the last 3 months of the year we were severely overcrowded.

Against this unfortunate backdrop however, we have seen some impressive achievements. 114 of the Chief Inspector's 147 recommendations have been implemented including staff identification, improvements in the availability of work and other regime activities for women prisoners, innovative developments in the establishment's drug strategy, improvements in the area of self-harm and suicide prevention, the introduction of a child protection protocol, clarification of the health care ethos and the setting up of a health care needs analysis, literacy and numeracy testing for all new receptions, the use of Communicare for child/parent and family visits, improved links with Probation and the introduction of sentence planning and the development of the temporary release and working out scheme as an aid to resettlement. This bodes well for the introduction of electronic monitoring.

In May of 2002 we carried out a full staff review using the skills of 2 work-profiling experts from the U.K. With their profile of our staffing needs we were able to put a convincing case for additional staff to the Human Resources Committee, and as a result we recruited and trained additional staff who completed their training in mid-November and are already making an impact on the operation of the establishment.

Training and development of staff has also been given some priority in 2002 and as well as selecting and training a race relations officer we have introduced the "care team" approach for assisting staff who have been involved in a traumatic incident or other life-shattering experience and have formalised the training grade of "Senior Officer", selecting staff for this role who have the potential to become future unit managers.

2002 has also been a year when we have given priority to young offenders. The sentence-planning pilot was introduced in the YOI and we have explored a variety of ways of assisting the successful resettlement of young offenders including some imaginative community-based projects. Young prisoners are also working in the kitchen and we are looking to introduce some form of accredited training for this area once staffing allows. Certain young prisoners have also been allowed to attend Highlands College on a day release basis and I am indebted to the Principal for facilitating this development.

The introduction of "Prison Me No Way" to Jersey in co-operation with our colleagues in other agencies was well received, particularly by the secondary school pupils who were able to take part and we are planning to repeat the event in 2003.

The prison was involved in a major way in a Channel Television documentary about the problems associated with drugs in the Island, and I have taken a number of opportunities of using the media to get across to the public our aims and aspiration for La Moye.

2002 has been a year of steady improvement, which we will strive to continue during the coming year. No small thanks are due to my senior staff and to officers throughout the prison who have taken ownership of our mission statement and are endeavouring to make it a reality. We have started down that long road of being regarded as a model to others.

**M.P. KIRBY**

*Prison Governor.*

## **HOME AFFAIRS COMMITTEE**

The States of Jersey Home Affairs Committee has responsibility for the running of the Prison and the formulation of its policies. The Home Affairs Committee is accountable to the States of the Island of Jersey for its actions. The Prison Service retains the Royal Prefix H.M. thereby enabling us to maintain our traditional links with the Home Office of the U.K. Government.

### **Strategic Objective**

The States of Jersey Prison Service will assist the Home Affairs Committee in ensuring the delivery of its agreed Strategic Objective with regard to H.M. Prison, which is –

**TO WORK IN CONJUNCTION WITH OTHER ELEMENTS OF THE CRIMINAL JUSTICE SYSTEM  
TO PROTECT THE PUBLIC AND DELIVER A SAFER SOCIETY**

The Strategic Objective will be achieved through implementation of the Prison's Primary Aims.

## **PRIMARY AIMS**

- Protection of the public by keeping in custody those persons committed to us by the Courts in a safe, decent and healthy environment.
- Reduce re-offending by providing constructive regimes, which address offending behaviour and which improve educational and work skills.
- Supporting offenders' positive relationships with their families in order to assist their successful return to the community.

## **MISSION STATEMENT**

- H.M. Prison La Moye will provide a healthy, safe, secure and stimulating environment for all who live and work here. Prisoners will be encouraged to address their offending behaviour and to become involved in education and work related training, which will enable them to live a law-abiding and purposeful life in custody and after release.
- Supportive relationships with families will be facilitated in order to maintain the positive links that will ensure a successful return to the community. In partnership with other agencies the prison will provide effective ways to reduce crime and its resultant social and economic costs.
- Our aim is to be a model of best practice and an example to other prisons.

## **BOARD OF VISITORS REPORT**

### **General**

Those who speak of Her Majesty's Prison La Moye as the "La Moye Hilton" have never been accommodated there. Unlike Hilton hotels, our prison cannot display "no vacancies" or "house full" signs and, come what may, must accept as many non-paying guests as our courts and police decide. It is an uphill task and, during the year under review, La Moye has regularly broken its record for maximum occupancy. It is in desperate need of the modernisation which is about to begin.

### **Discipline**

The Prison Board of Visitors held 11 monthly meetings in 2002 and there were 3 special meetings to deal with disciplinary matters. 31 complaints and requests came before the Board at their monthly meetings and a further 62 were dealt with by the Jurats whose duty it is to visit the prison at short notice between routine meetings. These last 2 figures compare with totals of 45 and 59 during the previous year.

A total of 5,436 temporary releases were granted during the year with 4,504 being for work experience. There were 25 breaches of licence conditions and 5 prisoners failed to return to custody at their licence expiry time.

During the year, 157 reports were submitted against 77 prisoners and 66 reports against 25 young offenders for contravening prison rules. Of these, 5 were referred to the police and 5 were referred to the Board of Visitors. The remainder were dealt with by way of dismissal or caution, forfeiture of remission or loss of privileges or pay, and suspended awards.

A total of 37 adults and 14 young offenders were dealt with for more than one offence, the highest being 2 adults with 11 reports each and one young offender with 16 reports.

### **The Board**

Following the resignation from the Board for personal reasons of Jurat D.H. Georgelin, Jurat J.M. Clapham was appointed by the Superior Number of the Royal Court to replace him at the end of the year. Together with the undersigned Chairman of the Board, other members are Jurat J.C. Tibbo (Vice-Chairman), M.J. Le Ruez, M.B.E., R.M. Bullen, M.B.E., J.L. Le Breton and G.C. Allo.

### **Prison Governor**

This was the Board's first full year working in association with the prison's new Governor, Mr. Mike Kirby, who had been appointed to the post in December 2001, and its members are pleased to record their satisfaction with their relationship with him.

Mr. Kirby's innovative approach to various matters, not least his liaison with the Board, has proved to be of mutual benefit.

One example of this has been his introduction of written reports, circulated in advance of monthly meetings, outlining matters of concern or other interest, stimulating discussion which might otherwise have been overlooked.

A further example was his early preparation of Mission Statement for H.M. Prison La Moye.

### **Dr. Bull's Report**

The Board has noted with concern Dr. Kathie Bull's review of the Principles, Practices and Provision for children and Young People with emotional and behavioural difficulties and disorders and her final report to the Education, Health and Social Services and Home Affairs committees, and her findings regarding the Young Offenders' Institute and Women's Wing. In that context, the Board recalls a Royal Court judgment handed down as early as

February 2002 when, in a case involving a teenage girl, the Court said –

“We want to add one final word to the Island’s political authorities. We do not in any way criticize the prison authorities for the treatment that this defendant has received but it is nonetheless quite deplorable that it was necessary for a time to hold her in solitary confinement in a punishment cell because of the lack of adequate accommodation. From what we have read and from what we have heard in submissions, her treatment has affected her mental state, led to suicide attempts, and amounts to an abuse of her fundamental human rights. We express the hope that the most urgent attention will be given to the problem by the appropriate authorities”.

The circumstances surrounding this young woman’s incarceration and other subsequent and similar examples of highly inappropriate treatment will, we hope, be fully resolved by the implementation of the long overdue building and refurbishment scheme.

### **Young Offenders**

An innovation to the benefit of young (male) offenders was the decision to employ them, rather than adult male prisoners, on kitchen duties. This has proved to be a popular and successful form of prison employment and enabled those participating in the Duke of Edinburgh’s Award Scheme to be involved in the programme arranged for the Earl and Countess of Wessex at Crabbé, where they were responsible to everyone’s satisfaction for the catering. The culinary achievements of the prison’s young caterers were similarly praised when they provided a traditional Christmas dinner for senior citizens at Communicare.

### **Recommendations**

Of the 147 recommendations contained in the first such report prepared in 2001 on Jersey’s prison by H.M. Inspector of Prisons, no fewer than 114 have now been implemented. The Board of Visitors considers this to be a notable achievement and anticipated that most of the outstanding issues will be pursued during 2003. There are, however, a number which are hindered by a resource implication or whose progress is dependent on the forthcoming construction programme.

### **Tagging**

Other matters which the Board anticipates will be dealt with during the coming year as a result of a great deal of research and preparation throughout 2002 include the introduction of electronic monitoring (“tagging”). This will allow up to 30 prisoners to be released from La Moye, thus creating cellular vacancies to be followed by the return to Jersey of inmates from U.K. jails. With each place on the mainland costing an average of £35,000, this scheme has the potential of substantially lowering the total annual outlay: the cost of accommodating prisoners from Jersey in U.K. jails amounted to £820,000 by the end of the year.

**M.A. RUMFITT (JURAT)**

*Chairman.*

## ANNUAL REPORT OF THE PRISON GOVERNOR

H.M. PRISON  
Jersey C.I.

The President and Members  
of the Home Affairs Committee.

I have the honour to present my report for the year 2002.

### 1. Population

The daily average population was 144.40 and the comparison with other years is as follows –

Average for	<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>
	114.32	126.10	129.55	140.61	144.40

The comparative figures for the greatest and least number of persons in Prison on any one day show the following –

	<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>
Greatest number	131	144	141	164	158
Least number	105	107	117	127	122

### 2. Receptions

The total number of persons received into Prison during 2002 was lower than in 2001. The figures are as follows –

	<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>
Males	430	399	357	419	363
Females	<u>34</u>	<u>19</u>	<u>27</u>	<u>46</u>	<u>26</u>
Total	464	418	384	465	389

The figures below show how the persons received into Prison during the year were dealt with by the Courts, and a comparison with 2001 is given –

	<u>2001</u>	<u>2002</u>
Sentenced to imprisonment or youth detention	222	180
Dealt with by methods other than imprisonment	194	161
Remaining in custody unsentenced at the end of the year	<u>43</u>	<u>41</u>
	459	382
Transferred from the United Kingdom	6	7
Debtors	-	-
	<hr/> 465	<hr/> 389

### 3. Length of sentence

The sentences imposed in 2002 compared with those in 2001 were as follows –

	<u>2001</u>	<u>2002</u>
1 month and under	78	59
Over 1 month and under 6 months	59	47
6 months to 12 months	32	29
Over 12 months to 2 years	38	18
Over 2 years to under 5 years	22	31

5 years to under 6 years	4	9
6 years and over	19	16
Life	1	1
	#253	*210

# Includes 31 of the 38 persons admitted to Prison in 2000 but sentenced in 2001.

\* Includes 30 of the 43 persons admitted to Prison in 2001 but sentenced in 2002.

#### **4. Young Offenders**

The number of persons under the age of 21 received into Youth Detention in 2002 were 7 females, 57 males, compared with 5 and 78 in 2001.

Of the 64 admitted, 7 were 15, 4 were 16, 15 were 17, 9 were 18, 17 were 19 and 12 were 20 years of age.

#### **5. Previous convictions**

Of the 389 persons admitted during the year, 276 were known to have had previous convictions, and 202 had served terms of imprisonment or some other form of custodial or suspended sentences or community service.

#### **6. Countries of origin**

Of the total admissions, 159 were Jersey born, compared with 188 in 2001. In addition, 124 had resided in the Island long enough to be considered permanent residents.

Of the remainder, 78 claimed to be citizens of the United Kingdom, 9 were from Ireland, 6 from Madeira, and a further 13 from Austria, Bangladesh, France, Maldives, Poland, Portugal and Romania.

#### **7. Temporary releases**

A total of 5,436 temporary releases were granted during the year with 4,504 being for work experience. There were 25 breaches of licence conditions with 5 prisoners failing to return to custody at their licence expiry time.

#### **8. Discipline**

During the year, 157 reports were submitted against 77 adult prisoners and 66 reports against 25 young offenders for contravening prison rules. Of these, 5 were referred to the police and 5 were referred to the Board of Visitors. The remainder were dealt with by way of dismissal or caution, forfeiture of remission or loss of privileges or pay and suspended awards. A total of 37 adults and 14 young offenders were dealt with for more than one offence. The highest being 2 adults with 11 reports each and one young offender with 16 reports.

#### **9. Cost of prisoners' food**

The cost of food provided to prisoners during 2002 amounted to £2.35 per day.

#### **10. Employment of prisoners**

Most prisoners were employed in the Prison Industries, which produced an income of £175,333.

#### **11. General**

The total number of persons received into Prison decreased from 465 in 2001 to 389 in 2002. The daily occupancy rate increased by 2.69%, with the number of prisoner days increasing from 51,324 to 52,705. In addition to the inmates held in Jersey, a further 19,340 prisoner days were served by Jersey-sentenced prisoners who had been transferred to the United Kingdom to complete their sentences. It must be noted that the daily

average prison population in Jersey during 2002 was 144.40 and when combined with the Jersey sentenced population in the United Kingdom of 52.99 this produced a total daily prison population of 197.39 individuals.

Inmate numbers continued to remain at a high level throughout 2002, causing overcrowding in all areas of the prison.

## 12. Staff

On 31st December, 2002 the establishment of the Prison Staff was as follows –

	<u>2002</u>
Governor	1
Deputy Governor	1
Senior Unit Manager	2
Unit Manager	6
Catering Officer	3
Prison Officer (male)	58
Prison Officer (female)	11
Hospital Officer	4
Engineer Officer	3
Industrial Officer	2
Psychiatric Nurse	1
Executive Officer	1
Clerical Officer	1
Secretary/Clerical Officer (part-time)	1
Clerk (part-time)	1
Civilian Horticultural Officer	1
Civilian Driver/Compound Assistant	1
Cleaner	1

## FINANCIAL REPORT FOR 2002

The budget for 2002 was £5,445,103 although actual expenditure during the period amounted to £5,592,267. This resulted in an overall over spend of £147,164 caused by the erection of additional fencing, prison refurbishment and increased drug-testing. Details for the year are as follows –

	<b>BUDGET 2002</b>	<b>ACTUAL SPEND 2002</b>	<b>VARIANCE</b>
<b>STAFF</b>	3,890,170	3,855,511	(34,659)
<b>NON-STAFF</b>			
Premises	278,000	432,818	154,818
Supplies + Services	634,100	665,114	31,014
Transport	18,300	20,513	2,213
Establishment	73,400	90,983	17,583
Cost of Prisoners in U.K.	820,433	798,592	(21,841)
Staff Housing	10,700	12,442	1,742
<b>Total Non-Staff</b>	1,834,933	2,020,462	185,529
<b>Total Expenditure</b>	5,725,103	5,875,973	150,870
<b>Less Income</b>			
Prison Industries	224,000	208,584	(15,416)
Rent	56,000	75,122	19,122
<b>Net Expenditure</b>	5,445,103	5,592,267	147,164

[Note ( ) indicates under-spend.]

Net revenue expenditure for H.M. Prison was £5.6 million in the year 2002, of which staff costs were £3.9 million, equivalent to 69% of expenditure.

During 2002 the prison has concentrated on the implementation of recommendations from the 2001 report of Her Majesty's Chief Inspector of Prisons. Of the 147 recommendations contained in the report, 114 have been implemented. The implementation of some of these recommendations has resulted in one-off costs for the year.

The planned introduction of electronic monitoring in the spring of 2003 and additional accommodation that will be available in the autumn of 2003 will enable the prison to significantly reduce its reliance on U.K. places and the consequential costs involved with such a venture. Holding more prisoners at La Moye in the interim has resulted in additional costs.

## STAFF DEPLOYMENT

The Detail Department has at times had some extreme demands made upon it during 2002, mainly due to the continued high average daily Prison population (144.4 inmates per day average).

The Department has strived to meet all the demands made of it during 2002. Taking into account such variables as inmate escorts and watches, staff sickness, works coverage and continued changes to Prison regimes while at the same time being mindful of the Prison annual budget and the needs of our most valuable asset "the staff".

The continued high daily average Prison population has resulted in a large number of inmate movements out of the Prison.

Wherever possible, casual leave requests were granted. Changes of allocated leave periods and extensions of leave periods were facilitated wherever possible. Of a total of 2,476 leave days due (an increase of 212.5 days over 2001) 317.5 have been carried forward into 2003 (an increase of 60 days).

Time off in lieu (T.O.I.L.) has also been a continued option. A total of 813.25 hours have been carried forward into 2003, a decrease of 607.75 hours over the 2002 figure (this now includes Unit Managers).

Absenteeism through sickness has seen a plateau reached compared with 2001 (1,864 days in 2001, 1,876 days in 2002) an increase of 12 days. 39 staff recorded nil sickness during 2002 compared to 16 in 2001.

Once again the continued professionalism, goodwill, dedication and flexibility of the Staff have contributed greatly in enabling the Detail Department to utilise its resources effectively and efficiently during 2002.

However, our service is now at a point where additional staff must be recruited so that we may continue to carry out our core objectives and our commitment to the Island's Crime and Drug strategies. We are committed to providing a number of initiatives, which are fundamental to our role within the community. These initiatives are labour-intensive and have an obligation for future training needs.

### Manpower Requirements 2003 – 2006

Permanent posts	2003	2004	2005	2006
Requested	105.45	119.45	132.45	132.45
Current	103.45			

The above requirements include 14 Operational Support staff needed to operate the Control Room, 7.5 staff identified in the work profiling carried out by Her Majesty's Inspectorate and an additional 5 Healthcare posts recommended in the Manpower Report.

## **HER MAJESTY'S INSPECTORATE**

- 47 Recommendations;
- 114 either fully or partially implemented;
- 12 have unfunded resource implications;
- 14 linked with the redevelopment plan;
- 7 are outside our control (e.g. Ombudsman, Prisoner movement, mentally ill provision and sex offender register).

## REVIEW OF OBJECTIVES 2002

OBJECTIVE	OUTCOME	OPERATIONAL TARGETS EMPLOYED
Professional Development of Staff	Achieved	<ul style="list-style-type: none"> <li>• Sentence Planning Training</li> </ul>
		<ul style="list-style-type: none"> <li>• Personal Officer Training</li> </ul>
		<ul style="list-style-type: none"> <li>• Prison Officer Training Course</li> </ul>
		<ul style="list-style-type: none"> <li>• Senior Officer Training Initiative</li> </ul>
Challenging Offending Behaviour	Achieved	<ul style="list-style-type: none"> <li>• Drug Awareness</li> </ul>
		<ul style="list-style-type: none"> <li>• Alcohol Study Group</li> </ul>
		<ul style="list-style-type: none"> <li>• Anger Management</li> </ul>
		<ul style="list-style-type: none"> <li>• Life Skills</li> </ul>
Security Enhancement	Achieved	<ul style="list-style-type: none"> <li>• Implementation of Search Strategy Manual</li> </ul>
		<ul style="list-style-type: none"> <li>• Security Staff Training</li> </ul>
Human Rights	Achieved	<ul style="list-style-type: none"> <li>• Prison Rules/Human Rights (Jersey) Law compatibility</li> </ul>
		<ul style="list-style-type: none"> <li>• Prison legislation compatibility</li> </ul>
		<ul style="list-style-type: none"> <li>• Train all staff to required cognitive standard</li> </ul>
		<ul style="list-style-type: none"> <li>• Develop a detailed knowledge of the working and effects of Human Rights legislation in England and Scotland</li> </ul>
Planning for Essential Improvements	Achieved	<ul style="list-style-type: none"> <li>• Produce proposals for development to alleviate overcrowding and lack of facilities within the Establishment</li> </ul>
Implementation of Information System Strategy	Achieved	<ul style="list-style-type: none"> <li>• Facilitate Implementation</li> </ul>
Protection of the Environment	Achieved	<ul style="list-style-type: none"> <li>• Implementation of States Environmental Policy</li> </ul>
		<ul style="list-style-type: none"> <li>• Consideration of environmental impact when formulating Business Plans.</li> </ul>
		<ul style="list-style-type: none"> <li>• Information Systems Compliance</li> </ul>
		<ul style="list-style-type: none"> <li>• Horticultural Compliance</li> </ul>

## DEPARTMENTAL BUSINESS PLANS

2002 was always going to be a great challenge as far as developing the Prison through Departmental Business Plans was concerned.

All staff would undoubtedly be involved in implementing the recommendations of Her Majesty's Inspectorate, but it was felt inappropriate to include any recommendations in the Departmental Business Plans, as implementation would have to be prioritised by the Governor and Management Team.

It was decided then, that the Departmental Business Plans would be formulated as previously, though concentrating on procedures and regimes rather than building developments and facilities as, even at that time, it was anticipated that proposed structural projects would render building Objectives impossible to achieve.

With hindsight the decisions taken have been justified, as the Governor and staff have achieved remarkable success with the implementation of Her Majesty's Inspectorates' recommendations, whilst simultaneously maintaining the momentum of the Departmental Business Plans. The proposed Prison expansion has dictated that several Objectives (feasible on production), were rendered superfluous and other realistic Objectives (e.g. relating to the Control Room) not achievable due to circumstances beyond our control.

In spite of these limitations, achievements have been outstanding and are a credit to the staff.

Statistically, as seen by the table below, there were more Objectives than ever before (275) and the number Achieved (180), 17% greater than 2001 which was our best year to date.

The results are tabled below together with the 1998, 1999, 2000 and 2001 outcomes for comparison –

	<b>2002</b>	<b>2001</b>	<b>2000</b>	<b>1999</b>	<b>1998</b>
Achieved	180	154	119	115	145
Carried forward	63	55	29	35	75
Cancelled	32	9	12	25	30
Total objectives	275	218	160	175	250
Percentage	65%	71%	74%	66%	58%
Percentage (actual)	74%	74%	80%	77%	66%

## SECURITY

Operational targets met in the drive for enhanced Prison Security included –

- Implementation of Search Strategy Manual
- Increased Security Staff
- Introduction of Prison/Police Memorandum of understanding
- CCTV monitoring training
- Drug-testing and detection training
- Security Statistical Collator training
- In-house and U.K. training in the application of the most up-to-date Security Intelligence Software Program.

### Temporary Release, Working Out Scheme

Eligibility criteria for Temporary Release and the Working Out Scheme have been reviewed and implemented.

The following figures illustrate the progress being made in this area.

	<b>2001</b>	<b>2002</b>
Home Leaves	272	932
Work Experience	1,142	4,504
Total Temporary Releases	<u>1,414</u>	<u>5,436</u>

This dramatic increase in both Home Leaves for family and compassionate reasons and Work Experience, illustrates the Prison's commitment to maintaining and strengthening family relationships whilst promoting a work ethic amongst the prisoners, thereby better preparing them for release and reducing the likelihood of re-offending.

## **STAFF TRAINING AND DEVELOPMENT**

### **Control and Restraint**

In order to assist the Governor to maintain good order and discipline involving violent and recalcitrant prisoners, it is mandatory that all prison officers undergo training annually in basic and advanced techniques.

As with all control and restraint training the emphasis is on de-escalation, and the health and safety of both officers and prisoners.

It is vital that prison officers are trained to a high standard to assist them in dealing with any situation which may arise from an assault by a prisoner, major disturbance, hostage incident, etc.

It is a statutory requirement that control and restraint instructors are re-qualified and updated by national instructors each year at the National C. & R. Centre. The techniques taught are reviewed annually by the Home Office.

2 National Control and Restraint Instructors visited Jersey to carry out a C. & R. audit and to instruct in upgrade techniques.

In a subsequent letter to the Governor, the National Instructors commented on how impressed they were with the C. & R. setup and that the motivation and commitment of the Instructors and staff were a credit to the Governor and Prison Service.

Achievements in 2002 included –

- 1 Senior Unit Manager completed a C. & R. Commanders Course.
- 4 Instructors updated in Advanced Techniques.
- 1 Officer underwent Instructor Training.
- 4 Instructors Annual Re-certification.
- 34 New Entrant prison officers trained in basic C. & R. techniques.
- 42 Prison staff completed the annual refresher course.
- 37 Prison staff trained in Advanced Techniques.
- 18 Non-prison personnel trained in Personal Protection.

2003 will see the further development of C. & R. and associated equipment in order to ensure maximum responsiveness to any eventuality.

### **Security**

The Security Team underwent the following training in 2002 –

- Urine/Swab testing procedure;
- 4 X 4 Security System;
- Information collation;
- 5 x 5 Security System;
- C.C.T.V. monitoring.

### **Fire Prevention**

In March 2002 all New Entrant Prison Officers were trained to the required standard in the use of Breathing Apparatus. In December 2002, 50 staff underwent refresher training in use of B.A.

## **Vulnerable Persons Unit**

In order to facilitate productive work on the wing, 2 wing officers were instructed and subsequently qualified in Forklift operation.

All wing staff successfully underwent a Food Hygiene course.

## **Horticulture**

6 staff benefited from training in Biological Pest Control in 2002.

## **Sentence Planning**

To correspond with the staged implementation of Sentence Planning, staff in designated areas were instructed in its production and implementation.

This will be further developed in 2003.

## **P.E.**

2 Officers successfully gained the F.A. Award for the Training of handicapped sportsmen. During 2002, two P.E Officers gained Distance Learning qualifications in Sports Massage, and a further 2 in Sports Nutrition.

At present, 4 officers are involved in Distance Learning, leading to Gym Instructors Diploma.

## **Healthcare**

All members of the Healthcare team have been trained in Intravenous Blood Supply.

One member of the Team is currently studying blood-borne viruses in the U.K.

One Healthcare personnel is studying for a Diploma in Higher Education.

All members of the Healthcare Team have been trained in Suicide Awareness.

## **Course Delivery**

In addition to course delivery experience gained by a number of existing, qualified personnel, 4 members of staff were trained in Aggression Control course delivery. A new initiative to Jersey, in conjunction with our local services is "Prison Me No Way" which was well received in the community.

## **New Recruits**

13 new entrant prison officers were trained locally in 2002.

## **Management**

It is recognised that formal qualifications are vital to the continued efficiency of the Service. To this end, Senior Officers and Unit Managers undergo courses in States recognised and delivered Management courses.

## **INMATE ACTIVITIES AND RESETTLEMENT**

### **Basic Skills**

During 2002 the principal Basic Skills teacher increased her hours considerably and this has allowed us increased access to inmates and more efficient group work.

The Prison Teacher has monthly meetings with Departmental Heads to discuss newly convicted prisoners. She uses a Basic Skills Assessment to ascertain an inmate's levels and after discussing with the inmate his educational background, needs and aspirations, an educational plan is drawn up. Inmates with similar needs are taught in groups, otherwise individual tuition is given. In order to monitor progress, monthly reports are submitted to an overseeing Unit Manager.

Assessments are now available to all convicted prisoners and where appropriate, remand prisoners. The refining of the system and the increased willingness by inmates to better themselves has resulted in a dramatic increase in applications for an Assessment. In 2000, 26 prisoners applied. The number in 2002 was 130.

Those with basic skills needs are targeted directly by the teacher and her part-time assistant, and after remedial work the students are reassessed. 25 reassessments were undertaken last year and each one demonstrated a measurable improvement.

### **Distance Learning**

Last year saw the development of Distance Learning to encompass N.E.C, B.S.Y. and I.C.S. courses. These are proving popular and during 2002, over 40 students were participating in courses. The vast majority of courses are approved by the Prison Education Department, and if this is the case, are supported both financially and administratively.

Several students of higher ability undertook specialist courses, notably in Accountancy. In these cases we were fortunate enough to obtain the voluntary services of a qualified Chartered Accountant and this has led to the taking of recognised examinations and considerable success.

### **Computer Studies**

Computer Studies continue to develop and become more accessible as the Information Technology manager and our evening tutor work towards their goals. Each department has computer availability for all range of abilities and tuition is given in E.C.D.L., word-processing, spreadsheets, database and desk-top publishing.

### **Offending Behaviour Courses**

Challenging offending behaviour is an essential part of successful rehabilitation and to this end Enhanced Thinking Skills, Drug Awareness Courses, Life Skills and Aggression Control Training were all utilized.

In order to ensure global availability of Enhanced Thinking Skills, it is vital that prison personnel undergo accredited mainland training which in the past has been unachievable.

### **Vocational Training**

The carpentry and joinery course we offer is part of the full time Highlands 3-year GNVQ Course. After completion of the first-year course the participants have the opportunity to join the Highlands Course at the start of the second year (in the September of that year).

The course is offered to the YOI, VPU and Convicted Wings. The course runs from September until the practical work is moderated in July by an external representative of the City and Guilds Board.

The Course covers the following aspects of Carpentry –

- Practical
- Calculations
- Supplementary Calculations
- Material handling
- Communications
- Health and Safety
- Responding to emergencies
- Regulations
- Access equipment

Workwise, the Careers Service and the Prison Job Club are all available to assist in identifying suitable jobs and also courses which would be advantageous to securing a position on release.

Work Experience outside of the prison is available to selected risk-assessed inmates subject to certain conditions. This allows them to continue in their given occupation and to develop other skills which will assist them when they return to the community.

### **Recreational Education**

The following are some of the other activities and courses regularly held in the Prison under the tuition or guidance of voluntary or paid experts.

- Music (piano, organ, guitar);
- Yoga (several inmates have obtained a teaching qualification);
- Self-esteem;
- Creative Writing;
- First Aid;
- Sports Leaders' Award;
- Duke of Edinburgh Award;
- English Literature.

### **Sports/Recreation**

Sports and activities available throughout the Prison include –

- Swimming (selected supervised participants);
- Swimarathon training and participation;
- Snooker;
- Pool;
- Outside activity Programme (involving competitive matches and events);
- Basketball;
- Volleyball;
- Weights training;
- Board games;
- Football;
- Cricket;
- Tennis;
- Library;
- T.V. rooms.

### **Prison Labour**

It is the Prison's policy to have 100% employment of prisoners. To achieve this, inmate labour is used where possible, rather than employ outside contractors and all essential tasks such as catering, cleaning and general maintenance are carried out by them utilizing skills as appropriate.

For the first time Y.O.I. inmates comprise the inmate kitchen staff.

Further to this there are a number of industries within the Prison designed to encourage skills learning, generate income to offset running costs, and generally to be of benefit to the Community as a whole.

These industries include –

#### Horticulture:

The Horticultural section is the largest employer in the Prison. Numbers vary between 11 and 25 depending on the seasons. Turnover in 2002 was again higher than the previous year and as a result of higher sales, the cost of purchasing sundries (pots, trays etc.) is cheaper than 5 years ago due to increased buying power.

The Prison supplied all the plants required in the Housing Committee tender, which we won for the first time in 2001. The committee was so pleased with our service that it asked us to supply them in 2002, which we did again to their satisfaction. 2002 saw the successful integration of females to the Compound. Up to 9 females at a time worked preparing plants and flowers.

#### Workshops:

These produce survival blankets for export and a wide range of garden furniture and other woodwork projects.

#### Light Industries

Trailer Renovation

Pallet Recycling

Car Valeting

Advertising Distribution

## HEALTHCARE AND DRUG STRATEGY

### G.P. Clinic

The Prison G.P. visits Monday to Friday. An appointments system operates as in the community. However, those who are ill or injured are seen on the day. On Saturday the G.P. will attend for Receptions into Prison and in an emergency. This service currently meets the needs of the Prison population.

Reception medical examinations	321
Routine consultations	993
Total consultations	1,314

### Dental Service

The prison dentist visits once per week and there is a high demand for this service due to the increasing prison population. The average waiting time is 5 weeks, although those in acute pain are given priority and are usually seen at the next available session. The dentist occasionally provides an extra session as demand dictates. This service currently meets the needs of the prison population.

Dental sessions held	56
Average seen per session	8.5
Total consultations	476

### Visiting Specialists

The optician visits as required and will see on average 3 prisoners per session. Spectacles are only provided for convicted prisoners. Prisoners may be asked to contribute towards cost.

The chiropodist visits the prison as requested, and will see up to 5 prisoners per visit.

The physiotherapist visits the prison once per week, prisoners are referred by the Orthopaedic Clinic and would otherwise be seen at the Physio Department at the General Hospital.

These services meet the current needs of the prison population.

	<b>Optician</b>	<b>Chiropodist</b>	<b>Physio</b>
Sessions held	6	10	37
Prisoners seen	20	38	89

### Drug and Alcohol Service

The Drug and Alcohol service provide 7 hours of counselling per week primarily pre-release, i.e. 3 months prior to discharge, with the offer of follow-up on release. In addition, Young Offenders can be referred as part of their Sentence Plan. Occasionally well-motivated prisoners who have been remanded to the Royal Court and anticipate release in the near future are seen.

Counselling should be available to all those identified during the reception health screen interview as substance abusers. With the exception of the Female Wing and the Y.O.I. this is not always possible within the hours provided by the 2 agencies.

Sessions held	43
Prisoners seen	176

### Jersey Addiction Group

The Jersey Addiction Group attends on a weekly basis for 4 hours. Primarily, Portuguese-speaking prisoners and female prisoners are seen. Narcotics Anonymous are due to start weekly visits commencing January 2003.

All drug-dependant prisoners are offered follow-up after release by Jersey Addiction Group or the Drug and Alcohol Service. In addition, heroin users are offered Naltrexone opiate blockers.

Sessions held	29
Prisoners seen	148

### **Psychiatry/Psychology**

A Consultant Psychiatrist visits fortnightly.

A Consultant Psychologist visits monthly.

The Forensic Nursing Team visits as required, usually on a weekly basis.

Sessions held	69
Prisoners seen	165

### **Detoxification**

Detoxification is prescribed for prisoners following the reception health screen. The decision to prescribe detox is based on previous history, current presentation and urine test. Detox is available for Alcohol, Opiate and Benzodiazapines abuse. Prisoners frequently present as polydrug users and therefore may require simultaneous Opiate and Benzodiazapine detox.

Heroin detox	81
Benzodiazapine detox	83
Alcohol detox	62
Total detoxifications	226

### **Blood-borne viruses**

A Consultant Microbiologist attends on a monthly basis. Of the 17 Hepatitis C positive prisoners, 8 were identified as suitable for treatment. Of the 8, 4 were treated successfully and 3 are ongoing.

Sessions held	12
Prisoners seen	47
Requests for testing	41
Confirmed Hepatitis C positive	17

### **Samaritans**

The Samaritans visit every Monday afternoon. In addition they are to commence evening visits in 2003. A total of 33 Self-Harm forms were raised in 2002 for prisoners considered vulnerable to self harm.

The suicide awareness group meets quarterly.

A mobile telephone was introduced with a call barring facility, allowing prisoners direct access to the Samaritans. This resource is available to all prisoners.

Sessions held	42
Prisoners seen	80



## CHAPLAINCY

### Role of the Chaplaincy Team

The role of the team is an important one, as it tends needs within the prison, which differ from those being addressed by other agencies (although they are often associated). Both staff and inmates are aware of the value of the team, which provides pastoral care from reception through to release and beyond.

### Duties in which the team is involved

#### Spiritual care and Christian teaching

- Pastoral care for the inmates and their families;
- Chapel Services on Sunday mornings (when practical);
- Alpha Course – Bible studies (periodically arranged);
- Ecumenical Christmas Carol Service.

#### Practical support

- Providing pastoral care when a member of the prisoner's family is seriously ill or has died;
- Visiting inmates while in hospital;
- Regular visits to all wings of the prison;
- Providing Christian reading material and Christian literature etc.;
- Outside care and support in the community (e.g. visiting families of prisoners);
- After care for prisoners on release;
- Preparation for release (e.g. finding accommodation, obtaining furniture, contacting prospective employers, submitting references etc.);
- Arranging and supervising visits between inmates and their families, with particular reference to complex domestic and marital difficulties;
- Outside work projects;
- Arranging supervised visits to Communicare for wives of prisoners who are experiencing difficulties within the marriage and for children to meet their parents outside the prison environment;
- Communicating with the families of inmates living on the Mainland;
- Providing references for inmates to the courts;
- Attending Suicide Awareness meetings.

### Staff

The team members are –

Captain John Le Page (Official Chaplain);

Sister Hilary Brown (Roman Catholic);

Mr. David Evans (St. Paul's Centre) (retired December 2002);

Mrs. Christine Hansford (Communicare Church Centre).

Mr. David Evans from (St. Paul's Church) retired in December. He gave great assistance to the team and was instrumental in helping so many prisoners while at La Moye and on release.

Other members of the Chaplaincy Team are Sister Hilary Brown from St. Mary's and St. Peter's Pastoral Centre and Chris Hansford who is Deputy Warden of Communicare Centre, St. Brelade. These ladies have done sterling work at La Moye visiting all sections of the prison.

#### Part-time

It is our conviction that the new chaplain needs to be more readily available and spend more time at the prison in order to provide the necessary spiritual support, pastoral care and most importantly provision for worship.

Because of the shortage of clergy on the island, it has been increasingly difficult to find ministers who can be available to assist or complement the ecumenical part-time chaplaincy team.

In order for the chaplain to fulfil his mandatory obligation to prisoners, it would be necessary to appoint a part time chaplain from one of the mainstream denominations who would be able to minister to the inmates, or on their behalf liaise with other clergy when the need arises.

#### Prison Chapel

A cause for concern is the lack of space for chapel services, a situation which has escalated for a number of years. The overcrowding at La Moye dictated that the Chapel was taken over for use as a recreational room.

In the near future, temporary space will be allocated for use as a chapel and interview room, and in the longer term the refurbishment of the existing chapel, when the major work on the rebuilding programme has been completed, will be undertaken.

The role of the chaplain is to co-ordinate the work of the ecumenical team and ensure that, as far as is possible, all the wings of the prison are covered weekly as well as ensuring that all inmates who are especially vulnerable are visited regularly by a member of the team.

The chaplaincy team does a sterling job in providing help and support to both inmates and staff throughout the year.

During the past year a number of inmates and families met at Communicare. This is helpful when relationships within the family are strained. Inmates have undertaken gardening, painting and cleaning work at the centre. Staff from the kitchen prepared, cooked and served the Day Care Christmas Dinner.

Captain John Le Page has ministered at La Moye for many years and has been Prison Chaplain since 1994. During this time he has played an invaluable part in supporting and helping many hundreds of prisoners through his unwavering dedication to his role.

It will be a great loss to the Prison when Captain Le Page embarks on his well-earned retirement and all at La Moye offer their thanks for his contributions and best wishes for the future.

### OBJECTIVES FOR 2003

OBJECTIVE	OPERATIONAL TARGETS	RESPONSIBILITY	REF.
Professional Development of Staff	<ul style="list-style-type: none"> <li>• Sentence Planning Training</li> <li>• Personal Officer Training</li> <li>• Prison Officer Training Course</li> <li>• Back to Basics Training</li> <li>• Hostage Negotiation Training</li> </ul>	Head of Training and Development	
Challenging Offending Behaviour	<ul style="list-style-type: none"> <li>• Implementation of Drugs Strategy</li> <li>• Drug Awareness</li> <li>• Enhanced Thinking Skills</li> <li>• Anger Management</li> <li>• Develop Sentence Planning</li> <li>• Electronic Monitoring</li> </ul>	Unit Manager, Healthcare Unit Manager, Administration and Regimes Head of Training and Development Unit Manager, Security	
Security Enhancement	<ul style="list-style-type: none"> <li>• Implementation of Search Strategy Manual</li> <li>• Formulation of Dedicated Search Team</li> <li>• Security Staff Training</li> </ul>	Unit Manager, Security	
Human Rights	<ul style="list-style-type: none"> <li>• Prison Rules/Human Rights (Jersey) Law compatibility</li> <li>• Ensure Prison Legislation compatibility</li> <li>• Train all staff to required cognitive standard</li> </ul>	Head of Training and Development	
Planning for Essential Improvements	<ul style="list-style-type: none"> <li>• Develop proposals to alleviate overcrowding and lack of facilities within the Establishment</li> <li>• New Enhanced wing (37 places)</li> <li>• Introduce Key Performance Indicators</li> </ul>	Deputy Governor Unit Manager, Works	
Implementation of Information Systems Strategy	<ul style="list-style-type: none"> <li>• Facilitate Implementation</li> </ul>	Head of Operations	
Protection of the Environment	<ul style="list-style-type: none"> <li>• Implementation of States Environmental Policy</li> <li>• Consideration of environmental impact when formulating Business Plans</li> <li>• Information Systems compliance</li> <li>• Horticultural compliance</li> </ul>	All Departmental Managers	

## **FUTURE DEVELOPMENT**

During 2002 a lot of effort was put into the design of a phased re-development plan for the prison. The report of H.M. Chief Inspector of prisons made a number of recommendations that can only be dealt with by improvements to the existing accommodation.

The first phase of this plan, to construct a wing for enhanced prisoners is due to commence in mid-2003 and should be available for use in the autumn of that year.

Phase 2, which involves the demolition and rebuilding of the women's wing to provide more functional accommodation that can provide separate living space for young offenders and adult women, is due for construction early in 2004.

One of the major concerns in recent years has been the steadily increasing population and our reliance on expensive U.K. prison places. New accommodation and the introduction of electronic monitoring of offenders, towards the end of their sentences, should enable us to reduce the need for places in the U.K. and by doing so, significantly reduce the costs involved.

As well as dealing with population pressures, we also need to be developing an effective system of sentence-planning and regime-response in order to meet our aim of reducing crime by addressing offending behaviour. Some work has been done in this area during 2002, but the plans that we have and the added stimulus that reports such as the one by Dr. K. Bull on SEBD have given to areas identified by H.M. Chief Inspector of Prisons report will provide a clear action plan for future work in these areas.

It should also not be forgotten that prisons need to be safe, decent and humane. We have started to look at some of the processes and policies that ensure that we can be regarded as all three. Areas such as health care, the drug strategy, child protection and suicide and self-harm awareness are just as significant in the overall dynamic of a prison and we should not lose sight of their significance, but instead build on the progress we have made to date.

Last, but not least, of our concerns for the future is the issue of staff training and development. It is all too easy to sacrifice essential staff training, when there are other more pressing operational issues. If we are to develop a properly trained group of staff at all grades in the prison we need to invest in appropriate training and development and be prepared to ring-fence this initiative. Current high levels of staff sickness militate against this in the short term, but it should be considered to be a priority as and when the situation improves.