

HMP HEWELL NEWS HUB

ISSUE 8 • April '18



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Internal newsletter for staff, volunteers and close working partners to share the successes, challenges and strategies behind life at HMP Hewell

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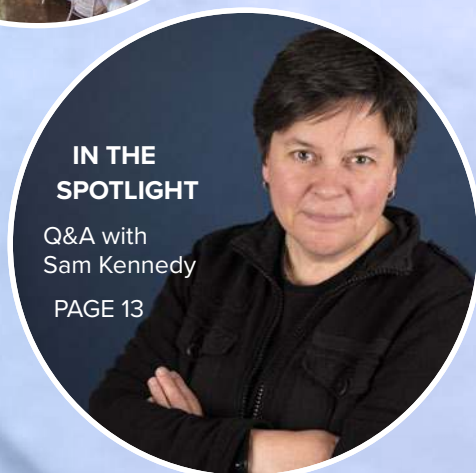
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OUR VISION

HMP Hewell commits to being a safe, secure, focused and purposeful prison which helps to reduce reoffending, protect the public and repair the harm caused to victims and communities. Our aim is to work together to ensure that HMP Hewell offers a safe, decent and secure environment from which those in our custody and care are provided with the help, skills, hope and opportunities for betterment and reform.

Dear Colleagues,

Welcome to the 8th edition of Newshub. Thank you for your contributions to this edition and your feedback on the past editions. This remains an excellent platform to communicate some of the developments, updates and information which are important to us as public servants and as employees at HMP Hewell.

We have just completed the latest performance year which runs from April 2017 until March 2018. This has been a challenging year on lots of levels. Levels of drugs and violence are higher than I would like although there are some improvements in these areas. Of particular note is the foundational and strategic work which has taken place. We are planning and investing well in these areas and expect real improvements in 2018/2019.

We have been working hard in terms of decency and driving up the standards at Hewell around in-cell conditions and houseblock facilities, again with still some way to go. There has been an awful lot of effort which has gone into this for which I am grateful. The amount of work which goes on behind the scenes is significant. The amount of effort which colleagues contribute is considerable in terms of prisoner facing roles. We are in this together and it's important that we look out for one another in supporting colleagues who may be under pressure.

We continue to work on communication at Hewell. There's an enormous amount of effort which goes into getting communication right. This really does rely on us all. The potential for HMP Hewell closed and open (The Grange) remains enormous and we can really build on the good work already underway.

Thank you for your continued efforts.

Gareth Sands

Governor



WE ARE HMP HEWELL



LAUNCH OF THE PRISONER NEWSLETTER

We have recently launched a prisoner newsletter in the form of a magazine. A copy is distributed to every prisoner and extra copies will be available in the library. We are aiming to release this on a fortnightly basis.

Its purpose is to communicate news and updates, to recognise achievements and provide information on opportunities and key dates.

We continue to work together in order to make Hewell as safe, decent and secure as possible. It is important that we work constructively with the whole prisoner population in achieving this. While this will have limited readership initially, we will continue to distribute it as we are confident that as it becomes more established it will start to be viewed as a credible and useful resource, particularly when there is important information that the prisoners want to know about, such as changes to the regime.

Small focus groups have been held with prisoners to get feedback on content, structure and design as well as how to engage as many people as possible so that they read the newsletter going forward. This generated valuable feedback and created a sense of ownership which we hope will continue.

If you have any updates to the prisoner newsletter please do send them in.



REHABILITATIVE CULTURE

At the February Full Staff Briefing, Amanda Hughes (Deputy Governor) launched 'Rehabilitative Culture'.

This is a national initiative being rolled out across all prisons. It builds on 'Every Contact Matters' and 'Five Minute Intervention' (FMI) and of course what we've always done:

- Engaging with prisoners
- Having prisoners on committees and forums
- Prisoners in peer supporting roles

HMP Hewell wants to become more rehabilitative, supporting prisoners to make positive changes through everything that happens here.

An organisation or institution has a rehabilitative culture when the people within it are encouraged to think with hope about their futures, supported to plan and prepare for a different lifestyle, given opportunities to change their attitudes and habits and try out new identities, and be rewarded when they do good things.

Culture is the 'standard' or 'normal' way a group of people behaves together. Our behaviour or culture usually reflects what we believe or think is important.

The first step on our journey is understanding where we are today and we've started doing that using 'Culture Web' sessions. We've run two so far and there will be 10-15 more.

Once we've run all the 'Culture Web' sessions we'll be forming a Committee and identifying Champions to lead us.

We're looking for people to become involved and we had some volunteers after the Full Staff Briefing. We want everyone to know about Rehabilitative Culture and have the opportunity to put themselves forward.

If you're interested then please let us know by emailing Amanda Hughes or Clifford Grimason. You can also find out more about Rehabilitative Culture on the Intranet.



THE REGIONAL AWARDS AT THE GRANGE

At the start of April, The Grange hosted the Regional Awards for Midlands Region. This was the last event for the Midlands before we move back to becoming the West Midlands in the upcoming reconfiguration.

The event was excellent and everything was carried out to an exceptional standard. Roy and the team at The Grange worked hard to prepare the grounds and new signage was installed to refresh and brand the site. Visitors were welcomed by Grange staff and the awards event took place in the Grand Hall. The staff provided an excellent welcome to our guests and Val and the team served a delicious three course meal prepared on site.

Men from The Grange were involved in serving the meal and they showed good commitment and focus. They demonstrated excellent interpersonal skills and professionalism, commitment and good presentation and serving of the food.

Overall The Grange staff pulled together and made the most of this opportunity to really demonstrate how good they are. The strength of the event was in the attention to detail and the event and everyone involved did us proud. 3 or 4 more events of a similar nature will take place at The Grange over the next 12 months which will give us further opportunity for good press and exposure.

THE NOMINEES

The awards are a recognition of colleagues from across the Midlands over the last business year, and we were pleased to have several nominees from Hewell:

POOTY Awards:

LOLA AJIDAGBA
Lifetime Achievement

EMMA BENTLEY
Staff Support

ASH BUSHAY
Partnership working

CHARLIE GOGGIN
Changing lives

NATALIE MILLS
Fairness, Decency and Respect

MATTHEW NEAL
Public Safety

JACK PANTER
Safety Security and Care

NEIL STEWART
Employee of the Year

MATT WARD
Change and Innovation

Regional Awards:

SEGREGATION
Team of the Year

TRACEY WESLEY
Line Manager Recognition

BENN WILDE
Director Recognition

CLAIRE JONES
Senior Manager of the Year



CHARLIE GOGGIN
Runners up award for changing Lives

CURRENT COURSES AT THE GRANGE

RMF Railtrack

At the Grange we are looking for the next set of candidates to join this course and to be given the fantastic opportunity of gaining qualifications to allow the men to work on the railways. Interviews and recruitment will be taking place in March and interest is already high (as always!) Upon completion of the course, men are offered the chance to go on day release to work on the railways alongside RMF and can earn money to support themselves and their families upon release with the option of continuing to work in this field.

CSCS card

In March, 16 candidates at the Grange and 16 candidates at house block 1-6 were given the opportunity to take the CSCS card test. A mobile testing unit went onto the two sites and the men will be able to leave prison with a CSCS card ready to be used as soon as they find employment.

Employability course

The Employability course runs full time at the Grange. It is a two week course and is a requirement for all students as they work towards their ROTL and if they require access to the RMF Railtrack qualification. The current format of the course has been designed by Milton Keynes College employment academy, and focusses learners' knowledge around mindset, disclosure and getting ready for employment.

Industrial Cleaning

The Industrial Cleaning course runs in the afternoons at HB1-6 based on HB1 and is available full time at the Grange. The course takes approximately four weeks to complete and is crucial for the safe and effective cleaning of our environment. Learners will undertake tasks such as bio-hazards and will learn how to safely use equipment and will hopefully progress to becoming Domestic cleaners who are confident and competent in the cleaning of HMP Hewell as well as using these skills post-release.



SERVICE CROSS COUNTRY CHAMPIONSHIPS 2018

The Prison Service Cross Country Championships 2018 were held at The Grange on the 7th March 2018, in conjunction with the 10th Race in the Midlands Police and Services Cross Country League, in which the Prison Service has a team.

The race is run over a three lap course totalling 5.7 miles in the scenic grounds of The Grange. It is a cross country course taking in woodland paths, parkland trails, some mud and some hills, making it a challenging but exciting course to run.

There were 13 prisons with runners in the Prison Service Championships and 6 Police forces, alongside the Fire Service, RAF and the Civil Service. The Prison Service also had teams in the Services race.

5 guests took part, including 3 residents from Hewell who ran really well to finish 35th, 56th and 78th against many seasoned runners.

The Prison Service Championship was won by Josh Burgess from HMP Lewes who was the overall winner of the race. HMP Stoke Heath won the team prize with HMP Long Lartin second and HMP Bristol third. Leicestershire Police won the team race in the Services League with RAF Cosford coming second.

The organisers extended their thanks to The Grange for hosting, saying: "This venue is extremely popular with runners so we are very grateful to Helen Seymour and the management of Hewell to allow this race to be held there. Thanks to Helen for her welcome and interest and starting the race. Our thanks also go to the Grounds Work Party and Gymnasium staff who not only put in the effort to help host this race but also are very helpful, welcoming and friendly, great ambassadors for both Hewell and the Prison Service."

We are also in discussions to have a Parkrun at The Grange. This isn't finalised yet, but Haverigg Prison are successfully involved in the national scheme, running the Black Combe parkrun at their site and we are hoping we can host one too. If anyone is interested in volunteering to supervise, please speak to Helen at The Grange.

DRUG STRATEGY UPDATE

At the April full staff briefing Dave Bowkett gave an update on the Drugs Strategy.

We have submitted bids for anti-drone and anti-throw netting on the exercise yards and segregation unit and work is underway to replace the windows on the House Blocks so items can't be thrown in or passed through the windows.

A body scanner has been fitted in visits as a deterrent and is now being used. We have also secured an x-ray machine for mail which we are using on a trial basis. This allows us to swab paperwork that comes into the post room in order to detect drugs on them. We are trialling this on the confidential paperwork that comes from solicitors, which we wouldn't normally open.

We are working with the regional dog team to make sure they are more available to us for visits.

We have trialled a new initiative on HB4 to encourage some of the hardest to reach men to engage with Recovery Football. This worked well and was well received.

The local drug awareness training we ran with staff gave us some good ideas for practical changes which will be taken on board. We are increasing testing and risk testing and the SMT and substance misuse team will be working together closely to ensure we meet our targets.

USING THE ACCIDENT BOOK

At the April full staff briefing Claire gave us a Health and Safety update which included an important reminder about the use of accident books on site. In March only 8 accidents were reported across the whole of HMP Hewell - this includes all staff and prisoners on both sites. This suggests that the accident book is not being used properly.

All accidents, injuries or near misses must be logged in the accident book so we can investigate them and prevent them in future. It is really important for everyone's safety that we all do this every time. You can find the accident book at the Gate House, Oscar 1 Office and an electronic version in the P Drive.

WHAT WE'VE LEARNED ABOUT FIRE SAFETY

On 4th March there was a fire incident on one of our houseblocks. This could have resulted in the death of a prisoner. It appears to have been unintentional but avoidable.

In incidents like this we conduct an investigation. Having done so, we have some learning points to share. These are important for everyone's safety:

- The fire appears to have originated from a homemade 'wick' which was left unattended in the cell
- Staff were alerted to the fire quickly because of the domestic smoke detector outside of the cell - if this wasn't working it is likely that the fire would have been fatal
- A number of DHL plastic storage boxes were in the cell storing the prisoner's personal items. When burned, these give off such dark smoke that staff can't see into the cell
- If the fire had started on the middle or ground floor, it is likely that more men would have been affected. This is why we move men to the top floor of each houseblock if we have information that they have previously set fires

SMOKE DETECTORS SAVE LIVES

In a recent cell fire, the domestic smoke detector outside the cell saved a man's life. The occupant had unintentionally caused a serious fire in his cell and was unable to call for assistance. It was only the sound of the smoke detector activating that alerted staff to the fire - allowing them to extinguish it and rescue him from the cell.

Smoke detectors have recently been caged to prevent vandalism. It is a criminal offence to tamper with any equipment that has been provided for safety. Any person found to have damaged or removed them will be identified and dealt with accordingly, this could be through police referral and subsequent prosecution.

NCS INSPIRATIONAL FUNDS COME TO AN END

The National Careers Service were delivering activities at HMP Hewell in line with the Inspiration Agenda. These ended in March 2018.

Funding was provided by the ESFA to allow activities to be delivered across:

- Workshops
- Motivational speakers
- Special projects

This was delivered across 7 prisons in the UK, including HMP Hewell. The activities were all designed to build self confidence and motivation among prisoners, encouraging them to learn new skills, mix with new people and in some cases gain qualifications, such as health and safety, which will benefit them upon release.

Projects included Geese Theatre, Jobs Fairs and Mentoring West Midlands. Former World's Strongest Man Dave Gander also delivered a programme with the gym around discipline and using basic numeracy to develop training programmes.

282 prisoners took part in the projects and positive feedback was received.



THE FARM SHOP IS RE-OPENING 4TH MAY

OPEN GARDENS AT THE GRANGE

The Grange is a Grade II listed site with a rich and interesting history. The grounds are reported to have been developed by both Capability Brown and Humphrey Repton.

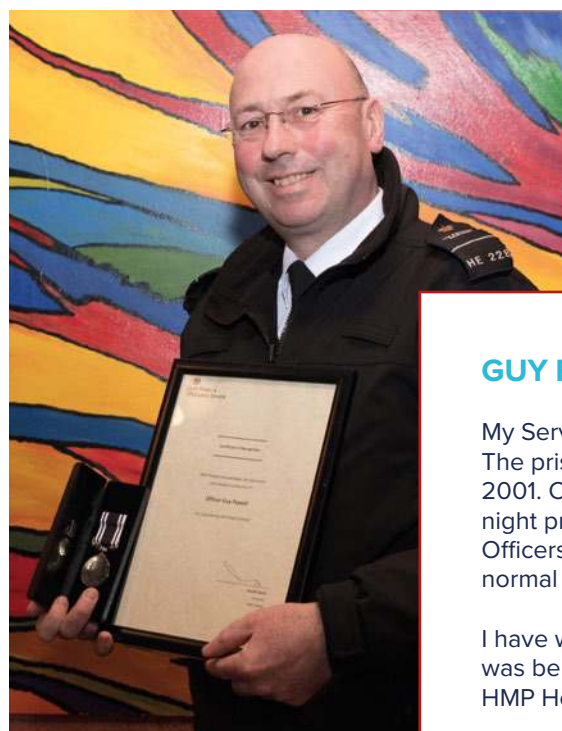
The lake is a site of special scientific interest and many rare breeds and species can be found around the grounds, from bats to birds of prey, wild flowers and herbs and trees with preservation orders on them.

There is a full working farm with a dairy herd and prize-winning pigs as part of the grounds. We supply eggs and other produce to the kitchen. We also have a market garden and farm shop separate to the main site. Here we grow produce and will be undertaking butchery in order to re-stock and re-open our farm shop to the public later in the year.

Every year we celebrate the grounds by opening them to the public through the National Gardens Scheme. The event always sells out and we often have former staff from the days when The Grange was a Borstal coming back to visit and tell their stories.

In case the event is not yet sold out for this year the date for your diary is 5th and 6th May and you can book online at the National Garden Scheme website at www.ngs.org.uk

Men from The Grange will be supporting the event in many ways by hosting tours and providing refreshments.



GUY POWELL, LONG SERVICE AWARD

My Service began in October 1997 when I began working at HMP Hewell. The prison was at first run privately until it was transferred over to HMPS in 2001. Currently I work on House block 3 and I am often involved in the first night process (day 1) when prisoners arrive at the prison. Along with other Officers I also help facilitate day 2 induction the following day, as well as normal wing duties as a front line Officer.

I have worked in many parts of the prison over the years and feel that it was beneficial to experience how a prison is run by the private sector as HMP Hewell originally was and by the public sector as it is now.

INTRODUCTION TO THE PRISONER CONSULTATIVE FORUM (PCF)

The Prisoner Consultative Forum is an opportunity to consult with prisoners and for them to have their say about information, amenities and activities at HMP Hewell.

Our aim is to provide good, clear, regular and consistent levels of communication between staff and prisoners. Consulting prisoners is the right thing to do - our Prisoner Consultative Forum is the platform to involve the people who are affected by our decisions.

Involving prisoners in this process recognises the important contribution they can make to future changes which will directly or indirectly affect them. This in turn, leads to a greater chance of a successful implementation of the initiatives we are seeking to introduce because prisoners will feel ownership of the initiative and be more likely to want it to succeed.

The Prisoner Consultative Forum is made up of:

- The Governor (Chair)
- Prisoner Consultative Forum Co-ordinator (staff role)
- Prisoner Consultative Representatives (prisoner role)
- Other Functional Heads will attend as requested

Prisoner representatives will come from each Houseblock. We will look for prisoners with continued good behaviour, attitude and commitment to undertake this role. Prisoners who are interested should complete a General Application, which is submitted to the Prisoner Consultative Forum Staff Co-ordinator. They will then attend an interview. Successful applicants will be selected based on the quality and content of their application, interview answers and conduct during interview.



SIMON CAPLE, LONG SERVICE AWARD

I have worked for HMPPS for 21 years and have been based at Hewell for all of that time.

I began working in residence on Houseblock 4 and Houseblock 3. Now I am based in the gym as a physical education instructor working with the prisoners.



SPRING FAMILY DAY

Children and Families held a Spring Family Day at HB1-6 on 4th April and at The Grange on 6th April. Family days give the men the opportunity to spend quality time with their family taking part in various activities.

The day ran from 10am - 3pm. Families arrived early for tea and toast in the morning and throughout the day there was a wide range of different activities for them to enjoy, including making Easter cakes, colouring Easter baskets and doing craft activities, board games, football and physical activities. The aim of the day was to encourage families to play together. The men can move around and interact with their children which they can't do in normal visits.

There is also the opportunity for the families to all have a photo taken together. Two copies are printed so that the men can keep one and the family can take one home as a special memory of their day. Many of the men with young children don't have any photos of them with their children so these become a treasured possession that they are pleased to have.

12 families attended the day at the closed site. The next Family Days will take place on Wednesday 30th May at HB1-6 and Friday 1st June at The Grange.



Primary Care services are divided in to 5 areas:

- GP and Nurse Clinics, Dentist, Podiatry, Physiotherapy, Sexual Health as well as screening and triaging clinics. These are mainly delivered in upper medical however there are some in based clinics. All Clinical services are led by Michelle Thompson, Deputy Head of Healthcare.
- Medication Management – based in upper medical but delivered across the site from wing based medication rooms. The team uses Pharmacy Technicians to deliver medication and support as well as to provide a point of contact to their allocated wing. Medication reviews are facilitated and the team Pharmacist provides individual medication clinics. The service is led by Kathryn Sacharewicz, Lead Pharmacist
- In-patient services – based in Lower medical. This area provides a service for those prisoners that are too unwell to remain on the main wings. Additionally this is used for those that are returning from hospital and require care. There is a variety of treatment and activities provided in the unit for those that are in-patients and some for patients on the main wings. In addition to basic activities these is Art Therapy, Drama Therapy and Gardening Therapy. This service is Led by Stephanie Lucas, in-Patient manager.
- Reception Services. This is led by David Kitchin, Reception Manager
- Clinical Substance Misuse (part of the ISMS team) – based in Houseblock 4. They provide substitute medication for patients arriving with substance misuse and alcohol problems. They hold regular clinical reviews and referrals to specialist GP's as necessary. The lead for this service is Richard Canter.

Healthcare services at HMP Hewell are delivered by Care UK and their partners. The contract to deliver these services started in April 2016 having been commissioned by NHS England. The Head of Healthcare is James Hendy.

The service provides Primary Healthcare services, Mental Health Services and an Integrated Substance Misuse service.

The main partner for Care UK within HMP Hewell is SSSFT (South Staffordshire and Shropshire Healthcare NHS Foundation Trust) who deliver Mental Health and Psychosocial Services and are based in Houseblock 4.

Mental Health Services are led by Gill Hart, Mental Health Manager. The team provide assessment of needs, one to interventions and liaise with community services, as well as groupwork such as Trauma, Emotional Support and anxiety and depression support.

Psychosocial Services are led by Kam Kandola Psychosocial Team Leader and provide one to one interventions focussed on recovery and harm minimisation. They also liaise with community services to provide ongoing support. They also provide groupwork such as mutual aid, narcotics anonymous, acupuncture, pre-release and relaxation.

The healthcare is a busy service which delivers both planned appointments and reactive care. There are more than 6000 appointments delivered per month and support is provided 24hrs a day via the nursing team on site and the Doctor on-call system.

The Healthcare service provides a variety of health screening starting at the point of reception and follow on clinics. These include Hepatitis B and C, HIV, Chlamydia, NHS Health Checks, Wellbeing, Bowel screening, AAA (Abdominal Aortic Aneurism), Diabetic screening, Heart Disease and Asthma amongst others.

The delivery of the clinical schedule, appointment and waiting times are overseen by Kevin Dungey, Practice Manager.

The service uses a range of professionals to deliver the care within HMP Hewell including Nurses, Paramedics, Pharmacy Technicians, Psychiatric Nurses, GP's, Recovery workers, Occupational Therapists, Social Workers and Psychiatrists.

There is also healthcare provision at The Grange, with new services presently being put in place. Services being provided and planned are GP clinics, Podiatry, Physiotherapy, Opticians, Dentist, Nurse drop-in clinics, discharge planning clinics, Substance Misuse drop-in sessions, Smoking cessation, mental health groupwork and administrative drop in sessions.

STAFF ACCESS TO THE GYM

Last month's News Hub was a Health and Wellbeing special which highlighted the benefits of regular exercise. Staff can use the gym at HB1-6 before prisoners are unlocked in the morning and from 12pm. Please make sure you have done a gym induction prior to using the gym and that there is a PEI present when you want to use it.

AMNESTY SUNDAY

To help make the prison a safer and more secure environment with a zero tolerance approach, we will be conducting an unauthorised articles amnesty (weapons, substances, mobile phones) on the **last Sunday of every month**.

Peer support workers supported by wing staff will go to each cell door before unlock providing men with the opportunity to hand in any illicit/unauthorised items which they have.

There will be no consequences if weapons and unauthorised items are handed in voluntarily. However, if they are discovered during cell searches, disciplinary action will be taken.

DUVET DISTRIBUTION

We have had funding agreed for all men at HMP Hewell to be supplied with a duvet and duvet cover for the duration of their stay here. Anyone who wants one will be asked to sign documentation which will be stored in their wing file and a note made on their case notes. Once they go back to reception to leave the establishment they will be required to return the duvet and cover to the reception officer before they can be discharged. The duvets will then go through laundering in the prison laundry before being issued to the next man that arrives.

Due to the cost of this improvement we will need to make sure that where duvets or covers are damaged, the costs are recovered from the people that have done it. This will help us going forward and ensure that we are able to always offer a better level of comfort to future residents. We started issuing these on Wednesday 21st March.



PAST TIME: A PROJECT EXPLORING THE HISTORY OF PRISON FOOD

In March we ran a brand new project at HMP Hewell, Past Time, which enabled some of our men to use history and drama to consider food and nutrition in prison.

Over three weeks they gained certificates in Food Hygiene and Nutrition and participated in history and drama workshops. The three weeks culminated in a theatre performance the men had created where the audience had the opportunity to sample food from prison past and present including gruel from the 1800s and prison-cell trifle.

There were two performances in the chapel to full audiences that included some of the men's families and friends. Here are just a few of the comments received:

"Can't believe you put it together in three weeks – hilariously funny! Shows incredible commitment."

"Really enjoyed the performance, the ending was very powerful. So much respect to the guys for getting up and acting in front of strangers and always keeping in character."

"This was an absolute joy to experience, I had so much fun watching it, and it's clear they had such a great time performing it. A really clever (and tasty) way to look at really important issues, and the confidence and teamwork was inspiring to watch. Well done! (And I'm making that trifle when I get home!)"

"The show was phenomenal! The best thing was the team work. The way they all had each other's backs throughout the performance was great."

Past Time was a collaboration between HMP Hewell's Education and Healthy Living teams, prison arts specialists Rideout, and the University of Warwick who commissioned the project as part of Prisoners, Medical Care and Entitlement to Health in England and Ireland 1850-2000. It was funded by the Wellcome Trust, Arts Council England, HMP Hewell, and the University of Warwick.

We are running the programme again later in the year.

A SUMMARY OF THE 'REALISE YOUR VISION' SELF-EMPOWERMENT COURSE

Part of the Inspiration Agenda and funding allowed us to bring in AVision to deliver a self-empowerment course with 9 prisoners, who all successfully completed and achieved an Open College Network Level 1 Award in Employability and Development.

All participants reported an average 33% increase in their confidence, motivation, communication and self control after completing the course, and everyone who took part rated it in the feedback as 'excellent'.

The course involved 7 workshops designed to ignite self-belief, provide the tools for self awareness, skills to overcome personal barriers and inspire people to achieve their goals. It covers five of the seven factors which are said to cause desistance:

- Self belief
- Self empowerment
- Identity
- Employment
- Relationships

The course is designed to help participants establish better relationships in and out of prison, develop solution focused thinking, build self confidence and motivation and have a more positive attitude and behaviour, in and out of prison.

"I thought this course is wicked, very inspirational and motivational and encouraging"

"It helped me to dig deep and find more and deeper self-belief within myself. I have also fully understood my vision"

"I have learned a lot and it gave me a goal to work for when I get out and for my future"

"It gives you the courage and motivation to achieve what you want and also it points out what you need to work on within yourself"



CHESS EVENT

On Friday 26 January Carl Portman from the English Chess Federation joined us at HMP Hewell to support the Library in launching the Hewell Chess Club.

Chess improves and develops decision making and thinking, encourages healthy competition and positive social interaction and is an enjoyable way to pass the time.

Carl is the Chess Correspondent for the Inside Times newspaper and is an ECF County Chess Master and former County Chess Champion.

54 men joined us in the Chapel at 1-6 for the event, which was opened by Deputy Governor Amanda Hughes. Carl started with a Q&A and then played 12 men in an Exhibition Match. In the afternoon a second event was held at The Grange with 18 men in attendance and 8 took part in the Exhibition Match.

"I did play chess and it helped me think about my life and the future and I enjoyed every minute of it" - Participant

"It is my deeply held wish that the chaps (today, tomorrow and going forward) can play chess on a regular and stable basis at HMP Hewell and The Grange because it is clear that it can do much good." - Carl Portman, English Chess Federation

EGGS GALORE! GRANGE STAFF GET INVOLVED IN EASTER COLLECTION

Staff from The Grange got involved with a local Easter egg collection organised by Woodyard Garage in Webheath. Eggs were sent on to local care homes and several local businesses and organisations got involved, donating a total of 120 eggs all together. Woodyard Garage maintain our vehicles so we were pleased to support them and the local community. The collection was featured in the Redditch Standard.

WINDOWS AND HOUSEBLOCK RECONFIGURATION UPDATE

RESIDENTIAL RECONFIGURATION UPDATE

The reconfiguration of the houseblocks has not gone away, however this project is progressing alongside the window, shower and fire system upgrade that has begun on Houseblock 1.

Changes of function to both HB1 and HB2 will take place in line with the project, it is likely that this will be around September time once both HB1 and HB2 have been refurbished. The plan to create an integration unit remains, this will be an area of the prison where men not engaging in the regime or presenting with challenging or anti-social behaviour will be placed. This will also form part of exit planning from Segregation. This area will be skilfully designed and managed to support the wider safety agenda at HMP Hewell.

The current focus is to ensure that the progression of HB6 continues, A spur is in a good position with men enrolled and attending activities. It has been important to embed the standards before progressing with B Spur, the Head of Residence will be driving this.

There has been real improvement on HB3 and in particular getting the first night centre and early days into custody right, this work continues. It is important that men feel safe and their needs are appropriately met in those early days of arrival. Getting HB4 right is fundamental to men engaged in recovery and maintenance, there is still more work to do but early progress is encouraging. It is important that we get the function of the house blocks right to support the commitment of a rehabilitative culture.

WINDOWS

On HB 1 B spur we have now completed the internal and external windows. The showers have been completely stripped and re-plastered. New showers, extractors, tiling and flooring started being installed on the 26th March. The electrical contractors started the new cell call systems on 19th March. New fire alarms will run alongside this.

HOUSEBLOCK 1 TRIAL REGIME

From the 19th March we will be trialling different ways of operating our regime on HB 1. This is to identify a workable regime that allows:

- Opportunity for men that work to access a full regime including exercise
- Better control at points of unlock to ensure that men are encouraged to work on time and those that refuse to attend are appropriately challenged
- To create 'quiet' times on the wing when all regime has been carried out to allow our team of wing workers to focus on working

WAYOUT TV COMES TO HMP HEWELL

A new TV channel for prisoners, Wayout TV, is being installed on our existing TV system. This is delivered by PeoplePlus and is intended to provide 'edutainment'. It includes a range of channels they can access including educational content like TED talks, NASA TV and Minute Maths. This will appear on Channel 1.

A proportion of the content (around 10%) will be available for us to create. We will be able to create and broadcast our own programmes to advertise workshops, promote safety and more. We will be working with the education department to set up a studio so we can produce our own content.

Duty managers will also be able to put a ticker tape along the bottom of the screen so we can send messages to prisoners in their cells. This is our channel to promote initiatives, events, education and notices, and forms part of our agenda to improve communication.

The channel will go live in the next couple of weeks. Prisoners will need to retune their televisions when it is available. We will be running a campaign to promote Wayout TV to the men.

BELINDA 'BINS' GARRATT

Bins has been nominated for colleague of the month for the organisation and planning that she supported and completed in delivering the Regional Staff Achievement Awards at the Grange on 29th March 2018. Despite arriving at the Grange with the date already set and only 10 weeks to the event Bins was the constant in the planning meetings and in ensuring that the right level of communication, engagement and consultation happened in order to make the event the huge success it was.

Bins was supported in this by a group of staff and residents from the Grange who worked tirelessly to deliver an event that The Grange at HMP Hewell could be truly proud of and this is a reflection of the high regard that Bins is held in by her peers, colleagues and the residents of The Grange.

Well done Bins and the next event already has a date set, so we will be calling on your organisational skills again!

**COLLEAGUE
OF THE
MONTH**

MARCH 2018

EMMA NORWOOD

Emma Norwood has been recognised as the Colleague of the Month for April 2018.

Emma works in the Business Hub at HMP Hewell. She consistently demonstrates a level of care for the quality of the complaints process and the outcomes for the men.

Alongside the improvement and delivery of the administrative tasks, Emma communicates and engages with the men on a daily basis in order to provide advice, to deal with issues affecting them and to seek outcomes for problems before they develop into larger frustrations. In doing so, Emma recognises the value and contribution of her role in the wider picture and provides a valued service to the establishment. Her approach is clearly aligned to the decency agenda and supports the rehabilitative culture principles.

**COLLEAGUE
OF THE
MONTH**

APRIL 2018



SEGREGATION UNIT HMP HEWELL

This is one of the most challenging areas of the prison and one of the most crucial areas when it comes to interventions with the men in our care. This has been a particularly challenging area over the past two years and the team's resilience has been tested to the limit. The team work together to make the segregation unit an area focused on giving prisoners that pass through the correct care and support they need to live safely and have a productive sentence focused on rehabilitation and reform.

**TEAM
OF THE
QUARTER**

JANUARY - MARCH

AN INTRODUCTION TO ST GILES TRUST

St Giles Trust is a charitable organisation that creates safer communities and helps people to break the cycle of disadvantage, crime and prison by supporting them to change their lives. Around 40% of our workforce are ex-offenders and they are at the heart of our organisation; we train them to use their skills and first-hand experiences to help others through peer-led support.

Here at HMP Hewell St Giles Trust offer training and support to prisoners in or aspiring to Peer roles (Resettlement workers, PID, Insider, Keyworker) to complete a Level 3 Advice and Guidance qualification. This is a nationally recognised and highly transferable award; successful completion assures competency to practice to a professional standard in organisations such as Citizen Advice, Shelter and YMCA.

Anyone who is in prison who demonstrates their integrity, commitment and willingness to support their peers can apply to undertake this programme. All applications are subject to security clearance, the support of Offender Supervisors and an interview with the Trainer/Assessor.

The training includes a taught course (usually 6 weeks in duration) to ensure that Peer Advisors have current knowledge and understanding of priority support needs and available services here in HMP Hewell. Any men who are interested should complete a General App for Sam Kennedy, St Giles Trust Trainer/Assessor based on HB1 in Programmes.



St Giles Trust

WALL MESSAGING COMPETITION

We are working to improve the safety and decency levels at HMP Hewell. This takes many forms. One of these is to display key messages on the houseblocks. We plan to fit large posters on the walls which will provide hope, promotes good relationships, challenges how people think and provides encouragement. You are invited to contribute words or messages which you like to have displayed on the houseblocks.

Please send words, quotes or sayings which you would like to see on wall messaging. Entries should be sent to Debbie Lewis via email or on paper by Friday 11 May 2018. Winners will be notified at the end of May.



THE LIBRARY REFURBISHMENT

The library at 1-6 reopened on Monday 12 March after a short closure to be refurbished.

There is now a new carpet, shelving and a purpose-built library counter. This has created a fantastic new space for everyone to use.

The library is a welcoming and bright space for learning and social interaction. There are spaces to sit, read and enjoy a book. Men can also come to the library to find space to focus on studying.

Why not pop along and see for yourself?



IN THE SPOTLIGHT

Each month we'll be featuring an interview with a colleague from different areas across HMP Hewell so we can get to know each other better, share our successes and ideas to improve our working environment.

SAM KENNEDY

Trainer/Assessor St Giles Trust



What does St Giles Trust do at HMP Hewell?

St Giles Trust run a Learn to Advise programme here at HMP Hewell, this leads on to a Level 3 Advice and Guidance award – the highest qualification delivered within the prison.

The programme is designed to support men in Peer Advisor roles to develop their skills to do their role. Peer Advisors complete a City and Guilds Level 3 Advice and Guidance qualification - this is nationally recognised and highly transferable; successful completion assures competency to practice to a professional standard in the field.

Anyone who is in prison who demonstrates their integrity, commitment and willingness to support their peers can apply to be a Peer Advisor.

The training includes a taught course (usually 12 sessions) to ensure that Peer Advisors have current knowledge and understanding of priority support needs and available services; this is contextualised to the specific community, client base and locality.

Peer Advisors are observed working with their clients by the Trainer/Assessor to ensure they are competent to practice safely and effectively. Significant commitment from Peer Advisors is required to complete the qualification which involves observation of practice, written assignments and extensive independent and class-based study.

What does your role involve?

I am the Trainer/Assessor here at HMP Hewell, employed by St Giles Trust and affiliated to the Staffordshire and West Midlands CRC Probation Team. I deliver the 12 week taught programme, assess the portfolios that Peer Advisors need to compile, carry out observations of Peer Advisors in their day to day role and support the Peer Advisors to develop their professional practice.

St Giles Trust manage a grant fund so I also encourage and support Peer Advisors to apply for a grant (up to £500) that will help them gain employment to break the cycle of offending. For example previous learners from HMP Hewell have been awarded funds to purchase specialist manuals, electrician's tools and work clothing. I liaise with partner agencies to raise awareness of the programme and to access work opportunities in the community for qualified Peer Advisors on release.

How did you get into it?

I have been involved in adult learning for many years and I did a BSc Criminology degree in my

40s so this role seemed to fit my interests and experiences really well.

What's the most rewarding part of your job?

Seeing the change in the learners' approach to the Peer Advisor role as their knowledge develops and handing over the City & Guilds certificate after what is usually a very convoluted progression through the qualification. Learners should be able to complete in 4 - 6 months but I have supported one learner who took 2 years!

What's the most challenging thing about working in prison environments?

Buy in from others, access to resources, identifying the right kind of Peer Advisors and keeping them long enough to complete the qualification.

If you could change one thing at work, what would it be?

I think all men undertaking a Peer Advisor role at HMP Hewell should be expected to complete this qualification as proof of their competence but also in recognition of the time and effort invested in the role by individuals. As I am not part of the traditional prison workforce at times it is a challenge to get others on board and that support is vital to the success of my role.

If you weren't doing this job, what would you be doing?

I would be running an animal sanctuary and vegan café!

GET YOUR VOICE HEARD

If you would like to be interviewed in a future newsletter, please contact BusinessSupport.
Hewell@hmpr.gsi.gov.uk



WE ARE HMP HEWELL