



# **Annual Report of the Independent Monitoring Board at HMP North Sea Camp**

**For reporting year  
1 March 2024 to 28 February 2025**

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## Introductory sections 1 – 3

### 1. Statutory role of the IMB

The Prison Act 1952 requires every prison to be monitored by an independent monitoring board (IMB) appointed by the Secretary of State from members of the community in which the prison is situated.

Under the National Monitoring Framework agreed with ministers, the IMB is required to:

- satisfy itself as to the humane and just treatment of those held in custody within its prison and the range and adequacy of the programmes preparing them for release.
- inform promptly the Secretary of State, or any official to whom authority has been delegated as it judges appropriate, any concern it has
- report annually to the Secretary of State on how well the prison has met the standards and requirements placed on it and what impact these have on those in its custody.

To enable the IMB to carry out these duties effectively, its members have right of access to every prisoner and every part of the prison and also to the prison's records.

The Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT) is an international human rights treaty designed to strengthen protection for people deprived of their liberty. The protocol recognises that such people are particularly vulnerable and aims to prevent their ill-treatment through establishing a system of visits or inspections to all places of detention. OPCAT requires that states designate a National Preventive Mechanism to carry out visits to places of detention, to monitor the treatment of and conditions for detainees and to make recommendations for the prevention of ill-treatment. The IMB is part of the United Kingdom's National Preventive Mechanism.

## **2. Description of the establishment**

HMP North Sea Camp is a category D open resettlement prison for men, with a certified normal accommodation (CNA), which is the number of prisoners a prison can hold without being crowded, of 300<sup>1</sup> (296 on roll at the end of February 2025). Some of the double-occupancy accommodation only has one occupant, to accommodate prisoners with medical needs. HMP North Sea Camp opened in 1935 as a Borstal (a youth detention centre) and became a prison for adult men in 1988. It is six miles east of Boston and borders the North Sea.

The prison holds a highly complex group of prisoners, a good number of whom are subject to multi-agency public protection arrangements (MAPPA). It carefully manages the risks associated with prisoners convicted of sexual and violent crimes who are being held in an open prison, with comprehensive risk assessment being a core part of management.

The accommodation comprises four residential units (North, South 1, South 2 and Jubilee 1) in the main prison and several self-catering rehabilitation houses, offering 78 places, most of which are a quarter of a mile outside the main prison (the Jubilee project). Within HMP North Sea Camp, there is a kitchen and dining room, a modern healthcare unit, a well-equipped gymnasium, chapel, multifaith room, library and visitors' centre, plus a large working farm with livestock and horticulture (including capacity for 59 polytunnels) and several workshops. The large playing field is used by prisoners for football and outdoor sporting activities and can be accessed by them during association periods in the summer months (up to 8pm).

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<sup>1</sup> Figures included in this report are local management information. They reflect the prison's position at the time of reporting but may be subject to change following further validation and therefore may not always tally with Official Statistics later published by the Ministry of Justice.

### **3. Key points**

A new Governor started in June 2024. They have made some significant management changes around the regime in creating a North Sea Camp identity and brand. They have also forged better links with the community of Boston and surrounding areas by creating potential employment opportunities, combined with providing prisoner assistance with community projects, thereby improving the overall wellbeing of prisoners.

#### **3.1 Main findings**

##### **Safety**

- During the reporting year, the IMB is satisfied that HMP North Sea Camp generally provides a safe environment for prisoners.

##### **Fair and humane treatment**

- From the Board's observations, HMP North Sea Camp has a positive emphasis on the humane and fair treatment of prisoners in its care. This is evidenced by, for example, the continuing efforts to improve the cleanliness and appearance of the establishment.
- As stated in previous reports, the size of the double rooms in all the main accommodation units is not suitable, in our view, in that it is often impossible to fit a chair or a table, let alone two of each, into a room. The accommodation does not comply with prison service instructions (PSIs) when used by two prisoners.

##### **Health and wellbeing**

- HMP North Sea Camp continues to house an ageing population. As such, many suffer a range of medical conditions, some of which are very serious. There is no facility within the prison to treat prisoners suitably for complex medical conditions and during an end-of-life period, as there are no on-site residential healthcare facilities. This results in prisoners with chronic and other serious health issues staying on the units in the prison, surrounded by other prisoners and the usual activities of everyday prison life.

##### **Progression and resettlement**

- As in previous years, the Board is satisfied that the prison generally provides a wide-ranging and adequate level of programmes to prepare men for release.
- We are still concerned that the offender management unit (OMU) continues to encounter problems in getting information from community offender managers (COMs). Although the majority of prisoners now arrive at North Sea Camp with offender assessment (OASys) completed (these are used to measure the risks and needs of prisoners), it has proved difficult for the prison to collect further information.
- The education department offers a good variety of relevant courses to prepare prisoners for release. The content of the courses, which is reviewed on a regular basis, seems to give them relevant qualifications to aid employment.

- As reference in our previous report, external work opportunities continue. These provide prisoners with valuable experience of the workplace and demonstrate to prospective employers that they can be trusted in a community working environment.
- The situation with Amey (which manages the prison's facilities) has continued to improve, via Amey Projects. It is the Board's opinion that the breakdown of kitchen equipment and issues such as worn -out flooring are dealt with in a timely fashion and any delays can be caused by a lack of funding. Work on the car park and pothole repairs around the site has been completed.

### **3.2 Main areas for development**

#### ***TO THE MINISTER***

- Whilst this was addressed after last year's annual report, there are still some apparent delays with community offender managers completing OASys. Whilst some prisoners arrive with a completed OASys, there are still a number arriving without, causing delays to ROTL. What will the Minister do to address this issue?
- As referenced in our previous annual report, there continues to be little tangible progress in the plight of IPP prisoners. However, there has been significant change in the recall process. Will the Minister look to making further changes?
- The closed estate provides each prisoner with a key worker, who meets with them to give them hope and responsibility for their own development through one-to-one sessions; develop constructive, motivational relationships; and provide support to help them make appropriate choices. Will the Minister consider extending this to the open estate?

#### ***TO THE PRISON SERVICE***

- We repeat the reference in our previous report about how, in order to maintain family ties, consideration should be given to providing in-cell telephony. Prisoners often arrive from previous establishments where this is readily available, sometimes alongside restricted computer access.
- There are 18 single self-contained cabins left over from use during the Covid-19 pandemic. Recommissioning these would provide 18 more spaces, increasing capacity in the system. These are stored adjacent to the sports field.

As in previous reporting years, the Board still remains concerned about the following areas.

- The quality of some of the accommodation is poor and the space allocated to prisoners sharing rooms is not ideal. Although it was good to see the decommissioning of the two-storey ageing accommodation units, the Board is concerned that, despite numerous proposals, there still appears to be no progress in replacing them.
- Resources should be allocated to convert the dormitories (which consist of 2x3 beds and 2x4 beds) to smaller rooms so that prisoners will not have to share with more than one person.

- There continues to be a problem with prisoners' property not always arriving in its entirety on completion of a transfer. Prisoners face a long wait for their property, which sometimes contain personal memorabilia and legal documents relating to their situation.

### **TO THE GOVERNOR**

- The Board recommends that the Governor continues to work with, and support, the IPP community at North Sea Camp and monitor recall rates.
- The Board recommends that the Governor facilitates working with presumptive recategorisation scheme (PRS) prisoners and minimising the potential detrimental effects on the regime, particularly the challenges brought by the increase in time that a prisoner can spend in the open estate.

### **3.3 Progress since the last report**

<b>Issue raised</b>	<b>Response given</b>	<b>Progress</b>
<b>To the Minister</b>		
<p>1. Community offender managers often take a long time to update their part of OASys and complete the paperwork to enable prisoners to sit ROTL [release on temporary licence] boards. This can mean prisoners having to postpone parole board hearings, as they have not done the required ROTLs and they may have to spend more time in prison than strictly necessary. Timescales for the return of paperwork would be helpful.</p> <p>2. The situation surrounding IPP prisoners, whilst well handled by the establishment, must be resolved to end the insecurity of this category of prisoner.</p>	<p>1. I appreciate the Board's continued concerns around the delays in the offender assessment system (OASys) risk assessment process. The Regional Probation Director and the Governor have informed me that the situation has significantly improved, with progress being made in reducing the backlog. An escalation process has also been introduced to address any delays in gaining responses from community offender managers.</p> <p>2. It is right that IPP sentences were abolished. The Lord Chancellor is committed to working with organisations and campaign groups to ensure the appropriate course of action is taken to support those still serving IPP sentences.</p>	<p>1. Some prisoners now arrive with OASys completed, however, there remains a number arriving without.</p> <p>2. It is noted that the qualifying period to refer an IPP licence to the Parole Board for consideration of licence termination has been reduced, and that there is now provision to automatically terminate a licence after an offender has</p>

		served a further two continuous years on licence in the community.
<b>To the Prison Service</b>		
<p>3. The quality of some of the accommodation is poor and the space allocated to prisoners sharing rooms is not ideal. It was good to see the two-storey ageing accommodation units decommissioned. However, the Board is concerned that, as yet, there is no plan to replace them.</p>	<p><u>3. Quality of accommodation</u> In spring 2022, HMPPS published a revised framework for the certification of prisoner accommodation, from which the useable operational capacity of the estate is derived. While most single cells in the prison system could physically hold two people, the determination of the maximum crowded capacity of a particular establishment is a matter of operational judgement, considering risks to safety and stability. In times of severe population pressure, establishments will be expected to hold as many prisoners as they can safely accommodate. But the revised framework is equally clear that that number should be determined by the operational managers responsible for managing the prison, not by a central process or by wider supply and demand issues. HMPPS, the Prison Group Director (PGD), and the Governor will continue to review operational capacity at HMP North Sea Camp in line with the revised framework for the certification of prisoner accommodation to reduce overcrowding where/if possible.</p> <p>A site-wide programme of shower refurbishments is in development and delivery will be considered for funding in</p>	<p>3. There was no noticeable progress to report.</p>



	<p>future financial years. Any further requests from the establishment will also be considered, noting that demands for maintenance are much greater than the available funding. Therefore, once a bid for a project is received, HMPPS must prioritise works very carefully to make best use of that funding, focusing on risk to life and risk to capacity and decency.</p> <p>HMPPS is continually reviewing the investment required across the estate, in this and for the next Spending Review period. The proposals will be underpinned by the data collected in recent surveys which assessed the fabric, cells and critical assets at each prison. These will inform long-term forward maintenance registers, which can be prioritised against future capital budgets. Locally, rooms do meet the national standard for decency and cleanliness. It is acknowledged that the rooms cannot accommodate two standard-sized tables and chairs, so greater use is made of communal facilities. However, prisoners are only required to be in their rooms from 11pm to 5am and at all other times they have access to association areas, external areas and the grounds.</p>	
<p>4. Budget needs to be allocated to convert the dormitories (which house 4-6 prisoners) to smaller rooms, so that when HMP North Sea Camp is at full</p>	<p><u>4. Dormitory accommodation</u> Unfortunately, the situation remains unchanged from the previous response provided to the Board, whereby, there is not a budget allocated to</p>	<p>4. Dormitory occupation has been reduced to 3- and 4-bed units.</p>

<p>capacity, no prisoners will have to share with more than one other person.</p>	<p>convert the dormitories to more suitable accommodation. This project went through the Ministry of Justice's (MoJ) projects team but wasn't successful. The previous Governor also explored different avenues to obtain funding for this work but was again unsuccessful. The MoJ property team and Amey will continue planned and routine maintenance on these buildings. However, the 6- and 4-bed dormitories have had their occupancy reduced to 4 and 3 respectively, following a reduction in the total number of dormitories at the start of the decade</p>	
<p>5. There continues to be a problem with prisoners' property not always arriving in its entirety on competition of transfer. Prisoners face a long wait for their property to arrive and often it does not arrive at all.</p>	<p><u>5. Prisoners' property</u> HMPPS [HM prison and Probation service] notes the Board's concerns about property when a prisoner transfers establishments. The emphasis must remain on prisoners complying with volumetric control limits, since any property within these limits will be transferred with them. This includes items that are exempt from volumetric control, such as legal papers. It is simply not possible to transfer, with a prisoner, all excess property that they might have accrued above these limits. Any excess property must, however, be forwarded on within four weeks, unless there are exceptional circumstances that prevent this. HMPPS is aware of the problems around property and continues to look at what further can be done.</p>	<p>5. There was no noticeable progress to report.</p>

<p><b>To the Governor</b></p> <p>6. The Board recommends that the Governor continues to work with, and support, the IPP community at North Sea Camp.</p> <p>7. The Board recommends that the Governor facilitates working with temporary presumptive recategorisation scheme (TPRS) prisoners and minimising the potential detrimental effects on the regime.</p>	<p>Prisoner escort custody services (PECS) reviews complaints during monthly formal meetings with the PECS supplier. During the last 12 months, there have been no complaints received from HMP North Sea Camp in relation to the loss of property attributed to PECS. For property delay, in line with the HMPPS Prisoners' Property Policy Framework, if the limit of items allowed in possession has been reached, and if there is no space on the escort vehicle to transport items safely and securely, then responsibility for transfer of any remaining items remains with the sending prison.</p> <p>6. Verbal acceptance</p>	<p>6. The Governor continues to meet regularly with the IPP population to provide support and advice. Has recently started to monitor recall rates.</p> <p>7. The OMU [offender management unit] has been tasked with ensuring that suitable prisoners are relocated into North Sea Camp. The Governor recently produced a video to manage prisoners' transferring expectations.</p>
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## **Evidence sections 4 – 7**

### **4. Safety**

Due to the stresses of the overcrowded prison system, North Sea Camp has experienced a greater turnover of prisoners during this reporting year. The IMB has observed that, despite this extra pressure, the prison remains as in the previous year, a safe and secure environment for prisoners and staff.

The safer community team includes both staff and trusted prisoners. It continues to adapt to the changing circumstances HMP North Sea Camp has experienced over the last year, due to the wider national crisis of overcrowding across the prison estate and provide an active role in giving prisoners confidence that their safety and wellbeing needs will be met by the establishment.

North Sea Camp had a new Governor in June 2024 and his initiatives to emphasise wellbeing throughout continue to have a positive impact on safety in the establishment. For example, he has instituted senior staff touring various parts of the prison before the morning meeting and being both visible and available to prisoners and staff who have concerns.

Instructors and orderlies (trusted prisoners who take on work to provide services that contribute to the running of the prison) in the work areas train prisoners in safety procedures and give out all the relevant information. Accidents do happen in the workplace, but these are generally minor and are dealt with effectively by the healthcare team or prisoners are sent promptly to the local hospital.

The IMB at HMP North Sea Camp visits the accommodation wings on their monitoring visits and are kept up to date with any challenge, support and intervention plans (CSIP), which are used to manage prisoners who pose an increased risk of violence, or assessment, care in custody and teamwork (ACCT) documents, used to support prisoners who are at risk of self-harm and suicide.

The IMB at HMP North Sea Camp also observes some adjudications (disciplinary hearings when a prisoner is alleged to have broken prison rules), often at the request of prisoners. From our observations, these are conducted fairly and with consideration, in line with procedure, although the issues can often be complex. We have noted that the establishment has preferred to work with prisoners to overcome problems rather than the prisoner being sent back to closed conditions. However, as the year has progressed, issues with drugs and gang-related intimidation, which can be related to short-term prisoners due for advance release, have increased. This has meant greater numbers being sent back to closed conditions.

#### **4.1 Reception and induction**

The IMB reported last year that the reception and induction team, consisting of both staff and trusted prisoners, had been working hard to ensure that newly arrived prisoners had the best possible experience when they arrived at HMP North Sea Camp. We have observed that there has been further development of the induction process during the reporting year by the team of orderlies taking the lead and creating a process that reflects their own vision of best practice. It was felt by the establishment that many prisoners arrived at HMP North Sea Camp with unrealistic expectations for release on temporary licence (ROTL) and a lack of understanding of

the prison itself and the role it tries to provide for successful rehabilitation. Measures to combat this were taken and have resulted in a video showing a comprehensive view of HMP North Sea Camp being sent to other prisons so that expectations are managed successfully. An opportunity is given in the film for prisoners to see the geography of the site and it is clearly stated in the video how outside work licences are achieved and what the expectation is of new arrivals. The new Governor is keen that category D prisoners choosing to transfer to HMP North Sea Camp do so, as they wish to seriously engage with all the rehabilitation process on offer.

As previously reported, new arrivals are interviewed on a one-to-one basis and any concerns are addressed. The extra staff officer allocated last year has proved beneficial to the delivery of the induction process.

New arrivals spend their first night under the supervision of experienced officers on a specific landing and are closely observed to allay any concerns the prisoners might have. The number of welfare checks during the first night has now increased to more than four times.

Different agencies continue to take part in assessments, including healthcare unit, the education team and the charity, We are With You. As evidence of this process, the IMB noted that there was an increase in January of opticians appointments and we were told it was due to the high number of prisoners newly arrived with high blood pressure.

The orderlies responsible for induction have now been renamed 'induction leads' in recognition of their determination to produce the most effective induction process. This has involved them continually reviewing the process and further improving it. When the IMB visits the induction cabin, the induction leads will often report something that has been changed or developed since their last monthly monitoring visit. As before, this care continues after the initial process; one of the induction team has now been trained as a Listener (a prisoner trained by the Samaritans to offer confidential emotional support to other prisoners). A safety intervention meeting, which studies, in advance, expected arrivals and considers any potential issues, continues to take place. Now, on arrival at the prison, a new video is shown, created by the induction leads, which is shown to prisoners to enable them to navigate the camp, whatever their literacy skills.

From March 2024 to February 2025:

- The total number of prisoners transferred into North Sea Camp: 345.
- The total number of prisoners discharged: 246.
- The total number of prisoners returned to a closed prison: 82.
- The number of temporary release failure (TRF) prisoners returned to custody from release on temporary licence (ROTL): five.
- The total numbers of absconds: two.

The breakdown of the population of prisoners convicted of a sexual offence (PCoSO) is as follows: 39 life sentenced prisoner and 26 imprisonment for public protection (IPP) sentence prisoners. Indeterminate sentenced prisoners account for 22% of the population. Prisoners convicted of sexual offences account for 77% of the population, an increase on the previous reporting period.

## **4.2 Suicide and self-harm, deaths in custody**

The care taken by staff at HMP North Sea camp of prisoners is reflected in the fact there were, once again, no suicides in the reporting year. As mentioned in section 4, above, IMB members regularly check the challenge, support and intervention plan, (CSIPs) and assessment, care in custody and teamwork documents (ACCTs) when monitoring accommodation wings. All opened ACCTs were, again, found to be correctly completed and care plans that had been agreed were being followed. As was reported last year, Listeners continue to provide a valuable service and help to defuse any tension within the prison. There are 11 trained, active Listeners, as well two awaiting clearance. The programme for training and supporting listeners continues to be run by the Samaritans.

The IMB has also noted a network of agencies, including, for example, Lincolnshire Action Trust (LAT), which provides support for prisoners, particularly those who have no contact with family members or friends. There is also a family liaison support agency, whose work is crucial in helping prisoners successfully return to the community on release. There is an increasingly popular veterans' club, which offers the support required by ex-servicemen, and they are further supported by the veterans' charity Soldiers', Sailors' and Airmen's Families Association (SSAFA). On its monitoring visits, the Board sees many instances of diverse types of prisoner support throughout the prison. The charity, the Salvation Army, is in the process of starting a 'Cameo Club', aimed at older long-term prisoners, with the intention of providing activities and support. The Samaritans continues to work with HMP North Sea Camp and visits regularly, usually once a week for meetings with all Listeners. The Samaritans' phone number is now on each individual prisoner's PIN phone, and they are available 24 hours a day. This was a decision made by the Samaritans after some calls they received were malicious in nature. This allows individuals who abuse the system to be highlighted and have their access revoked to the number if deemed necessary.

A total of 17 ACCTs were opened in the reporting year. However, there has been an increase in prisoners requiring support of the ACCT process over the reporting period, with some evidence to suggest this is due to men's frustrations or low mood, as well as statements about them intending to harm themselves. Of the 17 ACCTs opened, one was for a prisoner being returned to closed conditions and another was due to an act of self-harm. Assurance checks continue to take place in line with national policy and learning is shared appropriately with staff and managers. From assurance checks over the reporting year, there had been some non-compliance with completion of risks, triggers and protected characteristics. Actions were put into place for staff learning surrounding this, however, which suggests that the assurance processes work and feed into a culture of learning and refining skills.

The new ACCT (V6) updated document was implemented in January 2025, with staff guidelines available. Of the ACCTs opened since implementation of the new format, this appears to be fully embedded.

- The number of bereavements: one.
- Recorded self-harm incidents: one.
- The last recorded self-harm incident: 17 October 2024.

### **4.3 Violence and violence reduction, self-isolation**

As referenced previously, the safety of prisoners and staff continues to be given high priority at HMP North Sea camp. A member of the IMB team monitors the safer custody meetings, which are held on a quarterly basis, and reports observations back to the full Board. The change in approach to the identification of behaviours reported last year has continued to develop. The Governor is taking the initiative and trying to ensure the vacant spaces at the prison are filled promptly by prisoners who wish to engage fully with education and rehabilitation, while the management of known issues before they arrive is given full consideration. CSIPs are well embedded within the establishment and continue to see small numbers of referrals and live plans. Security intelligence is shared appropriately and discussed through the weekly safety intervention meeting (SIM) to ensure that no referrals' opportunities have been missed.

In the reporting year, 61 CSIP referrals were received, involving 86 prisoners: of these, there were 15 open CSIPs, which included seven prisoners who were returned to closed conditions; 21 prisoners were supported outside the CSIP process; and 50 prisoners required no further intervention. The establishment's average monthly referral rate was five. HMP North Sea Camp has recently published the Conflict Resolution/Mediation policy and is in the process of rolling it out, which will interlink with CSIP. This means there will be trained staff and prisoner mediators who can mediate as an action, through CSIP, when there are low-level verbal disputes which is the main trend for CSIP referrals. As stated in the last reporting year, the IMB continues to find the daily briefing sheets a useful tool in monitoring incidents. There have been six assaults in the reporting year: five were prisoner-on-prisoner; and one was prisoner on staff.

On all occasions, CSIP referrals were submitted and the alleged perpetrator was returned to closed conditions. Of the assaults over the period, three were deemed serious, in line with being allegations of a sexual nature, and were referred to the police.

### **4.4 Use of force**

There have been four instances of force being used over the reporting year:

- 2 June 2024: Incident in the night; prisoner appeared to be using a phone and pushed staff the way; assistance called, and member of staff prevented prisoner from running away. The situation was de-escalated on arrival of additional staff.
- 17 January 202: Spontaneous incident; prisoner was not able to be located at roll call and was assumed to as being an abscond. Prisoner returned to his unit wing and reported to staff; the orderly officer attended and, as believed to have absconded, rigid-bar handcuffs were applied and the prisoner was walked to reception while the issue of his whereabouts was resolved. This was a case of mistaken identity, as they had roll-call checked the wrong prisoner in the workplace. Prisoner debriefed accordingly and paperwork submitted.
- 6 February 2025: Spontaneous incident; attempted abscond; climbed through window, and ran away from staff during cell search. Prisoner intercepted,

handcuffed for precautionary measure and escorted to reception for transfer. Prisoner debriefed in reception.

- 14 February 2025: Spontaneous incident; prisoner became difficult to control during return to closed conditions. Handcuffs applied and de-escalation tactics prior to transfer. Prisoner debriefed in reception.

Use of force (UoF) e-learning and practical training only has one fully trained use of force instructor, which is 33% of what the requirement should be. However, two staff members have been identified to undertake the control and restrain (C&R) instructor training. This is identified on the consolidation action plan and is being monitored by the safety department.

The HMPP personal protection training statistics for spontaneous protection enabling accelerated response (SPEAR) and synthetic pepper spray (Pava) training is 100% compliant.

#### **4.5 Preventing illicit items**

The IMB has noted from the daily briefing sheets that there has been an increase in the discovery of illicit items since the arrival of the new Governor in September. There are several reasons for the increase, which include a new, zero-tolerance approach to any illicit items or actions and a greater emphasis on intelligence. Also, the Government policy of advance release has been observed by the IMB to bring in prisoners for a short space of time who bring with them drug and gang-related issues. From the Board's observations, the staff work hard to alleviate subsequent tensions within the establishment and continue to keep HMP North Sea Camp a safe and stable environment. Prison officers appear to be positive about the changes, as they feel it protects the more vulnerable prisoners from peer pressure and coercion. For example, it has been noted from the daily briefing sheets and our observations of adjudications that Pregabalin, prescribed for anxiety, is being sold to other prisoners. There has also been an increase in the discovery of other drug paraphernalia and illegal vapes. It is rare that an issue with alcohol is mentioned. Checks made on prisoners returning from outside work and the vehicles they travel in have intensified, which, again, has resulted in more items being found.

A report from the monthly security meeting suggests the trend has been finds of tobacco and vapes on return from release on temporary licence (ROTL). There has been 606 alcohol breath tests taken from prisoners on return from ROTL, with no reported positive results. There have also been 466 swab tests that indicated substance misuse: of these, 15 were not consistent with medication and, as such, the prisoners were referred for mandatory drug testing (MDT) for further investigations.

The IMB can report that adjudications for these infringements usually means a loss of privilege. Staff continue to work with prisoners to help stop the use of drugs and, to a lesser extent, alcohol.



## **5. Fair and humane treatment**

### **5.1 Accommodation, clothing, food**

Accommodation for prisoners comprises three one-storey units: North, South 1 and South 2. There are two further multi-occupancy houses named Jubilee on the estate, plus self-catering accommodation, which is situated a short walk from the main gate of the prison: Jubilee 2, 3, 4, 5 and 6.

In each of the accommodation units', prisoners continue to have access to at least two microwaves, one of which is designated for halal-only food and the other for general use. This enables prisoners to warm up snacks and soup and, if they choose to, they can bring cooked meals from the dining hall, three times a day, to eat in their cells or around the establishment when the weather permits. Amey has overall responsibility for the maintenance and for the regular checks the equipment requires. If the microwaves become obsolete or beyond economic repair, replacement costs are borne by the prison.

All prisoners are expected to engage in meaningful activities, which is either paid employment and/or education for those under retirement age. For those who are retired, both the equality hub and the library provide a range of activities that can be undertaken during the day, in the early evening and at the weekend. Newly arrived prisoners continue to have access to a number of distraction packs as part of the induction process.

The stores unit provides prison-issued clothing and appropriate workwear, such as personal protective equipment (PPE), for prisoners engaged in a range of work activities. This, along with bedding, towels and kitchen ware such as 'kitchen whites' and tea towels, are sent to HMP Whatton, where they are cleaned and returned on a weekly basis. Personal clothing that is not prison issue or washes that are required for medical purposes can be undertaken in the on-site laundry.

The stores orderlies and the staff work together to ensure that there are adequate supplies of clean towels, bedding, appropriate PPE and workwear for every prisoner.

The charity, HIS Church, operates a hub in the prison where prisoners are able to buy clothing that has been donated, as well as clothes that have been rebranded. An orderly has been appointed from the equality hub to oversee the items, sales and stocktaking.

The dining hall offers both a takeaway service and the opportunity to eat in the dining hall. The meals include a cooked breakfast, as some prisoners undertake outside manual work. The food is sampled daily by the Governor or a member of the senior management team (SMT); with special food that is prepared for those with alternative diets including Halal, and for religious festivals and other events, as agreed by the Chaplaincy team. The catering facilities remain of a high standard and have been awarded a 5-star food hygiene rating from the Food Standards Agency.

There is a tuck shop available to new arrivals so they can buy items to tide them over until they receive their canteen sheet (form used by prisoners to order items such as toiletries and snacks using money from their personal accounts). This facility aims to reduce the risk of new arrivals getting into debt.

## **5.2 Segregation**

HMP North Sea Camp is a category D open prison and, as such, there is no segregation unit. Periodically, the Board observes adjudications and have found them to be conducted in accordance with procedure and in a fair manner. There have been no trends of disproportionate treatment with regard to the nine protected characteristics, which include: race, religion, sex, age, disability, gender reassignment and sexual orientation, where discrimination on the basis of these characteristics is illegal.

## **5.3 Staff and prisoner relationships**

The Board has observed that staff and prisoner relationships remain supportive and positive. As part of the induction process, prisoners are allocated a prison offender manager (POM), a case administrator and a personal officer. There is information for the prisoners on their legal rights from the prisoner advice centre, the induction cabin, the equality hub, the library and the veterans' cabin, which are all staffed by orderlies, with the library also employing a full-time member of staff. Information is also available from staff members, unit officers, the allocated personal officer and their POM. Prisoners can also seek information from the prison application process.

## **5.4 Equality and diversity**

The Board continues to observe that prisoners are treated equally and that any differences resulting from the nine protected characteristics are addressed promptly and appropriately.

The IMB is satisfied that HMP North Sea Camp provides access to regimes and facilities equally, although prisoners who use bariatric wheelchairs (which are designed to accommodate the increased size of a user) and large mobility scooters may be unable to access all areas in the prison. North Sea Camp has several mobility scooters for those who have determined mobility needs. There is a designated area to charge the scooters. Additional aids, such as grab rails, can be installed according to need. HMP North Sea Camp has employed a full-time neurodiversity support manager (NSM) to engage with neurodivergent prisoners and to provide a range of specific activities for them.

Prisoners can obtain information on equality and diversity from the equality hub, noticeboards and displays. The hub is staffed by two orderlies and relevant prison service instructors (PSIs, one of whom is an equality orderly the other a safer custody orderly. The equal opportunities officer holds regular action team meetings, and the equality hub forms part of the induction process for all prisoners arriving at HMP North Sea Camp.

If a situation arises with regard to discrimination, prisoners can obtain advice on how to complete and submit a discrimination incident reporting form (DIRF). For prisoners with reading and/or writing challenges, help is available from the equality hub, library or the prisoner advice centre (PAC).

For retired prisoners, the equality hub organises a range of activities throughout the year, which includes, for example, scrabble, quizzes, and nature walks.

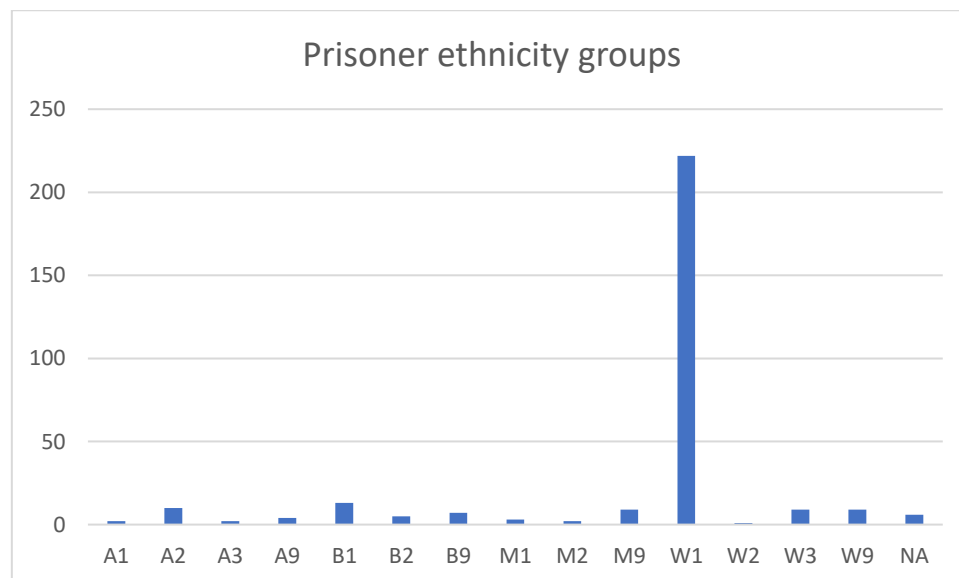
The equality hub also organises a range of special events for the year, such as, for example, Black History Month in October and Holocaust Memorial Day. These

provide an opportunity for staff and prisoners to break down stereotypes and build a sense of inclusion and unity.

## Ethnicity

The prison has a diverse ethnic population. As of February 2025, the breakdown was as follows:

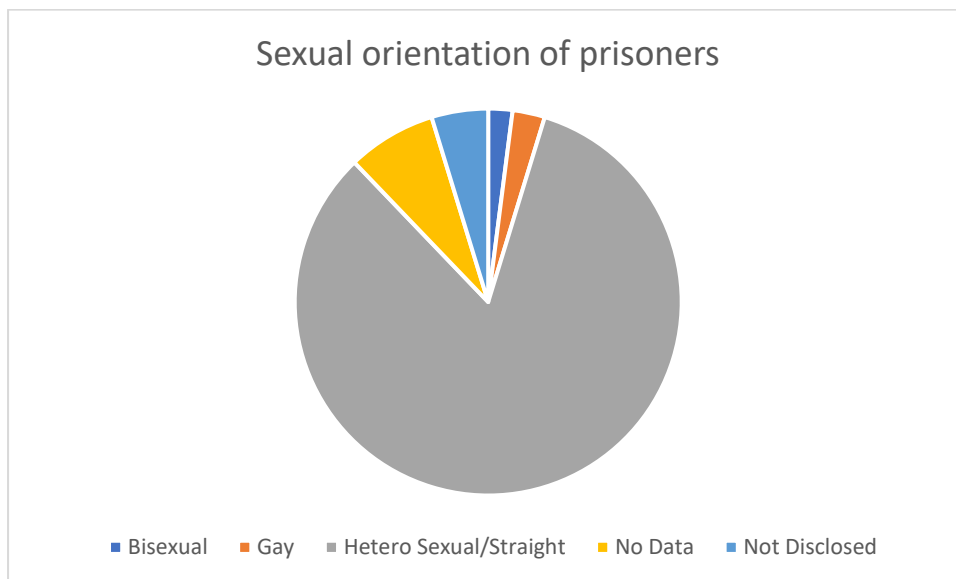
Code	Ethnicity	Number
A1	Asian/Asian British: Indian	2
A2	Asian/Asian British: Pakistani	10
A3	Asian/Asian British: Bangladeshi	2
A9	Asian/Asian British (any other background)	4
B1	Black/Black British: Caribbean	13
B2	Black/Black British African	5
B9	Black/Black British: (any other background)	7
M1	Mixed: White and Black Caribbean	3
M2	Mixed: White and Black African	2
M9	Any other background	9
W1	White: Eng/Welsh/Scot/N. Irish/British	222
W2	White: Irish	1
W3	White: Gypsy, and Irish Traveller	9
W9	White: (any other background)	9
	Other	6
	<b>Total</b>	<b>304</b>



## Sexual orientation

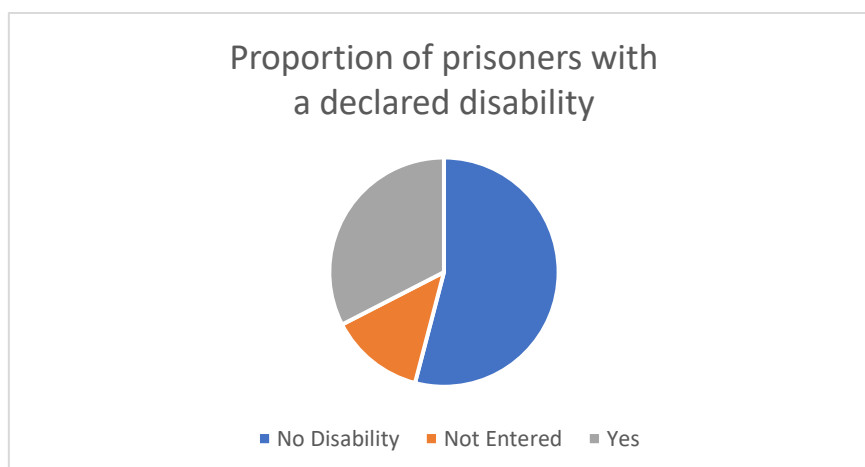
The declared sexual orientation of prisoners is as follows:

Sexual orientation	Number
Bisexual	6
Gay/lesbian	8
Heterosexual/straight	246
Not disclosed	14
No information	22
<b>Total</b>	<b>296</b>



## Disability

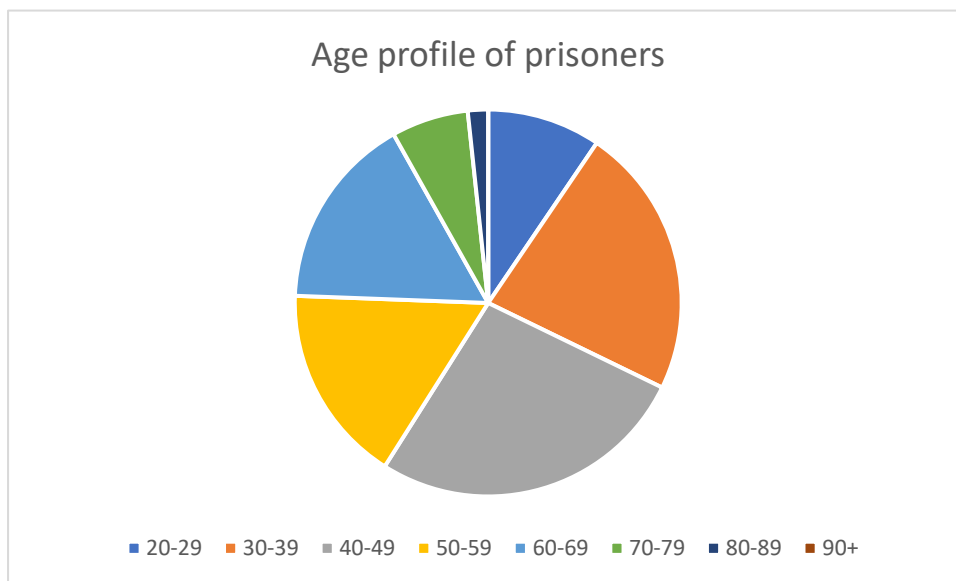
Of a total of 344 prisoners, 112 have a declared disability and 186 do not have a declared disability, with 46 not entered.



## Age

The age profile of prisoners is as follows:

Age range	Number
20-29 years	28
30-39 years	67
40-49 years	79
50-59 years	49
60-69 years	48
70-79 years	19
80-89 years	5
90+	0



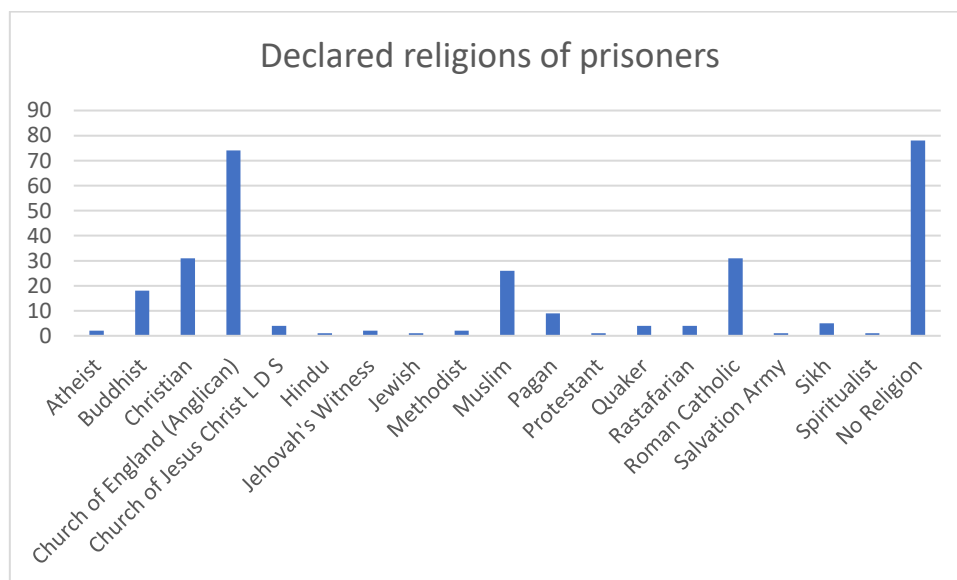
## 5.5 Faith and pastoral support

The chaplaincy department provides pastoral care and support to all prisoners and staff, of any faith or none. There are two chaplains, a visiting Roman Catholic priest, a visiting imam and a Sikh priest. There is one orderly, who helps the chaplains organise services and religious studies for those who have faith or are exploring faith. The chaplaincy team helps to facilitate meetings such as Alcoholics Anonymous (AA) and Narcotics Anonymous (NA), which are peer-led, mutual-aid fellowships.

The chaplaincy department provides pastoral visits and support, with immediate support as soon as possible once it is known that a relative or close friend is seriously ill or has died. A funeral memorial service can be arranged in the chapel if a ROTL is not possible.

There are 19 recognised categories in the table, below. A total of 78 prisoners, plus two atheists, declare no faith or religion. The largest faith group is Christianity and the second largest group is Islam.

Religion or denomination	Number of prisoners	% of total prison population
Atheist	2	0.68
Buddhist	18	6.10
Christian	31	10.51
Church of England (Anglican)	74	25.08
The Church of Jesus Christ of Latter-day Saints	4	1.36
Hindu	1	0.34
Jehovah's Witnesses	2	0.68
Jewish	1	0.34
Methodist	2	0.68
Muslim	26	8.81
Pagan	9	3.05
Protestant	1	0.34
Quaker	4	1.36
Rastafarian	4	1.36
Roman Catholic	31	10.51
Salvation Army	1	0.34
Sikh	5	1.69
Spiritualist	1	0.34
No religion	78	26.44
<b>Total</b>	<b>295</b>	<b>100</b>



## 5.6 Incentives schemes

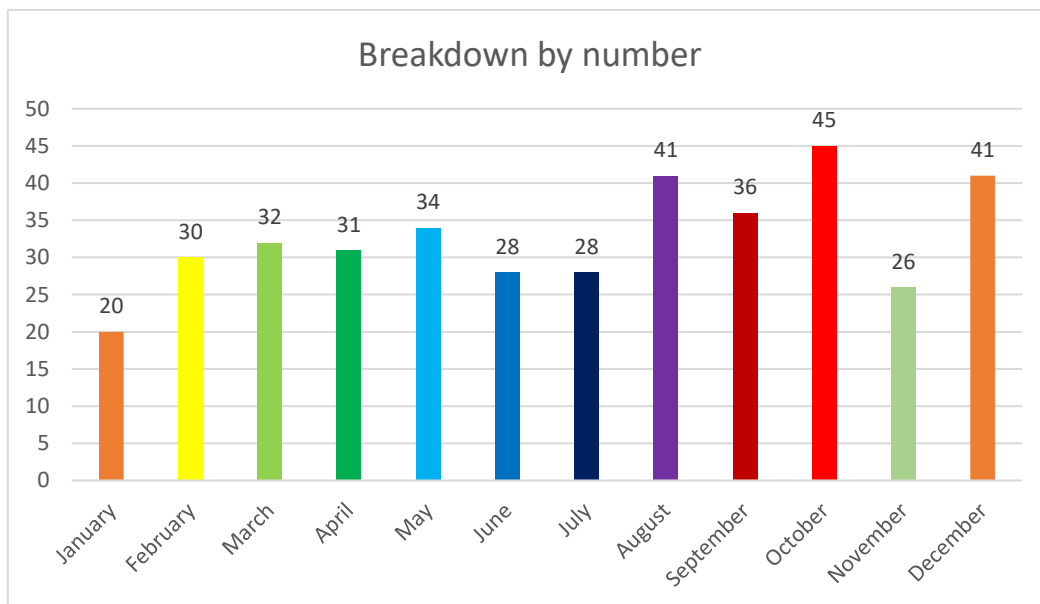
On arrival at HMP North Sea Camp, all prisoners are placed on the enhanced (top) level of the incentives scheme. The incentives scheme involves warnings for negative behaviours, with too many potentially resulting in a review and a loss of privileges or being placed on a lower status category (to standard or basic). Those who have had their level downgraded are helped to work towards a return to

enhanced status. At the end of the reporting period, the majority of prisoners were on the enhanced level of incentives.

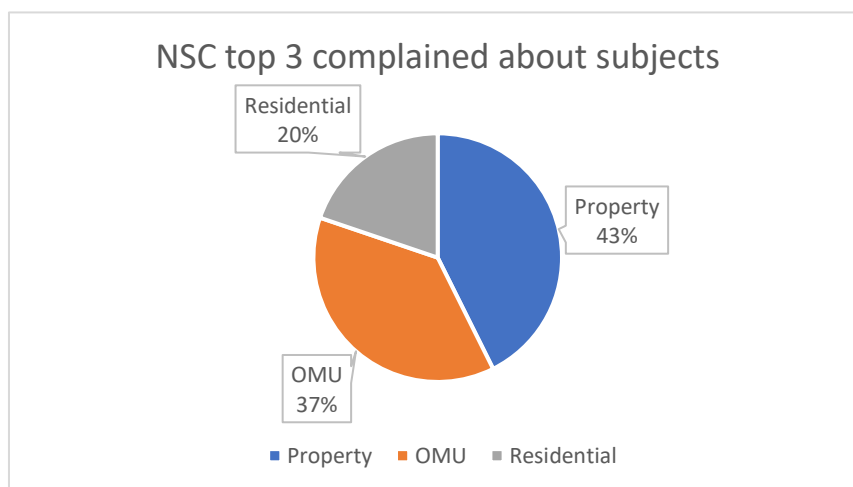
## 5.7 Complaints

During the induction process, prisoners are provided with information on the complaints procedures, which include comp 1 (an ordinary complaint), comp 1A (an appeal) and comp 2 (a confidential complaint), along with Governor complaint forms. Information on how to complain via the IMB is also provided during induction process. There are three IMB boxes containing forms in the library and in each of the accommodation units.

As can be seen from the chart below, 392 complaints were submitted in 2024, broken down by month.



As can be seen from the chart below, the top three complaints were related to property, at 84; the OMU, at 74; and residential, at 39.



The IMB has seen a significant fall in applications (prisoners' written representations to the Board) since the prison introduced a more robust process for dealing with complaints.

## **5.8 Property**

When prisoners arrive at HMP North Sea Camp, they have a thorough property check. Property cards are rewritten if their current cards are unclear and to take account of all items. This information is added to a spreadsheet, with both the old and the new cards kept for cross-referencing, if required. It is possible for a prisoner to arrive with a large number of items, particularly if they have been in the prison system for several years. Prisoners who have transferred from another establishment can only bring three bags, plus legal documents and one oversized bag. Prisoners who arrive with a great deal of property are given time to select the items they most want, with the remainder going into storage in the prison or off site. Property limits that can be taken on transfer also include a 7.5kg bag of consumables.



## **6. Health and wellbeing**

### **6.1 Healthcare general**

For over a decade, healthcare has been provided by Nottinghamshire Healthcare NHS Foundation Trust. It has been a successful relationship between the two parties but it is coming up for tender towards the end of 2025. There is close liaison between the prisoners and medical staff by way of healthcare forums held every two months. These are well attended by staff and up to 35 prisoners at each session, which helps with ongoing health management.

Staffing levels are now at the full complement of 19, consisting of four administrators, three pharmacists, three mental health nurses and nine other nurses.

Prisoners are complimentary about the healthcare services at HMP North Sea Camp to the extent that they regularly send 'Thank You' cards, which are on display in the staff restroom. There was a visit by the Clinical Quality Visit (CQV, who are NHS England Commissioners) on the 30 October 2024, which concluded that all was being well managed within the appropriate laid-down criteria. Areas of criticism were minor, consisting mostly of considerations for further development of services.

There were 17 complaints: nine relating to appointment waiting times; seven about medication issues; and one concerning other healthcare issues. Most responses to complaints are dealt with on a face-to-face basis and complainants receive a written reply to the concerns raised. There were no long-term complaints or issues and all complaints were dealt with by healthcare centre staff.

There is no in-patient healthcare provision at HMP North Sea Camp. Prisoners who require 24-hour nursing care or operations would be admitted to whichever NHS hospital is best suited to deal with their medical problems.

### **6.2 Physical healthcare**

Most medical issues are resolved at HMP North Sea Camp, with all prescribed medicines issued on site, although there have been intermittent shortages, commensurate with the outside community. The GP visits HMP North Sea Camp twice a week and conducts an online surgery on a weekly basis. Those who need more complex treatment are treated at local hospitals and dental surgeries.

There is a dental van permanently on site, providing dental services five days a week. More complex procedures are carried out off site, in Boston; if urgent dental care is needed out of hours, there is an established system for accessing local dentists.

The number of prisoners who did not attend (DNA) appointments has fallen from 9% to 7%, due to improved methods of processing and communication with prisoners. Most of the DNAs relate to young, recently arrived prisoners who do not want to engage. A disclaimer is asked for if this is the case.

The enhanced in-house system for testing for bowel cancer, which commenced three years ago, continues to operate at HMP North Sea Camp and has been deemed successful in the early diagnosis of the illness. Prisoners are tested for HIV and hepatitis B and C on arrival and annually.

The Board has not been concerned about the length of time prisoners wait to see a hospital consultant in the community. Every prisoner has a known named nurse responsible for him, who regularly checks on those who are awaiting external referrals.

The site is not easy to negotiate for those with disabilities and it is often necessary for another prisoner to be willing, and then trained, to assist. Over the period of the reporting period, the number of prisoners requiring a personal emergency evacuation plan (PEEP), whereby another prisoner is designated to assist them to reach safety if any emergency arises, has averaged about 16 prisoners needing this service.

In the reporting year, the percentage of prisoners over 50 years of age has fallen from 43% to 33%, mostly due to the influx of younger prisoners over the last year.

- In February 2023, it was 50%
- In February 2024, it was 43%
- In February 2025, it was 33%

*Source: HMP North Sea Camp healthcare centre*

The number of prisoners at HMP North Sea Camp who suffer from serious health conditions is similar to previous years, with a slight reduction in those suffering strokes and being registered as disabled, this is, commensurate with the younger population

	<b>Cancer</b>	<b>COPD</b>	<b>Diabetes</b>	<b>Stroke</b>	<b>Reg. disabled</b>
<b>End 02/2023</b>	5	11	34	10	9
<b>End 02/2024</b>	5	22	30	7	11
<b>End 02/2025</b>	5	23	36	5	9

*Source: NHS healthcare centre manager at HMP North Sea Camp*

The number of prisoners with moderate disabilities is as follows:

	2023	2024	2025
Hearing impairment	36	5	8
Reduced mobility	17	29	34
Learning difficulties	35	18	40
Mental illness	31	61	82
Visual impairment	62	78	78

*Source: NHS healthcare centre manager at HMP North Sea Camp*

The increase in prisoners with mental health issues is commensurate with the younger prisoners arriving at the prison, although those aged over 50 represent 35 of this overall figure.

There is no dedicated palliative care unit at the prison. However, if prisoners have a terminal diagnosis, they are cared for by the prison healthcare team. Where such a prisoner is sharing a double room, he will be transferred to a single room. If a

prisoner were to require 24-hour healthcare and/or complex pain relief, he would be found a bed in a local hospital or hospice. This has happened during the report period, where a severely sick prisoner has been moved to a local care home.

### **6.3 Mental healthcare**

The mental health team is staffed by three full-time nurses. Last year, there was a vacancy for a fourth nurse, but it could not be filled. However, staffing was reviewed and it was apparent that a fourth nurse was not required at this time, although it may be reviewed again at a later date. Mental healthcare is available at the health centre five days a week. In the Board's view, the mental health team is very motivated and has adjusted its working hours to fit in with prisoners in employment or on ROTL. Referrals are triaged daily, with a good range of interventions available, including psychological therapy, trauma-informed support and group work, plus individual counselling. A monthly 'Wellbeing Event' is carried out monthly, where prisoners are able to discuss all aspects of mental, as well as physical, health with healthcare professionals. It is very well attended, with upwards of 50 prisoners participating. Prisoners were very positive about the care they received, and from its observations, the Board can confirm that the prisoners were well cared for in a compassionate and considerate way.

### **6.4 Social care**

Social care is overseen by the relevant local authority departments, who now visit on a monthly, rather than a fortnightly basis, or on demand, if necessary. There is no apparent degradation in the service provided, but it is early days and will need monitoring. Prisoners are screened when they arrive at the prison to see what social care needs they might have, as well to assess the ability to self-refer. They also liaise with probation regarding those being released from prison. The Board is satisfied with the provision of social care, which seems to work well within the constraints of prison life. Because of the age of some prisoners at HMP North Sea Camp, the establishment works closely with Lincolnshire County Council and Boston Borough Council. Their staff attend and complete assessments on individuals who may require additional items in rooms to support them, such as pull-up rails, a hospital bed and, if required, any equipment deemed necessary.

### **6.5 Time out of cell, regime.**

The gymnasium is a popular venue for many prisoners who want to keep fit. It is well-equipped and well-liked by prisoners, with enthusiastic staff members who seem dedicated to the task in hand. The staff are always available and are pro-active in having various exercise regimes to suit the varying abilities and health status of the prisoners. During good weather, the playing fields are well used by prisoners taking exercise or sitting outdoors. Being an open prison, there are opportunities for men to walk around the estate and mix with other prisoners. Organised sport and exercise are carried out on the playing fields and it is often very busy, especially in the summer.

There are many groups and clubs available for prisoners to take part in, such as:

- Over 50s coffee group
- Glee club (singing)
- Coffee and chat club

- Art group
- Quiz club
- Chair yoga
- Sewing group
- AA support group
- Ready for release and money management
- Monthly guest spots with coffee and chat (involving external visitors such as Green Synergy, Bro Pro, Lincolnshire Action Trust)
- Outdoor games
- Gardening club
- Monthly wellbeing events, delivering education/health promotion on topics in line with Trust Health Promotion Calendar
- Monthly creative competitions relating to an awareness day in the current month – art/creative writing/poetry submissions

## **6.6 Drug and alcohol rehabilitation**

The Charity, We are with You (formerly Addaction), provides an open-house service five days a week for those with substance misuse issues (drugs and/or alcohol), or for any prisoner who has substance-related concerns. The team, consisting of qualified nurses and peer workers, provide clinical treatment, group work and one-to-one psycho-social support. They work closely with all prison agencies to tackle any substance misuse and provide a good rehabilitation programme to help affected prisoners resolve any issues. The department's objectives are to offer clinical support and reduce the risks of substance-related harm whilst in custody and on release and to help prisoners avoid drug use and increase awareness of substance-related issues. On release, prisoners are referred into the community so they can continue with their engagement. The Board is satisfied that the facilities available from We are with You and the healthcare centre provide a good service to prisoners with addiction problems.

## **6.7 Soft skills**

Prisoners were kept well informed via newsletters, notices, about what is happening and which facilities are available in the prison. The noticeboards are plentiful and situated in all buildings where prisoners regularly enter. The equality and safer custody team organised in-room quizzes and puzzles for the prisoners. All the support groups are up and running and are fully functional, with much of their work conducted by the prisoners themselves. Frequent volunteer groups visit, such as St Barnabas, which involves prisoners in art projects, etc. This has resulted in colourful murals and paintings being placed around the site to enhance its appearance.

## **7. Progression and resettlement**

### **7.1 Education**

The aim of the education service is to prepare prisoners for the world outside and enable them to be in a position to reintegrate into society, as well as to achieve successful paid ROTL employment and employment on release, all whilst still remaining at North Sea Camp.

The education department has maintained a complement of 15 staff, who all report to the prison's head of education, skills and work. The incumbent chairs a rigorous monthly quality improvement group (QIG), which monitors and evaluates performance and take up of educational opportunities against the pre-determined departmental key performance indicators, including HM Inspectorate of Prison (HMIP) and Ofsted recommendations. This has enabled the development and robust monitoring of the annual quality improvement plan (QIP)

Additionally, prisoner sequencing has improved with the introduction of a more in-depth pathway monitoring tool, which enables education staff to easily identify prisoner progression in education and work skills.

Employability skills workbooks are rolled out across all work areas. These not only identify transferable employment skills for prisoners but also raise staff and prisoner awareness of the skills that are being developed in each of the work areas. The workbooks contain 10 employability skills that aim to help prisoners progress to outside work. As the workbooks evidence skills, qualifications and work experience in preparation for their release, the books follow the prisoner from job to job and serve as a record of achievement that they can take with them on release.

Signage is in place across the prison in each of the work areas. It details each of the 10 employment skills learning so that prisoners are able to identify the skills they can gain in their work placement.

Work is in progress to introduce the KSVAB and P model (knowledge, skills, values, attitudes, behaviors and progression), which will interface with the employability workbooks and enhance the opportunities for employment both within and outside the prison.

Numerous courses are run by Boston College, in partnership with Lincolnshire County Council, during the day and on Thursday evenings, as part of the Multiply project. The courses run for six weeks and prisoners are incentivised with a £20 gift voucher on completion. They focus on maths, English, 'Dad's' maths and basic budgeting, and build a prisoner's confidence to complete a functional skills qualification. In addition, air-fryer courses have been delivered by an external provider, Just Begin, as part of the project. They enable development and understanding of the practical application of maths through cooking and budgeting and add to prisoners' additional daily living skills.

Successful adaptation of the functional skills delivery model continues with the roll-on, roll-off model, with significantly more now achieving functional skills English and maths. This addresses the intent of North Sea Camp to ensure more prisoners are ready to engage in employment.

This continued approach has engendered excellent learner engagement and positive feedback in surveys and learner forums. There have been significant improvements in learner attendance at courses (an increase of 5% from last year to 94% this reporting year), with 100% of all learners stating that they feel safe and supported in their individual learning environment.

Fifty laptops have been in place throughout the year, with an additional 10 being made available to enable prisoners to continue their learning whilst in their cells. and help learners develop and improve their digital skills and complete online exams, particularly in functional skills English. They are also used by prisoners completing Open University and other distance learning courses. The Board understands that the use of the laptops by prisoners at North Sea Camp is the highest recorded across the whole of the prison estate.

The prison has gained approved status to deliver the Active IQ course. Prisoners using the gym are, therefore, now able to undertake both Levels 1 and 2 of the course, which support them in developing and maintaining an active, healthy lifestyle, as well as gaining an award.

In addition to training, including traffic management, scaffolding and forklift truck conversion courses, BT Openreach has provided training in the form of the New Roads and Street Works Act (NRSWA), so that prisoners can gain qualifications and accreditation that will equip them to find employment in roles such as street work and field work operatives on their release.

The neurodiversity support manager (NSM) has delivered training to all staff to raise awareness of the issues facing neurodivergent prisoners. Trained staff are able to identify and offer appropriate support to neurodivergent prisoners. Neurodivergent learners are able to progress at the same rate as their neurotypical peers, and many are progressing at a higher rate than their neurotypical peers. Learning has been adapted to support neurodivergent learners, with one-to-one sessions, small groups and outreach support.

Literacy skills are known to be an essential requirement for those seeking employment. A reading specialist is in post and People Plus (a company that provides training and education in prisons) is available on site to offer one-to-one reading help and classroom support for prisoners.

The education department has embedded functional skills and reading skills across the wider establishment. All workshop areas have a dedicated reading area and reading material is regularly refreshed. Workshop supervisors have engaged with the inclusion reading specialist to identify where support for low-level readers is needed. Reading support continues to be available to all prisoners across the whole site. The prison reading strategy has been annually reviewed and revised to ensure that all points of referral for reading support are clearly identified. The implementation of the revised strategy has led to 100% of prisoners being assessed for reading support, while the identification of an intervention strategy has promoted cross-prison engagement and collaboration with industries, the library and the charity, Shannon Trust.

Easy-read training for all staff has been rolled out across the prison to ensure that all prisoners are able to easily interpret all written communications. The understanding and the promotion of reading has resulted in an uptake of prisoners actively engaged

in reading. The inclusion reading specialist conducts reader screens to identify the reading support level required. Progress of learners receiving additional reading support is monitored through a reading support spreadsheet. Any additional reading needs are also identified in the employability skills workbook. The workbooks are issued to all prisoners during their education induction.

People Plus provides the offenders' learning and skills. The prison population continues to be stable at around 300 and all class sizes have been achieved.

Evening, weekend and Saturday classes are on offer to give prisoners in full-time employment the opportunity to further develop and engage in learning. The education department continues to offer a wide range of courses, which are all designed to develop employability, functional skills, digital skills and personal and social skills in preparation for life outside the prison. All courses are listed in the department's prospectus, which is freely available. Courses on offer are matched to the individual prisoners' needs analysis and they support prisoners in their education, training and employment pathways.

The relevant pathway is discussed at education induction with each prisoner during the information, advice and guidance (IAG) session. From here, every prisoner is allocated to an education, training and employment pathway, which is agreed with the individual's prison offender manager (POM). This ensures that all education, training and employment opportunities are sequenced to support the prisoner to obtain meaningful employment on release.

Every prisoner has a personalised digital learning plan, which is reviewed at 12-week intervals to monitor and support progress towards specified goals.

The Shannon Trust scheme, which also successfully operates in the prison, continues.

Library timetables are displayed in all education and workshop areas to raise awareness and further promote opportunities to engage in reading. The library is well run and staff support for the prisoners is well received. The library offers a range of services that include a wide array fictional and non-fictional books, 24 foreign national titles, a collection of quick-read books, plus newspapers, magazines and jigsaws. A community jigsaw is regularly in place to allow prisoners to add to it whilst they are in the library.

The Multiply Champion grant has, again, donated funds to buy learning resources to support the delivery of courses, as well as providing air fryers for the training and maths related resources to support prisoners' children during family visits.

Downtime sessions are run every Saturday morning and offer a quiet for prisoners who want to sit and enjoy a book or undertake other calming activities such as jigsaws, colouring books and Lego building.

The library has a number of computers and prisoners are able to undertake their driving theory test online, to help men gain skills that will improve their chances of employment on release.

There is a reference section, which is available for research and information and include dictionaries and prison reference materials. The library also has an employability skills section and enables access to Shannon Trust mentors, who are

able to support prisoners to learn to read and to improve their reading skills.

The library lends out CDs, DVDs and jigsaws to prisoners on short-term loans.

A comprehensive stock take of all library items was undertaken in February 2025. The library holds 8709 books, some of which are audio books, plus 861 DVDs, 537 music CDs and 312 console games. DVD players and play stations are available to borrow, free of charge. Donated books and DVDs are checked for suitability, with any deemed inappropriate being taken to a high street charity shop

## **7.2 Vocational training and work**

During the reporting year, an increased number of prisoners worked for various external employers. Prisoners worked as cleaners, in the kitchen, in the staff mess, in recycling, lobster pots, badge making, woodworking, car washing and in land-based activities. Vegetables continue to be grown and supplied to the kitchens and farm shop, which is open for Jubilee prisoners and staff.

National vocational qualifications (NVQs) and food safety courses have been delivered for prisoners working in the kitchens. Other prisoners can earn diplomas in bricklaying, and painting and decorating, as well as certificates in warehousing and storage, and forklift truck operations. Additionally, there is the opportunity for prisoners to achieve their CSCS card, which enables them to gain employment on construction sites on release, as well as a Health and Safety in the Workplace Level 2 qualification. A new modular building and construction course has been introduced in partnership with an external ROTL employer, Dragon Heart Homes, which is based in Peterborough. The company builds houses for nurses, local councils and homeless people throughout the UK. This course embeds the knowledge and skills required for pathway progression into ROTL employment and, on release, employment in a variety of locations.

The prison continues to operate an employment hub, which is very well established. ROTL paid work opportunities are advertised in the employment hub and prisoners are able to decide which of the paid work vacancies they would like to apply for that link in with their education, training and employment pathway. Various checks are undertaken, including those to ensure that the prisoner has completed Level 2 in English and maths. Once the checks are satisfactorily completed, the prisoner's CV will be sent to the prospective employer to allow them to decide if they wish to proceed to interview. There is a good process for identifying a prisoner's skill set, which informs finding the appropriate education workplace for an individual prisoner. The hub personnel work closely with the IAG (information, advice and guidance) provider, with the prison employment lead and with the Department for Work and Pensions (DWP). Evening and weekend drop-in sessions continue to facilitate time for prisoners to be able to raise early queries, as and when they arrive at North Sea Camp. The hub has access to the National Careers Service lists, which itemise all jobs and the key skills required for prospective postholders.

The employment hub also processes support in sequencing and allocating prisoners to the correct learning pathways. In addition, it hosts a weekly departure lounge drop-in for prisoners who are within 12 weeks of their release. Professionals, including prison employment leads (Jobs on Release), a prison work coach (for advice on welfare benefits) and ReConnect (for NHS information), are available to support prisoners with information to assist them as they go through the gate.



### 7.3 Offender management and progression

The offender management unit is staffed by a head of OMU delivery and a head of OMU services, supported by four full-time prisoner offender managers, seven probation officers and one trainee probation officer. There is a part-time prison officer (PO) vacancy and no pre-release probation officer, which adds to the workload of the existing team. Pre-release teams are made up of probation service officers rather than qualified probation officers.

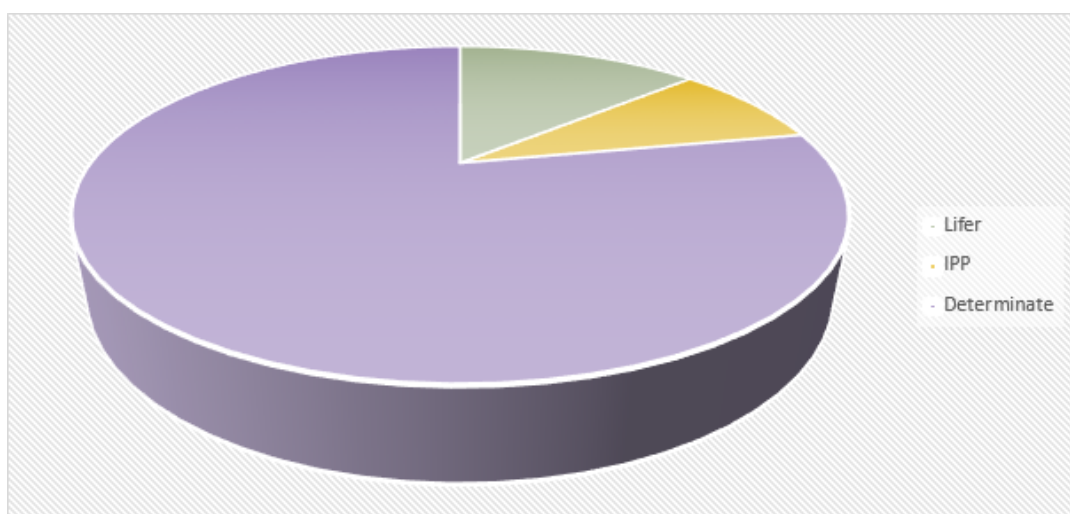
The OMU benefits from strong leadership at senior level and an experienced team of officers. The Board has observed probation staff being approachable and prisoner-focused and they aim to offer support and signposting wherever possible.

The OMU undertakes a quarterly prisoner feedback exercise in relation to staff and prisoner relationships and service delivery for internal use by OMU to enable identification of any learning or areas for improvement.

Prior to transfer from closed conditions, an OASys is completed to inform a prisoner's recategorisation decision. Within eight weeks of their arrival at HMP North Sea Camp, prisoners are required to have a completed updated offender assessment (OASys) report, which assesses their risk of reoffending and the level of risk posed to the public. In accordance with national standards, this work is expected to be completed within a maximum of 12 weeks from arrival. As at the end of February, 39 assessments were outstanding, due to the high influx of newly transferred in prisoners during the reporting year. The OASys assessments are comprehensive and run to 60-70 pages for each prisoner.

The OASys is updated by HMP North Sea Camp, with input from outside agencies, such as community offender managers (COMs), and is reviewed at regular intervals. This enables HMP North Sea Camp staff and the probation service (via the prison offender manager) to assess how a prisoner is progressing with regard to their risk of reoffending.

The prison population has remained stable at around 300 prisoners, 40 of whom are 'lifers' and 25 are imprisoned for public protection (IPP).



## 'Lifer' breakdown

65

Lifer	40	13.47%	Lifer / IPP	21.89%
IPP	25	8.42%		

There is a flexible working arrangement in place to facilitate both home and on-site work, but uptake of home working is minimal.

The head of the OMU attends the monthly prisoner council meetings and is open to any questions relevant to the service and its functionality.

A prisoner forum has been set up to enable prisoners to be consulted with and to allow them to contribute to the production of a pre-release handbook. Lifer and IPP forums are peer led by one lifer and are held monthly. Likewise, they are attended by a member of the OMU staffing team.

The offender management in custody (OMiC) model is in place. Since its introduction, all prisoners must have a completed OASys assessment prior to transfer from the sending establishment. This ensures that the associated risk-management plan reflects the risks that an individual can pose when held in open conditions. The head of offender management delivery (HOMD) will screen the OASys on transfer to consider and confirm the risk of serious harm assessment. The level of risk will determine whether the prisoner can be managed as a restricted or a standard ROTL, in order to help avoid any delay or incorrect identifications of standard or restricted ROTLs.

A Section 11 Child Safeguarding Audit was undertaken in June 2024 and the results confirmed that North Sea Camp was fully compliant. Stringent measures are in place to ensure that all public-protection cases are assessed appropriately for public-facing roles via security monitoring meetings.

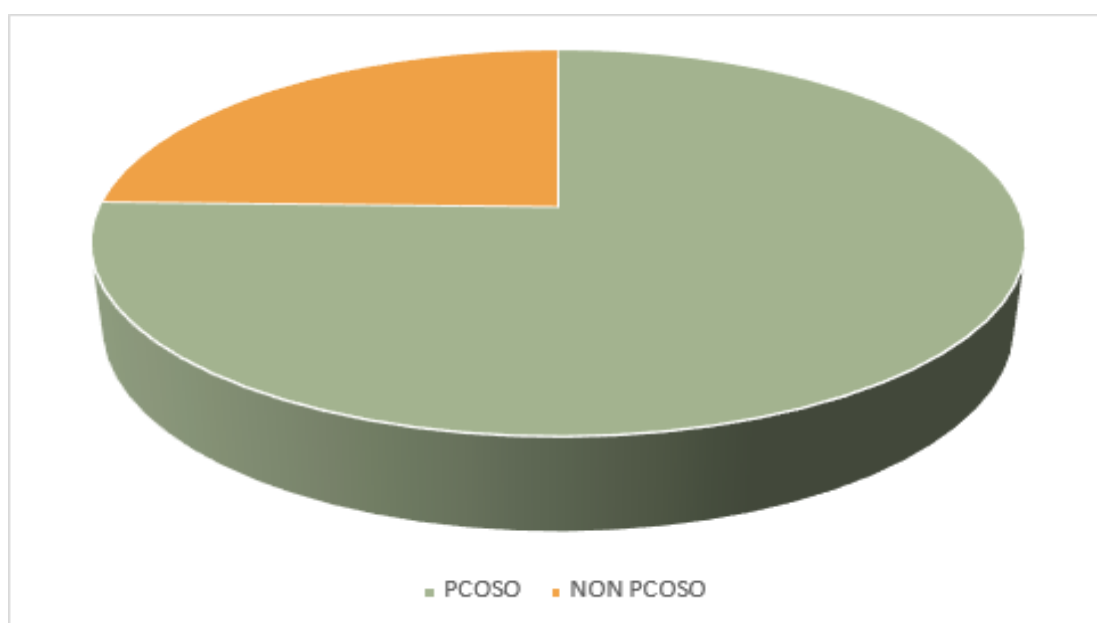
A total of 57 MAPPA (multi-agency public protection) reports were completed during the reporting period

All prisoners, regardless of their offence, are able to access the full range of activities offered at HMP North Sea Camp. Some prisoners may find it difficult to obtain work in the community (voluntary or paid) because of the nature of their offences. However, there has been a gradual increase in the number of prisoners who have been placed in external work positions. The OMU assists those prisoners who do work in the community to open bank accounts by providing the relevant bank with letters of introduction and prisoner identification where necessary. Prisoners are actively encouraged to make their own banking arrangements when on ROTL and to provide evidence of having done so to the OMU, which is able to appropriately monitor them.

One-hour daily, non-bookable drop-in sessions are available to allow those prisoners engaged in outside employment to be able to access the OMU. Monthly drop-in sessions with the OMU manager are also available. Psychology consultation drop-ins with POMs are held on a bi-monthly basis to give support to POMs who are dealing with particularly complex cases. However, and in conjunction with the psychology service, those over tariff IPPs are subject to a RAG-rated progression

system to facilitate the creation of an action plan to assist the prisoner to progress. Progress is regularly monitored, and at the end of the reporting period RAG (red, amber, green) ratings were: 1 red (no progress, but relates to one prisoner located in an off-site care home); 12 amber (some barriers identified); and 19 green (on track).

ROTL is a big part of a prisoner's progress towards release and delays of any sort, either actual or perceived, are always a cause of concern to prisoners. By the end of the report, 55 prisoners were at the 10-week-plus stage for ROTL approval, but work is in progress to advance progression. Escalation to a regional support manager is an option if required. There is no minimum time frame in place for a ROTL application, defined as the ROTL policy. Prisoners are made aware of the ROTL process at induction and support is also offered by the POM, who meets each prisoner within 14 days of their arrival at North Sea Camp. An up-to-date OASys is necessary before prisoners can be considered for ROTL. Once an application for ROTL has been made, the information is sent to the COM or duty COM. A response should be received within a four-week period. However, boards may be delayed if responses from either the prisoner himself, the COM or external agencies, e.g. Police, are outstanding, or if an area of the OASys is incomplete. Prisoners with sentences of imprisonment for public protection (IPP), who form a significant percentage of the prison's population, get particularly anxious about delays in their ROTL process, as many are years over tariff. The OMU staff have been issued with staff guidance documents to ensure that they are all aware of their roles and responsibilities in relation to a determination to suspend a ROTL. An enhanced digital tracking system is embedded, which enables staff to quickly identify the progress of an application.



#### PCoSO Figures

PCoSO	224	77.00%
Non-PCoSO	73	24.58%

Eligible SDS40 prisoners (who are allowed to be released after serving 40% of their sentence, instead of the usual 50%, as a temporary measure to help alleviate prison overcrowding) have pre-release work expedited, their sentences recalculated and are risk assessed in conjunction with their COM to facilitate release in accordance with Government policy.

The total number of periods of ROTLs, from March 2024 to February 2025, was 18,104, up from 16,906 in the previous year. Compliance was 99.8%, with just 36 failures. Releases under home detention curfew (HDC) continue to be completed in a timely manner, with no applications logged as overdue. During the reporting period, there has been a total of 33 temporary release failures. There have only been two absconds during the reporting year.

OMU managers chair the fortnightly interdepartmental risk management meetings. Attendance includes POMs, security and psychology. COMs are invited. All new receptions assessed as high risk and pre-release, i.e. eight months prior to the release date prisoners, are discussed to ensure that all information is shared and any concerns are identified at an early stage. An action plan may be drawn up to manage a new risk or a decision made to return to closed conditions should the level of risk be deemed to be unmanageable in open conditions.

### **Family contact**

Safeguarding checks and checks relating to offences of coercive control are in place to enable safe and proper family contact.

Social visits take place in the visits hall. Lincolnshire Action Trust conducts family days (which bring together prisoners and their families outside of their statutory entitlement to social visits, usually in more informal settings) in the visits hall. This offers an improved environment for children and for the family as a whole. Lincolnshire Action Trust has caseworkers who are in place to facilitate a prisoner receiving additional information about his family and his children. The caseworker will work and liaise with the relevant POM.

### **Resettlement planning**

All prisoners at HMP North Sea Camp eventually go out on ROTL, resettlement day release (RDR) and resettlement overnight release (ROR), in preparation for release back into the community.

Work at the prison is ongoing to support those who remain directly affected by the Government's refusal to undertake resentencing exercise for IPP prisoners.

The HOMD has reviewed the training package for all operational support grades and prison officers in relation to public protection matters in light of the new national Prison Public Protection Policy Framework.



## 8. The work of the IMB

### Board Statistics

Recommended compliment of board members	10
Number of board members at the start of the reporting members	7
Number of board members at the end of the reporting members	8
Total visits to the establishment	242

### Applications to IMB

The IMB handled 33 applications, as follows:

Code	Category	Number
A	Accommodation, including laundry, clothing, ablutions	1
B	Adjudications	0
C	Equality and Diversity	0
D	Purposeful activity, including education, work, training, time out of cell incentives scheme	1
E1	Letters, visits, phones, public protection, restrictions	1
E2	Finance, including pay, private monies, spends	5
F	Food and Kitchen related	0
G	Health Related	0
H1	Property within current establishment	0
H2	Property during transfer in another establishment	6
H3	Canteen facilities, catalogue shopping	1
I	Sentence management, including HDC (home detention curfew), ROTL (release on temporary licence), release dates, recategorisation	8
J	Staff prisoner concerns	2
K	Transfers	1
L	Miscellaneous	7
	<b>Total</b>	<b>3</b>

## **Annex A**

### **Service providers**

HMP North Sea Camp has the following contractors/agencies delivering services:

- Healthcare is provided by Nottinghamshire Healthcare NHS Trust.
- Education and training are provided by People Plus.
- Family services are provided by Lincolnshire Action Trust (LAT).
- Drug and alcohol support and counselling are provided by We Are With You.
- Resettlement services are provided by the Probation Service and Commissioned Rehabilitative Services (CRS).
- The library service is provided by Greenwich Leisure on behalf of Lincolnshire County Council.
- Facilities management is provided by Amey (delivering maintenance and stores facilities)
- Voluntary organisations providing assistance to prisoners include Community Links; Samaritans; the Royal British Legion; Soldiers', Sailors' and Airmen's Families Association (SSAFA); Alcoholics Anonymous; local church groups; Macmillan Cancer Support; Marie Curie; St Barnabas Hospice; Early Prevention of Cancer (EPOC); and Just Lincolnshire (working with the prison on equalities).

## Annex B

### Glossary of terms

- ACCT: assessment, care in custody and teamwork
- AP: approved premises
- CSIP: challenge, support and intervention plan
- CAN: certified normal accommodation (the total of all rooms in a prison that can be routinely used to house long-stay prisoners)
- COM: community offender manager
- COPD: chronic obstructive pulmonary disease
- Covid-19: the disease caused by SARS-CoV-2, the coronavirus that emerged in December 2019
- CRC: community rehabilitation company
- CSCS: construction skills certification scheme
- CVP: cloud video platform
- DIRF: discrimination incident reporting form
- EPOC: early prevention of cancer
- HDC: home detention curfew
- HMP: His Majesty's Prison
- HOMs: head of offender management services
- HOMD: head of offender management delivery
- IMB: Independent Monitoring Board
- IPP: Imprisonment for public protection
- LAT: Lincolnshire Action Trust
- MAPPA: multi-agency public protection arrangements
- MDT: mandatory drug testing
- OASys: offender assessment system (identifies a prisoner's likelihood of reoffending and their risk of harm to others)
- OLASS: offenders' learning and skills service.
- OMIC: offender management in custody
- OMU: offender management unit
- OS: offender supervisor
- OU: Open University
- PAC: prisoner advice centre
- PCoSO: prisoners convicted of sexual offences.
- PEEP: personal emergency evacuation plan
- PIN phone: personal identification phone (phone allowing calls to be made to agreed phone numbers once a code has been input)
- PO: personal officer
- POM: prison offender manager
- PSI: prison service instructions
- RDR: resettlement day release
- ROR: resettlement overnight release
- ROTL: release on temporary licence
- SPL: special purpose licence to leave the prison for an appointment or an event.



- SSAFA: Soldiers', Sailors' and Airmen's and Families Association
- TTG: through the gate



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