

Annual Report of the Independent Monitoring Board at HMP Fosse Way

**For reporting year
1 June 2024 to 31 May 2025**

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Contents

Introductory sections 1 - 3	Page
1. Statutory role of the IMB	3
2. Description of establishment	4
3. Key points	5
Evidence sections 4 – 7	
4. Safety	9
5. Fair and humane treatment	11
6. Health and wellbeing	14
7. Progression and resettlement	17
The work of the IMB	
Board statistics	21
Applications to the IMB	21
Annex	
Tables	23

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

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 Fosse Way was opened on 29 May 2023 as a category C offence neutral prison, with a then capacity of 1715 prisoners. Offence neutral means an integrated regime to provide equity of access and service provisions for all prisoners, regardless of their conviction. To achieve this, the on-site management teams provide guidance to different cohorts such as VPs (vulnerable prisoners), young offenders and those with disabilities or cognitive impairments. It is a privately managed prison in Leicester, operated by Serco. The catchment area was to be, predominantly, the East Midlands, with a resettlement period of 24 months to 14 days. VPs, mainly prisoners convicted of sexual offences, were not to be segregated, but integrated into the general prisoner population.

On 7 April 2025 the customer activated prisoner places (APPs) increased the operating capacity (the maximum number of prisoners that can be held without serious risk to safety, security, good order and the proper running of the prison) from 1715 to 1769¹ prisoners, which has led to 54 cells going from singles to doubles.

At the time of writing, the prison is at capacity and is fully operational. With the eighth houseblock due to open in December 2025, according to figures provided by Custodial Capacity at HMPPS, the operational capacity of the prison will increase to 1960, not including any additional prisoner places (APPs) that may be in place.

¹ 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

This report will look at the second year since opening. During the first year, the IMB operated with an average of just one or two experienced members. During the second year, the IMB membership increased to five members; three experienced and two who successfully completed training and integrated very quickly into the running of the IMB operation.

3.1 Main findings

- With the continuous high churn in the prison population, pressure on young and still inexperienced staff is high and, with staff levels fluctuating, the pressure and strain is continuous. The volume of SDS 40 has been very high (to tackle the ongoing overcrowding crisis in prisons, certain prisoners serving 'standard determinate sentences' (SDS) became eligible to be released after serving 40% of their sentence instead of 50%) as has the number of prisoners transferred in and out throughout the year (see annex); this included 92 prisoner releases on 10 September 2024, which is the most ever, in one day, by a prison nationally. In addition, due to the high levels of prisoner movement, the levels of enhanced regime prisoners (the highest level) on the incentives scheme (a system of earned privileges to incentivise positive behaviour) has reduced by 12% and prisoners on basic (the lowest level) has increased by 6-7% (see annex). All of this has impacted on the regime in the reporting year.
Although the number of workshops, open and operational, has increased significantly, they are still not working to capacity, with three still empty and, on average, only 63% of spaces allocated, with attendance 87% of planned. The number of job offerings is extensive and varied with a very positive response from prisoners and staff to the offerings.
- With the high churn of prisoners, the pressure on the OMU (offender management unit) continues to be high, with a backlog of OASys (offender assessment system, used to assess the risks and needs of prisoners that are required for prisoner category C to D reviews).
- Self-harm and violent incidents have increased year on year, mainly because of the increase of the prison population. Self-harm was particularly high between August and October, but numbers have since reduced significantly (see annex). Prisoner on prisoner assaults have been at a similar consistent level all year (see annex), but prisoner on staff assaults have fluctuated with May 2025 (15 assaults) being a particular concern (see annex).
- Positive mandatory drug tests (MDTs) remain a key concern in Fosse Way, although the levels are comparable to other prisons in the region. Drugs have a negative impact on the prison regime with increased levels of violence, mental health issues, self-harm and debt.

- There is still no on-site health service after 8pm until 8am. There is also still no on-site in-patient health-care unit. Last year's report identified the impact this is having on prisoners and staff.
- Standards of cleanliness and hygiene in the house blocks/wings, in particular in the serveries and kitchen annexes, is poor. In addition, the covering of smoke detectors in these areas is common and is a potential fire risk.

It should be noted that many of the issues identified in this annual report, to the end of May 2025 have already, or are in the process of, resolution.

Prison building shortfalls

- In the Board's view, a number of features identified in the first report as not meeting the demands and requirements of a new prison, are still relevant.
- There is still no central laundry, although we do understand that one has been designated for the industries building when the new house block H opens on 4 December 2025.
- The washing machines, tumble driers, and other electrical items, such as fridges, microwaves, toasters, grills on the houseblocks are breaking down. Although of good, robust quality, with the volume of use they get, without the necessary regular servicing and maintenance (particularly the washing machines), breakdowns are occurring.
- Houseblock lifts are now breaking down and taking too long to repair. Prisoner food, particularly lunch and dinner, is having to be carried up the stairs manually with health and safety risks. The lifts are designed to be passenger lifts, rather than goods lifts, meaning they are not fit for purpose for transporting food service trolleys. There are no contingency plans for when the lifts are out of order and, due to issues getting parts, that come from Germany, there is two-month delay in repairs at the present time.
- Issues with the library still apply.
- As identified previously, the furniture installed is primarily made of MDF and can be easily and quickly damaged and this is requiring more frequent repairs, often meaning that cells are uninhabitable whilst repairs are completed. Overall, the standard of furniture installed would not appear to be sufficiently robust or durable for a prison environment.
- Issues previously identified on window design, care and separation unit (CSU) and fencing still apply.

3.2 Main areas for development

TO THE MINISTER

- The Board was disappointed that the Minister had not visited the prison and would welcome the opportunity to highlight some serious concerns, and to showcase the successful work and training offerings at Fosse Way, including GRAVITY, a prisoner-led initiative that gives advice, guidance and peer support to prisoners. HMP Fosse Way is the newest and one of the largest prisons in the Minister's estate. The new build issues highlighted in the first and previous IMB report were almost exactly the same as had been identified by HMP Five Wells when it opened. HMP Fosse Way has an identical footprint to HMP Five Wells. If nothing is done, the Board is concerned that the next new build will have exactly the same issues. Whilst we understand and acknowledge that the Minister is very busy, we believe it important that he sees for himself how the taxpayer's money has been spent and whether it is value for money, which we believe, it is not. This is due to a lack of facilities, such as a suitable gym and laundry and the cost of rectification and ongoing repairs to the fabric of the buildings and general equipment. When does the Minister plan to visit HMP Fosse Way?
- The Board would also raise the issue of severe mental health. In the Board's view many prisoners, who should be in secure mental health hospitals/establishments remain in the general prison population.

TO THE PRISON SERVICE

- Prisoner property, particularly when transferring in from other prisons, is still erratic and still not fit for purpose. How does the prison service plan to address this issue?
- The issue of severe mental health and the actions necessary to resolve, continue to be ignored. Too many prisoners should be in secure mental health hospitals/establishments and not remain in the general prison population. How will the prison service ensure prisoners with complex mental health challenges receive the support they need in appropriate facilities?
- What are the current plans to tackle the building issues, including building and fabric design faults and inappropriate equipment?

TO THE DIRECTOR

- As identified, under point 5.1, a concern for the IMB is the catering operation at house block level. In our opinion health, safety, hygiene and food safety on individual wings, varies with no standard procedures in place. How will the Director ensure there are unified operational standards across the prison?
- Communications could, in our view, be better with various committees/meetings cancelled or changed at short notice without the IMB being informed. This has resulted in situations where we have arrived at a meeting and it has not taken place.
- As identified in 3.1, the health-care provision for getting prisoners to hospital on booked appointments had been erratic and resulted in a number having to

be cancelled. Whilst appreciating that staff shortages, bed watches and EE (emergency escorts) are a major contributor to this situation, how will the Director ensure prisoners receive the necessary treatment at the appointed time?

3.3 Response to last report

Issue raised	Response given	Progress
Board seriously concerned about prison build short-comings	No real acceptance or action of issues raised	None other than 'in house'

Evidence sections 4 – 7

4. Safety

There were two main areas of concern for the Board in this year's review:-

a) Vulnerability of prisoners convicted of sexual offences (PCoSOs)

Although actual violence against prisoners convicted of sexual offences was no greater than in the general prison population, the IMB received complaints and observed verbal threats being made to PCoSOs. The prison carried out a survey of the PCoSOs and circa 420 of the 600 in Fosse Way confirmed they would like to be segregated due to not feeling safe mixed with the general prison population. Towards the end of this year's reporting period, houseblocks E, F and G were turned over to integrating VPs, including PCoSOs, although they are not separated in work or education.

4.1 Reception and induction

Due to the high number of arrivals and releases (up to 200 per week) the pressure on a small reception for the size of Fosse Way is high.

Despite this, reception appears to function efficiently and well. New arrivals complete an initial assessment of vulnerability and risk, searching procedures were proportionate and prisoners are offered an emergency canteen allowance. All prisoners are located to an induction wing for their first week.

When prisoner property has arrived it is, in the main, dealt with and relocated to the prisoners.

4.2 Suicide and self-harm, deaths in custody

There have been ten deaths in this reporting year. One was apparently self-inflicted, one apparent homicide, six were apparently from natural causes and two were apparently drug-related. Nine of the ten are subject to a coroner's inquest, with two of those inquests having concluded. The Board is satisfied that, where proper processes had not been followed, recommendations to correct this have been implemented.

Self-harm incidents saw a surge in August, September and October, but since the turn of the year, with the exception of February, have dropped to an average of between 70 and 80 per month. The actual number of prisoners self-harming is below 50 per month.

4.3 Violence and violence reduction, self-isolation

Violence in Fosse Way has seen totals per month vary between 36 to 63 per reporting month, with highs in October and May. The numbers for prisoner on prisoner, prisoner on staff, prisoner on prisoner deemed serious and prisoner on staff deemed serious have been identified in the annex.

4.4 Use of force

Use of force instances were generally low and comparable with other, similar, establishments. PAVA (an incapacitant spray similar to pepper spray) was drawn over 50 times in the reporting year but was not always used as a last resort.

4.5 Preventing illicit items

Drugs are a major concern in Fosse Way with psychoactive substances made in the prison now appearing to be the drug of choice, with items such as hair products identified as risks.

Throw overs the perimeter fence have decreased significantly, but drugs coming through by the post, visits, follow-on property and by staff remain. Drones have not, in this reporting year, been an issue in Fosse Way, with little activity in this area. Sightings have not exceeded two in a month. There have been monthly seizures of mobile phones.

5. Fair and humane treatment

5.1 Accommodation, clothing, food

As Fosse Way has only been open for two years, the accommodation is modern, with most prisoners living in single cells with their own shower (for this reporting year there were 84 double occupancy cells). Each has in-cell CMS computers with which prisoners can place orders for food; book doctor/dentist appointments; order canteen; receive messages/instructions from various prison departments. However, as commented on in the previous report, the fixtures and fittings in the cells are in the main made from MDF wood and are getting easily damaged and/or broken. In the Board's view, this trend will only continue.

A concern for the IMB is the catering operation at houseblock level. In our opinion the health, safety and hygiene and food safety on individual wings vary with no standard procedures in place. During the Board's observations, some kitchens were locked when not in use, some were not; some had the required health and safety notices displayed, some did not. Some servers had white coats, rubber gloves on when serving food and some did not. The standards of cleanliness of the kitchens, the equipment and utensils were also variable from good to very poor. In addition, the rooms adjacent to each kitchen, which have microwaves, fridges, grills etc, almost without exception, leave much to be desired in respect of equipment, standards of cleanliness and care. Most of the grills are broken. Also, the smoke detectors were almost always observed to be covered with a rubber glove when food is being prepared to stop the detectors going off and the room alarm button is not usable due to equipment blocking them. Since the time of writing this year's report, action has been taken to bring an end to this practice.

5.2 Segregation

Because the CASU (Care and Separation Unit) at Fosse Way was not big enough for a prison of this size and population, it was extended into part of G block, with 18 cells being gated off for security and safety. This causes issues as prisoners have to be brought to the main CASU for rule 45 reviews and adjudications. This is not ideal and is time-consuming.

Positives in the CASU are:

- Staff were observed to be enthusiastic and engaging with prisoners, showing them good care and challenging their behaviours appropriately.
- Cells are good and the regime is well led.
- The average time a prisoner spends on the unit is low, seven days or less on average.
- 45 reviews, ACCT reviews and adjudications are carried out promptly and on the days required. However, Rule 45 paperwork can be limited in information and does not always include previous review information. Having a dedicated assistant Director to chair the reviews would improve this.

Overall the CASU appears to be well-run and managed and management and staff keep the IMB informed and up-to-date with the operation.

5.3 Staff and prisoner relationships, key workers

At the start of this reporting year in June 2024 there were 357 staff against a target of 401, a shortfall of 44. At the end of this reporting year there were 357 staff against a target of 405, a shortfall of 47, although there were 42 potential prison custody officers in training.

Now that almost all of the experienced seconded officers have returned to their respective prisons, the current workforce is young and inexperienced, much more so than established prisons. Relationships with prisoners are generally more relaxed than longer established regimes. Some prisoners have commented to the IMB that they have more experience of the prison than the staff and do try and take advantage.

By the end of this reporting year, keywork quantity was only averaging around 74%, but quality of keywork (the percentage that met quality standards) exceeded 90%.

5.4 Equality and diversity

Although the IMB has not yet had sufficient time to look in-depth at equality and diversity, we have not observed any minority group disadvantaged in respect of the range of purposeful activities in facilities that they can access. The culture of the prison appears to be inclusive for prisoners, management and staff. In addition, with the creation of GRAVITY, prisoners have a further outlet to contact or be contacted if they have issues.

GRAVITY

GRAVITY is a prisoner-led initiative that aims to create a more substantial relationship between prisoners and the prison's internal and external services. It works with the OMU (offender management unit) to help individual prisoners navigate their time in prison and ultimately their release into the community. It gives advice, guidance and peer support to prisoners and also contacts every prisoner in Fosse Way once a month to check on and make sure they have no concerns or issues. A monthly return is made, itemising the actions taken.

The IMB sees GRAVITY as a very useful operation and outlet for prisoners to access, which the IMB can use if they have prisoner issues that cannot be resolved in the usual way.

5.5 Faith and pastoral support

Although the chaplaincy has some gaps in their team, it appears to provide for nearly all faiths in the prison community. A member of the chaplaincy team meets all new prisoners within 24 hours of their arrival and a member of the chaplaincy team visits segregated prisoners every day.

5.6 Incentives schemes

There are a number of incentive schemes in addition to income paid for prisoner work or education. These are too numerous to list, but from the Board's conversations with prisoners, they appear to be effective and appreciated.

5.7 Complaints

Total number of prisoner complaints is 3104. Key areas of complaints are:

Offender management

Property – missing/compensation

Residential – regime changes/lock-up times

Regime – work and payment issues from transferring in

5.8 Property

As with last year's annual report from Fosse Way and reports from other prisons, property, particularly when prisoners are transferred in, is the biggest issue the IMB has to deal with. The Board is very disappointed with the prison service's failure to implement a robust system to ensure prisoners' property remains with its owner. The HMPPS Prisoner Property Framework is not at all effective.

6. Health and wellbeing

6.1 Healthcare general

Healthcare services are provided by Nottinghamshire Healthcare NHS Foundation Trust. In April 2025 notice to withdraw from the healthcare contract was served on NHS England, which has led to a period of instability and uncertainty for NHS staff.

Throughout the current reporting year, the healthcare department has been understaffed, and it has relied on a third party to provide agency staff. As in the community, it is nursing grade staff that the prison particularly struggles to recruit, though a policy decision to accommodate student nurse placements at the site has had some success in attracting staff. The service also proactively utilises other health care staff, including ambulance technicians and paramedics. Some routine clinics are cancelled due to staff shortages, but the most pressing concern has been the significant increase in the level of routine hospital appointments being cancelled due to a lack of Serco staff to provide prison escorts.

In April 2025 there was a backlog of 12 prisoners waiting for hospital x-rays, and this had increased to 14 in May 2025. The current contract requires Serco to provide seven escort slots to facilitate routine hospital appointment attendance. Serco has now put a new system in place to address this longstanding problem of cancelled hospital appointments, utilising Oscar one (reporting to the Duty Director Oscar One is the Officer responsible for overseeing the day to day running of the prison. to proactively ensure the contract requirement of seven escorts is provided; however, health care management advise that cancellations are still occurring, and such cancellations do not take account of clinical need. On a positive note, the x-ray backlog has been totally cleared. Although the option of a mobile x-ray/general screening facility on site has been discussed, local senior health care management do not see this is a credible option as, for example, if a fracture was identified, the person would still need to be escorted to hospital for treatment.

Given that there remain ongoing healthcare concerns about appointment cancellations, the opening of the new house block area in October 2025, with an additional 245 prisoners will add additional pressure to this arrangement.

Although included in the health care contract, Nottinghamshire healthcare has not been able to provide a nighttime service and in house healthcare ends at 8pm. This creates additional potential demands on Serco staffing levels, as any emergency or urgent health care issue may result in a person needing to be transferred out to hospital for assessment/treatment under prison escort. The new contract provider is committed to providing an overnight nursing provision, subject to recruiting relevant additional staff, which should address some of these issues.

The IMB has worked hard to set up a pro-active and regular liaison arrangement with senior healthcare managers and whilst healthcare work demands have created some obstacles to meetings taking place as planned, it is hoped that these meetings will be prioritised by the new provider. Despite several formal requests for

quantitative data (e.g. number and type of health care complaints, response times for complaints, number of staff vacancies by staff role etc.) the healthcare provider has repeatedly failed to provide this data. This means that the IMB cannot reasonably monitor trends and performance in the health care provision.

6.2 Physical healthcare

The local healthcare team constantly strives to provide a healthcare provision that matches that provided by the NHS in the community. In the context of trying to ensure patients access prompt services, the team have set up regular in-house appointments with a range of services including: an infectious diseases consultant, diabetic eye screening, sexual health and pre-operation screenings.

Medication arrangements appear to be professionally managed, and safer prescribing arrangements are in place. Several IMB applications refer to ongoing issues with medication dosages being reduced without consultation and lack of access to stronger pain relief post-discharge from hospital as medication is not on the safer prescribing list. These matters have been raised directly with health management, who also advise that stronger pain medication can be provided if requested by hospital discharge information.

The Board finds wait times for a routine GP appointment to be satisfactory and experience with several IMB applications about health issues demonstrates that urgent matters are dealt with promptly.

6.3 Mental health

Mental health services appear to be reasonably staffed, and they are generally responsive. A mental health worker attends all initial assessment, care in custody and teamwork document reviews (ACCTs, used to support prisoners who are at risk of self-harm and suicide) and they appear to deliver a good range of interventions for men with less complex needs. Patients requiring secure mental health treatment under the Mental Health Act face significant delays in accessing this resource, which is a national commissioning issue. Many such patients are accommodated in the segregation unit whilst awaiting transfer to such facilities. Whilst the segregation unit can provide a quieter, safe space where staff have closer oversight of their medication and behaviour, this is not the most suitable environment for a person with complex mental health needs. These ongoing delays need to be addressed at a national level. Linked to this is the issue of logistical issues further delaying transfer to secure mental health facilities e.g. the provision of suitable transport facilities.

6.4 Social care

In the Board's view, the prison environment caters well for people with disabilities and mobility needs. There are dedicated larger disabled cells that include handrails, a drop-down chair in the shower, commode where required, a central bed to enable manoeuvrability, etc. Where required, end of life care can be provided and the team have strong links with Marie Curie, who provide a dedicated nurse who has access

to the unit and all local health care systems.

6.5 Drug and alcohol rehabilitation

Ongoing staff shortages in the substance misuse services did impact the level of service provision. It should be noted that recruitment to psychosocial posts within the substance misuse service was paused by Nottinghamshire Healthcare NHS Foundation Trust for approximately one year while an options appraisal was undertaken. This pause had a significant impact on the team at HMP Fosse Way, who worked hard to maintain service delivery during this period. Although discussions have taken place about opening a new designated substance free and drug recovery house block section, to date this has not happened. The previous drug free unit was shut down in late 2024 due to staff shortages. In the context of the HMIP report, which identified in a survey that 46% of prisoners reported easy access to illicit drugs, it is disappointing that this facility has not yet materialized. The team do provide a range of services, including group work, psycho-social therapy, one-to-one sessions, access to a range of prescription medication and generic recovery services. Alcoholics Anonymous provide a once weekly session but there appears to be a lack of mutual aid or peer support.

7. Progression and resettlement

7.1 Education, library

Fosse Way operates as a category C rehabilitation prison, its primary mission to equip prisoners with education, training, and employment skills for successful reintegration into society. The institution aims to enable prisoners to acquire new abilities and qualifications, opening opportunities in essential industries upon their release.

Education is a cornerstone of purposeful activity at Fosse Way, with Milton Keynes College (MKC) responsible for delivering all academic instruction. Out of the nine partners providing both academic and vocational courses, MKC receives over 90% of Serco's education funding. The curriculum includes both tier 1 courses (focused on progressive education and work) and tier 2 courses (offering therapeutic and enrichment experiences), all of which lead to either credited or non-credited qualifications upon completion.

Although Serco's original bid to HMPPS did not include a head of education, skills and work, this strategic role was later recognised as essential and has been funded by Serco independently.

Courses at Fosse Way are tailored to meet both the inmates' needs and the employment demands of regional labour markets:

- West Midlands – 50%
- East Midlands – 30%
- Rest of Country – 20%

To ensure the curriculum remains relevant and diverse, the prison conducts a strategic needs analysis twice a year, with the most recent undertaken in February 2025 for the 2024-2025 reporting period.

All prisoners undertake an initial education assessment at induction, and a digital personal development plan (DPLP) is created which includes relevant information for each prisoner to progress their education, skills and work experience during their time at Fosse Way.

Statistics

The target for tier 1 (education and work) and tier 2 (enrichment) purposeful activity is 32.5 hours per prisoner per week, with a 95% achievement target. This is a challenging target as the maximum hours available per day for purposeful activity is 5.5 hours per day. The average hours achieved across the entire prison population is in the region of 25 hours per week.

There are some issues with the provision of education by MKC due to ongoing unfilled vacancies. This has resulted in MKC not being able to offer

the full quota of courses they are contracted to provide. The targets for course completion are as follows:

- Year 2 (reporting year) – 80%
- Year 3 – 85%
- Year 4 – 90%
- Year 5 – 95%

Whilst attendance is challenging and retention on English and maths courses running at an average of 70%, the target of 80% is being achieved across the full range of courses provided. There is considerable focus on improving MKC efficiency to support better outcomes for more prisoners.

Library accessibility

The library is too small for over 1,700 prisoners and its location in the health/education atrium has led to misuse of the access system. Prisoners are signing up for library visits and not attending and there are no quiet areas available for individual study.

Shannon Trust is not well established in the prison for a number of reasons, including a lack of meeting spaces for mentoring or training sessions, as well as the changing demographic of the prison population.

7.2 Vocational training, work

Workshops have been visited regularly by the IMB during the reporting year. The IMB held meetings with relevant prison staff, and the Director had been questioned about industries in IMB Board meetings. The prison has provided attendance data (see annex).

During visits to the workshops, the IMB conducted a simple survey. Learners were asked to give the activity a score out of 10 based on all aspects, including potential impact following release. They were then asked to say what was the best thing about the activity and to name one possible improvement. A total of 42 learners from 10 different activities responded (see annex)

It is worthy to note that all staff (prison staff and tutors) and prisoners, without exception, co-operated in a friendly, professional and enthusiastic manner during the IMB monitoring.

Visits

The most significant aspects seen are that the learners are enthusiastic about their work, and often engrossed in it, as are the staff. In all areas there is evidence that the learners are trying to undertake tasks to the highest level of quality and that they are proud of their achievements. They recognise the potential benefits of their learning post release. From the Board's observations, Relationships between learners and staff are excellent and the learners articulate a thoughtful range of positive attributes about both the staff and about their learning.

From the Board's conversations with Managers, they seem pleased with the current situation of purposeful activities. The accelerated population of the prison when it opened caused considerable difficulties, but this is not now seen as having a current impact. There are still three empty workshops as initial offers fell through, and this reduced the breadth of the offer. The Ofsted and HMIP reports are considered positive. It is hoped to do more in the future for men in work, including offering more level 2 opportunities and trying to ensure that prisoners who do wing work are also allocated to education and / or industries at some point, to improve their rehabilitation. Some allocation difficulties arise from many prisoners presenting a higher level of risk than would be expected in a category C prison. It is also difficult to allocate prisoners who have a very short sentence. Prisoners whose induction has been delayed cannot be allocated. There is a concern from prison staff that on some landings prisoners are being unlocked who should not be, reducing the incentive to engage in purposeful activity. Staff turnover can cause difficulties, though a significant cause for movement is staff developing their career within the prison.

Summary

From the Board's observations, Motivated learners in industries recognise a range of benefits of the activities. They appear to enjoy excellent relationships with staff and engage in activities enthusiastically and thoughtfully. This is a very high-quality provision.

There is scope for developing the range of the offer and that is recognised by prisoners and staff at all levels.

There is sufficient evidence to suggest that the prison should look at the information provided to prisoners before they apply for activities.

It would be good to see more available places allocated and attendance in all workshops closer to the overall average.

7.3 Offender management, progression

OASys (the offender assessment system, used to assess the risks and needs of prisoners) – there is a backlog of prisoners arriving at Fosse Way without an up-to-date OASys, which impacts negatively on sentence planning and progression.

Offender management unit (OMU) – a lack of POMs (prison offender managers) has meant that staff to prisoner ratio is circa 1 to 120 versus a target of circa 1 to 65. In addition, there are five vacancies for qualified probation officers. With the early release schemes, the pressure on OMU resources has been intense and contributed to the back-log of OASys.

Imprisonment for public protection (IPP) prisoners are still a major concern due to the numbers post tariff still awaiting re-sentencing

7.4 Family contact

Prisoners are encouraged, by staff, to keep in touch with family and friends and prisoners can book visits through their in-cell laptops. The prison regularly contacts prisoners who have not had a recent visit, to offer support, including the use of a

pen-pal service and the prison's official visitors scheme. The visits regime is fully utilised and received positively by prisoners.

The visitor facilities are excellent from the reception through to the actual visits hall, with good video conference facilities, which are well utilised.

POPs (partners of prisoners) are located in the reception area and with reception staff, deal with the initial meet and greet, which, in our view, makes visitors feels welcome and supported, something other establishments could learn and benefit from.

8. The work of the IMB

The Board has increased its membership to five in this reporting year. This has resulted in the Board being able to attend 45 review three times per week to carry out full monitoring of the prison and generally increase significantly its visibility in the prison, ensuring management, staff and prisoners are fully aware of the role and responsibilities of IMB members.

Board statistics

Recommended complement of Board members	17
Number of Board members at the start of the reporting period	5
Number of Board members at the end of the reporting period	5
Total number of visits to the establishment	263

Applications to the IMB

Code	Subject	Previous reporting year	Current reporting year
A	Accommodation, including laundry, clothing, ablutions	6	17
B	Discipline, including adjudications, incentives scheme, sanctions	13	12
C	Equality	2	4
D	Purposeful activity, including education, work, training, time out of cell	8	19
E1	Letters, visits, telephones, public protection, restrictions	9	9
E2	Finance, including pay, private monies, spends	4	14
F	Food and kitchens	2	11
G	Health, including physical, mental, social care	15	37
H1	Property within the establishment	11	20
H2	Property during transfer or in another facility	34	38
H3	Canteen, facility list, catalogues	4	15
I	Sentence management, including HDC, ROTL, parole, release dates, re-categorisation	22	46
J	Staff/prisoner concerns, including bullying	4	11
K	Transfers	9	0
L	Miscellaneous	13	9
	Total number of applications	156	262

Property, particularly items that did not arrive from the transfer prison had, yet again, a significant number of applications.

Sentence management was the highest at Fosse Way, reflecting the issues OMU had with staffing levels and the number of prisoners looking for re-categorisation, parole hearings and release dates.

Health was also high, and since the end of this annual report, healthcare services previously provided by Nottinghamshire Healthcare NHS Foundation Trust were transferred to Practice Plus Group, a private provider, following the Trust serving notice to withdraw from the contract. The transfer of services took place on 1 July 2025.

Annex- tables and graphs

The following are statistics on a number of key areas:-

- SDS 40 – Prisoner transfers in, out and releases
- Prisoner incentives scheme levels – basic, standard and enhanced
- MDT – mandatory drug testing
- IRS – incident reporting system
- Summary of complaints
- Industries
- Violence in Fosse Way

SDS 40

Month	Receptions IN	Transfers OUT	Releases	Total OUT	% Population Turnover
Jun 24	162	42	106	148	9.04%
Jul 24	149	42	101	143	8.51%
Aug 24	264	76	120	196	13.41%
Sept 24	218	59	223	282	14.58%
Oct 24	197	42	206	248	12.97
Nov 24	267	60	157	217	14.11%
Dec 24	249	67	182	249	14.52%
Jan 25	301	81	190	271	16.68%
Feb 25	220	54	162	216	12.71%
Mar 25	248	53	182	235	14.08%
Apr 25	292	68	182	250	15.8%
May 25	299	69	227	296	17.35%

Prisoner incentives scheme levels

	Jun 24	Jul 24	Aug 24	Sep t 25	Oct 24	Nov 24	Dec 24	Jan 25	Feb 25	Mar 25	Apr 25	May 25
Basic	39 2%	61 4%	63 4%	51 3%	70 4%	100 6%	120 7%	130 8%	166 10%	157 9%	149 9%	141 8%
Standard	671 39%	699 41%	761 44%	773 45%	784 47%	766 46%	779 46%	774 46%	770 45%	769 45%	801 46%	835 47%
Enhanced	990 58%	948 56%	919 53%	887 52%	826 49%	792 48%	778 46%	779 46%	767 45%	785 46%	791 45%	782 44%
Prison Population	170 1	170 7	174 3	171 1	168 0	165 9	167 7	168 3	170 3	171 0	174 1	175 8

MDTS: Monthly number of drug tests

JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	TOTAL
86	86	86	88	56	82	85	84	86	86	88	89	1002

Number of positive drug tests per month

JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	TOTAL
37	32	31	34	26	24	19	31	36	32	32	39	373
43%	37%	36%	39%	52%	34%	28%	36%	39%	37%	36%	44%	37%

Incident reporting system

	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY
Assaults	42	44	53	60	63	56	57	43	55	37	44	62
Deliberate Self-harm	65	76	141	134	120	101	104	95	114	73	73	79
Disorder	7	13	7	10	12	13	9	7	14	6	9	2
Finds	51	83	54	55	93	40	72	126	205	97	108	106

Summary of complaints

Complaint type: Comp1 (Ordinary Complaint); Comp 1A (Appeal), Comp 2 (Confidential Complaint)

Total number of complaints for reporting year:

JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	TOTAL
327	313	282	183	253	242	247	249	206	287	277	238	3104

The speed of response has, at times, been slow, partly due to the complaints department being under-resourced and partly because management were slow to respond to the complaints at all levels: Comp1s, 1As and Comp2s.

Violence

	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Total
Prisoner on prisoner	30	40	40	47	51	47	48	40	50	30	38	47	508
Prisoner on staff	12	4	13	13	12	9	8	3	5	7	6	15	107
Serious Prisoner on Prisoner	1	4	7	4	2	4	3	5	7	3	1	6	47
Serious Prisoner on Staff	1	0	4	2	2	2	1	0	2	1	1	3	19

Industries

Attendance

The attendance in industries is included in the figures for purposeful activity (below).

In terms of industries, the data shows that the attendance in some workshops is far below the average. The data also shows that, on average, only 63.1% of spaces were allocated.

Attendance data

Month	Planned attendance	% Att. of planned	Max places	Attended attendance
Jun-24	29458	84.96	48226	25030
Jul-24	33271	86.63	53599	28825
Aug-24	29985	85.52	49366	25644
Sep-24	26069	86.63	55209	22585
Oct-24	29556	75.56		22333
Nov-24	23293	88.23	40900	20553
Dec-24	24458	85.85	31962	20998
Jan-25	23293	88.23	40900	20553
Feb-25	33271	86.63		28825
Mar-25	30724	87.82	37997	26996
Apr-25	29642	91.75	37921	27198
May-25	30442	91.56	39563	27875
Average	28621.8	86.6	45364	24784.6

Industries survey

Each prisoner was asked to give the activity a score out of 10 based on all aspects, including potential impact following release. They were then asked to say what was the best thing about the activity and to name one possible improvement.

Activity	Score	Best Thing	Improvement
Combat 2 coffee (Barista coffee training)	10	Tutors, practical	Allocations: some will be released before completion.

Combat 2 coffee	9	Relaxed learning	Fix roasting machine.
Combat 2 coffee	8	Staff, working with others	Missed time due to wing being banged up.
Combat 2 coffee	9	Practical	None
Combat 2 coffee	10	Staff and course content	Need more time on milk technique.
In house records (Music record production training)	9	Staff	Pay always wrong
In house records	10	Can record own material – freedom to do your own thing	Need more laptops, too much time waiting.
In house records	9	Able to get together and plan with other people	Need more separate soundproofed areas.
Bricklaying	8	Staff	Slide shows and videos.
Bricklaying	8	Learning a skill	Be able to do level 2
Bricklaying	8	Learning a skill	Be able to do level 2
Bricklaying	10	Being out of houseblock	Be able to do level 2
Bricklaying	10	Being out of houseblock	Be able to do level 2
Bricklaying	10	Hands on	Be able to do level 2

Assistance dogs	10	Interactive	None
Assistance dogs	10	Interaction with dogs, gives a sense of purpose.	None
Assistance dogs	10	Taught by civilians. Learning a new skill. Having a dog (miss having a dog, been in prison since 2013 and first parole 2031)	None
Life cycle	10	Learned new techniques. Done levels 1 and 2. Will help to get a job.	Have a mentor.
Life cycle	10	Transferable skills, will help get an automotive job.	Prison protocol for replacing broken tools is a nuisance.
Life cycle	10	Skill I can use in retirement as more appropriate employment (had 3 heart attacks).	Need longer hours.
Life cycle	9	Learning.	Time wasted in movements.
Life cycle	10	Staff. Being able to learn despite my learning difficulties. It's improved my literacy skills.	Need a bigger room.
Soft FM	10	Good music	Wages
Soft FM	8	Something I can do on the outside.	Wages
Carpentry and joinery	9	Learning techniques	Need to offer level 2
Carpentry and joinery	10	Learning new skills	Need to offer level 2

Carpentry and joinery	10	Really helpful tutor	Need to offer level 2
Carpentry and joinery	10	Really knowledgeable tutor	Need to offer level 2
Carpentry and joinery	10	Support and guidance	More information about courses before applying.
Plastering	10	Patient teacher	Nothing
Plastering	10	Teacher, practical, will help on the outside.	Better materials, products going out of date.
Plastering	10	No response.	Need to offer level 2
Warehousing	7	Alphabet game	More games
Warehousing	7	Knowledgeable tutor	More practical activity
Warehousing	8	Tutor and friendships made.	More space for chairs
Warehousing	7	Alphabet game and socialising.	Nothing
Waste Management	10	Being off wing and learning skills.	Wages
Waste Management	8	Out of cell, passes time quickly.	Wages
Waste Management	10	Working with colleagues.	Nothing
Waste Management	7	Time flies, staff are good.	Wages
Waste Management	7	Out of cell.	Wages

	Average: 9.16		

Despite there being a wide range of work activities, from the traditional to training to be a barista, music recording and dog training, and our survey showing that all the courses are well received, there are still only 63% of spaces allocated.



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