

Action Plan in response to the PPO Report into the death of Ms Alex Davies on 24 December 2024 at HMP Styal

Rec No	Recommendation	Accepted / Not accepted	Response Action Taken / Planned	Responsible Owner and Organisation	Target Date
1	The Governor should put robust and auditable measures in place to ensure that staff understand the importance of de-escalation techniques to avoid use of force and that staff use force only as a last resort.	Accepted	<p>All use of force incidents are reviewed and any incidents where it is deemed that appropriate de-escalation has not taken place are referred to the Deputy Governor and the weekly development meeting. The incidents are then reviewed by a multi-disciplinary team and appropriate actions are taken, for example one to one coaching with staff and development conversations with the member of staff's line manager.</p> <p>Incidents where use of force is avoided through de-escalation are referred to Psychology for review. These are fed back directly to staff involved to encourage positive behaviours and reinforce this approach.</p> <p>Use of force is discussed regularly through notices to staff, staff briefings, and operational band 4 and 5 forums, with de-escalation and avoidance of use of force being the key themes.</p>	Governor, HMPPS	Completed

			This is to ensure prisoner and staff safety, as well as contributing to a trauma-informed approach.		
2	<p>The Governor should conduct an urgent review of the use of segregation at Styal to satisfy herself that managers understand:</p> <ul style="list-style-type: none"> • the roles and responsibilities for deciding if a prisoner is to be segregated and for completing the authorising documentation; • the impact that being segregated can have on the risk of suicide and self-harm and mental health; • the documents that must be completed when a prisoner on ACCT is segregated, including a defensible decision log that sets out the alternative options considered and why they were not deemed suitable. 	Accepted	<p>The Governor and Deputy Governor have held meetings with all operational managers to explain the roles and responsibilities when deciding whether a prisoner should be segregated, including the requirement to complete the authorisation documentation.</p> <p>Additionally, the national Safety team has delivered defensible decision-making training to ensure understanding of the required actions.</p> <p>An upskilling session will be delivered to all managers that explains the impact that being segregated can have on the risk of suicide and self-harm and mental health.</p> <p>An assurance process has been implemented to ensure that all initial segregation paperwork for prisoners subject to ACCT case management procedures has been completed. This includes the initial defensible decision log that sets out the alternative options that were considered and any Good Order and Discipline reviews. Individual feedback is given following the assurance if learning has been identified.</p>	<p>Governor, HMPPS</p> <p>National Safety Support Team, HMPPS</p> <p>Governor, HMPPS</p> <p>Governor, HMPPS</p>	<p>Completed</p> <p>Completed</p> <p>December 2025</p> <p>Completed</p>