



HM Prison &
Probation Service

Action Plan: HMP Usk and HMP/YOI Prescoed

Action Plan Submitted: 02 September 2025

A Response to the HMIP Inspection: 12 – 22 May 2025

Report Published: 12 August 2025

INTRODUCTION

HM Inspectorate of Prisons (HMIP) and HM Inspectorate of Probation for England and Wales are independent inspectorates which provide scrutiny of the conditions for, and treatment of prisoners and offenders. They report their findings for prisons, Young Offender Institutions, and effectiveness of the work of probation, and youth offending services across England and Wales to Ministry of Justice (MoJ) and His Majesty's Prison and Probation Service (HMPPS). In response to the report HMPPS / MoJ are required to draft a robust and timely action plan to address the priority and key concerns. Action plans provide specific steps and actions to address the priority and key concerns, that are clear, outcome focussed, measurable, achievable, and relevant with the owner and timescale of each step clearly identified. Action plans are sent to HMIP and published on the [GOV.UK website](https://www.gov.uk). Progress against the implementation and delivery of the action plans will also be monitored and reported on.

Action Plan: HMIP Report

Establishment: HMP Usk and HMP/YOI Prescoed

1. Rec No	2. Concerns	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
	Priority concerns			
1	Education, skills and work provision did not consistently support all learners to make good progress, and it was not responsive enough to changes in the population at Prescoed, leaving some prisoners underoccupied.	<p>HMP Prescoed will improve the available support for all learners by:</p> <ul style="list-style-type: none"> The Head of Education, Skills and Work (HoESW) completed an establishment Needs Analysis in July 2025. This is now a 'live', on-going Needs Analysis, responsive to any changes in the prison population, that provides the prisons with the information needed to support and assign tangible employment pathways based on individual needs and labour market information. The Head of Reducing Reoffending (HoRR) will review all On-site employment opportunities to ensure the numbers are appropriate to the work available. Completing a thorough assessment for all prisoners as part of the Education induction process. All prisoners will then be assigned Employment Pathways based on their individual goals and offered a curriculum informed by labour market information, allowing them to progress with their sentence and prepare them for release. <p>To ensure prisoners are not underoccupied and are adequately prepared for working life on release, the following measures are being introduced:</p> <ul style="list-style-type: none"> Prisoners employed as Unit Cleaners are being encouraged to engage in Education in addition to their cleaning duties and attend courses such as First Aid at work, manual handling and 'Progress in Work' booklets. Residential Officers will ensure that cleaning schedules are adhered to and there is effective oversight of prisoners employed as Cleaners. Reviewing the numbers of workers in the kitchen, along with their shift patterns, to allow them more flexibility during the working day to attend other courses and gain additional qualifications in preparation for release. 	Governor	<p>Complete</p> <p>January 2026</p> <p>September 2025</p> <p>September 2025</p> <p>Complete</p> <p>Complete</p>



		<ul style="list-style-type: none"> Introducing a referral process for prisoners entering HMP Prescoed who are identified below Level 1 in Literacy and numeracy, so they can be assigned to the appropriate education course. Improving the promotion, through monthly communications/notices, of the available extra curricula activities to allow prisoners to gain additional qualifications. Quality assurance and targets for improvement will be documented, monitored, and tracked at the bi- monthly Reducing Reoffending meeting and monthly Quality Improvement Group (QIG) meetings. 		<p>Complete</p> <p>Complete</p> <p>September 2025</p>
2	Delays in release on temporary licence (ROTL) approvals meant that many prisoners at Prescoed did not have the opportunity to attain prompt ROTL to help them prepare for a safe and constructive release.	<p>HMP Prescoed will continue to improve delays in approving Release on Temporary Licence (RoTL) applications by:</p> <ul style="list-style-type: none"> Case administrators and Prison Offender Managers (POMs) will send reminders and chase any applications/ ROTL checks that are nearing or past the deadline. Where necessary, in situations where no response is received, the Head of Offender Management Delivery (HOMD) will escalate these cases. Implementing a tracker to log all ROTL applications, programmed to flag those that are coming up to their deadline and those that have past their deadline. This will trigger an escalation via the HOMD to the applicable Probation Delivery Unit and or Police Force. On receipt of all information the ROTL boards will consider the application. 	Governor/ HoMD	Complete
	Key concerns			
3	At Prescoed, some communal and outside areas were not cleaned properly, and staff were not sufficiently visible	<p>HMP Prescoed will improve the standards of cleanliness for communal and outside areas, along with increased staff visibility by:</p> <ul style="list-style-type: none"> Continued improvements to accommodation blocks, toilets and shower units through refurbishment and deep cleaning, with work on the showers on Bingham Unit having already commenced, along with the completion of cleaning on Bingham and Llewellyn Units. 	Governor	February 2026



	on the wings to enforce standards or support prisoners.	<ul style="list-style-type: none"> • Painting accommodation blocks following the completion of shower refurbishment on each unit, with two units having already been completed. • Introducing daily decency checks by the officer responsible for each unit, to ensure areas of concern are pointed out and rectified. • Setting up a system of assurance checks for cleanliness and decency by the Residential management team, with the Deputy Governor and Head of Residence conducting monthly assurance checks, including ensuring each unit/area has sufficient cleaning equipment/materials. • The Orderly Officer and Residential Managers will brief staff to ensure they are more visible around the site to improve oversight of cleaning. • The Area Property Operations Manager will put in place weekly/monthly assurance checks to ensure maintenance work is completed to include grounds and gardens. 		<p>February 2026 Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p>
4	Self-catering facilities at Prescoed were too limited to support prisoners to prepare for independent living.	<p>HMP Prescoed will explore the possibility of increasing self-catering facilities site wide by:</p> <ul style="list-style-type: none"> • In conjunction with AMEY, separate to the expansion programme, an internal feasibility study will be completed to determine if the sites electricity supply can be upgraded to increase the number of Cookers and refrigerators on camp, to allow for prisoners to prepare for independent living. • A Residential Custodial Manager will lead on a project to explore increasing the cooking facilities on units and submit a proposal for costings and work, subject to electricity supplies permitting. • The Capacity expansion programme is due to start by November 2025, work includes an electricity substation being installed on camp to meet the demands of additional electricity on camp. These units come with purpose-built kitchen and communal dining rooms, this along with the extra electricity supply will enable us to look at the feasibility of making self-cook camp wide. • Introducing incentivised self-cooking, utilising the Bunker Bins accommodation units (Leathwood, Dunbar and Micthell) as they have the capacity and space to enable this. • Expanding the available provision of the Cameo Unit to provide self-cook to a greater number of prisoners on camp. 	Governor	<p>October 2025</p> <p>December 2025</p> <p>December 2026</p> <p>October 2025 December 2025</p>



5	There were some weaknesses in clinical health care governance: incident reporting was low and there was insufficient monitoring of areas such as attendance at outpatient appointments and clinics.	<p>The Health Provider (Aneurin Bevan University Health Board (ABUHB)) will ensure clinical governance remains an integral part of the ethos embedded into all aspects of clinical practice by:</p> <ul style="list-style-type: none"> • ABUHB will remind all healthcare staff about the importance and requirements to follow risk management processes, encouraging staff at weekly/monthly team meetings to have open conversations surrounding potential incidents without fear of reprisal. • Providing staff with the necessary time to complete Datix reports (an online system for reporting incidents), with support from peers and seniors as required. • Providing Lead Nurses with access to Datix systems to ensure incidents are managed in a timely and accurate manner. Where appropriate, these will be escalated to more senior staff within the Primary and Community Care Division. • Information from Datix will be analysed monthly by the Head of Healthcare to identify themes/issues, to change practices where required, and implementation of procedures to improve safety and reduce incidents. Instances of major concern will be added to both the prison and health board risk registers. These will be updated regularly to reduce occurrence and improve patient care. <p>The ABUHB and HMP Usk/Prescoed will improve the monitoring of outpatient appointments by:</p> <ul style="list-style-type: none"> • Recording all patient appointments on SystemOne (a centrally hosted clinical computer system) and a spreadsheet to track all appointments, to allow collaborative working between ABUHB and the prison to arrange escorts for appointments. • Reviewing the current escalation process, to ensure there is a robust process in place for the Senior Healthcare Manager to identify and escalate any patients who decline to attend follow-up medical appointments or investigations (including but not limited to radiological procedures), to allow GP staff to review them in a timely manner. • Implementing a process map to ensure there is a consistent approach to a clinician review of patients who have declined attendance to appointments for clinical investigations or follow-up medical appointments. The map includes details relating to necessary documentation in the clinical records to support the clinical teams, ensuring 	Healthcare Provider	Complete
			Healthcare Provider/ Governor	Complete



		<p>that patient wishes including refusal to consent to treatment are respected and documented.</p> <ul style="list-style-type: none"> • Mental health service provision is currently under review with a new model of delivery due to be rolled out over the next 6 -9 months. The new model will focus on more accurate screening and recording of referral data, problem coding, along with the use of assessment and intervention templates congruent with NICE guidelines (Evidence-based recommendations developed by the National Institute for Health and Care Excellence (NICE) to improve health and social care in the UK). • Improving care planning for patients with long-term health conditions by: <ul style="list-style-type: none"> ➢ Implementing a SystmOne 'Super User', to improve the existing care plan in place for patients with long-term health conditions, with a view to improving better health and wellbeing for the patient. ➢ Updating care plans will be regularly to ensure they continue to meet the individual's needs and reflect any changes in their care. ➢ Delivering staff training for care planning to ensure the individual needs of the patients are met. • Continued oversight of all aspects of clinical governance will be at the monthly Prison Health Delivery Group meeting and quarterly health Prison Partnership Board (PPB) to aid the identification of improvements. 		
6	<p>Patients were unable to receive, or be prescribed, the equivalent range of medication that was available in the community.</p>	<p>ABUHB will ensure the standard of healthcare provided within both prisons is equivalent to that delivered in the community. It is important to note that equivalence does not imply uniformity; prisons are complex environments with unique challenges, and healthcare delivery must be adapted accordingly to mitigate risk. Medication choice is one such area where clinicians must carefully consider how equivalence is achieved. They will achieve this by:</p> <ul style="list-style-type: none"> • Conducting an audit to assess cases where prisoners have not been accepted due to medication-related concerns, either because the medication is unsuitable for in-possession use or the individual is unable to manage their medication independently. The findings will inform future revisions of the in-possession medication policy to ensure it remains responsive and fit for purpose. 	Governor/ Healthcare Provider	January 2026



		<ul style="list-style-type: none"> Ensuring prescribing at HMP Usk and HMP Prescoed is aligned with both national and local clinical guidelines and prison specific guidance such as the Royal College of General Practitioners (RCGP) publication *Safer Prescribing in Prisons: Guidance for Clinicians* (January 2019). Ensuring prescribing activity is routinely monitored and analysed, with relevant data shared during monthly Prison Medicines Management meetings to support safe and effective practice. Regularly reviewing the in-possession medication policy, updating it as required in response to local intelligence, changes in prescribing guidance, and the evolving needs of the prison population. Patients identified as struggling with medication adherence are currently supported through pharmacist-led medication reviews, compliance checks by pharmacists and pharmacy technicians, and a range of tailored interventions. Medication Management and Pharmacy provision is regularly reviewed at the PPB. This group ensures that standards for medication management are upheld and that services align with both local and national healthcare frameworks. A key focus is on continuous improvement, with a commitment to developing services that meet evolving needs and maintain high standards of care. 		<p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p>
7	Education, skills and work self-evaluation did not consistently focus on the quality of teaching or consider all relevant data to inform improvement priorities.	<p>The HoESW will improve the self-evaluation of ESW and the quality of teaching by:</p> <ul style="list-style-type: none"> Working in partnership with the HoRR to lead the Quality Improvement Group (QIG) to evaluate all available data, including but not limited to, CURIOUS data, CPD information, and teachers and learners' feedback to identify areas requiring improvement. The QIG will have a standing agenda item to discuss the data and generate appropriate actions that will be included in the education Quality Development action plan. Reviewing the Quality Development action plan to reduce the number of operational objectives so there is a greater emphasis on strategic objectives. Reviewing the Quality Framework to support a more robust and consistent evaluation of teaching, alongside a quality calendar for teaching observations and learning walks that will identify areas for improvement and Continuous Professional Development (CPD) for staff, including appropriate feedback to improve the quality of teaching. 	Governor	October 2025



		<ul style="list-style-type: none"> Implementing a comprehensive programme of professional training for all education staff. Focussing on, improving the quality and targeting of questioning, embedding recall tasks into teacher's planning, improving teachers understanding on how to support Additional Learning Needs (ALN) learners, structured learning, utilising starting points well enough or provide challenging activities to move learning along. Implementing a quality assurance process to ensure that self-evaluation is precise, comprehensive and prioritises the area's most important to securing progress. 		
8	There were insufficient telephones for prisoners at Prescoed and many could not be used in privacy.	<p>HMP Prescoed will increase the provision and privacy to telephones by:</p> <ul style="list-style-type: none"> Providing a suitable mobile phone for each room, linked to the existing Personal Identification Number (PIN) phone system, once an installation date can be provided by HMPPS Digital. Obtaining costings to install additional PIN phones and phone booths to increase the current provision, until an implementation date for distribution of mobile phones within the open estate is provided. The Head of Residence will ensure every PIN phone has a privacy hood and there is sufficient space to create Phone booths on Units. Relocating public address speakers from the vicinity of existing phones to increase privacy, along with implementing a system to ensure everyone has fair and equitable access to the phones. 	Governor	<p>July 2026</p> <p>September 2025</p> <p>September 2025</p> <p>October 2025</p>

