



HM Prison &
Probation Service

Action Plan: HMP Wakefield

Action Plan Submitted: 24 November 2025

A Response to the HMIP Inspection: 30 June – 10 July 2025

Report Published: 29 September 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. Progress against the implementation and delivery of the action plans will also be monitored and reported on.



ACTION PLAN: HMIP REPORT

ESTABLISHMENT: HMP WAKEFIELD

1. Rec No	2. Concerns	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
Priority concerns				
1	There had been an increase in levels of violence, and many prisoners told us that they felt unsafe.	A population review will be completed at HMP Wakefield including the management of prisoners' risk, safety and vulnerability. A safety summit will be arranged to include key stakeholders and prisoners, to inform the strategy and approach of HMP Wakefield. A more robust process will be developed to improve data collation and analysis around violent incidents to understand the key drivers behind them. The terms of reference for the tripartite safety, security and drug strategy meeting will be reviewed with greater focus on safer custody and outcomes. Increased training for staff and managers around Assessment, Care in Custody and Teamwork (ACCT) and Challenge, Support, and Intervention Plan (CSIP) processes will be rolled out. Two safety floorwalkers have been recruited to support ACCT and CSIP processes. Quality assurance processes in these areas will be reviewed and implemented which will complement the work of the floorwalkers. The local self-isolation policy will be reviewed to ensure it provides the support needed to reintegrate prisoners. The local incentives policy will be reviewed to ensure a culture of rewarding positive behaviour is fostered.	The Governor The Governor The Governor The Governor The Governor The Governor The Governor The Governor	January 2026 March 2026 February 2026 January 2026 April 2026 Completed January 2026 January 2026 January 2026



		A risk assessment of areas and activities will be undertaken to identify opportunities for increased searching to build confidence and to remove illicit items from the establishment. The Local Security Strategy will be revised to embed these changes.	The Governor	December 2025
2	The prison's infrastructure was in a very poor condition in some important areas and in need of investment. Vital security systems had broken down and living conditions had deteriorated. Wings were shabby, showers were in very poor condition, water boilers and washing machines were subject to regular breakdowns, and electrical issues sometimes affected emergency cell call bells.	HMPPS is funding a security system upgrade, full fire safety improvements, replacement of the cell call system, replacement of the general alarm systems, upgrading the LED lighting in all accommodation wings and the replacement of the hot water boilers. Works will take place over the next five years at a cost of c£72m. New prisoner employment opportunities will be created, to ensure a focus on wing cleanliness and to support the painting programme across the establishment. Clean and decent assurance checks will be introduced locally to improve cleanliness across the prison and provide governance.	MOJ Property The Governor The Governor	September 2030 January 2026 January 2026
3	Time out of cell for too many prisoners was poor. We found around half of the population locked up during the working day.	A full staff re-profiling exercise will be completed alongside a review of the core day. There will be a move to part time working to increase the number of prisoners who can access activities. The local pay policy will be reviewed to incentivise attendance and encourage engagement and progression within the regime. A review of the induction programme, allocation process and sequencing will be completed to ensure that activity spaces are maximised. A working group with all stakeholders will be established to ensure that the impact of prisoner appointments on activities is reduced.	The Governor The Governor The Governor The Governor The Governor	January 2026 January 2026 January 2026 January 2026 January 2026
4	There were insufficient activity spaces for all eligible prisoners. Prisoners were not allocated effectively to the activities available, leaving workshops operating under capacity.	A review of the workshop activity places, and available work will take place to ensure the best use of space available. A waste management unit will be implemented. Further options are currently being explored with Prison Industries around a land-based industries facility.	The Governor The Governor	January 2026 April 2026



5	Prisoners did not have consistent access to education, skills and work. Significant issues with the infrastructure of the prison led to workshops being closed, and ineffective management of the regime resulted in prisoners often being delayed in getting to training and work.	As above, HMPPS is funding a security system upgrade, full fire safety improvements, replacement of the cell call system, replacement of the general alarm systems, upgrading the LED lighting in all accommodation wings and the replacement of the hot water boilers. Works will take place over the next five years at a cost of c£72m.	MOJ Property	September 2030
		Estate improvement proposals have been submitted to the MOJ for the replacement of heating and associated equipment, the renewal of existing CCTV and the introduction of additional CCTV across the prison, replacement of existing lifts and construction of extra lifts as well as the reroofing of affected workshop blocks.	The Governor	Completed
		A new activities manager will be appointed to drive the regime and ensure prompt arrival to activity areas.	The Governor	March 2026
		The working pattern of staff supervising activity areas will be reviewed alongside the reprofiling exercise to ensure they are available at the commencement of activities.	The Governor	January 2026
		The process around dispensing medication will be reviewed and priority given to those attending work and education.	The Governor	January 2026
Key concerns				
6	Induction processes did not take place consistently.	A full review of the induction process and areas of responsibility within it will take place to ensure consistent delivery.	The Governor	January 2026
		An assurance process will be implemented to track compliance alongside the new process.	The Governor	January 2026



7	The regime for prisoners self-isolating out of fear for their safety was too punitive.	The terms of reference for the tripartite safety, security and drug strategy meeting will be reviewed with greater focus on safety and outcomes.	The Governor	January 2026
		Two safety floorwalkers have been recruited to support the ACCT, CSIP and self-isolator processes.	The Governor	Completed
		The local self-isolation policy will be reviewed to ensure it provides the support needed to reintegrate prisoners.	The Governor	January 2026
		The local incentives policy will be reviewed to ensure a culture of rewarding positive behaviour is fostered.	The Governor	January 2026
		Quality assurance processes around ACCT, CSIP and self-isolators will be reviewed and implemented which will complement the Floorwalker project.	The Governor	January 2026
8	Some poor enablement of health services hampered delivery and presented risks to patient safety. Inpatient beds were sometimes used for non-clinical admissions, and officers allocated to the inpatient unit were often redeployed to other duties, preventing them from supervising patients, and the safe delivery of care. Patients experienced delays in attending emergency and some routine hospital appointments because of prison processes.	A review the of the in-patient unit will be carried out in partnership with the health provider. This will establish a process for admission and discharge as well as a clear purpose and identity for the unit.	The Governor	April 2026
		A defensible decision and joint decision log will be implemented so that operational and clinical needs are fully evaluated and acted upon.	The Governor	January 2026
9	Patients waited far too long for a transfer to specialist mental health beds under the Mental Health Act.	HMPPS and the Ministry of Justice recognise that vulnerable people in prison who meet the threshold for detention under the Mental Health Act and require a transfer to hospital continue to experience delays in transfers to specialist facilities. The Mental Health Bill continues to progress through parliament. The Bill introduces a new statutory time limit of 28-days for the transfer of patients with a mental disorder from prison and other places of detention to hospital. This time limit, together with operational improvements, aims to reduce unnecessary delays and deliver swifter access to treatment. At national level, NHS England are working with the Department of Health and Social Care, NHS England, the Welsh Government, the Home Office and the Youth Custody Service to create an implementation plan which sets out the	NHS England	18 - 24 months post Royal Assent



		operational improvements necessary to fulfil our commitment to commencing these reforms 18-24 month post Royal Assent. NHS England are also working closely with our health and justice partners to support the development of the recently established Mental Health and Justice Strategic Advisory Group. This group will improve oversight of the transfer process by bringing together key partners across operational delivery to scrutinise data and intelligence on transfer timeliness and identify and deliver solutions to address common causes of delays.		
10	Some health facilities did not meet essential infection prevention control standards, risking patient safety. This was because of a combination of poor maintenance, long waits for repairs and the absence of regular cleaning.	Bids will be submitted for the following work to be carried out across the prison: • The replacement of flooring across all three floors in the healthcare building. • The bathrooms in the healthcare building to be cladded replacing the current tiles. • Plaster to be replaced in the central medication hatch. • The replacement of chairs and furniture within the health facilities. The clinical provider is ensuring infection control cleanliness levels are maintained by increased monitoring.	The Governor Practice Plus Group	January 2026 Completed
11	The single exercise area was not well used. The prison had not done enough to understand why so few prisoners accessed time in the open air.	A safety summit will be organised to include key stakeholders and prisoners, to inform a strategy and approach around safer custody. The issue of exercise will be on the agenda and will ensure there is a greater understanding of prisoners perceived barriers hindering attendance.	The Governor	March 2026
12	Leaders had not implemented the reading strategy effectively. Prisoners were not receiving the support they needed, reading was not prioritised and resources to encourage reading were not readily available.	A full relaunch of the reading strategy will take place with a whole prison approach to ensure sufficient focus, understanding and promotion of the benefits and impact of reading. Access to the Library will be reviewed as part of the reprofiling exercise and access to reading material will be improved across the prison including on residential areas. Reading support will be facilitated for the least able and there will be additional reading resources across the prison.	The Governor The Governor The Governor	January 2026 January 2026 January 2026



		The prison will continue to liaise with Wakefield Council to address shortfalls in current library provision. Working in conjunction with the Shannon Trust, reading mentors will be introduced at the establishment.	The Governor The Governor	April 2026 March 2026
13	The curriculum was not sufficiently ambitious and did not provide enough education and training for prisoners with long sentences, including those ready for higher levels of study.	The Reducing Reoffending strategy and action plan as well as the Education, Skills and Work needs analysis will be reviewed to ensure the prison understand the changing needs of the population. The curriculum and pathways will be reviewed to provide access to additional learning and qualifications.	The Governor The Governor	April 2026 June 2026

