



HM Prison &
Probation Service

Action Plan: HMP Wormwood Scrubs

Action Plan Submitted: 15th October 2025

A Response to the HMIP Inspection: 9th – 19th June 2025

Report Published: 8th 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: HMCIP REPORT

ESTABLISHMENT: HMP WORMWOOD SCRUBS

1. Rec No	2. Concerns	3. Response Action Taken/Planned	4. Responsible Owner	5. Target Date
	Priority concerns			
1	Over a third of prisoners were testing positive for illicit drugs and searching of staff and prisoners was not sufficiently thorough.	Drug Strategy The prison will continue to develop an Incentivised Substance Free Living (ISFL) on E-Wing which is focused on recovery and reducing demand for illicit drugs across the prison. This will include psycho-social through dedicated groups for those on this unit. HMP Wormwood Scrubs will introduce a weekly drug testing target which will include scope for suspicion and frequent testing to be consistently carried out alongside Mandatory Drug Testing (MDT). This will target those prisoners who are suspected of involvement in drug use and will provide an additional intervention for those who are on drug Challenge Support Intervention Plans (CSIPs) and those who are being considered for this additional support. The prison continues to implement a comprehensive drug strategy which commenced just prior to the inspection and is overseen by a dedicated Head of Drug Strategy. Since the inspection the prison has introduced the Moja vape, which is tamperproof and is more difficult to use for illicit drug use.	Governor Governor Governor	June 2026 June 2026 June 2026



		Searching The prison has increased the use of the body scanner in Reception for those coming into the prison. This data is monitored through the Drug Strategy meeting, which takes place every month and is chaired by the Head of Drug Strategy. The prison will improve the effectiveness of Enhanced Gate Security (EGS) by introducing a more consistent management presence, reviewing the list of prohibited items to include unsealed liquids and frequent covert testing of the EGS to ensure the upskilling of the EGS team. Following the introduction of a dedicated Training Custodial Manager (CM) under Enable the prison will focus on training and upskilling of the Operational Support Grade (OSG) group who run EGS to build confidence in their roles.	Governor Governor Governor	Completed April 2026 April 2026
2	Staff were not routinely wearing or activating body-worn video cameras (BWVCs) and governance of use of force was not rigorous enough. The available footage showed inappropriate and offensive language directed towards prisoners, and we were concerned to find that in some cases BWVCs were deactivated mid-incident.	Use of Body Worn Video Cameras (BWVCs) Security staff will be available at all shift start times during the week to issue new fobs to ensure uninterrupted access to BWVCs. When an alarm bell is activated, the control room will issue a reminder to all staff to activate their cameras. Control and Restraint (C&R) refresher training will include specific coverage of how to use BWVCs, including not turning	Governor Governor Governor	April 2026 Completed January 2026



		them off before the incident is fully concluded and a reminder about the use of professional language. Governance The Use of Force development meeting will take place weekly chaired by the Deputy Governor or Head of Safety and an action log maintained tracking all actions including informal feedback for staff involved in incidents. This will include challenging where BWVCs were not worn or activated, the language used and/or any poor practice. A third of incidents will be debriefed by the Use of Force Coordinator. The focus for these debriefs will be set by the Use of Force Committee to target areas of increased use or of disproportionality. The feedback from the debriefs will be shared with the Use of Force Committee and actions taken. All incidents in which Pelargonic Acid Vanillylamide (PAVA) or batons are drawn and deployed will be investigated by the C&R Coordinator. These investigations will be comprehensive and will be quality assured by the Senior Use of Force lead.	Governor Governor	Completed Completed
3	The strict separation of units meant that prisoners were too often not getting to activities, visits and appointments. This disrupted their daily lives in prison and prevented them from having important contact with family and friends.	HMP Wormwood Scrubs will review the arrangements for prisoners accessing healthcare appointments including therapies and the arrangements for in person and video call visits provision. Arrangements for accessing library and physical education will also be reviewed to fall in line with other activity provision. Quarterly Senior Management led clinic days ensure that there are no long delays for prisoners in accessing routine clinic	Governor Governor	September 2026 Completed



		appointments and prisoners from all wings are provided for on these additional days. The prison will reprofile with a focus on developing additional provision for visits and increasing the visits sessions that are available to prisoners.	Governor	January 2027
4	Time out of cell was poor and the decision to deprioritise key work meant that prisoners could be locked in cells for long periods with limited staff oversight.	Time out of cell It remains the prison priority to ensure all prisoners access the fullest regime and unemployment figures are closely monitored through a fortnightly Activities Meeting. Engaging in activities increases individual time out of cell. Since the inspection, HMP Wormwood Scrubs have implemented a weekend gym timetable, in September 2025, which gives improved opportunity for time out of cell at weekends. The prison will review the regime for the newly created ISFL unit to increase time out of cell on wing as part of the incentives of this unit. This will include time out of cell in the evening to engage with enrichment activities. Key work The prison will apply for additional Band 3 prison officer resource to fund a key work model that will prioritise those men with limited time out of cell accessing meaningful key work.	Governor Governor Governor Governor	Completed Completed June 2026 September 2026



5	There were insufficient activity spaces in education, skills and work and attendance was low. Leaders had not planned an ambitious curriculum and prisoners were not allocated to meaningful activities specific to their educational needs and career aspirations.	Insufficient spaces The prison will review all existing workshop provision with a view to increasing the work available. The expansion of the recycling provision planned for late 2025 will increase the number of workspaces for prisoners in this area.	Governor	September 2026
		The New Futures Network will source new opportunities for the two unused workshop spaces available in the prison.	New Futures Network	January 2026
		Low attendance In October 2025, the Annual Delivery Plan (ADP) will move to a new education provider – PeoplePlus, which will include the commissioning of an Engagement Officer role. This individual will support with attendance, motivation and engagement with education courses.	PeoplePlus	April 2026
		The Activities Team will focus wing by wing on supporting attendance improvement and the capturing of non-attendance reasons to enable the prison to identify and address the barriers to attendance more effectively and efficiently.	Governor	Completed
		The Activities Team will over allocate to some activities with poorest attendance and review this on a regular basis to ensure that attendance is maximised.	Governor	November 2026
		HMP Wormwood Scrubs will be supported by a Purposeful Activity Delivery Improvement Programme commencing in October 2025, which will focus on developing a better	London Prison Group	April 2026



		understanding of the barriers and informing plans for further progress. The IEP scheme will be used more proactively to support engagement in activities and those on enhanced that are not allocated or not attending their activity will be reviewed. Ambitious / informed curriculum The Prison Employment Lead will carry out a prisoner survey and focus groups to explore career aspirations. Careers, Information, Advice Guidance (CIAG) and education assessment data will be reviewed monthly to inform the prison curriculum and the commissioning of new projects and unused workshop space. All industries workshops will introduce an accreditation offer for prisoners.	Governor Governor Governor	January 2026 September 2026 January 2026
	Key Concerns			
6	Newly arrived prisoners spent long periods in reception and were not always given a telephone call to contact family or friends. First-night welfare checks were not always carried out.	Long periods in Reception Time spent in Reception is currently tracked and this data will be reviewed monthly to identify trends in order to improve processes and to meet the target of 2 hours of moving to the First Night Centre (FNC) within entering the prison. HMP Wormwood Scrubs will review moving some of the healthcare triaging and screening to the FNC.	Governor	January 2026



		First night telephone calls HMP Wormwood Scrubs will facilitate the initial phone call which will be increased from 2 minutes to 5 minutes. As part of the robust governance process a question has been added to the First Night Interview (conducted on all new receptions on the morning of their second day) to check whether the prisoner has been able to make the first phone call. This will enable the prison to provide the call within the first 24 hours if there was a problem on the first night. A further check will be added to the existing monthly Quality Assurance (QA) process. First night welfare checks Hourly checks on the FNC have a clear process with documentation as well as a manager's quality assurance monthly. The prison has implemented the same arrangements on the detox unit to ensure all new prisoners have enhanced checks on their first night, regardless of their route through custody. This will be reviewed alongside healthcare managers to develop a long-term solution.	Governor	January 2026
7	Not enough was done to encourage positive behaviour: the restricted regime limited opportunities for prisoners to show they could be trusted, and the incentives system offered few meaningful rewards.	The IEP scheme had been reviewed and republished shortly prior to the inspection and had yet to be embedded. The policy will be reviewed in early 2026 to assess the effectiveness and the impact alongside the HMIP feedback. Quarterly consultation with prisoners on meaningful incentives will contribute to this review.	Governor	April 2026



		The prison will be able to offer more gym access, and this timetable will be developed to provide additional incentivised sessions as well as broadening the gym curriculum.	Governor	June 2026
8	Living conditions were too variable: not all units were cleaned well, many showers still lacked privacy, there was significant overcrowding and not all cells had toilet screening.	Cleaning Wing managers will review and update the cleaning equipment and supplies for each wing and have responsibility for ensuring equipment is working and supplies are adequate for the wing. This will be monitored through the monthly decency checks, which are carried out by the Head of Residence. HMP Wormwood Scrubs will introduce peer reviews that will consider cleanliness in hard-to-reach areas including stairwells, cleaning and bin stores and showers to ensure adequate attention is paid to these areas. The wings will develop weekly cleaning schedules for all areas within their responsibility including a comprehensive list of hard-to-reach areas and areas that require specialist input. Each of the wings will introduce meetings with wing cleaners to ensure that these cleaning schedules are adhered to. Competition on the wings will be used as to incentivise high standards. Showers still lack privacy MOJ Property Directorate will submit an Estates Investment Proposal to apply for funding to refurbish the remaining showers and fittings to improve decency and include adequate privacy.	Governor Governor Governor MoJ Property Directorate	April 2026 January 2026 January 2026 April 2026



		Toilet screening All toilets in shared cells will be screened by curtains as a priority. Furthermore, screens will be put up for all single cells and checked as part of the monthly decency returns.	Governor	January 2026
9	Staff were not responding promptly to emergency cell bells, and processes to monitor response times were not robust.	Staff Response The Safety Team will lead a new campaign across the prison to raise awareness of the importance of a responding quickly to the emergency cell call system. Monitoring response times The upgrade to the emergency cell call system across the prison is currently underway and will provide a system where response times are logged and monitored. The new system is already live in the Segregation Unit and will go live for D-Wing in phases over the course of 2025 and 2026. Data from the new system covering response times and highlighting any alerts responded to after 5 minutes will be reported to and monitored through the monthly Safety Meeting and will include each new zone as the upgraded system goes live. Action will be taken around late responses.	Governor Governor Governor	January 2026 December 2027 January 2026
10	The quality of food was a source of frustration for many prisoners. Meals were still served at the cell door and temperatures were not adequately checked.	Quality The Catering Manager will undertake a food survey for 2025 and restart quarterly food forums with prisoners. This will inform changes to the menu.	Governor	December 2025



		HMP Wormwood Scrubs have made investment to upgrade catering equipment to enable supplying prisoners with two hot meals a day. The development of a self-cook facility on the newly created ISFL is planned as part of the suite of incentives for men living on this unit. Food Temperatures Evening meals will not be served before 6pm. The temperature of meals will be tested and recorded on the wing at the point of delivery and form part of the daily checks, which Supervising Officers are required to undertake.	Governor	January 2026
			Governor	April 2026
			Governor	January 2026
11	Staff supervision of medicines administration was poor and some medicines were not provided at the correct intervals.	Immediately after the inspection HMP Wormwood Scrubs have implemented changes to how medication is issued, and wing staff are now supervising dispensing of medication routinely. Identification for prisoners is required and the issuing of lanyards to prisoners so that they can easily have IDs on their person has supported with this. Following the introduction of a dedicated Training Custodial Manager under Enable the prison will deliver training and upskilling during shut down training delivery on effective supervision of medication queues to reduce the risk of diversion or non-compliance with medication. Where safe to do so, medications will be issued in possession to prisoners to reduce medication times at the dispensing	Governor	Completed
			Governor	January 2026
			Governor	January 2026



		points. This is currently 40% of medication and the aim is to achieve 50% in possession by the end of December 2025.		
12	Prisoners did not receive a good-quality activities induction or information, advice and guidance that suitably prepared them for their next steps on release.	Activities induction The Prison Life induction is delivered on B-Wing, which will now include more detailed information about activities in the prison and how to get allocated into opportunities. All education assessments are now being completed on computer terminals, and the education induction will be reviewed to include information about the full prison wide curriculum. Careers Information Advice Guidance (CIAG) The prison is working with the new CIAG provider Get Set UK to induct and write Personal Learning Plans (PLPs) for all new prisoners. The PLPs will inform allocation into appropriate work or learning in the prison. Monthly Quality Assurance of the PLPs and the one-to-one interviews with prisoners will be carried out by managers in the Education, Skills and Work function and feedback shared with the provider to improve the quality. A remodelling of an education classroom will provide a dedicated space for CIAG delivery. This is currently underway.	Governor Governor Get Set UK Governor	January 2026 Completed January 2026 April 2026



13	There was not enough contact between prison offender managers (POMs) and prisoners to support sentence planning and progression.	Adherence to the policy expectations on the regularity of face-to-face contact will be reviewed through dip-testing of POM contact in allocated cases and quality reviews by HOMDs during monthly supervision sessions Imprisonment for Public Protection (IPP) progression panels will take place to support the recalled IPP cohort and monitored through the Offender Management Unit (OMU) Senior Managers meeting monthly.	Governor	April 2026
		HMP Wormwood Scrubs will have designated OMU interview rooms on each wing, which will be properly equipped to facilitate face-to-face contact, assessment and supervision. Phone access will enable Community Offender Manager (COM) involvement where required.	Governor	April 2026
14	Over a fifth of prisoners were released homeless and there was very little housing support for the large number on remand. Accommodation outcomes were unknown for those being released directly from court.	The Commissioned Rehabilitative Services (CRS) accommodation support provided by St Mungo's in HMP Wormwood Scrubs, has been extended to include those people on remand which focuses on addressing any urgent accommodation needs, including helping maintain tenancies for those entering custody and preventing homelessness.	Commissioned Rehabilitative Services (CRS)	Complete
		As part of the recommissioning of the CRS in 2027, HMPPS has reviewed the design and undertaken extensive market engagement to ensure that future services will more effectively deliver support to people leaving custody and align with wider provisions to best meet people's resettlement and rehabilitative needs.	CRS	March 2027
		To further tackle reoffending and homelessness, HMPPS is working closely with the Ministry of Housing, Communities and Local Government (MHCLG) and other government	CAS	December 2025



		departments on the development of a new cross-government strategy to put us back on track to ending homelessness.		
15	While a wide range of data was collected across the prison, it was not used well enough to generate actions and priorities for improvement.	All functional meetings will be reviewed to ensure that the data captured and reviewed is being acted on effectively. The prison will introduce a standard template for actions coming out of meetings that will provide a prompt to respond to the data captured and discussed. As part of a series of continued professional development for the Senior Management Team, a training session will be delivered on effective use of data. Since the inspection, HMP Wormwood Scrubs has introduced a new format for Senior Management meetings and functional progress on business priorities is underpinned by data.	Governor Governor Governor	January 2026 January 2026 Completed

