

Gatwick IRCs

GAT 016



Drug and Alcohol Strategy



2017/ 2018

Reviewed December 2017

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Section 1 | Introduction

Gatwick IRCs will adhere to the mandatory requirements laid down in various DSOs and guidance in relation to its Drug and Alcohol Strategy. This strategy is designed to provide an overview of the key functions that integrate within the Drug and Alcohol Strategy framework to assist in dealing with detainees who have substance misuse issues in our centres. We will take a multi-disciplinary approach in setting out, implementing and managing this strategy with key support from -

- G4S Healthcare Services
- NHS England
- Forward Trust Substance Misuse Services
- Surrey and Sussex Police Force
- Home Office Detention Services

It is intended to be user friendly, a working document, with clear links to audit criteria and accountability. Each section will be reviewed through the annual Drug and Alcohol Needs Analysis which will provide an action plan that will be an instrumental part of the 'Drug Strategy'. The central responsibility for meeting these actions will be the person for that particular area.

Statement

In order to protect the public and maintain a safe and healthy environment for all who work and live in our centres, we will take a zero tolerance stance on the presence and use of illicit drugs, drug misuse and alcohol misuse. We take very seriously the difficulties surrounding substance misuse and provide a service for those who wish to address their drug and/or alcohol problems.

Gatwick IRCs are committed to building recovery, significantly reducing demand and restricting supply. We aim to support detainees to live a substance misuse free lifestyle. We aim to achieve this by developing constructive regimes that provide both opportunities to challenge and address drug misuse and incentives to change behaviour and accept support.

This statement reflects the Drug and Alcohol Strategy and the clinical treatment of substance misusers at Gatwick IRCs

This strategy has three main themes:

- 1. Disrupting the Supply.**
- 2. Reducing the Demand.**
- 3. Treatment and Support.**

This will be achieved through:

- 1. Prevention**
- 2. Intervention and support**
- 3. Enforcement**

Gatwick strategy on drug and alcohol misuse

In order to maintain a safe and healthy environment for all who work and live in our centres, we are committed to significantly reducing the access to and demand for drugs and alcohol by detainees.

We take very seriously the difficulties surrounding substance misuse and provide a service for those who wish to address their drug and/or alcohol problems. We do this by focussing on reducing the supply and demand for drugs and by raising awareness of the health and social implications of using illicit drugs through education and training.

We are committed to working with a number of specialist agencies NHS England, Forward Trust Substance Misuse Service and G4S Healthcare services.

The supply and possession of illicit drugs will not be tolerated within our centres. The possession and trafficking of illicit drugs in our centres is a criminal offence, just as they are in the community. All persons found in possession of illicit drugs will face criminal procedures being implemented against them; we work closely in partnership with Surrey and Sussex Police.

Guiding principles

- To reduce the harm caused by alcohol and drugs.
- To reduce the supply of illicit substances through security measures and a supply reduction strategy.
- To create an environment that encourages the disclosure of drug related needs in order to identify and assess all those with drug misuse problems.
- To reduce the demand for illegal substances through targeted interventions.
- To provide appropriate support and treatment programmes and ensure that all detainees are aware of how to access them.
- To provide a multi-disciplinary approach to drug policies and intervention strategies for Healthcare, Security, Safer Custody training, group work, counselling and treatment programmes.
- Increase the access to and quality of drug and alcohol interventions matched to individuals' needs.
- Drug and Alcohol users will be identified by G4S Healthcare and the Forward Trust Team for the type of intervention required by the detainee to reduce harm, risk and further offending.
- To provide strategic management of substance misuse interventions.
- To ensure appropriate levels of training for all staff.

Key aims

The Drug Strategy Team at Gatwick IRCs will work towards achieving the following aims.

- Restricting the availability of illicit drugs and alcohol in our centres.
- Identification of detainees who have been misusing drugs/alcohol.
- Providing those detainees with advice, treatment and support of appropriate intensity.
- Increasing the provision of alcohol treatment as resources allow.
- Prevent mental and physical substance misuse related harm to detainees or others.

Objectives of Gatwick's Drug and Alcohol Strategy

- Providing information and advice to reduce harm within the centres
- Through tackling drug supply, drug-related crime and anti-social behaviour.
- Delivering new approaches to drug treatment.

Equality Statement

Gatwick IRCs committed to equality and fairness. We acknowledge that people are unique and different. We are committed to eliminating discrimination, harassment and victimisation of both detainees and staff. We will seek to promote equality and good relations between different people. We have a legal obligation to do this.

Section 2 | Management of Drug and Alcohol Strategy policies and procedures

Aim – To have in place a multi-disciplinary Drug Strategy management team, led by a manager designated as the coordinator.

The centres Head of Security is the designated lead as our Drug Strategy Manager. The role of the centre Drug Strategy Manager will be to coordinate all strands relating to drugs in the centres and create and develop initiatives which will support our strategy.

An integrated Drug Strategy and treatment system is in place, managed by the DSM and Healthcare Clinical lead.

A monthly drug strategy meeting is in place where matters relating to drug strategy are discussed. This meeting is widely attended with all departments encouraged to send representatives. Minutes will be taken and absences reported to the Drug Strategy Manager. Effectively integrate key departments over substance misuse.

- To receive proposals on relevant policy and procedural change and agree a way forward.

- To evaluate and review relevant policy and procedures in relation to expected outcomes.
- To provide a structured forum to communicate Gatwick's Drug and Alcohol Strategy.
- To discuss relevant action plans and staff training.

Membership of Drug Strategy:

Director/Deputy Director	Drug Strategy Manager Chair	Security Manager	Head of Tinsley House
Head of Safeguarding	Residential Manager	Healthcare clinical lead	Head of Residence
Police Liaison Officer	Forward Trust Team Leader	Violence Reduction Manager	

The following have a standing invitation as co-opted members:

NHS England substance misuse Commissioner	Education Manager	Residential Managers	IMB
Forward Trust Regional Manager	Home Office	Health and Safety Manager	Chaplaincy Manager

Establishing the Strategy

Drug Strategy will be a standing item on the monthly Security Committee meetings. In liaison with Security, a Supply Reduction Action Plan will be developed which will detail ongoing supply reduction work, new initiatives, recommendations, targets and review dates and identify responsible key stakeholders.

Performance and monitoring will be reviewed at the monthly Security Committee and at the Monthly Drug Strategy meeting.

Reducing supply and drug trends

Analysis of data from the following sources will be collected and shared at the Drug Strategy meeting. This will enable a collaborative approach in establishing trends and provide an overall picture of drug use within the centres.

Sources from which data can be collected will include:

- Security – figures/themes/trends/drug-related SIRs.
- Visits – Area report on contribution to reducing supply.
- Healthcare prescribing patterns.
- Closed visits/banned visitors.
- Drug finds.

- Staff and detainee searches
- Canine services
- Anti Bully / Anti Social behaviour

This collective approach will help give all departments a central focus and encourage more effective links between departments. It will also assist to indicate whether there is a presence of drugs in the centres.

Proactive liaison

The Drug Strategy Manager will collaborate to establish an inclusive approach to the Supply Reduction Action Plan. They will act as a point of contact for other Detention Centres Drug Strategy teams. To this end they will establish links in all strands surrounding drug issues in the centre:

- Security and Intelligence.
- Corruption Prevention.
- Safe Custody/Violence Reduction.
- Police Liaison.
- Healthcare.
- Visits.
- Forward Trust Substance Misuse Team.
- There are a number of Detention Service Orders available for guidance and support

Proactive measures

The Drug Strategy Manager will liaise with the Safer Custody/Violence Reduction Manager and ensure a collective approach to the anti-bullying policy and any subsequent reviews.

Section 3 | Procedures to prevent drugs entering Gatwick IRCs

To reduce the supply of drugs within our centres, we have security measures to restrict conveying of drugs including Psychoactive Substances (PS). These measures are in accordance with the Security Operating standards and local security framework.

Accountable person: Head of Security.

Comments: Further details of the searching strategy or security measures in place to reduce the supply of drugs can be obtained from the Security Department.

3.1 Searching Strategy

Aim: To have in place a searching strategy designed to find drugs and PS related paraphernalia within the centres. Guidance for this will be set out in available Detention Service Orders and Detention Centre Rules. This will also include establishment staff searching policy including stop and searching of staff around the centre

Accountable person – Head of Security

3.2 Intelligence

Aim: To have in place effective intelligence management to reduce the supply of drugs/PS. Ensuring an effective liaison between Surrey and Sussex Police and our Security department with an agreed SLA.

Accountable person: Head of Security.

3.3 Security

Aim: To have in place effective intelligence management system to reduce the supply of drugs. Providing weekly analysis of all drug related intelligence

Accountable person: Head of Security.

3.4 Use of dogs

Aim: To have in place effective resource management to reduce the supply of drugs. To engage with third Party providers to assist in canine services provision.

Accountable person – Head of Security

4 Substance misuse Service

Aim – To provide an effective substance misuse service at Gatwick IRCs for all detainees who are assessed to have substance misuse and alcohol dependency related issues within the centres.

Accountable person: G4S Healthcare Clinical Lead /NHS England / Forward Trust Substance Misuse

4.1 Healthcare

Aim: To ensure that all detainees who present with substance dependence receive appropriate care and treatment in accordance to NICE guidelines. To ensure that all detainees receive non-judgemental and holistic care by suitably trained healthcare staff. All detainees will be assessed on arrival and if assessed they require a substance misuse programme will be requested to provide a urine sample for drug analysis prior to referral to Forward Trust and to the duty doctor for the commencement of any treatment plan. All detainees will be on a detox plan, maintenance programmes are not carried out at Gatwick IRCs. All substance misuse services will be overseen by a NHS England substance misuse Commissioning Authority.

Accountable Person - G4S Healthcare Clinical Lead

4.2 Alcohol Strategy

Aim: To screen all detainees on arrival to our centres who present with alcohol dependence to use the validated tools to inform, care, providing treatment of the individual. To identify individuals who require symptomatic relief overnight, locate appropriately and monitor for signs of withdrawal all detainees will have individual treatment plans tailored to their needs

Interventions to include:

- Workshops
- One to one sessions for detainees
- Brief intervention

Accountable Person – G4S Healthcare Clinical Lead/ Forward Trust

4.3 Drugs/ Psychoactive Substances (PS).

Aim: To provide interventions and support to all detainees who have been identified as having substance misuse issues. That will be delivered in a flexible ways.

- Information leaflets and posters to be displayed around the centre and for visitors.
- One to one sessions with detainees
- Room packs available for detainees
- Training and support for staff
- Implement a PS workshop that has been developed by Forward Trust
- Work in partnership with all interested parties.

Support and interventions can take form in packs, one to ones, and group work. We aim to utilise an NPS workshop that has been developed by Forward Trust for training of staff and detainees.

Accountable Person – Head of Services for Forward Trust

Section 5 | Joint Working Protocols

Aim: To have in place mutually agreed working protocols between Forward Trust, NHS England, G4SHealthcare, between Drug Strategy Manager and other Departments.

Accountable person: Drug Strategy Manager

Section 6 | Staff Training

Aim: To meet the training needs of all staff that work within Gatwick IRCs including the Home Office and third party providers.

A current full staff-training plan is in place for DCOs. The following training should be provided and individual training records kept: Risk of Injecting and Other Routes of Drug Use, Overdose Prevention, Basic Drugs and Alcohol Awareness, Harm Reduction, HIV Awareness and Hepatitis B and C Awareness. Psychoactive substances and Mental Health Awareness training. Forward Trust will provide training throughout the year to ensure all staff are fully up to date with current trends and changes

Accountable person: Drug Strategy Manager /Healthcare Manager/ Forward Trust Team Leader / G4S Training Officer

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GATWICK IRCS
Drug / Alcohol Reduction Action Plan – 2017 / 2018

UNDERSTAND						
	Recommendation	Accepted	Action	Person/s Responsible	Target Date	Progress
1	Analysis of drug intel and finds throughout the year to look for trends / hotspots	Accepted	Security presentation to provide data at the security meeting and drug strategy meeting. Hotspots of drug finds to be displayed at the Gate House monthly. Monthly intel meetings to review information	Head of Security Security Team Security Team	10.11.17 Ongoing Ongoing	Change to agenda completed November 17 Template created. Needs further work. Monthly meeting occurring wef February 2018

2	Identify individuals that have previously taken drugs or still using	Accepted	Screen through Reception / Induction process and refer accordingly.	Head of Safeguarding	01.10.17	Induction process currently under review 03/18 – Still under review, training package completed - anticipate April
			To be built into monthly Care Officer reviews.	Residential Manager	30.10.17	Not started yet will look at monthly care officer Scheme and review by end of April.- 03/18 – First Review asks if individuals are using drugs and refer accordingly thereafter. Dip tests conducted by Residential Manager – 5% DCM checks daily - reviewed further work required.
			Healthcare screening and appropriate referrals	Healthcare	Ongoing	Healthcare to comment – Included in induction questions and referrals made

3	Speak to detainees about supply within the establishment to understand supply routes, drug of choice, prices etc.	Accepted	Security team to debrief detainees when identified as being involved in drug culture.	Head of Security	Monthly	Debrief team from CT work with nominals – avoiding blue on blue. Embedded and on going
			Exit Surveys to be completed x 2 annually Safer Community Surveys to be completed x 2 annually	Head of Safeguarding	2 x annually	Update from Head of Safeguarding required. 03/18 - Not completed – to be left in Reception and provided when told of movement – further work needed.
			Confidential Speak Out line available to detainees	Centre Director	01.12.17	Currently being explored. 03/18 - Consider website.
4.	Explore if drug debt / drug use is linked to Anti Bullying investigations or violent occurrences	Accepted	Investigating Managers of Violence and ABS to refer any findings to Security.	Head of Safeguarding	01.12.17	Requested information to capture in VR report from Oct 17. 03/18 – Reported on monthly VR graphs regarding reasons – ongoing

DISRUPT

	Recommendation	Accepted Rejected	Action	Person/s Responsible	Target Date	Progress
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1	To continue to tackle the use of NPS throughout the establishment.	Accepted	To educate detainees in the use of NPS through a multi-disciplinary approach.	Head of Security / Forward Trust	01.07.17	NPS Awareness workshops delivered to Detainees – 03/18 Forward Trust Workshops ongoing weekly - low numbers at the moment due to influenza – looking at change of location.
			Develop a strategy to deal with the use of NPS and communicate this to staff and detainees.	Forward Trust / Healthcare / Support Services	2017	NPS workshops delivered to staff 03/18 - Historic sessions completed on ITC – Existing staff captured on Yearly Staff Refresher? E learning packages. Toolbox talk on NPS in March
			All detainees who are suspected of using NPS are referred to the Forward Trust.	Security Team /Care Officer / Healthcare	Jan and May 2017	Leaflet drop completed on detainees 03/18 – Leaflets included in induction and Forward Trust visit induction.
			Publish consequences of usage – ie review of paid work / warning system.	Residential Manager	Ongoing	All incidents noted as drug use / drug intel referred to Forward Trust by Security
			Implementation of the Disruption Policy – closed visits, paid work, restricted access	Deputy Director	01.09.17	New signage displayed throughout centre regarding use of drugs / violence and consequences
						Policy published and circulated – needs to be championed by Management 03/18 – Reviewed and recirculated – to be tied into warning system. Added to agendas for Detainee of Interest and Security

2	Ensure searching equipment is available and fit for purpose.	Accepted	Review of current search boxes / wands / xray / mirrors - all equipment to be conducted.	Security DCMs	01.12.17	New wands purchased – September 2017. Drug testing kits (PS) purchased August 2017
3	Review of routes into the establishment	Accepted	Post – Review process - put in measures to identify, monitor and remove mail that contains contraband. Look to develop alternative process in light of liquid PS.	Head of Security	Ongoing	All post currently opened in the presence of a DCO, however, further work required to ensure 100% xray and checked prior to distribution. Further work required. 03/18 – All post currently opened in Reception and designated Officers deal with post – minimal handling, increased control measures,.

		Accepted	Review of Visits – consider - Profile Personnel Process Searching arrangements Signage Deterrents.	Head of Security and Altcourse Security Managers	Commenced 01.09.17	Sept 2017 - Dedicated DCM allocated to oversee visits provision.
					04.10.17	Staff moves implemented in October to minimise disruption
					25.10.17	Review of profile conducted and new proposal included in the retender.
					27.10.17	Mark Jones and Tom Lyons conducted review – await feedback.
					08.11.17	BWC training scheduled 03/18 – Training of Brook House complete – awaiting sign off of Operating Standards from Home Office – sent on 26/02

			Review of Property – consider – Volumetric control measures	Head of Safeguarding / Residential Manager	01.12.17	Review of volumetric control requested in July 2017 – 03/18 – Review being undertaken at Reception – property officer?
			Prohibited items – review list	Head of Security	25.10.17	Revised prohibited list item completed – to be published – 03/18 – Reviewed and updated three occasions since action date.
			Fabric checks – quality assurance	Residential Manager	01.08.17	03/18 – New itemised inventory book implemented – DCO, DCMs weekly spot check – and cleanliness daily. Res Manager quality assure weekly – Further work needed.
			Searching / Xray – increase trained staff	Training Officer	01.01.18	3 Xray trainers available – look to increase. 03/18 – Three trainers at Tinsley. Training to be co-ordinated to Reception / ACOS.
				Security Team / Training Officer	01.08.17	
			Review of process	Head of Security	15.11.17	Review of security training package completed. DC 7 prompt added to Handover. 03/18 – Added to bulletin
						Commenced

			Throw Overs – Netting, lighting, roofs and perimeter checks.	Facilities	2 x annual checks	Netting checks TBC
				Facilities	Monthly	Foliage to be checked and cut back
				Facilities	10.10.17	Review and enhancement of lighting completed
				Control Room staff.	1 x 2 hourly	Perimeter checks to be conducted – needs further work – 03/18 – Diaries being amended and added to March bulletin
				Head of Security	Monthly	
				Facilities / Residential Manager	Ongoing	Perimeter check completed monthly. Staff are aware they are not allowed to open the roof. done through morning briefs.- no further reports – could be weather?

			Staff - active Local Corruption Prevention team.	LCPM team	01.06.17	Two members of Security Team trained in LCPM
				Head of Security	01.10.17	LCPM Policy reviewed and published
				LCPM team	Ongoing	LCPM delivered on all ITCs
				LCPM team	01.08.17	Posters displayed around the Centres
				LCPM team	Ongoing	Monthly reviews of intel
				LCPM team	Ongoing	Challenge / Support meetings
				Training Officer	ITCs	Conditioning Training

4	Area searches – rooms and association areas	Accepted	To prevent detainees storing and moving contraband around the establishment.	Security DCMs to coordinate	Monthly & ongoing	All association areas to be searched on a daily / monthly basis.
				As above	Ongoing	Intel led target searches being conducted.
			Review current quality of fabric checks with Management quality assurance	Residential Manager	Ongoing	03/18 – New itemised / inventory book implemented – DCO DCMs weekly spot check – and cleanliness daily. Res Manager quality assure weekly – Further work needed
5	Disrupt those detainees involved in the supply of contraband	Accepted	Utilise EDB process to recommend moves across immigration estate	Head of Security	Weekly & ongoing	Submitted every Monday – conference calls every Tuesday and circulated thereafter.
			Raise / monitor through Gatwick Detainee of Interest meeting	Head of Security	Weekly & ongoing	Meeting occurs every Thursday – minute and circulated.
			Closed Visits applications following drug intel	Head of Security	Ongoing	Reviewed monthly as per DSO

6	Police involvement	Accepted	<p>Local system in place to disrupt detainees</p> <p>Meet with police to discuss ways to disrupt nominals.</p> <p>Joint working in search operations.</p> <p>Speak with the police to ensure crimes in establishment are being appropriately managed</p>	<p>Security Collators</p> <p>Head of Security / Security DCMS</p> <p>Security</p> <p>Security DCMs</p>	<p>Daily and ongoing</p> <p>Monthly</p>	<p>List of visits scheduled sent to police daily.</p> <p>Police Liaison Officer allocated and meet monthly – further work to be done.</p> <p>Application submitted in September for police presence in search operation – refused.</p> <p>Look to share security meeting dates to invite to meetings.</p>
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DETER						
	Recommendation	Accepted Rejected	Action	Person/s Responsible	Target Date	Progress

1	Vehicle Searches	Accepted	<p>Ensure all vehicles coming into the establishments are searched correctly.</p> <p>Implement a quality check on vehicle searching</p> <p>Refresh staff on searching vehicles</p>	<p>Head of Security</p> <p>Security DCMs</p>	<p>Ongoing</p> <p>01.08.17</p>	<p>All vehicles coming through the gate are searched at Brook.</p> <p>Further work required for Tinsley House</p> <p>Review of training package completed. 03/18 - completed</p>
2	A programme of full staff searches carried out.	Accepted	Creation of staff searching programme to be created.	Head of Security	10.09.17 - ongoing	Programme created to include – 1 x full establishment staff search conducted fortnightly and 40 stop and search (intel led) to be conducted alternative weeks

3	Restrict capability to brew hooch	Accepted	<p>G4S to work with catering company (Aramark) to cap items such as sugar and fruit purchased from the shop.</p> <p>Large squash containers to be removed / crushed after meal times.</p>	<p>Head of Security / Aramark</p> <p>Residential Manager</p>	<p>11.11.17</p> <p>Ongoing</p>	<p>Meeting to be arranged. – 03/18 – Meeting conducted</p> <p>Raised in morning staff briefings, regular checks are carried out in the morning and after each meal. – 03/18 – Notice boards and bulletins created – good finds</p>
4	Presence of dogs on site.	Accepted	<p>Approach G4S Canine Services from support.</p> <p>Explore further working with Border Force dogs and formalise arrangement.</p>	Head of Security	<p>01.12.17</p> <p>Commenced 04.05.17 – ongoing</p>	<p>No arrangement in place – contact details to be obtained. 03/18 – Canine support established – operation planned</p> <p>Three operations with search dogs – further review required.</p>

COMMUNICATE						
	Recommendation	Accepted Rejected	Action	Person/s Responsible	Target Date	Progress

1	Staff Communication	Accepted	All relevant finds and arrests / convictions to be communicated to staff.	Security Team	Ongoing	<p>Notices of finds are being displayed on a regular basis on Security notice board.</p> <p>03/18 – Advertised in visit hall / sat gates / visits centre</p> <p>NTS issued in August 2017 for good work in drug finds.</p> <p>Display at Gate House underway.</p> <p>Observation books created by Security – little or no use at present. – needs further promotion. <i>still a hit and miss needs further promoting</i></p> <p>03/18 – Underused.</p>
			Introduction and ongoing use of observation books	Security Team / Residential staff	01.08.17	
			Morning briefing – sharing information / trends	Forward Trust / Security	01.12.17	

2	Improve detainee communication	Accepted	Consequences for involvement in drug / alcohol culture to be communicated to detainees	Residential Manager	01.09.17	Signage now displayed across the centre and on the wings and in reception 03/18 - Complete
			Ongoing surveys / focus groups	Head of Safeguarding / Residential Manager	Ongoing	Weekly focus groups occurring – await update of surveys weekly focus groups has just started on the wings and minutes displayed still not 100%
			Propose using detainees to create Drug Awareness posters	Residential Manager	15.11.17	03/18 - Not yet started, will put forward to Arts for competition in March

3	Share nominal information with staff	Accepted	<p>Security to identify nominals through intel / incidents reporting and communicate names of those identified to staff.</p> <p>Security Bulletin to be created</p> <p>Security / Forward Trust in attendance at morning briefings</p>	<p>Security Team</p> <p>Security</p>	Ongoing	<p>03/18 - Nominals displayed on Security board and presented at monthly Security meeting. Further work required.</p> <p>03/18 – Bulletins created</p> <p>03/18 – Ad hoc from Security – further work – Forward Trust attend.</p>
4	Accessible information – noticeboards / available literature	Accepted	Review of noticeboards to be conducted – are there enough? Ownership, content and rotation	Forward Trust / Healthcare / Residential Manager	01.12.17	<p>Meeting held in October 2017 to review information,</p> <p>03/18 - information boards to be reviewed throughout March</p>

5	Information sharing with wider estate	Accepted	Gatwick IRCs participates in a weekly IRC estate wide conference call to discuss trends / themes. Feeds back any relevant information. Quarterly IRC estate wide meetings G4S Security Managers meetings	Security Team Head of Security	Weekly Quarterly Quarterly	Currently occurring Colnbrook and Lunar House last two months – next one scheduled Morton Hall – April 2018 HMP Birmingham Jan 2018 - Always attends Always attends
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TRAINING						
	Recommendation	Accepted Rejected	Action	Person/s Responsible	Target Date	Progress
1	Ensure ITC delivers on Drug Reduction Supply strategy / Security protocols	Accepted	Review of the ITC programme to ensure Forward Trust are included. Review of Security training package for ITC delivery incorporating Drug Reduction supply strategy	Training Officer / Forward Trust Security Team	01.10.17 01.08.17	Completed Completed

2	Ensure the right training is delivered to the right people	Accepted	Stakeholders such as Healthcare / Aramark / Home Office trained in completing SIR / IR reports	Stakeholders / Security team	01.12.17	Not yet started. 03/18 – Security delivered SIR / IR training to Home Office. Forward Trust completed. SIRs now monitored in the Security Team
3	Refresher training	Accepted	Incorporate strategy into annual staff refreshers – searching, drug information.	Training Officer / Security team	01.01.18	Not yet started 03/18 Security reviewed package / SASH reinvented to being delivered. 03/18 – To be quality assured
4	Explore using footage to raise awareness and continuously improve	Accept	Look to debrief individuals following any incidents involving drugs	Duty Director / Security	01.12.17	Not yet started 03/18 – Security debrief detainees. Further work for DD in terms of use of force.
4	Raise understanding of drug awareness	Accepted	Staff to have increased knowledge of recognising signs and symptoms of drug use – suggest Toolbox Talk? Raise awareness of slang words used for drugs – suggest quiz?	G4S Healthcare / Forward Trust G4S Healthcare / Forward Trust	01.01.18 01.01.18	Not yet started. 03/18 – Now covered in ITC. To be created – 03/18 - Not yet started – MB agreed to incentivise

5	Shadowing programme	Accepted	Explore feasibility for G4S staff to shadow Forward Trust for short periods.	G4S / Forward Trust	01.01.18	Not yet started. 03/18 – Confidentially policy but to improve awareness of services and signposting.
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SUPPORT						
	Recommendation	Accepted Rejected	Action	Person/s Responsible	Target Date	Progress
1	To provide an environment that supports detainees whilst detoxing	Accepted	Two rooms adapted on Eden Wing to accommodate detainees detoxing	Residential Manager / Healthcare	Ongoing – with annual review	Operational Instruction created – needs annual review, 03/18 bon going will review by end of April
2	Ensure that policies relating to Security are up to date and fit for purpose for reference / guidance to staff.	Accepted	Annual review of all Security policies to be conducted to ensure meeting DSO and establishment requirements – 19 in total.	Head of Security	Ongoing	Four policies reviewed in Aug 2017 – awaiting sign off. 03/18 – 14 policies reviewed and Local Security Strategy created.

3	Effective Care Officer scheme	Accepted	Review to be undertaken	Residential Manager	01.12.17	Not yet started, to be completed by the end of March
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Treatments & Interventions	Narrative	Person Responsible	Targets	Progress
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<p>Substance Recovery Service Non-Clinical Treatments and Interventions</p>	<p>Robust complementary detox programme to reduce the demand for illicit drugs –</p> <ul style="list-style-type: none"> • All detainees receiving prescribed detoxification medication are automatically assessed by the GP in line with clinical guidance. • Supervised consumption of controlled drugs – protocols of administration - examining oral cavity and consumption of water. • Audit trail of controlled drugs is maintained. • Full and complete records of administration records, including when a patient refuses or fails to attend and any issues relating to drug compliance are followed up. • Prescription of controlled drugs should comply with legal requirements. • Drug cabinets in the dispensary must be locked at all times and all controlled drugs, including dispensed medication awaiting collection, are stored in accordance with safety and security requirements. • Ensure quantities of drugs stored are no more than sufficient to meet establishment's need and cover any emergency. • Consider the security implications of prescribing practises and in possession protocols. 	<p>G4S Healthcare</p>	<p>Ongoing</p>	<p>G4S Healthcare to comment</p>
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	<ul style="list-style-type: none"> • Consider providing the Drug Strategy Manager with information of overall drug providing • Amnesty bins – detainees can anonymously deposit illicit drugs or drug using equipment that they have on their person. Also where they can dispose of excess medication and controlled drugs. • Healthcare staff liaising with search teams to carry out random audit checks on unused mediation (going to a detainees room and check quantities) • Support telephone number available for detainees and families • Ongoing support of detainees post release – providing information of community drug agencies. 			
RMN's / Mental Health	<p>RMNs are on site, 7 days a week.</p> <p>Referrals can be made by anyone that is concerned about a detainee's wellbeing.</p> <p>Assessments are usually completed within 48 hours</p> <p>Psychiatrists visit Brook House, every Thursday afternoon and offer one to one sessions to detainees, however, need outweighs the service.</p>	<p>G4S Healthcare</p> <p>Mental health provider</p>	<p>Ongoing</p> <p>Weekly</p>	<p>G4S Healthcare to comment</p> <p>Need out weights the availability</p>

Alternative Therapies	Talking therapy sessions are available on a weekly basis and chaired by an RMN.	G4S Healthcare Services	Weekly & ongoing	.
	Acupuncture sessions offered	Forward Trust	Ongoing	Confirm if this has been set up yet?
	Alternative therapies such a yoga, can help detainees manage detox symptoms, triggers/cravings to use substances, anxiety and stress as well as promote relaxation and help increase confidence and self-esteem.	Residential Manager	Ongoing	Confirm yoga sessions are occurring, 03/18 - they started but cancelled again over availability in hall becoming a problem. – 03/18 – Pre booking of Hall to be agreed by MB – attempt to reignite.

Drug Awareness – Education based.	<p>This is an in-house Educational programme for Detainees to voluntary attend – it is supervised by the Education tutor and includes talks from Froward Trust and RMNs</p> <p>The sessions are designed to work at the individuals pace and delivered to detainees within a rolling month or through self referrals as and when requested.</p> <p>Participants identify and address the links between drug use and the impact it has.</p>	Residential Manager	Ongoing	Seb runs these courses will provide data on attendance by next Friday 03/18 – Video shown – a lot of uptake.
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<p>Forward Trust Substance Misuse Services</p>	<p>Commissioned through NHS England, established in prisons and also works within the community.</p> <p>Gatwick IRCs is the only Detention Centre in which Forward Trust are present. The current provision consists of 1 x full time Team Leader and 2 x full time DAP (Drug and Alcohol Practitioners)</p> <p>Referrals are made via Healthcare (following confirmation of drug use), via Inductions, a self referral process or by Security (following SIR / IR process)</p> <p>The Drug and Alcohol practitioners complete initial assessments – the support provided thereafter is detainee led and can range from -</p> <ol style="list-style-type: none"> 1. 6 sessions of interventions – each lasting around an hour – exploring topics such as, goals, consequences, relapse prevention, CBT and 12 steps to recovery. (20 topics in total) 2. Cell packs – homework for individuals to complete, ranging from sleep disruption, family relations, stress management. 3. Weekly workshops – Held every Wednesday and last one hour – topics are according to establishment need. <p>Implementation of Living Safely course to be delivered – 3 session course – 1.5 hours long each one – healthy living.</p> <p>Forward Trust also assist with support when a detainee is released into the community – addresses, support groups.</p>	<p>Forward Trust Substance Misuse Services Team Leader</p>	<p>Ongoing</p>	<p>20 under the programme.</p> <p>03/18 – All interventions still occurring. Explored room usage for sessions – consider Residential Managers office?</p> <p>Living Safely trial not being delivered due to length of stay / turnover.</p>
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