

# REINSPECTION REPORT

## **HMP Wormwood Scrubs Reinspection**

**01 December 2005**



ADULT LEARNING  
INSPECTORATE

## HMP WORMWOOD SCRUBS REINSPECTION

### Grading

Inspectors use a four-point scale to summarise their judgements about the quality of learning sessions. The descriptors for the four grades are:

- *grade 1 - outstanding*
- *grade 2 - good*
- *grade 3 - satisfactory*
- *grade 4 - inadequate*

Inspectors use a five-point scale to summarise their judgements about the quality of provision in occupational/curriculum areas. The same scale is used to describe the quality of leadership and management, which includes quality assurance and equality of opportunity. The descriptors for the five grades are:

- *grade 1 - outstanding*
- *grade 2 - good*
- *grade 3 - satisfactory*
- *grade 4 - unsatisfactory*
- *grade 5 - very weak.*

## Adult Learning Inspectorate

The Adult Learning Inspectorate (ALI) was established under the provisions of the *Learning and Skills Act 2000* to bring the inspection of all aspects of adult learning and work-based learning within the remit of a single inspectorate. The ALI is responsible for inspecting a wide range of government-funded learning, including:

- work-based learning for all people over 16
- provision in further education colleges for people aged 19 and over
- **learndirect** provision
- Adult and Community Learning
- training funded by Jobcentre Plus
- education and training in prisons, at the invitation of Her Majesty's Chief Inspector of Prisons.
- adult information, advice and guidance services (**nextstep** )

Inspections are carried out in accordance with the *Common Inspection Framework* by teams of full-time inspectors and part-time associate inspectors who have knowledge of, and experience in, the work which they inspect. All providers are invited to nominate a senior member of their staff to participate in the inspection as a team member.

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## **HMP Wormwood Scrubs Reinspection**

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## REINSPECTION REPORT

### DESCRIPTION OF THE PROVIDER

1. HMP Wormwood Scrubs (the prison) is a large prison in East Acton, West London, which was built between 1875 and 1891. It is a category B local prison. It houses around 1,200 offenders, about 75 per cent of whom are convicted, and the remainder are on remand. There is an average of 143 receptions to the prison each month. The role of the prison has changed recently, and now holds only a small number of offenders for longer than a few months. The prison has moved much more towards a resettlement role. A resettlement wing has been in operation since April 2005 catering for the needs of offenders from across the country, nine months before their release into one of the West London boroughs. Fifty-three per cent of offenders are foreign nationals. The prison's industries consist of a textiles workshop and a workshop where aluminium double-glazed units are produced for the prison service. Training opportunities are available in workshops, the gymnasium, the kitchen, reception, the chapel, yards and gardens, visiting facilities, stores, health care, the wings, the therapeutic unit, works, reception, main and clothing stores and the first night centre.

2. Learners attend education classes once each day, either in the morning or the afternoon. Evening classes offer leisure interest activities such as art, yoga, information technology (IT), mathematics and art. The education department is subcontracted to Amersham and Wycombe College and offers courses in a range of subjects, including information and communications technology (ICT), the government's strategy on training in literacy, numeracy and the use of language called skills for life, and art. The education department has 15 classrooms. Some education is also delivered in wing classrooms and two prison industry workshops, and the kitchen area has designated classrooms. These are used to deliver key skills in communication and application of number to offenders in the work area, as well as any other teaching and learning opportunity that needs to take place locally, such as basic food hygiene.

3. The education and training within the prison is managed by the head of learning and skills who is assisted by an administrative officer. The head of learning and skills is responsible for overseeing the contracts with Amersham and Wycombe College, and with the local borough for the provision of library services. The library is situated near the education department and is staffed by a full-time librarian, two senior library assistants, each working for 18 hours each week, and four orderlies. The head of learning and skills has recently also taken over responsibility for the kitchens and the workshops.

### SCOPE OF PROVISION

#### Engineering, technology & manufacturing

4. The prison offers training in glass and glazing. Three workshops are dedicated to the fabrication and assembly of double-glazed windows, doors and conservatories. The textile workshop produces bedsheets and is also used to assemble aircraft headphone

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sets. A national vocational qualification (NVQ) at level 2 in glass and glazing is available. Learners attend workshops on a full- or part-time basis. Many learners also attend education courses for which training is offered during mornings and afternoons. Currently, there are 76 learners in the glass and glazing workshops, 26 of whom are part time.

### **Hospitality, sport, leisure & travel**

5. Offenders can participate in a range of physical education (PE) activities, including basketball, badminton, volleyball, five a-side football, weight training and other sports. The sports accommodation comprises a four-court sports hall, two weight-training rooms, a cardiovascular suite and an injury treatment room. Two classrooms are available in the PE department. The activities form part of a structured, recreational PE programme. Recreational PE is organised by a weekly timetable that includes daytime, weekend and early evening sessions. The PE department offers separate sessions for offenders with specific needs, such as workers, or those with injuries. Learners apply to join the PE programme which is offered twice each year and lasts for six months. This programme consists of a sports leaders award, a first aid at work certificate, an amateur weightlifting leaders award, an NVQ at level 2 in coaching, the teaching and instruction personal instructors award, key skills in application of number and communication, and a treatment of injuries course.

6. Currently, 19 learners are working towards the sports leaders' award. Sports courses take place on a part-time basis, each weekday afternoon. A half-day PE induction takes place once each week. All offenders must take this course before they are able to attend work or the gymnasium. Offenders obtain two certificates at induction, one in manual handling and a basic gymnasium use certificate. Seven gymnasium orderlies carry out cleaning and some instructional activities. One senior officer and nine PE officers deliver the recreation and education programme. All have a range of coaching qualifications. Two PE staff are working towards a teaching qualification.

7. A basic food hygiene course is offered by kitchen staff. No offenders were on this course at the time of inspection. The 24 offenders working in the prison kitchen are expected to obtain a basic food hygiene certificate, and offenders who work on the wing serveries are expected to attend a basic food hygiene training session.

## ABOUT THE REINSPECTION

Number of inspectors	6
Number of inspection days	18
Number of learners interviewed	64
Number of staff interviewed	30
Number of subcontractors interviewed	6
Number of partners/external agencies interviewed	1

## OVERALL JUDGEMENT

8. At the previous inspection, the leadership and management of the provision were unsatisfactory, equality of opportunity was satisfactory, but quality assurance was very weak. The prison's provision in the area of engineering, technology and manufacturing was unsatisfactory as was the provision in hospitality, sport, leisure and travel. However, the ICT and health and social care provisions were good and the foundation courses were satisfactory.

9. At the end of the reinspection process, all areas of learning were found to be satisfactory. Standards were found to have been maintained in ICT, health and social care, and foundation provisions.

## GRADES

*grade 1 = outstanding, grade 2 = good, grade 3 = satisfactory, grade 4 = unsatisfactory, grade 5 = very weak*

*Grades awarded at reinspection*

Leadership and management		3
Contributory grades:		
Equality of opportunity		3
Quality assurance		3

Engineering, technology & manufacturing		3
Contributory areas:	Number of learners	Contributory grade
<b>Manufacturing</b>		
- Other government-funded provision	76	3

Hospitality, sport, leisure & travel		3
Contributory areas:	Number of learners	Contributory grade
<b><i>Hospitality and catering</i></b> - Other government-funded provision	78	4
<b><i>Leisure, sport and recreation</i></b> - Other government-funded provision	21	3

## KEY FINDINGS

### Achievement and standards

10. The range and level of skills acquired by learners in engineering are good. Learners are able to use a range of tools skilfully. The good attainment of ICT skills, by learners identified at the previous inspection, has been maintained. Many of these learners start as absolute beginners, and develop their skills quickly, gaining in confidence. Achievement rates of units at level 1 and 2 are appropriate, and some learners quickly achieve full accreditation. Overall achievements in foundation classes are satisfactory and the English for speakers of other languages (ESOL) pass rate is now good. The levels of achievement in PE are satisfactory, with learners reaching appropriate skills levels. Learners on industrial cleaning courses demonstrate good skills levels, and a number of them have progressed from basic to higher-level courses. However, in catering the achievement level for the full, basic food hygiene certificate is poor, with only 28 of the 78 learners who began the course achieving the certificate.

11. Attendance on many programmes is poor, with attendance rates in the workshops varying from 45 per cent up to 79 per cent. Many offenders who are working with food are unable to attend the basic food hygiene training. Similarly, attendance in education is sometimes poor.

### Quality of education and training

12. The standard of teaching overall is satisfactory. The planning of learning in industrial cleaning has improved since the previous inspection and is now good with effective monitoring of progress. Teaching in the engineering provision is now satisfactory, with good attention given to health and safety matters. The standard of teaching in ICT lessons has been maintained since the previous inspection and the ICT section now has a discussion session once each week to consider the wider implications and uses of ICT in society. In PE, a range of effective teaching methods is used to involve learners, and the teaching of basic food hygiene is satisfactory. The teaching on most foundation courses is also satisfactory, with effective planning and recording of learners' progress. However, in a small number of classes the teaching is dull and uninspiring.



13. Resources are appropriate in all areas. In engineering they are particularly good with large, well-lit workshops and a good supply of power and hand tools. Resources for PE learners are satisfactory, although some of the cardiovascular equipment is old. The kitchen is of a good industrial standard. Resources for industrial cleaning are very good with a wide variety of floor surfaces for training and assessment, and industrial-standard power and hand-operated equipment. Despite some improvements to ICT resources since the previous inspection, some of the accommodation is still cramped, hot and stuffy. The standard of IT equipment is satisfactory. Learning resources in ESOL and numeracy are good and are used well to support learning. Staff in all areas are appropriately qualified or experienced.

14. The range of courses being offered is currently undergoing change because of the changing nature of the prison population. In engineering, the NVQ at level 2 in glass and glazing is the only accredited course on offer, and this course is too long for most of the learners. However, the prison has well-advanced plans to offer the level 1 NVQ in performing manufacturing operations to meet the needs of learners who are at the prison for a short time only. The range of courses in ICT is still restricted, as identified at the previous inspection, with no courses at level 1 or courses for interest. The range of courses in PE has been carefully structured to ensure that learners have good progression routes, reflecting the changing length of stay at the prison. Many offenders who work in the kitchen or on the serveries on the residential wings are not being offered the opportunity to gain the full, basic food hygiene qualification. Those offenders involved in cleaning work have the opportunity to progress through the levels of qualification and to achieve a biohazard certificate.

15. Internal verification was found to be poor at the previous inspection. The process remains poor. The prison is aware of the situation and two members of staff are currently being trained as internal verifiers.

### **Leadership and management**

16. The prison has a clear and focused strategic direction for learning and skills which is known and understood by members of staff, although a small number of areas within the prison are slow to embrace changes. There are also strategic plans for the development of e-learning and the skills for life provision.

17. Arrangements to communicate with staff involved with education and training throughout the prison are appropriate, and include a suitable range of meetings. The prison is beginning to record data more effectively than at the previous inspection. Arrangements exist to record retention and achievement data in all areas, although this provision is very recent and as yet has had little effect. Attendance data is collected routinely and analysed.

18. The prison manages its relationship with the subcontracting college effectively. Minuted meetings take place weekly with the education manager. Contract meetings take place quarterly.

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19. Learners' attendance in a number of areas is poor. In the week before the inspection, attendance rates varied from 45 to 79 per cent. Sometimes the regime in the prison does not allow prison officers to release learners from the residential wing to the education department or workshop. This situation was identified at the previous inspection.

20. Equality of opportunity arrangements are broadly satisfactory and learners feel that they are treated with respect by all staff involved with education and training. Complaints are dealt with in a timely fashion and learners are aware of how to make a complaint. All offenders have equal access to work opportunities. Suitable arrangements are made for those learners for whom English is an additional language. However, there is insufficient monitoring of the effectiveness of the equality of opportunity processes. For example, the prison does not currently analyse retention, achievement and attendance data by ethnic background. Equality of opportunity training for staff is unsatisfactory. Not all staff have received training and some of the training materials are out of date.

21. The prison's arrangements to quality assure the learning and skills provision are satisfactory. The quality improvement groups are good at identifying issues and actions to resolve them. The prison has an appropriate range of quality assurance procedures, many of which are designed to improve the quality of the provision. These procedures are used for all education and training in the prison. The self-assessment process has been appropriately consultative and has identified a number of the weaknesses identified by inspectors. However, many of the strengths identified in the self-assessment report are normal practice. There is evidence that the self-assessment process has been effective in bringing about improvements.

22. The prison has been slow to fully implement a comprehensive system to observe the teaching and learning. In the education department observations have recently begun, but these are not graded to enable a judgement to be made about the overall quality of teaching and learning within the department. In the gymnasium only two observations have taken place. These observations concerned the same person and took place within the same week.

## Leadership and management

### Strengths

- good strategic planning
- good actions to improve the quality of the provision

### Weaknesses

- poor attendance in many areas
- inadequate equality of opportunity training for staff
- slow implementation of comprehensive procedures to observe teaching and learning

## **Engineering, technology & manufacturing**

### ***Manufacturing***

#### *Strengths*

- good acquisition by learners of practical skills
- good resources in double glazing workshops

#### *Weaknesses*

- inappropriate accreditation for most learners

## **Hospitality, sport, leisure & travel**

### ***Hospitality and catering***

#### *Strengths*

- no strengths were identified

#### *Weaknesses*

- poor achievement of basic food hygiene certificate

### ***Leisure, sport and recreation***

#### *Strengths*

- good progression routes for PE learners

#### *Weaknesses*

- insufficient use of lesson observations