

## MONITORING VISIT: MAIN FINDINGS

Name of Provider: HMPYOI Onley  
Date of visit: 15 July 2008

### Context

HMPYOI Onley (the prison) is a category C training prison located near Rugby, Warwickshire. It has capacity for 640 men, of whom approximately 240 are young offenders. All offenders are convicted and sentenced. Approximately 8% are foreign national prisoners. Onley serves a large catchment area, with prisoners from as far away as Southampton and Sheffield, although about half are from the Midlands.

At the time of the previous inspection, in November 2007, the head of learning and skills had been in post for less than a year. She left in January 2008 and her successor was promoted into post in April 2008. The head of reducing re-offending joined the prison in April 2008. The governor left in April and his successor started at the prison in May 2008. City College Manchester (CCM) has been the Offender Learning and Skills Service contractor since August 2006.

The prison offers a range of behavioural-change, restorative justice and family-link programmes, with support for some provision from charity groups and the Primary Care Trust. The library contract is held by Northamptonshire County Council.

A new wing, of 70 residential places and additional education and vocational provision, is due to open in autumn 2008.

At the previous inspection, all the main judgements were inadequate and the overall effectiveness was inadequate. The prison's capacity to improve was graded as satisfactory.

### Achievement and standards

What progress has been made to improve learners' achievement and standards?	Reasonable progress
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Since January 2008, five physical education related accredited courses have been re-introduced. Success rates of 100% have been achieved on four of those completed to date. Of the 44 learners, 42 have gained qualifications.

Retention is good and achievement high on learndirect and prison service courses, with only a minority being withdrawn for security and transfer/discharge reasons.

Literacy and numeracy achievement has improved from 237 awards in 2006/07 to learners gaining 321 awards in 2007/08. No other 2007/08 CCM data was available to show achievement since the previous inspection. The CCM data systems are currently under-going a complete review.

Learners in the CCM vocational training kitchen have good standards of catering skills. Award body sanctions have recently been lifted and the current cohort is registered for, and working towards, three nationally accredited qualifications. Barbering has been re-introduced by CCM and learners are producing comprehensive portfolios of work, despite not working towards accreditation.

Standards of learners' work in vocational training workshops were generally satisfactory. Examination of learners' work in the CCM education provision was not included in this visit.

#### Quality of provision

What progress has been made to improve the standards of teaching/learning and the attention paid to vocational health and safety issues?	Reasonable progress
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Attention to health, safety and hygiene in vocational training areas identified at the previous inspection, as an area for improvement has significantly improved. Learners in the CCM vocational training kitchen now wear professional catering uniforms, Professional attitudes have replaced the casual approach to some poor hygiene practices by learners previously found. Deep cleaning of the area is much improved and is now carried out systematically in-line with the main prison kitchen regime. The safety hazards in the CCM motor vehicle workshop have been eradicated. Vocational workshop risk assessments for all CCM and prison service workshops are now completed. However, in brickwork, concrete and plastering vocational training areas, inspectors found learners were returning to residential wings still wearing their dusty work overalls. Ear-plugs are provided in the concrete area, but these are insufficient protection for learners in the area where noise levels reach over 90 decibels.

Teaching/training and learning observations for quality assurance and continuous improvement have been introduced since the previous inspection for the prison service provision. Observation procedures remain in place for the CCM provision.

<p>What progress has been made in implementing effective information, advice and guidance for learners and the use/monitoring against their individual action plans linked to sentence planning?</p>	<p>Insufficient progress</p>
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Since the previous inspection, action has taken place to review and strengthen the information, advice and guidance service, provided by CCM as part of the Offender Learning and Skills Service (OLASS) contract. Many developments are new and under-going further review.

There is insufficient use of and links between offenders' sentence plans and learning plans. As yet the different processes are not working in a sufficiently cohesive way to use the activity places to capacity and to sufficiently support offenders in making best use of opportunities for successful resettlement and reducing re-offending.

Each month 120 to 140 new offenders arrive at the prison and complete a week's induction programme. A new room on the induction wing, with eye-catching education, training and employment posters, provides a useful base for information, advice and guidance staff to meet new arrivals three times a week. The corresponding 'employment' booklet produced earlier this year is currently being reviewed.

Literacy and numeracy support needs are now systematically identified by initial assessments completed during induction week or by receipt of the results of tests taken recently at the sending-prison. Results are used as a guide for allocation to classroom-based courses; as literacy and numeracy support is not yet integrated into vocational training areas.

Information, advice and guidance staff interview offenders and record their education, training and work experience and achievements, as well as their future aspirations. While recording has improved, the limited space on the forms restricts the amount of detail to inform the allocations process or for use during the newly introduced six-week review.

The information, advice and guidance team has increased to three staff with the appointment of a part-time co-ordinator. The information, advice and guidance and prison's employment and training allocations team are now based in adjacent rooms and work together three times a week to allocate offenders to activities.

The staff receive offenders' education and training work from their sending-prisons. Checking and distributing of this takes too much time away from their specialised role.

<p>What progress has been made to identify and use progression routes from Onley's learning and skills activities into education, training and employment (ETE) on release?</p>	<p>Insufficient Progress</p>
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The Construction Youth Trust continues to support offenders in arranging further training and/or employment on-release. Details about the success of this arrangement were not available during the inspectors' visit.

The planned link with an international hotel chain started in January 2008. The first successful recruitment of an ex-offender to one of their hotels recently took place. Good working arrangements between the main prison kitchens and the CCM vocational training kitchen are in place to assess NVQ learners. NVQ studies are clearly cross-referenced to the hotel's training requirements. Clear progression routes also link these kitchens with the CCM healthy living course.

Progression route information is not included in the new 'employment opportunities' booklet. Linking activities to the ETE resettlement Pathway have been missed. Advisable pre-requisite knowledge, skills and/or attributes for each activity are not included. Only 'paid' activities are in the booklet, which is currently being reviewed.

Since the previous inspection the motor vehicle provision has introduced accredited awards, but only at Level 3, which does not give progression opportunities and is too high for the abilities of many of the offenders.

The Department of Work and Pensions staff provide support in employer engagement and job seeking three days a week at the prison. Impact information was not available. A community partnership manager has recently been appointed to work two days a week as a member of the reducing re-offending team to focus on developing links with employers in the community.

Although construction and catering staff are supporting their learners well, there are insufficient opportunities for offenders to learn about current employment recruitment methods, such as interview techniques, effective curriculum vitae and online application processes.

#### Leadership and management

<p>What progress has been made to raise the profile of and participation in accredited learning and skills activities?</p>	<p>Reasonable progress</p>
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The new governor has a clear strategic vision, which is well communicated already to staff, for the integral role of learning and skills in the prison. A principal officer has been appointed to monitor and challenge non-attendance at learning and skills

activities. Senior residential managers are now accountable for addressing non-attendance by learners from their house-blocks.

The new head of learning and skills and new head of reducing re-offending have started planning for an integrated approach to support successful resettlement using offenders' improved education and training knowledge and skills. The ETE forum is due to meet for the first time this month.

Delivery against OLASS contract has improved from 60% at the previous inspection to 74% in June 2008. A new vocational training manager and new deputy manager are in post to focus on the implementation of improvements in the CCM provision and provide staff absence cover as required.

Staff recruitment for education and vocational training areas has been successfully completed. All posts are fully functional, with only three CCM employees who are to provide literacy and numeracy support in vocational areas, still awaiting security clearance. The new CCM vocational training manager is leading on developing stronger links between the prison service and CCM vocational training workshop areas.

Since the previous inspection, accredited vocational training has increased from 86 to 219 places. Approximately 50% of activity places are now accredited provision, with clear planning for further increases into 2009. In total there are currently 454 full-time and 229 part-time places, an increase of 42 full-time places since the previous inspection; but all are not being used to full capacity.

#### Self-assessment and improvement planning

What progress has been made in using self-assessment for quality improvement?	Reasonable Progress
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Two self-assessment reports continue to be produced for the CCM and prison provision, both with related development plans. These are collated by the head of learning and skills for a prison-wide report. The prison self-assessment report is much improved and has a good process including all areas in self-evaluation of their specialist provision.

Data is now regularly discussed at the quality improvement group meetings, linked to monitoring and evaluation of the provision. However, the head of learning and skills still has too little qualitative and quantitative data of OLASS provision in the prison on a regular basis, to have a clear ongoing knowledge of improvements and areas for concern. The learners' views on the provision is collected and now used to inform decisions and identify and share good practice.

Quality assurance arrangements are in place in the CCM provision and are improving in the prison-wide provision. Not all aspects of the learner journey are fully quality assured to support improvements, for example the induction and allocations process. Forms and other documents do not systematically have document control included to ensure all staff and learners are using the correct, current version and that policies and procedures are reviewed systematically and in a timely way.