



National Offender
Management Service

**Annex to South Central Region
Service Level Agreement
for Prison Services Commissioned
by the National Offender
Management Service from the
Public Sector Provider**

Between

**The National Offender Management
Service as Commissioner and**

Her Majesty's Prison Service

for

HMYOI Aylesbury

Local Establishment Annex 2014-15

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This document is the Local Establishment Annex 2014-15 to the South Central Regional SLA 2014-17. The Regional SLA, including this Annex, has been agreed between NOMS commissioners and the Deputy Director of Custody and signed by both parties confirming the agreement.

Section 1: Service Overview

From the **Commencement Date**, **HMPS** will deliver offender services as set out in this **SLA** and applicable **NOMS service specifications**. Additional commissioning arrangements with the YJB will be described within the National YJB SLA.

1. Establishment Details

Table 1: Establishment Details	
Establishment name	HMYOI Aylesbury
Establishment type	YOI
Specialist function	
Security Category / Categories:	Young Adults suitable for closed conditions or lower
Annual Operating Price	11,013,801

2. Establishment Population

HMPS shall provide the Operational Capacity and Certified Normal Accommodation (CNA) at the **Establishment**, as recorded in the table below. There is a legal requirement for any variations to Operational Capacity or CNA to be approved through the cell certification process set out in PSI 17/2012 Certified Prisoner Accommodation. Where there is a material difference between the commissioned Operational Capacity and CNA recorded in the table below and the certified levels, the **Notice of Change** process must be followed.

Table 2a: Capacity Specification	
Certified Normal Accommodation	411
Operational Capacity	444

Any restrictions in the establishment's allocation criteria must be recorded in the Population Specification in the table below. Material changes to the Population Specification must be agreed between the **Commissioner** and **HMPS** in advance of the change in population, using the **Notice of Change** process.

Table 2b: Population Allocation Specification

Gender:	Male prisoners only
Age:	Young Adults (Aged 18-21)
Security Category:	Young Adults suitable for closed conditions or lower
Sentence Status:	Sentenced prisoners
Sentence Length / Type:	12 months left to serve or best fit
Offence Type:	No restrictions
Nationality:	No restrictions

The assumptions of the **Commissioner** regarding the origins of the **Establishment's** population, the estimated numbers comprising each population segment and any specialist function are as recorded in the tables below. Some variance is always to be expected in the Population Assumptions, but where there is a material change between the assumptions recorded in the table below and the actual population held at the **Establishment**, the **Notice of Change** process must be followed.

Table 2c: Population Assumptions – Origin of the Population

HMYOI Aylesbury is a Young Offender Institution holding male young adults aged 18 to 21 years old. The population is mainly comprised of longer sentenced determinate and indeterminate young adults. This establishment mostly holds young adults sentenced at courts in the London and the South East regions and receives most of its population from other YOIs. This establishment has a specialist function in holding long term young offenders.

Table 2d: Population Assumptions – Estimated Background of the Population**OCTOBER 2014**

	Cat A	Cat B	Cat C	Cat D	Male YO	Other	Total
Prisoners on remand, convicted unsentenced, or sentenced uncategorised	N/A	N/A	N/A	N/A	N/A	N/A	0
Prisoners sentenced to less than 12 months	N/A	N/A	N/A	N/A	25	N/A	25
Determinate prisoners serving 12 months or more but less than 4 years	N/A	N/A	N/A	N/A	101	N/A	101
Determinate prisoners serving more than 4 years	N/A	N/A	N/A	N/A	245	N/A	245
Indeterminate prisoners	N/A	N/A	N/A	N/A	73	N/A	73
Determinate and indeterminate Recallees	N/A	N/A	N/A	N/A	N/A	N/A	0
Non-criminals	N/A	N/A	N/A	N/A	N/A	N/A	0
Resettlement	N/A	N/A	N/A	N/A	N/A	N/A	0
Discretionary	N/A	N/A	N/A	N/A	N/A	N/A	0
Total	0	0	0	0	444	0	444
Resettlement	No	Reset %		NA	Reset No.		NA
Specialist Function							

SECTION 2: ESTABLISHMENT DELIVERY

Table 3: Local Response to Commissioning Intentions	
CI Title & No.	Response to Commissioning Intention
1. Enhance public protection and ensure a safe, decent environment and rehabilitative culture	<p>1a) There is a sense of purpose in relation to rehabilitation, desistance, and progression through a sentence which is shared and understood by all who work with offenders.</p> <p>HMYOI Aylesbury recognises the importance of maintaining a rehabilitative culture with a clear sense of purpose across all aspects of the prison regime due to the number of offenders held here with longer sentences. All staff are actively encouraged to create an environment supportive of rehabilitation.</p> <p>The Offender Supervisors within Aylesbury's Offender Management Unit break down barriers and build pro-social working relationships with offenders and use motivational interviewing techniques to encourage offenders to address their risks and reduce the likelihood of re-offending. This is now supported greatly by the new IEP policy which requires offenders to engage in addressing their offending behaviour and reducing their re-offending. The introduction of the dual-skilled OS/SO role will mean there will be a more focused understanding of the journey each offender must take throughout their sentence, both in custody and the community.</p> <p>See also Table 6.</p>
	<p>1b) All who work with offenders consistently demonstrate behaviours and attitudes that support rehabilitation and desistance.</p> <p>The Every Contact Matters approach has been embraced fully at HMYOI Aylesbury. Senior Managers actively take opportunities to highlight to staff where they are already meeting the aspiration of this concept. This is focusing on acknowledging the good work already done in establishing and maintaining positive relationships with offenders, as well as re-enforcing the differences each interaction can affect.</p> <p>All young prisoners are treated respectfully (as outlined in the decency agenda); An example of pro-social modelling within this is the use of prisoners' preferred names. There are regular prisoner forums, where the young men are encouraged to discuss concerns and issues in a constructive manner, additionally the elected members of the Prison Council meet directly with the Governing Governor to discuss their agenda. By engaging with prisoners in these ways, staff demonstrate the positive results of pro-social behaviour.</p>
	<p>1c) Efforts are made to ensure offenders experience the environment as safe.</p> <p>HMYOI Aylesbury fully supports the Regional zero tolerance approach to violence. This is demonstrated by the 'Serious Single Incident' within</p>

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	<p>the new IEP scheme, which triggers an immediate IEP review with the presumption of a downgrade to Basic Level. All incidents of violence are dealt with by the Orderly Officer for that day and reported appropriately. All necessary actions are taken at this point (including supporting those under threat, challenging potential bullies through the PIP system, placing offenders on report etc). The Duty Governor and any other relevant staff will be advised immediately and the information will be cascaded to all staff within an appropriate timeline (normally the following day).</p> <p>Offenders have the opportunity to discuss issues with the Violence Reduction Officer through forums and highlight areas where there are concerns for safety. This information is fed back to the Safer Custody Meetings for discussion and action. All data gathered on indicators of violence will be analysed and discussed at the monthly Safer Custody Meeting. Where relevant, it will also have been considered by the Security Committee. Both forums will identify any trends and propose actions to address these. Safer Custody Reports are supplied for inclusion at Senior Management Team meetings.</p> <p>Personal Intervention Plans (PIPs) are used to monitor and confront violent behaviour by perpetrators and support victims. These are monitored and quality assured. The Safer Custody Department provides all staff with a list of current open PIPs as part of HMYOI Aylesbury's 'whole prison approach' to the monitoring, managing and challenging of suspected perpetrators.</p> <p>HMYOI Aylesbury has learnt from the investigations into two deaths in custody since 2011. Improvements have been made to the management of those offenders identified as being a risk to themselves and management checks are used to ensure the quality of the interactions with offenders being managed on ACCT plans.</p> <p>In consultation with staff, the Head of Residence has introduced a list of 'golden rules' for all wings in an attempt to address concerns about consistency when staff are working in multiple areas. This is a tool that will give staff and offenders a greater sense of uniformity and remove inconsistencies. This will remove tensions and improve safety for all.</p>
	1d) – 1g) : See Regional SLA
2. Strengthen integration of service delivery between directly funded, co-commissioned providers and wider partners	<p>2a) There is evidence of effective coordination of delivery of services and integration of providers locally, regionally and nationally to maximize outcomes for offenders.</p> <p>HMYOI Aylesbury has established good links with all current partner agencies. We will continue to effectively support and strengthen the integration of the increasing number of service providers by reviewing who we work with and how we work with them to ensure that all contracts and service level agreements demonstrate how each service fits within the establishment's overall strategic context.</p> <p>We will ensure that all offenders receive an integrated approach during their sentence so that they experience a coordinated, sequenced and seamless prisoner journey. This can be evidenced by the induction process and referral policies we have in place to ensure the co-ordination of services to meet offenders' needs and this information is fed back to Offender Supervisors for sentence planning.</p> <p>See also Table 6.</p>

	<p>2b) Facilitate the ongoing operation of mandating day one entry of prison leavers onto the DWP Work Programme and any future changes through the introduction of Universal Credit.</p> <p>HMYOI Aylesbury provides DWP staff access to accommodation suitable for private interviews with prisoners and adequate access to broadband lines and telephones to enable them to take advance claims for Jobseeker's Allowance and to make referrals to the Work Programme. Activity will be monitored to ensure that the majority of appointments booked with prisoners take place.</p> <p>We will continue to support the DWP Work Programme and any future changes through the introduction of Universal Credit.</p>
	<p>2c) Work together with NHS England and Public Health England in line with the National Partnership and Co-commissioning Agreement to ensure that NHS commissioned health services (including clinical and non-clinical substance misuse services) in custody support both health and justice outcomes.</p> <p>HMYOI Aylesbury will continue to forge relationships with our colleagues within NHS England and Public Health England. An example of this is our work with Inclusion Drug and Alcohol Services to assist all prisoners with substance misuse. A referral policy is in place to ensure needs are addressed. The Security Department works jointly with Inclusion Drug and Alcohol Services to align activity to promote recovery from addiction with efforts to reduce the supply of drugs and alcohol into prisons and the diversion of prescribed medication through appropriately sharing of information and intelligence. This is evidenced by the Inclusion Team submitting information to Security via the SIR process to advise of any areas of concern.</p> <p>See also Table 6.</p>
	<p>2d) Work together with local authorities to ensure that adult offenders and defendants with care and support needs are appropriately identified, their needs are assessed and they are supported to live with decency and as independently as possible; and that arrangements are made for continuity of care when an individual moves.</p> <p>See Table 6.</p>
	<p>2e) Work with Local Authorities (LA's) to promote inclusion of, and maximise benefits to, offenders' families</p> <p>HMYOI Aylesbury recognises that a lack of supportive and pro-social family / marital relationships is one of the key factors linked to reoffending and desistance and that mitigating these factors can enable offenders to reduce conflict in close relationships, develop positive relationships, enhance warmth and caring for others, develop strong and supportive family ties, improve family and intimate relationships and develop confident and responsible parenting behaviours.</p> <p>Prisoners who have issues in this area are identified during the Induction process and through Offender Supervisor work. Referrals to the Troubled Families programme are made where such a need is identified in liaison with the Offender Manager to the relevant Local Authority.</p> <p>Over three quarters of HMYOI Aylesbury's population are either ISP's or are sentenced to 4 years or more and we recognise that it is particularly important to provide support to these offenders in order to help maintain relationships over the longer term.</p>

	<p>In order to mitigate these issues HMYOI Aylesbury has a range of services to support offenders and their families including the following:</p> <p>Domestic visits - All offenders have the opportunity to spend time with family and friends. We will ensure our visitor centre is a place of useful and up to date information for families and signposting them to community based services. All domestic visits and family members are provided with information about the Assisted Prison Visits scheme which enables eligible families to claim for travel costs to visit prisoners.</p> <p>Family days – including Long Term Prisoner Days and Father's Days, these enable offenders to spend more time with family on pre-arranged one day visits in order to strengthen and improve family ties.</p> <p>Story Book Dads – supports fathers in custody to maintain links with their children.</p> <p>Chaplaincy Resettlement Scheme – aims to provide offenders additional support in their community upon release and improve family ties.</p> <p>Family Relationships course – offered by the Education department, this course looks at the impact on families of going into custody and what can be done by offenders to help maintain the relationship with their family whilst in custody, and then looking to rebuild that relationship upon release.</p> <p>Offenders' immediate families are invited and encouraged to contribute to sentence and resettlement planning objectives.</p> <p>HMYOI Aylesbury is a national resource and as such a large proportion of our population do not reside locally. We will therefore ensure a good level of contact is maintained with relevant Local Authorities, data is shared where appropriate and opportunities are used to share good practice and explore options to develop or strengthen effective interventions and services.</p>
	<p>2f) Continue to improve access to a pathway of new and existing services for offenders with severe personality disorders. Services are primarily targeted at men who present a high risk of serious harm to others and women who present a high risk of committing further violent, sexual or serious criminal damage offences. Services are co-commissioned with NHS England Specialised Commissioning to support health and justice outcomes.</p> <p>HMYOI Aylesbury continues to develop a Personality Disorder Service (SPECTRUM) to meet identified needs of relevant prisoners. The service will be imbedded into a network of pathways and not exist as a stand alone service provision, and we will work in partnership both strategically and operationally with NHS England and other third party agencies to ensure the delivery of a consistent approach to those with challenging behaviour and complex care across the establishment.</p> <p>The service will be targeted at those young offenders:</p> <ul style="list-style-type: none"> • Who are assessed as presenting a high likelihood of violent or sexual reoffending and high or very high risk of serious harm to others • Who are likely to have a developing severe personality disorder • Where there is a clinically justifiable link between the personality disorder and the risk

	<p>The critical outcomes for the service are: 1. A reduction in serious sexual or violent reoffending. 2. An improvement in the psychological health and well-being of prisoners and 3. The development of skills and confidence of the workforce.</p> <p>HMYOI Aylesbury will ensure the implementation of an established management structure for the service. We recognise that the provision of the conditions most likely to foster the value of healthy relational environments that will support treatment activities is underpinned by implementation of Enabling Environments (EE) values and objectives.</p> <p>A training needs analysis will be completed for prison staff to support delivery of the Personality Disorder Knowledge and Understanding Framework and Enabling Environments training. It is recognised that there is importance in up-skilling the whole prison staff group to instil a mind-set that can support working with complex cases and we will work with the service provider to ensure accessibility to training is given to enable this.</p> <p>See also Table 6.</p>
	<p>2g) Align services with Offender Learning and Skills Service (OLASS 4) providers in prisons. Put in place local partnership working arrangements and determine what learning opportunities will be offered in each prison. Support initiatives to make prisons places of work and strengthen the focus on employability. Enhance access to mainstream learning and employment services for offenders on return to the community.</p> <p>HMYOI Aylesbury proactively manages the learning and skills delivery in partnership with our OLASS provider, Milton Keynes College (MKC), to ensure that the educational and vocational opportunities we offer meets identified individual and employer needs.</p> <p>The Head of Reducing Re-offending facilitates regular prison based multi-disciplinary partnership meetings to discuss all aspects of learning and skills delivery and performance. A Quality Improvement Group/Regime Review meeting is held monthly to ensure that the delivery of learning and skills is adequate, reviewed and improved. The group includes the Cluster OLASS/Learning and Skills who reports outcomes to meetings facilitated by the lead Governor and in turn to the Regional Strategy Board, chaired by the DDC. This ensures alignment with regional and national learning and skills policy and priorities and the movement of funds, where deemed appropriate. We have clear agreed governance for our meetings; minutes are recorded and action plans are in place.</p> <p>In partnership with MKC, we access reliable labour market analysis pertaining to the areas into which most of our prisoners will be released. This, along with prisoner forum feedback is used to inform our curriculum which is reviewed regularly and ongoing, so as to ensure that the changing and diverse needs of our prison population are met and to maximise employment opportunities.</p> <p>All offenders are screened for functional skills needs during their induction and a full assessment is completed by MKC, where a need is identified. Maths and English courses are offered as a matter of priority and a system is being embedded to ensure this is a criteria for prisoners to achieve before undertaking other rehabilitation or Resettlement needs.</p> <p>As part of the Regime Refresh being conducted at HMYOI Aylesbury under the Benchmarking Project, our regimes are planned so as to reduce any interruption to an offender's learning. Attendance to education is compulsory; sentence planning and the IEP scheme is used to encourage offender engagement in their learning and all non-attendance without good cause is investigated and challenged via IEP.</p>

	<p>Working in collaboration with our MKC, we are closely monitoring recruitment, attendance and punctuality and we are planning and maximising our resources to ensure that offender achievement is optimised, using our OLASS budget to the full. Data is collected and a report submitted to the Governor, Cluster Lead Governor and DDC.</p>
	<p>2h) Strengthen partnership working to ensure that offenders have access to support and services to both prepare for and enable access to employment.</p> <p>HMYOI Aylesbury will continue to build relationships with local partners to provide opportunities for offenders to prepare and gain employment on release. This is particularly focused on opportunities for ROTL.</p>
3. Deliver an efficient, quality service	<p>3a) Target resources on evidence-informed interventions and services which are likely to deliver the best outcomes for the investment. This includes targeting factors shown to be related to NOMS intended outcomes and using a service design which will be effective with the groups which receive it.</p> <p>HMYOI Aylesbury will continue to target resources at those evidence-informed interventions and services that support desistance and reduce reoffending. Segmentation data has been used to ensure that we are providing the interventions and services best suited to our population.</p> <p>Nearly half of HMYOI Aylesbury's population are convicted of violent offences. The introduction of the RESOLVE programme targets the needs of this segment as this cognitive behavioural programme aims to reduce the use of aggression and violence by assisting offenders in developing their understanding of the pathways into violent offending and maintenance of violence, as well as by offering them skills and strategies to avoid the use of violence in the future. This is provided in addition to TSP which addresses the way offenders think and their behaviour associated with offending.</p> <p>A quarter of HMYOI Aylesbury's population is made up of those convicted of sexual offences. We offer Core SOTP and BNM (an adapted programme for those with social or learning difficulties) which help offenders develop understanding of how and why they have committed sexual offences. The programmes also increase awareness of victim harm.</p> <p>Details of how interventions and services are targeted can be found in Tables 4a and 4b.</p>
	<p>3b) Have robust quality assurance processes in place to ensure offender services are (i) delivered as they are intended (i.e. with integrity and as planned and designed) and (ii) that they are effective.</p> <p>HMYOI Aylesbury recognises that the likelihood of achieving successful outcomes is impacted by quality of delivery, and has procedures in place to monitor quality thereby improving outcomes.</p> <p>We have in place an assurance system including self audit, assurance statements and internal management and governance checks to</p>

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	<p>ensure that services being delivered are effective. We maintain a risk management process for dealing with uncertain events that could impact on delivery. Monthly performance figures are signposted to SMT via reports provided for the SMT meeting.</p> <p>Our robust self audit plan is signed off by the Governor and made available to all staff. Audit findings are quality checked by the Business Hub Manager to ensure completion without omission or bias and are then fed back to the relevant department and SMT. Action plans are developed for any non-compliance and are followed up by a re-audit. Monthly audit results are provided to SMT and fed back to Band 5 staff in delivery team meetings.</p> <p>Accredited Interventions are subject to quality assessments and operational audits which take place every two years as well as on site treatment management oversight to ensure compliance and clinical integrity.</p>
<p>4. Ensure delivery is matched to population, purpose and NOMS outcomes</p>	<p>4a) Use segmentation and local data sources to target resources for rehabilitation services, case management and risk management where they will deliver the greatest outcomes for investment.</p> <p>HMYOI Aylesbury is committed to the targeting of resources to ensure outcomes from investment are maximised. We will continue to review our delivery and ensure that it matches the identified needs of our population as identified via segmentation data and local data sources and that prioritisation is given to those representing the greatest risk to the public.</p> <p>67% of HMYOI Aylesbury's population are convicted of sexual or violent offences and we are able to provide a number of accredited interventions to address the offending behaviour of these higher risk segments. For those offenders with higher OGRS who will require medium or high intensity case management, we will prioritise those of higher risk of harm and all indeterminate sentenced prisoners.</p> <p>See also Table 4b.</p>
<p>5. Ensure that delivery of services is responsive to individual needs and characteristics to maximise outcomes</p>	<p>5a) individual need and characteristics are identified, assessed for significance and monitored</p> <p>HMYOI Aylesbury has a number of standard processes for identification and assessment of individual needs within first days in custody which include healthcare screening, education assessments, equalities questionnaires, safer custody and cell sharing risk assessments. In addition we recognise that a number of offenders may have possible unidentified learning disabilities and mental health problems. To meet this need we have additional screening and assessment arrangements in place for these areas of need and strategies for sharing assessment information across partners. These processes are monitored to ensure they are of a good standard and delivered as expected. The results are used to develop individual plans where offender needs are identified.</p> <p>Individual needs are monitored through a range of tools such as the OASys sentence plans, ACCT plans, Care plans and Individual learner plans. In addition we monitor the needs of our populations against the services and activities received in order to ensure that appropriate services and interventions are in place and adapted to meet needs, and to ensure that groups with particular characteristics are not discriminated against.</p> <p>Individual needs may arise from enduring characteristics such as age, ethnicity or disabilities or could be more temporary, for example bereavement or depression. We ensure that our staff have adequate training so that they are able to identify offenders who may need</p>

	<p>additional support and can take appropriate action.</p> <p>Data on all protected characteristics is collected from all prisoners and recorded on Prison-Nomis.</p>
	<p>5b) information on individual need and characteristics is used to sequence and adapt service to individual need</p> <p>Information gained is then used to develop an individualised plan which adapts and sequences services to maximise the benefit to the offender, using OASys which is monitored annually or when a significant change occurs. Additional reviews will occur if necessary.</p> <p>Staff receive information and training to support them in recognising barriers to engagement that may arise owing to factors such as age, sexuality, disability, intellectual function, etc.</p>
6. Deliver priority national or specialist services	<p>6a) Engage with existing local structures and ensure that training and awareness is embedded among key staff groups, in order to deliver on the identification, assessment and management of extremist offenders. Ensure referral, where appropriate, to interventions (including Channel), structured assessment (including Extremism Risk Guidance (ERG22+) and structured interventions including Healthy Identity Intervention (HII)) and, within prisons, faith-based programmes (including Tarbiyah & Ibaana) according to offender risk and need.</p> <p>In relation to NOMS' approach to the identification, assessment and management of extremist offenders, HMYOI Aylesbury will ensure delivery in the key thematic areas of Intelligence Gathering & Management; Offender Management & Public Protection; and Interventions & Resettlement, as assessed by NOMS HQ.</p> <p>HMYOI Aylesbury will also ensure that any recommendations related to the identification, assessment and management of extremist offenders which are identified in year through the NOMS assessment process are implemented within reasonable timescales.</p>
	<p>6b) Deliver victim-offender conferences (Restorative Justice) where capacity exists and develop partnerships and a supportive environment to enable delivery where in-house capacity does not exist.</p> <p>HMYOI Aylesbury has fully embraced the Restorative Justice agenda and will deliver victim-offender conferences in order to motivate suitable offenders to take responsibility for their offences and make changes in order to stop reoffending, whilst giving victims the opportunity to be heard and to have a say in the resolution of offences. 3 Volunteers have completed their training to be RJ facilitators via the Thames Valley Partnership and once the planned Thames Valley Restorative Justice Hub is operational HMYOI Aylesbury will strive to deliver up to 10 conferences per year. Face to face victim-offender conferencing will be targeted at medium/high risk offenders (OGRS 25-74) with violent or acquisitive offences where there is a clear victim. Where a process towards conferencing has started for an individual but cannot result in a face to face meeting, letter writing facilitated by a trained facilitator will be offered as an alternative means of ensuring the desired outcomes for the participants are achieved.</p>

	<p>6c) Ensure the efficient use of prison places through development and implementation of local bail strategies and use of HDC for appropriate offenders, including making full use of Bail Accommodation and Support Service.</p> <p>All prisoners eligible for HDC who cannot provide an accommodation address will be offered accommodation through BASS - in accordance with PSI 25/2013 and Annex I of PSO 6700 (Home Detention Curfew). BASS support-only will be considered for those with their own accommodation who could be released with additional support. We will also ensure that BASS is considered as an option when non-BASS HDC placements fail.</p> <p>The HDC strategy stresses the importance of liaison with the license supervisor (offender manager) and ensures that releases to BASS are credited as 'suitable and settled' for the purpose of delivery levels. HDC referrals to BASS will be delivered from within existing resources.</p> <p>We will monitor BASS referral and placement trends and will investigate when these are outside the expected range for the institution HDC releases. We will establish improvement objectives where outcomes are substantially below the expected or historic level for the institution.</p>
	<p>6d) Increase the amount of commercial and economically beneficial work in prisons undertaken by prisoners.</p> <p>HMYOI Aylesbury supports the focus of the Benchmarking Project and the implementation of the new 'core day' in providing prisoners with meaningful work that replicates a normal working week. We continue to work with ONE3ONE solutions in order to develop work opportunities and will proactively engage with the Regional Commercial Contracts Manager (when recruited) in order to secure more work on a commercial basis.</p> <p>We will maintain agreed activity places and will continue to work towards increasing the amount of commercial and economically beneficial work within the establishment. In line with the BDG report, we are working to better utilise the accommodation within the establishment so as to increase the number of workshops, which will allow us to offer employment to over a predicted 80% of our population.</p> <p>We are working with our education provider to further develop our vocational workshops, for example, a Motorbikes Mechanics Workshop to work alongside our existing Motor vehicle Mechanics Workshop, increasing the number of activity places available. We are currently working to introduce a Cycle Repair Workshop. We have established links with a local Waste Recycling company to scope out opportunities for partnership and development and thereby increasing the activity places in this area. We have utilised Capital Funding to secure polytunnels to be used as part of the Horticultural qualification and increasing capacity in our Gardens workshop as a result.</p> <p>Development of the Regime continues in order to reach HMYOI Aylesbury's full potential. We will use sentence planning and the IEP scheme to ensure attendance by securing offender engagement in their rehabilitation.</p> <p>See also Table 6.</p>
	<p>6e) Support the delivery of efficiencies across the criminal justice system by increasing the use of prison video links.</p> <p>HMYOI Aylesbury currently has one set of video link equipment provided by Thames Valley Probation which is used to facilitate a wide range</p>

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of conferences including sentence planning, Offending Behaviour course post programme reviews, OASys reviews and court appearances. This work is primarily undertaken by Offender Supervisors and programme facilitators. We fully support the Video Action Plan and will explore opportunities to increase the use of video link conferences to include Parole Hearings, those convicted offenders who currently attend Court for alleged further offences; contact by Defence Council for remanded adjudications, appeals and other legal matters; inter prison visits; and 'through the gate' services particularly prior to release on Licence. This will include establishing links with local courts and probation for partnership agreements, and sourcing additional video conferencing equipment and facilities along with the staffing provision to ensure consideration is given to the safety of young prisoners and staff.

See also Table 6.

Table 4a: Rehabilitation Services

This table should reflect all NOMS Commissioned and NOMS Co-Commissioned services delivered as part of the Core Rehabilitation Offer. It is assumed all the services described below are available to all prisoners with an identified need: therefore targeting information is not applicable to this section. It is understood that these services may change in year as a result of the Through The Gate competition and tendering process.
Changes to this table will be managed through existing NoC mechanisms.

Rehabilitation Services in Custody	Name of Service Service Description	Commissioning Arrangements (NOMS Locally, Regionally or Co-Commissioned)
Staff support and encourage prisoners to participate fully in rehabilitation services	<p>All prisoners are assessed for their rehabilitative needs within 72 hours of arrival; immediate needs are established upon reception. This information is shared with appropriate departments/ service providers to ensure these needs are met.</p> <p>All prisoners complete an induction process to enable them to approach their time in custody constructively in order to gain the maximum benefit from their sentence and to prepare for their release, with a strong focus on reducing reoffending.</p> <p>Risk Management – All staff will make effective use of information sharing (such as the observation book, handover/ daily briefing sheets) and monitoring mechanisms as part of their core tasks that contribute to a safe and secure, decent rehabilitative environment.</p> <p>At HMYOI Aylesbury we operate an integrated IEP system whereby prisoners must demonstrate a full commitment to engaging in their own rehabilitation in order to earn incentives and privileges.</p> <p>The Personal Officer scheme encourages the building of positive staff-prisoner relationships and enables prisoners to seek help and guidance.</p> <p>Offender Supervisors within the Offender Management Unit take responsibility for motivating prisoners to address risks and reduce the likelihood of re-offending. They achieve this by breaking down barriers and building pro social working relationships with offenders and using motivational interviewing techniques to encourage a change in behaviour.</p> <p>At HMYOI Aylesbury, the 'Every Contact Matters' agenda forms part of the ethos for prisoner engagement and is championed by Senior Managers.</p>	

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<p>Prisoners are made aware of their responsibilities in engaging with and accessing services</p>	<p>All communication with and service provision to prisoners is accessible and responsive to their diverse and individual needs. All staff are supported to ensure their engagement with prisoners is effective through equality and diversity awareness training.</p> <p>We operate a range of prisoner roles where prisoners support / advocate for their peers such as our Listeners, Toe by Toe Mentors, User Voice Members, Recovery Champions and Diversity/Equalities representatives. This enables this group of prisoners to experience civic participation and engagement, and to take on constructive and pro-social roles that provide positive non-offending status and identity.</p> <p>At HMYOI Aylesbury we operate an integrated IEP system whereby prisoners must demonstrate a full commitment to engaging in their own rehabilitation in order to earn incentives and privileges.</p> <p>We will measure the impact we are having by monitoring sentence planning objectives including progress against sentence plan and completions, and take up of rehabilitative activities including numbers and types of qualifications and skills achieved.</p>	
<p>Prisoners anti social attitudes, thinking and behaviours are addressed by staff through pro social interaction and engagement</p>	<p>We are taking active measures to promote and improve understanding of the importance of pro-social behaviours and attitudes at all levels and to work towards a more rehabilitative culture across the prison.</p> <p>Offender Supervisors within the Offender Management Unit take responsibility for motivating prisoners to address risks and reduce the likelihood of re-offending. They achieve this by breaking down barriers and building pro social working relationships with offenders and using motivational interviewing techniques to encourage a change in behaviour.</p> <p>Pastoral Care – All prisoners receive a three part induction to Chaplaincy. The first within 24 hrs, the second as soon as applicable and the final group Induction a week or two later. The variety of settings and composure assists in building individual confidence, trust and relationships as well as the mutual interactions with other prisoners during the group Induction. This leads to a better awareness and then offering better support to each other and staff throughout their time at Aylesbury. This work feeds into the ongoing development of the Chaplaincy Resettlement Scheme, which aims to provide young prisoners additional support in their community upon release.</p> <p>We will measure the impact we are having by monitoring the outcomes of IEP reviews</p>	

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Prisoners can access appropriate services that enable them to seek suitable employment and/or training for release.	<p>Through the OLASS provider, all prisoners have the opportunity to participate in classes that will assist individuals to further their learning. Analysis of each prisoner's ability is undertaken to ensure they are targeted at the appropriate level. It is intended that each person should achieve basic literacy and numeracy skills and as such Maths and English courses are offered as a matter of priority.</p> <p>Vocational Training - All prisoners have access to prison industries workshops to gain workplace experience and qualifications, subject to workplace risk assessments and effective sequencing of offending behaviour and resettlement requirements.</p> <p>All young prisoners who are within six months of release can be considered for Trailblazers Mentoring Service, subject to a risk assessment taking into account behaviour in custody and community risk management factors. The service focuses on Education, Training, Employment and Volunteering as well as some softer outcomes i.e. Self-esteem, confidence and increased well being. This service then follows the individuals offering support for up to 9 months post custody.</p> <p>Tribal - Prisoners are seen on induction, mid sentence and prior to release to offer custody length support in advice and guidance on education and vocational training opportunities.</p> <p>Employment benefit advisors – prisoners are given access to assistance re future job prospects or for support onto the DWP work programme and in applying for job seekers allowance.</p> <p>The contact details for existing community based services are maintained and accessible to all prisoners.</p> <p>All eligible prisoners have the opportunity to apply for ROTL to provide support to the local community and make preparation for improved integration upon release. Experiences include external work placements, completion of town/home visits or attendance at external educational courses in order to reduce reoffending, improve employability and reduce risk.</p>	Co-commissioned national contract Co-commissioned Co-commissioned Co-commissioned national contract
Prisoners can access services that enable them to manage housing needs created as a result of their custody.	<p>Stonham – housing benefit advice; maintaining tenancy agreements</p> <p>Provision of housing advice leaflets</p> <p>Prisoners have access to the contact details for existing housing services providers.</p>	Co-commissioned national contract
Prisoners can access services that enable them to seek settled and suitable housing for release.	<p>Stonham – provide services enabling prisoners to manage their accommodation needs in preparation for release.</p> <p>Provision of a housing advice leaflet</p> <p>Prisoners have access to the contact details for existing community based housing services</p>	Co-commissioned national contract

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<p>Prisoners can access services to enable them to address personal financial management issues created as a result of their custody.</p>	<p>Prisoners are provided with a debt advice pack</p> <p>DWP - Assistance to close down and reinstate benefit claims</p> <p>Barclays Account Programme - Services that enable the opening and management of bank accounts</p> <p>Prisoners are provided the contact details for existing community based debt management services</p>	<p>Co-commissioned national contract with CAB</p> <p>Co-commissioned national contract Banking partnership with Barclays</p>
<p>Prisoners can access available services which enable them to address their family welfare and family support needs.</p>	<p>Domestic Visits - All prisoners can have the opportunity to spend time with family and friends. The number of visits available to each prisoner in a month period is directly related to their behaviour in custody, rewarding those that are not on Basic IEP.</p> <p>Prisoners' immediate families are invited and encouraged to contribute to sentence and resettlement planning objectives; this includes invitations to attend post programme reviews.</p> <p>Long Term Prisoner Days - Special one day visits for indeterminate and lifer prisoners and their families twice a year facilitated by the Offender Management Unit. To be eligible, ISPs must have held Enhanced IEP status for six months and have served four years, or have at least four years left to serve.</p> <p>Prisoners are signposted to community based services that support prisoners' families.</p> <p>Chaplaincy Resettlement Scheme - aims to provide young prisoners additional support in their community upon release and improve family ties.</p> <p>Father's Days – One day visits for prisoner's with children facilitated by Chaplaincy, three times a year</p> <p>Our Prison Fellowship runs the Angel Tree initiative whereby a prisoner may send a gift to their child, as well as a Mother's Day gift voucher scheme.</p> <p>Story Book Dads – supports fathers in custody to maintain links with their children by allowing them to record a story and personal message onto a DVD for sending home.</p> <p>Family Relationships course – offered by the Education department, this course looks at the impact on families of going into custody and what can be done by offenders to help maintain the relationship with their family whilst in custody, and then looking to rebuild that relationship upon release.</p>	<p>Locally commissioned services</p>

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<p>Prisoners have equivalence of access to health services in custody as in the community.</p>	<p>Upon reception prisoners undergo an initial health needs assessment. Prisoners are subsequently signposted and supported in tackling any identified needs.</p> <p>All prisoners undergo a medical examination within 24 hours of first reception</p> <p>Prisoners have access to primary and secondary health services, including mental health services, commissioned through Health including: Doctor-GP service, Dentist, Nursing care, Optician, Physiotherapy</p> <p>All prisoners have access to Wellman Clinics which are run weekly and involve a general health check including height, weight, BMI, BP and medical history, including allergies</p>	<p>Co-commissioned national contract with NHS England</p>
<p>Prisoners can access treatment, services, advice and support around drug and alcohol needs.</p>	<p>Upon reception, all prisoners have an initial health needs assessment. Immediate clinical needs are met.</p> <p>All prisoners who identify as having a drug or alcohol misuse problem can be referred to the IRP programme. It aims to help prisoners understand the link between their substance misuse and offending behaviour.</p> <p>DARTS groups and one to one awareness sessions – All prisoners who identify as having a drug or alcohol misuse problem can attend these sessions. They are intended to offer the attendees general information about the relevant area, in addition to harm reduction techniques and knowledge about rehabilitative treatments available in custody and the community; assisting them in stopping or reducing substance misuse.</p> <p>Prisoners have access to the contact details for services that can support them with their drug and alcohol needs.</p>	
<p>Prisoners who have experienced domestic violence, rape or abuse can access services that offer them advice and support.</p>	<p>HMYOI Aylesbury recognises that disclosing information relating to being a victim of domestic violence, rape or abuse can be extremely difficult and traumatic for prisoners. Offender Supervisors have been trained to respond sensitively when prisoners disclose information and have been made aware of how to refer prisoners to appropriate services.</p> <p>Where need is identified, prisoners would be provided with contact details to engage with existing appropriate community based services that support victims of domestic violence, rape or abuse.</p>	
<p>Prisoners who have been sex workers can access services that offer them advice and support.</p>	<p>HMYOI Aylesbury recognises that disclosing information relating to being a sex worker can be extremely difficult for prisoners. Offender Supervisors have been trained to respond sensitively when prisoners disclose information and have been made aware of how to refer prisoners to appropriate services.</p> <p>Where need is identified, prisoners would be provided the contact details to engage with existing appropriate community based services that support sex workers.</p>	

Table 4b: Rehabilitation Services - Additional Services Offer

Using segmentation and local data sources to target resources where they will deliver the greatest outcomes for investment - this table should reflect the case management activity, risk management activity and rehabilitative services and interventions, delivered within the establishment which are **additional** to the core offer

Segment	Total no. of Prisoners within Segment <ul style="list-style-type: none"> Use the segmentation data tool on the NOMS Performance HUB to get the numerical data you need to populate this column 	Strategic approach to meeting the needs of the segment Title and description of rehabilitative services/interventions and case management activities <ul style="list-style-type: none"> Give the title and a brief description of the case management activities offered to offenders in each segment Give a brief description of the range of rehabilitative services and interventions offered to offenders by segment. Include any accredited programmes on offer. Use the guidance on targeting in Commissioning Intention 4a If a service or intervention is available across more than one segment (for example – TSP may be available to both sex offenders and violent offenders) then state in each applicable box, making clear in the next column the number of completions relating to each segment. 	Indicate whether the service or intervention is commissioned or co-commissioned and the number of offenders who will be able to access the intervention or service annually <ul style="list-style-type: none"> For accredited programmes give the number of completions It is not necessary to record volumes for case management activities
All Offenders – where service targeted by need rather than risk	408	<p>Alcoholics Anonymous – provides the support needed to face and tackle alcohol abuse to avoid linked offending behaviour in future.</p> <p>Inclusion Drug and Alcohol Services – We will work with NHS England and Public Health England to ensure that offenders who need substance misuse services are able to access them in accordance with their individual care and sentence plans.</p> <p>Shannon Trust/ Toe by Toe - Involves literate prisoners acting as mentors to prisoners with literacy needs in short daily sessions and encouraging them via peer support to make progress in reading and writing. The outcome expected is improved access to education, employment and training and improved family ties, particularly with any children.</p> <p>Risk management – security considerations inform decisions about the targeting of risk management activities as does the offender's risk of serious harm rating (regardless of their OGRS band).</p> <ul style="list-style-type: none"> Our minimum risk management approach for all offenders is based on partnership between the OMU, Security Department and others as required, so that all risk information is shared. Medium ROSH ratings prompt a pro-active approach to observing and recording behaviour, and sharing information across the prison. High/Very high ROSH ratings are prioritised for highest levels of risk management, 	<p>AA: 10 places per session held weekly</p> <p>Co-commissioned; demand led</p> <p>Co-commissioned; demand led</p>

		<p>which includes discussion at inter-departmental risk management meetings in cases of greatest concern.</p> <p>Recalls: Core rehabilitation services will be available to all fixed term and standard recalls. For those subject to standard recall, we will also ensure they have access to the most appropriate case management to support their sentence progression and their ability to make representations to the parole board, irrespective of their OGRS. We will ensure this group can access rehabilitation services in table 4a to expedite their earliest and safe re-release.</p>	
Sexual Offenders	<p>100 (25%)</p> <p>Of whom 1 is low OSP and low OGRS;</p> <p>15 are medium OSP but low OGRS</p> <p>86 have a high or very high OSP score; of these, 58 have a OGRS >50</p>	<p>Core SOTP – SOTP helps offenders develop understanding of how and why they have committed sexual offences. The programme also increases awareness of victim harm. The main focus is to help the offender develop meaningful life goals and practice new thinking and behavioural skills that will lead him away from offending.</p> <p>BNM – BNM is a version of the SOTP Core programme, covering similar areas but adapted for those who have social or learning difficulties. It is designed to increase sexual knowledge, modify offence-justifying thinking, develop ability to recognise feelings in themselves and others, to gain an understanding of victim harm, and develop relapse prevention skills.</p> <p>All prisoners who are serving for sexual offences will be assessed for suitability for SOTP.</p> <p>Offending behaviour programmes are generally targeted at those with OGRS above 50 however, for sex offenders this can and should be overridden by a Risk Matrix 2000 (RM2000) score of Medium or High; under this criteria, prisoners with OGRS 0 – 49 can be offered SOTP/BNM, TSP.</p> <p>Those offenders with sexual offences with OGRS 50+ will be prioritised for Psychological Services, as will those identified as having complex needs. This work includes individual clinical work where requested by the Head of OMU and assessed as necessary by a qualified psychologist and attendance at MAPPA meetings where psychological input is deemed essential. This work forms part of the plans in place to manage individuals successfully in the community, reducing their likelihood of reoffending.</p> <p>MAPPA – we will manage sex offenders in accordance with MAPPA guidelines.</p> <p>Recalls – see comments in all offenders box.</p>	
Violent offenders	<p>171 (42%)</p> <p>Of whom 64 are OVP 30 – 59</p> <p>111 are OGRS 50+</p> <p>37 have no recent OASys</p> <p>51 are serving indeterminate</p>	<p>We will take OVP scores, where a valid OASys is available, into consideration when targeting activities and services for violent offenders.</p> <p>RESOLVE - a cognitive-behavioural programme that aims to reduce the use of aggression and violence by assisting offenders in developing their understanding of the pathways into violent offending and maintenance of violence, as well as by offering offenders skills and strategies to avoid the use of violence in the future.</p> <p>All prisoners with an index offence for violence scoring 30 - 60 on the OVP scores are</p>	

	sentences	<p>considered for suitability for RESOLVE. An OGRS of 50 - 74 makes an offender suitable for RESOLVE if OVP is not available. If a prisoner has a low OVP / OGRS score but is assessed as a medium or high risk of harm (ROSH) they can be offered a place on RESOLVE.</p> <p>If a prisoner has been given a life or indeterminate sentence and his history suggests the use of violence, this can override the OVP / OGRS criteria.</p> <p>TSP - a cognitive skills programme which addresses the way offenders think and their behaviour associated with offending. The programme aims to reduce reoffending by engaging and motivating, coaching and responding to individual need and building on continuity. It supports offenders developing skills in setting goals and making plans to achieve these without offending.</p> <p>All prisoners convicted of non-acquisitive violent offences scoring 50+ on the OGRS are considered for suitability for TSP.</p> <p>Those offenders with violent offences with OGRS 50+ will be prioritised for Psychological Services, as will those identified as having complex needs. This work includes individual clinical work where requested by the Head of OMU and assessed as necessary by a qualified psychologist and attendance at MAPPA meetings where psychological input is deemed essential. This work forms part of the plans in place to manage individuals successfully in the community, reducing their likelihood of reoffending.</p> <p>Prisoners convicted of non-sexual violent offences where there is a clear victim will be considered for face to face victim-offender conferencing (RJ).</p> <p>MAPPA – we will manage violent offenders in accordance with MAPPA guidelines.</p> <p>Recalls – see comments in all offenders box.</p>	Up to 10 conferences per year
Indeterminate Sentenced Prisoners (ISPs)	<p>72 (18%)</p> <p>Of whom 51 are convicted of violent offences, 14 for sexual offences, and 5 for robbery</p>	<p>The intensity of case management for ISPs will range from medium to high and will vary over the course of their sentence, with highest levels of intensity around key events such as parole reviews. Intensity of case management for ISPs will also vary according to the level of risk the offender presents (including risk of reoffending, violence, sex offending etc).</p> <p>ISPs with an OGRS 50+ are prioritised for Psychological Services which includes individual clinical work where requested by the Parole Board or Head of OMU and assessed as necessary by a qualified psychologist, Risk Management reports for ISP and IPP prisoners and attendance at sentence planning boards, MALRAP and MAPPA meetings (ISP, IPP or MAPPA3) where psychological input is deemed essential. This work forms part of the plans in place to manage individuals successfully in the community, reducing their likelihood of reoffending. Those offenders with violent or sexual offences with high risk ratings will be prioritised; as will those identified as having complex needs.</p> <p>ISPs will be prioritised for Offending Behaviour Programmes and Psychological services. On this basis, those ISPs with an OGRS of 0 – 49 can be considered for SOTP, TSP and</p>	

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		<p>RESOLVE.</p> <p>ISPs convicted of violent or acquisitive offences where there is a clear victim will be considered for face to face victim-offender conferencing (RJ).</p>	Up to 10 conferences per year
Low likelihood of any reconviction OGRS 0-24%	<p>78 (19%)</p> <p>Of whom 46 are convicted of sexual offences</p> <p>25 are violent ; 19 of these also have a low OVP</p> <p>7 are convicted of robbery or drugs offences</p>	<p>Prisoners in this OGRS band receive access to all services in the 'All Offenders' section of this table.</p> <p>Low intensity case management for offenders in this OGRS band except for violent offenders with OVP of 30%+, sexual offenders assessed as medium risk or higher under RM2000, or indeterminate sentenced prisoners.</p> <p>Low intensity case management includes: Core Offer listed at Table 4a, Offender Supervisor review of sentence plan and an approach based on 'Every Contact Matters' to ensure that all staff who have contact with offenders understand their role in contributing to rehabilitation.</p> <p>Offenders within this OGRS band will have access to the core rehabilitative offer as per table 4a. In general, no additional rehabilitation services are targeted at offenders in this OGRS band (see specific approaches above for violent offenders, sexual offenders and indeterminate sentence prisoners).</p>	
Medium likelihood of any reconviction OGRS 25-49%	<p>90 (22%)</p> <p>Of whom 28 are serving for sexual offences</p> <p>35 for violence</p> <p>23 for robbery</p>	<p>Prisoners in this OGRS band receive access to all services in the 'All Offenders' section of this table.</p> <p>Low intensity case management for offenders in this OGRS band except for violent offenders with OVP of 30%+, sexual offenders assessed as medium risk or higher under RM2000, or indeterminate sentenced prisoners.</p> <p>Low intensity case management includes: Core Offer listed at Table 4a, Offender Supervisor review of sentence plan and an approach based on 'Every Contact Matters' to ensure that all staff who have contact with offenders understand their role in contributing to rehabilitation.</p> <p>TSP - Assessments for this offending behaviour programmes can override an OGRS of between 47-49% in order to place those 'borderline' prisoners on courses deemed suitable to their needs.</p> <p>All prisoners within this OGRS band convicted of violent or acquisitive offences where there is a clear victim will be considered for face to face victim-offender conferencing (RJ).</p>	Up to 10 conferences per year
High likelihood of any reconviction OGRS 50- 74%	<p>133 (33%)</p> <p>Of whom 13 are convicted of sexual offences</p> <p>63 are convicted of violent offences, of these 41 also have an elevated OVP score 30+</p>	<p>Prisoners in this OGRS band receive access to all services in the 'All Offenders' section of this table.</p> <p>Medium Intensity case management for offenders in this OGRS band. We will begin by prioritising violent offenders with OVP 30%+, sex offenders with a RM2000 above 'low' and all indeterminate sentenced offenders for this level of service.</p> <p>Medium intensity case management includes: one to one supervision, recognising achievements / reflecting on setbacks and planning for positive change, motivation to maintain or make progress, consolidate learning from interventions etc.</p>	

	<p>39 are convicted of robbery, 12 for drug offences, 4 acquisitive and 2 for motoring and other offences</p>	<p>All prisoners convicted of non-acquisitive offences scoring 50+ on the OGRS are considered for suitability for TSP.</p> <p>All prisoners with a violent index offence with an OGRS of 50 - 74 are considered for suitability for RESOLVE where an OVP score is not available.</p> <p>Those offenders with violent or sexual offences with OGRS 50+ will be prioritised for Psychological Services, as will those identified as having complex needs. This work includes individual clinical work where requested by the Head of OMU and assessed as necessary by a qualified psychologist and attendance at MAPPA meetings where psychological input is deemed essential. This work forms part of the plans in place to manage individuals successfully in the community, reducing their likelihood of reoffending.</p> <p>There are limited services available to directly target acquisitive offending behaviour. Evidence suggests that young men in this section often have substance misuse issues. We are working with co-commissioning partners to ensure that acquisitive offenders who need drug treatment are able to access it. Offender supervisors will work to motivate and encourage acquisitive offenders to take part in drug treatment.</p> <p>All prisoners within this OGRS band convicted of violent or acquisitive offences where there is a clear victim will be considered for face to face victim-offender conferencing (RJ).</p>	Up to 10 conferences per year
Very high likelihood of any reconviction OGRS 75-89%	<p>90 (22%)</p> <p>Of whom 44 are convicted of violent offences; of these 33 have an elevated OVP score 30+</p> <p>16 are convicted of robbery, 9 acquisitive and 7 drugs</p> <p>11 are convicted of sexual offences, all of which have a very high OSP score</p>	<p>Prisoners in this OGRS band receive access to all services in the 'All Offenders' section of this table.</p> <p>Highest intensity case management will be made available to as many offenders in this OGRS band as resources will allow. We will begin by prioritising violent offenders with OVP over 60%, sex offenders with a RM2000 above 'medium' and indeterminate sentenced offenders approaching tariff or a move to open conditions.</p> <p>Highest intensity case management is as medium intensity but with more frequent / longer supervision sessions (with a clear purpose linked to the aims of the sentence plan), and active advocating for offenders where they may need help in accessing services to reduce re-offending.</p> <p>Non-acquisitive offenders in this OGRS band are considered for suitability for TSP.</p>	
Extremely high likelihood of any reconviction (prolific) OGRS 90-100%	<p>17 (4%)</p> <p>Of whom 8 are convicted of acquisitive offences</p> <p>4 are convicted of violent offences</p>	<p>Prisoners in this OGRS band receive access to all services in the 'All Offenders' section of this table.</p> <p>Highest intensity case management will be made available to as many offenders in this OGRS band as resources will allow. We will begin by prioritising violent offenders with OVP over 60%, sex offenders with a RM2000 above 'medium' and indeterminate sentenced offenders approaching tariff or a move to open conditions.</p> <p>Highest intensity case management is as medium intensity but with more frequent / longer</p>	

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	2 are convicted of sexual offences, 1 robbery and 2 other	supervision sessions (with a clear purpose linked to the aims of the sentence plan), and active advocating for offenders where they may need help in accessing services to reduce re-offending. Non-acquisitive offenders in this OGRS band are considered for suitability for TSP.	
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Table 5: Accredited Programmes provided in the establishment		
Does this establishment deliver NOMs Commissioned accredited programmes?		Yes
Name of accredited programme	Number of agreed starts (expected for 2014-15)	Number of agreed completions (planned total for 2014-15)
Living Skills Programmes		
Thinking Skills Programme (TSP)	81	72
RESOLVE	20	16
Total	101	88
Sex Offender Treatment Programme (nationally commissioned)		
Core Sex Offender Treatment Programme (C-SOTP)	18	17
Adapted Sex Offender Treatment Programme (A-SOTP) (Becoming New Me) (BNM)	6	5
Total	24	22
Grand Total	125	110

Table 6: Development Objective

CI Title & No.	Objective: Describe a SMART objective including what you want to achieve how you will measure your success and key milestones	Does this contribute to a regional objective (yes/no)
2f	HMYOI Aylesbury will continue to develop and introduce a Personality Disorder service to meet identified needs of relevant prisoners in partnership with NHS England and NOMS. The service will be operational by 31 st July 2014.	No
6d	HMYOI Aylesbury will seek to deliver the agreed recommendations in line with the BDG report to refresh the regime and to deliver as a minimum 80% activity places by 31 st March 2015. Progress will be monitored by MTT Leads and during DDC visits.	No
6e	HMYOI Aylesbury will continue to develop a strategy for extending the use of video conference facilities by 31 st March 2015 consistent with the NOMS Video Action Plan, ensuring maximum usage of existing and planned facilities. Jean Doyle will be the establishment lead for the NOMS Video Action Plan and will establish and maintain relationships with the relevant stakeholders.	No
1	HMYOI Aylesbury will work towards achieving Enabling Environments for the Segregation Unit and Residential Units in line with the BDG report by 31 st March 2015. Progress will be monitored during DDC visits throughout the SLA cycle.	Yes
2c	HMYOI Aylesbury will work in partnership with NHS England to support implementation of actions arising from the Mental Health Needs Assessment for Buckinghamshire cluster prisons.	No
2d	HMYOI Aylesbury will work with NOMS Health & Wellbeing Co-commissioning, the local authority, neighbouring prisons and NHS England to develop a joint action plan by the close of Quarter 1, to be implemented during Q2-4; the action plan will aim to ensure appropriate arrangements for screening and assessing prisoners with social care needs are established and prepare for the anticipated provisions of the Care Bill from April 2015.	No
1-6	<p>With the implementation of Benchmarking there is a risk that the increased pressures on staff could lead to reduced delivery of services should Staff Sickness levels rise. HMYOI Aylesbury will foster an environment that identifies where staff are at risk and provide support where appropriate. We will provide awareness to staff of factors that can reduce resilience. To achieve this, the Governor will develop a Resilience Plan by 30th April 2014.</p> <p>Progress will be monitored during Establishment Visits throughout the SLA cycle. The impact on staff sickness levels will be an agenda item at Governing Governor Bi-lats. The regional HRBP will undertake a resilience review 6 months after the implementation of Benchmarking at the establishment to monitor sickness trends.</p>	Yes
2a	We will maximise investment of all partners and providers delivering services for offenders at HMYOI Aylesbury	No

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	<p>and maximise outcomes for offenders by ensuring they experience a seamless and joined up service. By September 2014 we will review who we work with and how we work with them and ensure that all contracts and service level agreements demonstrate how each service fits within the overall strategic context of the establishment. This review will include all statutory and non statutory, existing and new partners and providers (including by anticipating any changes as a result of Through the Gate). We will develop a plan which describes how, by 31st March 2015 we will deliver:</p> <ul style="list-style-type: none"> • A clear shared strategic vision for how services align to maximise outcomes and create an integrated, seamless offender management service (including a shared understanding of outcomes and priorities) • A clear agreed plan of how services sequence and compliment each other, providing continuity of services to offenders both within and across prisons (facilitating the needs of all providers and contractual partners to allow them to effectively deliver) • Leadership which actively enables and integrates services, where partnership working arrangements improve performance and aid resolution of issues • An understanding of resource allocation, and how delivery and choices impact on the investment and activity of others • An agreement on how to safely use and share data and information <p>Progress will be monitored against the plan at bi-monthly SMT meetings and normal contract meetings with partners and at a regional level with the DDC.</p>	
4a	<p>Contingent upon the appropriate level of funding being available, appropriate staff being deployed and thence trained by Intervention Services (IS), HMYOI Aylesbury will pilot the SCP programme with Young Adult Offenders. During 2014/15 we will seek to provide the required framework and support systems, including OM interfaces and delivery facilities.</p> <p>Subject to the treatment resource being available and safe treatment deemed to be possible by the IS policy lead we will commence delivery by 31st December 2014.</p> <p>We therefore forecast initial outcomes in early 2015/16, with a total of 8 completions from 10 starts per year from 2015/16 onwards. Should delivery commence ahead of schedule (given the above constraints) we would forecast a maximum of 4 starts leading to completions in 2014/15.</p> <p>We will update accordingly, registering this initial SDR as circumstances dictate at the end of Quarter 1.</p>	

Table 7a: Mandatory Service specifications applicable under this Local Annex

The following specifications are mandatory for all establishments.
For the full list of NOMS Service Specifications, please refer to the Ministry of Justice website:
<http://www.justice.gov.uk/about/noms/noms-directory-of-services-and-specifications.htm>

	Service Specification	Implementation detail	Notes
1	Early Days & Discharge – First Night in Custody	Existing service specification which remains in force	
2	Early Days & Discharge – Induction to Custody	Existing service specification which remains in force	
3	Early Days & Discharge – Reception In	Existing service specification which remains in force	
4	Early Days & Discharge – Discharge	Existing service specification which remains in force	
5	Cell and Area Searching	Existing service specification which remains in force	
6	Catering	Existing service specification which remains in force	
7	Visits – Services for Visitors	Existing service specification which remains in force	
8	Visits – Visits Booking	Existing service specification which remains in force	
9	Visits – Conduct Visits	Existing service specification which remains in force	
10	Prisoner Property Services	Existing service specification which remains in force	
11	POSOE – Communication & Control Rooms	Existing service specification which remains in force	
12	POSOE – Gate Services	Existing service specification which remains in force	
13	POSOE – Internal Prisoner Movements	Existing service specification which remains in force	
14	Residential Services	Existing service specification which remains in force	
15	Nights	Existing service specification which remains in force	
16	Prisoner Discipline and Segregation – Prisoner Discipline Procedures	Existing service specification which remains in force	
17	Prisoner Discipline and Segregation – Segregation of Prisoners	Existing service specification which remains in force	
18	Immigration, Repatriation and Removal Services	Existing service specification which remains in force	
19	Faith and Pastoral Care for Prisoners	Existing service specification which remains in force	
20	Physical Education	Existing service specification which remains in force	
21	Mandatory Drug Testing	Existing service specification which remains in force	
22	Prisoner Communications Services	Existing service specification which remains in force	
23	Management of Prisoners at Risk of Harm to Self or Others	Existing service specification which remains in force	
24	Security Management	Existing service specification which remains in force	
25	Activity Allocation	Existing service specification which remains in force	
26	External Movements and Appearances	Existing service specification which remains in force	

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27	Manage Prisoner Finance	Existing service specification which remains in force	
28	Prisoner Retail	Existing service specification which remains in force	
29	Enablers of national co-commissioned services in prisons	Existing service specification which remains in force	
30	Processing and Resolution of Prisoner Complaints	Existing service specification which remains in force	
31	Manage the Custodial Sentence - Categorisation & Allocation for Custody	Existing service specification which remains in force	
32	Manage the Custodial Sentence - Manage the Sentence Pre & Post Release from Custody	Remains in force until all outputs in new specification (Manage the Custodial and Post Release Periods) go live	
33	Manage the Custodial & Post Release Periods ⁺	Some provisions go live April/May 2014, others from contract award	Outputs 22, 22a and 23 (relating to the new risk escalation process), output 8 (which covers the resettlement needs screening of prisoners and for remand prisoners was previously an output in the Rehabilitation in Custody Specification) and outputs 53/54 (jurisdiction is transferred in/out) will go live April/May 2014. The remainder of the specification will go live at the date of CRC contract award.
34	Rehabilitation Services - In custody	Go live April/May 2014	
35	Bail Accommodation Services (BASS)	Go live April/May 2014	
36	Prisoner Employment, Training & Skills	Existing service specification which remains in force	

⁺ Note: 'Manage the Custodial & Post Release Periods' will replace 'Manage the custodial sentence - Manage the sentence pre & post release from custody', once new legislation in force and CRC contracts awarded.

Table 7b: Service specifications applicable under this Local Annex			
For the following specifications, indicate which are applicable to the establishment by confirming Yes or No			
37	Specialist Units (HSE)	No	Existing service specification which remains in force
38	Bail Services	No	Go live April/May 2014
39	Deliver Accredited Programmes	Yes	Go live April/May 2014
40	Mother & Baby Unit	No	Existing service specification which remains in force
41	Deliver Victim Offender Conferencing (Restorative Justice)	Yes	Go live April/May 2014

Table 7c: Service Options, above the national minimum**(which are commissioned under this SLA)**

Service specification	Output(s) commissioned	Service Option Commissioned [YES / NO]
Cell & Area Searching	A risk assessed programme of routine area searching is agreed, documented and completed correctly. HSE only	No
Cell & Area Searching	Assurance is sought through a risk assessed programme of covert testing. Non HSE	Yes
Early Days & Discharge - First Night in Custody	One-to-one welfare support is provided within courts/custody suites to address immediate needs of the prisoner.	No
Visits - Conduct Visits	There are facilities for children to participate in supervised play whilst visiting a prisoner	Yes
Visits - Services for Visitors	Visitors are able to purchase snacks and hot/cold drinks prior to the visits period.	No
Visits - Services for Visitors	Visitors are able to purchase a meal and hot/cold drinks prior to the visits period.	No
Visits - Services for Visitors	Private meetings can be facilitated between visitors and Partner Agencies.	No
Visits - Services for Visitors	There are facilities for children to play whilst waiting to visit a prisoner.	No
Visits - Services for Visitors	Visitors receive information through a variety of media regarding relevant support services.	Yes
Visits - Services for Visitors	A Family Support Worker is available to support families.	No
Faith and Pastoral Care	Prisoners have access to a Resettlement Chaplaincy Scheme.	Yes
Mandatory Drug Testing	Prisoners found guilty of misuse of Class B and/or Class C drugs or who frequently refuse to comply with MDT testing may be subject to a Frequent Testing Programme.	No
Mandatory Drug Testing	Prisoners may be subject to Reception testing.	No
Prisoner Employment, Training & Skills	Prisoners have the opportunity to gain industry recognised and accredited qualifications through employment, training and skills according to risk and need.	Yes
Prisoner Employment, Training & Skills	Qualifications gained are aligned with market needs and within the Qualifications and Credit Framework	Yes
Deliver Accredited Programmes	Competent staff are contributed to the national training provision as agreed by the commissioner. Output wording subject to revision	Yes

Table 7d: Agreed delivery hours for specified services

Service Specification	Output	Agreed hours	Rationale (where hours are agreed above the minimum set within specifications)
Residential Services	Daily time in open air [minimum 30 minutes] (row 21 of the specification)	0.5 hours daily	
Physical Education	Minimum number of PE Hours [per week] (row 1 of the specification) (as calculated using the SBC published spreadsheet product)	3.45 hours weekly	

8. Activity Places (Work and Prison Services)

Table 8a: Agreed Activity Allocation places

Table 8a: CU095a (Hours Worked in Industry) activity places allocation

The content of this table 8a removes the need for an establishment to complete a separate Annual Capacity Forecast (ACF) by documenting the workshop activity details and predicted outputs.

INDUSTRIES (ONE3ONE)										
INDUSTRY SERVICE CODE	WORKSHOP NAME	Maximum number of prisoner places per activity (planned per week total for 2014-15)	TOTAL STAFF NUMBERS	CORE HOURS PER WEEK	Annual Internal Soft Charged Sales Predictions	Annual Internal Hard Charged Sales Predictions	Annual External Sales Predictions	Annual Internal Soft Charged Materials Predictions	Annual Internal Hard Charged Materials Predictions	Annual External Materials Predictions
Industries - Laundry	Laundry	12	1	26.25	£45,000	£0	£0	£3,000	£0	£0
Industries - Land Based Activities	Gardens	8	1	26.25	£0	£0	£0	£0	£0	£0
TOTAL		20	2		£45,000	£0	£0	£3,000	£0	£0

Table 8b: Services (not industries)

Table 8b CU095b (Hours Worked in Services) – this should contain services that are measured under this specific metric			
Activity Service Code	Service Description	Maximum number of prisoner places per activity (planned per week total for 2014-15)	CORE HOURS PER WEEK
HU1 Wing Activities		0	0
HU2 Wing Activities		0	0
HU3 Wing Activities		0	0
HU4 Wing Activities		0	0
HU5 Wing Activities		0	0
HU6 Wing Activities		0	0
Kitchen		16	43.75
Orderly Cleaners		11	43.75
Recycling Activity		12	31.25
Weekend Activity		0	0
Works Department		0	0
Wing Cleaning		56	43.75
Other Occupations	Wing painters	7	26.25
Other Occupations	Redbands	13	43.75
Other Occupations	Orderlies	17	26.25
Other Occupations	Staff Mess	10	26.25
Sub total		142	

Table 8c- other permanent activity places

This will include other permanent weekly activities including OLASS activity places, ROTL places

Table 8c: Other Activities			
This should contain activities that are not in scope of either CU095a (Hours Worked in Industry) or CU095b (Hours Worked in Services) metrics.			
Activity Service Code	Activity Description	Maximum number of FTE prisoner places per activity (planned per week total for 2014-15)	CORE HOURS PER WEEK
Basic Key Skills up to level 2		0	0
Core Education Classes	English, Maths, IT	20	26.25
Education Induction Assessment		10	3.00
Education leading to accreditation	Multi Media, Cooking, Art, PSD	52	26.25
PE Leading to QCA Qualifications		0	0
Skills training leading to Accreditation	Painting and Decorating, Motor Mecs	30	26.25
ROTL		0	0
Prison Induction Courses/Interviews	OBP & Induction	43	26.25
Other		0	0
Sub total		155	
Table 8 Total		317	

Section 3: Regime Outline

The master record of the establishment's regime is on the NOMS Performance Hub and is subject to appropriate governance and change control. This table will document a "snapshot" of the agreed regime set following negotiations between HMPS and the Commissioner and effective at the commencement date of the SLA.

Guidance and Technical Notes relating to the Commissioned Regime Return will be available on the NOMS Performance Hub.

Out of cell session time summary by day

Day	Activity	Association	Domestics	Meal	Movement	Total Time Out of Cell
Mon	2h 52m	1h 18m	0h 07m	1h 00m	0h 27m	5h 46m
Tue	2h 52m	1h 18m	0h 07m	1h 00m	0h 27m	5h 46m
Wed	2h 52m	1h 18m	0h 07m	1h 00m	0h 27m	5h 46m
Thu	2h 52m	1h 18m	0h 07m	1h 00m	0h 27m	5h 46m
Fri	2h 52m	1h 18m	0h 07m	1h 00m	0h 27m	5h 46m
Sat	6h 30m	0h 00m	0h 00m	1h 00m	0h 00m	7h 30m
Sun	6h 30m	0h 00m	0h 00m	1h 00m	0h 00m	7h 30m

5 day average time out of cell

Type	Activity	Association	Domestics	Meal	Movement	Total Time Out of Cell
5-day	2h 52m	1h 18m	0h 07m	1h 00m	0h 27m	5h 46m

7 day average time out of cell

Type	Activity	Association	Domestics	Meal	Movement	Total Time Out of Cell
7-day	3h 54m	0h 56m	0h 05m	1h 00m	0h 19m	6h 16m

Section 4: SLA Delivery Requirements and Levels at Commencement Date

The master record of the Delivery Requirements and Levels for this SLA is on the NOMS Performance Hub and is subject to appropriate governance and change control. This template will document a “snapshot” of the SLA Delivery Requirements and Levels set following negotiations between HMPS and the Commissioner and effective at the commencement date of the SLA.

Guidance and Technical Notes relating to the SLA Delivery Requirements will be available on the NOMS Performance Hub.

Secure and Decent Custody

		Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Total	Q1	Q2	Q3	Q4	National
CU001	Discharge to Court	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	100.00 %
CU003	Absconds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CU006	CAT A Escapes		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CU007	Escapes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CU016	Mandatory Drug Testing (MDT)	3.50 %	3.50 %	3.50 %	3.50 %	3.50 %	3.50 %	3.50 %	3.50 %	3.50 %	3.50 %	3.50 %	3.50 %	3.50 %	3.50 %	3.50 %	3.50 %	3.50 %	
CU031	Control & Restraint (C&R) Training	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	80.00 %	
CU060	Tornado Commitment																		17.00
CU074	MQPL BME Score	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50	16.50
CU056a	Security Audit - Corporate Assurance (A&CA)	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.56
CU057a	Self Harm Audit (A&CA)	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.40
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00

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CU067	HMIP Resettlement	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	2.95
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU075	HMIP Respect	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.79
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU077	HMIP Safety	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.92
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU078	HMIP Purposeful Activity	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	2.58
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU076	MQPL Safety	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.86
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU079	MQPL Decency	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.83
		3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CU088	Violence Management																		

Offender Management

		Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Total	Q1	Q2	Q3	Q4	National
CU002	Release on Temporary Licence (ROTL)																		100.00 %
		95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %	95.00 %
CU043	Generic Parole Process (GPP)																		
		90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %
CU083	OASys Quality																		
		90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %
CU086A	Return of MAPPA Forms																		
		90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %
CU089	ViSOR Effectiveness (Prison)																		
		90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %	90.00 %

Interventions

		Apr 14	May 14	Jun 14	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Total	Q1	Q2	Q3	Q4	National
CU019	Sex Offender Treatment Programme (SOTP)													22	22			22	942

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	Completions	Offending Behaviour Programme (OBP) Completions
CU021	88.00	88.00
	88.00	6,456.00

Regimes

[illegible]

General

[illegible]