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# **STATES OF JERSEY**



## **JERSEY INDEPENDENT PRISON MONITORING BOARD ANNUAL REPORT 2023**

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**Presented to the States on 15th April 2024  
by the Minister for Justice and Home Affairs**

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**STATES GREFFE**

## Jersey Independent Prison Monitoring Board (IPMB)

### Annual Report 2023

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## 1. Executive Summary

- 1.1 This is the seventh Annual Report to the States of Jersey of the Independent Prison Monitoring Board (IPMB or the Board) since its establishment in 2017. Our enabling Regulations and previous Annual Reports provide context to the IPMB's function at La Moye prison, and they are available at:

<https://www.jerseylaw.je/laws/current/Pages/23.775.15.aspx>

<https://statesassembly.gov.je/assemblyreports/2018/r.72-2018.pdf>

<https://statesassembly.gov.je/assemblyreports/2019/r.40-2019.pdf>

<https://statesassembly.gov.je/assemblyreports/2020/r.82-2020.pdf>

<https://statesassembly.gov.je/assemblyreports/2021/r.46-2021.pdf>

<https://statesassembly.gov.je/assemblyreports/2022/r.42-2022.pdf>

<https://statesassembly.gov.je/assemblyreports/2023/r.55-2023.pdf>

- 1.2 Since 2017, when we familiarised ourselves with the prison and developed our methods of operation, we have continued to evolve our practices each year. In 2023 we worked with Minister of Home Affairs Helen Miles, and the Chief Officer of Home Affairs Kate Briden. We also continued to work with Governor Susie Richardson, and Deputy Governor Artur Soliwoda.
- 1.3 The IPMB's composition changed during 2023: sadly, one member passed away after a period of illness, and our one original member resigned at the end of the year. Three new recruits joined the Board in the summer. At the end of 2023 we consisted of nine members with a range of skills and experience that is extremely valuable.
- 1.4 During 2023 we carried out 34 Monitoring Visits and dealt with 52 prisoner applications, some of which included multiple submissions from the applicant.
- 1.5 While physical conditions at La Moye remain clean, functional and well-maintained, we were concerned in prior years about the reduction in the daily regimes resulting in prisoners having less meaningful out-of-cell activity. 2023 has seen an increased staff complement, and therefore more time spent out of cell, which is encouraging but it remains an area to watch as it is not yet at the level targeted by prison management.
- 1.6 The security situation at La Moye has again been strong with few serious or dangerous incidents. However, mental health is constantly at the fore, as in any prison, with the general statistics showing that mental health issues affect at least half of all prisoners. A review of the healthcare function commenced in January 2023, and remained ongoing at the end of the year; we will continue to follow its progress in 2024.
- 1.7 We chose to focus on education in 2023, and were especially interested in the results of the review conducted by the Education team, which concluded that there are a wide range of areas needing improvement.
- 1.8 La Moye prison is generally well managed. Both uniformed and civilian staff are to be admired for their continuous efforts in sometimes trying circumstances. In addition to the pressures of any workplace, and staff shortages, many of the people they are dealing with are experiencing mental health issues ranging from anxiety about legal

cases, families and money to serious conditions requiring specialised treatment, while also adjusting to their loss of liberty.

## 2. Prisoner Applications to the IPMB

- 2.1 Responding to individual applications from prisoners is a core function of the IPMB. Information on our role and means of access are advertised on wing noticeboards; on the IX System for prisoners to access on screen in their cells; and at reception (on screen) with all relevant information and in several languages.
- 2.2 The collection and scanning of application forms is undertaken on a weekly basis by our administrator. Applications are then assessed by the IPMB and in most cases a visit will be made to see the prisoner who has made the application, normally by two of our members and without prison staff being present.
- 2.3 At the meeting the Board members will ascertain what the background to the application is, what the applicant's expectations might be and what our proposed course of action is likely to be. There are areas where we cannot get involved, such as matters that are part of the judicial process, but we will investigate most other matters that are raised. Quite often the outcome will be centred around ensuring that full and clear communication between the applicant and the prison has taken place.
- 2.4 We received a total of 52 applications in 2023, compared to 38 in 2022 and 51 in 2021. This year all the applications, apart from one, were from male prisoners, which is not surprising as the female population is very small (average of 7 in 2023). Some prisoners have applied to the Board on multiple occasions.
- 2.5 One prisoner submitted 75 separate applications. Due to the exceptionally high number, it was agreed to group these together, which resulted in 6 official applications, meaning that out of the 52 applications listed, 6 were from one prisoner, but they covered 75. The board always strives to meet a prisoner every time an application is raised; however, in this instance it was not possible due to the number of applications and the repetitive nature of the issues raised. To ensure that we effectively monitored the applications, they were read when they were received and raised with prison management and/or at the board meeting. This is an exceptional case and we decided this was the most effective way to monitor these applications.
- 2.6 Out of the 52 applications made, 22 prisoners made 1 application, 10 prisoners made 2, 1 prisoner made 4 and 1 prisoner made 6 (75) applications. In total in 2023 34 prisoners submitted applications to the IPMB. See Fig 1.1 below.

Number of prisoners submitting applications

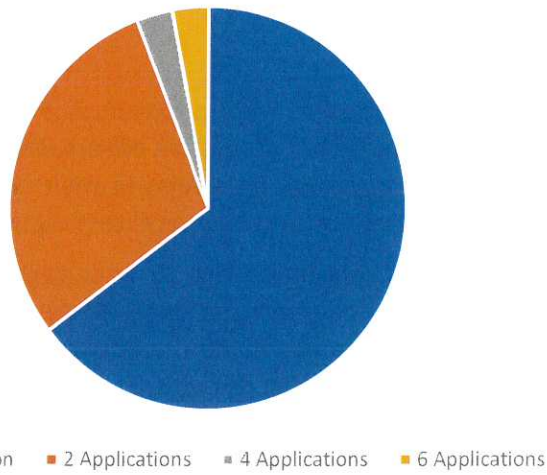


Fig 1.1 Number of prisoners submitting applications in 2023, 34 prisoners submitted 52 applications.

Month	Number
January	4
February	1
March	3
April	7
May	0
June	6
July	5
August	4
September	4
October	5
November	5
December	8
<b>Total</b>	<b>52</b>

Nature of Application	Number
Healthcare	17
Adjudication Process	5
Personal property/ items sent in from family	5
Breach of human rights/ restraints	5
Internal applications / Communication	3
Food	3
Provocation by Officer	3
Bullying/Intimidation of prisoners	3
Drug swab	2
Other	6
<b>Total</b>	<b>52</b>

- 2.7 Applications in relation to healthcare have been the highest. These included an array of issues such as complaints about health care, access to mental health, hospital appointments etc. Under the guidance of the new team there has been a change in how certain medication is being administered. This was not received well by a few prisoners and was the reason for some of the applications. There were several applications in relation to medication not being administered on time, and some prisoners found the change over to the new healthcare team challenging. Some of the issues raised are out of the control of the prison as, like the rest of the community, the prison population are placed on, sometimes long, waiting lists for mental health services. We will continue to monitor this area, and the stability that will come from having a team more embedded.
- 2.8 There were 5 applications in relation to the adjudication process, mainly around procedures not being followed in what they believe is the right way. Once investigated, we were satisfied that processes had been followed correctly. This is an area that we plan to gain more knowledge about by attending adjudications from time to time as observers.
- 2.9 We had 5 applications about personal property, including items sent in from family. Once investigated, some of the items were deemed unsuitable for possession in prison. Other applications were made months after the alleged damage had taken place.
- 2.10 5 applications related to the escorting of prisoners outside of the prison, whether to attend a medical appointment, funeral, court date etc. Prisoners raised questions relating to breach of their human rights. This has resulted in the Prison revising the External Escort policy, including the related risk assessments.
- 2.11 Some applications were to do with cold food being served. The opening of the new kitchen in February 2024, two years after the fire which destroyed the previous kitchen, will help resolve these issues. It has to be acknowledged that given the circumstances the staff and prisoners working in the prison did a great job of serving food to the prisoners without a fully functioning kitchen.
- 2.12 Applications in relation to provocation by officers were investigated and taken seriously by the prison. No evidence was found to confirm these allegations and it came down to difference in personalities and social misunderstanding.
- 2.13 Bullying and intimidation by other prisoners accounted for 3 applications. It was again found to be that personalities and misunderstandings were the causes. From our observations we can see that the prison does take alleged incidents of bullying seriously.
- 2.14 The 2 applications in relation to drug testing and swabs were from the same prisoner. These have been investigated and there was no evidence to suggest that these were contaminated or not done properly. 2 members of our Board have been to the Prison to learn more about the process of drug testing.

#### *Transfers*

- 2.15 As described in earlier Annual Reports, "transfers" includes all types of movement of prisoners out of La Moye and the jurisdiction of Jersey or, less frequently, into Jersey. It includes deportations, which are a matter for the courts, repatriations, and movements of people for medical treatment in England, all of which involve considerable administration on the part of prison management.

- 2.16 Another sort of transfer is initiated by application of a prisoner who wishes to serve the latter part of his sentence in the UK, generally in England; it can only be applied for in a window of time after a minimum proportion of the sentence has been served in Jersey and before a minimum is still to be served. There is no right to such a transfer, which depends on the goodwill and discretion of His Majesty's Prison Service (HMPS) in the UK. Therefore, this is the transfer type that causes most concern to prisoners, and so comes to the attention of the IPMB.
- 2.17 During 2020 and 2021 the backlog of discretionary transfers grew, because of the pandemic, and at the end of 2022 there were eighteen people on the waiting list. HMPS rationed these transfers to one per month. By the end of January 2023, the list had been whittled down to fifteen. One of these was a disabled prisoner with complex care needs and also a complex legal situation which slowed things down; he was finally moved in April to a prison in England with a clinical wing.
- 2.18 For the first nine months of the year some prisoners were transferred but others applied so that by September there were nine outstanding cases, (plus two who were ineligible due to being on the deportation list), but at that point HMPS refused to take any further prisoners due to the chronic overcrowding in UK prisons. This caused considerable concern to prisoners who were near the top of the list and whose hopes were dashed, two applications to the IPMB being made on this account. Prison staff have sought to manage expectations in this regard. Since that time no further applications have been made, but nor have any transfers, so the outstanding applicants still stood at nine by the end of 2023.

### 3. Monitoring Visits by the IPMB

- 3.1 The IPMB undertakes regular Monitoring Visits, which are made by at least two members. The purpose is to form a view on the treatment and welfare of prisoners and to assess the conditions of the buildings, facilities and grounds. We consider La Moye to have a satisfactory state of repair, cleanliness and general tidiness, contributing to making the prison a safe and secure environment for the prisoners as well as for the staff.
- 3.2 Visits are planned at the beginning of the year and are controlled via a rota. This allows us to select different times and locations for our visits to ensure we cover all areas and interact with different prisoners and staff in those areas. Each monitoring visit usually includes a number of different locations and members of the IPMB are escorted by a prison officer throughout.
- 3.3 Following each visit, a report will be written which details our findings and highlights any issues which need to be elevated to the rest of the Board or discussed with the Prison Governor or Deputy. Any outstanding actions from our visits will be added to our actions log and monitored until closure. All reports and associated documentation are saved on a secure government system that only Board members and our administrative staff have access to.

3.4 During 2023 we undertook 34 visits to the following areas. The number of times visited is in brackets:

- Journeaux Wing (vulnerable male prisoners) (14)
- Kendall Wing (male prisoners) (14)
- Laugeard Wing (enhanced male prisoners) (14)
- H1 Wing, male prisoners near release date (2)
- Hocquard Wing (female prisoners) (7)
- Care and Support Unit (13)
- Joint Wing Council Meetings (3)
- Marketplace (3)
- Kitchens & Recycling (2)
- Reception (2)
- Medical Centre (1)
- Multifaith Room (2)
- Control Room (2)
- Horticultural Compound (2)
- Canteen (1)
- Education (1)
- Gym (1)
- Library (1)
- Workshop (1)

3.5 The Joint Wing Council is a forum where elected representatives of all Wings can meet on a quarterly basis to discuss common issues with prison management. Marketplace (now called 'Closer to Home' and aligned with a whole-island strategy in parishes) is a service provided to prisoners whereby outside agencies visit to prepare them for release.

3.6 Our visits remain one of our prime tools for monitoring the treatment and welfare of prisoners as well as the condition of the premises at HMP La Moye. We find in general that prisoners and staff are more than willing to engage in open and honest conversations during these visits, which allow us to assess morale and see for ourselves how prisoners are being treated and managed. These interactions are vital to our overall assessment of how La Moye is performing.

#### 4. Healthcare

4.1 In the 2022 report, IPMB noted its concern in relation to significant staff attrition in the prison's healthcare function in early 2023. We were informed that from January 2023 the department would be predominantly staffed by temporary resources seconded from the General Hospital on an interim basis while a healthcare review was conducted to determine the optimum staffing and governance arrangement for a future healthcare function within a prison setting. Prison management report that the transition to the new interim team went better than expected.

4.2 The healthcare review began in January 2023 and was initially scheduled for a 6-month period. IPMB was informed that the review was subsequently extended with the interim model remaining in place. A key aspect of the review is to determine:

- a) whether healthcare should be resourced with staff who are prison employees or with healthcare staff who are hospital employees; and
- b) depending on the agreed model, what the governance and reporting structure should be.



The review was still in progress as at 31 December 2023 and IPMB understands that the current temporary resources will remain in place until the review is concluded.

- 4.3 Certain changes to healthcare delivery were implemented by the interim team in 2023, some to align with healthcare practices in the community and others for cost efficiency. Examples include:
- changes to the scheduling of GP appointments for efficiency reasons but keeping in line with HMIP expectations on equivalence of care;
  - a change to prescribing certain medications in liquid form to reduce the possibility of it being concealed and then ‘traded’; and
  - encouraging prisoners to try alternative remedies to reduce dependency on prescriptions, particularly for mental health conditions. One such example is encouraging sleep hygiene practices as an alternative to medicalised sleep.
- 4.4 Against the backdrop of the healthcare changes, IPMB experienced a notably higher volume of healthcare related applications in 2023. They are varied in nature. It is understandable that prisoners are experiencing an adjustment to new practices compared to the old healthcare regime.
- 4.5 An average of two people a month were under special Health Care observation (the same as in 2022).
- 4.6 In the 2022 report IPMB noted the general statistics of the high incidence of people with mental health conditions in a prison setting. During 2023, the prison was successful in moving a small number of prisoners with serious mental health symptoms to specialist settings for diagnosis and/or treatment. That said, prison officers are required to safeguard and manage prisoners with poor mental health often without the relevant skills and/or training. Some prisoners have reported difficulty in accessing mental health support or diagnosis on a timely basis due to resource constraint; however, IPMB understands that prisoners are not disadvantaged when compared to general community waiting times.
- 4.7 IPMB has heard from prisoners living with neurodiverse conditions such as ADHD and autism who struggle with aspects of the prison regime because of their condition. They report that this can intensify their symptoms and in some cases prison staff try to help individual prisoners by adjusting the regime for them. However, it is clear that a prison setting is a challenging environment for both prisoners with mental health conditions and the prison officers who are not trained mental health professionals. On a positive note, two of the temporary healthcare staff who joined the team in 2023 are trained mental health nurses and IPMB is encouraged by the permanent appointment of Andy Weir to the role of Director of Mental Health and Adult Social Care with the remit of the role now extending to the prison.
- 4.8 Medical attention is an important aspect of prisoner welfare, and the IPMB will continue to follow the healthcare review throughout 2024.

## 5. Education, Training and Employment

- 5.1 The Prison’s mission is to “release better neighbours”. Education, training and employment is a critical part of achieving this mission.



- 5.2 Prisoner education, training and employment is collectively known as 'purposeful activity'. Within the team responsible for this, the Head of Education oversees a team of staff and volunteers who provide education and vocational training. The recruitment processes for a new teacher for English and Maths Functional Skills is live as of January 2024.
- 5.3 A 16-page Educational Booklet was prepared in 2023 and provides details of educational opportunities at La Moye which include functional skills (English and Maths), ESOL, catering, ICT, creative arts, music, knitting, languages, textiles, and vocational courses including bicycle maintenance workshop, carpentry, painting and decorating, hairdressing, barbering and horticulture. In addition, there is a physical education department that, apart from providing gym and sports sessions, offers a range of educational courses designed to help prisoners to understand more about their physical, emotional and mental wellbeing. The actual delivery of these offerings is often challenging and dependent on volunteers and/or take up from a sufficient number of prisoners.
- 5.4 Other facilities are the Prisoner Education Trust which gives prisoners the opportunity for distance learning including Open University, and, a library with study and computer rooms as well as an informal seating area. The library is very well-stocked with a range of fiction and non-fiction books, magazines and newspapers.
- 5.5 A prison sentence is hard on families, and it is often difficult to maintain relationships with children. The Board were encouraged, on a monitoring visit to the library, to hear about the success of The Storybook Dads and Mums scheme which is run by the librarian and enables prisoners to record a bedtime story to send to their child, grandchild, or niece/nephew.
- 5.6 Prisoners engaged in educational activities are remunerated at a similar rate to those who are in employment.
- 5.7 The importance, relevance and impact of just one purposeful activity culminated in the Inside Out art exhibition at The Harbour Gallery in June – resurrected after two years of Covid - and featuring art created by more than 40 prisoners. The artwork included paintings, drawings, ceramics and small pieces of woodwork. There was also a photography exhibition attended by prisoner families and prisoners on early release.
- 5.8 Other purposeful activities in which prisoners have engaged in 2023 include:
- Plinths made by the carpentry workshop from recycled plastic board for a number of the tortoises that were placed around the island as part of the Durrell tortoise trail.
  - Benches and water troughs made by the carpentry workshop.
  - Growing a variety of vegetables for the prison kitchen but also to enter into island-wide produce competitions.
  - Inter-prison chess competition.
  - Separating the mixed materials used in fishing gear so that the majority can be recycled or reused in an effort to cut waste material.
- 5.9 Time out of cell is a key factor for prisoner welfare and in recent years this has been impacted negatively by Covid from 2020 and more recently by the States parental leave policy and the consequential staff shortages (see 7.2 below). Due to "over-recruiting" during 2023, (see 7.3 below) the prison has become better resourced and so there has

been an increase in the average number of hours prisoners spend out of cell. In 2022 the average time out of cell was 5 hours 30 minutes and in 2023 it was significantly higher at 6 hours 58 minutes: this includes all time spent outside of cells, not solely for purposeful activities. As noted in the 2022 Annual Report, it is an objective of prison management to work towards increasing the time out of cell up to 10 hours. It is planned that a more detailed breakdown of the statistics around 'time out of cell' will be more readily available, between different activities in which prisoners engage including gym, library, multi-faith room, jobs, art, workshop, association time, family visits.

- 5.10 An objective of prison management for 2024 is to increase numbers of prisoners engaged in work; they believe that there is sufficient work available in the prison to support 100% employment. It is also recognised that it is inevitable that some prisoners will not be able to be involved in employment activities due to ill-health, being of retirement age and some because they choose not to do so.
- 5.11 It is clear from the range of education, training and employment opportunities open to prisoners that the team at HMP La Moye are committed to providing purposeful activities, with real-life benefits for prisoners both during their sentence and on release as they work towards reintegration into society.
- 5.12 In 2023, the Education team conducted a review of the education offering, and concluded that there are challenges in delivering all elements of education in the prison. The review highlighted the following:
- Difficulty with Functional Skills (FS) English exams.
  - Delays in initial assessments for the FS Maths and English.
  - The existing computers are no longer compatible with the tuition to be provided.
  - A lack of access to Internet, Intranet, Virtual Colleges, and other online learning platforms on the 'in-cell' computers.
  - Inability to assess Special Educational Needs (SEN) using the current computers.
  - There is no possibility of referring prisoners to an Educational Psychologist for any SEN diagnosis.
  - Inability to mix wings/prisoners prevents the prison from being more efficient when delivering courses and workshops.
  - Lack of classrooms – there are only two proper classrooms in the Education Centre but these are used for a variety of other meetings.
  - Lack of funding for a full-time IT teacher/support, who could not only teach prisoners IT Functional Skills and possibly higher IT qualifications, but also oversee all the daily IT issues experienced by the prison.

## 6. Safety, Security and CSU

- 6.1 The prison has operational capacity for 200 prisoners. The population peaked in December 2023 at 159. The lowest numbers were in March and May when the population was 128.
- 6.2 In 2022 there was an average of 13 women in the prison, more than in previous years. In 2023, those numbers have reduced, with an average of 7 women recorded per month.

- 6.3 While La Moye is a small prison, the mixed demographics of adult prisoners and young offenders, women and men, convicted and remand prisoners and different security categories inevitably make it complex to manage. Being on a small island, prisoners may know each other from the community, which sometimes results in conflicts that need to be managed carefully.
- 6.4 There were 19 assaults in 2023. Seven were on members of staff and 12 were prisoner-on-prisoner. Two members of staff and one prisoner required hospital treatment. Compared to 2022, the number of assaults on staff increased (2022: five) and the number of prisoner-on-prisoner assaults decreased (2022: 19). There were also 17 prisoner-on-prisoner fights with two prisoners requiring hospital treatment.
- 6.5 An average of two people per month were being monitored under Risk and Concern Assessments (RCAs), (2022: three). There were 56 self-harm incidents by 17 different prisoners. One prisoner accounted for 22 of the 56 incidents. There were 13 hospital visits due to self-harm recorded in 2023. Compared to 2022, the number of self-harm incidents reduced (2022: 67 incidents involving 33 prisoners).
- 6.6 There were no deaths or attempted escapes in 2023; however, there was one incident of concerted indiscipline on a wing in July 2023. This was brought under control by officers without the use of batons. Following the incident, the prison implemented changes to improve information channels to help identify early warning signs.
- 6.7 In 2023 the Minister of Home Affairs approved the use of PAVA (Pelargonic Acid Vanillylamide) as an irritant spray, but it is not yet in use. IPMB will monitor developments in its implementation for assurance that any use is necessary and proportionate.
- 6.8 Drug testing takes place regularly on both random and intelligence-led bases. In 2023 a total of 586 tests were conducted (2022: 430). 90% of the test results were negative, 7.8% positive with the remaining being refused (0.9%) or no results received (1.3%).
- 6.9 In 2023, family visits (which are visits with family members conducted on a more informal basis) were limited to only those prisoners with children under the age of 18. This change was driven by security concerns relating to suspected drug passing due to the less formal environment for family visits. This caused anguish among prisoners who had previously enjoyed family visits with adult relatives. Prison management advised IPMB that the new arrangement is in line with eligibility for family visits in the UK. A further measure was the removal of the vending machine from the Visitor Centre in 2023 due to suspected drug passing at the machine. These measures appear to be successful in reducing illegal drugs in the prison. Furthermore, as noted in the Healthcare section, the introduction of certain liquid medication as an alternative to capsule form is aimed at reducing the concealment and passing of drugs between prisoners.
- 6.10 IPMB were pleased to see the re-opening of the lower security wing in 2023, which for a few years had been cordoned off in case a quarantine wing was needed during the pandemic. This wing houses a small number of male prisoners who are low risk and near their release date. It has a communal living feel with prisoners cooking their own meals, sharing a living area and cell doors remaining unlocked. IPMB observed prisoners

cooking and watching TV together. This is a good example of dynamic and proportionate security allowing prisoners to prepare for life in the community.

#### *Security Classification*

6.11 The prison is currently undertaking a prisoner classification exercise to ensure that prisoners are classified according to their security risk. There are four classifications: Category A, B, C and D, with A being the highest category and D being the lowest. This exercise will be completed and communicated to prisoners in 2024. This is as prisoners have different security risk profiles and classification ensures that they are subject to a level of security appropriate to their risk.

#### *External Escorts*

6.12 Prisoners are escorted outside of the secure environment of the prison only when the purpose of the external visit cannot be met in the prison setting, for example, by video link. In 2023, IPMB received several applications relating to the appropriate use of restraint when prisoners have been escorted from the prison. External escort is a challenging area where prison management need to balance different considerations, including physical security of the external location, the purpose of the visit, the prisoner's conviction, the prisoner's health, and the level of risk posed (such as risk of escape, risk to the public, risk of meeting a victim(s), risk to the prisoner). Following an appeal court judgement in November 2022, the prison revised its External Escort Policy in August 2023, including matters such as the individual risk assessment which is undertaken to assess the risk of each prisoner prior to the escort taking place and the strength of the escort and restraint which is determined based on the risk assessment. IPMB will continue to monitor external escorts during 2024.

#### *CSU*

6.13 In 2023, the CCU (Care and Control Unit) was renamed CSU (Care and Support Unit). CSU is used to provide a segregated regime to manage prisoners whose behaviour presents risks to themselves or others. CSU is not intended to be used as a punishment. The main CSU is used for male adult prisoners. There are 7 cells, one of which is used for recovery of internally concealed substances. Prisoners in CSU are allowed a shower, access to a telephone and exercise every day. Cells do not have TV however prisoners can access books from the library. They have access to the same food menu as on the wings. IPMB frequently visits CSU on monitoring visits, often speaking through the cell door hatch.

6.14 During 2023, there were 66 instances of prisoners being relocated to CSU. This number includes some prisoners who spent more than one period in CSU in the year. The total number of person-days that CSU was occupied was 230 (2022: 268). A small number of prisoners spent relatively long consecutive periods of time in CSU in 2023. In some cases this arose from the individuals not wanting to return to their respective wing for different reasons, requiring prison staff to manage their reintegration without the use of force.

6.15 The adult male CSU is in an older part of the prison and has a different atmosphere to the main wings. Efforts were made in 2023 to improve and brighten the space using wall art by prisoners, painting and creating a new adjudication room.

6.16 There is provision on the female wing to provide a CSU segregated regime for female prisoners; however, prison management report that it is rarely used and was not used for any female prisoner in 2023.

## 7. Staffing, budgetary resources and regime

- 7.1. This section considers the inter-related matters of the regime, time spent out of cell, and the availability of staff on a day-to-day basis. The number of staff on the payroll is governed by the budget and its management. Overtime can be used to cover gaps, but this is costly and can be counter-productive when it risks burn out and stress.
- 7.2. At the end of 2022 the new parental leave requirements, giving fathers additional leave as well as mothers, came into force which put increased pressure on both staff and regime. The law, which applies to all types of employment and allows parents to choose when they take time off, can have a negative impact running a prison, especially at popular holiday times. The prison was fully staffed in April, but by July there were vacancies and concerns about the impact of parental leave in the summer and the Prison Governor, made representations to the Law Officers Department about possible amendments to the law so that operations such as a prison could have greater input as to when a person should take parental leave.
- 7.3. In order to address such problems, the prison management adopted a policy of “over-recruiting” during 2023, with an early intake of ten new officers being formally passed out at the end of March. Another fifteen were trained in the autumn and became fully fledged in November. These two passing out ceremonies took place at La Moye, enabling more officers and other prison staff to attend than when they were conducted in parish halls. The coming on stream of new officers enabled others to be promoted and several management positions were re-organised as a result.
- 7.4. There was also a recruitment campaign for vocational training instructors (VTIs), with a carpenter, plasterer and hairdresser starting early in the year.
- 7.5. The average prison population was 137, with the lowest of 128 in the spring and the highest, 159, in December. The complete staff at La Moye is similar, about 140, of whom 102 are uniformed officers; others include administration staff, engineering and facility management, teachers, vocational trainers, health workers, psychologists, chefs. La Moye is making a conscious effort to tap into the energy and skills of some prisoners to help run the establishment and break down the officer/prisoner barriers; for example, a prisoner takes the minutes for Joint Wing Council meetings, another generates price lists for the canteen.
- 7.6. During 2023 both the Governor and Deputy Governor achieved Gold Command training, the same framework and level as other Justice and Home Affairs departments, which increases resilience for the prison but also enables them to take control of any major emergency incident or disaster in the island. Another senior officer did Silver Command training, and will do Gold in 2024.
- 7.7. The prison remained within its annual budget of £11.3 million, with proposed savings of £127,000, despite a cut of £500,000 in 2022, the parental leave costs and inflation.

## 8. Additional Activities

- 8.1. In addition to the core activities of Monitoring Visits and dealing with applications, IPMB members also took part in a wider range of activities, all of which contribute to the fulfilment of their statutory responsibilities.
- 8.2. In early February, we were delighted to attend meetings and a workshop at La Moye with Dame Anne Owers, former UK HM Chief Inspector of Prisons and then National Chair of the UK Independent Monitoring Boards, as well as hosting a private dinner with her. This was encouraging, informative and thought-provoking for all involved. Dame Anne officially renamed the residential wings and opened the Len Norman Administration building.
- 8.3. IPMB members attended new officer training sessions – both to explain the role of the IPMB and for our own education – and the two passing out parades.
- 8.4. In early 2023 we performed our usual recruitment activities, with open sessions at the library, applications, interviews, onboarding, and a new member social event.
- 8.5. In June we were delighted to once again attend the Inside Out exhibition of prisoners' artwork.
- 8.6. In September, we held an IPMB strategy session at which we reviewed our own practices, policies and priorities. The outcome of this session is that we continue to further evolve and improve our operations.
- 8.7. One member visited a UK prison in 2023, an activity we encourage for members' own ongoing development and awareness.

## 9. Acknowledgements

- 9.1. We are grateful to all members of the IPMB for their many contributions, their enthusiasm and thoughtful dealings with people sentenced to prison in La Moye. Members of the Board at the end of 2023 were:

Andrea John, Chair	Niamh McDermott
Norma O'Sullivan, Deputy Chair	Natalie Le Tourneur
Thomas De Prey	Verity Boak
Grant Rogerson	Julia Thérézien
Nicky Longmuir	

- 9.2. It has continued to be our practice to ask all members to participate with this Annual Report; either drafting sections and/or reviewing the final version, for which my thanks to members.
- 9.3. This was my second and final year as Chair, and I am grateful for the efforts of all members, most especially the significant contribution made by Norma, the Deputy Chair, who has worked alongside me in leading the IPMB, and has now taken up the reins as Chair. My thanks also go to Grant who has taken on the Deputy Chair role, and to all members, thank you for your contributions to the work of the IPMB.



- 9.4. Especial thanks to Vivien Vibert who resigned from 31 December, she was our longest serving member, and the only remaining member from the original cohort. We will miss her wealth of knowledge and her wisdom.
- 9.5. During 2023 we missed the valuable contribution of one of our members, Peter Bisson, who had a serious illness to which he succumbed in October. We wish to formally acknowledge our sincere gratitude for his work with the IPMB. His natural rapport with prisoners, and his desire to make the world a better place, combined to make a real difference to the lives of prisoners at La Moye.
- 9.6. We continue to adapt roles and responsibilities to allow members to give of their best, in the ways that they are able. As we head into a new year, we have again revised and improved our operations, and I am thankful to have worked with a group of people who are keen to continuously improve.
- 9.7. Last, but far from least, Governor Susie Richardson and Deputy Governor Artur Soliwoda have been helpful and supportive. We continue to work on different ways of interacting with the prison so as to smooth the flow of information and look forward to building on this further. We are grateful to all the staff, including those who support us administratively, and especially the uniformed officers who escort us most helpfully.

25 March 2024



Norma O'Sullivan  
Deputy Chair in 2023  
Chair from 1 January 2024



Andrea John  
Chair until 31 December 2023



