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# STATES OF JERSEY



## JERSEY INDEPENDENT PRISON MONITORING BOARD (IPMB) ANNUAL REPORT 2024

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Presented to the States on 1st April 2025  
by the Minister for Justice and Home Affairs

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STATES GREFFE

# Jersey Independent Prison Monitoring Board (IPMB)

## Annual Report 2024

### Contents

1. Executive Summary .....	2
2. Prisoner Applications to the IPMB.....	3
3. Monitoring Visits by the IPMB .....	5
4. Prisoner Survey .....	6
5. Safety and Security .....	7
6. Healthcare.....	8
7. Education, Employment and Other Purposeful Activities .....	9
8. Care and Support Unit (CSU) and Complex Cases .....	12
9. Neurodiversity Review .....	13
10. Transfers.....	14
11. Staffing, Budgetary Resources and Regime .....	15
12. Additional Activities.....	16
13. Acknowledgements .....	17

## 1. Executive Summary

- 1.1 This is the 8th Annual Report to the States of Jersey of the Independent Prison Monitoring Board (the **IPMB** or the **Board**) since its establishment in 2017. Our enabling Regulations and previous Annual Reports provide context to the IPMB's function at HM Prison La Moye ("**La Moye**"), and they are available on the States Assembly website at [www.statesassembly.je](http://www.statesassembly.je).
- 1.2 Our core work comprises of visits to La Moye to deal with prisoner applications, undertake monitoring and attend monthly board meetings. In 2024, across these core activities, our members attended the prison on 62 occasions.
- 1.3 The IPMB's membership changed during 2024. We welcomed 4 new members in May and 4 members resigned during the year. At the end of 2024 we consisted of 9 members with a range of skills and experience that is complementary and varied. Retaining members for the full appointment period of 4 years has proved challenging as the role can be demanding at times and can conflict with members' own personal and work commitments. For coverage and succession planning purposes we held a further recruitment round towards the end of 2024 and as a result, we welcomed 5 new members in February 2025.
- 1.4 In 2024 we worked with Governor Susie Richardson until August 2024 and then acting Governor Artur Soliwoda, who has assumed the role on an interim basis. Our government points of contact were the Minister of Justice and Home Affairs (**JHA**) Mary Le Hegarat who was appointed to the role in January 2024 and JHA Chief Officer Kate Briden.
- 1.5 2024 marked some significant developments for La Moye:
  - In July, Susie Richardson resigned as Governor having held the position since April 2021;
  - In November, His Majesty's Inspectorate of Prisons (**HMIP**) conducted a planned inspection at the request of the JHA Minister. We witnessed the preparations by prison management throughout the year in readiness for the inspection. The IPMB were invited to the high level 'debrief' following the inspection. The HMIP report was published in February 2025; and
  - Following the outcome of the Healthcare review, which was started in 2023 and continued into 2024, it was decided that Health and Care Jersey (HCJ) staff would manage and coordinate the service under their governance, while La Moye would retain oversight and funding.
- 1.6 During 2024, as part of continuous improvement of our practices, we split Monitoring Visits and Application Visits. We carried out 24 Monitoring Visits and 27 Application Visits (dealing with 67 applications from prisoners) in the year. We found that this change has allowed us to have greater focus on our monitoring activities. Further details of our visits can be found in Section 2 and Section 3 respectively.
- 1.7 The residential wings at La Moye are generally clean, functional and well-maintained. That said, the Care and Support Unit (**CSU**) in our view requires an upgrade to improve the conditions for those prisoners held in segregation from time to time. While cosmetic improvements have been made, the building in which CSU is housed, and the CSU cells themselves, are below the standard of the residential wings. In 2024, the number of days that this building was occupied was significantly higher than 2023, driven primarily by a small number of prisoners who stayed there long-term for different reasons. We have engaged frequently with prison management, raising our concern about the personal impact of prolonged isolation.

- 1.8 In 2024, La Moye was impacted by the over-crowding crisis in UK prisons as the UK would not accept transfers. Certain prisoners who would have previously been eligible for transfer to UK prisons to be nearer to loved ones have not had such an opportunity throughout the majority of 2024. This has had a significant impact on the morale of those prisoners who do not have family or personal connections in Jersey. It has also had a resourcing impact as evidenced in part by the higher average number of prisoners in custody in 2024. As detailed in Section 10, the IPMB are pleased to note that following representations by prison management and an intergovernmental agreement, transfers to UK prisons for eligible prisoners will be recommenced in 2025.
- 1.9 Aside from the interim appointments arising from the Governor's resignation in July, prison staffing has been largely stable in 2024, with no new uniformed officers being recruited.
- 1.10 We are encouraged by the prison's ambition to reach an average of 10 hours per day out of cell time. In 2024, an average of 7.18 hours was achieved, a slight increase on the previous year.
- 1.11 The security situation at La Moye is strong with few serious or dangerous incidents. Although it is a small prison, it does pose some security complexities, having to accommodate all types of prisoners. The challenge for prison management is to ensure that security measures are proportionate to manage the risks of the different prisoner categories. Certain security measures, including the non-mixing of wings, can impact resources and the accessibility of purposeful activities for prisoners.
- 1.12 This year, we chose to review how equipped La Moye is to accommodate neurodivergent prisoners. According to general statistics, the incidence of neurodivergent people in custody significantly exceeds that in the general community. There is a recognition by the prison that more needs to be done to increase awareness of prison staff and prisoners with respect to neurodivergent needs. See Section 9 for further details of our review.
- 1.13 La Moye prison is generally well managed. During our visits, we observed positive and respectful relationships between prison staff and prisoners and some good initiatives involving prisoners in purposeful activities relating to the operation of the prison. We did note that resourcing issues meant that at times some activities, including the woodwork workshop, were not available for considerable periods of time. In addition, we have also observed instances where it is a challenge for the prison to effectively manage complex prisoners in custody. We have escalated our observations and concerns in this regard to the JHA Minister and the JHA Chief Officer.
- 1.14 As a new development in 2025, the IPMB will work with the Care Commission, The Children's Commissioner and the Police Authority's Independent Custody Visitors to implement Jersey's National Preventative Mechanism to help strengthen the safeguards in place to protect the human rights of people deprived of their liberty and ensure compliance with the UN's Optional Protocol to the Convention Against Torture and Other Cruel, Inhumane or Degrading Treatment or Punishment (the **UN OPCAT**). We look forward to building relationships and sharing experience and practices with these other independent bodies.

## 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 prison system for prisoners to access on screen in their cells; and at Reception with all relevant information and in several languages.



- 2.2 The collection and scanning of applications to the IPMB is undertaken on a regular basis by our administrator. Applications are then assessed by the IPMB and in most cases a visit will be made to see the applicant, normally by two of our members and without prison staff being present.
- 2.3 At the meeting we will ascertain the background to the application, what the applicant's expectations might be and what our proposed course of action is likely to be. There are areas where the IPMB cannot get involved, such as matters that are part of the judicial process, but we deal with most other matters that are raised. It is important to note that the IPMB is limited in assisting with applications relating to medical issues given the confidential nature relating to such matters and in equal measure, due to diagnosis and treatment plans being matters exclusively for medical professionals, but we will assist where we can within our remit. Quite often the outcome will centre around ensuring that full and clear communication between the applicant and the prison has taken place.
- 2.4 We received a total of 67 applications in 2024, compared with 52 in 2023 and 38 in 2022. Most applications were from male prisoners, which is not surprising as the female population is small compared to the male population. Some prisoners submitted applications on multiple occasions.
- 2.5 One prisoner submitted 50 separate submissions. Due to the high volume, our practice has been to group these together, which resulted in 8 group applications, meaning that of the 67 applications received, 8 were from one prisoner, but they covered 50 separate submissions. We usually meet a prisoner every time an application is made; however, in this instance it was not practical due to the number of applications and the recurring nature of the issues raised. To ensure that we effectively monitored these applications, they were read as received and raised with prison management and/or at the Board meetings. IPMB members checked in with the individual from time to time to discuss any issues. This is an exceptional case, and we decided that this was the most effective way to address these applications.
- 2.6 Thirty-four prisoners submitted 67 applications in 2024, broken down by month and nature below:

Month	Number
January	3
February	2
March	8
April	7
May	12
June	1
July	8
August	4
September	11
October	2
November	6
December	3
<b>Total</b>	<b>67</b>

Nature of Application	Number
Healthcare and Medication	10
Relationships with Staff & Prisoners	19
Food, Served, Canteen	6
Access to Resources, Environment	12
Visits and goods from outside the prison	4
External Escorts, Restraints	2
Other: Various	14
<b>Total</b>	<b>67</b>

- 2.7 Applications in respect of relationships with staff and prisoners were the highest category. These included alleged bullying of prisoners by other prisoners which were highlighted to prison management. Further applications received related to accusations of bullying and mistreatment of prisoners by prison staff. We brought such matters to the attention of prison management who investigate the circumstances, and we seek oversight of an effective process with a fair conclusion.
- 2.8 Consistent with 2023, healthcare matters accounted for a high proportion of applications. The issues raised included changes of medication from those prescribed while in the community, medication dosage being reduced, and administration of medication in different forms mainly tablet to liquid form. Other applications centred around delays in doctor and dental appointments and cell beds not meeting medical needs. For further information on Healthcare - see Section 6.
- 2.9 Further applications were received relating to the cost of phone calls, noise on wings, the range of educational/training available with courses being oversubscribed or courses not running due to lack of availability of teachers/vocational training instructors, holidays for different religions not being accommodated around employment, and access to the internet.
- 2.10 Six applications related to food, servery and canteen, including limited food available to meet medical dietary needs and preparation of food to meet religious requirements. Meetings between catering staff and wing representatives are held on a weekly basis to discuss meal plans for the week ahead with an additional monthly meeting held to raise any concerns. The water quality was raised in applications, including that drains were not clean, water filters were not being changed on a regular basis and that the water had a metallic taste. A review was undertaken by the prison and water was tested independently resulting in a satisfactory report which was circulated to wing representatives. Certain actions were agreed including that water filters are changed every 3 months. In addition, water fountain drip trays are cleaned by prisoners allocated to carry out this job on each wing. Prison water is supplied by 3 Jersey main water sources and bore hole water is limited to the horticulture compound. The issue of still bottled water not being available for purchase in the canteen was also raised; however, in an effort to reduce the use of plastic, a decision was made by prison management not to offer still bottled water for purchase. Still drinking water is made available via the water fountains present on each wing.
- 2.11 Four applications were received regarding goods being sent to prisoners which were stopped, restrictions on visits and restrictions on items allowed into the visiting room. These matters were reviewed by the IPMB, and we were satisfied with the rationale provided by prison management.
- 2.12 Applications were received in relation to prisoner transfers to the UK which were suspended in 2024 due to overcrowding in UK prisons. See further details in Section 10.

### 3. Monitoring Visits by the IPMB

- 3.1 Regular monitoring visits are undertaken throughout the year by members of the IPMB to assess the treatment and welfare of prisoners and the conditions of the buildings, facilities and grounds.
- 3.2 Generally, we consider La Moye to be in a satisfactory state of repair, cleanliness and general tidiness, contributing to making the prison a safe and secure environment for the prisoners and staff.
- 3.3 Our visits are planned throughout the year and organised via a rota system. The visits cover all areas of the prison and members interact with prisoners and staff in those areas. The IPMB are escorted by a prison officer during visits.



- 3.4 Following each visit, a report is written which details our observations and highlights any issues which need to be shared with the Board or discussed with the Prison Governor or Deputy. All reports and associated documents are saved on a secure government system that only the IPMB members and our administrative staff have access to.
- 3.5 These visits remain one of our prime tools for monitoring the treatment and welfare of prisoners as well as the conditions at La Moye. Through our observations and conversations with prisoners and staff, we can assess general morale and see for ourselves how prisoners are being treated and managed. These interactions are honest and open and are vital for our overall assessment of how La Moye is performing.
- 3.6 During 2024 members undertook 24 monitoring visits, often to more than one area, covering the following:

Area	No of Visits
Prisoner Wings	18
Care & Support Unit (CSU)*	4
Collective Prison Council	1
Kitchen & Recycling	4
Reception	5
Medical Centre	2
Multifaith Room	1
Control Room	1

Horticultural Compound	2
Gym	1
Workshop	2
Security	1
Visitor Centre	1
Servery	1

*\*Additional visits were made to the CSU/E Wing during 2024 to deal with prisoner applications.*

- 3.7 On average, 2 monitoring visits were carried out each month.
- 3.8 In addition to the usual monitoring visits, 2 members of the IPMB undertook an exercise to shadow prison officers on different wings for a morning shift to gain insight into the wing regime and observe staff/prisoner relationships which was a very worthwhile and insightful experience.

#### 4. Prisoner Survey

- 4.1 In December 2024 we carried out a prisoner survey asking prisoners about the IPMB. The survey had 9 questions and was given to every prisoner at La Moye. A similar survey was last conducted in 2019.
- 4.2 The aim of the survey was to see how much prisoners knew about the IPMB and how they felt about the IPMB's work.
- 4.3 Fifty-seven (57) prisoners filled out the survey being 34% of the total prison population.
- 4.4 The IPMB gained the following insights from the survey:
- 74% of respondents said they knew about the IPMB before the survey (54% in 2019). Understandably, the level of awareness was greater for prisoners who had been in custody for longer.

- Only 38% of respondents who had been at La Moye for under 3 months had heard of the IPMB before the survey.
  - 63% of respondents said they would contact the IPMB if they had a problem in prison.
  - 54% of respondents said that they did know how to contact the IPMB.
  - 23% of respondents had contacted the IPMB in the past and provided feedback on their experience, including wanting to know more information about the IPMB, some were awaiting responses, a desire for the IPMB to visit more often and be more present, wanting to know more about the independence of the IPMB and questions as to the extent of influence that the IPMB has.
- 4.5 The survey results will help the IPMB improve its monitoring work to help ensure that prisoners are treated fairly at La Moye.
- 4.6 The IPMB would like to thank all prisoners for taking part in the survey.

## 5. Safety and Security

- 5.1 The prison has operational capacity for 200 prisoners. The population peaked in December 2024 at 170. The lowest numbers were in June when the population was 146. The increased population compared to 2023 reflects in part that there were very few transfers in 2024. See Section 10 on Transfers.
- 5.2 In 2024, there was an average of 11 women in the prison which is higher than in previous years (2023: 7).
- 5.3 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.
- 5.4 There were 24 assaults/fights in 2024 compared to 19 in 2023. Four were prisoner-on-staff and 20 were prisoner-on-prisoner. One prisoner was responsible for 2 assaults on staff with 5 staff members sustaining injuries and attending hospital. The other 2 assaults on staff did not require the staff to attend the hospital. Of the 20 prisoner-on-prisoner incidents, 1 prisoner sustained injuries requiring hospital treatment. Compared to 2023, the number of assaults on staff decreased (2023: 7) and the number of prisoner-on-prisoner assaults increased (2023: 12).
- 5.5 Between 1 and 4 prisoners were monitored under Risk and Concern Assessments per month (2023: average of 2 per month). There were 44 self-harm incidents by 9 different prisoners. One prisoner had to attend hospital due to self-harm in 2024. Compared to 2023, the number of self-harm incidents reduced (2023: 56 incidents involving 17 prisoners).
- 5.6 There was 1 death in custody in 2024 and no attempted escapes.
- 5.7 In 2023, the Minister of Home Affairs approved the use of PAVA (Pelargonic Acid Vanillylamide) spray as an incapacitant tool; however, PAVA has not been deployed in the prison and currently there are no plans to. HMIP feedback suggested that this is not the best option based on the low number of serious incidents in the prison and the fact that a baton has only been drawn once in the last few years and never used. There is also a risk that the introduction of PAVA may have a negative impact on staff/prisoner relationships.

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- 5.8 The prison is planning to introduce Body Worn Video Cameras to front line staff in the second quarter of 2025. This initiative is beneficial in a prison environment as when used effectively it allows first person audio and visual images to be captured to provide a clear and irrefutable record of events. With proper use the introduction of this technology will assist with:
- Allowing a more detailed examination of events leading up to and management of incidents
  - Enhancing evidence capture
  - Promoting positive behaviours and interactions between staff and prisoners
  - Developing effective rehabilitative staff/prisoner relationships; supporting transparency, trust and confidence between staff and prisoners
- 5.9 Drug testing takes place regularly on both random and targeted bases. In 2024, a total of 600 tests were conducted (2023: 586). 90 were targeted and 510 were random. Of these 54 failed, 11 refused, 8 had a faulty device, 17 produced no result and 510 passed.
- 5.10 The IPMB was pleased to see the ongoing use of the lower security wing in 2024. This wing houses a small number of male prisoners who are low risk and near their release date. The wing has a communal living feel with prisoners cooking their own meals, sharing a living area and cell doors remaining unlocked. The IPMB observed prisoners cooking and watching television together. This is a good example of dynamic and proportionate security allowing prisoners to prepare for life back in the community.

#### *Security Classification*

- 5.11 The prison undertook a security classification exercise in 2024 to ensure that prisoners are classified proportionately 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 security classification is considered as part of the risk assessment in situations where prisoner restraint may be necessary or appropriate. Currently, the prison population comprises 71 category B prisoners, 38 category C prisoners and 4 category D prisoners. 36 prisoners are awaiting classification.

## 6. Healthcare

- 6.1 As reported in the 2023 Annual Report, a review of the healthcare model at La Moye began in January 2023 which extended into 2024. The main consideration was whether to resource healthcare with La Moye employees or Health and Care Jersey (HCJ) employees.
- 6.2 The outcome of the review was that it was decided that HCJ staff would manage and coordinate the service under their governance, while La Moye would retain oversight and funding.
- 6.3 The current healthcare team is responsible for overseeing the department's operations and managing internal governance. They do not manage contracted medical and related services, such as dental care provided once a week, general practitioner visits conducted three times per week, and psychiatric services offered once every two weeks.
- 6.4 The in-house team currently includes 3 full-time nurses and a healthcare officer. The current manager was recruited to innovate and drive change. He is leaving the post in early 2025 with recruitment underway to source a replacement.



- 6.5 While recognising that there is still room for improvement, it is noted that this new model offers several benefits:
- There is greater capacity to cover sickness and holidays by utilising bank staff from HCJ
  - Continuous support from GPs, psychiatry, and dental services, with IT systems introduced so that professionals can schedule appointments and manage their own clinics and caseloads
  - Additional dental clinics were scheduled to manage the backlog
  - Enhanced links and integration with external services such as drugs and alcohol, sexual and reproductive health, harm reduction, and smoking cessation, which all visit on a weekly, fortnightly, or monthly basis, depending on need
  - Facilitating the continuation of support for prisoners when they are released into the community
- 6.6 There is recognition that certain healthcare services need further improvement, especially in access to psychology and neurodevelopmental assessments.
- 6.7 To maximise internal resources, management is investing in staff skill development through additional accredited courses. For instance, one staff member is studying sexual health, another is learning about chronic illness and disease management, and another is studying cognitive behaviour therapy for insomnia (CBTi).
- 6.8 A nurse-led primary mental health project has been recently introduced, providing low to mid-level interventions for anxiety, improved sleep hygiene and low mood. This allows prisoners to access support before their mental health reaches critical levels. Further innovations and improvements are planned for 2025.
- 6.9 Many of the changes within the healthcare provision have been at an administrative level and prisoners may not be fully aware of the changes. Most of the employees who were previously working on seconded contracts are now employed on a permanent basis. This has provided consistency and continuity of care for the prisoners.
- 6.10 Ten of the 67 applications to the IPMB in 2024 related to healthcare and whilst this was an improvement compared to 2023 (17 out of 52); healthcare remains an area of concern for prisoners. Changes to prescribing practices (as part of a safer prescribing project) implemented in 2023 continue to frustrate prisoners. Comments have also been made regarding what are seen as excessively long waiting lists for services. We are assured that prescribing arrangements are aligned with best practice and waiting times are aligned with healthcare in the community so that prisoners are not disadvantaged by being in custody. That said, it is an important area for the IPMB to continue monitoring.

## 7. Education, Employment and Other Purposeful Activities

- 7.1 The mission statement of La Moye is '*Releasing Better Neighbours*'; and at the heart of this intention is the provision of a rehabilitative environment. Education, training and employment are aspects of prison life that contribute greatly to the fulfilment of this stated mission and are, therefore, of enormous significance in the lives of prisoners and in the overall effectiveness of the prison service.



- 7.2 Statistics relating to ‘time out of cell’ are slowly improving; the reported annual average time out of cell in 2024 was 7 hours 18 minutes per day - a year-on-year increase from 2023 (6 hours 58 minutes) and 2022 (5 hours 30 minutes). In 2024, the statistics have been helpfully further broken down to provide evidence of how much of the time out of cell was spent pursuing ‘purposeful activity’, which includes employment, education and training. The average daily time out of cell spent in purposeful activity was 3 hours 33 minutes in 2024. The balance of time out of cell includes exercise and association time on the wing.
- 7.3 Members of the IPMB observed and interacted with prisoners engaged in a range of purposeful activities during 2024. Prisoners whom we engaged with report that employment, training and education activities are enjoyable, rewarding and valued, having significant benefits for mental health and self-esteem. It is also reported by prisoners that purposeful activity contributes towards effective reintegration in the community and successful release from prison.
- 7.4 Applications to the IPMB from prisoners concerning matters related to purposeful activities were mainly around access to training and educational courses. Some courses, such as barbering or painting and decorating, are popular and there are difficulties in making these accessible on demand; the limited number of places on a course, the starting dates of new courses might not tie in with a sentence, and the availability of an instructor all contribute to the associated challenges.
- 7.5 Other applications from prisoners concern the availability of jobs. Not all types of work are available to all prisoners; availability of a particular job depends on the need at the time and the profile of a prisoner.
- 7.6 Continuity and retention of key staff members in the team responsible for education, training and employment is critical to the on-going work, progress and development of the provision.

#### *Education*

- 7.7 All new arrivals at the prison undergo screening for literacy skills. Where a need is identified, the prisoner is invited to engage in literacy support sessions; these are delivered on a 1:1 basis. The uptake of this literacy support is low at 18% of those invited.
- 7.8 A full-time academic teacher was appointed in 2024 resulting in an enhanced and continuous program of delivery of functional skills courses in both English and Mathematics. The qualifications delivered are those offered by Training Qualifications UK.
- 7.9 English as a Second or Other Language (**ESOL**) teaching is delivered where applicable. 2024 saw an enhanced offering of ESOL teaching, including in December 2024 the introduction of assessment of prisoners’ appropriateness for inclusion in a Level 2 qualification in ESOL. When delivered, this will be the first ever such qualification at La Moye.
- 7.10 Functional Skills (**FS**):
- *English:* the cohort at the end of 2024 comprised 11 students; 3 students at Level 2 (equivalent to a grade 4/C pass at GCSE) and 8 students at Level 1
  - *Mathematics:* at the end of 2024 a cohort of 8 students were registered for the exams in January 2025
  - The FS program takes 10 weeks to deliver, which is offered on a rolling basis. There is a ‘contract’ that prisoners sign up to be accepted on the course; some starters drop out for various reasons

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- Teaching for the FS program is delivered in groups or on a 1:1 basis, depending on the make-up of the cohort. Being able to mix learners from different wings would allow for better access to education for all
- 7.11 Open University (**OU**) and online courses are available to prisoners, and this is taken up by a small number. Courses undertaken in 2024 include:
- Mathematics/Physics
  - Personal Training and Sports Management
  - Business Management
  - Law
- 7.12 The OU offers an online Virtual College but there is no access available for La Moye-based students currently so all resources must be printed in hard copy.

#### *Vocational Training*

- 7.13 Vocational courses are available, including painting and decorating, bicycle mechanics, barbering and horticulture. Most vocational courses are offered at both Level 1 and Level 2, but learners must complete Level 1 before being able to move on to Level 2, which brings about challenges in the accessibility of courses in some cases. An example of achievement is that in 2024, 33 prisoners (male and female) achieved Level 1 City & Guilds qualification in Painting and Decorating.
- 7.14 The unavailability of the carpentry workshop during part of 2024 caused some discontent among prisoners, but the instructor returned from extended leave towards the end of the year. The workshop is a very popular resource for training purposes; however, there is currently 1 instructor available to deliver carpentry tuition. An additional vocational training instructor role was advertised in 2024 but there were no applicants.
- 7.15 The Education team is working on implementing a cleaning qualification that will hopefully be made available early in 2025. This will provide vocational training, a recognised qualification and potentially enhanced employment availability both inside prison and on reintegration in the community.

#### *Employment*

- 7.16 Prisoners are engaged in employment activities in various areas, including the kitchen, servery, carpentry workshop, bicycle workshop, grounds/horticulture, engineering, recycling, a Listener service, and wing duties such as cleaning and laundry, as noted in prior reports. Jobs vary in level of challenge (with some roles being quite menial), quality, enjoyment or reward/satisfaction.
- 7.17 One area of innovation in employment opportunities in 2024 was the establishment of Education Orderlies roles. Prisoners who work as Education Orderlies support other prisoners in learning activities. This is a great example of peer-to-peer learning.
- 7.18 It is pleasing to note that some employment involves meaningful interaction with the wider community, such as recycling activities.
- 7.19 Reported statistics for 2024 state that 82.4% of prisoners were engaged in learning or employment programs.

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### *Other Purposeful Activities*

- 7.20 Gym and sports facilities continued to be popular in 2024. The Gym team were able to introduce a 'Park Run' activity using a 5K course within the prison grounds. This involved extensive commitment and planning by the team and has been taken up by prisoners in strong numbers.
- 7.21 A range of other physical challenges have been offered, e.g. football tournaments, including both prisoners and staff.
- 7.22 Library facilities continued to be popular and well-used.
- 7.23 Crochet and other crafting activities are available. These can be done as a group during association, as a teacher-led learning session, and/or as an individual activity during time in cell. It is perceived by both prisoners and staff that these activities contribute to establishing and maintaining good mental health. Crochet lessons have been offered to prisoners in 2024 by a former IPMB member.
- 7.24 Prisoners can take part in committees, panels, and other consultative forums on an elected or self-nominated basis, such as the Collective Prison Council attended by wing representatives, the action group on Neurodiversity (an innovation in 2024), and the canteen discussion group.
- 7.25 The 'Inside Out' art exhibition took place in August 2024 at a new venue. The exhibition, held at Capital House and hosted by ArtHouse Jersey, displayed creative work by some 45 prisoners. The event was well attended, including by IPMB members, prison and probation service staff and politicians. The 2024 event gained a higher profile than in past years, due in part to the central venue.
- 7.26 Since the arrival of the full-time dedicated academic teacher in 2024, a range of additional literacy-based activities have been offered, including book clubs, poetry workshops, and creative writing. These have been welcomed by prisoners and are popular.
- 7.27 Prisoners who are near the end of their sentence and reside in the low security wing go outside of the prison for food shopping, which is an extension of them preparing their own meals. This gives them real-world insights into the need to manage costs and is an example of '*Releasing Better Neighbours*' in practice.
- 7.28 The IPMB has noted the comments in respect of purposeful activity in HMIP's inspection report published in February 2025 and will continue to monitor improvements in 2025.

### 8. Care and Support Unit (CSU) and Complex Cases

- 8.1 The CSU is used to provide a segregated regime to manage prisoners whose behaviour presents risks to themselves or others. The CSU is not intended to be used as a punishment. The main CSU is used for male adult prisoners. There are 7 cells, 1 of which is used for recovery of internally concealed substances. Prisoners in the CSU are allowed daily access to a shower, telephone and exercise. The CSU cells do not have television; however, prisoners can access books from the library. They have access to the same food menu as on the wings. The IPMB frequently visits the CSU, sometimes speaking through the cell door hatch for security reasons. We noted in our 2023 Annual Report that the physical environment of CSU is below the standard of the residential wings. While some cosmetics improvements were made in 2024, further work is required to improve the environment for those prisoners spending time there.



- 8.2 Midway through 2024, a section of the CSU was designated as 'E Wing', intended as a 'step-up' facility for prisoners to progress from the CSU but not yet ready to return to their residential wing. While this is a positive development as prisoners on E Wing benefit from more in-cell facilities (e.g. access to a television), it is limited as E Wing is housed in the CSU building, the regime is restricted, and prisoners remain segregated. IPMB are monitoring the development of the regime on this wing.
- 8.3 During 2024, a total of 36 prisoners spent time in the CSU. The total number of person-days that the CSU was occupied was 345 (2023: 230). The person-days count is significantly higher than 2023 due to a small number of prisoners who spent relatively long consecutive periods of time in the CSU in 2024, notably 3 prisoners accounted for 60% of the total person-days. 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.
- 8.4 There is separate provision to provide a CSU segregated regime for female prisoners which prison management report is rarely used. However, at the end of 2024, a female prisoner was held in CSU. Due to the female CSU provision being occupied by a prisoner with a serious physical health condition, the female prisoner was temporarily held in the main CSU building at the same time as two male prisoners on the E wing part of the building. The IPMB raised its concern with prison management about the appropriateness of this, due to only one shower being available for both the CSU and E wing cells. This was acknowledged by prison management and assurance was given that it would be addressed.

#### *Prisoners with increased vulnerable characteristics*

- 8.5 The IPMB is mindful that from time to time there will be prisoners where there are circumstances that could make them more vulnerable in a prison setting. Such prisoners come on our radar through the IPMB application process, monitoring visits or from regular reporting that prison management makes available to the Board. We check in on these individuals when visiting the prison and any concerns are communicated to prison management.
- 8.6 We were pleased to make use of 'Big Word' functionality for the first time in 2024 to communicate effectively with prisoners who do not speak English.

#### *Complex cases*

- 8.7 There were a small number of complex cases in the year. Complex cases are loosely defined by the IPMB as prisoners with multiple concerns e.g. serious physical or mental health issues, high risk of self-harm or harm to others, alcohol or drug dependency hence making them challenging for the prison to manage as they require specialist input from different agencies and services outside the prison. Prison management endeavors to manage such complex cases as best they can, however, due to limited resources they are sometimes unable to provide a suitable environment or resources within the prison setting. The IPMB regularly engages with prison management on these cases and escalates where appropriate to the JHA Minister for intervention. In 2024, some prisoners were transferred to the UK for specialist treatment.

## 9. Neurodiversity Review

- 9.1 During 2024, the IPMB undertook a themed monitoring review of the approach at La Moye in respect of neurodivergent prisoners.



- 9.2 The purpose of the review was for the IPMB to gain a better understanding of neurodiversity and the approach and arrangements in place for neurodivergent prisoners to provide assurance in relation to their treatment and welfare, including:
- Staff awareness and training
  - Prisoner awareness
  - Reception and induction arrangements
  - Safeguarding and safer custody measures
  - Involvement of relevant external agencies/community services
  - Educational (academic and vocational) opportunities
  - Employment and purposeful activity
  - Reducing reoffending and resettlement strategies
- 9.3 The review found that it was evident among the prison staff that there is a genuine desire to become a neuroinclusive prison. La Moye is at the very early stages of achieving this. There are no formal policies in place and there is no official way of knowing how many neurodivergent prisoners are in custody at any one time. The current approach operates on a case-by-case basis (i.e. the experience is dependent on the prisoner and the staff member in any given situation).
- 9.4 To achieve an inclusive culture where neurodiversity is broadly understood and accepted and to improve the experience and outcomes for neurodivergent prisoners would require a holistic and coordinated plan with multi-agency stakeholders (recognising that prison staff are not intended to be experts in neurodiversity), including elements such as screening tools, awareness training (for prison staff and prisoners), tailored policies (e.g. in areas such as adjudications, rehabilitation and education) and a neurodiverse-friendly environment.
- 9.5 This review was timely as it coincides with the creation of the Neuroinclusive Strategy for Jersey. The IPMB will closely watch how this new Island strategy will help La Moye on their journey to becoming a neuroinclusive prison.

## 10. Transfers

- 10.1 Where a prisoner is not from Jersey and has no family connection in Jersey, they may request a transfer to a prison in their home jurisdiction either through a repatriation (to a foreign home country) or via a transfer to the UK. During 2024, nearly 40% of the prison population was from the UK. At the end of 2024, La Moye had 19 prisoners awaiting transfer to England, Wales and Northern Ireland, 1 prisoner was awaiting repatriation to their country of origin where they will serve the rest of their Jersey sentence, and 3 prisoners have been served with deportation orders and will be transferred to their country of origin at the end of their sentence. Fourteen prisoners are awaiting a decision on deportation.
- 10.2 All transfers to the UK must be approved by the Cross-Border Transfer team in the UK. They are responsible for dealing with UK transfers for all Crown Dependencies. Up to 2023 the prison had an informal transfer arrangement with the Ministry of Justice (**MOJ**) in the UK to transfer 1 prisoner a month to the UK. The transfers were suspended through 2024 due to the UK prison population crisis. This suspension has led to the increase in the number of prisoners awaiting a transfer to the UK to 19 at the end of December 2024 (2023: 9).



- 10.3 The prison has been in continuous communication with the Cross Border Transfer team, HM Prison and Probation Service (HMPPS) Population Management Unit, and the Sentence Calculation Policy team advocating for the resumption of transfers from Jersey to the UK.
- 10.4 The prison has been advised that HMPPS, due to capacity constraints, was unable to accommodate transfers from Jersey, except for cases involving medical or compassionate grounds, court productions, or English recalls. Even a compromise proposal for HMPPS to consider accepting 1 prisoner per month until the regular transfers are reinstated which would have a minimal impact on their population pressures was declined.
- 10.5 The situation changed in December 2024 when after a successful meeting between representatives from the MOJ, HMPPS and prison Governors from Jersey, Guernsey and the Isle of Man an agreement was reached that transfers will resume in February 2025. A minimum of one prisoner a month can be transferred. The IPMB are very pleased that an agreement to reinstate transfers to the UK has been agreed as apart from receiving some prisoner applications relating to the UK transfer situation there is real concern about UK prisoners who do not have family/friends in Jersey to support them during their sentence.

## 11. Staffing, Budgetary Resources and Regime

- 11.1 This section considers the interrelated matters of the regime (including 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.
- 11.2 In July 2024, the then Governor, Susie Richardson who joined in April 2021, resigned and left the prison in August 2024. The deputy Governor became acting Governor, and an acting deputy Governor has been appointed following an internal process. By the end of 2024, the post of Governor had not been advertised, though the 'acting' regime appeared to be working effectively.
- 11.3 The complete staff at La Moye is about 135, of whom 102 are uniformed officers; others include administration staff, engineering and facility management, teachers, vocational training instructors (VTIs), health workers, psychologists, and chefs. La Moye is making a conscious effort to tap into the energy and skills of some prisoners to help the operation of the establishment and break down officer/prisoner barriers; for example, a prisoner takes the minutes for the Collective Prison Council meetings, another shares carpentry skills in the workshop and the creation of Education Orderly roles as reported in Section 7.
- 11.4 There were no new uniformed officers or new VTIs recruited during 2024. At the end of 2024, there were four vacancies (Governor, Operations Officer, Intervention Facilitator, Admin Officer).
- 11.5 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 the regime. During 2024, we continued to see staffing pressures arise from this change and over time we expect this to normalise. There were also resourcing pressures caused by sickness-related absences, including some staff with long-term sickness; these absences tend to be covered by overtime, to avoid altering the regime, including time out of cell.
- 11.6 There was a focus on upskilling staff in 2024. This included ensuring clear roles and responsibilities, senior officer training on multidisciplinary case management, personal officer training, and continued focus on the 7 Pathways to Reducing Reoffending.





- 11.7 As reported in Section 6, during the year, the model for provision of healthcare in the prison was changed (excluding GP and dental services). The objective was to ensure continuous service provision and an appropriate level of governance.
- 11.8 The prison estate development plan continued in 2024, with demolition work in respect of some of the older, redundant buildings. Amongst other plans, the former administration building is to be removed to make way for new wing accommodation and a car park. As previously, each step of development is dependent on the planned capital expenditure being approved.
- 11.9 The prison remained close to its annual budget of £12.2million, despite the challenges of inflation.

## 12. Additional Activities

- 12.1 In addition to the core activities of board meetings, monitoring visits and dealing with applications, the IPMB members also took part in a wider range of activities in 2024, all of which contributed to the fulfilment of our statutory responsibilities.
- 12.2 Throughout the year, as noted in the Executive Summary, members attended meetings in relation to the establishment of Jersey's National Prevention Mechanism for the UN's "Optional Protocol to the Convention against Torture" (**UN OPCAT**).
- 12.3 Two members (at their own initiative and cost) visited UK prisons in 2024 (HMP Pentonville and HMP Coldingley). This activity is encouraged for members' own ongoing development. As the only IPMB in Jersey it provides valuable insight into how UK Independent Monitoring Boards operate.
- 12.4 Some members attended Personal Protection Training offered by La Moye and this will continue in 2025, although it should be noted that IPMB members feel safe and comfortable when visiting the prison.
- 12.5 In August, we were delighted to attend once again the "Inside Out" Art Exhibition of prisoners' artwork. We hear first-hand from prisoners how important art lessons are for wellbeing and rehabilitation.
- 12.6 In October, we held our annual IPMB strategy session at which we reviewed our own practices, policies and priorities and agreed actions to continuously evolve how we fulfil our statutory duties.
- 12.7 In November, we held recruitment drop-in sessions at the central library and concluded recruitment interviews in December. We were delighted to secure five new members who started in February 2025.
- 12.8 In November, our Chair and Deputy Chair attended meetings with the HMIP Inspection team as part of the announced inspection of La Moye.
- 12.9 In December, we attended a very insightful session delivered by one of our outgoing members on international human rights standards governing the basic principles for the treatment of prisoners.
- 12.10 In December, we carried out a prisoner survey (as reported in Section 4) to assess awareness levels of our role within the prisoner population and to identify any areas that we can improve on.



### 13. Acknowledgements

- 13.1 It is our practice to ask all serving members to participate in preparing this Annual Report; either drafting or reviewing sections, for which my thanks go to members.
- 13.2 Members of the Board at the end of 2024 were:
- Norma O’Sullivan, Chair
  - Grant Rogerson, Deputy Chair
  - Andrea John
  - Julia Thérézien
  - Natalie Le Tourneur
  - Sylvia Awori
  - Niamh McDermott
  - Verity Boak
  - Nicky Longmuir
- 13.3 My thanks and appreciation go to the current and former members who served during 2024; thank you for your contribution, the perspective and experience that you individually brought to the role and the consideration you showed in dealings with prisoners. Being an IPMB member requires commitment and determination, and it can be challenging and time consuming; yet it is a rewarding and important voluntary position.
- 13.4 Thank you to Grant for his commitment and support in his first year as Deputy Chair and to Andrea, our former Chair and longest serving member who has assisted Grant and myself during 2024 sharing her knowledge and experience with us.
- 13.5 I am fortunate to work alongside a strong team who are keen to continuously improve. As a Board, we continue to review and adapt roles, responsibilities, and practices to allow members to contribute in the most effective way to suit their skills and experience. In 2025, we plan further improvements to our operations.
- 13.6 We are assisted by JHA staff who support us in areas such as governance, administration, annual review and recruitment processes and we appreciate this support very much.
- 13.7 Our thanks and appreciation go to former Governor Susie Richardson who engaged positively and proactively with the IPMB since 2021. We were saddened to see her leave; however, we have worked with acting Governor Artur Soliwoda for several years and are reassured that under his leadership, prisoners’ best interests will continue to be at the forefront of life at La Moye.
- 13.8 Thank you to Artur Soliwoda and the leadership team for recognising the value of independent monitoring within a closed institution and supporting our activities. We are grateful to all the staff who interact positively with us, especially the uniformed officers who escort us most helpfully.



Norma O’Sullivan  
Chair, 27 March 2025