**HMP & YOI Foston Hall**

**Families / Significant Others**

**Strategy**



February 2024/Updated November 2024

Michelle Quirke

Governor

Document Control

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**Message from Michelle Quirke – Governor HMP & YOI Foston Hall**

“As Governor of a women’s prison, it is so important to have a strong Family and Significant Others Strategy due to the impact on the women of being apart from their family, and particularly their children. For both their family and for themselves, to see what is available at HMP & YOI Foston Hall in terms of opportunities to engage with their family/children in Visits and on Family Days allows them to cope better with imprisonment. The children can look forward to seeing their mum regularly in appropriate environments which enable positive interactions between them.

We are also very fortunate to have PACT as our Family Services provider and they do incredible work, hosting individual Family Visits in our Family Bonding Unit which the women tell us are highly prized and they also support in re-engaging the women with their families if contact has been lost over time.

Just staying in touch with friends and family is a huge part of the women’s days. To be able to access digital visits; make phone calls; receive emails from those they care about in the community is so important and lightens their day.

It is right that we also pay attention to a specific cohort of the women who are care experienced. They can often feel isolated and lonely because of not having an extensive support network and therefore we need to provide for them too.

So, this strategy sets out all of the above and more in terms of what is available at HMP & YOI Foston Hall, and it provides a lifeline to the women and their loved ones. Maintaining family ties whilst in prison is a huge factor in enabling a successful rehabilitation and therefore, I am delighted to present our 2024 Family and Significant Others’ Strategy to you.”

**Introduction**

The purpose of the Family and Significant Other Strategy is to support prisoners to build and maintain strong family ties in order to reduce reoffending and reduce intergenerational offending. This strategy will be specifically for HMP&YOI Foston Hall, and we will use data from surveys and other analysis to make it localised and relevant for the prisoners and their families.

In September 2016 Lord Farmer was commissioned by the government to investigate how connecting prisoners with their families can improve prisoner wellbeing, assist in keeping the prisoners safe and reduce reoffending. His landmark review ‘The importance of strengthening prisoners’ family ties to prevent reoffending and reduce intergenerational crime’ was published in August 2017 and made 19 recommendations and made families and significant others at the heart of his report. According to the farmer review ***‘families should be the ‘golden thread’*** running through the processes in all prisons.

Women in prison have different relationships with their family than men. These range from all the issues surrounding pregnancy and mothers and babies in custody, to the disruption of many women’s role as the Primary Carer when they are taken into custody, to contact with family once a woman is in prison. These issues are vastly different in type and scale to those experienced by men. We accept that we need to strengthen our services and provision in this pathway if we are to achieve the best outcomes for women and their families and ultimately reduce reoffending.

Helping to support and meet the needs of prisoners and their families is vital and evidence shows its importance in the reduction of re offending. We want to make a strategy that is not only for prisoners but for the whole family. It is important to recognise the diversity of families as they can be defined as either a blood relative, legal, or significant person that a prisoner identifies as their next of kin. For care leavers, family may be a statutory service or a friend. In all positive circumstances family is the protective factor and it has been evidenced that family ties are an important factor in reducing re offending and intergenerational offending.

All recommendations in the Farmer Review were accepted by the government, and the program to implement them has been running since then.

‘I do want to hammer home a very simple principle of reform that needs to be a **golden thread** running through the prison system and the agencies that surround it. That principle is that relationships are fundamentally important if people are to change’.

(Farmer, M., 2017)

**Families & Significant Others Family Lead**

The Head of Reducing Reoffending will have oversight of the establishment’s Families offer supported by the Heads of Safety, Operations and Offender Management Delivery.

***FaSO Lead’s Role & Responsibilities include: -***

* Ensuring the Families & Significant Others Strategy (FaSO) is fit for purpose.
* The establishment conducts two annual Prisoner & Visitor surveys to identify areas of improvement and good practice.
* To oversee management of the FaSO Contract with our Pact Partners
* To work with OMU to increase the knowledge and raise awareness to both staff and prisoners around RoTL opportunities. In turn improving the numbers of prisoners accessing RoTL to maintain Family Ties
* Ensure completion of the FaSO performance measure

**Families & Significant Others Champion**

The FaSO Champion has been allocated to the Band 5 – Custodial Manager Operations role. They will support the HoRR in delivery of our commitment within the Families & Significant Other Strategy 2024 – 25.

***FaSO Champion Role & Responsibilities include: -***

* To support Pact in the delivery of prisoner forums
* To raise awareness within all areas of Foston Hall around the FaSO offer.
* To conduct two prisoner / visitor surveys per year and bring any actions to the monthly Families & Significant Others Strategy Group meeting.
* Support to drive any new initiatives within the FaSO pathway.

**HMP&YOI Foston Hall**

HMP & YOI Foston Hall is a local function prison within the female estate of prisons, located in Derbyshire. The prison has a commitment to providing opportunity to reduce re-offending by ‘Together Empowering Change’, equipping those in our care to lead law abiding and productive lives upon release. Holding a role of 324 prisoners and in common with other women’s prisons, the establishment accommodates several categories of prisoner ranging from those recently remanded or at the beginning of their sentences to serving indeterminate sentences, including life, for very serious crimes. The site comprises an old stately home surrounded by a mix of residential units that have been added over the years.

**CONTACT US**

**Address**

HMP &YOI Foston Hall,

Foston,

Derbyshire

DE65 5DN

**Telephone**

01283 584 300  
Monday to Friday, 9am to 5pm

**Twitter AccountIcon

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@HmpFostonhall

**Please see the website below for information details about Foston Hall and other relevant information**

[**HMP Foston Hall | Prisoners' Families Helpline (prisonersfamilies.org)**](https://www.prisonersfamilies.org/hmp-foston-hall)

**If you think the prisoner is at immediate risk, please call the switchboard on 01283 584300 and ask for the Orderly Officer and explain that your concern is an emergency.**

**.**

If your concern is urgent but not life threatening, please call the: -

**Crisis Line on 01283 584 333 (Monday to Friday 9-4pm), or for out of hours please call 01283 584 319. Please explain that you are calling about a ‘safeguarding concern’.**

Your call will be logged and transferred to a member of the Safety Team. Alternatively, you can visit [HMP Foston Hall | Prisoners' Families Helpline (prisonersfamilies.org)](https://www.prisonersfamilies.org/hmp-foston-hall) and submit a contact form (the team will pick up all contact forms within 72 hours):

**Getting to HMP&YOI Foston Hall**

 By Car: - the prison is on the A50, situated between Derby and Uttoxeter. There is parking at the prison. The visitor’s car park is opposite the main gate which is clearly signposted. The car park is within proximity to the prison’s visits centre. We ask that visitors park considerately and ensure when they park vehicles on the lane there is enough access for emergency vehicles to pass in case of an emergency.

**There is limited parking at Foston Hall, including spaces for Blue Badge holders**.

 By Train: -The closest main-line railway stations to the prison are at Tutbury and Hatton, and Uttoxeter which are served by Derby, Stoke and Crewe stations. To complete the journey, you can either get a bus or a taxi from the train station.

 By Bus: Buses run from Burton-on-Trent and Uttoxeter.

**To plan your journey by public transport:**

* use [National Rail enquiries](https://www.nationalrail.co.uk/)
* use [Traveline for local bus times](https://www.traveline.info/)
* **Your Visit**

**To visit someone at HMP&YOI Foston Hall**

* You must be on the person’s visitors list.
* The lead visitor must be over 18 years of age.
* ID is required to gain access into the prison and visits area.
* A visit can be booked a minimum of 2 working days before your visit date (subject to availability) and a maximum of 28 working days before the visit (subject to availability).

Please contact HMP&YOI Foston Hall if you have any questions about a visit (Contact Details in the Pact section of this document on Page 12)

**Visiting times:**

* Wednesday and Friday: 2pm to 4pm
* Saturday & Sunday (mornings): 9:30am to 11:30am
* Saturday & Sunday (afternoons): 2pm to 4pm

**How to book a visit**

You can book a visit through the online booking system.

[www.gov.uk/prison-visits](http://www.gov.uk/prison-visits)

or by calling 0300 060 6516

**Help with the cost of your visit.**

If you receive certain benefits, you may be able to get help with the cost of your visit (up to 2 claims a month). A form is available for you to fill in when you arrive at the visitor’s centre. When you enter the visits hall, ask the staff to stamp the form for you. For more information visit

[www.gov.uk/helpwithprisonvisits](http://www.gov.uk/helpwithprisonvisits)

**Visiting Facilities**

* The visitor’s centre at HMP&YOI Foston Hall has a toilet and baby changing area. Secure lockers are available for our visitors. It is open from 08:00hrs until 17:00hrs, 7 days a week.
* It is clearly signposted and just outside the main prison gate.
* There is a no smoking or vaping policy in place in the visitor’s centre.
* Prison Advice and Care Trust (Pact) staff offer a meet and greet service in this area and are available on visit days approx. 1 hour before visits start and are available again at the end of visit sessions. They offer advice and support; they can also signpost to other supporting agencies or staff.
* Facilities to assist visitors i.e. ramp for wheelchair access.
* If you would like to meet with a member of the Pact team on your visit, then please contact them on 01283 584307.
* We provide information advice and guidance, and a signposting service for issues such as substance misuse, domestic abuse etc.
* We provide advice and support about prison procedures and processes.

**In Visits**

* Appropriate clothing is to be worn by prisoners and visitors.
* Visitors will be subject to a search prior to gaining access into the Visits Room.
* Prams / pushchairs are not allowed into the Visits Room, but car chairs are.
* Refreshments are available within the Visits Room, including hot / cold drinks, sweets, and savoury snacks.
* Only coins can be used to purchase refreshments.

**How to send a prisoner money:**

This is the website that you will need to access to send in money to prisoners.

[www.gov.uk/send-prisoner-money](http://www.gov.uk/send-prisoner-money)

## **Before you start**

You’ll need the:

* prisoner’s date of birth
* prisoner number

**Help using the service.**

[You can get help](https://send-money-to-prisoner.service.gov.uk/en-gb/help) with making a payment, ask a question about a payment you’ve already made, or get help with accessing the service. If you cannot use the online service

You may be able to [apply for an exemption](https://send-money-to-prisoner.service.gov.uk/help/apply-for-exemption/) - for example if you:

* are unable to use a computer, a smart phone, or the internet.
* do not have a debit card.

This will allow you to send money by post.

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**Pact Family Services**

It has long been acknowledged that prisoners who have maintained family ties are far less likely to re-offend. Children and families can play a significant role in supporting prisoners to make and sustain changes, which can improve many outcomes and reduce re-offending.

For many families, relationships are put to the test when a family member goes to prison. Prisoners and their family members/significant others may struggle in many areas such as how and what to tell the children when their loved one goes to prison - how to tackle financial concerns - how to keep in contact - how to book a visit – how to cope effectively without their loved one at home – how to raise a concern about one another etc. Some families may struggle to discuss their situation with people they know for fear of recrimination. The PACT team are on hand to help with all these issues and more. To support our ‘isolated prisoner’ cohort we work alongside the peer worker to identify isolated prisoners to see if we can reach out to family members to encourage contact and to refer to the ‘official visitor scheme’ – linking in with chaplaincy on this.

The local PACT team is managed by Family Engagement Manager Su Benton (Pictured below)

**Pact Family Engagement Manager (FEM)**

**Clare Snape**

****

**Pact Family Engage Workers (FEW)**

**Tracy Hiley**

A person with dark hair wearing lanyard

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**Pact Family Engage Workers (FEW)**

**Priya rai**

**(appointed from December)**

**New for 2024 is the Introduction of the Family Resettlement Worker**

**Jayne Allen**

A person smiling for a selfie

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The family resettlement worker contacts all prisoners who are serving more than one month in custody at 12 weeks prior to their release, or at the earliest opportunity for those serving shorter sentences or transferring into Foston Hall. For those wanting support with family connections ready for returning to the community an individual action plan is created. The resettlement worker then works with the individual and their family, and any relevant agencies until 2 weeks after release, providing a warm handover to services in the community to continue the support.

*“Keeping contact in person without the formality of a “normal” visit is very important to everyone involved especially children…Today has been great” – (Visitor)*

**Prisoners Induction**

Pact staff talk to all new prisoners within their first few days of being at HMP & YOI Foston Hall offering support for them and their families / significant other, helping them to work through any immediate concerns. Information packs are sent to families upon request.

**Family Days**

The Pact team organise and offer 10 Family Days throughout the year, 5 of which will be for children and 5 for adults. These are extended visits starting at 10:00hrs (10am) and finishing at 15:00hrs (3pm). These enhanced visits are different from normal social visits, they are more relaxed, with toys, games, crafts, and activities on offer which may include, board games along with group activities / games e.g., quizzes and bingo. We also aim to provide (weather dependant) a visit to the animal sanctuary. An important aspect of the extended visits is having lunch together and spending quality time together as a family.

*“Family day is brilliant because I get quality time with my daughter and family we share lots of laughs and lots of cuddles” (Prisoner)*



**Family Visits – ‘Luke House’ - The Family Bonding Unit**

*Good Practice: Luke House, Family Bonding Unit, HMP&YOI Foston Hall…..The Importance of Strengthening Female Offenders’ Family and other Relationships to Prevent Reoffending and Reduce Intergenerational Crime, Lord Farmer 2019*

****

The Family Bonding Unit consists of two separate flats with fully equipped kitchen and lounge / play areas and an outdoor garden area. It has been developed to provide an environment conducive to improving and strengthening family relationships during extended and more relaxed visits from 10.00am to 4.00pm.

The use and accessibility of the Unit has progressed since opening in 2018 and can be used for supervised child visits with Social Services, Birthing Companion Groups, and final visit before adoption or for social services assessments in respect of the family courts.

Normal social visits may not fully provide a time for families to really engage and talk. The Family Bonding Unit environment enables positive communication and can facilitate individual family visits in a relaxed, quiet, and supportive manner. Families can play games, watch TV, make lunch and build their relationship, if they have children, participate in their child’s homework and interactive play. The Unit will also host supervised visits with Local Authority Partners for example, Social Services and Community Volunteer Sector organisations including Birthing Companions.

**Casework**

The Pact family engagement team support the prisoners at HMP Foston Hall with any family related issues they may have. The team can help with issues such as child contact, letterbox contact, final adoption visits, liaising with social services, family court and rebuilding family relationships. The team can also support the families of prisoners, such as helping them stay in touch, visits, or emotional support.

**For more information on Pact visit: -**

**https://www.prison advice.org.uk/**

**Text

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**How to Stay In Touch**



* **Video Calls:**



### **What is Prison Video?**

Prison Video is the new app for secure video calls that helps you stay in touch with people in prison.

### **I haven’t had a secure video call before – what can I expect to happen?**

Once the call is booked you will receive a notification confirming the day and time it will take place.

The call will start when your family member or significant other has connected at the other end, so please be patient.

Once the call has started, you will be able to see and hear each other.

### **What do I need to do to use Prison Video?**

You will need to download and install the free Prison Video app from the Apple App Store or Google Play Store (or equivalent app stores outside the UK) on your phone or tablet device and then create an account. Only people aged 18 or over can register for an account with Prison Video.

You will need to provide your name, address, and date of birth, and upload photos of your ID and face. You will also need to add details of any other people who wish to take part in the video calls with you, such as children, and upload a clear photo of each participant’s face.

You will need to upload ID for people over the age of 18 only, unless the prison specifically asks for anything else.

### **Children can join a video call.**

Children can join a call if they are registered and approved as extra participants in your Prison Video account. This means you will need to add details of the children who wish to take part in the video calls, and a clear photo of each child’s face. No other ID is required for children unless requested by the prison.

### **What are the rules for secure video calls?**

* Just like phone calls, all video calls are recorded for security purposes, and staff may watch or listen to them.
* No screenshots, photographs or screen recording is allowed.
* Wear appropriate clothing.
* Only approved contacts can be on the call.
* The account holder must always be present during the call.

You’ll need to follow the usual prison rules around what to wear and how to behave. The call can be paused or ended if prison rules are not followed.

For more information your family and friends can visit

[www.prisonersfamilies.org/prison-video](http://www.prisonersfamilies.org/prison-video)

* **Telephone**

**** All prisoners have a PIN to use the phones to call people that have been approved by the prison. Prisoners must use their money to pay for the phone.

* **E-mails:**

Foston Hall also use the email a prisoner scheme which allows prisoners to receive and reply to emails at www.emailaprisoner.com



* **Letters:**

Prisoners are entitled to one second class letter per week at the expense of the prison. Additional letters may be sent out at the prisoners’ expense. Children’s Letters are also available at the prison’s expense.

* **Storybook Mums:**

Prisoners can create a recording of their voice for their children, and this will be made into a visual storybook DVD for children to keep and watch as a story.



* **Release On Temporary Licence (RoTL):**

HMP&YOI Foston Hall is committed to helping our prisoners with resettlement by offering RoTL. We use a full range of RoTL’s which include:

* **Resettlement Day Release (RDR)** – These are used for social day releases, Education courses, paid work in the community and job interviews. Social RDR is one every 14 days.
* **Resettlement Overnight Releases (ROR)** – These are for home leaves and start at one night and increase to a maximum of four nights. If the prisoner has no suitable address, they may be eligible for a place at an ‘Approved Premises’. ROR are no more than one every 28 days.
* **Child Resettlement License** – These are for prisoners who have a child caring responsibility and there are two categories:
  + - Day release – one day release a week.
    - Overnight Releases -One release in any 28-day period
* **Special Purpose License** – These are used for exceptional circumstances and each application is considered on its own merits.

**Care Leavers**

We will seek to create a culture where those who have experienced being in care as children feel confident to tell us in the knowledge that we will provide support and empathy. Working in partnership with local authorities, the voluntary sector and other government departments we will help them access their legal entitlements and support them on their journey away from offending. Recognising that some people who have experienced care have suffered adverse childhood experiences and trauma, we will seek to value, support, and enable them to look forward with hope to achieve their full potential.

We have bi-monthly forums for all women who have had care experience. The forum’s include information sharing on rights and entitlements and signposting to appropriate support pathways. The forum’s also endeavour to create a safe space for anyone with care experience, which is proving to be invaluable to the individuals we work with.

**Useful Contacts:**

Care Leavers Association

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A picture containing logo

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**Pregnancy, Mothers & Babies**

A local Mother and Baby Strategy and Pathway has now been published for HMP&YOI Foston Hall. This will form a multi-disciplinary approach encompassing our midwifery, perinatal pathway, and support services available to prisoner. It will include the support of Pregnancy, Mother, & Baby Liaison Officer’s (PMBLO’s, Birth Companions, perinatal healthcare & mental health team, SMS, gym staff and kitchen team. The development of a multi-disciplinary team will allow us to build on our Strategy and pathway development. Key points from the strategy are: -

Pregnancy, birth, other pregnancy outcomes, motherhood and maternal separation are major life events. In prison, women can experience additional emotional, physical, and practical challenges associated with these experiences and it is important that staff understand how to manage these and provide effective support.

**Pregnancy, Mother & Baby Liaison Officer’s (PMBLO)**

The key purpose of the role is to enable early identification, contact and signposting to support services for pregnant women and mothers. Beyond these core duties staff in the role of PMBLO complete the following.

* Weekly Visits to support all prisoners on the Perinatal pathway.
* Create a bespoke care plan for each pregnant woman.
* Pregnancy Monitoring Booklets during trimesters
* Ensure all pregnant prisoners are equipped with all pregnancy related items such as pregnancy food packs, clothing, books, equipment.
* Process applications for Mother & Baby Units.
* Carryout forums.
* Attend fortnightly Pregnancy & Maternity Multi-disciplinary meetings.

**Adult Safeguarding**

Staff from Derby Social Services work alongside prison staff, to ensure all areas of Safeguarding are overseen and monitored appropriately via the Derby Safeguarding Adults Board. The prison works as a multi-agency team to meet the needs of prisoners. Working together in order to keep safeguarding as a paramount importance. It is also important to work closely with the drug misuse services and identify any prisoners that use psychoactive substances for example as the drug may have severe effects on their parenting capacity, therefore a risk to children. Although the service is confidential and its ethos is deeply based on working confidentially, safeguarding children and vulnerable adults must override this.

**Future Plans!**

**Our commitment to those in our care and their families and significant others during 2024 - 2025**

* To facilitate prisoner forums and reintroduce twice annual Prisoner and Visitor surveys to address areas of concern and identify areas to improve the Visits experience for all. Pact also, have a twice year survey that covers the visits centre and visits hall.
* Using the data from the latest Reducing Reoffending Needs Analysis and re-introduction of the Families Strategy Meeting to influence positive change within this Pathway.
* Re-introduce the Families & Significant Other Strategy Group which will have the following objectives: -
* Ensure family work is an operational priority and focus.
* Ensure the development, co-ordination, joint-working and consistency of services under the Children and Families pathway.
* Develop initiatives.
* Explore specialist training requirements for staff.
* Invitation of specialist speakers/presentations and provide a forum for interaction with outside agencies with national reach.
* To embed the new Family Resettlement Worker into HMP&YOI Foston Hall to re-establish, build or maintain families & significant other relationships.
* To refurbish the Visits Hall, making a more inviting environment.
* **To facilitate the following extended Visits in 2025**
* Making Positive Connections – Monday 24th February PM
* Adult Day – Wednesday 2nd April
* Children’s Day - Wednesday 9th April
* Children’s Day – Wednesday 16th April
* Making Positive Connections – Monday 28th April PM
* Children’s Day – Wednesday 28th May
* Adult Day – Wednesday 4th June
* Making Positive Connections – Monday 30th June PM
* Baby and Toddler Day – Wednesday 9th July
* Children’s Day – Wednesday 13th August
* Making Positive Connections – Monday 25th August PM
* Adult Day – Wednesday 3rd September
* Making Positive Connections – Monday 27th October PM
* Children’s Day – Wednesday 29th October
* Adult Day – Wednesday 3rd December
* Children’s Day – Wednesday 10th December
* Children’s Day – Wednesday 17th December
* Making Positive Connections – Monday 22nd December PM
* To facilitate extended Visits for our prisoners who do not receive Visits or have little/no contact with others outside of the prison. – (Making Positive Connections visits above)
* Improve the outside visits area to include a facility to offer refreshments to visitors.
* Increase the knowledge and raise awareness to both staff and prisoners around the RoTL opportunities.
* Improve the numbers of prisoners accessing RoTL to maintain Family Ties, through Child Resettlement Licence.



**So how did we do in 2023?**

* We facilitated prisoner focus groups with our ‘isolated prisoner cohort’ & went on to deliver 2 x Isolated prisoner days, both were well attended and received positive feedback.
* We have increased the number of one-to-one visits in the Family Bonding Unit
* The Christmas visits for adults and children went well, with the visit to see Father Christmas in the Main House being a particular hit 😊 & these days included Choir & drama group.
* Tracy, Jayne & Laura and joined the Pact Team
* Increased Casework delivery to our prisoners

**How will we measure our success in 2024/25?**

* By improving numbers of spaces / attendees available for each visit
* **A picture containing text, tool

  Description automatically generated**By the statistics collated regarding ethnicity, race, and cultural attendance on family matters.
* By listening to those in our care, and families / significant others through regular surveys, recording and sharing comments and feedback
* By the variety of family, friends and significant others visits offered
* By collating all data available to us from those in our care and act on the information received
* Review the numbers engaging with Pact.
* Increase the number of RoTL’s with different women for maintaining Family Ties, this includes CRL.
* 2024/25 RRO Needs Analysis to show we have identified needs raised in this year’s survey.

**Staffing Structure**

Governor

Head of Operations

Head of Reducing Re-offending

Family Lead

Head of Safety & Equalities

Safer Custody

B5 / Custodial Managers

Operations CM

FaSO Champion

Pact Family Engagement Manager

Pact Family Resettlement Worker

OMU – Care Leavers

Pact Family Engagement Worker

Pact Family Engagement Worker

Equalities Impact Assessment

This Equality Analysis (EA) supports decision makers to consider our duties under:

* Equality Act (2010), advancement of Equality, Section 149 the Public Sector Equality duty (PSED)
* Welsh Language (Wales) Measure 2011
* Socio-economic Duty

As such, an Equality Analysis should be started at the beginning stage of any project or policy development, making sure that equality impacts are identified and considered early in the decision-making stages. We recommend that the Equality Analysis Guidance Document is read at the same time this template is being completed as it provides further information and support.

**Part 1: Initial Information**

1.

|  |  |
| --- | --- |
| Name of \*product: **Family and Significant Other Strategy** | |
| **Aims/Objectives**  The purpose of the Family and Significant Other Strategy is to support prisoners to build and maintain strong family ties in order to reduce reoffending and reduce intergenerational offending. | **Outcomes**  Reduce Reoffending |
| Lead for Equality Analysis  **Head of Prison Admissions and Equality**  **Governor Prenter-Jones** | Senior responsible lead  **Head of Reducing Reoffending**  **Louise Stewart** |

\*Policy, strategy, process, policy, project, workstream, activity etc

2. What type of product is it:

(tick as necessary)

|  |  |
| --- | --- |
| * A new or revised strategy / corporate plan |  |
| * A new project / workstream |  |
| * Service review (including people in Prison, Probation, YCS, staff) or budget decisions |  |
| * A new or revised policy, process, procedure (service delivery) | **X** |
| * Changes to our Estate or a new building/establishment |  |
| * Local implementation of a strategy, policy, procedure, or process |  |
| * Commission / procurement decision (inc. decisions regarding third party Partners) |  |
| * Public Event |  |
| * Other- please describe. |  |

Is this a:

a) new product b) revised product

**X** XXXxx

if you have selected option b, is there a current Equality Analysis in place?

(if yes, please see Equality Analysis Guidance Document)

No

**3.** Who will your product affect? (e.g. people in prison, people in probation, YCS, staff, the public, visitors, victims etc)

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| * **The policy will affect all women in custody.** |

**4**. What information and/or equality data do you hold about them? Please name the sources of information you are using to help you identify any potential differential impact on diverse groups of people. Have you got enough data? Are there any gaps in this data?

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| * **Data held for women and their recorded protective characteristic is available on NOMIS.** |

**Part 2: Wider engagement**

As well as information gathered from reports, etc it is best practice to also inform any decisions relating to your product by gathering the views and experiences of your stakeholders.

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| Who have you engaged with? | When did you engage with them? | What were the views and experiences raised? | Have you made any changes as a result of these? |
| * **SLT Leads.** | * **Via Email.** | * **Positive comments received on content.** * **Clarification of certain points.** | * **Minor changes/additions made to particular sections, in order to clarify points/information** |
| * **Subject Matter Experts.** | * **PACT team** * **Operations** * **Equality Team** | * **Positive comments received on content.** * **Clarification of certain points.** | * **Minor changes/additions made to particular sections, in order to clarify points/information** |
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**Part 3: What are the implications of your decisions / approach?**

Based on the data available and the views and experiences of your stakeholders, you can now consider how your decisions may impact (positively or negatively) people protected under the Equality Act 2010. You may update this section several times as the product is developed.

The protected characteristics are listed below. We ask you to consider each but also remember that they are all interlinked so for example when you are thinking about age, you may think about what you know about older women or younger LGBT people.

It is helpful to consider these groups more widely in relation to their socio-economic, including educational attainment, occupation, income, wealth, and social deprivation.

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| Age | | | | | |
| Negative Impact | Y/N | Positive impact | **Y** | Neither or extremely limited | Y/N |
| From your evidence gathering and consultation, what may the impact of your product be? (negative or positive). | | | | | |
| * **This product creates a positive impact on the women in our care at HMP/YOI Foston Hall, as it offers support to all that have family and significant others and also focuses on isolated prisoners to offer them positive connections regardless of their age** | | | | | |
| Are there any potential actions you may take to mitigate against any negative impact as far as reasonably possible? if not, why not?  If you have identified a positive impact, what is it? | | | | | |
| * **Increasing knowledge of the FaSO Strategy within the staff team and population of prisoners** | | | | | |

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| Disability | | | | | |
| Negative Impact | Y/N | Positive impact | **Y** | Neither or extremely limited | Y/N |
| From your evidence gathering and consultation, what may the impact of your product be? (negative or positive). | | | | | |
| * **This product creates a positive impact on the women in our care at HMP/YOI Foston Hall, as it offers support to all that have family and significant others and also focuses on isolated prisoners to offer them positive connections regardless of their ability** | | | | | |
| Are there any potential actions you may take to mitigate against any negative impact as far as reasonably possible? if not, why not?  If you have identified a positive impact, what is it? | | | | | |
| |  | | --- | | * **Increasing knowledge of the FaSO Strategy within the staff team and population of prisoners** | | | | | | |

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| Gender Reassignment | | | | | |
| Negative Impact | Y/N | Positive Impact | Y | Neither or extremely limited | **Y/N** |
| From your evidence gathering and consultation, what may the impact of your product be? (negative or positive). | | | | | |
| * **This product creates a positive impact on the women in our care at HMP/YOI Foston Hall, as it offers support to all that have family and significant others and also focuses on isolated prisoners to offer them positive connections regardless of their gender** | | | | | |
| Are there any potential actions you may take to mitigate against any negative impact as far as reasonably possible? if not, why not?  If you have identified a positive impact, what is it? | | | | | |
| * **Increasing knowledge of the FaSO Strategy within the staff team and population of prisoners** | | | | | |

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| Marriage and Civil Partnership (employment only) | | | | | |
| Negative Impact | Y/N | Positive impact | Y | Neither or extremely limited | **Y/N** |
| From your evidence gathering and consultation, what may the impact of your product be? (negative or positive). | | | | | |
| * **This product creates a positive impact on the women in our care at HMP/YOI Foston Hall, as it offers support to all that have family and significant others and also focuses on isolated prisoners to offer them positive connections regardless of their marital or civil status** | | | | | |
| Are there any potential actions you may take to mitigate against any negative impact as far as reasonably possible? if not, why not?  If you have identified a positive impact, what is it? | | | | | |
| * **Increasing knowledge of the FaSO Strategy within the staff team and population of prisoners** | | | | | |

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| Maternity and Pregnancy | | | | | |
| Negative Impact | Y/N | Positive impact | **Y** | Neither or extremely limited | Y/N |
| From your evidence gathering and consultation, what may the impact of your product be? (negative or positive). | | | | | |
| * **This product creates a positive impact on the women in our care at HMP/YOI Foston Hall, as it offers support to all that have family and significant others and also focuses on isolated prisoners to offer them positive connections. The policy links it’s strategy to the peri natal team ensuring appositive experience for all** | | | | | |
| Are there any potential actions you may take to mitigate against any negative impact as far as reasonably possible? if not, why not?  If you have identified a positive impact, what is it? | | | | | |
| * **Increasing knowledge of the FaSO Strategy within the staff team and population of prisoners** | | | | | |

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| Race | | | | | |
| Negative Impact | Y/N | Positive impact | Y | Neither or extremely limited | Y/N |
| From your evidence gathering and consultation, what may the impact of your product be? (negative or positive). | | | | | |
| * **This product creates a positive impact on the women in our care at HMP/YOI Foston Hall, as it offers support to all that have family and significant others and also focuses on isolated prisoners to offer them positive connections regardless of their race** | | | | | |
| Are there any potential actions you may take to mitigate against any negative impact as far as reasonably possible? if not, why not?  If you have identified a positive impact, what is it? | | | | | |
| * **Increasing knowledge of the FaSO Strategy within the staff team and population of prisoners** | | | | | |

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| Religion or Belief or non-belief | | | | | |
| Negative Impact | Y/N | Positive impact | Y | Neither or extremely limited | Y/N |
| From your evidence gathering and consultation, what may the impact of your product be? (negative or positive). | | | | | |
| * **This product creates a positive impact on the women in our care at HMP/YOI Foston Hall, as it offers support to all that have family and significant others and also focuses on isolated prisoners to offer them positive connections regardless of their religion or beliefs** | | | | | |
| Are there any potential actions you may take to mitigate against any negative impact as far as reasonably possible? if not, why not?  If you have identified a positive impact, what is it? | | | | | |
| * **Increasing knowledge of the FaSO Strategy within the staff team and population of prisoners** | | | | | |

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| Sex | | | | | |
| Negative Impact | Y/N | Positive impact | Y | Neither or extremely limited | Y/N |
| From your evidence gathering and consultation, what may the impact of your product be? (negative or positive). | | | | | |
| * **This product creates a positive impact on the women in our care at HMP/YOI Foston Hall, as it offers support to all that have family and significant others and also focuses on isolated prisoners to offer them positive connections regardless of their gender** | | | | | |
| Are there any potential actions you may take to mitigate against any negative impact as far as reasonably possible? if not, why not?  If you have identified a positive impact, what is it? | | | | | |
| * **Increasing knowledge of the FaSO Strategy within the staff team and population of prisoners** | | | | | |

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| Sexual Orientation | | | | | |
| Negative Impact | Y/N | Positive impact | Y | Neither or extremely limited | Y/N |
| From your evidence gathering and consultation, what may the impact of your product be? (negative or positive). | | | | | |
| * **This product creates a positive impact on the women in our care at HMP/YOI Foston Hall, as it offers support to all that have family and significant others and also focuses on isolated prisoners to offer them positive connections regardless of their sexual orientation** | | | | | |
| Are there any potential actions you may take to mitigate against any negative impact as far as reasonably possible? if not, why not?  If you have identified a positive impact, what is it? | | | | | |
| * **Increasing knowledge of the FaSO Strategy within the staff team and population of prisoners** | | | | | |

Welsh Language

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| Have you taken into consideration Welsh language speakers? Is there an opportunity to promote the Welsh Language? |
| **No – We do not currently have any Welsh language speakers, however, should this change, we would promote this.** |

**Part 4: Ongoing monitoring**

Equality Analysis are live documents and should be revised periodically.

You do not have to complete a new Equality Analysis- you may do this by completing the “ongoing review “box below and noting any new data/stakeholder feedback, etc. and agreed actions.

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| When and how will you review your actions?  How often will you monitor this Equality Analysis?  Please provide a summary. |
| **Reviews will be conducted in line with natural policy review requirements, along with any significant change that may occur during the life of the policy.** |

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| **Ongoing review (to be completed at agreed dates)**  Please give an update on your agreed actions / any changes to this EA as part of your agreed ongoing monitoring. | |
| Date | Agreed actions / changes |
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**Part 5: Sign off.**

This Equality Analysis is part of your product development. To sign off the Equality Analysis, please use the same sign off process you are using for your product development.

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| Sign off by: | K. Prenter-Jones |
| Job role: | Head of Admissions & Equalities. |
| Date | 27.11.2024 |