



Becoming a Trauma Informed Prison

HMP Leeds

Wednesday April 27th 2020

Alex Littlewood : Head of Safety and Equality

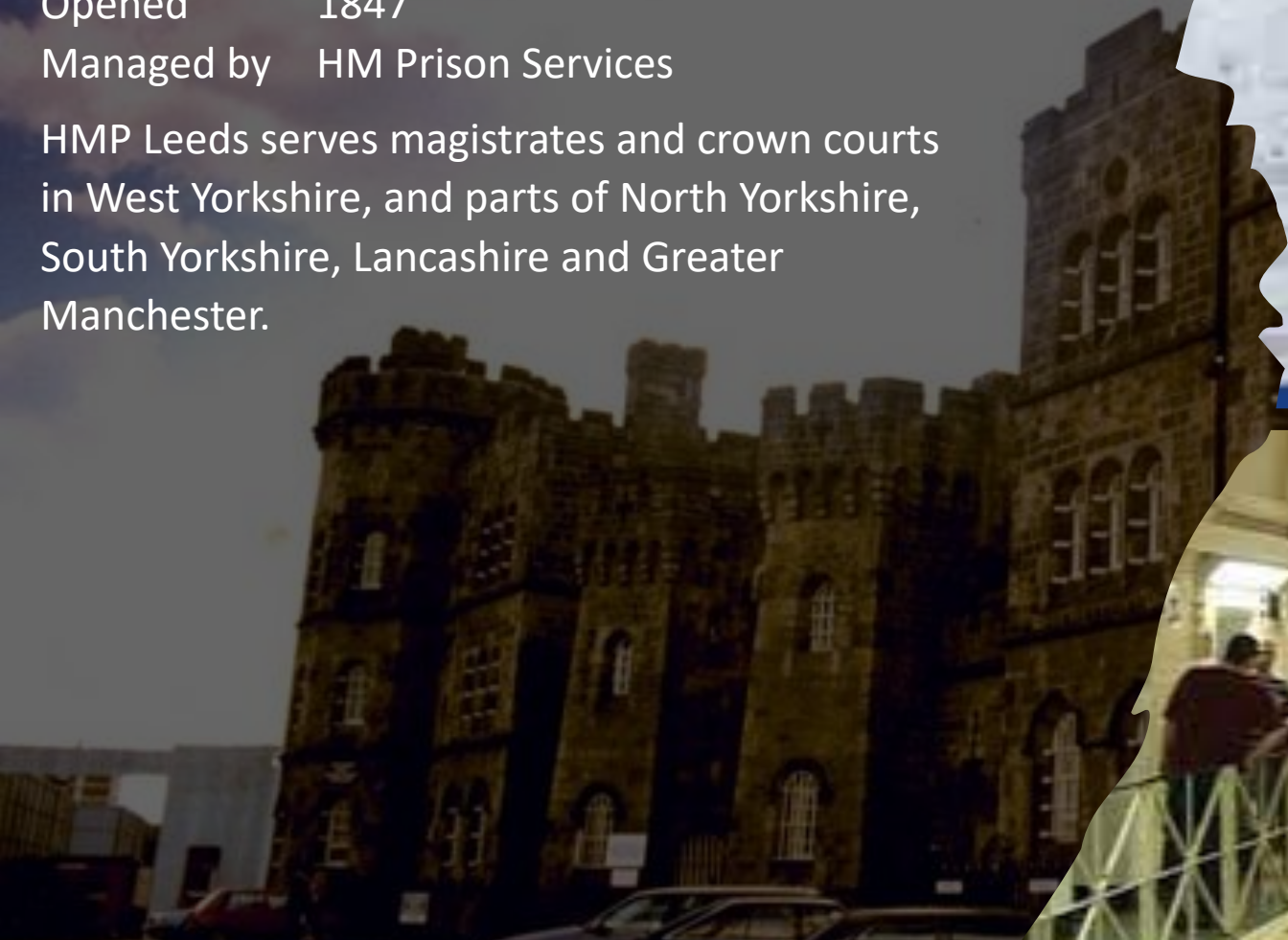
Emmerline Irving: Senior Manager Improving population Health & Public Health Lead WY VRU



HMP Leeds

Location Leeds, West Yorkshire
Security class Adult Male/Category B
Population 1043 (as of 26/04/22)
Workforce 413 Operational/ 90 non Operational
Opened 1847
Managed by HM Prison Services

HMP Leeds serves magistrates and crown courts in West Yorkshire, and parts of North Yorkshire, South Yorkshire, Lancashire and Greater Manchester.



COVID-19 and the prison population

Working paper for the COVID-19 impact inquiry

Dr Chantal Edge, Dr Jake Hard, Dr Lucy Wainwright, Donna Gipson, Dr Verity Wainwright, Prof Jenny Shaw, Dr Miranda Davies, Dr Laura Abbott, Dr Morwenna Bennallick, Dr Coral Sirdfield, Dr Anita Mehay



Isolation and separation from families

121 deaths related to COVID-19 among people in prisons in England and Wales between March, 2020, and February, 2021.

This is 3.3 times the rate of death due to COVID-19 among people of the same age and sex in the general population.

Prisons are struggling after repeated prison lockdowns and restricted regimes



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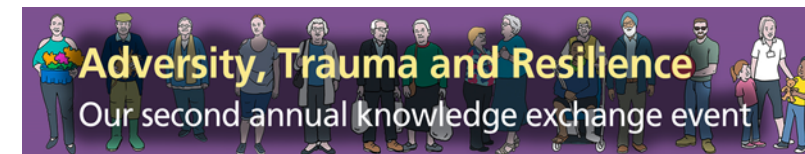
20 deaths among staff up to mid-January, 2021, and 4800 staff absent at that time (over 10% of the prison workforce).

Clearly the pandemic has had major impacts on staff and their families, on the safe functioning of prisons, and on people in prison

Prisoners awaiting trial

In the first wave, there were 7.6 confirmed COVID-19 cases per 1000 people in prisons in England and Wales compared with 4.9 in the general population.

Education, work, and rehabilitation opportunities stopped



HMP Leeds: Population Data and Prevalence of Incidents and Risk

- Self-harm figures 21/22 – 629 acts of self-harm.
- Violent Incidents 21/22 – 209 prisoner assaults (17 were serious assaults), 128 staff assaults (12 were serious assaults).
- Self-inflicted deaths in last 3 years – 11 self-inflicted deaths between 2019 and present.
- As a rate out of every 100 incidents, young adults have committed the most acts of violence and self-harm than any other age group in 2021/2022.
- 75 prisoners on the Mental Health Caseload
- 25 on ACCT (Suicide and SH support document) 54 accts opened in March
- 35 care leavers

| Total Population | 1043 |
|------------------|-----------|
| 21-25 | 156 (15%) |
| 26-35 | 396 (38%) |
| 36-45 | 319 (30%) |
| 46-55 | 116 (11%) |
| 55-65 | 33 (4%) |
| 66+ | 23 (2%) |

| Legal Status | |
|------------------------|-----------|
| Total Population | 1043 |
| Sentenced | 334(32%) |
| Remand | 293 (28%) |
| Convicted Unsented | 229 (22%) |
| Immigration detainees | 14 (2%) |
| Indeterminate sentence | 11 (1%) |



Becoming a Trauma Informed Prison

Benefits for Men in Custody

avoid retraumatizing men custody

To have their needs recognised and responded to appropriately.

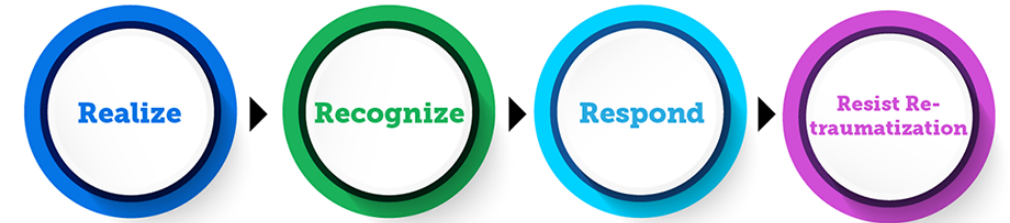
Route cause, consideration and support.

Reduction in Violence

Improved mental and emotional wellbeing: reduction in suicide, self harm

Reduced re offending

The Four Rs of Trauma-Informed Care



Benefits for Staff

Jobs become easier and safer.

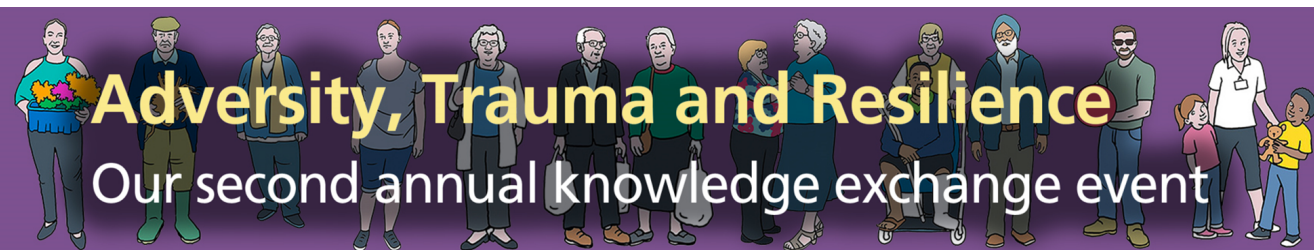
Reduction in inmate assaults on staff.

Their needs are considered and supported.

Restorative supervision and support for vicarious trauma

Increased staff wellbeing and reduced sickness

Increased staff retention



SAFETY

Cultural, Physical, Relational & Emotional. When safety and trust increase, threat, fear and danger decrease. Throughout the organisation, staff and the people they serve feel physically and psychologically safe.

Trustworthy & Transparency

Organisational operations and decisions are conducted with transparency and the goal of building and maintaining trust among staff, clients, and family members of those receiving services.

PEER SUPPORT & MUTUAL SELF-HELP

These are integral to the organisational and service delivery approach and are understood as a key vehicle for building trust, establishing safety, and empowerment.

Collaboration & Mutuality

There is recognition that healing happens in relationships and in the meaningful sharing of power and decision-making. The organisation recognises that everyone has a role to play in a trauma-informed approach. One does not have to be a therapist to be therapeutic.

EMPOWERMENT VOICE & CHOICE

Organisation aims to strengthen the staff, client, and family members' experience of choice and recognises that every person's experience is unique and requires an individualised approach. This builds on what clients, staff, and communities have to offer, rather than responding to perceived deficits.

Cultural, Historical & Gender Issues

The organisation actively moves past cultural stereotypes and biases, offers culturally responsive services, leverages the healing value of traditional cultural connections, and recognises and addresses historical trauma.

Progress to date and next step

Progress includes:

- Buy In from Senior Team
- Men's Co-production Group
- Staff Co- production Group
- TI Foundation Intro Staff
- Date set for TI Foundation Training SMT

Trauma Informed Organisational Culture

- Organisation vision & Values
- Cultural Humility
- Relationship Focused
- Management & Governance
- Policies & Procedures

Trauma Informed and resilient workforce

- Leadership
- Recruitment
- Staff champions and peer support
- Staff training and development
- Staff support and wellbeing – to align with HMP Armley wellbeing Strategy

Trauma Informed and Responsive Men

- Trauma informed needs assessment
- Trauma informed pathways and interventions, particularly for...
 - Early days population and men preparing for release
 - Young adults
 - Care leavers
 - Complex needs

Applying a trauma lens involves not just managing difficult behaviours and responses, but an effort to develop a deeper understanding of why some people respond the way they do and taking steps to minimise the likelihood of exacerbating existing trauma.



Adversity, Trauma and Resilience
Our second annual knowledge exchange event



THANK YOU
#HIDDENHEROES

Over to you...

How can we support HMP Leeds on their journey to be trauma informed?

How can we support people in the justice system?

How can we prevent people entering the justice system?

Examples of practice?

Questions?

