



HM Prison &  
Probation Service



# HMP Humber

**HOPE Unit Progression Regime**

**Welcome and Information Booklet**

**Dec 2022**

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**HOPE Unit Vision:**

To rehabilitate and reform by inspiring prisoners to embrace change, respect one another and progress towards a brighter future without offending.

**HOPE Unit Mission Statement:**

To deliver an enabling environment, in a safe, decent, and secure setting, where responsibility is expected and change is encouraged, to support and test the transition of prisoners towards successfully returning to their communities as better fathers, sons and citizens.

**HOPE Unit Values:**

Pride in Humber:

Positive Future gives hope

Respect is the foundation of positive relationships

Integrity, doing the right thing

Decent and safe environment for all

Empower, developing personal strength and confidence

## **Welcome to HMP Humber HOPE Unit**

The HOPE Unit Progression Regime (PR) at HMP Humber opened in April 2018. It was developed through the collaborative work of the early prisoners, staff, and stakeholders, with guidance from the Progression Regime at HMP Warren Hill. The HOPE Unit houses prisoners serving Life, Indeterminate or Extended Determinate sentences who are committed to making positive changes in their lives and working towards a safe return to the community.

HMP Humber is a Category C establishment and so the HOPE Unit is also governed by the rules and regulations that apply to that security category. However, similar to the ethos within an open prison, in the HOPE Unit there is a strong emphasis on personal responsibility, and Enhanced Behaviour Monitoring (EBM) is undertaken. We work with prisoners who have had difficulties evidencing their reduction in risk and, as such, the regime has been adapted to allow opportunities to risk assess this group within the closed estate. The HOPE unit aims to test responsibility and provide opportunities to enable prisoners to demonstrate a reduction in risk and readiness for release.

### **Suitability Criteria**

To be considered for the HOPE Unit, you must be serving one of the following sentences:

- Be serving a Life or IPP Sentence and meet one of the following:
  - Over tariff or within 2 years of tariff expiry (we will consider those within four years of tariff expiry in circumstances where there is a clear benefit to joining)
  - Recalled from the community
- Be serving a sentence for a TACT offence, as these prisoners are now excluded from open conditions
- People serving Extended Determinate sentences, where there is a clear benefit to joining

### **You must also;**

- Be willing to embrace change, demonstrate a commitment to change and evidence this accordingly through positive behaviour and compliance with the regime.
- Be willing to engage fully with the EBM process (outlined below) and agree to take an active role in all aspects of the regime, including working collaboratively with a range of people including key workers, Prison Offender Managers (POM), employers, and other prison staff.
- Support a zero-tolerance approach to violence in all its forms (physical, mental, and verbal) and personally contribute towards a safe and decent environment by respecting others.

- Have a record of good behaviour for the previous three months.

A general expectation is that offending behaviour programmes, psychological assessments and one-to-one work will have been completed, with core risks addressed prior to coming to the HOPE Unit. Prisoners are expected to take an active role in their own sentence planning; identifying their own resettlement needs and taking pro-active steps to meet them.

*Cases will be considered on an individual basis, and there may be some flexibility to the above criteria.*

## **HOPE Unit Structure**

The Hope unit operates as a community where prisoners are expected to demonstrate responsible and respectful behaviour. Prisoners attend meetings with HOPE Unit staff and management to jointly make decisions about the development of the unit. We have an enabling environment council who meet to discuss issues and suggest ideas for further developing the HOPE Unit. There are peer mentors on the unit available to provide support and advice to prisoners.

## **Key Worker Scheme**

The unit is staffed by key workers, whose role is to help prisoners settle in and make the most of their time here. Key workers meet regularly with prisoners to provide support and help them to develop and practice risk management skills. Key worker sessions are recorded in writing and help to inform the EBM process (see below). This work also provides useful evidence for the Parole Board to show how prisoners are developing and implementing skills to manage risk in a range of situations.

## **EBM**

The EBM process is managed by the POM and consists of regular meetings to discuss risk management and agree future targets. Through the EBM process, a prisoner can progress through the stages of the HOPE Unit, demonstrating a level of commitment and an ability to manage risk in a positive way. This progress can help to evidence positive change at the time of parole reviews. Additionally, incentives are available for prisoners on stage two and three of the progression regime.

## **How Does the HOPE Unit Work in Practice?**

When prisoners arrive at the HOPE Unit they are given a period of approximately two months to settle in. This time enables them to become familiar with staff, other prisoners, and the overall HOPE Unit system. In this time, they are expected to meet their key worker and POM, find a job, and begin to make plans for their time on the HOPE Unit. All prisoners are required to sign a HOPE Unit Compact (attached at the end of this booklet) agreeing to abide by the expectations of behaviour and to engage fully with all aspects of the regime.

On arrival at the HOPE Unit, all prisoners are placed on Enhanced IEP level, regardless of their current IEP level. This is to give them the same opportunity to progress in a positive manner. Maintaining the Enhanced IEP level is still dependent on behaviour, and any changes to IEP level would be discussed within EBM meetings.

### **Work Opportunities**

HOPE Unit prisoners have access to the range of education and work opportunities offered at HMP Humber. This includes IT skills, a range of industries, catering, gardening, and the popular Code 4000 coding workshop.

### **Community Activities**

Community events are regularly carried out on the unit and are attended by staff and prisoners; this includes group games and quizzes, bingo events, and hosting guest speakers. Prisoners on stage two and three of the progression regime may be able to opt out of prison meals and instead use the shared cooking facilities. Whilst community activities are voluntary, prisoners are encouraged to play an active role in the HOPE Unit community.

### **Family**

Evidence highlights family as an important protective factor that helps prisoners to successfully return to the community and build offence-free lives. We encourage the involvement of family members at all stages of the HOPE Unit PR and where possible we encourage prisoners to invite family members to attend EBMs via the telephone.

## **Shop**

All prisoners have access to a shop where they can buy a wider range of goods than those available through the usual canteen arrangement. This facility provides them with an opportunity to practice and evidence their budgeting skills. We understand that wages are low in prison and few prisoners are fortunate enough to have money sent in, and so we aim to keep prices as low as possible. Use of the shop is not compulsory but, as in the community, it is provided to offer choice, and the opportunity to demonstrate greater independence when prisoners can afford it. The shop will also provide employment and training opportunities.

## **Andy's Man Club**

HMP Humber was one of the first prisons to set up Andy's Man Club groups. Andy's Man Club was set up by professional rugby player Luke Ambler following the suicide of his brother-in-law Andy. Luke launched Andy's Man Club to give prisoners in crisis a safe space to open up and talk to others in a similar situation. Meetings are held on residential units every Saturday. The groups provide a relaxed, safe environment to discuss recent life events, talk through coping strategies and seek support.

## **EBM and Stage Progression**

Whilst there are enhanced opportunities for prisoners on Stage 2 and 3 of the HOPE Unit PR, this should not be viewed in the same way as the Incentives and Earned Privileges (IEP) system. Progression to Stage 2 or 3 of the HOPE Unit should be viewed as evidence that a prisoner has met the standards required.

Within one month of arriving on to the progression regime a psychologist will undertake a Case File Review (CFR) by reading all available reports to identify relevant risk areas and a range of skills and behaviours which could evidence positive risk management. Once the CFR is completed we aim to hold the initial EBM within two months of their arrival on to the unit; the CFR will be discussed in this meeting and goals will be agreed. The prisoner will then start to work through their portfolio and work on their goals, recording evidence of their understanding and reduction in risk. After this, EBM meetings regularly monitor progress and set goals. Prisoners are expected to take an active role in their sentence planning by identifying resettlement needs and taking proactive steps to meet them.

Sessions with key workers in between EBM meetings support them to practice and develop risk management skills and reflect on their progress.

At certain stages in the EBM process, a prisoner can apply for progression to the next stage of the HOPE Unit; prisoners can apply for stage two after being on the unit for five months and stage three after eight months. At these points, should the prisoner feel they meet the relevant criteria they will be expected to complete an upstage application; if this application is supported by their POM, then an upstage board will be arranged. The application is presented and discussed within the upstage board, chaired by a senior manager who makes the final decision on whether they should progress to the next stage.

**In order to progress to Stage 2**, a prisoner will:

- Have a good understanding of the EBM process
- Be engaging with the regime including key work sessions, EBMs, community meetings and activities
- Be engaging with the community ethos of the unit such as considering the impact of their behaviour on others, working alongside other prisoners, helping other prisoners, and developing supportive relationships
- Be engaged in employment or education
- Have made good progress with their Portfolio and EBM goals
- Have given thought to their resettlement plans
- Be accepting of feedback and be putting this into practice
- Be demonstrating behaviours with suggest risk reduction / management, with few indicators of risk elevation
- Be taking responsibility, such as demonstrating independent living skills
- Have a good understanding of their risk factors

**In order to progress to Stage 3**, as well as continuing to demonstrate the criteria listed for stage two a prisoner will:

- Have a thorough understanding of the EBM process
- Be an active member of the progression regime community including helping others with their development and contributing to community meetings



- Be a 'role model' to other prisoners, modelling pro-social behaviour and setting a positive example
- Have completed work towards their portfolio and EBM goals to a high standard
- Have clear and robust resettlement plans
- Have relapse prevention plans, if appropriate
- Continually demonstrate risk reduction / management with very few instances of risk elevation
- Have excellent insight into their risk factors
- Have develop employment opportunities, such as creating a CV

### **Back-staging, De-selection and Re-commitment**

All HOPE Unit prisoners are required to sign a progression regime compact (attached at the end of this booklet) agreeing to engage fully with all aspects of the regime. We ask everyone to work with us by complying with the expectations of the HOPE Unit and committing to their own progression.

Any decision regarding back-staging or de-selection from the HOPE Unit is carefully considered by staff and discussed by a multi-disciplinary team. Should a prisoner display inappropriate behaviour, with support from their POM and key worker, they are encouraged to re-commit to the principles of the HOPE Unit, and back-staging may be discussed as part of this process depending on the nature of the behaviour being discussed. De-selection from the HOPE Unit may need to be considered in extreme circumstances, and a prisoner may also decide to self-de-select.

Recommitment meetings will be held if a prisoner is involved in any of the below –

- Adjudication
- Serious or consistent evidence of offence paralleling behaviour which have been noted by their keyworker or others working with him
- IEP downgrade
- Failure to progress to the next stage of the progression regime for a period of six months
- Failure to engage appropriately and positively in the regime.

During the recommitment meeting it should be made clear that the prisoner has the choice whether or not to comply with the requirements of the regime and that a decision not to do so will be a decision to de-select from the regime.

De-selection from the unit will only ever be considered in extreme circumstances i.e., security reasons or single serious incident. Should anyone refuse to or fail to engage appropriately, the establishment will also consider de-selection.

Additionally, prisoners can request to self-de-select but all efforts will be made to re-engage them. Should a prisoner request to de-select there will be a seven day 'cooling off' period in which time they can reflect on this decision; if after seven days the prisoner still wants to de-select, they can then move off the unit.

Establishments are to be reminded that should a prisoner be de-selected from the regime that they will be returned to their sending establishment. There is no time limit on this. If they are unable to return for security reasons, then the sending establishment will be asked to source an alternative location for them.

### **Incentivised Substance Free Living - ISFL**

An ISFL is an Incentivised substance free living area. This is a wing where people who want to stay away from substances can live with likeminded people. You do not have to have a substance problem previously but if you live on this unit hopefully it will encourage and support you to stay away from substances.

It is designed to motivate you to remain substance free and provides additional evidence of abstinence; all prisoners will be required to provide two compact based drug tests per month. Prisoners will receive extra 'perks' for engaging in ISFL.

The wing will have a supportive feel to it where staff and fellow prisoners will help you address any substances issues you may have, this will be in the form of key work, support groups and peer mentors. Providing a positive drug test does not mean that they will be de-selected, but they must make effort to seek support and to change their behaviour.

## **Contact Information**

For further information about the HOPE Unit Progression regime or to discuss a referral, please send an email to our functional mailbox: [REDACTED]



## HMP Humber HOPE Unit

### Progression Regime Compact

The HOPE Unit Progression Regime (PR) is designed to support men serving Life, Indeterminate sentences, and Extended Determinate sentences. It aims to test responsibility and prove reduction of risk, thereby helping prisoners to demonstrate to the Parole Board that they should be progressed towards release. It is designed to benefit those who finding it difficult to progress.

A move to the HOPE Unit is voluntary. There is an expectation that prisoners take an active role in their own sentence planning by identifying their own resettlement needs and taking proactive steps to meet them. Prisoners are required to engage in the 'key worker' scheme and the 'Enhanced Behavioural Monitoring' process.

The HOPE unit is an Incentivised Substance Free Living area (ISFL) and as such all residence are required to complete 2 compact based drug tests (CBDT) per month. By signing up to ISFL you are committing to remain free of illegal drugs, including prescription and pharmacy medicines (if not prescribed to you) and alcohol. Testing positive will not result in immediate disciplinary proceedings but will lead to a review of circumstances and eligibility to remain on the ISFL programme. If found in possession of any substance you are not authorised to have or you fail a CBDT then a recommitment meeting or EBM will take place.

Accommodation on the HOPE Unit is a mixture of single and double rooms. Prisoners are expected to room-share unless there is a reason this is not possible.

#### Criteria for acceptance is as follows:

- You must be willing to completely engage with all aspects of the HOPE Unit including the Key Worker Scheme and the EBM process managed by your POM.
- You must be willing to demonstrate a high level of personal responsibility, displaying attitudes and behaviour that indicate your risk is reduced and is manageable.

- You must be ready to take responsibility for your own actions and be unlikely to pose any risk to staff, other prisoners, or visitors.
- You must have a good record of behaviour prior to moving to HMP Humber PR and you must maintain a good standard of behaviour by remaining adjudication and IEP Warning free.
- You must apply for work within the establishment and attend all work sessions when required unless retirement age has been reached.
- You must remain drug and alcohol free and free from all criminal activity including use of mobile phones etc.
- You must sign up to, and comply with, a compact outlining expected behaviour for the unit you are residing on.
- You will write and manage your own Prisoner Portfolio, working towards targets to show your progress.
- You must take responsibility for your own actions and accept legitimate decisions and constructive criticism.
- You must sign and comply with the CBDT compact.

In signing this compact I:

- Understand that I will be required to sign a compact outlining expected behaviour for the unit I reside on.
- Understand that I will be required to share a room, unless there is a reason this is not possible.
- Understand that I can choose to de-select myself from the HOPE Unit.
- Understand that information will be shared with my COM, the Parole Board, and others involved in my case.
- Understand if I fail 3 CBDTs within 6 months I may lose my place on the unit.
- I agree to provide for the purpose of CBDTs a fresh, unadulterated urine sample when required and give my consent to, at minimum a rub down and on occasion a full search prior to providing the sample, and to indirect observation of the sample provision.
- Understand that, if I am unsuccessful on the Progression Regime, I will be returned to my sending establishment/wing.

**I have been given the opportunity to ask any questions.**

Name:

Number:

Date:

Signature:

Staff member signature:

**In order to be considered for the HOPE Unit Progression Regime, please discuss with your POM who will need to complete the referral form.**