

# **Warren Hill Constitution**

Revised July 2022

The TC constitution consists of 7 key principles which are essential for a TC to be successful. Below is a list of these 7 key principles, and an explanation of each of them comprised by the community.

## **1) Democratisation**

For the democratic principle to work, individuals need to take responsibility within the democratic community.

All persons have a voice and are able to give an opinion and a chance for that opinion to be heard.

All persons have to volunteer and accept their place within the community and their and your duty will be to all within the democracy and to the communities polices and rules.

You are responsible for yourself and each other and agree to be held accountable for negative behaviours and actions by the community.

There is responsibility for all within the community to vote, if a vote is necessary. This includes staff.

In order to define limits within the TC, staff will make final decisions and be responsible for discipline. These decisions can be challenged by the democratic community if they feel it necessary.

## **2) Permissiveness**

Permissiveness within the Therapeutic Community is living within boundaries but being flexible in order for the individual to display behaviours that may link to their offending. In a TC people will display a mirror image of their past traits.

Permissiveness allows people the freedom to express themselves within acceptable boundaries. Everyone has the permission to think, speak and act in any way they want whilst on the TC. However, linked to 3), individuals will also be expected to take responsibility for how they think, speak and act whilst on the TC. Permissiveness is not a justification to act in a way which is anti-social, but an opportunity to explore and understand anti-social behaviours which are being displayed.

### **3) Reality Confrontation**

Reality Confrontation is used to confront each and every one with the effects of their own and others behaviour.

Reality Confrontation is used to help people to see aspects of their behaviour that they cannot see for themselves. It can be positive, it does not have to be negative.

### **4) Communalism**

Living together as one. Every member of the community (which includes staff and community members) is responsible for the welfare of the community as a whole; and the community as a whole is responsible for the welfare of each member of the community.

Some ways in which members can demonstrate Communalism are:

- By attending and participating in community meetings and groups.
- By looking to the community for support and including community members in your therapy, e.g. members are encouraged to call special meetings and group when they think they need support, or that someone else needs support.
- By welcoming new members to the community, both informally and through mentoring.
- By organising and participating in community activities.
- By helping with the maintenance of the community.
- By being aware of when others are having difficulties and offering help.
- By letting the community know when you are having difficulties through Round-Robins and Wash-Ups.

### **5) A Living and Learning Environment**

A place where all behaviour is open to question so that it can be learned from in a constructive and safe way; a place where other people's opinions are listened to and their voices heard so that new attitudes are developed to move away from old behaviours and beliefs.

## **6) A Culture of Enquiry**

All aspects of the Therapeutic Community are open to questioning. This includes the behaviour of staff and community members plus the TC policies.

The TC itself should be a safe environment for people to make enquiries. The enquiry should be courteous, respectful and be genuine.

No enquiry can be made anonymously. The person making the enquiry are themselves open to questioning.

## **7) Confidentiality, No Secrets**

Anything that is said in the community stays in the community. You may talk outside about yourself, but not about other people. Members of the community are encouraged to be as open as possible in their therapy. There is an expectation that anything shared on the T.C. is eventually shared with the whole community, e.g. in a Round-Robin or Wash-Up, when that person feels comfortable with sharing their experience. It is recognised that sometimes people will share their experiences with trusted friends and / or their small therapy group and may take some time to then share them with the whole community.

HM Prison Warren Hill

Therapeutic Community

## Policies

Attached is a list of current TC policies for conduct in different areas of the community.

All TC policies are open to questioning and adjusting by any community member at any point. The process for changing a boundary is that a community member should table it for discussion using the Agenda Book. It should then be sufficiently discussed in a CM. The Chair and Vice, in consultation with staff, should decide when there has been sufficient discussion. This might be over more than one meeting. When there has been sufficient discussion it should be tabled for a vote the following week. Community members are then tasked with thinking about the identified options, which are voted on in the subsequent meeting.

The Vice chair, alongside a named staff member, are given the task of ensuring that the Constitution and Policies document are kept up to date whenever changes are made. The Vice should have an up to date copy with them in all CMs. If a community member wishes to assert that something is a current policy, or that a current policy is not being followed, they should not do so directly. Rather they should ask the Vice to read out the current policy.

## General Rules of Behaviour on the Therapeutic Community

- To be respectful and mindful in speech and actions at all times.
- To be respectful of other community members and visitors to the wing.
- There must be no discrimination of any kind.
- To respect our environment.
- Respect the dress code (which is based on the prison dress code).
- Respect the compact and the constitution.
- No drugs (this includes the misuse of prescription medication).
- All community members should be expected to provide a drug sample during a drug test. If they refuse to provide a sample, this follows the same procedures as someone giving a positive drug test
- Unused medication should be handed in and will not be accepted as a reason for failing a medication check or an MDT.
- No alcohol.
- No sex (which includes all sexualised behaviour).
- No violence (this includes threats, aggression, intimidation etc.).
- No stealing.
- All behaviour and statements are open to question and examination.
- All community members must follow prison rules and all breaches of prison rules will be brought to the attention of the community.
- Confidentiality must be maintained within the TC but all subjects discussed must be open to discussion by other community members when appropriate.
- Noise - no shouting, **vacuuming** or table football and other noisy games, e.g. pool/**snooker/table tennis** before 10am on weekends.
- **Games are only permitted to be played outside of allocated times for therapy groups (AM) and work (PM).**
- TVs and Music must only be played with the cell door shut. If it can be heard from outside of the cell, then it is too loud.
- It is the responsibility of all community members to challenge noise levels on the wing if they are deemed to be excessive.
- All electrical items should be switched off/put on standby if the community member knows they will not be returning to their cell for a significant period of time.
- **You can enter another prisoner's cell as long as the prisoner authorises it.**
- The doors to the centre hubs will not be locked, however they should be closed. If any community member is found loitering in these areas they will be subject to consequences. Access to the water boiler is permitted to fill flasks etc.
- Attendance at NA/AA meetings should be fed back in both SGs and CMs.
- No vaping on the landings or community areas.
- **Food can be eaten on the carpeted areas as long as community members clean up after themselves.**
- **There should be no unnecessary shouting on the landings.**
- **There will be a day a month where the full wing join in with a deep clean of the wing.**

## Large group boundaries

The following are boundaries for the large group meetings. All boundaries listed are open to questioning and adjusting by any community member at any point:-

- **Community Meeting attendance to include graduates and those de-selected. Any wing lodgers not to attend unless specifically asked to and this is agreed by the community beforehand. The expectation is that the lodger would attend if invited as part of the lodger policy.**
- One person talks, no interrupting. Although the chairman can move the topic on at any point.
- People should be challenged if they are over-talking, so there is more common courtesy in the community meeting.
- The community space should be safe for anyone to speak.
- **It is the expectation that, at the point of the community voting on someone's suitability to core therapy, they give a brief outline of their index offence, and the areas they feel they need to address in core therapy.**
- Everyone is expected to disclose details of their index offence **and life story** within their first 12 months of core therapy to the wider community. **This is to allow members to understand risk and highlight any paralleling behaviour.**
- No aggressive behaviour. This includes not leaving your seat when speaking and no threatening behaviour.
- Any swearing in the meeting is open to being challenged by any member of the community present, which includes staff and chairman.
- No side conversations during the meeting.
- All community members to be honest and open.
- All community members to be open minded to challenges, and listen to the challenge.
- **Group members are allowed to enter late if the check-in is still in progress. If the check-in has been completed, members are not allowed to join the group unless their lateness has been pre-arranged with the group facilitators prior to the session beginning. Any lateness is expected to be explored within the group space at the appropriate time.**
- A timeout can be asked for and is not considered a breaking of boundaries providing the group have been informed, the office are informed and the individual returns before the end of the session. The timeout must be explored at the earliest opportunity.
- If someone wishes to leave the community meeting/wash-up for any reason, they must inform the chairman before doing so.
- **When people walk out of a large group, they should be questioned about this when they return. This should be done at an appropriate time within the group space, by community members or staff.**
- If someone leaves the meeting and does not return, this is counted as a missed meeting.
- Any points community members want to raise in the meetings can be done through the agenda book. Items that can be raised through the agenda book could include:-
  - Comments on positive or negative behaviour of self or others
  - Wing based issues
  - Challenges/enquiries
  - Wing competitions
  - Wing responsibilities
  - Requests

- Information updates

- There is one agenda book for both staff and community members.
- All items in the agenda book should be named. No items entered anonymously or on behalf of others. Staff may enter some items as a collective at times this seems most appropriate.
- Items in the agenda book to be worked through in the order they were placed in the book unless chairman and vice-chairman, in consultation with the staff, make a decision to prioritise a particular item.
- If someone arrives late to a CM then they shall be allowed in. They should explain their reasons for being late and the community should challenge their lateness.
- Any planned lateness (e.g. healthcare appointment) should be discussed with the community prior to the date. Should a community member return to the unit prior to the ending of the meeting, they should attend.
- Meetings shall end after one hour. The chairman can decide to extend the meeting if they feel this is necessary.
- When new people join the community meeting, all members to introduce themselves during their RR, including naming their index offence.
- The chairman should be respected, and it is their responsibility to manage the meeting.
- The dress code for all therapy groups is no bare feet (if wearing flip-flops, you must also wear socks), no vests, **shorts to be allowed just above the knee when seated (at the knee when standing), as long as they are also within boundaries of decency.**
- **Hats can be worn**, as long as they do not obstruct your face.
- Confidentiality, no secrets (see constitution for details).
- All boundary breaks should be explored in the large group space. It may be that a person may wish to explore this with their small therapy group first. It would then be their responsibility to bring this discussion to the large group.
- No food.
- No hot or fizzy drinks. All drinks to be brought in clear bottles.
- For votes, it should be made clear what the vote is about prior to voting.
- **All members can be asked to explain their votes in the community space by any person. Space should be given in the meeting after votes for this to happen.**
- **Visitors in the community meeting are not permitted to vote in community votes in the meeting.**
- **Following the completion of a staff vote, staff members will discuss how they voted and the reasons for their vote if asked by the community member. Staff members will only discuss their own vote and not the vote of other staff members. It would be encouraged that this discussion happens within the therapeutic spaces.**
- Staff reserve the right to intervene in community meetings if deemed necessary.
- Offensive prison slang is open to be challenged by any member of the community, including the staff and chairman. This includes terms such as 'grass', 'nonce', 'junkie' and 'screw'.
- Round robins should not be interrupted, unless the chairman or a facilitator needs to re-enforce a boundary. Speaking for too long, making statements about anyone which could be considered abusive and making statements which could be considered to be direct



challenges of another community member are amongst ways in which the boundaries of Round Robins can be broken.

- Community members should be quiet, attentive and respectful during each other's RRs and wash-ups
- No challenges to others in the round robins.
- If a community member suggests they are struggling in their round robin, the chairman can make space to explore this further prior to the agenda points.
- Wash-up spaces should be used to share your personal thoughts and feelings from your small group. They have the same boundaries as Round Robins (see above).
- On the first Monday of every month, those community members who are on compacts will have their progress reviewed by the community.
- You cannot miss any community meeting, unless it is considered exceptional circumstances. On these occasions you must gain approval from the staff and the community prior to the meeting.
- **When letters are read out from applicants and staff are aware of new information being asked for which the community would be entitled to know at this stage, staff should provide the information to the community within the meeting.**
- **If someone is a culture carrier (someone in the latter part of their therapy and TC graduates) and is not regularly talking in the big room, community members should question this and, if appropriate, can call for a commitment vote through the agenda book.**

## Small Group Boundaries

- The dress code for all therapy groups is no bare feet (if wearing flip-flops, you must also wear socks), no vests, and **shorts to be allowed just above the knee when seated (at the knee when standing) as long as they are also within boundaries of decency.**
- **Hats can be worn**, as long as they do not obstruct your face.
- Be respectful, open and honest, do not use insulting or disrespectful words or behaviours. Each group member is responsible for what they say and should take ownership for it.
- Confidentiality/no secrets in line with the TC constitution.
- Be open to challenge and feedback including facilitators.
- The group room including furniture should be respected.
- No food.
- No hot or fizzy drinks. All drinks to be brought in clear bottles.
- The group should sit in a reasonably equally spaced circle.
- You remain seated during the group.
- Round robin statements should not be interrupted unless the facilitator needs to set boundaries.
- Community members should be quiet, attentive and respectful during each other's Round Robins
- Round robin statements should be personal statements, they should not be used to challenge others.
- **Group members are allowed to enter late if the check-in is still in progress. If the check-in has been completed, members are not allowed to join the group unless their lateness has been pre-arranged with the group facilitators prior to the session beginning – including being late due to collecting medication. Any lateness is expected to be explored within the group space at the appropriate time.**
- Boundaries set by the facilitator should be accepted but are open to question.
- The facilitator has the right to intervene to maintain boundaries.
- You cannot miss any small group, unless it is considered exceptional circumstances. On these occasions you must gain approval from the staff and the community prior to the meeting.
- If someone misses a small group, this should be explored at the earliest opportunity.
- If you have an appointment during group, you must take responsibility for this and bring it to the attention of the group during the round robin. The group can then decide if you must leave after the round robin, or stay up until your appointment.
- If you attend the small group but not the wash up, permission must be sought from the facilitator and group. You must also inform the vice-chairman that you will be absent.
- Remain until end of group, the facilitator will start and end the group.
- A timeout can be asked for and is not considered a breaking of boundaries providing the group have been informed, the office are informed and the individual returns before the end of the session. The timeout must be explored at the earliest opportunity.
- If someone wishes to leave the group at any point they must clearly inform the group of this.
- If someone leaves the meeting and does not return, this is counted as a missed meeting.

- All paperwork brought into small groups should be put on the table and can be read by all present at any time.
- **When people walk out of a small group, they should be questioned about this when they return. This should be done at an appropriate time within the group space, by community members or staff.**

## Special Meetings

All DTCs have a mechanism for calling group meetings outside normal times when a member is in particular need of support or when some other crisis arises. Special meetings enable the community to deal with group members' issues/community needs, as and when they arise. The following boundaries are present for the special meetings:-

- Any member of the community can propose a special meeting.
- The process someone would follow is by approaching the chairman and explaining the reasons why they would like to call the special meeting. It is then the chairman's responsibility to relay this information to the staff group.
- Community members have the option of a special large group meeting or a special small group meeting. The appropriateness of which type of meeting can be discussed by the chairman, the person calling the special meeting and the staff.
- **It is the chairman's responsibility to inform the community that a special meeting has been called so all members can attend. It will be the responsibility of staff to inform places of work, if required.**
- If the person proposing the special meeting does not feel comfortable approaching the chairman for a valid reason (e.g. the chairman would be the subject of the special meeting) they have an option to come directly to staff.
- If a special meeting is agreed, this will happen at the next available opportunity.
- Community members can be informed the reason for a special meeting prior to the meeting.
- Special meetings are mandatory for community members. Anyone who does not attend a special meeting will be challenged by the community about this at the next available opportunity.
- If someone chooses not to attend a special meeting, including if they were the focus, the special meeting will precede and inferences can be made about the members decision.
- Special meetings will last between 30mins - 1 hour, with an option to extend if deemed necessary.
- Special small groups should be fed back to the wider community within the next community meeting. It will be the responsibility of the small group to ensure this is done.

## Starting process

- Before arriving on the community, potential community members should be sent a copy of the constitution (ideally as part of their application pack) and receive a letter giving confirmation they have been accepted.
- On arrival, new community members will be assigned a peer supporter (see separate paperwork for more information about the peer supporter role).
- Upon arrival on the community, a selection interview will be arranged within a week.
- As part of the assessment process, new community members will be required to attend a pre-select group once a week.
- If a community member wishes to withdraw from the assessment process, they must follow the same processes as community members already in therapy. This involves giving one week notice, and attending a minimum of 2 community meetings prior to confirming your withdrawal. Special meetings can be called to discuss the community member's decision on withdrawing further.
- If community members withdraw from the assessment process or are deemed unsuitable for therapy (either at the selection interview or at the end of assessment) they will return to their sending establishment.
- The community have the opportunity to discuss the suitability of an individual at the end of the assessment period.
- If new community members are assessed as suitable at the end of the assessment process they will be notified about when their therapy plan interview will be and the next process explained accordingly.
- A Psychological risk assessment will be completed with all new community members within 4 months of your arrival. However, if additional assessments are deemed necessary then the assessment period will be extended.
- If a community member is part of an extended assessment period, of over 6 months, then the community should be informed of the reasons for this.
- Once you have completed your assessment period, your minimum time required in core therapy begins. This will be a minimum of 18 months in small groups and ideally be completed within 3 years, but this can be extended.

## Ending process

As a community member comes to a point at which they feel they should start the ending process of their therapy they must do the following:

- Take feelings to small groups for a week and gain feedback.
- Take feelings to community for feedback.
- Request will go to staff group meeting for votes/feedback.
- It will be taken into account on 2<sup>nd</sup> to last review that you would like targets to be geared towards finishing.
- Once your final 6 month review period is up and you have achieved ALL therapy targets to a satisfactory level, you will enter an 8 week ending period consisting of 4 weeks small and large groups, then the final 4 weeks of large groups only. This ending period can be extended in individual circumstances.
- Time is allocated in the last week of someone's small group to do an ending with the group.
- End of therapy report will be finished within 12 weeks from final small groups.
- End of case conference will take place upon completion of end of therapy reports.
- Community members may stay on the wing until a progressive move is possible and during this time they must attend large group and special meetings.
- A fixed amount of the community budget is ring-fenced for 'endings'. Each community member who completes therapy is entitled to a fixed amount of money to plan an ending with the community.
- **A resident who has successfully completed therapy can spend up to £100 on his own ending with their small group and others in the community from his private cash account.**
- If community members who have withdrawn, been de-selected or successfully completed therapy are not meeting the expectations of a community member, they can be removed from the wing.

Other

- Determinate prisoners may access outside or one to one agencies from 6 months prior to their release date.
- Indeterminate prisoners can access outside or one to one agencies from 3 months prior to end of therapy. This can be done during the wind down period.
- Prisoners will receive an end of therapy certificate with their end of therapy report.
- An ending with the community will be completed in a community members final large group meeting (or special meeting if needed). They are encouraged to reflect on their time in therapy within this meeting. There is an option to organise an event of the wing to mark this ending.

### Staff roles and expectations

- Staff will provide an adequate written report of progress on therapy for any hearing regardless of time spent in therapy.

### Role of Senior members

- Provide feedback to new community members.
- Take part in a pre-assessment group (culture carrying)
- Being pro social role model on the wing and in groups.

## Self-de-selection from therapy

- All community members have the right to withdraw from therapy. All community members (including those in assessment) are required to follow the same procedure, outlined below. Failure to follow the correct procedure will result in sanctions, which are same as what is outlined for boundary breaks in consequences section.
- A written self-de-selection form (which is obtained through therapy staff) must be completed and handed to the chairman prior to the pre-brief for a Monday community meeting.
- The chairman will announce a self-de-selection form has been submitted within the Monday community meeting, and read the contents of the form to the community. The community can ask questions to the community member wishing to withdraw from therapy at this point in the meeting.
- The community member wishing to withdraw from therapy must attend all groups during the week when their self-de-selection form is activated. This includes small groups, wash-ups, community meetings, Psychodrama (if relevant), Art Therapy (if relevant) and any special meetings. The expectation is that community members will explore their reasons for wanting to leave therapy consistently throughout these groups.
- A community member can remove their self-de-selection form at any point during the week.
- If a community member's self-de-selection form remains active until the Friday community meeting, they will be given a final opportunity to withdraw their request to leave therapy and time will be allocated in the meeting to discuss reasons. If the community member confirms that they would still like to leave therapy, then their withdrawal is accepted at the end of the community meeting.
- There will be a one week cooling off period during which a community member can re-apply. If this is not done then a community member cannot re-apply for a period of six months.
- Any written self-de-selection forms written during activities breaks, will not be considered active until the first Monday community meeting after this break.
- Following withdrawal from therapy, community members no longer attend small therapy groups. They must still attend large community meetings. They will be removed from the wing at the next available opportunity.
- All community members who self-de-select from therapy will receive an End of Therapy report (non-completer) within 12 weeks of ending their therapy.
- Anyone who gives notice to leave and then withdraws this more than twice in a 12 month period will be subject to a review by the Therapy Manager, chairman and Personal Officer to discuss their commitment to therapy. They may, as a result of this, be asked to leave and re-apply after 6 months should they wish to do so.
- Following withdrawal (or de-selection) from therapy, you will not be eligible to re-apply for Warren Hill TC until a minimum of 6 months after leaving Warren Hill prison.
- If community members who have withdrawn, been de-selected or successfully completed therapy are not meeting the expectations of a community member, they can be removed from the wing.

## Role and Responsibilities of the Chairman

The role of the chairman is to be the voice of the community. They are expected to represent the community in a positive and pro-social way at all times. They are seen as a figure head and a role model. The role of chairman lasts for a 13 week period, although this can be extended in certain circumstances.

The responsibilities of the chairman include the following:-

- To take charge of the community agenda book. They should advise and encourage community members to use the agenda book.
- The chairman can allow any staff member or community member to view the agenda book, however nothing can be amended once it has been written in the agenda book.
- To introduce themselves to new community members on the community and explain their role.
- To attend managers' meetings to represent the community members of the community.
- To attend selection interviews as instructed by staff.
- To attend a pre-select group to explain the role of the chairman, as instructed by staff.
- To greet any visitors who come to the community.
- To demonstrate positive behaviour (including adherence to dress code) at all times.
- To be involved in any decisions which impact on the community.
- To adhere to and actively promote the TC constitution.
- To be approachable by any community member at all times.
- To maintain good attendance and behaviour in all aspects of therapy. This includes being adjudication and IEP free.
- To use the opportunity of the position to work on relevant risk factors.
- To notify the community (including staff) if any person has submitted a notice to withdraw from therapy.
- To take responsibility in informing staff if any community member has asked for a special meeting.
- It is the responsibility of the chairman to inform the community members that a special meeting has been called.
- If a chairman fails to meet these expectations, they can be put up for a de-selection vote from this position.

The chairman role also includes chairing community meetings (including wash-ups and special community meetings). As part of this responsibility the chairman should:-

- Attend all pre-briefs with staff prior to the meetings, conducting themselves in an appropriate manner.



- Attend all de-briefs with staff following the meetings, conducting themselves in an appropriate manner.
- To maintain and reinforce the boundaries of the meeting at all times.
- To remain neutral/impartial within the meeting. This includes voting, as chairman must remain neutral and not vote.
- The chairman should be prepared to cast the deciding vote in the event of a tie.
- To introduce new community members within the meeting and explain to them the protocols of the meeting.

To be eligible for the role of chairman, community members should have:-

- Successfully served 13 weeks as vice-chairman of the community. If special circumstances arise, the way forward should be decided by the community on an individual basis.
- Completed at least their first review period (6 months in small groups).

## Role and responsibilities of the vice-chairman

- Applicants for the vice-chairman-role should discuss their intentions within their small group before putting themselves forward for the role.
- To support and assist the chairman in running meetings.
- To maintain the attendance roll.
- To be a role model through conforming to the constitution and codes of behaviour and by maintaining boundaries and upholding the ethos of the TC.
- To maintain good attendance and behaviour in all aspects of therapy. This includes being adjudication and IEP free.
- To attend manager's meetings and selection interviews when required.
- To learn from the chairman in preparation for taking up that role.
- To be open and honest.
- To be observant and to assist the chairman in noticing feelings displayed by community members, to help to include quieter members of the community and to help monitor free flow conversation.
- To be supportive of individuals and approachable.
- To be prepared to stand in for the chairman and fulfil any duties that this entails.
- To be able to demonstrate that they have been attentive in meetings when debriefing with staff.
- To support the community and be supported by the community.
- If a vice-chairman does not meet expectations he will be open to challenge from the community and the community can deselect him from the post.
- What the vice-chairman should try to gain from the position; building self-confidence, building self-esteem and responsibility.
- What the vice-chairman should expect from the community; respect and support.

## ELM UNIT KITCHEN COMPACT

1. As a member of the Warren Hill TC I accept that the use of the wing's kitchen facilities is a privilege and by signing this compact I agree to adhere to the terms set within it.
2. I will keep the kitchen clean and tidy and agree to clean up any mess I cause before leaving the kitchen.
3. When using any of the kitchen's pots, pans, bowls or any other utensils, I agree to wash, clean and put away any that I have used before leaving the kitchen.
4. I agree that if I witness any incidents of aggression, violence or breaches of this compact I must report it via the correct procedures; 1) Reporting the incident to staff, 2) Asking for a special meeting, 3) Using the Agenda book. If I fail to do so I am in breach of this compact and subject to its sanctions.
5. Any incidents of aggression, violence or breaches of this compact are dealt with via the correct procedures; 1) Reporting the incident to staff, 2) Asking for a special meeting, 3) Using the Agenda book, where one of the following punishments will be considered:

A - The community member get a full ban of all kitchen facilities for 1 week ( cleaning violations only)

B - The community member is subject to a cleaning compact for a minimum of 3 months.

C - The community member gets a full ban of all kitchen facilities for a minimum of 1 month.

D - The community member is subjected to both B and C.

6. I agree to only use items from the fridge or freezers that belong to me, and any incidents of theft are reported again using the TC process.
7. I agree to challenge community members when standards are not met.
8. **Wing Cleaners will be responsible for mopping the floor and emptying the bins within the kitchen Monday - Thursday, 1.30pm-2pm and 7.15pm-7.30pm. Once a month fridges will be emptied. Any food found within the fridges that has spoilt will be discarded. All other cleaning is the responsibility of all residents.**
9. The kitchen will be closed to all community members whilst this cleaning process is underway, and anyone found trying to use the facilities whilst cleaning is in progress, including the cleaner, will be deemed as breaking the terms of this compact.
10. Any community member found in breach of this compact cannot still benefit from the kitchen facilities via a third party; this includes benefitting through a wing based food boat until the end of his allocated punishment, anyone found to breach this will face the same punishment.

## Consequences of breaking community boundaries

The following pages highlight potential consequences of breaking particular boundaries on the Therapeutic Community. All breaking of any of the boundaries listed in this document will be decided on an individual basis. The expectation is that all boundary breaks are highlighted and explored within the therapeutic spaces. Consistent or significant boundary breaks can lead to more severe consequences.

### Chain Analysis

A chain analysis is a tool which can be used to explore current behaviours.

People can develop a number of problem behaviours for different reasons. A chain analysis can help you to identify why you are engaging in certain problem behaviours, and in doing so, a chain analysis can help you to see how to change a problem behaviour.

A chain analysis can also help you to analyse positive behaviour.

A chain analysis is not a punishment but an aid to help you. It is not easy so please ask for help if you need it.

We want to make every problem behaviour a learning opportunity. To maximise your learning please complete within one week of the problem behaviour, and report to the next Community meeting and Chair that you have completed the chain analysis, and agree where the learning from it will be shared (e.g. small group or community meeting). This is likely to be dependent on the problem behaviour and the situation.

### Commitment votes (also called de-selection votes)

- Any member of the community can question another member's commitment at any point. They would do this by putting the item in an agenda book to be discussed within the community meeting.
- If Staff put a community member forward for a commitment vote, this item should be discussed within 2 weeks of being put in the agenda book.
- If deemed appropriate, community members would have the chance to vote on if they believe the community member is sufficiently committed to therapy or not. Staff then have a separate vote, following this recommendation from the community, on a community member's commitment.
- If a community member faces a commitment vote, and is supported to stay by the community, they will then have an additional vote to decide if it is appropriate to be face any further consequences, such as being put on a compact.
- It should be noted that if a community member is de-selected from therapy for breaking any boundaries, they are not allowed to appeal against this decision.

The following are examples of significant boundary breaks on a TC.

### **Substance misuse**

The use of illicit drugs, alcohol and misuse of prescription medication is not compatible with the process of therapy and undermines the whole community. It is dangerous for the user but also compromises other community members who feel under pressure and conflicted in protecting both the users and dealers. Power and control issues may be acted out in the form of bullying along with debt and can cause much distress among the community.

All members of the community must be willing to take part in mandatory drug testing. Failing a test or refusing a test (also considered a fail) will be challenged by the community as to the community member's commitment to change and could result in de-selection.

Community members found in possession of drugs or alcohol, attempting to manufacture alcohol or found to be supplying drugs, alcohol or prescription medication will be challenged by the community and could be deselected.

Other consequences might include; attending group therapy sessions with substance misuse support workers, attending special small groups, keeping an emotional diary, being placed on a behavioural compact, loss of privileges, revision of community members therapy plans with new targets being added, chain analysis, participating in voluntary drug testing (when it becomes available at Warren Hill) challenge from the community in special or community meetings and being asked for reparation, possibly in the form of services to the community. The community will seek to ensure that the consequences for a community member relate to the behaviours in question. Community members should be aware that Warren Hill DTC still operates with in the national IEP scheme.

The community will be vigilant in challenging boundary pushing and breaking. Community members who have broken boundaries can expect support from the community in trying to understand what has gone wrong for them.

There is an expectation that a community member will attempt to make links with their boundary break, their offending behaviour and a broader understanding of formative events of their lives.

## Violence

The use of violence and threats of violence by any member of the community will not be tolerated. This includes verbal aggression, acts of aggressive behaviour that do not result in physical assault, intimidation and bullying.

Fear is fundamentally undermining of the therapeutic process.

It is essential that we create a safe environment.

If community members do not feel safe they will not be able to challenge others or express their own thoughts and feelings and share their experiences.

The community will be rigorous in challenging violent or aggressive behaviours as soon as they appear. Community members who have broken boundaries can expect support from the community in trying to understand what has gone wrong.

The community will distinguish between instrumental violence and emotionally driven violence.

The community finds actual physical violence and the use of weapons absolutely unacceptable and will result in robust challenging from the community and a de-selection vote and likely de-selection if not already removed by security. Repeated acts of aggression will result in the community member's commitment to therapy and change being questioned, a commitment vote and possible de-selection.

Other consequences may include: mediation, being placed on a behavioural compact, loss of privileges, revision of community members therapy plans with new targets being added, chain analysis, an emotional diary, challenge from the community in special or community meetings, commitment and de-selection votes and reparations in the form of services to the community in order to demonstrate commitment. The community will seek to ensure that the consequences for a community member will relate to the behaviours in question. E.g. emotionally driven aggression may result in an emotional diary and instrumental aggression/ violence might result in the loss of privileges. Residents who have been subjected to violence, aggression intimidation or bullying can expect support from the community and space in which to discuss their experiences and feelings. Community members should be aware that Warren Hill still operates with in the national IEP scheme.

There is an expectation that a community member will attempt to make links with their boundary break, their offending behaviour and a broader understanding of the formative events of their lives.

## Sexualised behaviours

Sexual activity between community members and including staff is not permitted by the community.

This includes all forms of sexualised behaviour both verbal and physical towards staff, community members and visitors.

Sexist or sexualised comments are also not acceptable.

Being involved in a sexual relationship would seriously compromise the ability of a community member to take part in therapy. Manipulative and controlling behaviours could be acted out.

The community will be vigilant in challenging all forms of unacceptable sexualised behaviour. Community members who have broken boundaries can expect support from the community in trying to understand what has gone wrong.

The consequences of breaking this boundary would be challenged in the community space which could potentially result in de-selection.

Other consequences may include; being placed on a behavioural compact, a community members therapy plan might be revised and new targets added, chain analysis, being asked to keep an emotional diary, a commitment vote or de-selection vote, reparations in the form of services to the community or loss of privileges, attending special small groups, challenges from the community in special or community meetings. The community will seek to ensure that consequences for a community member relate to the behaviours in question. Community members should be aware that Warren Hill still operates with in the national IEP scheme.

In line with the community policies of non-discrimination, the sexual orientation of individual community members, staff and visitors should be respected at all times.

There is an expectation that a community member will attempt to make links with their boundary break, their offending behaviour and a broader understanding of the formative events of their life.

## Gambling

All forms of gambling are not permitted within the community. Gambling leads to debt and anxiety and possible bullying and intimidation.

Gambling is a form of addiction and as such is clearly incompatible with the process of therapy.

The community will be vigilant in challenging such behaviours. Community members who have broken boundaries can expect support from the community in trying to understand what has gone wrong. The community will distinguish between different forms of gambling, for example running a book will be considered differently to betting a bar of chocolate between friends on a football match.

Community members found to be breaking this boundary will be challenged by the community and could face de-selection.

Repeated boundary breaks will result in challenges from the community space and a commitment vote which could lead to de-selection.

Consequences might include; engage with addiction support workers (if they exist for gambling), attending special small groups, challenges from the community in special or community meetings. loss of privileges, revision of therapy plan with new targets being added, being asked to keep an emotional diary, signing up to a behavioural compact, commitment or de-selection votes or reparation in the forms of services to the community. The community will seek to ensure that the consequences for a community member relate to the behaviour in question. Residence should be aware that Warren Hill DTC operates with in the national IEP scheme.

There is an expectation that a community member will attempt to make links with their boundary break, their offending behaviour and a broader understanding of the formative events of their life.



**HM Prison Warren Hill**

**Therapeutic Community**

**Constitution and TC policy compact**

Name of Community Member .....

Number (if prisoner): .....

I, ..... understand the TC constitution that is explained within this compact. I agree to follow what is set out within the TC constitution in its entirety.

I also agree to follow all TC polices throughout my time in the community. I am aware that TC polices are open to questioning and adjusting by any community member at any point.

Signed .....

Date .....