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# Independent Monitoring Board

## **Annual Report of the Independent Monitoring Board**

for the

### **Military Corrective Training Centre Colchester**

**For reporting year January – December 2019**

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 [#@MCTCIMB](#)

*"Monitoring fairness and respect for Detainees in military custody"*

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## Section 1

### Description of MCTC Colchester

The MCTC is the only Ministry of Defence (MOD) corrective training establishment. It can hold up to 323 male and female Detainees in secure conditions but, in recent years, numbers have been far lower. During the period covered by this report the average daily lock-up figure was 34, a further slight reduction on the previous year, with a corresponding average of one in the Service Custody Platoon.

MCTC's Mission is to Detain, Deter, Educate, Rehabilitate, Resettle and Safeguard appropriate personnel in a safe and secure detention environment, in order to return Service personnel to the Order of Battle or society, as good citizens.

Although under Army command, the MCTC provides a tri-service detention capability, operated predominately by members of the Military Provost Staff Regiment, with staff and Detainees being drawn from the Royal Navy, Royal Marines, Army and Royal Air Force. However, most of the staff and Detainees are from the Army. All Detainees are held in accordance with rules determining committal to custody under the Armed Forces Act 2006 and the Manual of Service Law. MCTC follows a Code of Practice containing detailed policies, practices and procedures, which are set out in Joint Service Publication (JSP) 837.

The MCTC holds Detainees Under Sentence (DUS) who have been sentenced, either by Court Martial or after a Summary Hearing by their Commanding Officer, to periods of detention ranging from 14 days up to two years. They are split into two companies – A and D. Those Detainees in A Company will return to their unit when released from the MCTC, whilst those held in D Company will be discharged from the Services altogether upon completion of their sentence.

MCTC also holds Detainees under investigation who have been committed to the MCTC because it was judged necessary to hold them in secure conditions. These Detainees Not Under Sentence (DNUS) can include ex-Service personnel as well as civilians and dependants who are subject to Service Law. The Service Custody Platoon (SCP) is the MCTC equivalent of a remand wing and continues to cater for Rule 58(c)(iv) (personnel awaiting transfer to civilian prisons), Armed Forces Act 2006 - Section 105(2) (personnel held in military custody awaiting trial or under investigation), Rule 59 (personnel placed under segregation) and Rule 50(1)(b) (personnel placed in close confinement) cases.

The staff at MCTC comprises Officers, Warrant Officers and Senior NCOs from the Military Provost Staff (MPS) Regiment, a branch of the Adjutant General's Corps, plus Tri-Service Custodial NCOs from the Royal Navy and Royal Air Force. In addition, an Officer from the Royal Navy and one from Royal Air Force are posted in as part of the MCTC command team. They are normally in post for between two and three years with many supporting their operational role via military commitments and exercises. The Army provides the Commandant and the Deputy Commandant; the naval officer is normally assigned to Officer Commanding A Company, whilst the Regimental Training Officer is usually drawn from the RAF Regiment.

All members of staff have Safeguarding training, which is continually updated to maintain the required standards. The Commandant is responsible to the Inspector of Service Custody Premises in accordance with the Service Custody and Service of Relevant Sentences Rules 2009 (SCSRSR).

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The members of the Military Provost Staff became a Regiment in December 2014 following Army restructuring in accordance with “Army 2020” proposals. This brought about significant change, with the Commandant of the Military Corrective Training Centre now being appointed as Commanding Officer of the MPS Regiment. As well as overseeing the day-to-day running of the MCTC he also commands six Service Custody Facilities (SCFs) throughout the UK as well as a Company of MPS Reserves, some of whom bring great experience and expertise from the civil justice system.

Since its formation in 2014, the MPS Regiment ensures that custodial specialists oversee all UK-based Army custody and detention regardless of sentence length. Sentences of 14 days or less are served at one of the SCFs (for Army personnel only), with longer sentences served at MCTC (for personnel from all three services, and a small number of Civilians Subject to Service Discipline).

The experience gained at both the MCTC and the SCFs provides assurances that detention on deployed operations overseas will be conducted in an appropriate manner by a highly trained, specialist cohort of personnel, appropriately reinforced by expertise from the MPS Reserve Company.



## **Section 2**

### **The Role of the IMB**

The Board was established in accordance with Rules 63-65 of the Service Custody and Service of Relevant Sentences Rules 2009 (SCSRSR), which replaced the Imprisonment and Detention (Army) Rules 1979. The IMB's role is limited to MCTC and excludes the six UK Service Custody Facilities manned by the MPS Regiment and which hold Detainees for up to 14 days

To ensure transparency and accountability the requirements of SCSRSR have been supplemented by a published inspection regime written by HMIP and the evolution of the IMB's practices to reflect National IMB best practice. These mirror the current inspection and monitoring arrangements for the civilian prison estate, whilst acknowledging the unique nature of the detention arrangements at MCTC. HMIP's published inspection schedule requires an inspection of MCTC every three to four years by agreement and invitation from the Military, so a further inspection would seem likely sometime during 2020/2021.

The IMB expresses this evolved role as a duty to:

- Satisfy itself as to the treatment, health and welfare of those held in detention within the MCTC, the condition of the premises and the administration of Detainees' records and;
- Inform the Secretary of State for Defence, or any official to whom he or she has delegated authority, e.g. the Provost Marshal (Army), where it judges it appropriate to do so, of any shortcomings.
- Report annually to the Secretary of State for Defence on how well the MCTC has met, or not, the standards and requirements placed on it and what impact these have on those in its custody.

In fulfilling its duty, the Board is guided by the following principles:

- i) Any matter that directly or indirectly affects an individual held in detention or, affects the prospects for his/her successful resettlement on release, is of relevance to the Board. That includes the state of the establishment's buildings and the efficiency of the administration where these have an impact on Detainees.
- ii) Although the Board has no comparable responsibilities for staff, staff problems which affect those held in detention are the Board's proper concern. It is also important for the Board to build a professional relationship with the MCTC and, where the Board judges appropriate, assist in resolving any difficulties a member of staff may have with the Board.
- iii) Board members should regularly engage with Detainees and staff with courtesy and interest, which earns their trust and draws out their hopes and concerns. Members should note the quality of the interaction between staff and those held in detention. They should always be conscious that their own demeanour and approach can have an important impact on the atmosphere of the establishment and the readiness of Detainees and staff to approach.

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- iv) To be able to carry out their monitoring and reporting duties effectively, the Board members must have a wide knowledge of what is expected of MCTC in all its activities. This includes familiarity with the rights of Detainees and established standards for their welfare and treatment. It also includes a sound appreciation of what those responsible for the quality of the various aspects of the regime and associated services regard as good practice. It is this knowledge which enables the Board to report confidently and accurately when the

establishment is falling short of what is required of it or, just as importantly, where it is reaching high standards.

- v) Knowing how, when and with whom the Board should raise concerns is crucial to its ultimate effectiveness. Where the Board has a matter of concern the matter should be raised as soon as it arises with those to whom authority for that aspect of the regime has been delegated. In reporting to the Secretary of State for Defence, the Board should ensure that the issues it highlights are sufficiently explained so that not only Ministers, but other interested parties can fully appreciate their significance.
- vi) Most importantly, the Board's duty is not only to report on how well an establishment is performing but also to look with clear and fresh eyes at the Detainees' total experience of detention and preparation for release either back to their unit or discharge from the services. The Board should also express, where judged necessary or desirable, a common-sense opinion on the humanity and utility of the policies and practices that the establishment is obliged to follow.



## Section 3

### The Work of the IMB

The Board meets formally each alternate month on site to review current concerns, trends and risks and discuss any issues that have arisen. It receives updates from the Commandant or his Deputy, as well as other senior staff when necessary, providing the Board with an opportunity for open and frank discussion about concerns, operational issues and priorities relevant to the work of the Board.

The Board monitors MCTC continuously with one member (and a deputy) rostered each week to visit MCTC and to receive and investigate Applications or complaints from Detainees. A breakdown of Application statistics can be seen in Appendix A. Subject to risk assessments, Board members have unescorted access to the whole of the site and to all Detainees.

Beyond rostered visits, Board members are notified of Serious Incidents or situations requiring Use of Force in order to give members an opportunity to attend when appropriate and monitor the incident, investigation or consequences.

The Board also attends relevant internal meetings, notably the Professional Standards Assurance Meeting (PSAM) and the DUS Consultation Meeting, where a Board member observes as a 'critical friend'. Both are held every two months and are a source of invaluable information and insight into Detainees' current operational concerns and trends.

<b>Board Membership Statistics</b>	
Recommended Complement of Board Members	14
Number of Board members at the start of the reporting period	8
Number of Board members at the end of the reporting period	7

Short biographies of each of the IMB members are provided in Appendix D.

## Section 4

### Chairman's Executive Summary

This report relates to the period 1<sup>st</sup> January 2019 to 31<sup>st</sup> December 2019. The Board is of the view that the MCTC continues to provide a humane, safe and secure custody facility. In 2016 a significant change was noted with numbers convicted of Criminal Law offences almost matching those committed for Military Offences. This trend continued during 2017 when the percentage of civilian offences was around 44% (rising to 55% of the total if the offences of those in SCP were also included) and in 2018 when the figures were 40% and 60%. During 2019 there were a total of 320 offences with a 46% civilian / 54% military split, continuing the trend first noted in 2016.

The IMB continues to observe an increase in compliance and behaviour issues within MCTC when Civilians Subject to Service Discipline (CSSD) i.e. those who have already left the service, are brought back into military custody and are mixed with Detainees who are yet to be discharged. On these occasions, an enhanced risk assessment should be conducted when considering offender management. During the 12-month period covered by this Report, MCTC had a total of 252 admissions, of which 223 were DUS with 29 also held in the SCP. Comparative figures for 2018 were 302/30. The SCP figures include 16 who were originally held under rule 105, effectively on remand, and the majority will have been admitted back into MCTC following sentence at Courts Martial. There was a reduction over the previous year in the number of Detainees returning to MCTC for a further period of corrective training with 31 making a second visit – a reduction of five over 2018. It was also noted that the those returning for a third time increased to seven (from five) and one Detainee made a fourth return visit in 2019 (none in 2018).

A new Commandant arrived in the late Summer and shared his 'Views, Approach and Vision for the MPS Regiment' with the Board immediately on arrival. He quickly introduced a monthly lunch session with the Detainees where the Detainees are able, in open forum, to express their current concerns directly with the Commandant with no other members of staff present. This approach has been welcomed by the Detainees, and the Board applauds this initiative. As the year came to an end the Commandant shared his intention to introduce a new shift pattern to improve staff continuity and plans for a refreshed daily activity programme. Individual Board members were able to share their individual experience and ideas with the Commandant when he outlined his conversations with stakeholders to improve opportunities for Detainees and community engagement. The Board thanks the Commandant and his staff for their continued valued support and open communication about matters that impact of the Board's role or where members can add value and fresh ideas.

An excellent example this year of information sharing began with a presentation to the Board to explain and illustrate the Company Staging System which rewards Detainees for effort and performance with privileges and entitlements or downgrades them to sanction a failure to meet the standards required. The relevant Standing Order sets out Standards and Expectations for Detainees as well as report writing requirements for staff, to ensure clarity for Detainees about what is required of them, why and with what result. The Staging System was the subject of a number of complaints by Detainees, some suggesting poor report writing and inconsistency. The investigation of one such complaint resulted in refresher training for the whole MCTC staff group to embed the aim of the Standing Order and how best to meet its requirements. Although substantially fewer than 2018, short sentences of under 30 days continue to be of concern.



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Sentence in days	Arrivals in 2018	Arrivals in 2019
4 - 21	58	30
21 - 30	49	32

A short stay at MCTC inevitably limits the opportunity to address both the causes of offending behaviours and the index offence as well as educational or vocational training needs. The recruitment of a Senior Education Officer is encouraging and offers an opportunity to review the balance and content of training for those on short sentences.

The Board welcome the positive development in recruitment of a new Welfare Officer and Senior Education Officer, filling vacancies previously left gapped because of the civil service recruitment criteria. There is now a full-time doctor assigned to MCTC who splits his time between MCTC and the Garrison medical facility. The Board is content that the medical coverage currently in place with this appointment is proportionate to the needs of the unit. A routine surgery is held daily at MCTC, specialist appointments are catered for as required and the doctor is supported by other suitably qualified staff.

The Board continues to have concerns about not being notified of Serious Incidents occurring at MCTC. Whilst the nature of these Incidents varies in degree, a protocol had been previously established whereby the Board were informed at the earliest opportunity. This protocol is currently being re-established. The IMB continues to press for details of progress on public protection issues, as raised by HMIP in its 2017 inspection report. The report commented on the absence of post-release supervision and statutory engagement which would be available and required of similar non-military offenders with a high-risk profile. The IMB understands there has been considerable progress in discussions between the Ministry of Defence, the Ministry of Justice and Her Majesty's Prison and Probation Service and that MCTC now expects to have access on site in 2020 to the ViSOR database to support its public protection referrals currently made on a case by case basis.

Complaint handling and the timeliness of the Board's response has improved, with the Commandant's support, by ensuring that duty Board members are contacted within 24 hours of any complaint. The Commandant has agreed that the sole Welfare Clerk will also act as the Board's Clerk, effectively gathering in any applications to see the Board on his daily rounds. The Welfare Department previously employed two civilian Welfare Clerks, one of whom was always allocated to the IMB as a confidential clerk and would attend Board meetings to take the minutes. This arrangement lapsed as both Welfare Clerk positions were "gapped" for a period and were covered by Military staff pending civil service recruitment.

The Board continues to monitor the weekly reports of the Service Visiting Officer (SVO), whereby an officer from the nearby Garrison attends MCTC every Thursday morning to see the Detainees and seek to resolve any issues. The Board continues to query the relevance of this arrangement, whilst recognising it as an historical Chain of Command function which is required by the SCSRSR. Our principal concern is that the SVO is not trained to investigate complaints and the Detainees continue to express scepticism about the objectivity and effectiveness of the process.

The Board continues to have reservations as to whether this process remains relevant, particularly where complaints are made against staff members. There is no formal process for investigating these when the member of staff in question is not on duty at the time of the SVO visit, and it is invariably left to another Officer to give assurances of some kind. As previously reported by the Board, this is of particular concern when a complaint may be raised against the same member of staff on more than one occasion and there is nothing to tie the incidents together.

There is an outstanding matter from the last HMIP report, which, whilst outside the mandate of the IMB, covers what follow-up is given to Detainees who return to their Units or to civilian life. It would be beneficial to see some resources devoted to this area, in order to capture the experiences gained at MCTC and their effectiveness for the Detainee's future careers.

This is my seventh and final report, a somewhat unusual feat. When I first took over as Chair in 2014, I made it my mission to record all the processes and the interactions with various stakeholders, both within the Board and in the wider establishment. I would add that the 15 years which I have served on the Board have been both enjoyable and purposeful. I came from a service family background and, as a Justice of the Peace with administrative management experience, I could clearly see the stark distinction between military law and civilian law, whilst maintaining an overview of the welfare of the Detainee in military detention vis-à-vis civilian detention.

This process started with a blank sheet of paper and the full and unequivocal support of the Board members, for which I am eternally grateful. One of the first ports of call was to the National IMB, in order to share best practice. This was an important alliance in the early years, even though we were governed by different legislation, and this best practice sharing continues today. Turning this alliance into MCTC IMB specific documentation was a priority, and I would like to think that I have given the Board a steer for the future.

I am grateful to the current IMB members who have stepped up whilst the Board has been undermanned. A recruitment drive in 2018 resulted in the names of several potential new Board Members being submitted for approval to the Minister, bringing the Board up to strength early in 2020.

I would like to wish the Board continued success with its mission and will remember my time at the helm fondly.

**Graham Cross**  
IMB Chair 2014-2020

## Section 5 Safety

The Welfare and Safety of Detainees remains of key concern to everyone engaged at MCTC. Whilst numbers of Detainees have increased over this monitoring period, systems have continued to adapt to accommodate the changes.

Prior to reception all Detainees are apprised of the role and function of MCTC by video to facilitate safe transitioning through the detention system. Reception and induction processes remain robust with appropriate safeguards in place by the proactive electronic management of risk to Vulnerable Individuals, as well as standard receptions through the Detention Custody Record and the Daily Assessment Report.

A robust specific first night in custody arrangement has been implemented, with those potential Self Harm and Suicide Risk cases allocated proportionate staff monitoring, care planning and review.

All Detainees are advised of 'befriender' Detainees for their support, who are of sufficient experience and emotional maturity to engage with newly detained service personnel. Samaritans, Support and Counselling Services are available by appointment to DUS and referrals can be made to local services on discharge.

Whilst the role of the IMB is the monitoring of all Detainees at MCTC, we are also charged specifically with the oversight of females who are detained at MCTC as well as anyone under 18, both categories that remain in very low figures. These specific Detainees are made known to the IMB on every visit as well as those Detainees in SCP (Service Custody Platoon).

Staff training on Safeguarding in Custody is approved and provided by the Essex Children's (ECSB) Safeguarding Board, in line with multi-agency guidelines, and also covers Suicide Prevention. With the new appointment of Head of Offender Management Unit, there is a continuation of the high commitment of MCTC to safeguard children and vulnerable adults.

Appropriate liaison to Community Teams ensures that referrals for Public Protection remain the highest category in the Offender Management Unit. Though MCTC is not tasked as a responsible authority under MAPPA guidelines, it continues to reflect national best practice and fully engage with MAPPA and appropriate External Risk Management Agencies and the Police.

The IMB continues to have robust dialogue with the MCTC and is happy to report a good engagement for the recognition and management of inappropriate DUS behaviour between each other.

As in previous reports, the majority of DUS at MCTC fall within the low risk category, the safety of the individual as highlighted in multi-faceted assessments. Containment figures indicate the highest figures are for AWOL or alcohol related offences. Where other risk indicators are highlighted, suitable and appropriate measures are implemented either through internal detention or education and retraining courses, where available, suitable to the inherent risk. Use of Force is subject to rigorous governance and the IMB is notified of Serious Incidents requiring such controls.

All those engaged in the Health, Safety and Welfare of individuals at MCTC remain vigilant to the safety of both staff and Detainees.

## **Section 6 Equality and Fairness**

The Board continues to monitor all areas of the protected characteristics listed by the Equality Act, that may be present in Detainees at MCTC, endeavouring to ensure that none suffer unnecessary disadvantage.

The bi-monthly Diversity and Inclusion sub-committee, held with both staff and Detainees, is attended by an IMB member and those issues and results reported to the Commandant through the Professional Standards and Assurance Meeting (PSAM), monitoring and maintaining equality and an equal voice for all Detainees.

Through robust dialogue with both Detainees and staff at MCTC the Board is able to ensure that any concern raised, be it detention, personal, health or education, as well as faith and race and gender, are addressed appropriately and in a timely manner.

The Board ensures that all Detainees are aware how to raise concerns on any matter and how to escalate that concern if no local resolution is found.

The IMB continues to engage with both Detainees and staff at MCTC to ensure that D&I policy and procedures are regularly reviewed, in order that they remain fit for purpose and in line with national policy and guidelines.

## **Section 7**

### **Segregation/Care and Separation Unit**

Members of the Board on Duty Rota and Application visits are required to attend the Service Custody Platoon (SCP) on every occasion that they visit MCTC.

Members have access to every Detainee and the opportunity to speak freely and in confidence. All accommodation on this unit is seen on a regular basis by the Board and we continue to be satisfied with the presenting conditions of the SCP at MCTC, which also reflects Equality agendas. Conditions reflect other Detainee facilities at MCTC, with opportunity for engagement in Purposeful Activity and Education courses in the regime.

The SCP manages those individuals under two main categories and rules, R105 for alleged offences and those under Sentence on R58, for Serious Offending Behaviour, through Court Martial or Civil Court processes. There were 16 individuals detained under R105 in 2019 and 14 sentenced and held under rule 58, two less than last year's figures.

Secure video conferencing facilities are available within the unit to expedite sentencing where appropriate. Staffing and security appear proportionate and appropriate to the numbers and challenges of the unit.

The Board is informed of the implementation of detention as a result of Use of Force and is apprised of the circumstances leading to each event. Through the transparency afforded by this process staff, Detainees and the Board are assured of appropriate and proportionate regimes for those restricted by this process.

All services mobilise, including Mental Health and Medical assessments, to ensure the Detainees return to their normal location at MCTC at the earliest opportunity. Detainees are seen to have full rights and awareness of appeal, with those under Civil Restrictions having visits from their Legal Representatives where appropriate.

## **Section 8 Accommodation (including communication)**

### **Accommodation**

The co-location of A-Coy and D-Coy in E Block continues, providing basic but comfortable accommodation to Detainees in 8-person, 4-person and single occupancy rooms. Each room is equipped with table, chairs, shower, lockable individual lockers and thermostatically controlled radiators. Detainees are responsible for the cleanliness of their own room but several regular deep cleans were completed this year - the whole of E Block, including ablutions and shower cubicles, in January and the kitchen in December. Arrangements for contracted laundry services for bed linen work well.

The work of the Grounds Maintenance team from Tivoli, which maintains the site grounds and landscaping, continues to be outstanding, ensuring a tidy, green and open outlook for Detainees, staff and visitors, attracting praise from many.

A review of fire safety resulted in the upgrading of fire alarms in E block and follow-up staff training this year and the decoration of both Diet Halls has been refreshed with minimum interruption to catering services. The Regimental Quartermaster Sergeant (RQMS) has scheduled the replacement of the water storage facilities and continues to lead monthly infrastructure meetings with on-site contractors to identify short, medium and longer-term infrastructure replacement and repair requirements. Twice-daily reports to the on-site contractor team, via a data-base receiving reports from across the site, provide key data for the RQMS's infrastructure maintenance and replacement planning.

Catering supplies, storage and equipment maintenance arrangements have run smoothly, with no major breakdowns this year. The catering contractor, Sodexo, has maintained its food hygiene rating and all staff hold suitable qualifications. Staff present as clean, tidy, welcoming and polite on spontaneous visits by IMB members. The annual Food Services assurance report in September confirmed that contractor services are legally and service policy compliant, with examples of best practice.

Minor complaints about food choices and portion sizes continue but the menu cycles, nutritional content and choices are aligned with the pay-as-you-dine facilities for Warrant Officers and in the Sergeants'/Officers' Mess, so standards are high. One change has been the renaming of the contractor's Complaints Book - now the Comments Book. The aim is to pick up not only concerns or issues as they arise for action by the contractor, but also positive comments about staff and meals. Conversation with Detainees often singles out high praise for the catering at MCTC.

### **Communication and consultation**

The companies continue to be staffed 24 hours a day each day of the year and Detainees raise issues directly with the chain of command as they arise. In spontaneous conversation with IMB members, Detainees confirm that they understand the importance of raising issues in this way when appropriate, as well as other more formal complaints procedures.

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The purpose and process of the DUS Consultation Meeting has been reconsidered this year to ensure the meeting is meaningful. The new FAQ Board provides a current overview of those questions that arise more routinely across the companies, helping to ensure that only less routine or unforeseeable issues are brought to the Consultation Meeting. Now held every two months, the meeting continues to be chaired by the RQMS and gathers information to inform the agenda by a questionnaire about the shop, the accommodation or the food and catering services. A record of decisions and action from the meeting is displayed on Notice Boards to publicise the content and progress made at meetings.

The Child at Risk Policy remains in place to regulate contact by any Detainee assessed as a risk to children, and telephone contact initiated by Detainees is authorised only when confirmation they consent to contact is received from the third party.



## **Section 9**

### **Healthcare (including mental health and social care)**

The MCTC remains the only tri-service detention facility in the United Kingdom and unique in its requirements. It differs from the Civilian Prison Service in its outcomes where a proportion of the Detainees return to their Units and continue to serve in the Military.

All Detainees receive a Healthcare Assessment within 24 hours of reception which remains the norm. Exceptions occur when a Detainee is admitted on a Friday evening or weekend, where First Night in Custody arrangements are in place and the Detainee is seen on Monday morning.

A full-time Medical Officer is available with daily morning surgeries held at MCTC. The balance of the role is then carried out in conjunction with Merville Barracks. Surgeries are not unnecessarily restricted by regimental procedures, and protocols are in place for obtaining emergency healthcare services where necessary. Staff are trained on first aid and have access to suitable resuscitation equipment.

Detainees continue to have discrete controlled access to daily prescribed medications with individual locker facilities on the company lines, and referrals to mental health and substance misuse services both on MCTC and through the Community Mental Health Team.

Discharged Detainees with Mental Health issues are apprised of the NHS Veterans Mental Health Transition Service (TILS) and NHS Veterans Mental Health Complex Treatment Services (CTS)

The Health and Mental Health provision at MCTC continues to promote both the physical and mental well-being of Detainees, who are given information on complaints procedures through both service channels and the IMB.

Board members have found that Detainees' opinion of the medical provision is good overall and generally they remain positive about their treatment at MCTC.

Once again, MCTC Healthcare provision caters for most, if not all, eventualities within the demographic of the establishment, including under eighteen and gender appropriate services.



## **Section 10**

### **Education and other Purposeful Activity**

The Education Centre continues to offer a wide range of courses. On-line courses include the popular ECDL (the European Computer Driving Licence) qualification at Level 1 and 2 and an “e”style clinic is offered one morning per week, allowing Detainees to manage money via internet banking. All internet access is closely monitored. Detainees are given their own personal professional email address. Intermittent levels of connectivity in the eLC and classrooms remains an area for improvement.

Taught courses typically cover Level 1 and Level 2 Functional Skills in Maths and English, through to more hands-on courses such as welding and construction, customer services, garage skills and basic construction with nationally recognised accreditation. These are delivered in house by a competent team with quality assurance and assessment underpinned by City & Guilds. The provision of the Employability level 2 qualification has continued this year. It benefits those Detainees who are leaving the service by providing skills such as managing personal finance, gaining employment through CV writing and interviews, as well as focussing on career objectives. Pass rates remain high and scores of 100% are often achieved.

Despite the departure of the previous Senior Education Officer (SEO) in September a new incumbent (from January 2020) with educational experience in the MCTC establishment has helped provide continuity and a fresh look at courses. Tailoring courses to the often short term detention periods have previously been difficult, but a more recent in-house delivery system of short courses has, and will continue to, improve this. The provision of “Academic Tutorship”, whereby each Detainee has one member of the Education Team as a point of contact to discuss targets and progress, has been welcomed by Detainees. A new Learning Centre Advisor will be in post from January 2020 to further assist this development. Such co-ordination will be pivotal to improved outcomes for Detainees and will be an area to monitor in the future alongside the annual quality improvement plan.

A well-stocked library area is frequently used with a range of fiction, non-fiction and magazines. It is open from Monday to Friday. An HMIP survey in 2017 revealed that almost 75% of Detainees visited the library once a week or more. A survey style questionnaire is used to add to, and improve, what is offered in the library. A new location has enhanced access to the library with comfortable chairs available.

Most Detainees make good use of the Gym which is well equipped. Members of A-Coy are kept active with on-going military training and complete a 12-week programme to maintain and improve their fighting capacities. Upon completion they can attend the Education wing, where the priority is the acquisition of Functional Skills at Levels 1 and 2.

## **Section 11**

### **Work, Vocational Training and Employment**

The Education Centre provides channels for some work experience and vocational training. Only D-Coy (those being discharged from service), and only then those DUS on the highest reward stage (three), are allowed out on work placements. Typical placements have been with companies such as Timpson and Costa Coffee. Currently National Tyres and Autocare and Colchester Borough Homes also offer placements. Placements are always within a five-mile radius of MCTC and are for DUS serving a sentence long enough to make the experience meaningful (about 20 weeks). Current numbers in placements are small, though it is hoped provision can be expanded. The experience gained is invaluable for those re-entering civilian life.

Some Detainees attend external courses and recent examples include the Building Heroes Programme (Construction). The Shaw Trust delivers some on-site training for the Construction Skills Certification Scheme (CSCS) cards, which provide a permit for future work on construction sites. There is an ambition to work with other external providers to broaden the educational provision at the site.

Internal courses for longer term Detainees provide nationally accredited courses in practical areas such as welding, garage skills (tyre fitting) and construction skills. Positive feedback from DUS has endorsed the merits of such courses and the encouragement of patient instructors. The HMIP report in 2017 noted that “The quality of teaching and learning was good, individual needs were addressed, and Detainees progressed and achieved well”. A recommendation that individual learning plans contain measurable targets is being met by a new skills self-assessment analysis by DUS prior to, and after, course completion. This process provides a useful dialogue with Detainees about areas of success and those for improvement.

A very positive development has been the appointment of a full-time Farm Manager to clean up the smallholding and re-introduce a variety of farm animals such as chickens and goats. The Farm Manager has vision and drive and new funding is in place to redevelop what had been an underused facility. Detainee projects will involve rebuilding and maintaining some animal/food storage areas. Additions to livestock such as geese and ducks are part of a plan to introduce a qualification in Animal Care/Husbandry. This will enhance provision and contribute to Detainee well-being for those involved. Numbers will need to be monitored to demonstrate the efficacy of the project.

Overall, MCTC continues to offer a balanced programme of educational and work-related programmes. The new SEO understands the needs of the Detainees and is seeking to expand the courses offered. Standards of teaching, as evidenced by HMIP in 2017, are good and an increasing number of accredited programmes such as the Level 2 Employability Skills Programme are offered. Pleasingly some staffing shortages from the previous year are almost fully resolved.

Tables showing the numbers and types of courses attended by DUS are shown as Appendix C.

## Section 12

### Resettlement Preparation

The programme of resettlement activity at MCTC delivers support from various MCTC functions to all Detainees across the nine military reoffending pathways: **HARDFACTS**

- Health
- Accommodation
- Relocation
- Drugs and alcohol
- Finance
- Attitudes
- Children and families
- Training, education and employment
- Support

The new Head of Offender Management Unit (OMU) has been in post since August 2019 and is leading on discussions with other agencies on the review of voluntary intelligence sharing and risk management planning for high risk offenders. She continues the review of suitability of interventions and the effectiveness of partnership working with service providers but also the continuity of interventions beyond discharge which she believes underpins the reduction of the risk of reoffending and, in particular, the challenge of civilian life for those discharged from service. One example this year, of the importance of raising Detainees' awareness of available services, is one Detainee who attended an information session with GamCare whilst at MCTC (but did not access the service) and chose to contact them after release for help with his gambling addiction and suicidal thoughts.

Those being discharged from service and returning to civilian life undertake the core resettlement training offered to all Detainees which builds upon the 'Early Days in Custody' Risk Assessment (the equivalent of the National Probation Service OASys) completed within 72 hours of arrival at MCTC. Every Detainee personally meets the Commandant, agrees a co-produced, reviewable sentence plan with the OMU and those being discharged are allocated to D-Coy.

Sentence plans for all Detainees include an individual, dynamic, person-centred learning plan with the objective of reducing reoffending and, in the case of D-Coy Detainees, also identifies employment and career aspirations and the next steps needed to achieve them. They have access to a wide range of support and interventions to address causes of offending and risks to successful resettlement including anger management, addiction counselling (drugs, alcohol and gambling) and debt management.

If assessed as suitable they undertake the General Offender Behaviour Programme, "Choices", addressing behavioural issues under the themes of Self-Control, Problem-Solving and Positive Relationships, allowing Detainees to explore behavioural change and new ways of thinking and solving problems. Choices is supplemented by the City & Guilds Level 2 Employability Skills programme to support transition from military to civilian life focusing on personal development, employment and adding value to the community. A mix of face-to-face and computer-led training, the programme covers:

- Equality and Diversity
- Managing Personal Finance
- Budgeting
- Citizenship
- Interpersonal Skills

The behaviour and employability training is supplemented with Level 1 Functional Skills - Maths and English if appropriate to a Detainee's training needs. Also, whilst not compulsory, staff actively promote the completion of a Level 2 Functional Skills and further online courses to prepare as comprehensively as possible for civilian life.

Work placements continue to offer opportunities for interview practice and the guarantee of a reference. Examples this year have included a placement to learn vehicle skills with National Tyres and Autocare, and facilities management and health and safety with Colchester Borough Homes.

The importance and impact of positive role modelling and non-structured and spontaneous support from staff was illustrated this year with feedback from a Detainee suffering with severe Post-Traumatic Stress Disorder on arrival at MCTC. In November 2019 he wrote to the Commandant to acknowledge that he arrived as 'a broken soldier.....in a bad state of mind' and to say 'I'm writing to thank you and your staff, who not only supported me through my struggles but who also changed my way of thinking .....I find myself now moving on to do therapy with a good state of mind to begin the next challenge.'

### **Housing on release**

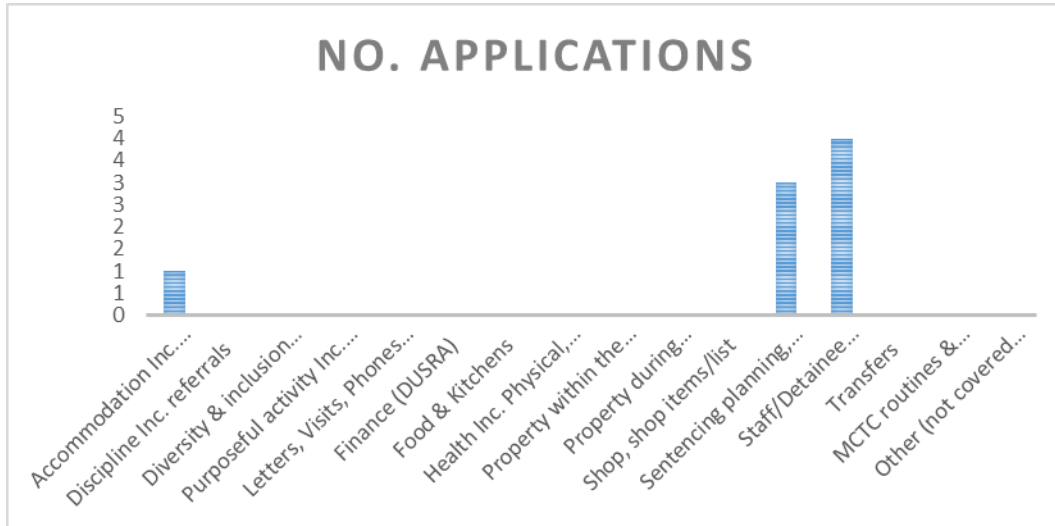
Suitable, secure accommodation is key to reducing the risk of reoffending, so the MCTC Housing Officer continues to partner with organisations with expertise and facilities for veterans such as The Beacon at Catterick Garrison, Hardwick House and Mike Jackson House, the Armed Forces Charity SSAFA, Amicus Trust and Alabare. Offering financial assistance and self-contained flats with staff on site to provide support with finding work, staying fit and well and identifying follow-on social housing, these partnerships continue effectively to support resettlement, building on the preparation for resettlement begun at MCTC. This multi-agency approach ensures every Detainee returning to civilian life has access to support in finding accommodation with the result that, in 2019, no Detainee was discharged without suitable accommodation and support appropriate to their needs.

The Housing Officer has been in post for three years, with more than fifteen years' experience before appointment of working with military personnel. Feedback this year to the Housing Office has included an acknowledgment that access to veteran housing support 'fills me (sic) with confidence' and 'I received all the help I needed, even opened up a Lifetime ISA .....

Beyond release, Education staff follow up after three and six months to monitor any ongoing need which, if identified, will result in a referral or signpost to appropriate services. Specific support about housing after discharge is available via a Freephone number giving direct access to advice from the Housing Office at MCTC.

## Appendix A IMB Application Statistics 2019

There were very few applications from the DUS in 2019. This was, in part, due to the low numbers being held. To ensure continuity on reporting of applications, in 2018 the IMB and MCTC adopted the same categories used by the IMB.



Code	Category	No. of Applications
A	Accommodation (Inc. laundry, clothing, ablutions)	1
B	Discipline (Inc. referrals)	
C	Diversity & Inclusion (D&I)	
D	Purposeful Activity (Inc. education, work, training, library, regime, time out of room)	
E1	Letters, Visits, Phones & Public Protection restrictions	
E2	Finance (DUSRA)	
F	Food & Kitchens	
G	Health (Inc. Physical, Mental, Social Care)	
H1	Property - within the establishment	
H2	Property - during transfer or in another establishment	
H3	Shop, Shop Items/List	
I	Sentencing planning, parole, reintegration leave, release dates	3
J	Staff/Detainee concerns (Inc. bullying)	4
K	Transfers	
L	MCTC routines & systems	
M	Other (not covered above)	

## Appendix B Sentence Statistics 2019

### Admissions by Company 2019

	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19
A	7	7	19	5	15	15	11	6	15	15	24	7
D	2	4	8	9	2	10	5	5	2	9	15	6
SCP 105	1	1	1	2	1	0	1	1	4	1	3	0
SCP R58	2	0	1	0	0	0	5	0	0	1	3	2

### Key

A - Continuing in Military

D - Discharged from Military

Rule 58 - Sentenced to HMP

CC R105 - Held for alleged offences

### Length of Sentence 2019

Days	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19
4-21	1	4	2	2	1	2	2	1	3	3	6	3
22-30	2	3	2	3	0	3	1	5	2	2	8	1
31-50	3	1	5	2	3	3	4	2	3	2	10	2
51-70	0	1	5	2	1	6	1	1	1	7	0	1
71-120	0	1	7	4	7	3	2	0	5	2	9	1
121-200	2	0	3	0	2	4	4	0	1	2	4	3
201-300	1	0	1	0	3	2	0	2	1	2	2	1
301-400	0	1	2	0	0	1	0	0	1	2	0	1
401-730	0	0	0	1	0	1	1	0	0	2	0	0
TOTAL	9	11	27	14	17	25	15	11	17	24	39	13

OFFICIAL

**Offences (excludes SCP) 2019**

	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19
AWOL	10	4	14	10	7	6	9	6	5	9	22	6
Dishonesty	0	0	4	1	4	2	3	1	4	5	0	3
Disobedience	0	2	0	1	3	2	3	0	3	4	8	2
Drugs	1	0	1	1	0	3	0	0	1	0	5	0
Drunkenness	0	1	0	0	0	1	1	0	1	0	0	1
Sexual	0	0	1	0	2	2	1	0	2	3	4	0
On Duty	1	1	2	3	0	4	5	3	0	4	3	1
Violence	0	4	11	4	6	11	6	3	7	14	5	2
Not On Duty	0	1	2	0	0	1	1	0	0	1	4	0
Miscellaneous	0	0	4	1	1	2	0	0	0	3	4	0
<b>Total</b>	<b>12</b>	<b>13</b>	<b>39</b>	<b>21</b>	<b>23</b>	<b>34</b>	<b>29</b>	<b>13</b>	<b>23</b>	<b>43</b>	<b>55</b>	<b>15</b>

**Re-admissions to MCTC (includes DUS admitted from SCP (S105) after Sentencing) 2019**

	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19
2nd Admission	4	1	3	2	3	2	4	1	1	3	7	0
3rd Admission	1	0	1	0	0	1	2	0	0	1	1	0
4th Admission	0	0	0	0	0	0	1	0	0	0	0	0

## Appendix C

### Education Centre - Qualifications Achieved (Jan – Dec 2019)

#### Taught Courses

Taught Courses	Enrolled	Achieved Qualification	Percentage of Achievement	Failed Exam	REASON FOR WITHDRAWAL		
					Did Not Enjoy	Disciplinary Issue	Not Enough Time
Level 1 Functional Skills Qualification in English	0	0	0	0	0	0	0
Level 2 Functional Skills Qualification in English	10	9	90	0	0	0	0
Level 1 Functional Skills Qualification in Mathematics	0	0	0	0	0	0	0
Level 2 Functional Skills Qualification in Mathematics	2	2	100	0	0	0	0
Level 2 Certificate in Employability Skills	0	0	0	0	0	0	0
Level 1 Award in IT User Skills (ECDL Essentials)	12	12	100	0	0	0	0
Level 2 Certificate in IT User Skills (ECDL Extra)	9	9	100	0	0	0	0
Level 1 Certificate in Construction Skills	9	9	100	N/A	0	0	0
Level 1 Diploma in Construction Skills	21	21	100	N/A	0	0	0
Level 1 Award in Introductory Welding – Metal Inert Gas (MIG) Welding	7	7	100	N/A	0	0	0
Level 1 Award in Introductory Welding – Tungsten Inert Gas (TIG) Welding	4	4	100	N/A	0	0	0
Level 1 Award in Introductory Welding – Manual Metal Arc (MMA) Welding	1	1	100	N/A	0	0	0
High Performance Tyre Fitting Programme	21	21	100	N/A	0	0	0
Customer Services	20	20	100	N/A	0	0	0
<b>Total</b>	<b>116</b>	<b>115</b>	<b>99.1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



**E-Courses**

Wide range of courses completed throughout the year. Other categories include Biology, various Health & Safety courses through to Yoga.

E-Course	Count
Electrical Safety	3
Asbestos Awareness	2
Manual Handling Awareness	3
Working at Height	5
Basic Fire Awareness	4
Environmental Awareness	1
Managing Safety	1
Display Screen Equipment	2
Noise Awareness	1
Information Security	2
Nutrition / Health	5
Networks	4
Personal Law	4
Chinese	1
German	1
French	1
Spanish	1
Swedish	1
Other	34
<b>Total</b>	<b>76</b>

## Appendix D Biographies of IMB Members



**Graham Cross JP, Chairman.** (Appointed to IMB in 2005) Has a background in commercial and personal finance sales management. Currently working as a court advocate in the debt management field. He is a magistrate with 25 years' experience in both the adult and youth jurisdictions. Graham was a leading rugby administrator in East Anglia for over 30 years, latterly with national responsibilities.



**David Stockwell, Vice-Chairman.** (2007) Trained as a shipwright and has worked for over 40 years in construction and bespoke joinery. He also has over 20 years volunteering experience in the homeless sector working in and managing teams of volunteers, including handling sensitive situations with vulnerable adults.



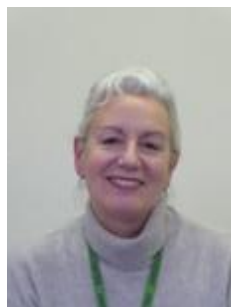
**Sheona Brookes.** (2013) Married for 39 years, 19 of them as an "Army wife" and had various postings in the UK and Germany. Has worked for BT for over 27 years in various roles from call centre advisor to performance manager. Currently a business manager on a major banking customer contract providing all their IT requirements and data security. Also, Comms and Media Manager for the BT Armed Forces Network with links to the major forces charitable organisations.



**Colin Daines.** (2013) Has over 40 years' experience in local government as a chartered environmental health practitioner managing a variety of enforcement activities including food hygiene, health and safety, licensing, noise, air pollution and general public health. An active member of the Rotary movement in Essex, Colin also drives passenger boats on the River Stour and is trustee of a charity for adults with learning disabilities.



**Christine Marshall.** (2013) Entered the criminal justice system as a psychologist before retraining as a probation officer and Health Coordinator, working from 1990 both in the wider community and in prisons until retirement in 2010. Has specialist experience in dealing with issues of substance misuse, sexual offending and multi-agency working with Health and Welfare. Currently working as Cancer ICS Public and Patient representative in Suffolk and N Essex.



**Linda Maytum-Wilson.** (2018) A solicitor and former Chair of Stratford Magistrates, Linda spent 10 years in private practice before leading on the London Borough of Newham Community Justice Court pilot for the Ministry of Justice, supporting the rehabilitation of offenders at point of sentence. Linda then spent 12 years leading on the design and delivery of frontline supported accommodation services to address the complex needs of Newham's single homeless men and women, including returning prisoners and rough sleepers. Linda is an Executive Coach and Leadership Mentor.



**Peter Rowbottom.** (2018) Peter has been a carpet fitter, worked in sales and managed a pop group, but for the last 30+ years has been a History teacher. His Military interests focus around the first and second world wars and recently he contributed to a book on the first world war. He has led many trips to European battlefields and spends most holidays visiting them. Apart from playing the guitar, other interests include DIY and football and he remains an ardent England fan.

### Members resigning during the year

**Clare Dillon.** (2011-2019)