

**INDEPENDENT MONITORING BOARD
OF THE
MILITARY CORRECTIVE TRAINING CENTRE
COLCHESTER**



ANNUAL REPORT 2016

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1. Executive Summary

This report relates to the period from 1st January to 31st December 2016.

It is the Board's view that the Military Corrective Training Centre (MCTC) provides a safe and secure custodial setting, with appropriate resettlement and purposeful activity to meet the needs of the detainees.

The Board is satisfied that detainees are provided with education and training which not only benefits those returning to their service units but also significantly helps in the resettlement of those who will be discharged from the services as civilians. The recommendations of HM Inspectorate of Prisons (HMIP), the Service Visiting Officers (SVOs) and the IMB continue to be implemented.

During this reporting period, the number and content of the applications submitted to the Board suggest that most detainees accept the conditions in which they are detained.

These are three areas that the IMB will be actively monitoring during the next 12 months. The current positions are reported within this report on pages six and seven.

In line with current legislation under the Counter Terrorism and Security Act 2015, all staff have commenced undertaking mandatory PREVENT awareness training. Members of the IMB will also undertake this training with the accredited in-house trainer during 2017.

Civilian custodial establishments are in the process of becoming smoke-free. The Inspector of Service Custody Premises is currently considering the introduction of such a policy at MCTC. The IMB will monitor the implementation of this significant change, if introduced, and will report on the matter in its next Annual Report.

The IMB is not only grateful for the co-operation shown to Board members by the Commandant and his staff as the IMB goes about its work, but also the very efficient and attentive service it receives from the IMB's confidential clerk within MCTC's Welfare Department.

2. Overview of MCTC

The MCTC is the only 'Armed Services' corrective training establishment. It can hold up to 323 male and female detainees in secure conditions. For several years the population has very rarely exceeded 150 and is invariably significantly fewer. During the period covered by this report the average monthly lock-up figure was 49.

Although under Army command, MCTC is a tri-service establishment, with staff and detainees being drawn from the Royal Navy, Royal Marines, Army and Royal Air Force. However, the majority of 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 Service Custody and Service of Relevant Sentences Rules

2009 (SCSRSR). 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 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 MCTC, whilst members of D Company will be discharged from the services altogether on completion of their sentence.

In the past the majority of detainees have been in breach of Armed Forces law rather than criminal law. However, there has recently been a significant change. 2016 saw numbers convicted of Criminal Law offences almost matching those committed for Military Offences. The figures for 2016 show 234 Criminal Law against 295 for Armed Forces offences. As a consequence, the percentage of offenders who pose a risk of further criminality, and therefore need specialist intervention, has increased. This impacts on compliance and behaviour within MCTC and there is a need for increased focus on risk assessments when considering offender management.

The MCTC also holds remanded 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 discipline.

During the 12 month period covered by this Report, MCTC had a total of 325 admissions, of which 297 were DUS, and there were 19 DNUS and 9 Rule 58 DUS (awaiting transfer to a civilian prison). Figures for 2015: 391 347/44 (20 DNUS & 24 Rule 58 DUS)

There was a reduction over the previous year in the number of detainees returning to MCTC for a further period or periods of corrective training with 54 making a second visit and four returning for the third time.

The MCTC staff comprises Officers, Warrant Officers and Senior NCOs from the Military Provost Staff (MPS) Regiment, a branch of the Adjutant General's Corps. 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 while the Royal Navy and the Royal Air Force each provide one Officer to fulfil a senior role at MCTC. The naval officer is normally the “OC A-Coy” whilst the “OC Training Wing” 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 SCSRSR.

The MPS Regiment was formed in December 2014 following Army restructuring in accordance with A2020 proposals. This brought about significant change, with the Commandant of the Military Corrective Training Centre now being appointed as Commanding Officer of the new Regiment. As well as overseeing the day-to-day running of the MCTC he also commands seven 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.

The formation of the MPS Regiment ensures that all UK-based Army custody and detention is overseen by custodial specialists, 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 the 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 SCFs provides assurances that detention and deployed operations overseas will be conducted in an appropriate manner by a highly-trained, specialist cohort of personnel.

3. Introduction to the IMB

The IMB started January with 12 members but this reduced by the end of the year to ten. The members volunteer their services, receiving only travel and subsistence expenses. Members of the IMB have the right of access on demand to the MCTC premises and its records (other than medical records) and to interview any detainee in private. They also monitor the premises and facilities. The powers of the IMB are laid down in legislation, specifically the SCSRSR.

One member of the IMB is rostered to visit the MCTC each week to consider any matters of possible concern and to check that the detainees are being treated properly. That member also considers any requests, known to the Board as Applications, received from detainees regarding matters which concern them. Each Application is investigated thoroughly, including interviewing appropriate staff members where necessary. A second IMB member is also rostered each week to ensure that a nominated support is always identified and available should the lead member have any unforeseen difficulties in attending.

The IMB has power to raise matters directly with the Secretary of State for Defence. Once every two months the IMB schedules a meeting of all Board members to consider any issues which may have arisen and to receive an update briefing from the Commandant.

At these meetings the Board reviews the preceding two month's activities and discusses any applications to see if there are any development needs in the unit. During the past year it was necessary for MCTC staff to apply use of force (UoF) methods on a detainee and the Deputy Chairman of the IMB was contacted beforehand to give him the opportunity to attend and witness the process.

There was one incident of DUS-on-DUS assault that was investigated by the MCTC Chain of Command and monitored by the Board. This was dealt with appropriately by the Commandant using his delegated powers and the Board is satisfied that this was an isolated incident.

During the period of this report the Board met on seven occasions and individual members made over 60 visits. The Board also dealt with 21 written applications

from Detainees for interviews in the 12 month period, compared to 13 in 2015 (72 in 2014, 43 in 2013 and 28 in 2012). The Board continues to take an overview of the complaints made to the Service Visiting Officer (SVO) who attends the MCTC on a weekly basis in accordance with the SCSRSR. The SVO is another avenue available to Detainees to voice their concerns.

In January 2016 the Board was pleased to receive a visit from the Minister for Defence Personnel and Veterans, Mark Lancaster TD MP. He was very supportive of the work carried out by the IMB and spent some time discussing a range of issues with the members.

4. Observations previously drawn to the Secretary of State's attention

a) Medical Coverage

In its 2015 report the Board highlighted ongoing concerns over the issue of Medical Coverage at MCTC. Following the retirement of the contracted ex-military Doctor, which led to uncertainty and some loss of continuity in service, the situation is being addressed. However the situation continues to be monitored and the same issues of security and out-of-hours service continue to be paramount. In the light of recent changes in the Medical Coverage at Colchester Garrison (Merville Barracks) the matter is now more important than ever.

b) The Service Visiting Officer (SVO).

The Board continues to monitor the reports of the SVO. The Board recognises that this is a Chain of Command function and its reporting is also enshrined in statute. However, civilian custodial establishments do not have a similar function and therefore the question remains, particularly with shrinking numbers in the Armed Forces, whether this is a function that continues to be necessary.

5. Observations to be drawn to The Secretary of State's Attention.

a) Medical Coverage

The Board has highlighted both the Senior Education Officer's post and the Medical Coverage in previous reports and has been grateful for the Ministerial overview that this promulgated.

The Board is aware that both posts are currently still vacant.

The provision of adequate medical cover is one of the core fundamental requirements under the current legislation and continues to be the subject that is of paramount interest to the Board. The Board is satisfied that it is informed at every stage of developments in this area and will continue to monitor the situation on behalf of The Secretary of State.

b) Cabinet Office Tailored Review

In 2016 The Cabinet Office carried out a Tailored Review of all non-departmental bodies. The Board acknowledged the findings that the Review identified, highlighting areas of the Board's ongoing administration as requiring attention including some budgetary, training and development needs.

The Board is grateful that these have now been encompassed and recognised officially and we hope that we will be able to report positively in next year's Annual Report that all the recommendations, which the Board wholeheartedly supports, have been implemented.

c) Senior Education Officer

In 2014 the Board wrote directly to The Secretary of State about the post of Senior Education Officer. It was gratified that such an important senior post was filled very quickly as a direct result of Ministerial involvement. Unfortunately the post holder appointed at that time resigned in November 2016 and the post remains vacant. The post has been advertised under Civil Service rules. This could mean that, given the due process required, the post could be unfilled for a lengthy period of time. The Board finds this unacceptable as the Education Department needs strong and continuous leadership. When such vacancies arise the Board would like to see, at the very least, an interim appointment from elsewhere in the Military Estate.

6. Specific Reports

6.1) Diversity and Inclusion

Previously known as Equality and Diversity, this changed to Diversity and Inclusion (D&I) during the reporting year. Despite the name change, matters under this heading have continued to be monitored throughout the year. All MCTC staff are appropriately trained in Diversity and Inclusion and are aware of their responsibilities, ensuring compliance with all relevant instructions. All Diversity and Inclusion Advisors also attend a course at the Defence Academy of the United Kingdom at Shrivenham.

In the main, the population of MCTC comprises serving male military personnel. Particular care is taken by the staff to ensure any minority group such as female detainees, under 18s and Civilians Subject to Service Discipline (CSSD), are fully supported. There has been a D&I meeting every three months throughout the year and the bi-monthly Offender Management Working Group also discusses D&I.

Each D&I meeting has representatives of the Military staff at all levels and the civilian support functions. The DUS are represented by three detainees from each company and are required to canvass their peers prior to the meeting for any issues to be raised. IMB members also attend these meetings on a regular basis. The meetings are held in a very open forum and the detainees are encouraged to speak freely and make an excellent contribution.

Throughout the year between each meeting D&I surveys are conducted with the detainees and the results discussed at the meetings. It is not compulsory for detainees to complete the survey but the majority do so and this is an excellent indication of their perception of the treatment they receive. The detainees can complete the survey anonymously but most do choose to include their name. The survey asks questions relating to areas such as the ability to raise complaints; whether complaints were dealt with fairly; respect of their religious beliefs and approachability of staff. The report is disseminated to the wider staff as applicable. The report is also inspected by HMIP.

Religious Beliefs

Religious beliefs of all detainees are respected whilst in MCTC and all are able to speak to a faith leader in private when requested. A Christian padre is available to MCTC but if a request for another particular faith leader is made, this will be accommodated, although there can be a delay whilst they are contacted.

Staff Treatment

Many of the comments on the surveys and issues raised related to the staff and showed in the main that the detainees valued their approachability, guidance and the fair treatment received. There were, during the year, a handful of comments made regarding victimisation, insults and abuse by staff and other detainees. Where the detainees expanded on their response to the survey these complaints were investigated and were shown to be either unfounded or dealt with appropriately at the lowest level.

Complaints

There were a small number of issues raised which suggested that detainees did not know how to make a complaint. As part of their induction process when they first arrive at MCTC the detainees are advised of the various routes open to them to raise issues or complaints. As there is a vast amount of information to absorb at this stressful time it is not surprising that some details can be forgotten. At each Diversity and Inclusion meeting the attending detainees are reminded of the options open to them to voice their concerns. They are then asked to ensure that they also advise their peers on return to Company lines. In addition, at various points around the MCTC, information boards are displayed which also carry this information.



6.2) Education, Learning and Skills

Education Learning and Skills are fundamental to the core function of the Military Corrective Training Centre in order to redress the deficiencies that brought Detainees to the confines of the Centre. The Education Department, alongside the Training Department, are key to the rehabilitation and resettlement of Detainees at MCTC. There has been success in all areas of endeavour initiated by the Department over the last twelve months for both military personnel retained in service and also those individuals who are due for discharge following detention.

Everything from e-learning and core literacy skills, to construction industry training, motor mechanics and fork lift driving training is available for those on discharge notice. Those on continuation of service undertake retraining of core Military skills. Whilst at MCTC all detainees can access a range of offending behaviour programmes, including a fully accredited Thinking Skills Programme and appropriate educational development.

However, and importantly, following a successful year of growth and development, the Education Centre finds itself once more without a full time Senior Manager. The IMB wholeheartedly supports the recruitment of staff and, in particular, a Senior Education Officer to this challenging role. Whilst staff co-operate to maintain day-to-day operation of programme integrity, the profile of the Department is such that it requires a strong, dynamic lead with drive and integrity to deliver the challenging portfolio for service personnel at this pivotal point in their lives. The lack of a suitably qualified SEO is currently the Commandant's most significant risk.

In recognition of the strategic importance of this role, the MCTC has ensured in the short term the post is managed effectively, half time, as part of his duties by a Staff Warrant Officer. The IMB asserts, as a matter of urgency, that the post of Senior Education Officer needs effective full-time management and contingency planning for the long term.

6.3) Healthcare and Mental Health

Whilst it is certainly not for the Board to make judgements on the clinical decisions of medical staff, observations on the delivery of medical services are considered to be part of our remit.

All new detainees are given a medical screening as part of the induction process and also have access to medical services on arrival. At the time of the writing of this report the Medical Centre within MCTC, and also at Merville Barracks, is under review. Previously MCTC has been staffed by one part-time doctor, practice nurse and combat medical technicians. Under recently introduced arrangements a doctor from the Garrison attends MCTC every weekday morning for general medical practice and, like any GP surgery, has the option of referring to specialists either within the Military estate or the wider National Health Service. The Board seeks to ensure that this minimum level of cover is maintained.

MCTC staff members are aware of out-of-hours emergency procedures. Medical Centre complaints, which are very few, are dealt with separately from the IMB through a special confidential procedure.

Whenever on-site care is not available, access to out-of-hours medical provision is provided by Merville Barracks staff and the NHS Walk-in Centre. Emergency care is provided by Accident and Emergency services at Colchester General Hospital. In 2016, following an outbreak of food poisoning, it was necessary for two DUS to be accommodated in a ward at Merville Barracks Medical Centre. If isolation were necessary in future it may be necessary to make use of one or more of the unused rooms at MCTC as the IMB has learned that the in-patient ward at Merville Barracks Medical Centre may be shut down. A bed down facility at MCTC would serve to alleviate some of the security concerns but may instead present concerns about adequate medical supervision coverage.

Whilst there is no discrete way for detainees to identify their need for services, either at mealtimes or at the company gate, once a need has been identified the detainee then has access to the medical staff. There is access to simple analgesics through the Medical Centre at all mealtimes and Company Gate provision after hours. Detainees sign for their medication, which is recorded on the Defence Medical Information Capability Programme (DMICP) computerised system. This also allows medical staff to check for misuse or overuse and to investigate accordingly.

Dental and optical services continue to be available for detainees and there is prompt access to a range of mental health support services. Over the past year seven defibrillators have been installed in locations around MCTC and staff have been trained in their use.

The mental health issues noted in a number of new detainees have either been identified prior to their admission or identified on admission. Those having served in challenging theatres on active service, and those detained for wrongdoing, may arrive at MCTC with confusion and lack of direction in their lives.

Mental health provision at MCTC is the responsibility of the Department of Community Mental Health (DCMH) in Colchester. The population of MCTC generally comprises personnel who are undergoing some difficulty in their Service life and, as such, recourse to psychological and psychiatric specialist care is in high demand. Given the rate of turnover of detainees and the breadth of clinical issues presented, detainees are escorted to DCMH for appointments as well as having a Community Psychiatric Nurse (CPN) visit the MCTC Medical Centre for pre-arranged appointments. For detainees visiting DCMH, escorts and appointments need to be arranged in advance, as they do for any other external detainee's appointments.

Drug and alcohol use is assessed promptly on arrival by custody, welfare and medical teams. The comprehensive safe chain of custody testing regime is run in a highly efficient manner. Other areas covered include sexual health, secondary screening two weeks after admission, physiotherapy and rehabilitation services.

It is understood that finds of illegal substances are rare. Nevertheless, MCTC has a contract with Open Road; a Colchester based counselling service that provides drug and alcohol or anger management interventions, and drugs and alcohol presentations, to all detainees as part of the induction process. Detainees serving longer sentences attend this presentation again prior to release. The MCTC Offender Management Unit (OMU) has a contract with Essex Community Rehabilitation Company (Essex CRC) to provide offending behaviour interventions Which include Thinking Skills Programme (Problem Solving, Positive Relationships and Self Control), Building Better Relationships (Domestic Abuse), Resolve (Instrumental and Reactive Aggression), Priestley OTO (Racially motivated hate crime) and Choices (an MCTC specific course). Open Road is contracted to provide Anger Management with the capability to look at the following if they feature as a motivational trigger and are not subject to DCMH treatment: Domestic Abuse and Sexual Violence, Bereavement and Loss, PTSD. It is noted however that PTSD intervention is directly provided for detainees through the Medical Centre and respectful boundaries are observed within their working remit. Counsellors for Open Road have accredited status through their professional bodies and work strictly within relevant codes of ethical practice. Counsellors are careful to identify unresolved or emerging symptoms of combat stress, suicidal ideation or other symptomatic mental health issues and will continue to work with the detainees where this does not interfere with CPN or psychiatric intervention. It follows that

there is close co-operation between the departments within the bounds of confidentiality.

There is a comprehensive range of leaflets and information available to detainees at all points of their entry into the MCTC system. Feedback from detainees indicates satisfaction with provision on the whole and the most recent HMIP report concluded that *“Overall, health services provision was excellent and detainees were positive about it”*.

This reinforces the need for the MCTC to retain on-site provision of a GP and Nurse.

6.4) Purposeful Activity (includes outside work, farm activities)

All detainees are actively encouraged to engage in activities available during unlock and MCTC offers a timetable of regular and varied activities. A record of the activities taking place is held in the respective departmental Daily Occurrence Book. The general activities include sports, working on the farm and arts and crafts workshops.

Detainees in A Company undertake planned adventure training, participating in activities which include climbing, kayaking, canoeing, hill walking and mountain biking.

6.5) Resettlement

Detainees released from MCTC and discharged from the Service are entitled to, and provided with, the Home Office discharge grant. Where applicable, this includes funds to secure accommodation if homeless. MCTC uses this grant (where necessary augmented by funds from the Service charities) to secure bed and breakfast accommodation until the homeless detainee can attend a pre-arranged local authority housing appointment.

The Welfare Department has continued to provide extensive support to detainees, which is essential for their successful reintegration post-sentence. Many detainees have personal and family problems. The staff within the department work very hard to try to resolve complex personal problems and this is borne out by the many positive comments made to IMB members by detainees and by the observations made by IMB members themselves.

6.6) Offender Management

MCTC continues to build positive partnership arrangements with the National Offender Management Service (NOMS), the National Probation Service (NPS) and Community Rehabilitation Companies (CRCs).

The accredited Resolve and Building Better Relationships Programmes were introduced to the repertoire of interventions in 2015 to further address risk of reoffending from higher risk violent offenders.

The Offender Management Unit has a Child Contact Policy to manage child contact (by telephone, letter and visits) for offenders identified as posing a risk of harm to children. Further policy will introduce the verification of telephone numbers to ensure contact is appropriate and to ensure that recipients know how to report nuisance calls or harassment. Both policies are based on the HMP Public Protection Policy and the Unit Standing Orders (USOs). Both policies are based on the HMP Public Protection Policy and the USOs. New USOs covering Child Contact and Detainee Communication Policy also came into force during 2016.

Offender Management Unit staff completed Domestic Abuse, Stalking and Harassment and Honour-Based Violence (DASH) training in 2016 to ensure risk is better identified, quantified and referred to safeguarding agencies.

The Essex Community Rehabilitation Company (ECRC) Team continues to support MCTC throughout their Offending Behaviour Programme contract tender to ensure that shortlisted providers are appropriately accredited to deliver the programmes that they require.

MCTC is also working with NOMS Commercial to look at potential future projects. Covenant Funding was secured in June 2016. A NOMS CF03 Caseworker is located within the OMU facilitating the following work for detainees subject to discharge:

- Quantify and analyse statistics for detainees leaving the MCTC who later enter the Criminal Justice System (CJS).
- Offer some continuity of support for detainees who are discharged from Service.
- Identify and support detainees who transfer to the HMP estate.

6.7) Military Training Wing

Those detainees returning to their parent units after serving a period of training at MCTC have engaged in a full military training programme. The previous “Right Turn” course has been scaled back and now focuses on Military Awareness. It no longer delivers offending behaviour interventions as these are delivered elsewhere within MCTC. The detainees engage in on-site and off-site skills training, with the expectation of maintaining or improving both physical and mental acuity during this time.

Detainees from A Company follow a bespoke programme to enable them to return to their unit as more effective service personnel. The regime includes Military Annual Training Tests, adventure training and physical training, as well as small arms and basic military skills. MCTC is fully equipped with all necessary training facilities and the opportunity exists for off-site and under canvas expedition training.

Based on follow-up reports received from Commanding Officers, about detainees returning to their units following a sentence at MCTC, a highly noticeable improvement in work ethic has been observed with regard to discipline, self-confidence and bearing. There are sadly some reports reflecting failings of discipline and these can result in additional sentences of detention being awarded.

Gym and off-site exercise is programmed and survival, field craft and navigational skills are included with detainees being tested on map reading in the designated training areas. Swimming sessions are offered every other week.

Gym staff also deliver a PT theory programme where detainees learn about human anatomy and the importance of core stability, engaging with appropriate sporting activities. A YMCA fitness course qualification (Personal Trainer) is offered and, being a more challenging programme, is highly sought after by detainees.

The Board again recognises the high level of skill and dedication of training staff both in relation to military training and improving the physical well-being of the detainees.

6.8) Safer Custody

Since the last reporting period it has been fairly quiet in relation to reported incidents in the general safeguarding areas. This may be due to the relatively low numbers housed at MCTC. However, it should be recognised that a significant amount of work has been carried out by the OMU and SCT to develop safeguarding and safer custody strategies. The major changes are developments that have come about this year are:

- a) The implementation of the "Victim Contact Scheme". This is now up and running and the appropriate staff are trained and practised in the processes involved.
- b) The rearrangement of meetings. This has brought together several areas of public protection and safeguarding children. Instead of separately held meetings the Safer Custody, Offender Management, MAPPA and MARAC and Safeguarding children are all linked and under the same umbrella structure. This hopefully minimises the chance of missed or misunderstood information which could be vitally important to a safeguarding agenda. This bringing together of the meetings was partly due to a suggestion from an IMB member.
- c) Training has been redesigned to be a rolling programme of thematic blocks, which should allow more comprehensive training opportunities.

There have been no reports of serious incidents of self-harm.

There have been no serious incidents reported.

The IMB is aware of only one individual under 18 years old being admitted to MCTC and he actually became 18 on the day after arriving, meaning that his misdemeanour occurred whilst he was 17 (For comparison, in civilian life he would have been sent to a Young Offenders Institution if his "Crime" met the criteria for a custodial sentence).

All female DUS are seen as soon as possible after admission. No concerns have come to light regarding their treatment.

Safeguarding Children

A high commitment and a comprehensive training programme are in place. The Welfare Department attends the Essex Children's Safeguarding Board meetings in County Hall Chelmsford, ensuring that MCTC personnel are kept fully up to date and involved in all aspects of Safeguarding. MCTC is represented by the Deputy Commandant at the ESCB and MCTC is also represented on the North East Essex Stay Safe group, thus ensuring MCTC is kept up-to-date with current initiatives.

Both external and internal training courses are attended by MCTC staff and then, if appropriate to the needs of MCTC, delivered by trained trainers within MCTC itself.

A bespoke version of the Webster Stratton Family and Parenting course "The Incredible Years", agreed by the Ministry of Parenting, is delivered by qualified Welfare staff three times a year and is well attended by detainees.

Support and counselling services are available to detainees.

During the period January – December 2016 there were six disclosures of historical abuse which were passed to both the Police and Children's Social Care.

Multi-Agency Public Protection Arrangements (MAPPA)

Any concerns that warrant MAPPA intervention are passed directly on to the external Area MAPPA Manager so that outside agency links can be made and the necessary safeguards put in place.

MCTC does not have any active role in the local MAPPA meetings but has made the connections for passing of information rather than having on-going involvement.

6.9) Segregation, Care and Separation, Close Supervision

All new arrivals are checked in through the Reception Department and are briefed on the establishment's routine and expectations. Each detainee is given a copy of the booklet Guide to the Military Corrective Training Centre (Version 1.4 – Nov 15) for their information and reference purposes. This also informs them about the internal complaints system and the roles of the IMB and the SVO. They are also shown a DVD about MCTC and are given induction training.

Detainees are processed on the day of arrival and notified of their expected departure date. Detainees are then sent to Induction Platoon where they participate in a Detainee Assessment Report (DAR). Detainees arriving outside the working day have an out-of-hours preliminary DAR, followed by a full DAR the next day. Usually within a week of arrival, detainees are assigned to either A Company (for those remaining in the Services) or D Company (for those being discharged after release from detention) after being interviewed by the Commandant; this is in effect the end of induction.

By means of a “reward for effort” staging system, detainees receive extra privileges if they respond well to the regime, although they can lose them again if they misbehave. This process has been thoroughly reviewed during the year and now appears to be clearer and more effective.

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), AFA 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 detainees held in SCP continue to have the opportunity, where appropriate, to undertake purposeful activity and participate in education. SCP deals with some quite demanding high profile or disruptive individuals. In addition, the staff deal with vulnerable detainees highlighted to be at risk of self-harm and the care provided has been observed to be of a consistently high quality.

Female detainees are often held at MCTC but there are rarely more than two at the same time. As a result, some female detainees do report feelings of isolation. MCTC fully recognises this risk and one response is to provide opportunities for females to interact even when in different companies or at different stages. Another response is to ensure females have as much appropriate integration with the majority male detainees as staffing levels and appropriate risk assessments allow. The MCTC has coped well with the problems arising from having detainees of both genders. However, it is unfortunately inevitable that female staffing levels may not always permit female detainees to take part in all the training activities. Board members seek to ensure that they visit all female detainees on their rota visits.

There is always a female member of staff to meet a female detainee on admission to the MCTC, even if arriving out of hours. Additionally every female detainee is allocated a Personal Support Officer (PSO) and every effort is made to ensure that the PSO is a female member of staff. There is always a female member of staff on call 24/7 if required.

6.10) Residential Services (including accommodation, food, catering and kitchens)

As in previous years, due to low numbers of detainees or necessary maintenance work being carried out, at times the meal facilities have been combined. As noted in previous reports, when numbers of detainees are low, economies of scale for the

kitchen are harder to achieve. Consequently the choices available at each meal may be reduced if numbers fall below specific thresholds. Detainees now have the opportunity to pre-order main meals from a choice published on the previous day, ensuring that appropriate numbers of meals are cooked and helping to reduce waste. This initiative has been met positively by the detainees.

Although there are still sufficient choices for detainees to achieve a varied and balanced diet, the reduced options do tend to lead to complaints about the opportunities to “eat healthily”. However, the detainees are always able to order a salad if they find the other choices unsatisfactory.

Comments and complaints about meals are often brought up at one of the monthly Detainees’ Consultation Meetings. These have been operating for more than a year and have proved to be an excellent monthly forum for detainees to air minor grievances which do really not merit a formal complaint to either the SVO or the IMB. During the year the chairmanship of the DUS Consultation Meetings was assumed by the OC A-Coy, with positive effects. They are also attended by the Quartermaster (where appropriate), the Regimental Accountant and the catering contractor, as well as the IMB. Representatives from each of the stages in both companies are invited to bring along any concerns from their cohort about MCTC life to this fairly relaxed forum. These meetings enable a rapid and frank response to be made to most of the concerns about food and accommodation and are very popular with the detainees.

6.11) Health and Safety

The officer responsible for health and safety matters, the Quartermaster, chaired three H&S meetings in 2016 involving relevant departmental representatives, with the aim of reviewing how the relevant policies were being followed by both military staff and the civilian contractors responsible for maintenance matters. One meeting was observed by an IMB representative, who also received the minutes of the other two meetings. These meetings include presentation of accident statistics, risk assessments, fire orders, utilities management and selected health and safety topics.

Special mention was made in all three meetings of two specific safety/health matters. The first of these was the need for meticulous attention to the carrying out and recording of legionella precautionary flushing in all areas of MCTC. Secondly, the need to ensure that members of staff, using computer screens for more than one hour per day, have completed an in-date Display Screen Equipment (DSE) User Assessment. In response to a question from the IMB it was confirmed that this requirement also extends to Detainee computer users in Education. However, formal DSE User Assessments are not completed by detainees. A generic work station assessment has been compiled by the Education Department and this is read and signed by the detainees prior to beginning any course. In addition, formal breaks of 5-10 minutes every hour ensure that detainees do not over extend their

time when eLearning and together these reduce any associated risks to acceptable levels.

There will be a health and safety audit by a team from Colchester Garrison in early 2017.

6.12) Counselling Services and General Welfare

MCTC has a contract with CAB to deliver monthly presentations to detainees about the services available through the CAB and thereafter to support the detainees as required. Similarly MCTC works in partnership with Barnardo's who deliver fortnightly presentations to detainees regarding the services and support available to their families through the Sure Start Children's Centre initiative. They also assist MCTC with Child Play Days which occur every two months as part of a family and friends social visit process.

MCTC is also an active participant in the Barnardo's Essex Steering Group for children affected by imprisonment (CAPI).

Detainees are also able to access free legal advice (excluding the case for which they are at MCTC) through the monthly legal clinic delivered by a Colchester-based legal firm.

7. Membership of the IMB

Although the intervening period has seen a period of relative stability, changes to the personal circumstances of two of the newer members meant that they felt unable to provide the necessary commitment to membership of the IMB and they offered their resignations during 2016. As a result, a further recruitment process will probably need to take place early in 2017.

The membership of the Board during the reporting period was as follows:

Graham Cross JP	(Chairman)
David Stockwell	(Vice-Chairman)
Sheona Brookes	
Elisabeth Connor JP	(resigned October 2016)
Colin Daines	
Clare Dillon	
Carey Godfrey	(resigned May 2016)
Tom Malcolm JP	
Christine Marshall	
Gay Sayles	
David Smith	
Diana Stroh	

Members are appointed for a five year period which can now be extended to 15 years, bringing MCTC in line with the IMBs for civilian prisons.

A brief biography of each of the active IMB members is provided as Appendix D.

A copy of a letter of appreciation, from a detainee to an IMB member, is reproduced as Appendix E.

8. IMB Administrative Arrangements

The Board , under its current Chair, continues to develop its presence at MCTC and to document its practices and procedures.

The Triennial Review became a Cabinet Office Tailored Review but, none the less, the end result was the same.

The Review identified the working practices of the IMB and made nine recommendations which, in effect, were to review and document the working practices of the Board and to implement a budget for training and development

1. An assessment should be carried out as to how an annual evaluation of the Chair and individual board members could be conducted in accordance with Cabinet Office guidance.
2. A review of the IMB's terms of reference should reflect a direct line of communication between the IMB and those areas who can advise on appointments, budgetary allocation and expenses.
3. The role and responsibilities of the Chairman must be officially documented.
4. The financial framework for the reimbursement of expenses, to members and the Chairman, requires reviewing and a clear policy on the tool to be used for calculation must be issued.
5. A single individual should be formally appointed to countersign and authorise payment of expenses.
6. Consideration should be given to providing the IMB with an official e-mail address through the Defence Gateway in order that sensitive information can be e-mailed securely.
7. The Chairman or one of his delegated board members should obtain Associate Membership of the Association of Members of Independent Monitoring Boards on an annual basis, in order to ensure the exchange of best practice, between MoJ IMBs and the IMB at MCTC.

8. A conduct and complaints policy, reflecting that of MoJ IMBs, should be documented.
9. Board Members should be reminded of the Cabinet Office Code of Practice on an annual basis.

The Board fully supports the recommendations and looks forward to their successful implementation during 2017.

In a separate review of Non-Departmental Public Bodies by the Cabinet Office of all Arm's Length Bodies it is proposed that the MCTC IMB becomes a department specific body rather than a Non-Departmental public body (NDPB). This will have absolutely no effect on the day-to-day running of the Board, but will reduce some associated bureaucracy with intra-government reporting, reviews and the like.

The Board also extended the current Chair's role to a fourth year to ensure continuity in the reforms that have been initiated.

Graham Cross
Chairman

Appendix A

Sentence Statistics 2016

Numbers admitted to MCTC 2016														
	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Total	
A	9	12	12	10	21	22	11	12	10	12	21	8	160	Continuing Service in Military
D	7	14	15	8	20	13	11	9	8	21	4	7	137	Discharged from the Service
Rule 58	0	0	0	1	1	0	3	0	1	3	0	0	9	Sentenced to HMP
SCP R105	2	0	3	0	0	2	3	2	2	1	3	1	19	Held for alleged offences
Total	18	26	30	19	42	37	28	23	21	37	28	16	325	Total detainees held during 2016

Offences by Month (Not including the SCP)													
	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Total
AWOL	15	26	21	12	36	29	17	18	13	31	21	9	248
DISHONESTY	2	2	8	1	10	4	1	0	2	5	4	4	43
DISOB	1	5	1	2	3	6	0	4	1	1	3	2	29
DRUGS	0	0	1	0	13	1	2	2	0	0	2	1	22
DRUNKENISS	0	2	0	0	1	2	1	1	0	0	0	0	7
SEXUAL	11	3	3	0	0	3	4	0	0	3	1	1	29
ON DUTY	0	4	0	1	1	0	0	0	1	3	3	0	13
VIOLENCE	6	10	7	14	13	17	7	5	11	14	10	5	119
NOT OD	0	0	0	0	0	0	0	1	0	3	0	1	5
MISC	0	1	2	0	1	3	1	2	3	0	1	0	14
Total	35	53	43	30	78	65	33	33	31	60	45	23	529

Return to MCTC - taken from the AB12 - Includes SCP - Includes new entry created by SCP entering Coys.

	Once	Twice	Three
2016	54	4	0

Length of Sentence													
Days	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Total
4-21	2	7	5	1	6	7	1	3	4	9	4	2	51
22-30	1	3	3	5	9	5	4	7	7	4	4	1	53
31-50	3	4	6	0	7	10	5	4	2	2	3	4	50
51-70	2	2	2	1	4	4	4	1	1	4	2	4	31
71-120	3	3	4	3	2	3	3	3	1	5	6	3	39
121-200	3	1	4	5	4	1	2	1	2	3	2	0	28
201-300	1	3	1	2	5	2	2	2	0	2	2	0	22
301-400	0	1	1	1	2	1	1	0	0	0	1	0	8
401-730	1	2	1	0	2	2	0	0	1	4	1	1	15
Total	16	26	27	18	41	35	22	21	18	33	25	15	297

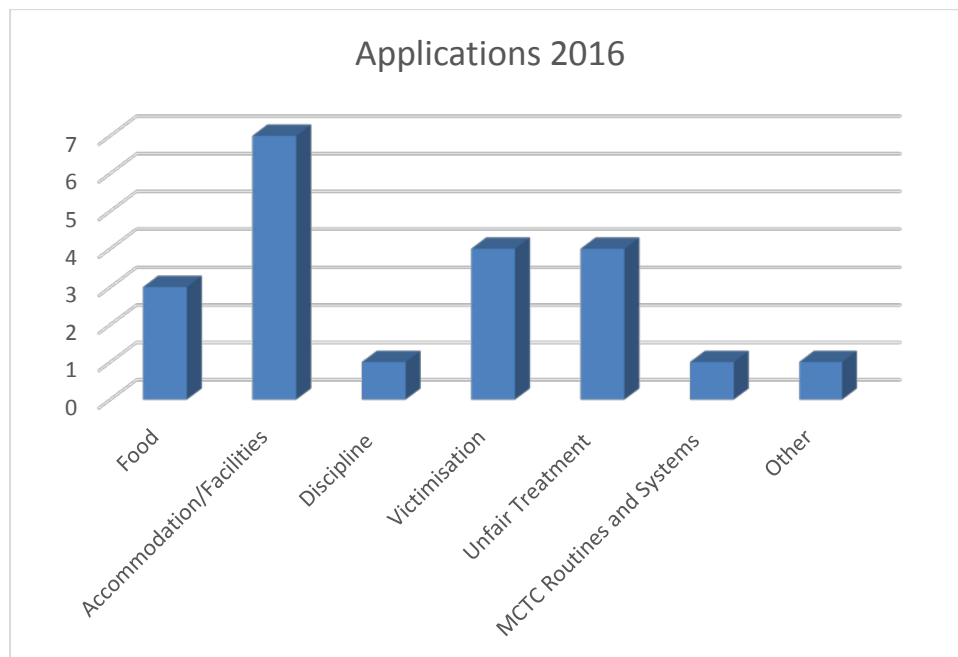
Average Monthly Unlock Strength													
	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Average
A Coy	13	18	14	14	22	31	25	17	17	19	25	24	20
D Coy	16	20	26	28	30	32	32	35	29	28	24	25	27
SCP	2	1	2	2	1	1	2	1	2	3	3	4	2
Total	31	39	42	44	53	64	59	53	48	50	52	53	49

Appendix B

IMB Application Statistics 2016

There were very few applications from the DUS in 2016, which was due in part to the low numbers.

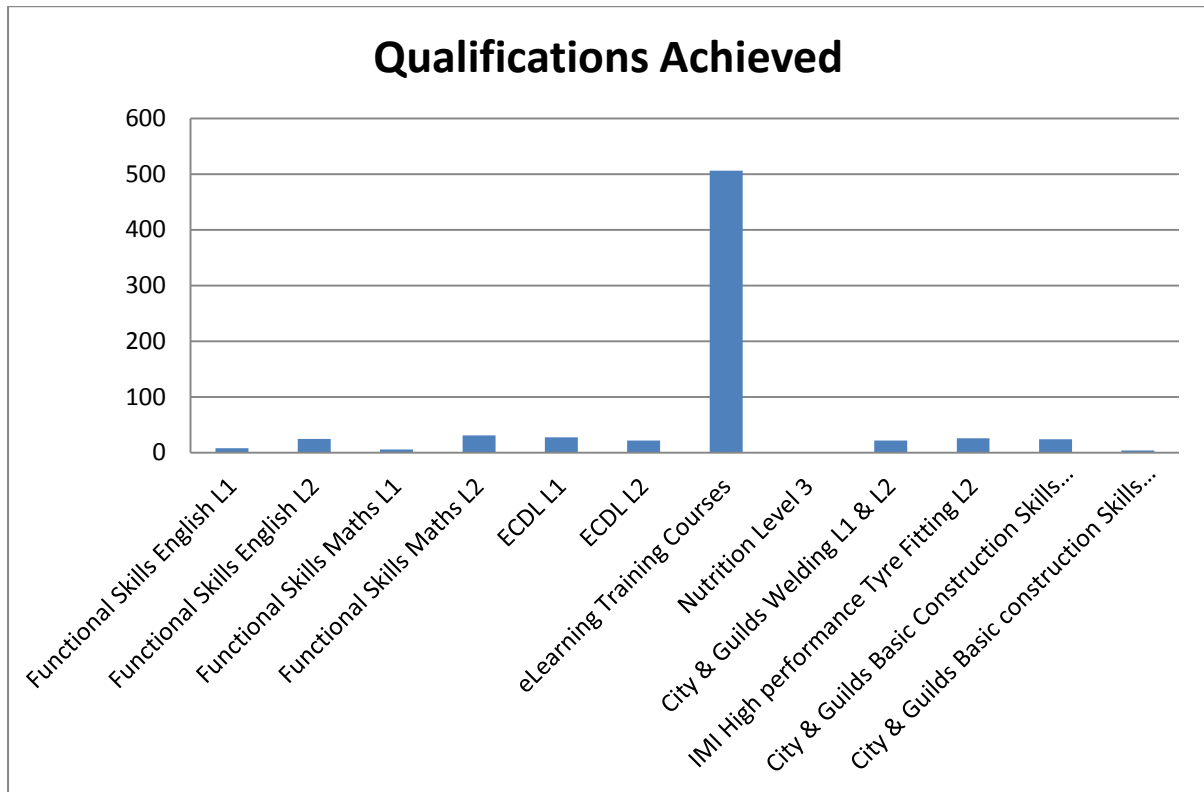
It should be noted that all seven applications regarding accommodation were made at the same time and pertained to the same issue.



	Category	Number of Applications
1	Food	3
2	Accommodation/Facilities	7
3	Discipline	1
4	Bullying DUS/DUS	
5	Victimisation	4
6	Visits	
7	Education and Training	
8	Unfair Treatment	4
9	Sexual Harassment	
10	Equal Opportunities (Race)	
11	Equal Opportunities (Religion)	
12	Equal Opportunities (Gender)	
13	Employment	
14	Allowances	
15	Medical	
16	MCTC Routines and Systems	1
17	Other	1

Appendix C

Education Centre - Qualifications Achieved (January – December 2016)



Qualification	Achievements
Functional Skills English L1	8
Functional Skills English L2	25
Functional Skills Maths L1	6
Functional Skills Maths L2	31
ECDL L1	28
ECDL L2	22
eLearning Training Courses	506
Nutrition Level 3	0
City & Guilds Welding L1 & L2	22
IMI High performance Tyre Fitting L2	26
City & Guilds Basic Construction Skills L1 Diploma	24
City & Guilds Basic construction Skills L1 Certificate	4
Total:	702

Appendix D

Biographies of IMB Members

Graham Cross JP, Chairman. (Appointed to IMB 2005) Has a background in commercial and personal finance sales management. Currently working in the debt management field re-connecting borrowers with lenders. He is a magistrate with 23 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. He worked as a volunteer driver at the Rugby World Cup in 2015.

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.

Dr David Smith. (2011) A freelance consultant who works on development projects in third world countries for international institutions. In addition to being on the MCTC's Independent Monitoring Board he also served on the IMB at HMP Hollesley Bay in Suffolk for nine years. He is also on the Home Office panel of IMB members trained and experienced in accompanying deportation charter flights. Prior to retirement in 1979, he was a commissioned Army officer and received the Territorial Decoration.

Clare Dillon. (2011) A qualified social worker since 2002, spending the last eight years as a senior social worker at Colchester General Hospital. Now works in adult social care advising on issues including mental capacity, continuing healthcare and adult safeguarding. She has a longstanding special interest in mental health and homelessness, particularly amongst ex-offenders and the current prison population.

Gay Sayles. (2011) Independent social worker and child protection consultant. Previously worked as the child protection service manager for Essex County Council where she also had additional responsibilities for child protection in prisons and multi-agency working in respect of adult and adolescent offenders.

Sheona Brookes. (2013) Married for 37 years, 19 of them as an "Army wife" and had various postings in the UK and Germany but now living in Colchester. Has worked for BT for 25 years in various roles from call centre advisor to performance manager. Currently a business manager working on a project to amalgamate IT systems of two major High Street names recently merged into one company.

Colin Daines. (2013) Has over forty years of service in local government as a chartered environmental health practitioner managing a variety of enforcement activities including food hygiene, health and safety, licensing, noise and air pollution and general public health. He is an active member of the Rotary movement in Essex.

Christine Marshall. (2013) Entered the criminal justice system as a psychologist in 1985 before retraining as a probation officer 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 and sexual offending. Currently Chair of West Suffolk Cancer Services User Group. For relaxation she binds books, paints and is a silversmith with a personal hallmark through Goldsmiths of London.

Tom Malcolm JP. (2014) A retired motor industry director. After serving an apprenticeship as a newspaper reporter in his native Scotland, he moved into the world of public relations working for a number of major car manufacturers in the United Kingdom and Germany. He is a magistrate, sitting on the North Essex bench.

Diana Stroh. (2014) Was a police officer in Suffolk for 22 years before leaving to set up her own design business. She currently works part-time as the Clerk of her local parish council and regularly volunteers for the RSPCA. She loves most sports and is an avid supporter of Ipswich Town Football Club.

Members resigning during the year

Elisabeth Connor JP. (2014) Was called to the Bar in 2000 and subsequently practiced in personal injury and employment law before joining the Government Legal Service working as an advisory lawyer in the Department for Culture, Media and Sport. She is a magistrate on the North Essex bench and a member of the Essex Advisory Committee responsible for the selection of new magistrates and judicial conduct hearings. She is a keen runner and obstacle racer in her spare time.

Carey Godfrey. (2014) Was an independent member of the Suffolk Police Authority. He was in the Probation Service and worked in the field of substance misuse. He was also the Suffolk drug and alcohol action team coordinator for many years.

Appendix E

Letter of Appreciation from Detainee

D COY
DUS 1st ...
12TH December 2016

INDEPENDENT MONITORING BOARD (IMB)
C/O Mrs C. Marshall

Dear

LETTER OF APPRECIATION

Sequel to my previous letter of complaint sent out to you on 5th December 2016, I humbly want to use this opportunity to express my gratitude and appreciation especially with regards to how the matter raised has been dealt with professionally. Your highly esteemed organisation has demonstrated you do not condone any form of discrimination and inappropriate behaviour within the society.

The great works your organisation is doing across MCTC and HMP is so much appreciated. On behalf of myself and other detainee under sentence, we appreciate how you have come to our rescue each time we call upon you. It is always great to know we have you around us to advice and help resolve issues.

Yours sincerely,

D