



GARTREE ACTION

AGAINST THE BUILDING OF A MEGA PRISON
IN RURAL LEICESTERSHIRE



APP/F2415/W/22/3300227

APPEAL BY THE MINISTRY OF JUSTICE - LAND ADJACENT TO HMP GARTREE
PROOF OF EVIDENCE OF DIANA COOK ADDRESSING:

SOCIO ECONOMIC MATTERS

Gartree Action

APP/F2415/W/22/3300227

Appeal by the Ministry of Justice

Land Adjacent to HMP Gartree

Proof of Evidence of Diana Cook

1. INTRODUCTION

- 1.1. I, Diana Cook, of Gartree Action (“GA”) provide this proof of evidence in relation to the ongoing appeal brought by the Ministry of Justice (“the MOJ”) concerning its proposal to develop a new prison on the Appeal Site, arising from Application Reference 21/01600/OUT:

Outline planning application (All Matters Reserved except for means of access and scale) for the construction of a new Category B prison of up to 82,555sqm within a secure perimeter fence, together with access, parking, landscaping and associated engineering works | Land Adj HM Prison Welland Avenue Gartree Lubenham Leicestershire

- 1.2. I am a retired Community Engagement Manager and previously worked in a Voluntary Sector organisation supporting rural communities. I have considerable experience of preparing and submitting funding bids and was responsible for preparing and submitting the successful £1m National Lottery bid for Sustainable Harborough in the Communities Cutting Carbon Programme. The programme attracted £1,000,000 of National Lottery funding to the local area to investigate opportunities for reducing the carbon footprint among a range of people and business in various ways.
- 1.3. I have lived in Lubenham for over 50 years and have been a Parish Councillor for 25 of those years. I have considerable knowledge of the parish, particularly in relation to planning matters. I have worked with a number of communities, across Leicestershire including the Gartree Community, to encourage community engagement through Parish and Neighbourhood Planning.
- 1.4. The MOJ identifies various economic, social and environmental benefits of the appeal scheme, in addition to identifying a national need for new prison places (see below). On behalf of GA, Adele Rogers will address the issue of need in the separate proof of evidence. My evidence will relate solely to the socio-economic and environmental benefits identified by the MOJ.
- 1.5. I append to this proof of evidence the following documents:

Appendix 1 – Kier Group press releases on HMP Full Sutton and HMP Five Wells.

Appendix 2 – Map showing 40 mile radius of Gartree LE16 7RP.

Appendix 3 – Tables on unemployment, nearby prisons, and job advertisements.

Appendix 4 – Extracts of recent press and Independent Monitoring Board reports.

Appendix 5 – CivilServiceWorld article, ‘Retention problems plague MoJ’s boost to prison officer numbers’ (18.08.17)¹

Appendix 6 – Table of costs associated with buying property in Market Harborough area.

¹ Original web source for Appendix 5: <https://www.civilserviceworld.com/professions/article/retention-problems-plague-moj-s-boost-to-prison-officer-numbers>.

2. THE APPELLANT'S CASE AND THE PLANNING APPLICATION

- 2.1. The background to this appeal, including the application process, is covered fully elsewhere in the core documents library, including in GA's SoCG with the Appellant and Mr Armstrong's planning proof of evidence submitted in support of GA's case.
- 2.2. For brevity, I refer to a document entitled "Gartree 2: Socio-Economic Statement", produced by Mace, a built environment consultancy firm, which I have accessed via the Council's public portal containing documents associated with the application ("the Mace report").²
- 2.3. The Mace Report identified various socio-economic benefits which form part of the MOJ's case, as summarised at §5.4 of the Appellant's Statement of Case³, and Sections 9 and 10 of the Appellant's Planning Statement⁴.
- 2.4. The Committee Report addressed socio-economic impacts of the appeal scheme at §6.10, and summarised social and economic benefits at §6.10.29, concluding that "*the proposals will have a major beneficial impact upon the socio-economic profile of the District and surrounding area*" (the Committee Report⁵)
- 2.5. In section 7 of the Committee Report, Officers considered that "*The proposed development would provide a considerable amount of employment in the short term (construction) and a significant level in the longer term (operational phase). Furthermore, the development will result in a significant increase in GVA in the area and will benefit existing businesses. As such, significant weight should be given [to] potential local and regional economic public benefits of the proposal.*"⁶
- 2.6. My evidence has been prepared with reference to these documents, and associated references. In particular, I have considered the MOJ's *Economic Impact of a New Prison (Peter Brett Associates – 2013) report* ("the Peter Brett Report⁷").

3. GARTREE ACTION'S CASE

- 3.1. GA accepts that there are socio-economic benefits associated with the appeal scheme, both during construction and operational phases.
- 3.2. However, GA consider the weight to be attached to these benefits has been overstated, both by the MOJ, and in the relevant section of the committee report⁸. An initial

² A12 Mace report

³ C2 Appellant's statement of case §5.4

⁴ A2 Appellant's Planning Statement

⁵ A72 Committee report §6.10,

⁶ A72 Committee report §6.10.2

⁷ J1 Peter Brett Report

⁸ A72 Committee report, para. 6.10.1-6.10.27

observation is that the committee report effectively accepted without further interrogation the supporting information put forward by the MOJ on socio-economic impacts. For the reasons set out below, I consider that undermines confidence in the conclusions of the committee report on this issue.

3.3. My evidence will focus on:

- (I) The methodological limits and other issues with the Mace report.
- (II) The assessment of the various economic benefits.
- (III) The limited consideration of social benefits.

4. METHODOLOGICAL LIMITS AND OTHER ISSUES WITH THE MACE REPORT

4.1. The Mace report assessment of potential socio-economic impacts was calculated using a “combination of methodologies which focused on the number of employment opportunities that are likely to be associated with the construction of the proposed development and the subsequent operation”.⁹

4.2. The Mace report identifies that the Peter Brett report is “central” to its calculations.¹⁰

4.3. First, the Peter Brett report acknowledges that “economic impacts vary significantly from prison to prison”, because “a prison has a set of unique characteristics, as will the location of the prison, which has differing impacts on the prosperity of a local area”.¹¹ There is substantial variation in the socio-economic impact of a new prison on a given population.

4.4. Second, the Peter Brett report was based on four case study prisons – HMPs Belmarsh, Whatton, Forest Bank and Peterborough. Three of four were “urban” (with the exception of HMP Whatton). Note that the Peter Brett report deliberately excluded data on the impact of HMP Whatton in estimating the impact of a proposed new prison on account of its location, because “some of the characteristics of its service level would be attributed to its rural location...”, and would “not likely be applicable” to the new prisons, which would be “expected to be located in urban areas”.¹² Given that the Peter Brett report was conceived to assess the impact of new prisons expected to be in urban areas, one must question why the MOJ’s commissioned socio-economic statement considers the Peter Brett report as “central” to the secondary data informing the conclusions of the Mace report.

4.5. An urban location would be significantly more accessible, better linked to larger communities, with a wider selection of housing and subject to an immediate pool of labour, with closer links to a local supply chain.

⁹ A12 Mace report p7 §1.21

¹⁰ A12 Mace report p7 §1.21

¹¹ J1 Peter Brett report, p6 §3.4

¹²J1 Peter Brett report, p 1 -3 §4.2

- 4.6. Reference to the Peter Brett report leads the MOJ to conclude, and the committee report to agree, that 54% of the 780 employees at the prison could be expected to live in the local area.¹³
- (I) Local is defined as ‘within 40 miles’ – meaning that virtually all journeys will be taken by private car (see Mr Hickie’s evidence).
 - (II) Access to labour captured in this broad estimate will be based on an urban location, immediately adjacent to a substantial labour market.
- 4.7. Third, the Peter Brett report was published in 2013 – some 9 years prior to the Mace report. The Peter Brett report was itself designed to update and supplement a previous study conducted in 2009.¹⁴ It might fairly be inferred that this was because impact assessments should be updated to reflect changing practices and data.
- 4.8. It might be surprising that the MOJ does not appear to have commissioned an updated general report akin to the Peter Brett report, in light of its “Four New Prisons” programme. At the time of writing, to my knowledge, no such updated report has been published or is before the Inquiry. However, that is a matter for the MOJ.
- 4.9. The Peter Brett report sought to build on a previous assessment of four case study prisons, and to look at the characteristics of new prisons relative to those existing prisons to reflect differences in assumptions that may be required to improve accuracy of the final estimated report.¹⁵
- 4.10. The Peter Brett report clearly seems to recognise that the characteristics of new prisons change over time, and that this may have a material impact on the accuracy of any final estimated impact.
- 4.11. Since the Peter Brett report, the Kier Group – the construction company responsible for currently building new HMP Full Sutton, HMP Five Wells HMP Fosse Way – has referred to a “prison-build revolution”, and has identified how “a core feature of the programme is to optimise how the MOJ’s assets are designed, procured, delivered and operated”: see Appendix 1a¹⁶ and Appendix 1b¹⁷. One would expect that this prison-build revolution might substantively affect estimated impacts of building a new prison, certainly in the construction phase, and possibly in the operational phase.
- 4.12. Any changes – especially to the extent that there has been a “prison-build revolution” – must be relevant to the accuracy of any projections on socio-economic impacts.
- 4.13. The Mace report states that the Peter Brett report has been considered alongside “up-to-date data” which has been “assimilated in the modelling”¹⁸. The Mace report does not identify which data, or how it has been assimilated.

¹³ A72 Committee Report §6.11 and §6.10.15

¹⁴ J1 Peter Brett report, §1.2

¹⁵ J1 Peter Brett report, §2.1

¹⁶ GA4 Appendix 1a

¹⁷ GA4 Appendix 1b

¹⁸ A12 Mace report §1.21

- 4.14. It is unclear if or how the Mace report has considered changes in design and construction practices apparently heralded by the “prison-build revolution”, and any implications of such changes on the conclusions of the Peter Brett report¹⁹. It follows that without more, there is great uncertainty as to if and how Mace has factored the “prison-build revolution” into its projections on socio-economic impacts of a new prison, compared with the projections of the Peter Brett report.
- 4.15. More than once, the Mace report refers to Fylde (in the context of local qualification levels, and in the context of areas of deprivation).²⁰ Fylde is some 164 miles away in Lancashire. The references are irrelevant to consideration of the socio-economic impacts of a new prison at Gartree. I understand that Mace produced a similar report for the MOJ’s application for a new prison at HMP Garth and Wymott, in Lancashire, and that report contained references to Fylde.²¹ I infer that the references to Fylde in the Gartree socio-economic statement are probably inadvertent and misplaced. However, these errors underline a real concern felt by me and GA that the socio-economic statement is a “cut-and-paste” job, and that there has been no real attempt to properly and specifically consider the socio-economic impacts – whether good or bad – of a new prison on our rural community.
- 4.16. The Mace report seems to confuse the region in which Gartree sits, in defining the area of impact the report states correctly that the proposal is in the East Midlands; however, when considering economic output, the regional level is defined as West Midlands²². The indicative site layout, according to the Mace report proposes *a range of buildings and facilities typical of a Category B resettlement prison*.²³ The list of facilities does not include workshops which are a key feature of training prisons.
- 4.17. In considering the Mace report, one has to question why, with an existing prison of the same category next door, operational data from the existing Gartree Prison was not used to substantiate the socio - economic benefits of having a larger prison on an adjacent site, rather than using a 9year-old report that only considers economic benefits.
- 4.18. In summary, the calculation of socio-economic benefits is only as accurate and proximate as the data upon which they are based. The appeal scheme concerns a proposed Cat B prison in a rural location. The MOJ has based its calculations on urban-based prisons of varying categories²⁴. Whilst there will invariably be numerous socio-economic impacts during construction and operational phases of such a major development, the accuracy and certainty of these projections pertinent to the local area is highly questionable. In any event, there is great uncertainty as to the extent of any local benefits during the construction phase. Even where there are undeniable benefits, there is inherent uncertainty about the extent of such benefits in this particular case.

¹⁹ J1 Peter Brett §6.1

²⁰ A12 Mace Report, §2.31 and §2.39.

²¹ As exhibited in the Garth Wymott appeal’s core documents library at <https://chorley.gov.uk/media/1911/A26-Socio-Economic-Statement/pdf/A26 - Socio Economic Statement.pdf?m=637909099320630000%20b>.

²² A12 Mace report §2.5 and §3.2 p 11 and 23

²³ A12 Mace report §1.3 p5

²⁴ J1 Peter Brett report §4.2 p3

5. Assessment of the Various Benefits

- 5.1. The Mace socio-economic statement relies heavily on the economic benefits of employment at both construction and operational phases and the resulting benefits brought through the supply chain.
- 5.2. In basing its findings on the Peter Brett Report the Mace socio-economic report pays little or no attention to the 'socio' side of the equation and in particular the social impact of this development outside the perimeter fence.

Construction Considerations

- 5.3. Local jobs that are anticipated during construction are c13²⁵, (using projections from the 9-year-old Peter Brett report) a low number of jobs to be available locally. Any limited economic benefits will be for a temporary period during construction only and will be further reduced by new construction methods in the 'prison build revolution', bringing more offsite construction and shorter build times, thus reducing not only the tenure of the temporary jobs stated but also the anticipated indirect benefits to the local area. The report also suggests that with a robust and targeted approach to generating local Social Value *could* provide incentive to enhance local opportunities²⁶, but it doesn't say how.
- 5.4. Construction methods have been greatly improved since the Peter Brett report of 2013, and those used in construction of the proposed prison would follow along the lines of construction of HMP Five Wells and Full Sutton with precast components manufactured centrally, outside the local district, and beyond Leicestershire.
- 5.5. This is highlighted in more detail at **Appendix 1b** which relates to the recently opened HMP Five Wells in Wellingborough (Northamptonshire). The Kier Group state that the construction approach outlined indicates that "the scheme incorporates repeatable, standardised components and assemblies... circa 80% of the design has been standardised, leaving just 20% as site-specific design. This means that the component assemblies designed for Wellingborough can and will be used on subsequent MOJ prison projects, leveraging economies of scale for this programme" saving both time and money²⁷.
- 5.6. Kier state that the method "reduces on site labour by a third (leaving this project with just 4-5 on site staff from within the Harborough District) and will also improve serviceability; with prefabricated MEP (Prefabricated Mechanical Electrical & Plumbing) alone saving 54,000 working hours on site. A main aim of this collaborative working is to align with the MOJ desire to reduce costs and therefore the economic benefit to the local district²⁸.
- 5.7. The Kier case study²⁹ is indicative that socio-economic benefit to the rural district of Harborough will be minimal, due to shorter build time, fewer localised construction jobs on site, and fewer supply chain benefits to local businesses.

²⁵ A12 Mace report §3.6 p23

²⁶ A12 Mace report §3.6 p23

²⁷ GA4 Appendix 1b

²⁸ GA4 Appendix 1b

²⁹ GA4 Appendix 1b

- (I) While the Mace Report agrees that the construction method is specialist and reduces the total number of jobs and hours spent in construction, it does not show how this has been factored into the economic benefits claimed for Harborough District,
- (II) The construction process is generalised and scalable, which reduces local involvement, and although there is no policy requirement for benefits to be centred locally, that should affect any weight given to the claimed benefits.

Operational considerations

- 5.8. Based on comparison data from the MOJ the proposed development could employ 778 staff directly at the prison; this data suggests that during the operational stage that 737 jobs for people residing within a 40 miles radius³⁰ of the proposed development, with 54% (398) coming from the local district.³¹
- 5.9. The level of benefit will rely heavily on the recruitment of enough suitable staff; the inability to recruit suitable staff will have a significant impact on the level of economic benefit that can be afforded to the district at the operational stage of the proposed prison.
- 5.10. The Peter Brett Associates' 2013 report, excluded data from Category C rurally based HMP Whatton on account of its rural location, because "some of the characteristics of its service level would be attributed to its rural location..." It was concluded that new prisons would be built in urban and semi urban environments, to facilitate staff retention, and visitor access. Urban and semi urban environments have better road and sustainable transport links".³²
- 5.11. Staff recruitment and retention is an issue at HM Prison Gartree.
- 5.12. Prison staff are comparatively poorly paid (even after the recent pay award) and the unemployment rate influences whether people will apply for such work. The Mace socio-economic statement shows that Harborough District has such low numbers of unemployment³³ as to not figure on the charts. GA accepts the Mace figures stated for Harborough District.
- 5.13. When considered regionally, Figure 1 at Appendix 3³⁴ shows unemployment numbers in each region of England and Wales. The East Midlands region on which the Mace study is based, also has consistently low numbers, and numbers are on a declining trend. In contrast, numbers in the South East, and in London are especially high.
- 5.14. Looked at by Super Region, considered because of the stated intention to build in the North or the South and because of the intention to recruit across a 40mile radius, Figure 2 Appendix 3³⁵ illustrates that the Midlands has lower numbers unemployed than either the North or the South.
- 5.15. Although the creation of several hundred jobs in operation phase of the proposal is an undeniable benefit of the scheme, this benefit should be considered in the context of the existing employment - and prison employment - context of the East Midlands. An

³⁰ GA4 Appendix 2

³¹ A2 Planning Statement §6.26

³² J1 Peter Brett report §4.2 p3

³³ A12 Mace Socio Economic statement

³⁴ GA4 Appendix 3 fig1

³⁵ GA4 Appendix 3 fig.2

overriding factor impacting the ease of recruitment and therefore the economic impact of a new prison at Gartree is the number of staff required by other prisons within the 40mile radius. There is a finite pool of people willing and able to do this work, and the area is already heavily supplied with prisons, especially as two of the new-build prisons are in the East Midlands. These are both very large (1700 capacity). Five Wells (Wellingborough) 25 miles by road, and Fosse Way (Glen Parva) 15 miles. Table 3 Appendix 3 shows that a new prison at Gartree would be competing for staff with 9 other prisons, just considering those within the 40mile radius.

- 5.16. There is a mismatch between the available housing stock in the area and the salaries commanded by many of the jobs that will be offered in Gartree 2. By way of example: a search on [rightmove.co.uk](https://www.rightmove.co.uk) on 6 September shows that there are 9 flats or houses available for sale for less than £200,000 within three miles of the site³⁶.
- 5.17. Beyond the 40mile radius table 4 appendix 3³⁷ lists the additional prisons on the edge of the 40mile radius that Gartree 2 would also compete with for the same staff.
- 5.18. This issue of future staffing is further evidenced by the number of prison jobs currently available on online job boards. In a very brief search on the popular 'Indeed' job board³⁸ for prison jobs near Market Harborough, the following were found (this list excludes posts that appear to be duplicates): Gartree 4 Leicester 3, Onley 2 Stocken 2. Most are for multiple jobs and many are shown as 'ongoing,' a status with no end date for applications given, because there is no expectation of the roles being filled to a deadline. Nearly all posts are for multiple staff, indicating that there are numerous contemporaneous vacancies. The list excludes recruitment for the new Five Wells (Wellingborough) prison, reported staffing level 700 (still recruiting since opening in February 2022) and soon to be completed Fosse Way (Glen Parva), with a further 700 staff required before it can open.
- 5.19. These advertisements mirror data on prison officer staffing at Gartree, which has been an issue for many years as shown in the various extracts from Inspectors reports and press articles See appendix 4³⁹. Along with retention issues that exist nationally this provides a bleak outlook for the staffing of a prison requiring 778 staff.
- 5.20. In the 12 months to June 2017 the Ministry of Justice hired the most prison officers since records began – but it also saw a leaving rate of almost 10% among frontline staff. In total, 4,763 staff joined Her Majesty's Prison and Probation Service (HMPPS) in 2017, while 3,910 people left the service. The leaving rate across HMPPS was 8.3%, and among frontline prison officers it was 9.3%.⁴⁰
- 5.21. The MOJ has problems with staff retention; an analysis of figures by Labour showed that 33 per cent of outgoing officers in the 12 months to August 2018 – a total of 694 – had been in the service for less than a year, a figure which stood at just 7 per cent in 2010. This equates to 12 per cent of new hires⁴¹.

³⁶ GA4 Appendix 6

³⁷ GA4 Appendix 3 table 4

³⁸ GA4 Appendix 3 table 5

³⁹ GA4 Appendix 4

⁴⁰ GA4 Appendix 5

⁴¹ GA4 Appendix 5

5.22. Independent Monitoring Board Annual Reports for Gartree and press articles over a period of years from 2016 to 2021⁴² outline ongoing staff shortages and some of the problems encountered at the current Gartree prison as a result. During staff shortages inmates are left in their cells for long periods of time, some inmates cannot be taken for showers, activities are curtailed as are some appointments e.g. with psychology team, also a frustration for the psychology team. This cannot be overlooked when looking at the social benefits to prisoners of building a huge new prison in this rural location where there is clearly a limited pool of suitable employees.

Damaging staff shortages have led to prisoners having to spend much longer periods of time in their cells, leading to boredom and frustration with a resulting increase in disorder, self-harm and unpredictable behaviour. From the previous year, self-harm incidents have risen by 53%, assaults on staff 96% and violent incidents 65%⁴³

5.23. As well as experiencing the loss of experienced officers, new staff do not stay once they are trained, citing the reasons as lack of support including from experienced officers. H. M. Prison Gartree is also already experiencing staff transfers to the new Five Wells prison where salaries on offer are higher. In its 2020/21 report the Gartree Independent Monitoring Board questioned the enhanced salaries on offer at new prisons

*Can the Prison Service share with the Board how it will ensure the recruitment of staff to Gartree when salaries in the public sector compared to private prisons appear lower? For example, HMP Five Wells in Wellingborough has recently been recruiting for officers with a starting salary of £25,164 p.a. versus Gartree at £23,144 p.a. (Source: Indeed.co.uk).
IMB report 2020⁴⁴*

5.24. For the 12 months ending 31 March 2022 the **leaving rate amongst band 3-5 prison officers was 14.5%**. This is an increase of 5.4 percentage points compared to the year ending 31 March 2021⁴⁵. Whilst the recent pay award of 4%, with a slightly larger increase for officers at Band 3, is intended to address this, it is likely to do little in the face of current inflation rates, especially in an area of high pay and low unemployment like Market Harborough and the East Midlands.

5.25. Recruitment is not limited to officer grades – across the board it is clear from advertising that there is difficulty in recruitment of other specialists at Gartree, nursing staff, dental staff, education staff and even the voluntary sector e.g. mentoring organisations where it is already evident that the building of Five Wells and Fosse Way which are within the same catchment area are stretching their already scant resources.

..... concerns about healthcare staffing levels have been raised by the IMB on numerous occasions. Since April Mitie (contractor) have been in a position of continuous recruitment and have experienced a number of challenges regarding appointing to outstanding positions..... Mitie use agency staff to fill any outstanding vacancies and continue to seek permanent situations for all staff vacancies, including establishing working relationships with local universities⁴⁶.

⁴² GA4 Appendix 4

⁴³ GA4 Appendix 4

⁴⁴ Gartree-Annual-Report-2021-final-for-circulation.pdf

⁴⁵ <https://www.gov.uk/government/statistics/her-majestys-prison-and-probation-service-workforce-quarterly-march-2022/her-majestys-prison-and-probation-service-workforce-quarterly-march-2022#joiners-and-leavers>

⁴⁶ GA4 Appendix 4

- 5.26. Economic benefits from local suppliers will be unlikely to be great as it is highly likely that the prison will be supplied by the same companies that currently supply HMP Gartree; these are largely national companies including Bidfood, Bookers, Banner; while Prison Officer uniform is made by a national company and the footwear is made in China.
- 5.27. The Peter Brett report claims that each prison visitor may spend approx. £7 (figure not uplifted for inflation) in the local area⁴⁷. This figure was based on data from Belmarsh prison only, which is not in a similar rural location; the impact was considered to be of minor benefit and therefore no further evaluation was carried out in the other prisons in the study including one in a rural area. Visitors find it hard to visit Gartree, and so do not visit as often as they might. Such economic activity cannot take place if visitors are not visiting and, in any event, cannot take place in the immediate local area and as there are no retail facilities at Gartree. Once in the car to head home visitors are unlikely to stop off within the Harborough District to avail themselves of local retail facilities.
- 5.28. Any reduction in economic benefits will have a knock-on effect on social benefits.

6. Social Outcomes

- 6.1. I refer to Ms Rogers' evidence, which considers that the need for new prison spaces nationwide appears to have been overestimated. The Committee Report does not identify this point, or interrogate it in any meaningful way. The benefit attributed ⁴⁸to the rehabilitation of offenders should be reduced proportionately.
- 6.2. It is accepted by GA that prisoners will be housed in new secure surroundings, with access to well-designed accommodation, sports facilities, access to health care, education and workshops.
- 6.3. The needs of families of prisoners are often overlooked, and as stated elsewhere in the Gartree Action evidence of David Hickie, from the Farmer review⁴⁹, we know that it is important for rehabilitation, for inmates to be able to maintain their family ties through regular visits. Gartree is difficult to access for anyone who doesn't have a private vehicle. We refer to evidence that 70% of prisoners in the current HMP Gartree said it was either quite difficult or very difficult for their families to visit. (Chief Inspector of Prisons report Gartree 2017⁵⁰).
- 6.4. Gartree is an unsustainable settlement, with no facilities, the one benefit to living there is the tranquil rural nature of the community, the opportunity for walks into the countryside, the views, the variety of wildlife, and a variety of other birds. The prison proposal engulfs all of these social benefits to living in this unsustainable settlement where the use of a car is an essential. When exploring the subject of social gain for the surrounding community, the loss of these benefits to the health and wellbeing of the community amounts to a considerable loss for local residents, with very little to balance this loss.
- 6.2. The HDC officer in his committee report optimistically considers at §6.10.18 of the report that there is potential for community benefit beyond the normal economic job

⁴⁷ J1 Peter Brett Report §3.4

⁴⁸ A2 C&W Planning Statement 7.4 p24 and 7.14 p26

⁴⁹ J20 Ch. 5 p13

⁵⁰ GA4 Appendix 4, and J19 §6 8.4 p83

creation and increased GVA⁵¹. It goes on to state that these opportunities for community engagement can be *investigated* – so just mere speculation and aspiration but no firm commitment.

7. SUMMARY AND CONCLUSION

- 7.2. On behalf of GA I have sought to scrutinise the claimed socio-economic benefits of this application using the Mace report and other information that is publicly available.
- 7.3. The Peter Brett report, from which much of the information has been drawn, is 9 years old when the huge progress made in recent years with the ‘prison build revolution’ could not have been envisaged.
- 7.4. The Harborough District and the East Midlands Region are areas of low unemployment compared to other regions in England. The close proximity of 9 other prisons within the 40mile radius defined for recruitment along with competition for the small pool of available staff, will have considerable impact on the ability to recruit and retain staff and will adversely affect any potential socio-economic benefits to the local district as well as affecting the wellbeing of the inmates.
- 7.5. There is great uncertainty as to the extent of the local benefits during the construction phase and as above the ability to recruit and retain staff. Importantly it would appear that new construction methods designed to keep MOJ costs low, do not appear to have been taken into consideration in the Mace report.
- 7.6. Attempting to locate a facility that would directly employ almost 800 staff in this region will create issues with staffing that would simply not exist if the prison were located in an urban area with a catchment of potential employees. Especially with the scarcity of housing that may be affordable to Prison Officer Grades and Operational Support Grades given the lower wages available even considering the recent pay increase.
- 7.7. A degree of social harm (or at the very least, reduced weight to any benefit) should be attributed to
 - (I) The difficulty of access to Gartree on behalf of the families of the inmates. Families are often unheard and unconsidered victims of crime.
 - (II) The intangible impact of the proposal to build a mega-prison on existing residents in the immediate area.
- 7.8. For these reasons GA believes that the weight attributed to the socio-economic benefits has been overestimated and the MOJ has failed to prove that there is a socio-economic benefit that outweighs the harm to development on this site in the Open Countryside and they request that the Inspector refuse the appeal.

⁵¹ A72 Committee Report § 6.10.18 p205

Gartree Action Appendices

Socio-economic Proof of Evidence

Diana Cook

Appendix 1a

[Kier Group Press Release – HMP Full Sutton 03.08.22](#)

Building work on Britain's newest 'smart' prison will start this autumn – delivering over 1,400 modern places to get more offenders into jobs and away from crime.

The date has been set in stone as a result of a new £400m contract signed today with construction firm Kier, who will build the cutting-edge jail in East Yorkshire in time for it to open in 2025.

Following close on the heels of HMP Five Wells in Wellingborough which opened in February this year, the new Category C prison will be designed from top-to-bottom with the latest smart technology to cut crime and protect the public.

The jail will include an unprecedented array of workshops and classrooms, so prisoners spend their time behind bars learning new skills to find work on release – factors known to significantly reduce reoffending.

It will also be the first new prison to operate as zero-carbon in the future, with an all-electric design, solar panels, heat pumps and more efficient lighting systems to reduce energy demand significantly.

In a boost for the local economy, the new prison will create hundreds of jobs in construction, and a further 600 once the establishment opens.

And at least 50 construction roles will be earmarked for ex-offenders - giving them the opportunity to rebuild their lives, gain new skills and get back on the straight and narrow.

The new jail is the latest major step in our commitment to building 20,000 new prison places and in turn protecting the public.

Prisons Minister, Stuart Andrew, said:

“I am delighted work can begin on yet another modern, innovative prison that will skill-up untold numbers of offenders to live a crime-free life while making our streets safer.

“The new prison at Full Sutton will also support hundreds of jobs, in construction and afterwards, representing a major boost to Yorkshire's economy.”

Group managing director of Kier Construction, Liam Cummins, said:

“Delivery of the new prison at Full Sutton represents over a decade of Kier operating as a successful partner to the Ministry of Justice and highlights our ongoing commitment to the New Prisons' Programme.

“This project will create hundreds of jobs as well as providing opportunities for prisoners on release, and we're proud to give people the opportunity to work with us to deliver a best-in-class facility built on modern methods of construction and engineering excellence.”

The new buildings will sit opposite the existing HMP Full Sutton and will be the third of six prisons to be completed as part of the New Prisons Programme, following HMP Five Wells and HMP Fosse Way in Glen Parva, which is due to open next year.

Locations for the remaining three are being finalised, and of the four final builds, one will be run by Her Majesty's Prison and Probation Service and three by private operators.

The process of naming the new prison will be confirmed in due course and as with Five Wells and Fosse Way, will involve close consultation with the local community.

Around £4 billion of investment will create thousands of jobs for local communities and see millions invested in local roads and infrastructure while rehabilitating thousands of offenders and keeping the public safe.

Appendix 1b

Proof of Evidence - Gartree Action – Socio-economic Benefits

Keir Group– HMP Five Wells



HMP Five Wells will be an adult male Category C resettlement prison, designed to enhance rehabilitation. The project is embracing a Design for Manufacture and Assembly (DfMA) and integrating digital tools to drive efficiencies in the design, construction and operation of the facility.

SECTOR:
Custodial >



The Impact:

The design developed for the facility supports the MoJ's commitment to building a safe and secure environment that is conducive to rehabilitation. Buildings feature windows with no bars and each landing can be split into three, with each spur holding 20 men. There is also an association space for residents to use and the visitors' hall has been designed to be open and light to instil a sense of normalcy for those visiting.

The Solution:

The scheme incorporates repeatable, standardised components and assemblies across the thirteen buildings on site. Circa 80% of the design has been standardised, leaving just 20% as site-specific design. This means that the component assemblies designed for Wellingborough can and will be used on subsequent MoJ prison projects, leveraging economies of scale for the programme.

Kier is making extensive use of precast concrete components (15,183 precast panels plus more than 60,000 sub-components), bringing together three separate precast suppliers, Bison Precast, FP McCann and Banagher – a total of six different factories across the country – as well as precast management company PCE. This approach is reducing risk, as well as enabling a high level of innovation and collaboration between Kier and its supply chain partners.

The precast components for cell doors, walls and flooring have all been optimised to avoid follow-on work as far as possible. For each cell, M&E utility conduits and points have been cast-in, and shower trays are also cast into the floor units. All this reduces on-site trades and will improve serviceability and security.

The Wellingborough scheme is also adopting a 'digital first' approach to enable Kier to monitor, manage and communicate across the wider team. Standardisation was driven throughout the design to ensure the repeatable use of components. The level of detail we were able to achieve informed our strategy for developing the precast moulds, how we would cast the components, how we would put together the construction programme, strategies for lifting components into position, as well as the integration of components such as the prefabricated services (MEP).

To control quality across all six factory sites, Kier is also implementing the use of Dalux, a field tool that is allowing the project team to track the status of components being produced by each supplier. Clicking on any precast component within the system brings up the full quality assurance records for that component, allowing the team to digitally track its journey and monitor progress. Live dashboards indicate how well the system is being used, giving full transparency to operations. The scheme is also utilising two dedicated quality managers to ensure Kier delivers this large-scale project to the MoJ's high standards.



**THE Choice
FACTORY**
MMC SOLUTIONS FROM KIER



The Approach

We proved our commitment to standardisation by adding 3,245 components and system families to the MoJ's digital component library to date.

We rationalised the number of standard precast components by 50%, resulting in a programme saving of 18.5 crane weeks per houseblock. We also developed 65 Solibri rule-sets and 30 classifications to enable us to digitally measure design standardisation.

Kier's use of prefabricated MEP has been continuously improved. Throughout this project, we fine-tuned the modular services design applied at HMP Oakwood to ensure enhanced access for maintenance and integration of new technologies. Through utilising prefabricated MEP we saved 30% in on-site resource, eliminating 54,000 working hours on site (a 10,000-hour efficiency improvement compared to HMP Oakwood).

Committed to leaving lasting legacies, Kier created 176 new jobs, upskilled 614 people, hosted 1,661 work placement days and 34 apprenticeships.

The Result

HMP Five Wells represents a step change in the evolution of Design for Manufacture and Assembly (DfMA), offering technological and operational improvements over two preceding prisons, achieving a platform for delivering future prisons more quickly and efficiently with better outcomes.

The HMP Five Wells facility was built 22% faster than traditional construction methods. Offsite manufacture reduced on-site labour by a third compared with traditional construction, with prefabricated MEP alone saving 54,000 working hours on site.

The legacy for HMP Five Wells is already being realised on the 10,000 places prison programme, where the platform design is being used at a new 1,680-place prison at Glen Parva.

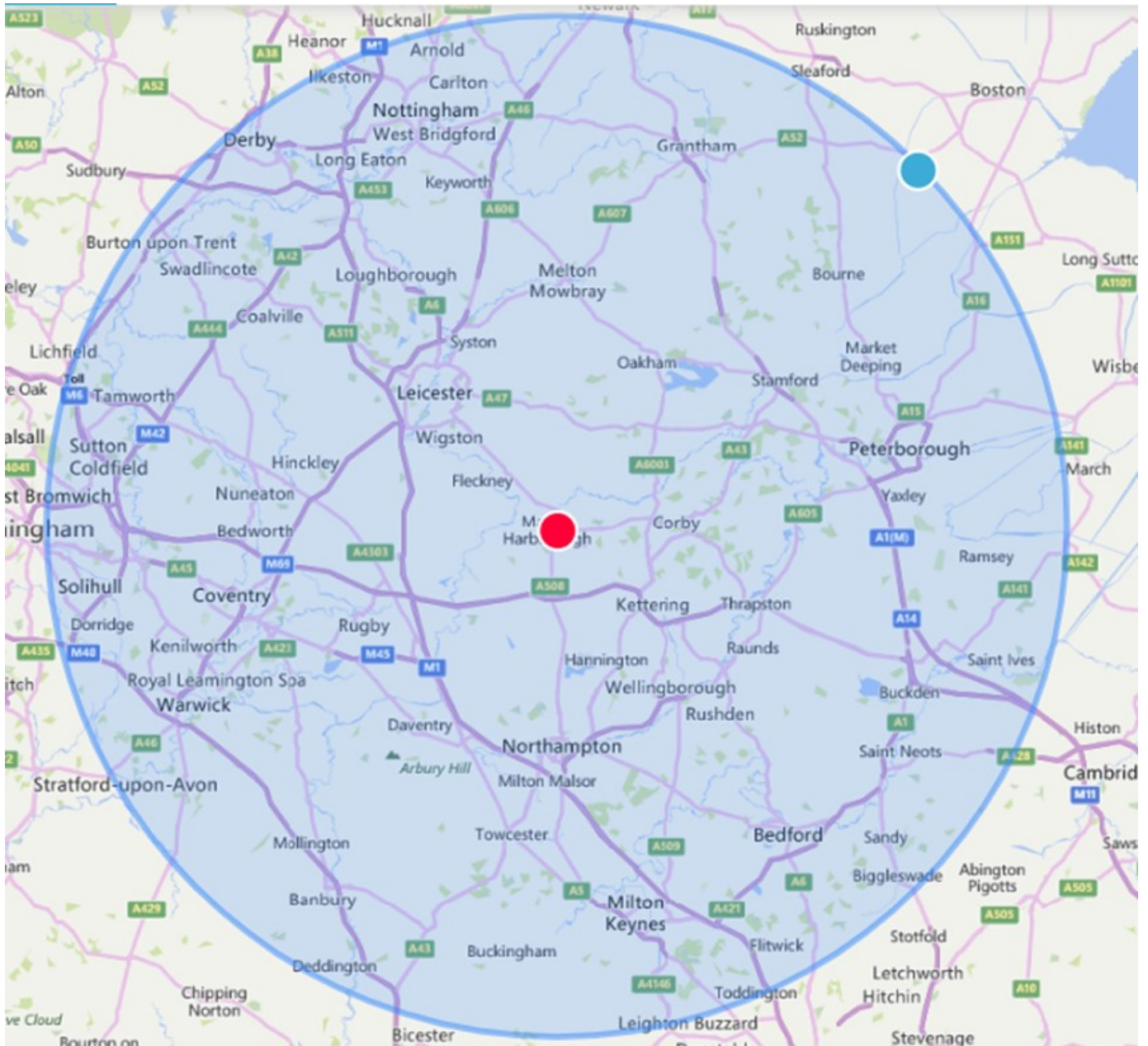


**THE Choice
FACTORY**
MMC SOLUTIONS FROM KIER

“ Kier and the wider supply chain have embraced the design challenges at Wellingborough and have worked with us to apply the innovative design to the site, whilst using a Modern Methods of Construction (MMC) and digital-first approach, something which MoJ is committed to and which has helped us drive time efficiency through the construction programme. Early engagement with the preconstruction team enabled us to consider options and make the right choices for the design, fully understanding the implications. Kier arranged for us to visit one of our precast suppliers, Bison, which was an opportunity to understand more about the mechanics of production and the route to delivery. It was clear to see the dedication to both quality and precision through the supply chain. ”

Lynda Rawsthorne
Director of Prison Infrastructure,
Ministry of Justice

Appendix 2



Map showing 40mile radius of Gartree LE16 7RP

Appendix 3

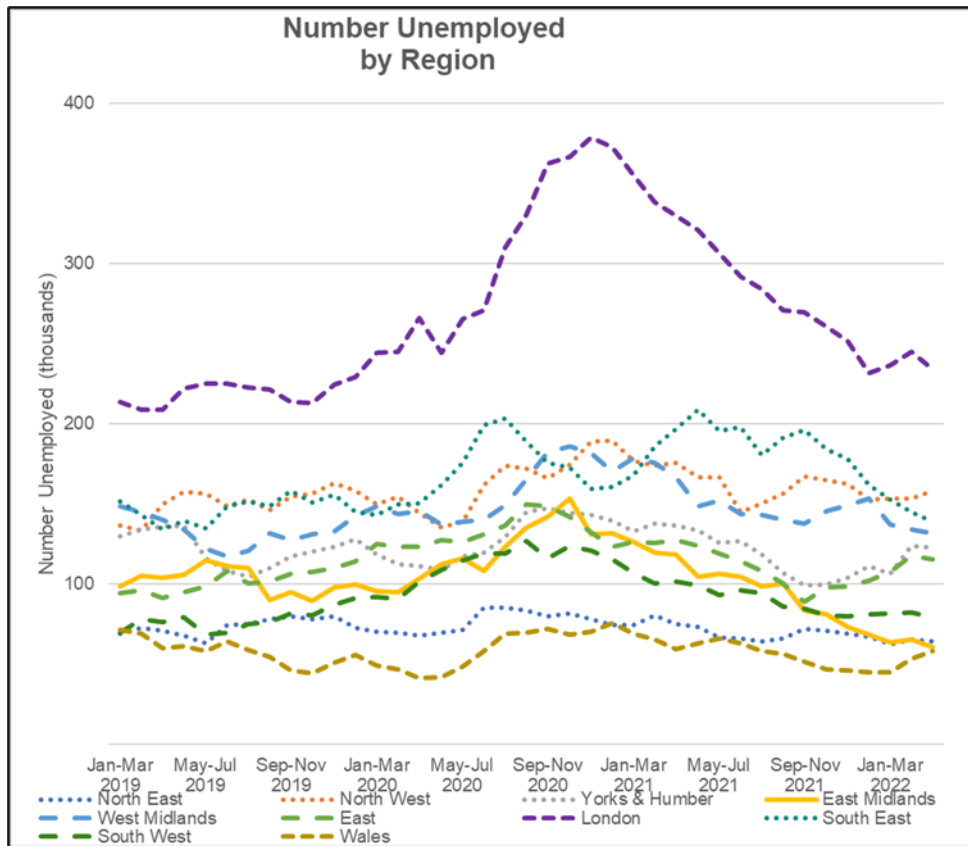


Figure 1. Number unemployed by Region Jan 2019-May

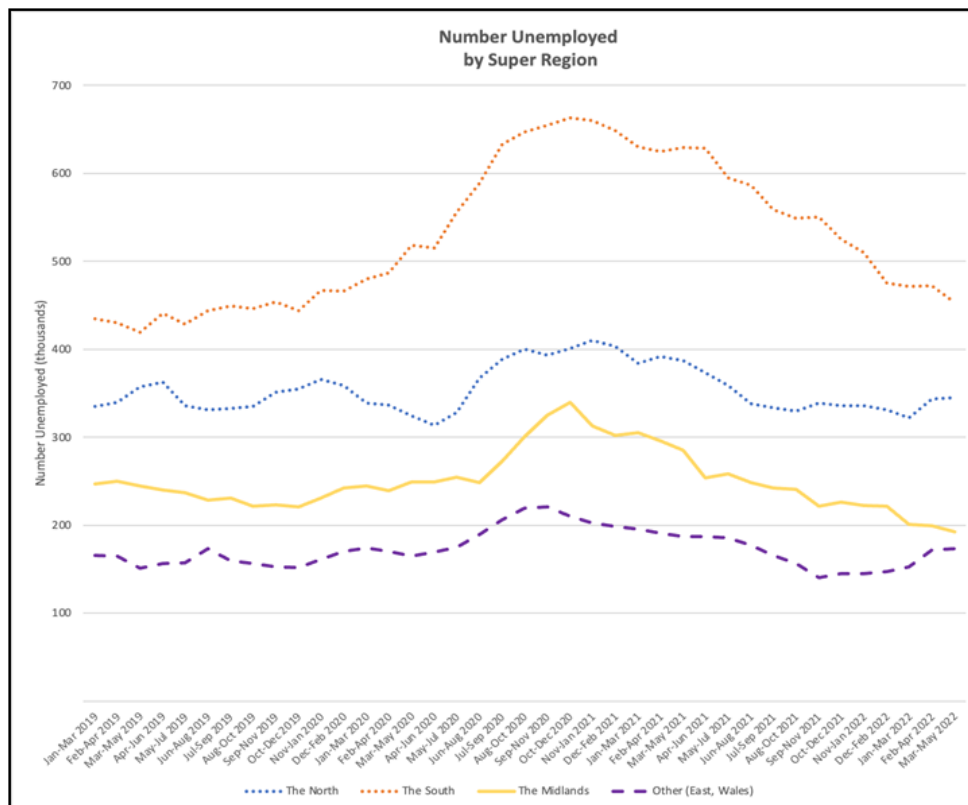


Figure 2. Number Unemployed by Super Region, Jan 2019-May

Appendix 3 Cont

Prison	Capacity	Distance from Gartree (mi) by road
Existing Gartree	608	0
Glen Parva (Fosse Way)	1,680	15
Leicester	300	14
Five Wells	1,680	25
Rye Hill	625+462 planned	26
Onley	742	26
Stocken	1049	34
Peterborough	1264	39
Bedford	377	40

Capacity from Monthly Bulletin³

Table 3 Prisons within 40 mile radius

Prison	Capacity	Distance from edge of <u>40 mile radius</u> (mi) by road
Little Hey	1,180	2
Whatton	801	2
Woodhill	564	3
Lowdham Grange	856	6
Nottingham	900	6
Birmingham	977	9
Swinfen Hall	624	13
Bullingdon	1,112	17
Foston Hall	288	21
Dovegate	1,160	25
Long Lartin	514	20
Oakwood	2,106	24
Stafford	752	35
Drake Hall	340	40
Ranby	1,098	33
Lincoln	660	33
Morton Hall	218	21

Capacity from Monthly Bulletin

Table 4 Prisons attracting staff on edge of 40mile radius of Gartree

Appendix 3 cont

Prison	Role	No of Jobs	Status
Gartree	Prison Officers full time	Multiple*	Ongoing*
Gartree	Prison Support full time	Multiple	
Leicester	Prison Officers full time	Multiple	Ongoing
Gartree	Prison Support part time nights		
Onley	Prison Officers full time	Multiple	Ongoing
Gartree	Prison Escort full time	Multiple	Urgent
Stocken	Prison Officer full time	Multiple	Ongoing
Leicester	First time Prison Officer full time	Multiple	Ongoing
Leicester	Prison Support full time	Multiple	
Stocken	Prison Support	Multiple	
Onley	Prison Support nights	Multiple	Ongoing

Table 5 Job advertisements prisons within 40mile Radius Indeed jobs board

Appendix 4 Staff Shortages

2019

HMP Gartree struggled with 'most basic' tasks, says report

26 June 2019



HMP Gartree houses almost 700 inmates serving long-term or indeterminate sentences

A troubled prison had struggled to maintain the "most basic" of activities, according to a report.

The Independent Monitoring Board (IMB) has raised concerns about wellbeing at HMP Gartree in Leicestershire.

The board blamed problems at the Category B prison, which houses almost 700 inmates, on **staff shortages - which was also a concern in 2018.**

The Prison Service said "in difficult circumstances" it was "working hard to improve the wellbeing for prisoners".

The **report found staff shortages** led to wing lockdowns which were "poorly managed" that caused a "great deal of unrest" among prisoners.

These lockdowns disrupted healthcare needs, education, work, telephone calls and even the kitchen.

The report said: "The board wonders how it was that the prison allowed itself to be in such a position that it was unable to provide enough cover to operate the most basic of regimes which allow prison life to continue."

It was also concerned the environment was not suitable for prisoners with mental health issues.

There were 427 incidents relating to self-harm in 2018, suggesting inmates' problems were "not adequately addressed or not supported through interventions".

After a critical report in March 2018, the latest review - covering December 2017 to November 2018 - did find steps had been taken to improve the situation.

Inmates at the prison enjoyed falconry displays, pet corners and food of their choice on "family days".

[Annual Report](#)

[Gartree Prison 'unsafe because of staff shortages' - BBC News](#)

cont.....

2018 Staff Shortages cont

Gartree Prison 'unsafe because of staff shortages'

14 March 2018



HMP Gartree holds inmates on indeterminate sentences

A prison which holds large numbers of high-risk inmates serving life sentences is "no longer safe enough", a report has found.

Inspectors said HMP Gartree in Leicestershire had declined from "safe and stable" to a prison which had "lost its way".

HM Inspectorate of Prisons put much of the blame on staff shortages and a changing prison population.

The Prison Service said increased staffing would drive improvements.

Gartree holds more than 700 inmates, all serving indeterminate - mostly life - sentences, most of who pose a "high risk of harm to others".

An inspection in November found a shift in prisoner population from those near the end of their basic tariff to those more recently sentenced.

'Challenging prisoners'

The report said: "The stability we have praised in the past had been undermined by staff shortages that seemed to impact on nearly all aspects of prison life.

"This was evidenced by managerial drift and by delays in fully coming to terms with the challenges posed by a changing population."

Levels of violence and victimisation had also increased and it was now in line with national averages, the report said.

Noting Gartree holds "very challenging prisoners", the inspectors found incidents of self-harm had quadrupled.

However, they said public protection was a high priority and well managed.

Michael Spurr, chief executive of HM Prison and Probation Service, said: "HMP Gartree will use the recommendations in this report to drive progress over the coming months.

"Staffing numbers are being increased to provide an improved regime with more training and activity opportunities for prisoners."

[Report on an unannounced inspection of HMP Gartree by HM Chief Inspector of Prisons 13-23 November 2017 \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk)

Cont....

Relevant Extracts from Reports

Independent Monitoring Board

2020/ 2021

Unfortunately, there is little progress to report and recruitment and retention of permanent staff remains a huge issue in both the physical and mental health teams.

6.1.3 Continued issues with staff recruitment and retainment have yet to be addressed, for example, at the start of the vaccination rollout, limited staff were available to provide the Covid -19 booster to all prisoners. In addition, dental services were badly affected by Covid out-breaks in staff and additional restrictions placed on the practice, and mandatory drug testing ceased during the pandemic and has not yet been restarted.

7.3.2 The current OMU staff requirement is for 10.5 prison offender managers (POMs), but the unit is operating with only 8.7 full-time equivalents currently. To make up the two unfilled POM positions, further efforts are now in train to advertise including internally. Prisoners are allocated an appropriate POM based on their risk profile under OMiC.

7.3.4 The shortage of POMs has had a negative impact upon the operation of the offender assessment system (OASys) and assessments and sentence plans are behind those stipulated within the OASys guidelines

3.3.13 Can the Prison Service share with the Board how it will ensure the recruitment of staff to Gartree when salaries in the public sector compared to private prisons appear lower? For example, HMP Five Wells in Wellingborough has recently been recruiting for officers with a starting salary of £25,164 p.a. versus Gartree at £23,144 p.a. (Source: Indeed.co.uk).

[Gartree-Annual-Report-2021-final-for-circulation.pdf](#)

Cont.....

2018-19 Staff Shortages

4.2 Safer custody team

The safer custody team comprises one senior management team member, one custodial manager, two designated officers and a safer custody business administrator, all of whom report to a senior governor. The Board remains concerned that the work carried out by the safer custody team has, once again, been adversely affected by frequent staff changes, inadequate staffing levels and the redeployment of staff to cover shortages and other duties in the prison. This seems difficult to understand when safer custody is cited as a priority and levels of violence and self-harm are increasing

4.4Over the past year, important violence reduction work has continued to be affected by staff shortages. Safer custody officers are still being diverted to cover custodial duties, which affects important safer custody and violence reduction work and the scope for specialist staff to train other staff in areas such as assessment, care in custody and Page 10 of 33 teamwork (ACCT) procedures, cell sharing risk assessments, information reporting systems and violence reduction investigation recording.

5.2The equalities liaison officer role appears to fluctuate frequently and is often redeployed to other duties, owing to staff shortages, which has an adverse impact on the department and results in a lack of consistency in support.

6.2 The Board has raised concerns on a number of occasions that we come across instances where prisoners have not showered or exercised for several days because of staff shortages causing restrictions to the regime.

[Gartree-2018-19-Annual-Report-for-circulation-Repaired.pdf](#)

Cont.....

2018 -19 Staff Shortages

5.3 The prison has lost a large number of officers recently, and recognises the challenges in introducing inexperienced officers. The Board notes the significant effort put into communicating to prisoners the internal restrictions made necessary by the COVID-19 pandemic. Consequently, the 26 prison has received the support and compliance of nearly all prisoners over the months since the initial COVID-19 outbreak. Additionally, the Board has noted that the prison has 'gone the extra mile' in several instances to improve prisoner welfare during a testing year (for example, through greater allowance for prisoners to contact families using in-cell telephony).

These measures have also assisted in nurturing trust, and led to a reduction in complaints against staff. The key worker scheme, although interrupted by the pandemic, has progressed but at a reduced rate, due to pressures for staffing elsewhere in the prison. Currently, there are 173 active key workers, and during the year there were 4,430 recorded sessions, with a 25% compliance rate. Managers are keen to raise the compliance rate towards the national target levels while working within the agreed exceptional delivery models (EDMs). Observations of staff/prisoner interaction suggest a high level of professionalism.

In most instances, difficult prisoners are dealt with consistently, and efforts are generally made to avoid confrontation. This is particularly important in the SAPU, where any perceived differences in the treatment of one prisoner can result in difficult behaviour from others. Clear boundaries, consistency and fair treatment are also better for the staff, to avoid them being 'played off' against each other. There have been occasions when it appears to the Board that there may be too many new and less experienced staff, with less on-the-job experience and fewer skills to be able to pre-empt trouble and difficult situations; some of the more experienced staff may be better equipped to diffuse situations. Generally speaking, the prison officer entry-level training staff are dispersed across the wings, to ensure a balance of experience.

There is also a mentor working in the establishment, to support and guide the newer staff members and trainees. The reorganisation of the probation team and prison offender managers (POMs), alongside the key worker scheme, appears to have worked well.

[*AR-2019-20-GARTREE-for-circulation.pdf](#)

Cont.....

Appendix 4 cont

2016 Staff Shortages

5.8.....These officers often leave the psychology staff frustrated at not knowing who to contact; Victor One when looking to fill staff shift shortages sometimes pulls officers off the wing and therefore fails to meet the contracted obligation. Improved management arrangements to prevent this need to be introduced

6.3 Chaplaincy

It is unfortunate that having lost the services of the Anglican priest in mid summer there has been no full time replacement made. Two part time staff have been transferred from Onley but one has had to rest due to work pressure and the other will have to return to Onley in the near future. At a time when there are staff shortages, increases in violence and substance misuse, the lack of pastoral care for Christian prisoners is unacceptable. A recent incident involved a prisoner who had a request to attend his mothers funeral refused (correctly), but was not informed of the decision until 3 hours before the service was to commence. He was unable to gain access to the prison chapel until one hour after the funeral. We recognize that this was due to an oversight by an operational manager but we feel that, in sensitive situations such as this great care needs to be taken.

Cont.....

Appendix 4 cont Acute Staff Shortages

Independent Monitoring Board report

Acute staff shortages have led to marked increases in violence at HMP Gartree

May 21, 2018

Damaging staff shortages have led to prisoners having to spend much longer periods of time in their cells, leading to boredom and frustration with a resulting increase in disorder, self-harm and unpredictable behaviour. From the previous year, self-harm incidents have risen by 53%, assaults on staff 96% and violent incidents 65%.

IMB Chair Tim Norman said, *“When I came to Gartree, three years ago, it was described to me as a ‘sleepy’ prison. There’s nothing sleepy about it now.”*

In the Segregation Unit, some of the most difficult and challenging men are held, often with complex mental health issues for which the officers have no specific training. Nevertheless, the staff manage the Unit to their credit with a great deal of compassion in the most demanding of environments where noise, dirty protests and violence are common place. The IMB continuously urge the Governors to ensure that those men with mental health issues are moved more quickly to specialised secure units where they can be treated appropriately.

In April of 2017, Mitie (a private company) took over the contract to provide Healthcare services inside Gartree. They have had to rely heavily on agency staff to provide the necessary service and so the consistency has been poor. That combined with the inability of prisoners to attend appointments because of restricted movements caused by staff shortages, rendered attendance at clinics often as low as 30%. The ability of staff to provide escorts for prisoners needing hospital appointments has also been impacted. The Board has been concerned that Mitie do not have sufficient resource to assess and care for those prisoners that need treatment for mental health conditions. It needs addressing at a senior level.

[Acute staff shortages have led to marked increases in violence at HMP Gartree - Independent Monitoring Boards \(imb.org.uk\)](http://imb.org.uk)

Cont.....

Appendix 4 Extract from prisoner survey to show difficulties with visits from unannounced visit to Gartree by Chief Inspector of Prisons 2017

Contact with family and friends

8.1	Have staff here encouraged you to keep in touch with your family / friends?	
	Yes.....	53 (33%)
	No.....	109 (67%)
8.2	Have you had any problems with sending or receiving mail (letters or parcels)?	
	Yes.....	80 (50%)
	No.....	81 (50%)
8.3	Are you able to use a phone every day (if you have credit)?	
	Yes.....	147 (91%)
	No.....	14 (9%)
8.4	How easy or difficult is it for your family and friends to get here?	
	Very easy.....	5 (3%)
	Quite easy.....	29 (18%)
	Quite difficult.....	55 (35%)
	Very difficult.....	56 (35%)
	Don't know.....	13 (8%)
8.5	How often do you have visits from family or friends?	
	More than once a week.....	2 (1%)
	About once a week.....	7 (4%)
	Less than once a week.....	100 (63%)
	Not applicable (don't get visits).....	50 (31%)
8.6	Do visits usually start and finish on time?	
	Yes.....	23 (21%)
	No.....	86 (79%)
8.7	Are your visitors usually treated respectfully by staff?	
	Yes.....	67 (66%)
	No.....	34 (34%)

Time out of cell

9.1	Do you know what the unlock and lock-up times are supposed to be here (or roll check times if you are in an open prison)?	
	Yes, and these times are usually kept to.....	24 (15%)
	Yes, but these times are not usually kept to.....	125 (77%)
	No.....	13 (8%)
9.2	How long do you usually spend out of your cell on a typical weekday (including time spent at education, work etc.)?	
	Less than 2 hours.....	20 (13%)
	2 to 6 hours.....	72 (46%)
	6 to 10 hours.....	38 (24%)
	10 hours or more.....	16 (10%)
	Don't know.....	11 (7%)
9.3	How long do you usually spend out of your cell on a typical Saturday or Sunday?	
	Less than 2 hours.....	14 (9%)
	2 to 6 hours.....	89 (56%)
	6 to 10 hours.....	46 (29%)
	10 hours or more.....	5 (3%)
	Don't know.....	6 (4%)

[Report on an unannounced inspection of HMP Gartree by HM Chief Inspector of Prisons 13-23 November 2017 \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk)

Appendix 5. Gartree Action Socio Economic Proof Of Evidence

The Ministry of Justice has hired the most prison officers in the past 12 months since records began – but it is also seeing a leaving rate of almost 10% among frontline staff.

In the 12 months to June 2017, 2,930 new prison officers were appointed, an 85% increase on the year before and the highest rate of recruitment since 2007.

There are now 18,755 frontline prison officers in England and Wales, up from 18,090 in 2016, according to MoJ figures published yesterday. This is an increase of 665, or 3.7%.

But critics say government has made little headway on its problems with retention, with Frances Crook, chief executive of the Howard League for Penal Reform, pointing out the discrepancy between the appointment of nearly 3,000 new staff and the net employee increase of just 665.

In total, 4,763 staff joined Her Majesty's Prison and Probation Service (HMPPS) in 2017, while 3,910 people left the service. The leaving rate across HMPPS was 8.3%, and among frontline prison officers it was 9.3%.

Responding to the boost in prison officer numbers, Crook told *Civil Service World*: "Whilst going in the right direction, this isn't going to solve problems. The problem is that there are too many prisoners."

Following a 30% cut in prison officer numbers between 2010 and 2013, under then-justice secretary Chris Grayling, a rise in the prison population and reports of violence and deaths in prisons forced the government to turn its attention to recruitment.

A third of prison officers who leave the service quit within a year of starting, new figures show, prompting concerns that the crisis in UK jails is being exacerbated by dwindling retention rates. Chaos in the wings, lack of respect from management, and absence of support are among the reasons cited for the surge in officers resigning within months of starting.

An analysis of figures by Labour shows 33 per cent of outgoing officers in the past 12 months – a total of 694 – had been in the service for less than a year, a figure which stood at just 7 per cent in 2010. This equates to 12 per cent of new hires.

Less than one in three of those who left in the 12 months to June 2018 had been there for longer than 15 years, compared with nearly half (49 per cent) eight years ago.

The findings will raise concerns that the government's recruitment drive, which has seen an additional 2,500 officers start in 2018, could be flawed.

It comes after *The Independent* revealed the number of prison officers resigning from their jobs more than doubled in two years, with figures showing one in 16 officers resigned last year, compared with one in 33 officers two years before and just one in 100 in 2009-10.

In April, the government celebrated the fact that it had passed its target to recruit an additional 2,500 prison officers by the end of 2018, saying there had been a net increase of 3,111 prison officers between October 2016 and March 2018.

Justice Secretary David Gauke said at the time: "Going beyond this important milestone so early is a real achievement", claiming it would make a "real difference" to the safety and security in prisons.

But critics argue that the new officers are not being adequately trained and are being forced into challenging and sometimes dangerous situations before they are prepared or equipped to do so, leading to large numbers deciding to quit within months.

Appendix 6 House prices Market Harborough

Costs associated with buying or renting property in the Market Harborough area

Summary

1. With a prisoner officers annual salary of £30712, the maximum borrowing available to buy would be £153510
2. This would cost £713 per month, representing £34.67% of Net Pay
3. In order to buy the lowest priced properties, a deposit of between £26000 and £56000 would be required
4. If a **Rental** option was chosen, the monthly rent would be £675 to £700 for similar properties (32% & 34% of Net Pay, respectively)

DATA

Lowest price 2 bed house	£210,000	Source: Rightmove
Lowest Priced 2 bed flat	£180,000	Source: Rightmove
Repayment Mortgage over 25 years at 2.8%		Source: Rightmove
NI Free Pay	£1,048 per month	Source: Gov.uk
NI Rate	13.25%	Source: Gov.uk
Taxfree pay	£1,048 per month	Source: Gov.uk
Basic rate	20%	Source: Gov.uk
Earnings per annum (gross)	£30,702	Source: Indeed.co.uk
Earnings(monthly)	£2,558.50	

Calculation of NET Pay

Gross		£2,558.50
Less NI	£200.14	
Less Tax	£302.10	£502.24
Net Pay		£2,056.26

Mortgage repayment option

Max borrowing @ 5 x salary	£153,510	Source: Rightmove
Monthly repayment	£713	Source: Rightmove
% of NET PAY	34.67%	Calculation
Deposit reqd for house	£56,490	Calculation
Deposit reqd for flat	£26,490	Calculation

Rent option

Rent pcm for house	£700	Source: Rightmove
Rent pcm for flat	£675	Source: Rightmove
Deposit reqd for house	£700	Source: Standard tenancy agreement
Deposit reqd for flat	£675	Source: Standard tenancy agreement