**Future Regime Design Project Update**

This briefing provides an update on the Future Regime Design (FRD) project. FRD is a two phase project as part of the Prison Reform Portfolio that will design the regime framework for stage 1 and following this will deliver a three year reform of prison regimes. The end point is the vision of future regimes provided to Governors alongside the stage 2 framework.

1. **Progress on design of stage 1**

Stage 1 outlines prison regime expectations at the end of the National Framework. Stage 1 prisons may continue to require some COVID controls and may still be managing residual backlogs but will consistently deliver a purposeful, decent and safe regime aligned to the HMPPS Time Well Spent vision and operate a regime that is prepared to counter any future outbreaks. Stage 1 is a gateway to longer term reform that will follow over the next three years.

The model of stage 1 will be a **framework** in two parts. The central core will set regime standards for all prisons to ensure we are working consistently. Above this a functional layer will set regime priorities for each function of prison. Within the functional layer, Governors will set local group sizes for movement, residential regime and activities at your prisons, following a national template but making the decisions locally. This model was agreed in principle by POMC in April and has also been shared with HMIP and Ministers.

Throughout May we have held a series of **Design Workshops** with Governors, Directors, Trade Unions and other stakeholders. The design workshops were convened to test a series of possible components to determine what should be included in the stage 1 framework; both the central core and the functional layer above. We have now spoken to over 100 Governors and all PGDs, we have also undertaken costing workshops to test possible elements for inclusion in the framework. On 27 May we presented the draft stage 1 framework to Prisons Operational Management Committee (POMC) and to the Ministerial team on 2 June. **We will publish v1.0 of the Stage 1 model in June** once we have taken this feed back into the final version.

We will continue to work with a small number of prisons to more rigorously test the model and to ensure that all components are deliverable within existing resources and do not add a pressure to establishments. We will share the working model with Governors and Directors for further comments and suggested refinements. V2.0 of the stage 1 model will then be published in July following this and will be a more a detailed final version based on final feedback.

1. **Other areas of work: update on longer term reform**

Alongside the stage 1 design, we are commencing work on the longer term reform that will follow stage 1. Updates on selected workstreams are provided below:

**Engagement surveys**

A national survey on future regime design has recently closed. This was completed by 1500 frontline staff and will provide invaluable ideas and insight at the commencement of the regime reform work. We will shortly be collating the findings into a national report which we will share with senior leaders and will use this to inform our future reform programme. Thanks to the 8 prisons who shared their own local prisoner and staff surveys. These have been collated into a national learning brief and we will also use this to inform the future work. With permission from the prisons involved, we will also publish this brief to senior leaders.

**Live testing**

Reform of regimes needs to be underpinned by a robust evidence base. In May we will launch a live regime testing process which will see volunteer prisons live testing possible elements of regime that appear to show potential over a brief period at stage 2. This approach will continue at stage 1 and into further reform that follows. Selected establishments will be sent a list of testing opportunities and invited to test them in a locally designed pilot that does not undermine local recovery. Prisons will be asked to recommend whether the idea proceeds and to share any brief learning and insight.

**Relationships with other projects**

There are a number of projects and pilots launching within and beyond the Prison Reform Portfolio. We have therefore met with leads from a number of different programmes which are dependencies for future regime design. We have recently met with the OMIC team to discuss how future regime aligns to future vision for OM delivery and the role of key workers in regime design and progression. We have met with education providers and leads from the Reducing Reoffending Accelerator (RRA) programme to agree how future regime aligns to future education delivery and resettlement services. We will shortly be meeting colleagues responsible for health to determine how health recovery post-COVID is aligned to future regime reform. Similarly we have met with reconfiguration leads to align their work to move the prisoners displaced or not progressed during COVID into the right prisons, with our work to ensure the right regime requirements are placed on each function of prison. Alongside this we have established monthly meetings with HMIP, the Prison Reform Trust, Trade Unions, third sector providers and meetings with NPS colleagues to align our work to NPS recovery.

**Purposeful Activity measure**

The HMPPS Leadership Team (HLT) and Prison Performance Committee (PPC) have formally commissioned us to commence work to develop a new purposeful activity measure within PPT that focuses on quality as well as quantity of regime and measures outcomes for individuals rather than presence in particular activities. Alongside other planned changes this will naturally review elements of PPT that link to the purposeful activity domain and also require us to recalculate appropriate weightings for other measures. Though this work will take some time to conclude, we aim to produce a purposeful activity measurement tool that shifts focus towards quality of regime.

**Progress on Diversity and Inclusion (D&I) work.**

We have recently agreed with national D&I colleagues that we will collaboratively produce an equalities assessment at the outset of the project in order to inform our work in each area. A vision statement will also be produced and shared with senior colleagues to inform D&I work at establishment level. A member of the D&I SMT will also join the FRD project team to ensure we have sufficient focus on D&I issues at all points of the project.

The Future Regime Design project is at an early stage but we are committed to work in an inclusive way and to collaborate with partners and stakeholders as much as possible. We welcome feedback and ideas on future regime design. Please therefore email myself at Paul Archer (paul.archer@justice.gov.uk) or the Project Lead Chris Gunderson (chris.gunderson@justice.gov.uk)

Paul Archer

HMPPS Future Regime Design (FRD) project