



Newsletter

HMP Berwyn

Issue: 2
May 2016

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Welcome



We have just entered an important phase of the HMP Berwyn project; now we begin our search to find the organisations to run our learning and

skills and workshop complex.

These two areas are very important in creating the rehabilitative culture at Berwyn.

A large number of the men in prison have low educational achievement or life skills, which makes it harder for them to get jobs. They may never have been in a workplace that gives them structure and a sense of pride in how they earn their money.

By encouraging the men to get qualifications and work skills that will benefit them on their release, there is a much better chance that they will successfully reintegrate into their communities.

This is why getting the right organisations, which understand our values and ways of working, is critical to our success and we have been clear in our engagement with the marketplace that they must share our vision.

You have applied to work in this prison because you share our vision and want to rehabilitate the men in Berwyn and we want everyone else who works in the prison to have the same desire.

The prison service cannot create a rehabilitative environment on its own and our partners in health, social care, education, probation, community rehabilitation and employment are integral to our success.

We have developed strong relationships with Wrexham Council and Betsi Cadwaldr Health Board to make sure we share a vision for this prison and I look forward to extending these partnerships with our new providers.

Eventually, we will have more than 1,000 people working in our prison. They will have vastly different roles and be employed by many different organisations, but the goal remains the same: to create an environment where the men have hope for a better future.

Project update

Site Update – April 2016



Education building



In April, we began a series of community engagement events. We wanted to give various local groups, such as voluntary organisations, the chance to hear from Russ and his senior management team (SMT) and decide whether they want to be involved in the future of the prison. We also invited councillors, faith groups and organisations like Rotary and the Women's Institute.

We have so far spoken at two events in Wrexham and one in Denbighshire. Throughout June and July we will be visiting Flintshire, Gwynedd, Chester and Conwy.

So far, the feedback from the events has been very positive. We have received questions about the impact of short-term sentences, funding for services for the men on release, faith provision and the type of population that will be in the prison.

The tendering process for the industries workshop and learning and skills began in April.

When the decision was made to award the running of the prison to Her Majesty's Prison Service, the agreement was that around 34 per cent of the services in the prison were outsourced.

This includes health, social care, the workshop complex and learning and skills. Health provision and social care must, by law, be done by the local providers, which for Berwyn will be Wrexham Council and the Betsi Cadwaldr Health Board. However, anyone can bid to run the industries workshops and learning and skills, and we will be deciding on who gets that contract later this year.

We held a launch event in Wrexham where we explained our vision, the practicalities of working on a secure site, and the bidding process to interested parties. The team in charge of managing companies that provide services to the prison will evaluate the bids we have had to make sure they offer the taxpayer good value for money while meeting the rehabilitative agenda.



Meet the team

Some of the first people the newly recruited prison officers will meet will be our trainers. Paul Murray

was winner of the Prison Officer of the Year 2014 and was one of the first trainers appointed.



Q: Why did you want to work at Berwyn?

A: I first spoke to Russ Trent at the Prison Officer of the Year awards. Hearing the vision for Berwyn inspired me to want to be part of it. Shortly after that conversation I had put my house up for sale and was making plans to relocate for around the time transfers would be available.

Q: What attracted you to being a POELT trainer? Is it something you have always wanted to do or just with Berwyn?

A: To be honest it was not something I had considered at first. As I wanted to try and be a part of Berwyn from the start I could see no better way than working with new officers and sharing my experiences with them. I hope to show that different personalities can work together and how it is encouraged to have original ideas and hopefully help them to reach their potential.

Q: What are you hoping to see from the people who have made it through the course and that you will be training?

A: I am hoping to see positive people with motivation wanting to make a difference to people's lives and having fresh ideas of how can they improve the service.

Berwyn have made it clear that they want people with the right values to be part of the prison and make it a productive place focused on rehabilitation. Having a positive effect on people's lives is very rewarding and everyone I have met that is part of Berwyn is very focused on making it not only successful but a great place to work.

Recruitment

Recruitment for all of the roles at HMP Berywn will be through a values and competency based interview. We want to recruit people who fit with NOMS values and the rehabilitative culture of HMP Berwyn, so candidates will need to give examples of how their previous behaviour demonstrates our values in

action as well competence. These examples can be drawn from a current or previous job, as well as from other aspects of your life.

Why are values so important?

- values are the enduring beliefs held by an individual about what is good or desirable in life
- values are guiding principles about how a person feels they ought to behave and can therefore guide their judgment on how to behave in a particular situation
- values can also transcend the situation – so if you are honest in one situation you are likely to be honest in another

The purpose of the interview is to gather behavioural evidence against the seven values from the HMP Berwyn values framework, so you will need to show how you display the following qualities in your actions.

- 1. caring and kindness** – In our dealings with each other we will be warm and supportive, generous with our time and make an effort to look after people and help them
- 2. respect and decency** – we will treat people as we would like to be treated, being polite and respectful to others, helping them to live with dignity and respecting differences
- 3. integrity and honesty** – we do the right thing, are open and honest and speak up when an unpopular or difficult message needs to be given. We keep our promises and we admit our mistakes
- 4. rehabilitative orientation** – we act on the belief that people can change and we try to focus on the good in people. We share an optimistic and realistic view of the future and seek out opportunities to talk to people about how they can change. We give second chances and treat everyone as the people we want them to be, not the people that they were. We reward good behaviour
- 5. fairness and justice** - we treat people fairly and consistently, ensure people are heard and are open about how decisions are made. We use authority appropriately being neither overly lenient nor punitive
- 6. collaborative and connected** – we are proactive in building good relationships within the prison and more widely. We listen well, are genuinely interested in others and work for the common good and shared goals
- 7. courage and resilience** – we stand up for what is right and stand our ground when not supported or facing opposition. We make courageous decisions and keep going when things are tough. We are willing to work patiently with people who are distressed or challenging

Within the framework, HMP Berwyn have adopted a further set of values to show what day-to-day life in the prison will look like.

- **value** each other and celebrate achievements
- **act** with integrity and always speak the truth
- **look** to the future with ambition and hope
- **uphold** fairness and justice in all we do
- **embrace** Welsh language and culture
- **stick** at it!

Upcoming campaigns

The following roles will be open for application from both internal and external applicants from 9 May until 27 May.

Band 4: **Facilities and services supervisor – catering**

Band 4: **Specialist production instructor – laundry**

Band 4: **Facilities and services supervisor – waste environmental**

Band 3: **Skilled delivery – catering**

Band 2: **Support services facilities – waste environmental**

Band 5: **Roman Catholic ordained deacon, religious brother sister, lay person**



HMP Berwyn drop-in sessions

Every week, staff from HMP Berwyn will be on hand in Wrexham to answer your questions on working in the new prison and what to expect. The drop-in sessions are designed to allow those who are interested in Berwyn the opportunity to pop in and talk to a member of the team about the variety of job roles we currently have and will be advertising throughout the year. You will be able to find out more information about what the jobs entail and when you will be able to apply. Members of the team will have been through the recruitment process and will be able to offer advice based on their personal experience.

Location: 2 Grosvenor Road, Wrexham, LL11 1BU

- Monday: 10am – 2pm
- Wednesday: 2pm – 6pm
- Friday: 10am – 2pm