Competition made us think differently. Led to competing nine prisons in 2012 at a lower cost. When public interest is paramount. We can deliver the reform agenda without prison-by-prison competition. If we can deliver the challenge there is a long term role for HM Prison Service. We have to work in a new way. We will be smaller. Fewer, less costly modern sites. Working with partners. From private, voluntary and third sectors. Competition of some services. E.g. facilities management and ‘through the gate’ resettlement services. A smaller staff group. Around 1 in 20 will take VEDS in 2013/14. Continue to reduce costs. £450m savings over the next six years. Our vision. Security. Decency. Safety. Our new way of working. Our new way of managing. Our new way of delivering.
Maximise the opportunities for prisoners to be in activities and busy during the day

Maximum number of staff available when prisoners are unlocked

Less time for unstructured association

More activities concentrated when most staff are available and we can utilise activity space to its maximum

Regimes will change
We want to reshape and restructure the core day

Steady number of staff available when prisoners are unlocked

Every role in a prison matters

Innovate and deliver across the whole estate

How I help change lives

Operate professionally and flexibly

Benchmarking is taking the best models that are currently operating in the estate

Every contact matters

Innovate and deliver across the whole estate

Fewer layers of management

Every contact matters

Lead, manage, deliver

Produce the public

Reduce reoffending

Our new way of working
Our people are our strength

Supported by their managers

Valued in their work

Able to contribute and make a difference

Good management and effective leadership is a necessity to have prisons operating to the high standards that we all want

There are only three layers of management

Hub manager and custodial manager are pivotal...

Decisions taken by people at the frontline, close to where prisoners are, where the decisions really matter

They link between experience and ideas of staff at the frontline

Leaders and managers must model what we expect for all our staff

We will be investing in development for all our managers

Work together

One goal - to prevent victims by changing lives.

Treat people properly, decently and fairly

Our NEW WAY OF MANAGING
1. We will be delivering differently.

2. We will work with other partners to get the best for prisoners and the best value for the public.

3. That means that some people, currently working for the prison service will transfer and work for other providers.

4. Working in the public interest means tough decisions.

5. What is best for the public?

6. Partnership work in prisons is not new.

7. In health and education colleagues already provide those services in prisons working for different employers.

8. All prisons have voluntary sector partners operating alongside prison staff to deliver resettlement services.

9. Partnerships will be the norm.

10. Increasingly services will be delivered from the community into prisons.

11. Through the gate approach.

12. One goal of preventing victims and changing lives.