

The HMP Peterborough team's aims are to increase self-respect and build new skills and relationships, thereby minimising the risk of prisoners reoffending and helping facilitate their Resettlement.

We want to be innovators, mentors and carers – we want to go home each day having made a difference to someone's life, whether it was helping them hone their CV ready for their new start, or having seen a family member's face light up at the 'thinking of you' card created especially with them in mind.



HMP & YOI Peterborough
Saville Road,
Peterborough,
PE3 7PD
Telephone: 01733 217 500



When it comes to business...



HMP Peterborough / **Business & Industries**

Let's talk.



...we really do mean **business.**

At HMP Peterborough, we try to do things in a positive way, and we're delighted to have this opportunity to recognise our team's efforts and successes at doing just that.

We've learned that a willingness to listen, chat and develop ideas can lead to wonderful things. Combine those conversations with a can-do attitude, and the results are both innovative and inspirational.

Our mission statement is *Changing Lives for the Better*, and that's what we try to do, every day. We want to make the most of every opportunity for staff and prisoners alike, and have established our Business Development team to help turn ideas into results. The power of conversation and a willingness to go the extra mile has seen us launch a series of successful, pioneering social enterprises, which create genuine work environments and revenue streams and teach prisoners valuable life skills.

“Getting up and going to work keeps me sane, and I never get bored in the Jail Birds workshop, plus I like the fact that we are helping charities with our work.”

Lucy*, part of the Jail Birds team

Sometimes it's the simplest idea that leads to the biggest success story.

And that's exactly what happened with Jail Birds, our most established and acclaimed social enterprise. Made up of a prisoner workforce of creative women, led by our designer Ann Bellamy, Jail Birds began by creating a range of cards for prisoners to send to friends and family.

So huge has been the response to the cards that Jail Birds has expanded its product offering to include gate signs, cufflinks and lapel pins, and has created a seasonal range of Christmas decorations, wreaths and advent calendars.



Now producing a collection in excess of 200 designs to cater for every occasion, with tailored versions to suit the range of nationalities in the prisoner population, Jail Birds has become the benchmark for our other enterprises. With stock being exported to supply local churches, boutique card and gift shops, and even shipped internationally, Jail Birds has created a genuine work experience for the female inmates involved as they work to deadlines and are involved with every stage of creation, collation, packaging and administration to fulfil orders.

Proceeds generated by Jail Birds – along with the other enterprises – will contribute to prison and Sodexo charities, including STOP Hunger, Sue Ryder, and Help the Heroes.

Such is the success of the initiative, and the enthusiasm of the women within the prison to be involved, that there is a waiting list of candidates champing at the bit to become part of the Jail Birds workforce.



*Prisoner names have been changed throughout, for reasons of privacy

“The response to the idea was tremendous. Prisoners were excited about making it happen...”

PCO Aaron Williamson



Most people would be amazed at the materials we work with, from paper and wood to vegetables and chickens.

While we're on the subject of birds, allow us to introduce our clucky new arrivals; part of a pioneering new enterprise, which will see offenders care for chickens as well as rabbits, guinea pigs

the area and introduce a new business initiative which, quite apart from the eventual provision of eggs, will provide therapeutic benefits to those offenders selected to care for the animals.



and other small animals under the guidance of PCO Aaron Williamson and supporters from Cambridgeshire RSPCA.

A direct result of Aaron's idea to transform part of the prison gardens into a series of chicken coops and runs to maximise the potential of the land, the concept has been seized upon by both the prisoners and the RSPCA.

Aaron says: “The area of the garden in question simply wasn't thriving as a result of poor drainage and lack of natural light. With other parts of the garden being so successful, I planned to re-work

“The response to the idea was tremendous. Prisoners were excited about making it happen, building the runs and coops themselves, and though the RSPCA has never worked with a prison before, the organisation has been incredibly supportive, providing training and support to help us understand the needs of the animals, and the care required.”



“I am learning to cook from scratch – amazing! Having this chance is a privilege. I want to take my qualification with me when I leave and use it to make the most of my future.”

Rachel*, on working at Vita Nova

Skills and confidence – key ingredients for a new life, served up on a plate.

Another first for us is our brand new Vita Nova bistro, until recently a simple workshop. Now our prisoners can study for a qualification in food preparation and hygiene in order to enhance their job prospects on release.

Further to conversations with staff, we invested in the room, turning it into an open kitchen where prisoners can hone their culinary skills, creating a tasty range of paninis and sandwiches, before selling the results to staff, who now get to relax, read or chat in a stylish, new recreational area.

With a huge emphasis on Resettlement over the past 12 months, HMP Peterborough has introduced a whole range of initiatives to provide skills and experience to prisoners that will increase their chances of employment post-release, and Vita Nova is the latest and most innovative of these. Some of our chefs were completely new to the kitchen environment, but are now catering for staff and visitors each day, building their confidence and learning valuable customer service and table service skills.

Sally Porter and Jonny Abbot began working with the prisoners as teachers, and helped launch the successful new bistro. Sally explained: “Vita Nova means A New Life – and that’s what we’re helping to build for these committed team members. And they’re not only making paninis; we’ve begun making daily specials, three-course meals and, when senior personnel have visitors, we develop a full menu



for them to choose from and create a restaurant setting for those lunches.

“The beauty of the open kitchen is that, not only do the guests get to see the professional atmosphere within it, but the chefs get to see the responses on the diners’ faces as they enjoy their food.”

The team has recently been strengthened by the employment of experienced, Michelin-accredited chef Sam Richardson, who will further embed the professional development of offender learning within Vita Nova.



The best way to get the most out of an individual is find out what inspires them and work with it.

As with caring for animals, gardening can be therapeutic, and horticultural therapy has been proven to benefit physical, mental and emotional wellbeing. The combination of the fresh air and the physicality of the tasks involved provides respite for prisoners, while the end result is one that prisoners, visitors and staff can all enjoy.



Led by PCO Alan Newark, our team of green-fingered enthusiasts have created a garden to be proud of. Not only is it a riot of colour that delights visitors and staff but, following the implementation of a thoroughly researched business plan, the garden has become a reliable source of revenue as a supplier of flowers, plants and vegetables.

Our team has worked with select seed suppliers and has established relationships with flower and vegetable auctions, resulting in a polytunnel filled with seedlings and cuttings that are constantly tended, potted and used to create attractive flower baskets. These baskets are sold to staff and external businesses, all of whom have commended the price and quality of the baskets.

With regular take-home packs of vegetables and fruits prepared for sale to staff, and supplied to Vita Nova, the gardening team plans to grow its customer base for fresh-grown produce within the region, while continuing to work in conjunction with other enterprises.

While some of our prisoners are able to express their creativity in the gardens, others use the

on-site art studio to channel their energies and emotions, resulting in remarkable sketches, paintings and sculptures.

The UK's best-known prison arts charity is The Koestler Trust, and we're proud to say that our talented artists submitted more than 40 outstanding pieces of work to the Trust for consideration in its 2012 awards, and they are already creating pieces for submission in 2013.

Everything we do relies on the support of 'can-do' people – those that take the time to develop an initial idea until it becomes a viable business proposition, and those who dedicate their expertise to help bring these to fruition.

“I told my mum I was making handmade boxes for businesses and she was really chuffed. I like to work to a carpentry order – it makes me feel really pleased when I have achieved it.”

Harry*, carpentry team

Michael Permarker, our Health and Safety Manager, is integral in helping to get these ideas up and running; his commitment to achieving high standards throughout the prison led to us being one of just 54 recipients of the British Safety Council's prestigious Sword of Honour accolade in 2011, in which we were proclaimed as 'the best of the best' in health and safety management.

He and our industries team helped bring about one of our most ambitious – but most rewarding – enterprises; overseeing a complete overhaul of one of our workshops to ensure it was health and safety compliant in order to launch our carpentry project.

Now producing a high standard of products to order, including bird tables, garden benches, coffee tables, dove cotes and bird houses, the carpentry team regularly fulfils large orders for handmade wooden boxes for Sodexo coffee shops across London, and works with the gardening team to provide handmade herb boxes.



Our objective is to enhance every aspect of prisoners' lives to encourage them to live life to the full on release.



Building prisoners' self-esteem, respect and pride in their achievements – a team effort that changes lives.

We're extremely proud of the hard work that goes into making life here a rewarding experience. We're trying to break a cycle of reoffending and to make a difference to prisoners' lives, a difference that will stay with them well beyond HMP Peterborough.

The average sentence here is just under 12 months, and in that time, dedicated and focused staff can really change those individuals' potential, but this requires a real team effort.

Our objective is to enhance every aspect of prisoners' lives to encourage them to live life to the full on release; however, providing valuable skills to help them find employment is only a small part of it. Much of the groundwork lies in increasing their sense of self-worth and confidence, and overcoming barriers in order to help them reach their potential.

That's something Lesley Stewart, part of our Safer Custody team, has been recognised and rewarded for, having won the Safer Custody accolade in the Prison Officer of the Year Awards 2012 as a result of her dedication to HMP Peterborough.

She and Safer Custody Manager, Debbie Harrison, ensure that prisoners receive consistent support to help them adjust to their new environment, and spend a great deal of time breaking down barriers with vulnerable women, introducing new activities to occupy them and increase self-esteem, building a support network; and overcoming the issues that have caused them to self-harm.

The team's efforts have resulted in noticeable reductions in self-harm incidents, and both the women they have worked with and their families have noted their outstanding commitment to helping shape a brighter, happier future – results that the team now hopes to replicate with male prisoners as they engage with prolific self-harmers and strive to build their sense of self-worth.

This year has seen increased recognition of the contribution that all our staff make; thanks to Her Majesty's Inspectorate of Prisons (HMIP) report and awards such as Prison Officer of the Year and the STAR Awards, their work is heralded by regulatory bodies and judging panels.

The STAR Awards recognise outstanding achievement by Sodexo staff, and one of HMP Peterborough's senior prison custody officers, Jackie Bowen, beat over 35,000 employees to win the top accolade – the 2011 Employee of the Year Award. Jackie scooped the most sought after award for going above and beyond, having implemented a new staffing structure to create an improved, well-balanced working environment for fellow prison staff and a consistent approach to supporting all prisoners, including vulnerable offenders.





“I could see my son, without having to wear a bib, and I was able to get out of my chair, and do all the activities. By the end of the day, I felt that the bond was strong again.”

David*, on HMP Peterborough's family day

Play and prayer can both be vital to a prisoner's wellbeing.



It is vital for prisoners to maintain strong links with family members while they're apart, and Family Liaison Officer, Nick Coddington, and the Visits team help to achieve that, from recording offenders reading bedtime stories for their children, to organising on-site family fun days, where families can spend time together and gain a glimpse of what the future can hold.



The work of all our welfare teams is underpinned by our outstanding chaplaincy, which employs nine chaplains to meet the needs of all offenders, and which was recognised by HMIP in its recent report for its excellent work providing support and relief across more than 20 religions. Prisoners' faith can become far more important to them as they adjust to their new surroundings, and our chaplaincy has long since recognised that having an outlet for prayer, meditation and thought is paramount to rehabilitation and increased wellbeing.



“There is a good team effort to make these events such a success, and it's great to see a whole family benefit from them. I always look forward to meeting and talking to all the different families.”

Family Liaison Officer, Nick Coddington.

