HMP BERWYN
HEALTH & WELLBEING SERVICES

Helping people to change for the better
North Wales was selected from a short-list for the new prison which included the North West of England and London after a campaign by local authorities across North Wales and other key partners, including Welsh Government. The new prison is the first to be built in North Wales and will bring around £23 million a year to the regional economy, providing much needed jobs and opportunities for local businesses.

Health and wellbeing services, the responsibility for which is fully devolved to the Welsh Government, will be provided by Betsi Cadwaladr University Health Board.

The Prison will be a Category C training prison for sentenced adult and young adult men, and there will be a resettlement function for service users from North Wales. The prison will also have a remand facility for 200 un-sentenced, adult and young adult men within the total capacity of 2,106. The prison will receive remand population from courts within North Wales. Remand service users from North Wales are currently accommodated in prisons within England, typically HMP Altcourse in Liverpool. A preference has consistently been expressed for Welsh remands to be held within Wales.

On 20 May 2015 Russ Trent was appointed as the National Offender Management Service (NOMS) Project Director, and will become Governor of the prison when it opens.
On 17 February 2016, Sarah Payne, Director of NOMS in Wales announced that following extensive engagement with the community in North Wales; a suitable name for the new prison had been found. HMP Berwyn overwhelmingly received the most positive response from the public consultation during which the communities in North Wales responded enthusiastically. Suggestions ranged from notable historical figures to local rivers and roads.
Health and Wellbeing Services within Prison

“Good prison health creates considerable benefits. It prevents the spread of diseases and promotes health through awareness of what everyone can do to help maintain their own health and well-being and that of others. In addition, however, it can help to improve the health status of communities, thus contributing to health for all.”

(WHO Health in Prisons Guidance)

Men in custody and the community should receive an equivalent health and wellbeing service to that available to the general population, with access to services based on need.

Betsi Cadwaladr University Health Board (BCUHB) is responsible for ensuring that service users within the North Wales Prison have access to health services. A Health Needs Assessment has been carried out by Public Health Wales in conjunction with the Health Board and other partners.

HMP Berwyn has a Health and Wellbeing centre included as part of the build, which will replicate an enhanced primary care centre with specialist in reach appointments, but no inpatient unit. The majority of healthcare has been proposed to be provided for service users within the prison health and well being centre in order to minimise the requirement for attendance at secondary health care hospital sites within North Wales. BCUHB will employ a dedicated team of staff based within the prison to deliver health and wellbeing services to all service users.

The health functions will include:

- GP’s
- Nurses (RGN, RMN)
- Health Care Support Workers
- Dentistry
- Therapies (such as Occupational therapists and Physiotherapists)
- Radiology
- Pharmacy
- Psychologists
- Administrative support staff
- Management roles

All healthcare is under development by key professionals employed by Betsi Cadwaladr University Health Board within their specialist functions, such as mental health, substance misuse and primary care.

**Who we are looking for**

Working in a prison isn't for everyone. You really do need a special blend of skills to thrive in this environment. But if you are confident, you already have much of what it takes and it could be the most rewarding thing you ever do.

Above all, you’ll need to be a good communicator. Every day, you'll work with all kinds of people and your ability to listen well and make yourself clearly understood will be essential. You’ll also need empathy and assertiveness, as well as plenty of self-confidence, and personal integrity. Together, these qualities will allow you to support prisoners in their health and wellbeing, and ultimately with their rehabilitation, in a safe environment.
What does the role involve?

Working in Health and Wellbeing in a prison is a worthwhile job. Every day, you'll have chance to support offenders' rehabilitation. Over time, this could even lead to some of them turning their life around. But like doing anything that matters, it won't be easy.

What’s in it for you?

First off, you can expect great training. When you start, you'll benefit from our comprehensive training programme. You will also expect all the usual benefits from a role in the NHS: a pension, up to 33 days’ annual leave depending upon hours and length of service, and much more. You will also be working with a dedicated, friendly team in a modern, purpose-built facility.
Our recruitment process

Step 1:
Application
The first step involves registering your interest through NHS Jobs. You can sign up to receive alerts for all jobs at www.jobs.nhs.uk, and complete an application for a post. If shortlisted you will be invited for interview.

Step 2:
Interview
The second step is the interview, where the emphasis will be very much around your personal values as much as your technical skills. You will be invited to an interview / selection day where if you are successful, you will be given a verbal offer followed very shortly by a conditional offer.

Step 3:
Vetting
For obvious reasons, we need to do a thorough background check for these roles. That’s why our vetting can take up to 3 months. We understand that this can feel like a lengthy process, but please bear with us. It’s definitely a career worth waiting for. You can make everything as smooth as possible by following the detailed instructions given about what information you need to provide, and attending the face to face vetting which, where possible will be during the interview / selection day.

It is really important that you are honest. It won’t matter if you got into a spot of bother with the Police twenty years’ ago (depending on the nature, of course) but healthcare staff are in a position of trust and those with serious convictions will not be accepted.
PROVIDING HEALTHCARE SERVICES
IN A PRISON ENVIRONMENT

“I came from an A&E background and prison nursing is not that different. It requires nurses to attend to the varying needs of a wide variety of vulnerable service users with physical and mental health needs.”

“The challenge of balancing the healthcare needs of patients with their security requirements means good team-working is essential.”

“Dealing with different situations and challenges on a daily basis has kept prison nursing fresh and interesting to me.”

“Communication skills are key, there are lots of different kinds of people in prison and you have to be able to find some way to talk to them all.”

“There really is no other nursing role like it and although it is not for everyone, I really enjoy making a difference.”

“After the first day, I knew this was something I wanted to do.”

“Medicine in a prison setting can be a demanding task, but the professional and personal rewards are well worth it.”
“It’s something you should consider if you like working with people, if you like different challenges everyday and you like having to know a lot of different things. If you like to get something stimulating out of your job every day, then prison health is for you!”

“an opportunity to make a genuine impact on the lives of vulnerable people”

PROVIDING HEALTHCARE SERVICES
IN A PRISON ENVIRONMENT

“You get a lot of respect back from service users”

“You are very safe working in a prison, you have people around you that know exactly what to do and you know what to do. You are in a controlled environment and everything that’s done is for your safety”

“Skills and attributes that help when working within a prison is to be calm under pressure, be methodical in your thinking, being organised and excellent communication skills”
Frequently Asked Questions

What category will the North Wales Prison be?
The prison will be a Category C for the sentenced population. Category C service users are: 'Service users who cannot be trusted in open conditions but who do not have the resources and will to make a determined escape attempt.' (Ministry of Justice, PSI 40/2011).

Why is the Ministry of Justice building a new prison in North Wales?
North Wales is an area of strategic need for prison places. There is currently no custodial provision in the region. This new prison will allow men to be held closer to their homes, which has shown to be an important factor in reducing reoffending. It will also be a huge boost to the North Wales economy.

What are the economic benefits to the local community of a new prison?
New prisons provide permanent, varied and high quality employment opportunities. It is estimated that a new prison would create around 1,000 jobs, including those providing support services. Overall it is anticipated that the new prison would generate around £23m in annual revenue for the regional economy.

Where will service users go for their healthcare?
There will be primary care services delivered within the North Wales Prison. Working closely with partner organisations BCUHB are developing a model of care with the principle of providing as many services within the prison estate as possible.

What training will I receive?
Your initial training will be through initial induction training provided by Betsi Cadwaladr University Health Board, and then further induction training through the Prison Service. This will include everything you need to know about health and safety in the prison environment, as well as all of the protocols that you need to be aware of. Naturally, you will also receive training on an ongoing basis as part of your continuing professional development.

Will I have to wear a uniform?
Yes. Even if you are used to not wearing a uniform, let's say because your current role is a community based role, the same is not true in this environment. You will also be required to comply with BCUHB’s uniform guide and dress code.

Will I have to be able to speak Welsh?
No. It is desirable that you are able to speak Welsh, but not essential. Also, training in basic Welsh is provided to all those wanting to be able to communicate in Welsh a little.
**Will I have to work shifts?**
All nursing staff will be required to work shifts.

**How safe will I be?**
There are systems in place for extremely thorough risk assessments, alongside health and safety protocols and extensive training.

**Where there be a Prison Officer with Service Users all of the time?**
No. The vast majority of the service users in a Category C prison do not present any personal risk, and again this is something that will always be risk assessed.
Information about Betsi Cadwaladr University Health Board

Betsi Cadwaladr University Health Board is the largest health organisation in Wales.

We provide a full range of primary, community, mental health and acute hospital services for a population of around 676,000 people across the six counties of North Wales (Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire and Wrexham) as well as some parts of mid Wales, Cheshire and Shropshire.

We employ around 16,100 staff and have a budget of around £1.2 billion. We are responsible for the operation of three district general hospitals (Ysbyty Gwynedd in Bangor, Ysbyty Glan Clwyd in Bodelwyddan and Wrexham Maelor Hospital) as well as 18 other acute and community hospitals, and a network of over 90 health centres, clinics, community health team bases and mental health units.

We also coordinate the work of 121 GP practices and NHS services provided by North Wales dentists, opticians and pharmacies.

The Health Board will directly deliver the Health and Wellbeing Services within the North Wales Prison.
Betsi Cadwaladr University Health Board - Purpose and Values

Our **purpose** is to improve health and deliver excellent care.

Our **values** are:

- put patients first
- working together
- value and respect each other
- learn and innovate
- communicate openly and honestly

Because this is a partnership between BCUHB and HMP Berwyn, we need to bear their values in mind as well. Fortunately ... they are very similar to ours. They are:

**V** value each other and celebrate achievements
**A** act with integrity and always speak the truth
**L** look to the future with ambition and hope
**U** uphold fairness in all we do
**E** embrace Welsh language and culture
**S** stick at it!
Contact us

BCUHB have a dedicated HMP Berwyn Health and Wellbeing Project Team which has been established to project manage the prison healthcare programme.

Please contact the team for any information relating to the Prison Health and Wellbeing Project:

Kate Clay          Programme Director
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http://www.wales.nhs.uk/sitesplus/861/page/83112

www.facebook.com/BCUHB_PrisonHealth

@BCUPrisonHealth
Information on Wrexham

Economy
Wrexham’s economy has moved away from heavy industry to high tech manufacturing, biotechnology, finance and professional services. The town also has the largest retail sector in North Wales. In 2007, the town was ranked fifth in the UK for business start-up success, higher than many larger UK towns and cities. BCUHB have a dedicated HMP Berwyn Health and Wellbeing Project Team which has been established to project manage the prison healthcare programme.

Shopping
There are several shopping streets in the centre of town, and a cluster of retail parks is situated around the inner ring road. Plas Coch and Berse retail parks are on the outskirts close to the A483. Central and Island Green retail parks are in the town centre. The newest development is at Eagles Meadow. The development is connected to Yorke Street and High Street by a bridge. There are three traditional covered markets (Butter, Butchers and Peoples Markets) plus north Wales' largest open-air market. Much of the Wrexham town centre is pedestrianised, and many of its pubs are historic buildings.

Tourism
Wrexham held the National Eisteddfod of Wales in 2011.

A number of visitor attractions can be found in the town:

- Wales Comic Con – The largest fan convention in Wales that brings actors, artists, writers and sports personalities to the town each year to meet thousands of fans who attend from around the world.
- St. Giles Church – one of the Seven Wonders of Wales and burial place of Elihu Yale, best known for being the prime benefactor of Yale University.
- Racecourse ground – home of Wrexham F.C. and North Wales Crusaders, it is the world’s oldest international stadium that still continues to host international games.
- Historic town centre buildings that are now hostelries (Horse and Jockey Pub – Hope Street, the Golden Lion – High Street, and the Old Swan – Abbot Street).
- Techniquest Glyndŵr – Science discovery centre.
- Wrexham County Museum.
- Indoor Markets – Wrexham has always been known as a market town, and continues this tradition with two architecturally significant Victorian indoor markets (Butchers and General), and a newer indoor market (Peoples Market).

**Music**
Live music venues have developed around the core of the town including Central Station, The Old Swan, Penny Black and The Commercial. Further out of the centre The Centenary Club, the William Aston Hall and The Student Guild at Glyndŵr University also provide live music shows. The scene is dominated by local bands and the town has become known for the rock, indie and alternative genres.

The local music scene has its own dedicated website Wrexham Music which features news, forums and details of upcoming shows, including Stereophonics a little later this year.

Some international artists perform in the larger venues of Central Station or the William Aston Hall. Central Station is a club with a capacity of approximately 650, attracting touring bands. Since its opening in 2000 the venue has played host to several acts.

The William Aston Hall at Glyndŵr University is a 900-seat venue which has recently undergone extensive refurbishment, and is now designed to accommodate a range of events from conferences and exhibitions to theatrical performances and pop/rock concerts. Acts who have performed there include Super Furry Animals, Feeder Love, Ray Davies, Freddie Starr and Sweet.

**Industries**
Wrexham is a hub for a diverse industrial base. **Wrexham Industrial Estate**, which is home to HMP Berwyn, and is also home to a number of bio-pharmaceutical companies.
Wockhardt, Ipsen and Cytec Industries have major sites which provide research and development and manufacturing capabilities.

Wrexham's close location to both aerospace (Airbus are located in nearby Broughton) and automotive manufacturers has led to a number of organisations being in the town. JCB have a transmissions and drive train site on Wrexham Industrial Estate. ACT and Magellan Aerospace have sites.

Large food manufacturing sites include Kelloggs, Cadbury, Calypso and Village Bakery. Electronics companies Sharp and Brother have manufacturing facilities located along the A483.

One of Wrexham's traditional industries, brewing has had something of a resurgence since 2010. Whilst only employing a small number of people, Wrexham is now home to five breweries located on Wrexham Industrial Estate and the town centre. Big Hand, Erddig, Sandstone, Axiom, Wrexham Lager and Wrexham Lager Beer breweries have all come to prominence in the last few years. Wrexham Lager exports its lagers globally, with plans to expand the size of the brewery six-fold by 2016.

**Parks and open spaces**

Wrexham has three parks, Bellevue Park, Acton Park, and Erddig Park, as well as a green area within the town centre called Llwyn Isaf.

Bellevue Park was built alongside the old cemetery on Ruabon Road. The park was designed to commemorate the jubilee year of the incorporation of Wrexham. It became neglected during the 1970s and many of the amenities were in a poor state of repair. A major project was undertaken to restore the park to its original state. The park reopened in June 2000, and plays host to a wide range of events.

Acton Park was originally the landscaped grounds of Acton Hall. It was laid out in 1785 by James Wyatt on the instructions of the owner Sir Foster Cunliffe. Llwyn Isaf, situated alongside Wrexham Guildhall, is a popular green area within the town centre. The green was originally the landscaped grounds of a mansion house known as Llwyn Isaf.
It now lies at the centre of Wrexham's civic centre just off Queens Square. The Welsh Children in Need concert was held here in 2005. Erddig Park is two miles (3 km) south of the town centre where the town meets the Clywedog Valley. The park is owned and managed by the National Trust, and is home to Erddig Hall and its formal gardens.

**University Town**

Wrexham is a university town, being home to Glyndŵr University. BCUHB has built strong links with the University, and much of your training is likely to be undertaken by them.
Where are we?

Wrexham is in North Wales and is close to the English borders. It is easily accessible, both by road and by rail.

Road

Wrexham is well serviced by the M53 and M56 motorways and the A55 leading onto the A483, which is the main route to HMP Berwyn. We are:

- 14 miles (25 minutes) from Chester
- 32 miles (52 minutes) from Shrewsbury
- 40 miles (1 hour) from Stoke-on-Trent
- 47 miles (50 minutes) from Liverpool
- 54 miles (1 hour) from Conwy
- 54 miles (1 hour, 10 minutes) from Manchester

Rail

Wrexham General Station enjoys an hourly train service between Chester and Shrewsbury, extending every other hour to Holyhead in the North and Cardiff or Birmingham to the South, from 05.30am until midnight Monday-Saturday with a reduced service running on a Sunday.