

HEALTH & JUSTICE SERVICES

**SUPPORTING RECOVERY, REBUILDING INDEPENDENCE,
AND IMPROVING HEALTH OUTCOMES - TOGETHER**

Introduction

Spectrum Community Health CIC delivers high-quality healthcare to people in vulnerable circumstances across sites in the North of England. One of our core service areas is Health & Justice (H&J), where we provide essential care to individuals in secure environments and support their transition back into the community.

We operate within a range of secure settings, including prisons, young offender institutions, secure hospital units, and a short-term holding facility. As one of the UK's largest providers of prison healthcare, Spectrum delivers award-winning, patient-focused services to approximately 11,000 individuals across 15 prisons of all categories.

Our guiding principle is to ensure that people in custody have access to the same standard of healthcare as those in the wider community.

Our model is built on collaboration and holistic care. We work alongside trusted partners to offer a comprehensive healthcare package, tailored to meet the full spectrum of our patients' needs.

This includes:

- Primary care (GP and nursing services)
- Mental health support
- Substance misuse services
- Sexual health
- Podiatry, physiotherapy, and optometry

Wherever possible, care is delivered on-site, with external referrals arranged when needed. We also play a key role in supporting patients as they reintegrate into the community, helping them to maintain continuity of care.

Beyond prison healthcare, Spectrum also supports individuals in police custody, providing health assessments and signposting them to appropriate services. Additionally, our H&J portfolio includes the independent and highly respected Death in Custody Review Service, which delivers expert clinical reviews that support NHS commissioners in enhancing the quality of prison healthcare.

Quality and innovation are at the heart of everything we do. We actively engage with our patients, valuing their feedback to shape and improve our services. This patient-led approach, combined with clinical excellence, has led to multiple awards and consistently positive feedback.

In the following pages, you'll discover some of the innovative projects, passionate people, and real-life patient stories that demonstrate the difference Spectrum is making in secure settings.

Why choose Spectrum



Proven Track Record

Over a decade of successful service delivery across secure settings and within the criminal justice system, demonstrating reliability, expertise, and impact.



Patient-centred Care

We treat every individual with dignity, compassion, and respect. Our trauma-informed approach ensures we understand and respond to the complex experiences of the people we support, promoting recovery and rehabilitation.



Integrated and Collaborative

We work in strong partnership with the NHS, HM Prison and Probation Service, Police, Local Authorities, and third-sector organisations to deliver joined-up, person-centred care.



Co-production and Lived Experience

We design and deliver services alongside the people who use them. By embedding co-production and valuing lived experience, we ensure our services are relevant, effective, and truly person-centred.



Agile, Innovative and Quality-driven

Our flexible and forward-thinking approach enables us to respond quickly to challenges. Our digitally enabled, evidence-based services are continuously improving through learning, innovation, and feedback.



Social Impact

As a Community Interest Company (CIC), we reinvest in our services, support staff wellbeing, and strengthen communities - creating meaningful impact beyond clinical care.



Our Impact: Driving Quality, Innovation, and Meaningful Change

At Spectrum, our impact is defined by a strong commitment to quality and innovation.

We actively listen to our patients and incorporate their feedback to continuously improve our services. By co-developing solutions that support better health outcomes, we ensure our work delivers real, measurable benefits.

This section highlights just a few of the projects that are making a lasting difference in the lives of our patients.

Breaking Barriers: First On-Site Intravesical Chemotherapy Delivered in a High-Security Prison

Spectrum's healthcare team achieved a pioneering milestone by successfully delivering intravesical chemotherapy within a Category A high-security prison. A patient diagnosed with bladder cancer underwent a six-week course of treatment, which involved administering chemotherapy drugs directly into the bladder - a process typically done in a hospital setting.

To maintain the patient's dignity, ensure continuity of care, and reduce security and transport costs, Spectrum's Head of Healthcare proposed on-site treatment. This approach also provided environmental benefits by minimising prison-to-hospital transfers.

Specialised training was completed by two nurses and a pharmacist at York Hospital, enabling them to administer the treatment and guide the patient through aftercare.

The first session was overseen by the patient's GP and successfully carried out on site. The patient later expressed heartfelt thanks for receiving his care in a familiar and secure environment.

Cancer patient:

“ Thank you so much to the staff; I really appreciate that my treatment was performed here. ”



The Butterfly Project: Empowering Women and Transforming Cervical Screening at HMP Styal

The Butterfly Project at HMP Styal is a pioneering initiative led by Spectrum's healthcare team to improve cervical screening uptake among women in custody, many of whom have experienced trauma or abuse. Launched in response to low screening rates (63% in 2020), the project aimed to raise uptake to 90% by reducing fear, improving processes, and enhancing education.

Using a combination of outreach, one-to-one support, and peer mentoring, the project successfully integrated screening into the prison reception process. Peer mentors - women in custody trained to offer reassurance and share lived experience - have been key to its success.

As a result of this initiative the screening uptake exceeded 90%, with no eligible women left on the waiting list. The project continues to positively impact women's health and wellbeing in prison.



92%

of women underwent
cervical screening



28%

An increase of 28%

Unlocking Rehabilitation: Empowering prisoners through Social Prescribing

Spectrum's social prescribing initiative, offers non-medical approaches to improve health and wellbeing in prisons, helping reduce medication use and support long-term conditions and mental health.

The programme is led by prisoner champions mentored by healthcare professionals, who develop tailored activities such as gardening, arts, befriending, and sports. Supported by strong leadership, stakeholder engagement, and regular meetings prioritising prisoner feedback, the initiative uses storytelling to showcase its positive impact.

Despite challenges, the project's success demonstrates social prescribing's transformative potential to enhance rehabilitation and wellbeing within secure environments, paving the way for wider adoption across prison estates.



Serenity in Custody: The HMP Low Newton Palliative Care Suite

At HMP Low Newton, the Rainbow Suite was created as a comforting sanctuary for a terminally ill prisoner who wanted to spend her final days in custody instead of transferring to a hospice. In response to her wishes, the prison redecorated a disabled cell to reflect her love of rainbows and pink.

The space was transformed with cheerful décor, including mood lighting, rainbow themed items, and a projected moon, creating a brilliant, homely atmosphere.

Through the dedication of our healthcare team, and in particular Andrea, who built a therapeutic relationship founded on empathy, trust and shared lived experiences, the patient became increasingly engaged in her treatment and care.

Today, her condition has improved so significantly that she is no longer receiving palliative care.

The Rainbow Suite has become more than just a room. It is a symbol of hope, recovery and the extraordinary difference that kindness, connection and personalised care can make, even in the most challenging circumstances.



Breaking the Supply Chain: HMP Humber's Medication Amnesty Tackles Illicit Use

A significant number of prisoners at HMP Humber reported overdosing on medications dispensed by healthcare personnel, with less than 10% using their own prescriptions; the majority obtained medications illicitly, either through purchase or from other prisoners.

To curb the availability of prescribed medications in this underground economy, Spectrum implemented a comprehensive medication amnesty across the prison. Extensively advertised for two weeks through wing announcements and prison television channels, the initiative involved Spectrum healthcare staff, accompanied by operational officers, conducting thorough sweeps of each wing to collect unused medications.

Since the initiation of these amnesties, a noticeable decline has been observed in reported overdoses, medication discoveries on wings, and instances of failed mandatory drug tests related to prescribed medications. This proactive approach by Spectrum demonstrates a promising strategy for mitigating risks associated with medication misuse, whilst enhancing overall prison safety and wellbeing.

Inaugural amnesty yielded the voluntary return of 1,650 items - including 172 paracetamol tablets, Orlistat, Duloxetine, and Amitriptyline. Subsequent efforts saw 1,909 medications reclaimed.



172

incl. paracetamol,
Orlistat, Duloxetine, and
Amitriptyline



1,909

medications reclaimed

When Refusal Isn't Choice: Rethinking Capacity in Justice Healthcare

A Band 6 nurse demonstrated exceptional advocacy by challenging established clinical decisions when she recognised that a patient's refusal of care was rooted in trauma, fear and past persecution rather than a lack of capacity.

Despite hierarchical pressures, she built trust with the patient, listened to his experiences and advocated for reassessment through the multidisciplinary team. Her persistence led to the reversal of a palliative decision and the reintroduction of active treatment.

The patient subsequently re-engaged with care, accepted nutrition and reconnected with family, highlighting the transformative impact of trauma-informed, compassionate nursing leadership.



From Crisis to Collaboration: Naloxone Training at HMP Deerbolt

In response to a surge in substance misuse and multiple overdoses at HMP Deerbolt, Spectrum recognised the need for a proactive overdose response.

Spectrum developed a training programme for prison staff focused on intranasal naloxone administration - a safe and effective alternative to injections. The initiative includes comprehensive training materials, competency checks, and feedback mechanisms.

So far, 21 prison staff members have been successfully trained, with the programme expanding further. This training has boosted staff confidence, strengthened prison-healthcare partnerships, and supports the strategic objectives of HMPPS and NHS England. By promoting joint learning and preparedness, the programme aims to reduce the risks of overdose and enhance safety for both staff and prisoners across the secure estate.



Transforming Opioid Treatment: Spectrum's Rollout of Buprenorphine in Prisons

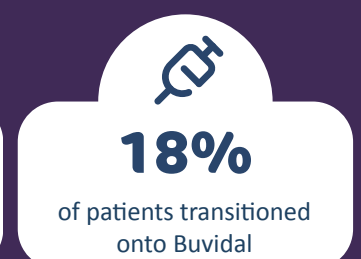
Buprenorphine, a long-acting injectable buprenorphine treatment for opioid dependence, helps reduce cravings and withdrawal symptoms while improving treatment adherence and minimising the risk of misuse and diversion. Spectrum has successfully expanded the use of Buprenorphine across its Health & Justice services, making it available in 15 prisons.

More than 18% of patients receiving opioid substitution treatment within these prisons now benefit from long-acting buprenorphine.

To support continuity of care on release, Spectrum works closely with community treatment providers, educates patients, addresses barriers to engagement, and utilises services such as Reconnect Navigators and virtual consultations. Lived experience feedback is embedded throughout the approach to

ensure services remain responsive to patient needs.

Across the North East, North West and Hull & Humber regions, 359 patients receive weekly or monthly Buprenorphine injections, demonstrating Spectrum's commitment to innovative, patient-centred opioid treatment in secure settings. The programme continues to improve treatment engagement, support recovery, and promote seamless transitions between prison and community healthcare services.





Breaking Barriers: Virtual Ward Transforms Specialist Care at HMP Frankland

HMP Frankland is a high-security Category A prison where traditional healthcare delivery was often hampered by access barriers, logistical challenges and security constraints.

Emergency hospital transfers were frequent, costly and, in many cases, avoidable. Patients experienced delays in care, while healthcare teams faced challenges coordinating with external services.

To address these issues, Spectrum, in partnership with County Durham and Darlington Foundation Trust (CDDFT) and HMPPS, introduced a Virtual Ward.

This innovative digital care model enables real-time clinical collaboration between prison healthcare staff and external hospital clinicians, allowing specialist care to be delivered remotely and reducing the need for physical hospital transfers. It has provided access to services such as colposcopy within the prison and enhanced the management of chronic conditions and care planning.

Virtual ward benefits include:

- » A reduction of more than two-thirds in emergency hospital transfers
- » Cost savings of over 60% through reduced hospital attendance and transport requirements
- » Improved patient experience, with reduced anxiety and greater confidentiality
- » A lower carbon footprint through reduced vehicle usage
- » Adoption of the Virtual Ward model across multiple prisons in the region

The Virtual Ward continues to improve access to specialist healthcare, enhance patient outcomes and support more efficient use of healthcare resources within the secure estate.



72.9%

reduction in emergency hospital transfers



63%

cost saving



2

award nominations

Unlocking Rehabilitation: Empowering prisoners through Social Prescribing

Spectrum's Safeguarding Team, led by the Head of Safeguarding, developed a pioneering Food Refusal Toolkit to support healthcare staff in managing complex cases of food refusal in prisons.

Designed to provide clear, practical guidance, the toolkit has gained national recognition - featured in the British Journal of Nursing and named a finalist in the 2023 HSI Patient Safety Awards (Education & Training category).

Available both as a booklet and free PDF, the toolkit continues to enhance safe, consistent care across secure estates, reinforcing Spectrum's commitment to innovation and patient safety.



Co-occurring Conditions - Stopping the Silo: A Co-ordinated Pathway to Better Care

The relationship between mental illness and substance misuse is complex and mutually reinforcing. Data shows that 63% of people entering substance misuse treatment have mental health needs, yet many receive inadequate care - 25% get no mental health support, and 55% are managed only in primary care without specialist input. Fragmented care, characterised by siloed services and systemic barriers like stigma, hampers effective treatment.

To address these issues, the Co-occurring Conditions Pathway was created, promoting integrated, person-centred care by breaking down service silos. Using a quadrant-based framework, it supports shared decision-making, joint planning, and better co-ordination between mental health and substance misuse teams. This model aims to improve outcomes, reduce risks, and offer more compassionate, co-ordinated care through enhanced inter-agency collaboration and a new approach to dual diagnoses.

Nothing About Us Without Us: Embedding Co- Production Across Secure Healthcare Pathways

At Spectrum, co-production is a core practice embedded in designing and improving care within secure environments.

Our Experience Framework - created with input from staff, patients, and board members - focuses on participation grounded in lived experience, inclusivity, and trauma-informed care.

Monthly patient healthcare forums foster trust, reduce complaints, and encourage shared ownership of health outcomes by amplifying often unheard voices.

Patient engagement with feedback has increased by over 600%, demonstrating a cultural shift toward genuine involvement.

Spectrum's commitment to inclusion and lived experience is actively practiced, measured, and continuously refined with the people they serve.



Health, Hope, and Empowerment: Transforming Women's Healthcare in Custody

Spectrum's healthcare teams at HMP Low Newton and HMP Styal led a Women's Health Awareness Initiative to address health inequalities faced by women in custody, many of whom feel unheard when raising health concerns. With research showing 84% of women feel ignored by healthcare professionals, Spectrum focused on education, early intervention, and empowerment.

At HMP Low Newton, specialist clinics covered breast and cervical screening, menopause support, sexual health, and mental wellbeing. HMP Styal hosted a Women's Health Event featuring health awareness stalls and guest speakers from local health and wellbeing organisations.

These initiatives provided women with vital health information, resources, and a supportive environment, reinforcing Spectrum's commitment to accessible, compassionate, and gender-responsive healthcare.



Hidden in Plain Sight: A Bold New Model for Condom Access Behind Bars

Improving sexual health in prisons faces significant challenges due to stigma, security concerns, and cultural resistance. Despite national guidelines advocating discreet and easy access to condoms, this is rarely implemented.

A pioneering project in five male prisons in England reframed condom provision as a public health necessity, not a security threat. By engaging healthcare leaders, prison officers, and staff, the project dismantled myths and logistical barriers, introducing condom distribution at medication hatches supported by peer-led campaigns.

Condom orders surged from zero to 720 units in individual prisons. Reorders within six months confirmed uptake. Critically, no rise in safeguarding or security incidents were recorded - dispelling persistent fears. This successful, stigma-reducing model proves that strategic collaboration can overcome resistance and offers a scalable approach for sexual health in prisons nationwide.



Pioneering Prison Healthcare: Successful Radioactive Treatment at HMP Kirklevington

At HMP Kirklevington Grange, Spectrum's healthcare team faced a complex case when a patient with Graves' disease required radioactive iodine therapy (RIT). Treating this autoimmune condition involved radiation risks that demanded careful planning.

A multidisciplinary team - including healthcare staff, custodial managers, governors, and health & safety experts - collaborated to safely isolate the patient for 13 days, ensuring no radiation exposure to others. Surrounding cells were emptied, staff used PPE for daily checks, and transfers into the prison were minimised.

This innovative approach successfully provided aftercare that no other establishment had managed before, highlighting Kirklevington Grange's forward-thinking and collaborative healthcare practices in secure settings.

Nature-Based Health Promotion: GOOP's Growing Impact Across Spectrum Sites

Greener On the Outside for Prisons (GOOP) is a nature-based health programme aimed at improving prisoners' mental health, reducing health inequalities, and supporting efforts to lower reoffending rates through gardening and environmental projects.

GOOP partnered with Spectrum and UCLAN to expand the project across sites in the North East, alongside the creation of a dedicated GOOP Forum enabling site leads to collaborate, share learning and exchange best practice.

In the future, Spectrum plans to replicate GOOP across more sites, integrating it into social prescribing pathways.



Key projects include:



Planting 120 fruit trees with 32 prisoners involved.



Planting 120m of hedgerow around two wings with 22 participants.



Developing an Aspire Unit garden with 10 participants.



Offering horticulture qualifications (Levels 1 and 2) to 22 prisoners.



Supporting a local community garden with flowers from secure sites.

Management of Older Adults with Complex Needs - HMP Haverigg

A review of care for older adult patients highlighted growing health complexities and gaps in risk management, assessments, and care coordination.

In response, Spectrum developed a Complex Case Pathway to better support this changing demographic. Key aims included adapting the Dying Well in Custody Charter (DWICC), enhancing assessments for falls, frailty, and skin integrity, and improving care planning.

Through collaboration with internal teams, external partners, and feedback from patients, a holistic care model was designed.

Outcomes included a structured referral and MDT process, integration of complex case templates into the clinical system, routine assessments for new arrivals over 65, DWICC self-assessment, improved hospice links, and ongoing staff training. The pathway ensures more coordinated, compassionate, and effective care for older patients in custody.

Staff quote:

“ The process really allows you to get to know patients.”

Patient quote:

“ It is reassuring to know my wishes are being logged and will be honoured wherever possible. It makes me feel like people are advocating for me.”

Empowering Patient Voice Through Collaboration: Transforming Healthcare at HMP Frankland

Patient Forum Wing Rep Quote

“ All the changes that have been made over the last year are adding up to a much more positive healthcare experience. ”

Amid rising healthcare complaints at HMP Frankland, a renewed focus on trust, dignity, and patient experience led to the transformation of healthcare forums.

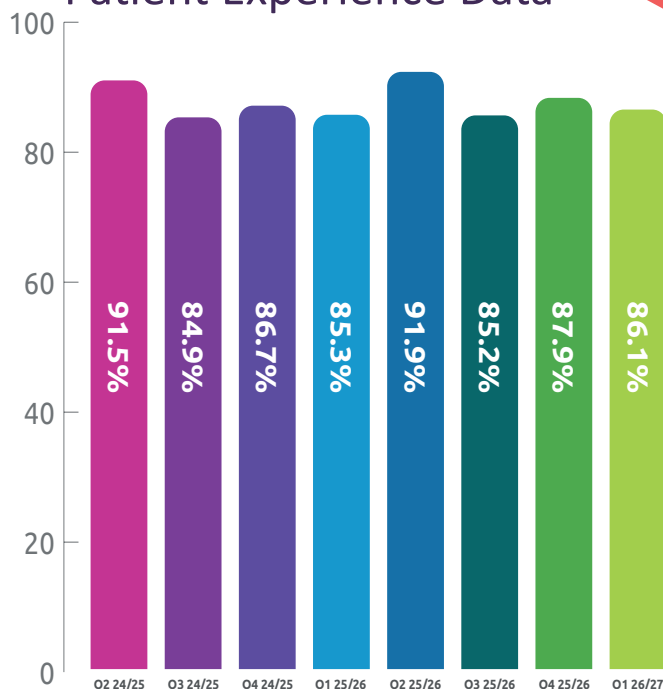
Previously infrequent and ineffective, forums were relaunched as structured monthly meetings with patient representatives, shifting the focus from venting frustration to coproducing solutions.

One standout outcome emerged from a recurring concern: tensions in medication queues, linked to in-possession medication practices. Patient representatives proposed a practical and collaborative solution - to redesign and install safer, more efficient medication hatches. Approved and actioned through the prison workshop, this innovation significantly improved access, reduced queue conflict, and enhanced safety and dignity.

The project exemplified multidisciplinary collaboration between healthcare and prison workshops. It also signalled a cultural shift - patients were not just heard but empowered to shape services.

Internal survey data showed a consistent rise in satisfaction scores throughout, alongside a drop in complaints and improvements in staff - patient interactions. The initiative not only addressed a specific safety concern but also revitalised healthcare engagement.

Patient Experience Data



By embedding patient voice into everyday service design, this work demonstrates how collaborative approaches can create tangible, positive change within prisons. It highlights the broader value of participation in driving safer, more responsive, and person-centred healthcare.

Our Awards: Recognised for Excellence, Driven by Compassion

We've been nationally recognised with multiple awards for our innovative approach and dedication to high-quality care. As we continue to grow and evolve, our focus remains firmly on putting patients first.

Across our range of services, Spectrum has earned accolades for excellence in healthcare and our unwavering support for vulnerable communities.

In the following pages, you'll discover some of the innovative projects, passionate people, and real-life patient stories that demonstrate the difference Spectrum is making in secure settings.



2025 Winner
HEALTHCARE WORKER OF THE YEAR
North East Prison Group Awards



2024 Winner
BEST HEALTHCARE INITIATIVE IN A JUSTICE SETTING
Our Health Heroes Awards



2024 Winner
BEST HEALTHCARE WORKFORCE COLLABORATION
Our Health Heroes Awards



2023 Winner
BEST USE OF WORKPLACE TECHNOLOGY
Nursing Times Workforce Awards





2022 Winner
EXCELLENCE IN EDUCATION
Community Alcohol Partnership
Awards



2022 Winner
CHIEF EXECUTIVE'S AWARD
SWY Partnership NHS Trust
Excellence Awards



2022 Winner
BEST HEALTHCARE INITIATIVE
Our Health Heroes Awards



2021 Winner
NURSE MANAGER OF THE YEAR
Nursing Times Awards



2021 Winner
CLINICAL SITE TEAM OF THE YEAR
Pharma Times Awards



2021 Winner
DR LINDA HARRIS
SME Leaders 20



2020 Winner
RISING STAR
Nursing Times Awards



2020 Winner
FLORENCE NIGHTINGALE
NURSE OF THE YEAR
Nursing Times Awards



Our Conferences and Events: Driving Innovation and Collaboration in Health and Justice

Spectrum regularly hosts conferences and events focused on key health and justice topics, bringing together professionals, partners, and lived experience voices to share best practices, innovations, and insights.

These events cover areas such as public health, substance misuse, mental health, prison healthcare, and community reintegration. By fostering collaboration and knowledge exchange, Spectrum's events contribute to improved outcomes for individuals in secure settings.

Innovation in Recovery Healthcare in Prisons Conference

Spectrum proudly hosted Innovation in Recovery Healthcare in Prisons - a dynamic, free online event showcasing groundbreaking approaches rooted in the National Drugs Strategy and the National Drug and Alcohol Framework for Prisons.

Led by Dr Linda Harris OBE, Spectrum's CEO, the session brought together leading voices in recovery and rehabilitation:

- Professor Dame Carol Black – Principal of Newnham College, Cambridge, and NHSE's National Expert Advisor on Health & Work
- Dr David Best – The world's first Professor of Addiction Recovery and Director of the Centre for Addiction Recovery Research
- Mike Wheatley – Head of the Drug & Alcohol Group at HMPPS

Attendees gained exclusive insights into innovative, evidence-driven practices shaping the future of recovery in secure settings. Interactive breakout sessions encouraged collaboration and shared learning across sectors.

With over 100 attendees, the event delivered an inspiring afternoon of knowledge-sharing, engagement, and forward-thinking strategy - reinforcing Spectrum's commitment to leading innovation in prison healthcare.



Reducing Health Inequalities Conference 2

The Reducing Health Inequalities Conference 2, held at the Hilton Leeds, was hosted by SLD Training (Spectrum's training arm) and was delivered after the success of the first conference in 2025.

The conference featured inspiring speakers, thought-provoking workshops and led to brilliant conversations and new connections.

Industry leaders including Tania Osborne, Head of Health and Social Care Inspection HM Inspectorate of Prisons, Kate Davies OBE National Director for Armed Forces Health & Justice & Sexual Assault Services NHS England and some of our very own Spectrum Alumni including Dr. Linda Harris, Emma Benniston and Karla Treddenick featured on the line-up.

It was fantastic to see so many passionate people coming together with a shared goal of reducing health inequalities.



Wound Care Conference

Spectrum's first-ever Virtual Wound Care Conference provided an invaluable platform for healthcare professionals to enhance their expertise, exchange knowledge, and explore best practices in wound care management.

The Virtual Wound Care Conference highlights Spectrum's commitment to clinical excellence and innovation, reinforcing the organisation's dedication to continuous learning and improved patient outcomes.



What Good Looks Like: Improving Segregation Units Conference

Spectrum was honoured to host the 'What Good Looks Like: Improving Segregation Units' Conference in Newcastle, in collaboration with NHS England, HM Prison and Probation Service (HMPPS), and Practice Plus Group.

The event brought together over 250 attendees, both in person and online, for a day of insightful learning and discussion on the complex issues surrounding segregation and care standards in Health and Justice.

The conference also marked the formal launch of the Joint Care and Separation Unit Standards Framework - a pilot project implemented across 11 prison sites in England, with the aim of national rollout following further evaluation.



Invisible Threats: Managing a Multi-Drug Resistant TB Incident in a Modern Prison System

HMP Hull faced a significant public health challenge following a confirmed case of multi-drug-resistant tuberculosis (MDR-TB), highlighting the vulnerability of prisons to infectious disease outbreaks.

A rapid, multi-agency response involved prison healthcare, UKHSA, community TB services, prison leadership and NHS partners, including mass screening and contact tracing.

The incident presented complex operational challenges around communication, transfers, releases and incomplete tracing.

The response demonstrated the importance of strong partnership working, effective health protection and recognising health inequalities when managing infectious disease risks in prisons.





Festival of Leadership and Learning

The Festival of Leadership and Learning was launched to bring together diverse voices to explore leadership, learning, health inequalities and the issues shaping communities and service in a series of free events.

The Festival provided a platform for senior thought leaders, frontline practitioners and people with lived experience to share knowledge, perspectives and experiences. Through thought-provoking discussions and contributions from advocates, change practitioners, policymakers and educators, the series supported professional development, encouraged meaningful debate and promoted learning that contributed to positive change.

The Festival series reflected Spectrum Community Health CIC's purpose, vision and mission, while creating opportunities to explore important and often complex topics across health, care and wider society.

Topics and speakers have included:

- The Marmot Review: Build Back Fairer and the ambitions of integrated healthcare reforms for tackling inequalities – **Andrew Furber**
- Learning from COVID-19 – **Dr Éamonn O'Moore and Phil Copple**
- Suicide Prevention – **Joe Rafferty**
- Trauma & Resilience Informed Practice – **Dr Warren Larkin, Rob Webster and Steven Michael**
- Freedom to Speak Up – **Dr Jayne Chidgey-Clark**
- Hepatitis C Elimination – **Mark Gillyon-Powell, Professor Ashley Brown and Georgia Threadgold**

Through this series of events, we have supported an approach to leadership and learning that values shared experience, open dialogue and collaboration, helping to connect people, ideas and expertise around the challenges and opportunities facing health and communities.

Our People: Making a difference to the most vulnerable

At Spectrum, our people truly make the difference. Driven by compassion and commitment, our dedicated healthcare teams work tirelessly to support some of the most vulnerable individuals in society. Through innovative, person-centred solutions, they not only deliver high-quality care but also promote long-term health and wellbeing - creating real, lasting impact where it's needed most.



Lynne: A Pillar of Inclusive Healthcare and Trusted Team Support

Lynne, a dedicated Healthcare Support Worker at HMP Durham, has been awarded Healthcare Worker of the Year at the North East Prison Group Awards. This recognition celebrates Lynne's exceptional commitment, compassion, and professionalism, which have made a significant impact on both patients and colleagues within the challenging prison healthcare environment.

Lynne has made significant contributions beyond patient care by improving health education for foreign national prisoners, helping overcome language and cultural barriers in collaboration with Novus. In high-pressure units, she consistently demonstrates skill, calmness, and quick response in emergencies. Her colleagues deeply value her reliability, positivity, and dedication, often describing her as the "Polyfilla" of healthcare for her ability to hold the team together and support wherever needed.

Roxy: Bringing Humanity to Prison Healthcare

Starting at a young age, Roksana (Roxy) has shown remarkable compassion and maturity as a healthcare support worker in the demanding environment of HMP Hull. Her profound impact was exemplified when she cared for a palliative patient, sitting with him during breaks and creating a comforting gesture - a warm glove in his hand to mimic human touch - ensuring he never felt alone.

Roxy consistently embodies NHS values, treating all patients with dignity and respect, regardless of their past. She works collaboratively with her team, offers non-judgmental, person-centred care, and builds trust with those in her care. Her actions inspire colleagues and reflect a deep commitment to healthcare, as she aspires to begin nurse training in 2026.

Jenny: Leading the Way at Northumberland

Since joining HMP Northumberland as Deputy Head of Healthcare in January 2024, Jenny has transformed a brand-new role into a driving force for positive change. A strategic and compassionate leader, Jenny brings clarity, calm, and purpose to her team - fostering trust, collaboration, and a shared commitment to excellence in patient care.

Her leadership has led to a 23% increase in clinical contact, no agency staff use on site, and major improvements in recruitment, retention, and training - including high uptake in clinical skills and non-medical prescribing. Jenny introduced a robust induction programme, championed the Professional Nurse Advocate (PNA) model, and helped establish a Spectrum-wide PNA team to promote reflective, safe practice.

A true embodiment of Spectrum's values, Jenny leads with vision, fairness, and compassion - making a lasting impact on colleagues, services, and patient outcomes.



Craig: Going Above and Beyond in Patient Care

Craig, a dedicated Nurse Prescriber at HMP Liverpool, consistently delivers outstanding care, going above and beyond to minimise patient risk and ensure healthcare needs are met. Known for his knowledge, dedication, and compassion, he frequently stays late to support his patients and proactively identifies vulnerable individuals, creating interim care plans ahead of clinic visits. Respected and trusted by patients and colleagues alike, Craig is regularly approached on the wings and never turns anyone away - offering reassurance, dignity, and a sense of being valued. His efforts directly reduce patient harm and improve outcomes.

Beyond his clinical duties, Craig generously shares his expertise with less experienced staff, fostering a culture of learning and support. His approachable nature and commitment to high standards make him a cornerstone of the team and a true asset to the service.



Ian: A True Team Player at HMP Durham

Ian, a healthcare porter at HMP Durham has shown exceptional dedication to patient care and unwavering support to the healthcare team. No challenge is too big or small - he consistently goes the extra mile to ensure patients receive urgent medications promptly, often traveling to hospitals or pharmacies to collect and deliver them.

He also takes urgent blood samples to the hospital when needed and assists with practical challenges, like escorting IT staff during power outages to keep services running smoothly. Ian's positive attitude and readiness to help uplift staff morale across all departments.



A true embodiment of Spectrum's values, Ian shows compassion, fosters teamwork, and supports innovation, serving as an inspiring role model to all around him.

Kim: Revolutionising Women's Healthcare Behind Bars

Kim, a prison nurse at HMP Low Newton, who established the UK's first-ever colposcopy inside a prison and postponed her retirement to lead healthcare through the COVID-19 pandemic. With a 40-year nursing career, Kim chose to stay on as interim head of healthcare when the pandemic began, ensuring vital health services remained accessible to female inmates locked down for most of the day. She pioneered a unique colposcopy clinic on-site, enabling inmates to receive cervical cancer screenings and treatment without hospital visits, reducing stigma and logistical challenges.



Kim also helped develop a midwifery service and plans to create menopause support pathways for prisoners. Her work has been praised for improving prisoner wellbeing and demonstrating a holistic approach to healthcare within the prison system.

Ryan: Advancing Clinical Excellence Through Degree Apprenticeships

Ryan, an Advanced Clinical Practitioner at HMP Haverigg, exemplifies the success of Spectrum's investment in Degree Apprenticeships. Supported by Spectrum, Ryan completed his Advanced Clinical Practice Degree Apprenticeship with distinction from the University of Cumbria, enhancing his clinical skills while continuing to deliver high-quality care.

Recognised with Spectrum's Unsung Hero Award and as a finalist for the Karen Jordan Outstanding Nurse of the Year Award, Ryan credits the organisation for supporting his professional growth. His journey highlights how Spectrum's commitment to staff development through apprenticeships strengthens its workforce and promotes a culture of continuous learning and excellence in healthcare.



Our Patients: Partners in Care, Voices in Action

At Spectrum, patients are at the heart of everything we do. The experience of our patients helps to inform the way in which we develop our services and the quality of care we provide.

Our Patient Engagement and Experience Strategy is rooted in meaningful collaboration - placing co-production at the heart of quality improvement. By valuing diverse lived experiences and embedding trauma-informed care throughout our services, we are driving a cultural and clinical shift. This ensures that patients and carers are not just heard but are active partners in shaping the care they receive.

- **Lived Experience Charter across nine prison sites:** Reflecting our commitment to valuing, listening to and empowering those with direct experience. Their insight helps us design and deliver services that truly meet the needs of the people we support.
- **Co-production at the Core:** Our new service models are a flagship example of co-production in action - developed in collaboration with patients, it reflects our belief that services are stronger when designed with, not just for, the people who use them.



HMP Durham Patient:

“The nurse took her time while I explained my health problems and made me feel comfortable.”

HMP Northumberland Patient:

“ You could never ask to see a more professional, competent and respectful GP. ”

HMP Kirklevington Grange patient:

“ She had time to talk and she was a good listener I felt happy afterwards. ”

HMP Hindley patient:

“ Polite, professional and helped me regarding healthy lifestyle. ”

Recovery Behind the Walls: Harnessing Lived Experience to Transform Prison Substance Misuse Recovery

HMP Deerbolt introduced a Recovery Transmitter programme to address rising substance misuse harms and drug-related deaths, placing people with lived experience of addiction and recovery at the heart of rehabilitation.

Trained peer recovery leaders provide emotional support, facilitate recovery sessions, encourage mutual aid and create psychologically safe spaces.

The programme has helped reduce stigma, strengthen recovery, improve engagement with services and support positive identity change. It has also contributed to safer prison environments through positive activities, peer support and celebrating recovery, while promoting wellbeing, resilience and rehabilitation.

Co-Producing Change: Improving Health Outcomes for Neurodiverse People in Prison

A co-produced whole-system pathway was developed to improve healthcare for people with learning disabilities and autism in prison. Designed with patients, prison staff and healthcare teams, it provides coordinated, multidisciplinary support from reception throughout the prison journey.

Accessible information, reasonable adjustments, sensory audits and staff training improve engagement and identify gaps in care. Implemented at HMP Durham, the pathway quickly improved coordination, communication and equitable access to healthcare.

It has since been scaled across multiple services, demonstrating how lived experience, partnership and data-driven improvement can transform outcomes for neurodiverse people in prison.



Cancer Behind Bars: Tackling Inequality and Transforming Access to Specialist Care in Prison

Northumbria Healthcare NHS Trust identified a significant disparity in outpatient non-attendance among HMP Northumberland patients: 38% compared with a 6% Trust average.

A collaborative project explored barriers including anxiety, poor preparation, fragmented communication and concerns about attending hospital in handcuffs.

Targeted improvements to bowel preparation, patient information and clinical leadership increased readiness and engagement, particularly with cancer pathways.

The work also catalysed wider transformation, including on-site hepatology and gastroenterology clinics and the development of respiratory services within the prison.



Hidden Harm, Hidden Inequalities: Responding to a Group A Strep Cluster in HMP Styal

A cluster of Group A Streptococcus (GAS) wound infections at HMP Styal highlighted wider health inequalities affecting women in prison, including trauma, self-harm, mental ill-health and environmental challenges.

A multi-agency response involving healthcare, infection prevention, HMPPS and public health partners introduced enhanced screening, isolation, cleaning improvements and trauma-informed infection prevention measures.

The response balanced effective outbreak control with the emotional and mental health impacts of restrictive measures.

The work demonstrated how infectious disease outbreaks can expose deeper structural inequalities and reinforced the importance of trauma-informed approaches within prison health protection.



