



Safe Inside Prisons Charter

The Joint Unions in Prisons Alliance (JUPA) has developed this charter to promote safe working practices and mental wellbeing in our prisons. This is to ensure that all workers (regardless of employer) and prisoners are able to work and live safe inside.

1. Workers will not suffer a detriment for raising health and safety concerns, irrespective of employer.
2. A single reporting system will be implemented which will give all workers and partner agencies the ability to record all health and safety concerns including incidents and near misses, not limited to all instances of violence including threats, abuse and anti-social behaviour directed towards them.
3. The reporting system will be accessible to workers, both internally and externally, so that they may report incidents outside of working hours or away from their workplace.
4. Identify a single point of contact so that workers may be assured that their concerns are being addressed and to ensure they are given regular updates on the progress of their report.
5. All trade union representatives on site will be invited to attend all regular, and any additional, Health and Safety meetings. These representatives will be afforded paid working time to do so. If apologies are forwarded the Health and Safety Lead will accept a report back in their absence which will be included in the minutes.
6. All workers will receive regular updates from the employer on all Health and Safety related matters, including the minutes of regular, and any additional, Health and Safety meetings.
7. Workers who have been subject to a violent or distressing incident will be fully supported by their employer and will be offered access to specialist support.
8. Signatories to the charter will encourage quick and honest reporting of health and safety issues and will promote a zero-tolerance approach towards violence or abuse of workers. All incidents of violence or abuse will be dealt with either by the judicial process or internal procedures. Workers will receive regular feedback on outcomes.