



Mr Phil Copple
Director General of Operations
HMPPS

10 April 2025

Dear Mr Copple,

Again many thanks to you and the Minister for giving evidence to the Committee, for the information we have received on the Future Prison Leaders Programme and, in advance, for the further information promised.

As was perhaps clear at the committee session, we are having some trouble getting to grips with understanding the Unlocked Graduates situation.

I will, therefore, be grateful for answers to the two questions below.

- In your evidence, you stated that Unlocked was consulted on all of the material changes to the contract and that they were given the opportunity to comment on these before the tender was finalised. You'll have seen that they have disputed that publicly, specifically that they were never consulted on the change to the scheme's branding and participant support provisions. **Can you confirm when and in what form the consultation on these specific issues took place?**
- On the topic of the brand, you also stated that public procurement rules on fair and open competition essentially forced your hand and required control of the scheme's brand to sit with government moving forwards. As I understand it, this had not been the case in any of the previous contracts you signed with Unlocked and, indeed, is notably different to the approach taken by other government departments with regards to contracts they hold for similar graduate schemes (e.g., Teach First). **Can you provide details of the relevant public procurement regulations and explain why they were seemingly not applied in earlier contracts with Unlocked and why – if it is the case – Teach First appears to have been treated differently?**



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I look forward to hearing from you and, again, thanks for your evidence to date and good luck with your new role.

*Lord Foster of Bath,
Chair, House of Lords Justice and Home Affairs Committee*