

Name of the practice	<i>Basic training for correctional officers</i>
Description	<p>Each of Norway’s regional Correctional Services has designated resource persons, who have taken part in training, briefings and information sharing activities under the auspices of the Norwegian Directorate of Correctional Services (KDI). The training provided to these resource persons is supervised and/or conducted with the assistance of the Supplemental education department at the University College of Norwegian Correctional Services (KRUS), as well as independent external subject matter experts and cooperating services (e.g. the police). These resource persons train some prison staff in their regions - the scope of this is not yet documented.</p> <p>The supplemental education department at KRUS is responsible for various training programmes for correctional services staff. This training is conducted under the auspices of KDI - with the assistance of the partners mentioned above. For 2017, the courses are:</p> <ul style="list-style-type: none"> • radicalisation that may lead to violent extremism, basic course, two days, two courses scheduled for 2017 - open to applications from all staff in the correctional services; • radicalisation that may lead to violent extremism, experience sharing from prisons, two days, one gathering scheduled for 2017 - closed sessions; • radicalisation - gatherings for resource personnel - steps 1-4, two days - four gatherings planned for 2017 - closed sessions; • lectures/training at KRUS and/or in prisons, external units on demand; • lectures/presentations at external functions; national and international seminars and conferences. <p>In addition, since 2015, all correctional officers receive, as part of their two-year basic training programme, approximately 20 hours of specific education, training and lectures related to radicalisation and violent extremism. This is conducted by the Department of studies at KRUS. The following paragraphs focus on this training.</p> <p>The content relevant to radicalisation and violent extremism within the two-year programme for correctional officers is:</p> <ul style="list-style-type: none"> • radicalisation, phenomena, definitions, terms - thematic overview (1hr); • prevention of terrorism in society (Tore Bjørge perspective) (2hrs); • forms of violent extremism and terrorism (1hr); • radical Islam (2hrs); • radicalisation in prisons (1-2hrs); • seclusion (from society) - and the adverse effects it may have in terms of radicalisation (1 hr); • mini casework “Ismail” (6hrs) - focusing on applied usage of the handbook; • cultural awareness in general, concepts and theories (2hrs) - supporting subject; • understanding religion in prison (2hrs) - supporting subject; • foreign inmates (2t) - supporting subject. <p>The training is designed to raise awareness among the participants of concepts and theories such as radical, extreme, terrorist, radicalisation processes, various forms of violent extremism and</p>

	<p>terrorism, and the prison as an arena for radicalisation – and de-radicalisation.</p> <p>Islam, or rather radical Islam, is also an emphasis in the training – emphasis is given as staff are generally poorly equipped to handle issues of religiosity and Muslim identify issues and may thus confuse piety and religiosity with radicalisation. As such, the training is designed to enable staff to be more comfortable in dealing with cultural and/or religious diversity, with a special emphasis on Muslim inmates.</p> <p>The training seeks to empower staff to, within existing structures, recognise some overall signs of radicalisation and deal with inmates of concern.</p> <p>The training is cross-disciplinary, using perspectives from political science (security studies), Islam studies, anthropology, sociology, criminology – linked to the general and overall framework/ curricula for the education of correctional officers as such.</p> <p>It is pivotal for KRUS that the training is based on contemporary research and/or experiences from the field. Most lectures are based on theoretical contributions and/or KRUS-initiated ongoing research in the field of radicalisation, Muslims in prisons, social exclusion etc.</p>
<p>Approach</p>	<p>Prison and Probation Training for first line practitioners</p>
<p>Target audience</p>	<p>Prison/probation/judicial practitioners</p> <p>First responders or practitioners</p> <p>Law enforcement officers</p>
<p>Deliverables</p>	<p>Plenary lectures, mini-group assignments (for the Ismail mini-casework, 6 hours) and Q&A sessions.</p>
<p>Evidence and evaluation</p>	<p>General feedback from prisons shows that this type of training is assessed as a very constructive in dealing with the issues of radicalisation and extremism. The training is, however, too fractured and should ideally be conducted in a focused time period instead of over two years.</p> <p>The training has thus far only been evaluated as part of the larger-scale evaluation of the semesters for correctional officers following training. Feedback on relevance and quality has been positive, and as the staff following training are not considered to have a lot of experience, they may not actually grasp the extent of this relevance.</p> <p>One part of the training (Ismail mini-casework) has been thoroughly evaluated using a statistical survey tool. In short, the results show that this type of case-work is very effective when training staff for work with radicalisation and extremism, and that the learning outcome is very high. However, there are quite large variations between prisons due to the fact that some prisons require staff to attend KRUS during the coursework, while others do not.</p>

Sustainability and transferability	Most of the training is done by in-house experts. Thus, costs for training correctional officers during their basic two-year programme is covered by KRUS' department of studies' own internal budget.
Geographical scope	Norway
Start of the practice	Spring 2015. Mini case-work Ismail since spring 2017.
Presented and discussed in RAN meeting	This practice was collected in collaboration with EPTA and EuroPris.
Relation to other EC initiatives	None
Organisation	The Supplemental education department at the University College of Norwegian Correctional Services (KRUS).
Country of origin	Norway
Contact details	<p>Supplemental education department: Hege B. Ottar (HegeBohm.Ottar@krus.no)</p> <p>Department of studies: Dr. David Hansen (david.hansen@krus.no)</p>