



*Dynamic security and positive relationship
between prisoners and the prison staff*

*Recruit Prison Officer Training in the Irish Prison Service
“Every Contact Counts”*

EPTA Annual Conference

Agen, France

13-14th June 2018

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Dynamic Security

“The security which is provided by physical barriers and other technical means shall be complimented by the dynamic security provided by an alert staff who know the prisoners who are under their control”

2006 European Prison Rules: 51 (2)

“The maintenance of control in prison should be based on the use of dynamic security, that is the development by staff of positive relationships with prisoners based on firmness and fairness, in combination with an understanding of their personal situation, and any risk posed by individual prisoners”

Council of Europe Committee of Ministers Recommendations (2003)



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Dynamic Security

- The term 'dynamic security' can be described as knowing what is going on in a prison establishment in addition to providing a safe and secure environment
- It is based on the idea that a positive relationship between staff and prisoners help security and control, by improving the flow of information from staff to prisoners and prisoners to staff.

The four elements of dynamic security are:

- Good relationships between staff and prisoners
- A constructive regime
- A secure environment
- Anything which reduces the inclination or opportunity to escape or abscond



Dynamic Security in action

Dynamic security occurs when corrections officers interact and engage with prisoners during the course of their work by:

- Regularly walking through the area in which they are posted;
- Talking to prisoners, gaining their trust, and building rapport;
- Checking prisoners' physical welfare during musters and head checks;
- Maintaining a consistent approach to inappropriate behaviour;
- Encouraging positive behaviour and addressing negative behaviour;
- Engaging in case management process;
- Following up on requests in a timely manner; and
- Remaining calm during incidents.

Australian Capital Territory, Corrections Management (Management of Prisoners) Policy, 2011.



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Recruit Prison Officer Training

Higher Certificate in Custodial Care

“Every Contact Counts”



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Values

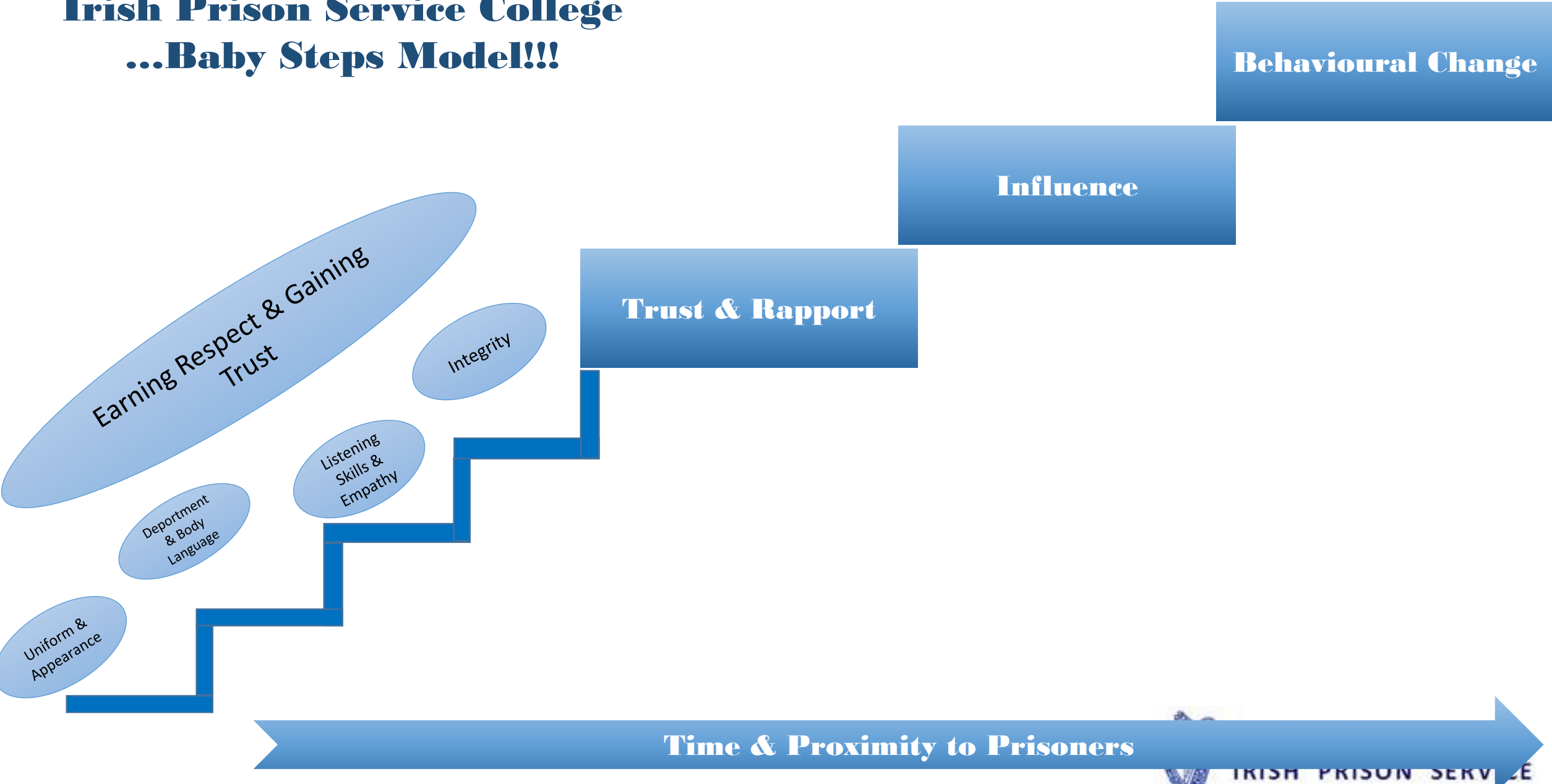


Competencies



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Irish Prison Service College ...Baby Steps Model!!!



Effective Communications

- How an officer's conduct and behaviour can impact on a person in custody/visitor to the prison/fellow officer
- Non-verbal communication and the signals we convey
- How relationships are formed with prisoners and the importance of returning to "weak links" in the relationship chain and repairing them
- Developing active listening skills: the ability to concentrate, understand, respond and then remember what another person has said
- The importance of empathy in building trust and relationships
- How to be assertive
- Effective questioning



Motivational Interactions/Interviewing

- Motivational Interviewing is an effective, evidence-based approach which aims to explore and resolve the issues which keep people from making positive changes in their lives

Vital role of a Prison Officer:

- “**Every contact counts**”- short, everyday conversations can help to encourage prisoners to make steps towards positive changes.
- If we can help to change it, it will hopefully lead to **better prison environments** and, most importantly, **safer communities**
- A goal-oriented, person-centered approach to help elicit positive behaviour change.
- A **collaborative** approach, where the professional does not necessarily adopt an “expert” role.



Four Principles of Motivational Interviewing

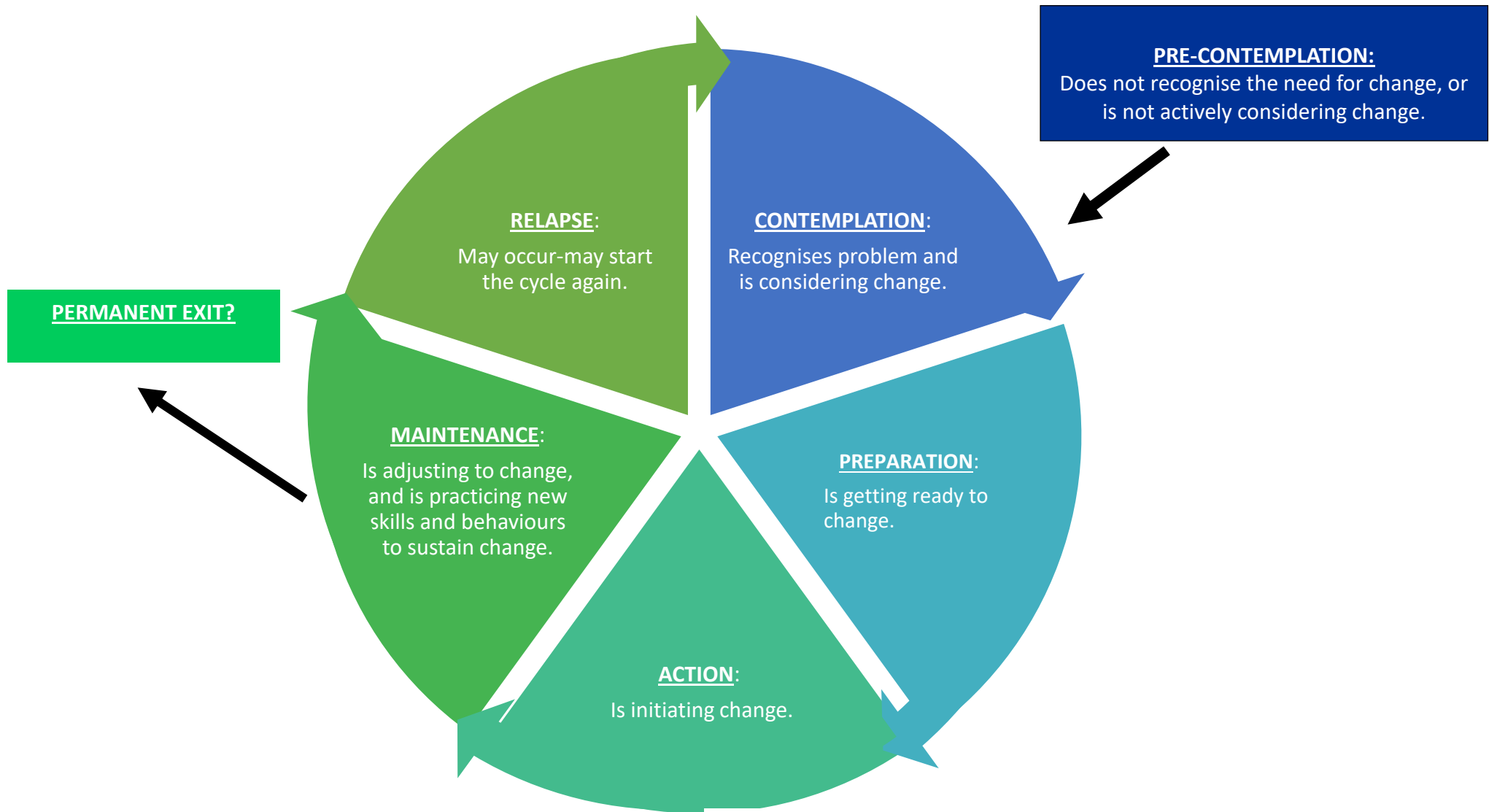
1. Expressing Empathy
2. Developing Discrepancy
3. Avoiding Argument
4. Supporting Self-responsibility



Key skills in working motivationally

- Questioning: open questions
- Reflective listening
- Motivational Balance: dealing with ambivalence
- Change talk





Cycle of Change (Prochaska & DiClemente)



Leading by example: The Power of Prosocial Modelling

Pro-social modelling refers to the process by which the worker acts as a good motivating role model in order to bring out the best in people

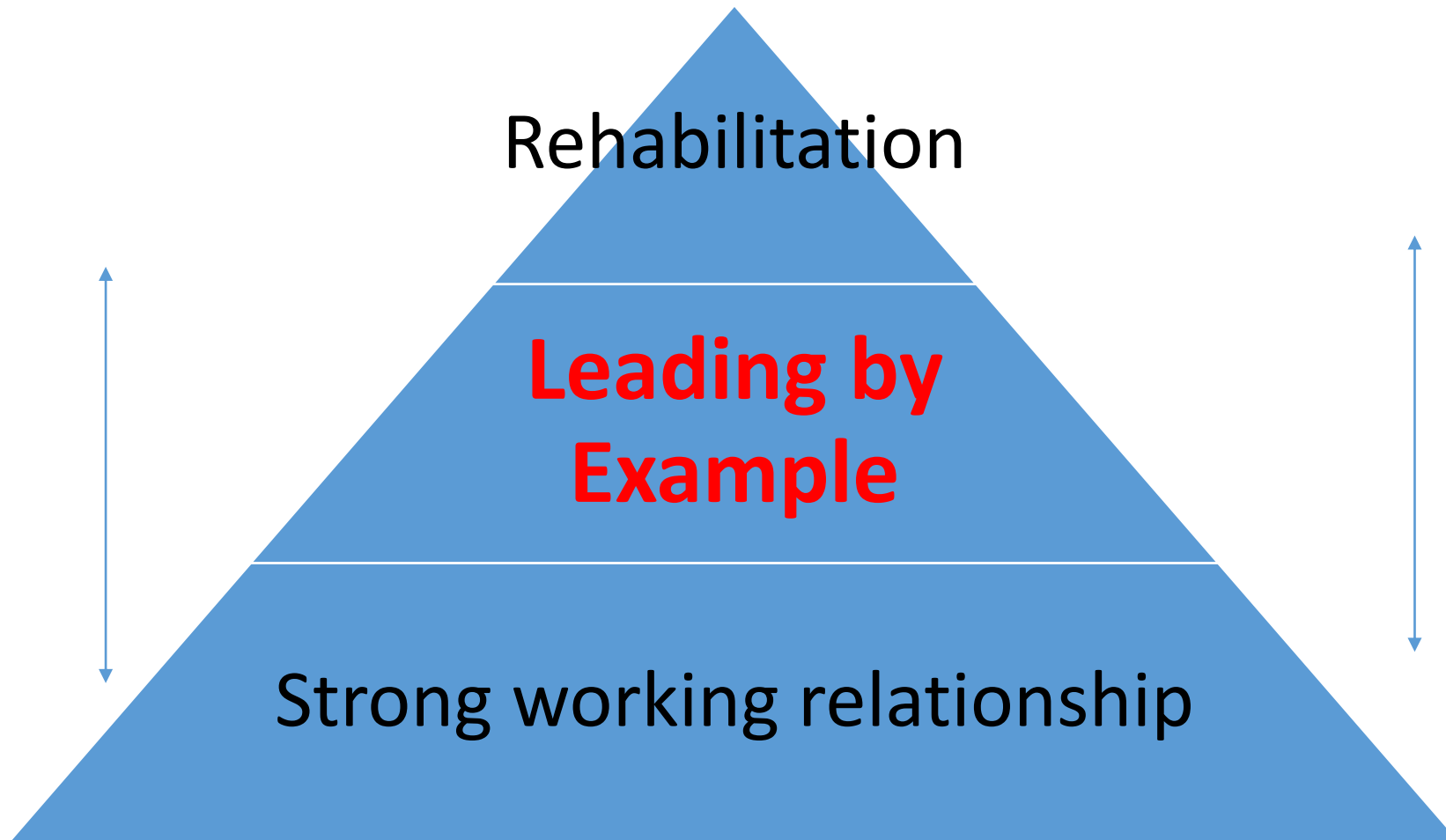
We are models whether we intend to be or not

In practice this involves:

- Officers modelling pro-social values (positive behaviours)
- Reinforcing pro-social expressions and actions
- Negatively reinforcing or confronting pro-criminal actions and expressions
- About dealing with people in a manner that is consistent, impartial, informed and competent



Prosocial Modelling



Questions?



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