

Name of the practice	<p style="text-align: center;">NeDiS - Network Deradicalisation in the penal System</p>
<p>Description</p>	<p>The main goal is to raise awareness among prison staff and correction officers of the motivation and behaviour of terrorists, and to enable the detection and identification of different target individuals, such as sympathisers of extremist groups, extremist recruiters and ideologues, and inmates who are vulnerable to radicalisation.</p> <p>The training practice includes periodical events to raise awareness of the early signs of radicalisation, and to strengthen the general skills, specific expertise or intercultural competence of staff members and correction officers who are in direct or indirect contact with the target group.</p> <p>The further education institute (HBWS) includes the following in its annual training programme:</p> <ul style="list-style-type: none"> - since 2011, bi-yearly training , called 'integration of Russians of German descent', managed by a police chief (expert in integration questions involving Russians of German descent); participants: 15; - since 2014, a thrice-yearly training course called 'identify right-wing extremism, value and limit in the penitentiary'; it is managed by a police expert for state security; participants: 15; - since 2014, quarterly, training called 'right-wing extremism – motivation, organisation forms, symbols, registration numbers', managed by experts of the Hessian State Office of Criminal Investigation (Hessisches Landeskriminalamt – HLKA); participants: 20; - since 2011, twice yearly training on 'religiously motivated extremism as a criminal activity danger', it is managed by security experts; participants: 20; - since 2011, biannual training on 'intercultural competence'; it is led by a well-known security expert focused on radicalisation processes; participants: 16; - a course on 'challenges by imprisoned persons from the Arabian states, the Maghreb and Afghanistan' is under development, to be managed by a leading social worker; participants: 20. <p>The staff unit at the Ministry of Justice of Hesse (NeDiS) delivers part of the training. A sociologist specialised in Middle-Eastern and Islamic Studies teaches correctional officer trainees, leading officers, as well as senior staff members.</p> <p>Additionally, NeDiS, the HLKA and the State Office for the Protection of the Constitution provide further education for correctional officers and prison staff.</p> <p>Deradicalisation experts from cooperating NGOs, such as DERAD (Network Social Cohesion), provide advanced training programmes enabling staff members and correctional officers to analyse extremists and to increase their understanding of the Salafist or jihadist ideology, motivation, and networking strategies. VPN (Violence Prevention Network) regularly offers deradicalisation and disengagement programmes for radicalised inmates.</p> <p>Educational materials include: General IT equipment (e.g., personal computers, LCD projectors, presentation software, sound equipment for audio and video examples), illustrative materials (e.g., salafist</p>

	<p>media, books, shirts with extremist logos, stickers, posters), flip charts, whiteboards.</p> <p>In total, approximately 12 people are involved in the training programmes: NeDiS (3 persons), State Office of Criminal Investigation (5 persons), State Office for the Protection of the Constitution (1 person), NGO DERAD (2 persons), sociologist (1 person). Additionally, several trainers from the NGO VPN offer deradicalisation and disengagement programmes.</p> <p>The following disciplines are covered, depending on the specific training course: Islamic and Middle-Eastern studies, political science, social teaching, cultural science, sociology and pedagogy. From the perspective of these disciplines, experts train correctional officer trainees and prison staff by exploring extremist symbols, tattoos (mostly right-wing extremism and gangs), music (e.g., right-wing, Salafist or jihadist anthems), language, terminology and codes of specific subcultural youth movements, foreign fighters and (homegrown) militant extremist groups.</p> <p>The experts can also help staff to understand and detect right-wing, foreign extremist and Salafist networks being constructed by inmates. Finally, correctional officer trainees and prison staff receive cross-cultural training and cultural mediation providing a foundation for that enables staff to distinguish between moderate religious practices and extremist activism .</p> <p>The NeDiS project tries to tackle the issue at every level and in a holistic way. The processes were designed from scratch, and were developed based on feedback.</p> <p>Training courses are tailor-made for different audience groups:</p> <ul style="list-style-type: none"> • correctional officers and trainees; • prison staff team leaders; • specialist correctional officers ('structure observers'); • specialist prison staff, e.g. psychologists, teachers and social workers; • judicial practitioners; • violent extremists (deradicalisation, disengagement, empowerment).
<p>Approach</p>	<p>Prison and Probation</p> <p>Training for first line practitioners</p>
<p>Target audience</p>	<p>Prison/probation/judicial practitioners</p> <p>First responders or practitioners</p> <p>Authorities</p>
<p>Deliverables</p>	<ul style="list-style-type: none"> • Face-to-face training • Workshops • Advanced training programmes • Video and audio • E-learning platform for intercultural competence (SESAM, a software originally developed by the German Federal Office of

	Criminal Investigation and adapted for prisons by the Hesse Ministry of Justice).
Evidence and evaluation	<p>The following were particularly successful:</p> <ul style="list-style-type: none"> • raising awareness of symbols, codes, terminology, and networks of extremists, allowing staff to respond quickly to new developments; • improving understanding of different extremist ideologies; • teaching how to differentiate between moderate religion and extremism; • raising awareness among prison staff of the need to countering grievances perceived by Muslim inmates. <p>Both significant effort and time are needed to successfully reach out to most of the target group and to create further strategies to tackle this relatively new phenomenon. Ongoing and regular training, the fruitful exchange of ideas between prison staff, scientists and experts, and greater experience with extremist inmates all help to constantly improve training methods.</p> <p>All advanced training events are evaluated in a standardised manner. Data on participant satisfaction and learning impact are evaluated and documented. The results are checked and rated in a balanced scorecard. The results are then published once a year in 'personnel development reports' and 'advanced training reports'.</p>
Sustainability and transferability	<p>Methodologically, the NeDiS project could be transferred to other sectors beyond corrections, although certain training programmes are only suitable for correctional officers.</p> <p>The NeDiS project serves as a best practice method in Germany. One obstacle for adopting some of its methods in other areas of Germany is that corrections are a matter for the individual state governments. The various federal states also have very different problems with violent extremists and as well as different organisational arrangements.</p>
Geographical scope	Germany, Hesse
Start of the practice	2011
Presented and discussed in RAN meeting	This practice was collected in collaboration with EPTA and EuroPris.
Relation to other EC initiatives	
Organisation	NeDiS is a staff unit of the Ministry of Justice of the federal state of Hesse in Germany. The training practice will continue due to an increase in returning foreign fighters, Salafists and (homegrown) terrorists.
Country of origin	Germany
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