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| <p>Name of the practice</p> | <p><i>Train-the-trainer awareness training and resource persons</i></p> |
| <p>Description</p> | <p>In each of the 98 institutions in Denmark there are designated 'resource persons' who have undergone specialised training by the national security unit and the Danish Security and Intelligence Service.</p> <p>The resource persons are tasked with providing awareness training for staff locally and ensuring close support and sparring in the identification, assessment and tackling of extremism issues.</p> <p>This addresses the problem of under-/over reporting of extremism concerns and the issues around handling violent extremists in a prison environment or on probation.</p> <p>Training for resource persons is an initial 2-5 day course with a 1-2 day follow-up training session twice a year. (estimated cost: €30 000). Training given by experts from different authorities and universities.</p> <p>The awareness training is a 1.5-hour event held in conjunction with regular staff meetings to keep costs at a minimum and is based on a PowerPoint slideshow.</p> <p>The train-the-trainers and locally appointed resource persons concept aims to build trust and confidence locally. It can be stressful for individual staff member if they feel 'alone' with their concerns and acting on them. The training provides awareness and guidance – and introduces a collective understanding and vocabulary. Additionally, it provides for a cross-professional, local assessment of a concern, which greatly helps the national security unit in handling and assessing cases of concern.</p> <p>The training focuses on all levels of radicalisation – from minor concerns to dealing with convicted terrorist offenders.</p> <p>The awareness training has been used for a decade, but the concept of resource persons was introduced in October 2016.</p> <p>The training combines cultural sensitivity, human rights, intelligence, case studies, psychology, sociology and procedural guidance.</p> <p>The beneficiaries of the training sessions are prison guards, social workers, management, staff – all employees.</p> |
| <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> |

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| Deliverables | Face-to-face training and introduction to a handbook and guidance manual. |
| Evidence and evaluation | The course has not yet been evaluated, but the number of monthly reports of concern have been greatly reduced, and the quality of referrals has gone up. We learnt from participants that hands-on knowledge is most in demand. |
| Sustainability and transferability | The programme requires external funding (currently government funding for 3-4 year periods at a time). It is considered to be transferable to other contexts and countries. |
| Geographical scope | Denmark |
| Start of the practice | The awareness training has been used for a decade, but the concept of resource persons was introduced in October 2016. |
| Presented and discussed in RAN meeting | This practice was collected in collaboration with EPTA and EuroPris. |
| Relation to other EC initiatives | |
| Organisation | <i>The national security unit and the Danish Security and Intelligence Service.</i> |
| Country of origin | Denmark |
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