

# The training programme for anti-violence trainers at the Bavarian penitentiary system



# Summary

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- Our definition and the goal of the anti-violence training
- Context penitentiary system
- Creation of the training for anti-violence trainers
- Basic attitude of the trainer
- Fundamental consideration of the training
- Basic conditions of the training
- Content of the training programme for anti-violence trainers

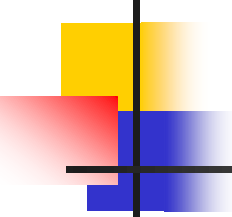


# Our definition of anti-violence training

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It was created at the meeting of anti-violence trainers in 2004:

We see the anti-violence training as a structured and temporary psychosocial offer for groups under professional instruction which comprises the following contents:

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- Examination with the attitude about violence
  - Reflection of the own being
  - Promotion of the empathy capacity
  - Examination with the acts of violence and typical conflicts
  - Improvement of the social competence
  - Reduction of the potential of tension
  - Development of alternative behaviour in terms of personal responsibility and self-regulation



# The goal of anti-violence training

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- Social learning should be set in train
- Present violent attitudes should be changed
- Social adequate behaviour at dealing with aggression should be developed



# Context penitentiary system

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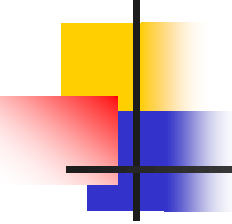
- Legal task of treatment (Art. 3 Bavarian prison act)
- Different basic conditions
  - Depending on the prison and the clients
  - Depending on the length of imprisonment
  - Mixed trainer teams with different preconditions concerning the training



# Context penitentiary system

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- Specific preconditions depending on the prison (spatial, financial, temporal, personnel)
- Risks of openness and confidence for the inmates
- Balance between the obligation to preserve secrecy and the duty of disclosure of the trainers
- Social climate in the penitentiary environment

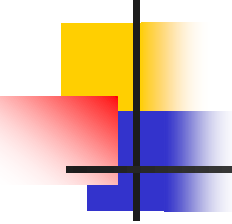


# Creation of the training programme for anti-violence trainers

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- 2003 first exchange of ideas from anti-violence trainers during a meeting throughout all over Germany
- Between 2004 and 2007 followed annual meetings for active trainers in the Bavarian penitentiary system
- The number of the trainers grew significant and with that also the large number of concepts





# Creation of the training programme for anti-violence trainers

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- 2004 was formed a working group to
  - Work out standards for the anti-violence trainings
  - Develop an anti-violence training programme for newcomers
- According to the legal basic that social therapies for violent criminals should be created, the Bavarian penitentiary school pushed ahead with the offer of the training
- In the beginning of 2008 the first training group started



# Basic attitude of the trainer

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- Humanistic conception of man:

A central point is there the idea that every person deserves a fundamental respect regardless of his crimes qua of his human being.

- „Behavioural therapeutic orientation“:

Behaviour has been learned and so it is changeable

- The trainer is a model in terms of

- An esteemed, normorientated dealing
- A person who respects the limits



# Fundamental consideration of the training

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- The different conditions in the prisons should be accommodated
- Development of a modular construction system which consists of 11 modules from which 7 are fixed parts at an anti-violence training
- An anti-violence training has to comprise at least 12 units
- A prison officer can make the anti-violence training only as a Co-Trainer together with a psychologist or a social worker



# Basic conditions of the training

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- Temporal limit:
  - Phase 1: Two weeks communicating of theory
  - Phase 2: Praxis phase with carrying out of an anti-violence training in company
  - Phase 3: Final week



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- Formal limit

- Participation at all training parts
- Presentation of a concept which is tailored at the prevailing working environment
- Carrying out of an anti-violence training with records about the individual units

- Preconditions for the participation at the training:

- Training as a team leader for prison officers
- Psychologists or social workers

# Contents of the training programme for anti-violence trainers



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- Modul 1: Ethical basic attitude
- Modul 2: Biographie
- Modul 3: Imparting of values
- Modul 4: Aggression, violence, suspect profile
- Modul 5: working on the crime
- Modul 6: Stress and relaxation
- Modul 7: Feelings
- Modul 8: Communication
- Modul 9: Conflict management
- Modul 10: Self-confidence and change of perspectives
- Modul 11: Formal basis of a training