

# MEMORANDUM OF UNDERSTANDING

## THE PENITENTIARY TRAINING ACADEMIES' EUROPEAN NETWORK

This Memorandum of understanding seeks to define roles and responsibilities of partners joining the **PENITENTIARY TRAINING ACADEMIES' EUROPEAN NETWORK** [*from now on: NETWORK*]

It sets out modalities on how to run activities, making use of already established - or to be established - relations by involving all partners joining the NETWORK.

The reason why the NETWORK is concentrating on Partners' Training Academies' activities is to develop a European network of mutual learning for the standardisation, the exchange and the transfer of *expertise* among Member States.

It aims at developing a common strategy to enhance professional training of penitentiary staff, who is charged of managing detained or convicted people, serving a sentence in prison or in the community at national and European levels in all participating Member States and also beyond those boundaries.

### **Shared Understanding, Philosophy and Principles**

In consideration of the high number of people entering the European States' prisons, who have continuously increased their number of detainees and proportionately elevated re-offending rates, it is mandatory to undertake actions which could comprise prevention of crime and reduction of re-offending dimensions, and which, at the same time, could tackle ex-offenders social settlement in the labour market.

In this perspective, the training of staff - employed in different penitentiary systems - is rising in strategic importance. The Member States of the NETWORK are willing to realize a communication, exchange and co-operation milieu, so as to allow their own staff to efficiently reply to those duties the European and national legislations have entrusted to them.

A systematic and comprehensive best practice pattern in the training domain shall tackle the following topics:

- The staff training<sup>[1]</sup> as a strategic investment for the implementation of measures and sanctions<sup>[2]</sup>
- The identification – among the penitentiary staff – of body of competences and specific knowledge in the awareness of ethical values
- The selection and training of trainers
- The systematic training assessment
- The scientific patterns in the penitentiary rehabilitation and scientific contributions of psychology, criminology and sociology
- The international dimension in the training of penitentiary staff
- The co-operation among the organizations

## **NETWORK management**

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 (to be established on the basis of the outcomes from June conference)

## **Work Programme and Aims**

This Memorandum of understanding aims at establishing a process for the exchange of experiences and information, and for the study and research in the penitentiary field. It shall concentrate on joint measures, relevant to the training of staff concerned with the implementation of measures and sanctions.

The exchanges are intended to enhance the training setting, in using a wide range of learning strategies to define, assess and divulge our knowledge.

We pledge to prepare ourselves and do the best to offer admission to our organizations and to our co-operative modalities, so as to facilitate knowledge transfer through:

- Exchange and dissemination through conferences/seminars/workshops – learning through a “face-to-face” approach;
- Elaboration and publication of experiences and results;

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<sup>[1]</sup> “Staff concerned with the implementation of sanctions and measures” is indicating the staff actually working in service(s), who is/are responsible for management and efficacy in the implementation of sanctions and measures, as for description given in the previous paragraph (generally prison and community service staff) (R(97)12)

<sup>[2]</sup> The term “sanctions and measures” includes - at the same time – custodial and non-custodial sanctions and measures (R(97)12)

- Assessment and validation of strategies which have been developed and used by the NETWORK;
- Transfer and dissemination through other linked networks.

By signing the Memorandum partners engage themselves:

- to actively contribute to the development and management of the NETWORK;
- to actively enhance, define and support the initiatives to be undertaken;
- to pursue NETWORK aims such as the exchange, dissemination of strategies, best practices and activities, and of learning methods and processes linked to experiences and best practices;
- to participate in at least one working group and to appoint experts and representatives for working groups, seminars and conferences;
- to regularly provide for information on a regular basis, relevant to NETWORK works and topics, and to the coordination group;
- to assure needed financial contributions, jointly agreed, to support NETWORK management costs and to guarantee the participation of each partner's representative in the NETWORK activities and in all common actions.

### **Dates of the Memorandum of Understanding**

The funded project comes into force.

This Memorandum of understanding shall cover the period from January 1st, 2009, to December 31st, 2011.

### **Expire of the Memorandum of Understanding**

Each partner can at any time withdraw from the Memorandum, by providing written notice of the withdrawal within 60 days and under condition of offering an occasion for some previous consultation.

Signatures:

List of partners

This Memorandum of Understanding is coming into force on

Signatures:

List of partners