



SIG2 – Dynamic Security

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SIG2 Dynamic Security - Authors



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Ch. 1 European Comparison & Best Practices

Historical review and definition.

Dynamic security in the group members countries.
A selection of best practices.

Ch. 1 European Comparison & Best Practices

Belgium: Enneagram

- A tool for self-awareness and communication.
- A communication and self-awareness tool been taught to both prison staff and prisoners and it has given them a common language and, through that, better communication.
- This teaching of the same tool on both sides of the bars is a new path to achieve good dynamic security.

The Respect Module

Create a living environment comparable, in terms of rules, values, habits and forms of interaction, to that of any normalized social group.

Ch. 1 European Comparison & Best Practices

Finland: Personal contact officer

- Interactive work as a new approach to promote Dynamic Security.
- The job profiles of the personal officers have been adjusted combining both relational-rehabilitative and control elements.
- The personal offices bear a wholistic responsibility for rehabilitation, security and case management tasks.
- The prison officer training has also been updated with Dynamic Security and relational work elements.

Ch. 1 European Comparison & Best Practices

Norway: The role of the prison officer

Norwegian prison officers are generalists with responsibility for both security and rehabilitation.

Be present, interactions and activities

Risk management

In order to achieve good dynamic security, it is crucial that both prisoners and staff feel safe. Risk assessments are the most important tool we have to find the right measures so that the safety and security of prisoners and staff are ensured at all times.

Ch. 1 European Comparison & Best Practices

Estonia: Simulation training

- A prison officer must learn different skills where they take use of psychology, law, ethics, communicative, surveillance and tactical skills. In this regard, properly supported and supervised simulation training is a good option.
- An integrated learning system means that subjects are taught with a multi-disciplinary approach and that teachers from different disciplines are present to supervise the situation.

Mentorship and on the job training

Mentored internships in prison environments to practice dynamic security will give better understanding of communication and interaction and how it contributes to safety and security.

Discussion - Q&A

Do you have any questions/opinions to Best practices?

Do you have a Best practice that you want to share?

Minimum Standards

Laura

Training handbook

Introduction

Didactic model – learning process

- Developing a dynamic security mind-set and culture: Socratic dialogue
- Professional commitment
- Desired staff-prisoner relationship
- Risk assessment
- Quality of trainers

Developing Dynamic Security mindset and culture

For dynamic security practices to be implemented, they must become part of the culture and be promoted by each of the organization's actors.

“The safety culture of an organization is the product of the individual and group values, attitudes, competencies, and patterns of behavior that determine the commitment to an organization's safety measures and programmes”. (Reason 1996)

The way we do things here!

Socratic dialogue – a tool for change?

A 'Socratic dialogue', one approaches the answer to a general question through a group's concrete experiences and then reaches consensus about the answer.

A tool for organizational development, team building and the development of a common understanding and culture.

Contribute to developing judgment and dialogue competences, provide participants with experience in philosophizing.

Socratic dialogue – Methodology

- Group based with a teacher who leads and facilitates the dialogue.
- The participants contribute by sharing their own experiences related to the question or topic chosen.
- Together, the participants agree to examine one of the narratives in more detail.
- Rules for the dialogue
- Evaluation

Professional commitment

- Ethics
- Ethics and lived experience and consequences of incarceration
- Managing risky relations with detainees
- Diversity awareness

This approach to commitment requires more than the acquisition of practical skills. It must translate the corpus of values that the front staff must share and bring to life in his/her function in order to be an effective creator of dynamic security.

Desired staff-prisoners relationship

Henrik



Desired staff-prisoner relationship

Positive and harmonious relationship

From unidirectional to interactional staff-prisoner relationship

Requires training in;

- Motivational and pro-social modelling skill focusing more on persuasion than punishment and persuasion
- Complementing dynamic security goals with the technical security
- Complementing dynamic security goals with the procedural security arrangements

Risk assessment tool

In order to achieve good dynamic security, it is crucial that both prisoners and staff feel safe. Risk assessments are the most important tool we have to find the right measures so that the safety and security of prisoners and staff are ensured at all times.

Frontline staff have the core knowledge of the conditions and prisoners and must be involved in the assessment work. Therefore, they must also be able to use and understand the methods for risk assessments.

Safe Job Assessment

Quality of trainer and mentorship

Mentorship – on-the job training

- A mentoring system with close cooperation between the training academy and training prisons.
- Develop the students skills, acquired experience, and increased awareness of their own professional role through observation, interaction, and practical work in the field under the guidance of a mentor.
- Mentors should have a relevant professional qualification and experience of high standard.

Discussions – Q&A

How have the reactions to the reports been so far?

Are they used and if so how?

What do you think about Socratic dialogue as a tool for changing mindset and culture in your context?

How can we achieve security among the participants to share their experience and knowledge openly in such a setting?



THANK YOU!

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