

Name of the practice	<i>Training for the prison sector</i>
<p>Description</p>	<p>The Academy for Countering Radicalisation (<i>Rijksopleidingsinstituut tegengaan radicalisering, ROR</i>) was established in order to create awareness among firstline practitioners working for the government and semi-government. This is done by providing multiple training modules about the phenomena of radicalisation and (violent) extremism for professionals who, in their profession, work with- or might encounter radicalised individuals or individuals who are at risk of radicalisation.</p> <p>We offer two types of training for professionals working within the prison sector.</p> <ol style="list-style-type: none"> 1) A one-day basic training in which participants learn about triggerfactors, the importance of adolescence, signaling en interpreting. Thereby, we strive to increase knowledge about possible signals of radicalisation among employees who are in direct contact with detainees. Participants (professionals) are not required to have any background knowledge prior to the training. (ROR-BM and ROR-BL training with a low entry level). 2) An in-depth expert training with the duration of four days in which participants (senior professionals) not only increase their knowledgde about radicalisation and extremist organisations in the Netherlands, they also gain insight in chainpartners and reportingstructures and are trained in order to be able to train their staff subsequently themselves in the near future. (ROR-C and SIAC training). <p>Currently, a specific training module is in an advantaged state of development. In this training the focus is on the phenomena and rise of so-called "lone actors". (<i>Potentieel Gewelddadige Eenling, PGE</i>-training).</p> <p>Some professionals experience something we have labeled "professional shyness" when working with- and addressing subjects who are radicalised or might radicalise. (think about subjects with a change in worldview, commitment in their ideology and/or religious beliefs). Therefore, the purpose of the training modules are as follow:</p> <ul style="list-style-type: none"> • Create and/or increase awareness around the phenomenon of radicalisation (including its scope and current threat level), and increase knowledge about the infrastructure for reporting suspicions within prison. • Make professionals aware of their personal opinions regarding radicalisation, and how these could affect their behaviour (for example being judgemental) and; • By paying attention to personal competences and skills and by demonstrating <i>how</i> these can be used/operationalised in practicing their profession, the training modules contribute to a decrease in reluctance amongst professionals working with radicalised subjects in prison. Thereby, contributing to a decrease in

	<p style="text-align: center;">“professional shyness”.</p> <p>Participants become acquainted with radicalisation, (violent) extremism and its different forms through the means of a Powerpoint presentation, several short film fragments (to illustrate certain phenomena). Also interactive training exercises are used by which sometimes an actor is hired. Participants also receive a reader with all information discussed during the training and additional information.</p> <p>Although the abovementioned training programme has been developed for the Dutch prison sector, it is also offered to a broad range of public sector professionals that (could) encounter radicalised persons, persons who are at risk for radicalisation. For example, Dutch municipalities, social welfare organisations, child protection, youth workers, mental healthcare professionals, immigration agents, and professionals working within the judicial branch/law enforcements and so on.</p> <p>Therefore, in addition we (ROR) are developing a curriculum made up of different modules. The modules are distinguished/specified based on theme or domain/profession or skill. For example, we will offer a training about Islamic extremism (religious radicalisation), or right- and left extremism, or a two-day training programme for mental healthcare professionals with a focus on radicalisation and (violent) extremism and so forth. Professionals are able to participate in these in-depth training when they have finished the one-day basic training about the phenomena radicalisation and extremism so they all will have a certain entry level of knowledge.</p> <p>This learning programme consists of three phases and will require a longer period of time (a learning trajectory of multiple years). We have noticed the demand for such a curriculum and necessity in order to keep knowledge and skills up-to-date.</p> <p>During the first phase participants get acquainted with the topic of radicalisation and extremism through an electronic learning environment which is freely accessible. During the second and third phase more in-depth knowledge will be discussed in classroom meetings. Depending on the specific learning needs of our target audience we can offer a training programme consisting of one module or several modules combined.</p> <p>General and recurring focus within all training modules is on increasing professional skills through signaling and interpreting radicalisation; intercultural communication; stakeholder approach; and highlighting information sharing networks/structures. The latter being of importance as radicalisation is often a dynamic and non-linear process.</p> <p>Our trainers are hired on a freelance basis and all are professionals with several years of work experience in different fields and disciplines and therefore have thorough knowledge of radicalisation and extremism. In the training, a PowerPoint, several short film fragments (to illustrate certain phenomena) and interactive training exercises are used, sometimes with an actor. In addition, participants also</p>
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	receive a workbook with additional information.
Approach	Prison and Probation Training for first line practitioners
Target audience	Prison/probation/judicial practitioners First responders or practitioners Authorities
Deliverables	All training modules consist of face-to-face classroom meetings. Currently, we are developing specific E-learning and information-chunks so participants are able to consult extra information at home.
Evidence and evaluation	<p>The curriculum has been established through a multidisciplinary approach. Knowledge of experts from the National Counter Terrorism Coordination (<i>Nationaal Coördinator Terrorisme en Veiligheid, NCTV</i>) as well as multiple academic insights (universities) and professionals – such as psychology, sociology, political science, and law – have contributed to the development of the training material.</p> <p>Between 2016 and 2018 the ROR has delivered 772 trainings with which 8720 participants have been trained. At the end participants are asked for feedback. The outcome shows a high appreciation for the content and professionalism of the trainer. On average, most trainings receive a score of 8.2.</p> <p>The training modules have been evaluated by an external commission of experts (Haagse Beek report). This has led to a revision and adjustment of the modules based on 'learning needs' from participants (professionals)/target audiences and in order to adjust to changing contexts.</p>
Sustainability and transferability	<p>The continuity of the training depends on funding from the Dutch (prison) authority.</p> <p>The training is transferrable to other countries and sectors other than penitentiary training.</p>
Geographical scope	The Netherlands
Start of the practice	2015
Presented and discussed in RAN meeting	This practice was collected in collaboration with EPTA and EuroPris.
Relation to other EC initiatives	
Organisation	<p>Originally, the National Counter Terrorism Coordination (<i>Nationaal Coördinator Terrorisme en Veiligheid, NCTV</i>) of the Ministry of Security and Justice was the owner of the training programme.</p> <p>In 2015, the Academy for Countering Radicalisation (<i>Rijksopleidingsinstituut tegenaan radicalisering, ROR</i>) was</p>

	<p>established and adopted the original training programme. Since then, the ROR has expanded the scope of training modules and continues to develop it. New training modules have been added to the programme. Frequently, the training modules are updated, i.e. revised and adjusted to new and current events and changing (social) contexts.</p>
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Last update	2019