

# Communities of practice

**Elena Losada.** Member of the Innovation and Knowledge Management Area  
**Centre of Legal Studies and Specialised Training (CEJFE)**

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## Legal Advice



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# Communities of Practice

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## Types of communities of practice

- Those established considering the **type of the staff** (ex. Social educators working at prisons)
- Those launched because a **particular topic** (ex. Intervention in gender violence in the prison settings)
- **Mixed** communities (public/private) (ex. Management of probation measures by external companies)

Each organisation is different (even, those belonging to a same administrative body), so the solutions must be, as well, different.  
**One size does not fill all.**

# Communities of practice

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## Framework for their starting

- Look for clues that show the existence **of a collaborative and exchanging culture** in the organisation.
- Identify **real problems** of the staff working in such organisation.
- Identify **critical practices**.
- Identify **dynamics groups** (with a sharing culture) as first targets.
- Fix, under consensus, **the goals to achieve and the concrete outcomes to expect**.
- Ensure the **alignment** of the goals of the communities with the ones of the institution.
- **Get enough support from the institution** in order to may demand the fulfilment of the goals to the communities.

# Communities of practice

## Communities of practice and working groups 2022

### Juvenile Justice and Probation

Psychologist in open regime of Juvenile Justice

CSM

Open Regime of Juvenile Justice

Mediation and Community Prevention

Centres of Juvenile Justice

Forensic Assessment for adults

Interinstitutional Youth Tarragona @ Digna

### Prisons

Physical activity and Sport

Social Education

Social Work

Artistic Workshops

Experts on Gender issues

ICT in Prisons

Motivational Methodology (2022)

Prison Management

Fatherhood (2023)

Interculturality

### Administration of Justice

Forensic Assessment in civil law

Committee of Ethics on Civil Law

Judicial Libraries (Seminar)

Judicial Archives (Seminar)

### Working groups

Consultations-Complaints-Suggestions

Grants

Contracts

# Communities of practice

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**Practical example:**

**Community of Practice: Forensic Criminal Assessment.**



**Revision of the Assessment Guide of Witnesses in offences of gender violence (GAT-VIG-R)**

[https://justicia.gencat.cat/web/.content/documents/arxius/guia\\_avaluacio\\_testimoni\\_violencia\\_\\_genere.pdf](https://justicia.gencat.cat/web/.content/documents/arxius/guia_avaluacio_testimoni_violencia__genere.pdf)

# Communities of practice

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Since the set up of specialised courts on gender violence in June 2005



An incensement of the number of petitions of studies of credibility of the witnesses in issues related with gender violence



Lack of reliable tools for assessing the credibility of the witnesses in topics related with gender violence



**Revision of the Assessment Guide of Witnesses in offences of gender violence (GAT-VIG-R)**

# Communities of practice

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## Which are the benefits of GAT-VIG-R?

- ✓ Improves the objectivity, the efficiency and the efficacy of the forensic response to the demands from courts of informing about the credibility of witnesses in issues related with gender violence.
- ✓ Introduces a guided methodology for answering to a complex demand, in such a way that all the psychologists from the whole system offer an unified response.



# Communities of practice

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## Practical example: Community of Social Education in Prisons



### Programme of safe mobility in Prisons

[https://justicia.gencat.cat/web/.content/documents/arxius/programa\\_mobilitat\\_segura.pdf](https://justicia.gencat.cat/web/.content/documents/arxius/programa_mobilitat_segura.pdf)

# Communities of practice

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Legal reform of the Criminal Code concerning driving offences



Increase of the number of offenders at prison, due this new criminal regulation



Need to introduce in prisons specific programmes oriented to this target group of offenders.



Give tools to social educators working in prisons and offenders for handling the intervention of this new offences, under a socio educative scope.



**Programme of safe mobility in Prisons**

## Communities of practice

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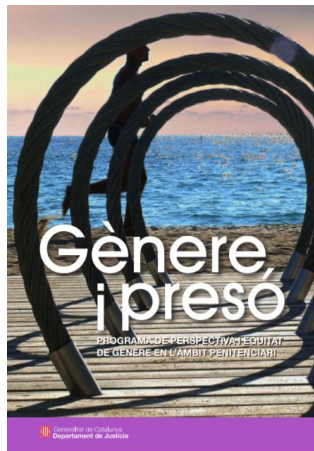
### **Which are the benefits of the community of practice of Social Education in Prisons.**

- Incorporation and institutional application: all the programmes and the methodological tools elaborated by the Community of Practice were validated by the Justice Department and included at the PMOC (Framework programme of Curricula Organisation in Prisons).
- The products elaborated by the community are the tools used for the daily working of social educators at prisons.

# Communities of practice

## Indicators of Assessment

- Indicators of production
  - Number of knowledge products elaborated
  - Number of consults from the staff of the products generated (level of use of the product in the organisation)



# Communities of practice

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- **Indicators of impact**

- Quantitative

- Number of similar situations when a protocol, a process, elaborated by a community of practice has been applied.
    - Number of staff that have taken profit of any product elaborated by a community of practice.
    - Number of products elaborated by a community of practice have been adopted and applied by the organisation

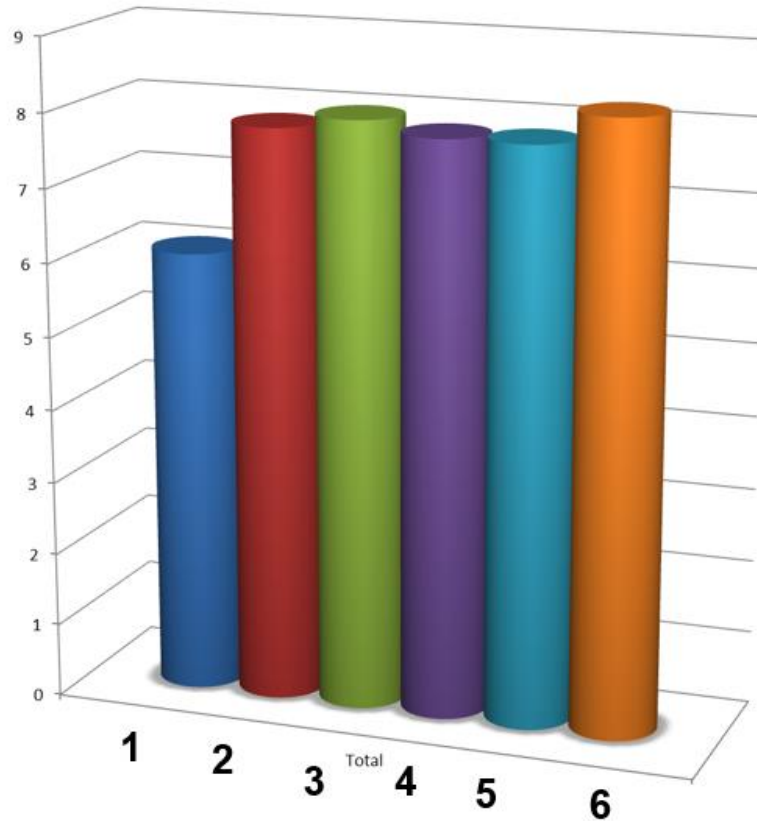
- Qualitative

- Statements of staff indicating that the materials elaborated by the Community have improved their professional capability
    - Positive opinions coming form the top managers

# Communities of practice

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**The community of practices as motivational tool for staff. Main reasons coming form the users.**



1 – Friendship

2 – Solving problems

3 – Mutual support

4 – Feeling and being innovator

5 – Enjoy

6 – Opportunity for learning

**Thank you!**