

Improving prison staff - offender relationship: a trustworthy prison system

July 2017



Federale Overheidsdienst
Justitie

Justitie. Menselijk en rechtvaardig.

.be



Dynamic security

Art. 105 § 1. The maintaining of order and security implies a dynamic interaction between the prison staff and inmates, on the one hand, and a balanced ratio between the use of technical means and a constructive prison regime on the other hand.

→ Need of a professional and a well-trained prison staff



Training of prison staff

- Initial training for prison officers
 - Organisation of Federal public service Justice and regulations
 - Regime, tasks and security
 - HRM
 - Deontology
 - Interpersonal skills
 - General skills
 - Support and evaluation of prison officers
- ✓ Evaluation of prison officers: internships reports, exams and integrated test.



Training of prison staff

- Initial training for administration

- Continued training for prison staff:
 - Working with radicalised prisoners: non-violent communication
 - Dealing with drugs abusers
 - Introduction to Islam
 - Training on restorative justice
 - ...



Embedding dynamic security in operational policy

- Central policy promotes dynamic security.
 - Policy conflict and aggression
 - Reinforcement of the processes of security
 - ...
- Prison management works on implementing constructive regimes



The prisoner council

Art. 7: 'In every prison is a climate of participation being pursued. For that purpose is in every prison a consultative body being set up so that prisoners have a say in issues of general interest'.



The prisoner council

➤ Goal:

- Giving the prisoners the possibility to give advice to the prison management about issues of general interest,
- Encouraging communication between prisoners and prison staff regarding issues of general interest.

➤ The composition:

- 1 prison governor
- 1 deputy prison governor
- 1 secretary
- Min. 4 prisoners





Thank you for your attention!

Questions?

