



Custodial Institutions Agency
Ministry of Security and Justice

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

06/06/2016
Bilingual

**21st Council of Europe Conference
of Directors of Prison and Probation
Services**

**21^e Conférence du Conseil de l'Europe
des Directeurs des services
pénitentiaires et de probation**

**COMMUNITY INVOLVEMENT IN PRISON
AND PROBATION WORK**

**L'IMPLICATION DE LA COMMUNAUTÉ
DANS LE TRAVAIL PÉNITENTIAIRE ET DE
PROBATION**

14-15 June 2016
Zaandam, The Netherlands

14-15 juin 2016
Zaandam, Pays-Bas

**CURRICULUM VITAE OF THE SPEAKERS AND MODERATORS
SUMMARIES OF THE PRESENTATIONS**

**CURRICULUM VITAE DES ORATEURS ET DES MODÉRATEURS
RÉSUMÉS DES PRÉSENTATIONS**

OPENING PLENARY SESSION / SESSION PLÉNIÈRE D'OUVERTURE

Michèle BLOM



Michèle Blom (1963) has been the Director General for Sanctions and Protection at the Ministry of Security and Justice since August 2014. The Directorate-General (DG) of Sanctions and Protection stands for a secure and just society. A society in which offenders are punished and vulnerable people can rely on protection. Its policy is aimed at implementing sanctions for young people and adults, such as the collection of fines, the prison system, hospital orders (TBS), juvenile detention centres and rehabilitation. In addition, the DG deals with child protection, international adoption, victim support policy and games of chance. Before this, Ms Blom has worked in various government functions, including at the Ministry of Infrastructure and the Environment and as the Director for road and traffic safety policy. Prior to those functions, she worked at the Ministry of Security and Justice as the Director for sanctions and prevention policy and she held various functions at the Dutch Court of Audit, among other positions. Ms Blom graduated from Amsterdam University as a sociologist.

Peter HENNEPHOF



Peter Hennephof is General Director of the Dutch Custodial Institutions Agency (DJI). DJI has various types of institutions for different categories of inmates and patients. Before becoming General Director at DJI in 2011, Peter Hennephof served as Deputy Secretary General at the Ministry of Social Affairs and Employment. Previously he was managing partner with Twijnstra Gudde Consultancy.

Philippe BOILLAT



Philippe Boillat est né le 31 juillet 1952 en Suisse.

Titulaire d'un Master en Droit de l'Université de Lausanne, il a débuté sa carrière juridique en 1978, à l'Office fédéral de la Justice à Berne. De 1997 à octobre 2005, il était Vice-directeur de l'Office fédéral de la justice, Chef de la division des affaires internationales, ainsi que l'agent du gouvernement suisse devant la Cour européenne des droits de l'homme et le Comité des Nations Unies contre la torture.

Il a présidé plusieurs Comités intergouvernementaux majeurs notamment au sein du Conseil de l'Europe :

le Comité pour la protection des minorités nationales, le Comité qui a élaboré les « Lignes directrices sur les droits de l'homme et la lutte contre le terrorisme » et les « Lignes directrices sur la protection des victimes d'actes terroristes », le groupe d'experts qui a rédigé le Protocole n° 14 amendant la Convention européenne des droits de l'homme, ainsi que le Comité directeur pour les droits de l'homme.

En mai 2006, il a été nommé Directeur général des Droits de l'Homme au Conseil de l'Europe et depuis mai 2007, Directeur général de la Direction générale Droits de l'Homme et Etat de Droit.

Philippe Boillat a publié de nombreux articles dans les domaines juridiques et des droits de l'homme.

Philippe Boillat was born on 31 July 1952 in Switzerland.

He holds a Master in Law from the University of Lausanne. He started his legal career in 1978 at the Federal Ministry of Justice in Bern. Between 1997 and October 2005, he was Deputy Director of the Federal Ministry of Justice, Head of International Affairs Department and the Swiss Government Agent to the European Court of Human Rights and UN Committee against torture.

He has been Chairperson of several major intergovernmental Committees:

the Human Rights Committee for the Protection of National Minorities, the Ad Hoc Committee for the Protection of National Minorities, the European Committee responsible for drawing-up "Guidelines on Human Rights and the fight against terrorism" and "Guidelines on the protection of victims of terrorist acts", the Group which drew up Protocol No.14 amending the European Convention on Human Rights and the Steering Committee for Human Rights.

In May 2006, he was appointed Director General of Human Rights in the Council of Europe, and since May 2007, Director General of the Directorate General Human Rights and Rule of Law.

Philippe Boillat has published numerous feature articles in the legal and human rights sectors.

Mykola GNATOVSKYY



Mykola Gnatovskyy is a Lawyer, President of the CPT, Professor of international law, Taras Shevchenko National University, Kyiv

Mykola Gnatovskyy est juriste, Président du CPT, Professeur de droit international à l'Université nationale Taras Chevtchenko, Kiev

Presentation:

Mr Mykola Gnatovskyy will speak freely to present the CPT document on living standards.



Living space per
prisoner in prison est



Espace vital par
détenu dans les établi

Claudiu Cătălin BEJAN



Claudiu Cătălin Bejan started his career in the Romanian penitentiary system in 1995 as operational support staff and then as prison instructor at Slobozia Prison. Between 1997 and 2002 he was legal advisor at the National Prison Administration. Between 2002 and 2007 he was Governor of the Poarta Alba Prison. Between 2008 and 2013 he was Deputy Director General of the Romanian Prison Administration. Since 2013 he was promoted to the post of Director General.

He graduated from the Police Academy in 1995 with a BA in Legal Sciences and obtained a MA at the Faculty of Law, Bucharest University in 1996. He has a number of post-graduate certificates: UN/MFA course on "Stabilization and reconstruction in the post-conflict areas" (Bucharest, 2009); COMET - Communication for European training managers" (Florence, Italy, 2011); Certificate from the Centre for professional training and regional development Association (Constanta, 2011). He has taken part in numerous international events organised by the Council of Europe, the European Union, UN, ICPA and EPEA.

Santi CONSOLO



Born in Gangi (Palermo), on 4th September 1951. He graduated at Palermo University and he joined the Magistracy in 1978. He worked as Supervisory Judge ("*Magistrato di Sorveglianza*") from 1978 to 1981 and, in the following years, he worked both as judge and as public prosecutor in different Judiciary Offices in Sicily.

He was appointed as Deputy Public Prosecutor General at the Court of Appeal of Palermo, and he dealt with several trials against mafia organisations, including the so-called "maxi-one", the suit "Paziente + 37" and some trials for massacres, such as "Alletto Croce Benvenuto + 69".

From 1998 to 2002, as a member of the Higher Council of Judiciary, he participated in the Joint Commission for the study of the problems of the supervisory judiciary ("*Magistratura di Sorveglianza*"), established within the same Council, and he was appointed as President of the X Anti-mafia Commission.

In 2003, he was appointed as General Prosecutor at the Court of Cassation, and he was assigned to the civil law sector and then to the criminal law sector. In that capacity, he dealt with more than 50 appeals, which were pointed out by the Office for their importance. He was also member of the Committee for the Access to Justice in the European Union at the Department of EU Policies of the Presidency of the Council of Ministers - Observatory for the implementation of Community Directions.

In 2008, he was appointed as Deputy Head of the Department of Penitentiary Administration, with competence over many matters, including: Prisoners and their Treatment, Execution of Sentences in the Community, Higher Institute of Penitentiary Studies, Office for Studies and Researches.

From 23rd June 2011 until 6th March 2014 he acted as General Prosecutor at the Court of Appeal of Catanzaro (Calabria).

From 7th March 2014 until December 2014 he acted as General Prosecutor at the Court of Appeal of Caltanissetta (Sicily).

He has been appointed as Head of Department of Penitentiary Administration on the 12th December 2014.

Summary of the presentation:

During the last three years, the Italian Penitentiary Administration made several efforts aimed at achieving a sustainable solution to the problem of prison overcrowding, through a program of specific structural, legislative and managerial interventions.

Legislative amendments and innovations, building interventions and organizational provisions highly improved detention conditions and definitely contributed to the inmates' rights and dignity protection.

The authorities of the Council of Europe formally acknowledged the Italian efforts and achievements in this crucial field.

PLENARY PANEL SESSION ON COMMUNITY INVOLVEMENT

SÉANCE PLÉNIÈRE SUR L'IMPLICATION DE LA COMMUNAUTÉ

Lucia CASTELLANO



Born in Naples on 20 February 1964. She graduated in law at Federico II Naples University in 1988. From 1991 to 1995 she has been deputy governor of Genova Marassi remand prison. From 1995 to 2002 she has been prison governor of Milano Bollate and Eboli prisons. From 2013 to 2016 she has been Regional Counsellor of Lombardia.

Since May 2016 she is Director general of the Directorate for the execution of sentences in the community and probation at the Department of Juvenile and Community Justice. She has been member of a roundtable on the "General States for the execution of sentences in the community" and member of Palma Commission for the reorganization of the penitentiary system. She has been member of the National Observatory on drug addiction at the Ministry of Justice and of the project of a self-managed prison at the Regional Directorate of the penitentiary administration. She has been member of the Regional Commission for the training of administrative staff and penitentiary police at the Regional Directorate of Naples.

She has been lecturer at the Superior Council of the Judiciary and at the Higher Institute of Penitentiary Studies. She has been lecturer at the course for trainees agents on "administrative organization" at Portici penitentiary police school.

She has published on a range of subjects relating to prison and territory, and was given an award for '*women who can manage it*', by the Ministry for Equal Chances.

Summary of the presentation:

THE ROLE OF THE COMMUNITY: OPPORTUNITIES AND CHALLENGES - Overview of the national system of execution of sentences in the community

First of all I would like to underline that the Probation Service was introduced in Italy first for juveniles and subsequently for adults.

The National Probation Service for adults in Italy is a public service within the Department of Juvenile and Community Justice, established by the 2015 Decree of the President of the Council of Ministers, which in turn falls within the Ministry of Justice. This Department has a General Directorate, called General Directorate for the execution of sentences in the community and probation.

The unification of the two systems aims at strengthening the execution of sentences in the community for adults especially from the point of view of the construction of a network to take care of the offender and prevent the risk of recidivism.

The tasks of the probation offices, operating in towns where the offices of the Supervisory Judge are located, involve interviews, observation and treatment interventions for the application and

execution of measures or alternative sanctions to imprisonment or community and security measures.

The reforms and recent legislative developments

With the introduction of Probation in the adults' world, such offices had to cope with a certainly more important challenge, a "cultural revolution" which requested them forms of cooperation with ordinary judges, lawyers, public and private agencies and volunteers present in the community.

Probation offices strategically aim at reducing recidivism through the establishment of positive relationships with offenders, to control, orientate and assist them better in their social reintegration and improve risk assessment by appropriate instruments.

Implementing the new model of restorative and community justice

The cooperation between volunteer organisations and probation offices has provided proof even of the taking care of the persons submitted to the new community measures and sanction. The interventions of restorative justice, with an increasing involvement of the offender, the victim and, mainly of the community have also to be underlined.

Conclusion

I strongly think that it is important to enable the system to modify the belief that the only possible penalty is prison.

Investing on community measures is not only an obligation to comply with internal and constitutional rules but also implies a social issue contributing to the reduction of recidivism.

Beth WEAVER



Dr Beth Weaver is a Senior Lecturer and the Director of Research at the School of Social Work and Social Policy, University of Strathclyde. Prior to becoming an academic, she worked for a number of years as a criminal justice social worker in Scotland. She is an experienced researcher in the field of criminology and criminal justice social work. She has conducted research across a range of areas of enquiry. She is currently involved with an ESRC funded study *Co-producing Desistance from crime: The role of social cooperative structures of employment* (www.coproducingdesistance.org.uk) in addition to leading on various research studies exploring when and how different co-productive approaches and related social innovations can support desistance and social innovation in criminal justice. Beth is actively engaged in a number of research networks, research projects and knowledge exchange activities with specific interests in desistance, user involvement and co-production and the use of through-the-prison-gate social cooperative structures of employment. All of her research has an applied focus on penal reform. Beth has also published widely on a range of subjects relating to criminal justice policies, practices, and research and in particular, on the subject of desistance from crime. Her book *Offending and Desistance: The Significance of Social Relations*, published in July 2015, is available from Routledge.

Summary of the presentation:

COPRODUCING JUSTICE: COMMUNITY INVOLVEMENT IN PRISON AND PROBATION WORK

Any discussion of community involvement should begin with an examination of the highly contested and somewhat nebulous term 'community'. In this plenary discussion, Weaver argues that 'community' is not so much a place or discrete population, but rather a network of social relations. 'Community involvement', then, means building relationships between prisons and probation and the networks and groups that inhere in civil society and it implies the mutual exchange of assets and resources to enable the realisation of better outcomes. Weaver proposes that coproduction between services; service users and communities can be understood as the 'how to' of community involvement. Drawing on her research into coproduction in a number of criminal justice settings, and with different groups, Weaver outlines some key considerations for services considering a coproductive approach to user and community involvement. She concludes by outlining three approaches that might inform a continuum of opportunities for community involvement in prisons and probation.

PLENARY PANEL SESSION ON FAMILIES AND CHILDREN OF PRISONERS

SÉANCE PLÉNIÈRE SUR LES FAMILLES ET LES ENFANTS EN PRISON

Jesper HJORTENBERG

Member of Eurojust

Member of the Bureau of the European Committee on Crime Problems (CDPC)



Jesper Hjortenbergs was appointed National Member for Denmark at Eurojust on 01 September 2010. He has been a prosecutor since 1988 and has worked at the Office of the Danish Director of Public Prosecutions (DPP) for many years. From 2002 to 2007, he was Head of the International Division of the DPP's Office, and since 2007 served as Deputy Director with responsibility for casework and international matters. He prosecuted a large number of cases before the Danish Supreme Court from 1996 to 2010. Mr Hjortenbergs participated in negotiations for the EU 2000 Convention on mutual legal assistance and the 2002 Eurojust Decision as part of the Danish delegation at the meetings in Brussels, and has been Danish member of the Council of Europe Steering Committee on Crime Problems (CDPC) for many years. He is currently a member of the CDPC Bureau and was Vice Chair and Chair of the CDPC from 2011 to 2015.

Lucy GAMPELL



Lucy Gampell has over 25 years' experience of working in criminal justice and is recognised as a national expert on the needs of children and families of prisoners. She is the President of Children of Prisoners Europe (COPE, formerly known as EUROCHIPS) and was the Director of the UK NGO Action for Prisoners' Families (APF) from 1993-2008. During her time at APF Lucy worked closely with HM Prison Service and the Ministry of Justice to improve services and support for prisoners' families. Lucy is currently an Independent Member of the Parole Board for England and Wales - the body responsible for authorising the release of high risk prisoners; she is also a trustee of the national NGO Clinks.

In 2008 Lucy Gampell was awarded the Longford Lifetime Achievement Award and in 2010 she received the honour of Officer of the Most Excellent Order of the British Empire (OBE) from Her Majesty the Queen for her services to prisoners' families.

Summary of the presentation:

Both prisoners and their children have a right to maintain contact with one another during the process of imprisonment. For prisoners, these rights are enshrined in European Human Rights Law and the European Prison Rules; for children they fall under the UN Convention on the Rights of Child. However at a national level they tend to remain the responsibility of the national prison administration or even individual prison directors to uphold.

Over 2 million children in Europe are estimated to have a parent in prison. Their experience of separation and loss can have life-long consequences for their emotional development and wellbeing. International research also shows that prisoners who have strong bonds with their family and are able to return to family life on release have a significantly lower likelihood of re-offending; and that access to visits and contact with family contributes towards healthier prisons.

But maintaining a meaningful relationship with a parent in prison is challenging: families lack information or support; visiting prison can be an unpleasant and unrewarding experience and children in particular can find it frightening and unfulfilling. Prisons need to give greater consideration to the visiting experience and environment, providing training to staff, information to families and special child focussed visits. For those unable to visit other forms of contact such as telephone, email and letters are vital. Prisoners also need to be encouraged to maintain their role as a parent.

Many excellent initiatives exist across Europe to address these needs, often supported or initiated by NGOs. However there is an issue of how to ensure that positive action takes place across all prisons and all countries. Following the example of Italy, where the Ministry of Justice, the NGO Bambininsenzasbarre and the Children's Ombudsperson's office signed a protocol in March 2014 setting down clear expectations for fulfilling the rights of children of prisoners, other countries are following suit. But, to what extent should there be national (or even European) standards?; what form should they take and how can they be monitored? These areas will be explored during my presentation.

WORKSHOPS ON 14 JUNE / ATELIERS LE 14 JUIN

Hadelin FERONT

Hadelin Feront is Head of the Prevention of Radicalisation Unit for the City of Brussels. An international lawyer and political analyst by training, he coordinates the development and implementation of a local prevention strategy that brings together social and administrative services, public schools as well as local police, in coordination with other levels of government at the regional and national level. Before working for the city of Brussels, Mr Feront spent eight years working at the European and international level as legal and policy adviser on matters of international public law.

Pedro FERREIRA MARUM



Directeur général adjoint de l'Administration générale des Maisons de justice. Responsable du département Service général Justice et Justiciable. Fédération Wallonie-Bruxelles.

Pedro est criminologue et collaborateur scientifique à l'université de Liège. Pedro travaille dans le domaine des mesures pénales et des peines alternatives à la prison depuis presque 20 ans. Il débute sa carrière en travaillant au développement d'une institution qui œuvre dans le domaine des peines de travail d'intérêt général, financé par le Ministère de la Justice et mis à la disposition des municipalités. Après 9 années, il rentre en poste au Ministère de la Justice et se concentre sur les alternatives efficaces à l'emprisonnement.

En 2008, Pedro prend la direction du Centre national de Surveillance électronique, département sous la direction du Ministère de la Justice. En 2015, Pedro devient le directeur du service général « Justice et Justiciable » de l'Administration générale des Maisons de justice. Il supervise actuellement quatre services dont le Centre de Surveillance Electronique (CSE).

Mohammed AJOUAOU



Dr. Mohamed Ajouaou (1968) is currently Head of Islamic Chaplaincy at the Correctional Institution Service, Ministry of Security and Justice, Assistant professor and Director of the Center for Islamic Theology at VU University Amsterdam. He has been a member of the Accountability Council of ABP Pension Fund since 2014.

He worked previously as senior staff member and advisor on religion and Integration at the Dutch Ministry of Security and Justice (Immigration and Integration) and as senior advisor on wellbeing and education and as a lecturer on religion and philosophical education at a secondary school.

Ajouaou obtained his PhD at the Faculty of Humanities (Tilburg University) in 2010. His dissertation is entitled: *Imam behind bars. Case study about Islamic spiritual care in Dutch penitentiary facilities with elements for a professional profile* (translated in English in 2014). In 1997 he got his Post Master Teaching Qualification Degree (Biblical Knowledge and Cultural History of Christianity) at the Utrecht University and in 1996 he got his Master degree in theology studies of religions at the University of Amsterdam. He also studied philosophy at the University of Fes, Morocco where he obtained *Diplome des Etudes Universitaire Général (DEUG)*.

Ajouaou has built a large experience in Islam and integration, religion in the public domain in the broad sense of the word, public governing board, politics and policy and education. He has been a frequent speaker and publisher on these subjects. His last book entitled *Wie is moslim? Geloof en secularisatie onder westerse Moslims* ("Who is a Muslim? Faith and secularization among Western Muslims") was published in 2014. For more information: www.mohamed-ajouaou.nl

Summary of the presentation:

Radicalisation is a social problem which is also reflected in the prison system as prisons are part of our societies. In order to prevent and counteract this social problem, it is essential to join forces and to work with several partners. The community outside prisons plays a crucial role in this respect.

We can distinguish several forms of community:

- the religious community;
- the secular community;
- the ethnic group;
- volunteer organisations;
- individual citizens concerned;
- and of course the family.

All of these types of communities can play a role and one should consider why this is not always the case. This workshop will elaborate on the experience of Dutch prisons and the cooperation with the community in dealing with radicalisation. The presentation will mainly deal with Islamic religious radicalisation which is the concern at this moment.

Eric STAAL



Eric Staal joined the Dutch Probation Service in 2005 as unit manager of community services. Since then he has had various roles within the organisation and is a policymaker since a couple of years. He had different portfolio's, but now is specialised in Electronic Monitoring and representing the organisation in the judicial chain and in the administrative and regulatory framework.

His educational background is (para) medical, management in health, change-management and he has a master degree in Management and Innovation.

Carsten HERSTEL



Carsten Herstel was born in 1966 in The Netherlands. After completing a master course in Dutch Law at the University of Groningen in the north of the country, he started his career as a personal assistant to various members of the Dutch Lower House in The Hague. After a year he transferred to the Department of General and Legal Affairs, where he worked as a policy advisor and legislative lawyer on several projects for the municipal civil affairs departments. An internal transfer led Mr Herstel to join the Directorate of Minorities and Integration Policy Coordination, where an integration cluster was established. He acted as the coordinator of this cluster, responsible for the daily management of the employees working in this complicated field. In July 2002, the management became part of the Ministry of Justice.

From this point on he got involved in the prison system as he joined the Dutch Custodial Institutions (DJI) Agency in March of 2004. At first he was appointed Head of policy and Deputy Director of the sector that concerns with detention under hospital order (TBS, later forensic care). In April 2009 he became the Deputy Sector Director of the prison system. Together with two other regional directors, he was responsible for the prison system in the Netherlands. He was the Chairman of that collegiate management team. At that time, the Dutch prison system consisted of 29 locations with approximately 11,000 employees. In addition, he managed the Board at the headquarters of the DJI and in his role as Chairman of the prison system management team, he was also a member of the DJI deliberation group. After four years as general manager of the Netherlands Institute for Forensic Psychiatry and Psychology (NIFP), a national service of the DJI which hosts the forensic psychiatrists or psychologists, he moved to the Director-General for Penalties and Protection. This DG consists of two policy directorates, a Corporate Executive Board and four support services.

As of November 2015, Mr Herstel was appointed Director of Sanctions Inspectorate and Youth and Deputy Director-General of Penalties and Protection. The Board of Directors for Sanctions and Youth is responsible for the policy of the prison system, the forensic care, the probation services, the management of the implementation of judgments, the fines and the juvenile detention centers and child welfare. As the Managing Director, he is the Chairman of the management team and Deputy to the Director-General of Penalties and Protection.

Summary of the presentation:

Workshop on overcrowding in prisons in the Netherlands

The history regarding prison cell capacity and occupancy in the Netherlands will be discussed and explained. For years the occupancy has grown annually, so much that fifteen years ago, the prisons were facing overcrowding. What measures did the Netherlands take to avoid overcrowding and what were the results? Furthermore, the developments which led to the current state of prison under occupancy will be discussed.

Finally, we will discuss future prospects of prison population rates and cell occupancy.

Mélanie TIAGO



2008-2012 Bachelor en criminologie, Faculté de droit de l'université de Porto

2012-2014 Master en criminologie et sécurité, Université de Lausanne

2015-today Doctorat en Criminologie, Université de Lausanne

EXPÉRIENCE PROFESSIONNELLE

Depuis avril 2015, Assistante-doctorante, Ecole des sciences criminelles, unité de criminologie, Université de Lausanne

10/2011-04/2012 : Stagiaire, Sécurité sociale, Secteur de la protection de l'enfance, Porto ; Soutien et support aux mineurs en danger; Gestion et suivi de dossiers; Développement de stratégies d'intervention; Accompagnement et acheminement; Élaboration de guides d'entretien et de grilles d'observation.

Membre de l'équipe qui collecte les données SPACE pour le Conseil de l'Europe.

PUBLICATIONS

Aebi, M.F., Tiago, M.M. & Burkhardt, C. (2015). Council of Europe Annual Penal Statistics SPACE I: Prison Populations. Survey 2014. Strasbourg: Council of Europe.

Résumé de la présentation:

Overcrowding in Europe: An empirical analysis based on the Council of Europe Annual Penal Statistics

The presentation uses data from the Council of Europe Annual Penal Statistics SPACE to study the issue of prison overcrowding across Europe. In SPACE I, the indicator used to measure overcrowding is the prison density, which corresponds to the number of inmates per 100 available places in penal institutions. According to this indicator, European prisons were at the limit of their capacity and even slightly overcrowded from 2005 to 2012. The situation has clearly improved since 2012, even if in 2014 most of them were still at the limit of their capacity. Nevertheless, there are significant differences in the methods for calculating prison places. Indeed, some countries apply the concept of operational capacity of the institution; others the concept of design capacity; and some do not specify the way in which the capacity of the institution is calculated. The presentation pays particular attention to these definitions and the way in which they are operationalized. It is concluded that, currently, no reliable cross-national comparisons can be drawn. As a consequence, differences across countries must be interpreted cautiously. The presentation also includes some suggestions for improving the collection of data on prison overcrowding.

WORKSHOPS ON 15 JUNE / ATELIERS LE 15 JUIN

Lars THUESEN



Lars has 20 years' experience in leading and facilitating change primarily in the public sector in Denmark and internationally as a director, leader, senior government official in the justice sector and as consultant. He is a very competent change leader, who enthusiastically creates common visions and strategies. He designs concrete and coherent projects and accomplishes common goals by sharing the visions and strategies, involving relevant stakeholders, and constantly adjusting means to ensure meaning and effective impact.

Lars has held positions as director of strategy and innovation in the Danish Ministry of Justice, the department of Prisons and Probation, as senior consultant at Ernst and Young Management Consulting, as consultant at the National Association of National Authorities, and at the Danish Ministry of Finance. Lars has a MSc in political science and a MSc in Coaching and Consulting for Change from Oxford University, where he also teaches executive students in leadership and change.

He has extensive experience including leadership training and process facilitation all over the world including Denmark, e.g. at the Copenhagen Business School, Innovation Master programs in South Africa, leadership training for prison leaders in Morocco, workshops and lectures on social innovation and leadership in the US, UK, France, Norway, Canada, Slovakia, OECD, the Baltic countries, and Greenland.

In 2014 Lars Thuesen founded WIN – the Welfare Improvement Network. WIN is a consultancy network that helps organisations initiate and implement sustainable welfare solutions.

Mark MUNGER



Mark Munger is a senior consultant with the Plexus Institute, Washington, D.C. USA. He is an experienced organisation consultant and educator, and has been part of the Positive Deviance 'movement' in the US since its inception.

He has used the adaptive positive deviance approach to behavioral and social change in hospital and health care settings, schools facing significant challenges, and urban and rural food systems. He has worked in Denmark over time for the Prison and Probation Service of the Danish Ministry of Justice, and in such varied settings as clinical trials in oncology research and treatment.

Summary of the presentation:

Purpose and design of the workshop “Building on emerging communities as drivers for positive change in prisons”

During this interactive workshop we will focus on the mind-sets and approaches you need to successfully lead and sustain change that involve co-creation, user involvement and community building in systemic and effective ways.

We will be addressing and working with concrete examples of sustainable solutions, where co-creation and community building approaches and practices have been applied successfully.

We will also be working with your own “what keeps you awake at night question” and discuss how co-creation, user-involvement and community building can be applied successfully in your work and practice.

We will start by addressing the mind-sets and approaches for co-creation, user involvement and community building (5 min.). Then move on to share illustrative concrete examples (5 min), and finally discuss implications for leadership (5 min).

After presentation we will be discussing how co-creation, user involvement and community building approaches can be applied in your own practices.

If you attend this workshop you will:

- Learn more about the results of several case studies
- Engage with field and sector experts and peers
- Get inspiration on how to work with co-creation, user involvement and community building mind-sets and approaches
- Address important leadership implications
- Get inspired and extend your network

"THE RED CROSS PROJECT IN IRELAND"

Ian HANLON



Ian was an inmate of Cork prison and joined the Red Cross group there in 2014. He was an active volunteer who was very industrious in carrying out landing based projects with his fellow volunteers. He was instrumental in the development of the 'Packing Project,' which was linked to the anti-bullying campaign. This project was used to discourage prisoners going out on court or hospital visits from carrying drugs back to prison, inside their bodies.

Ian showed leadership qualities and was trained as a facilitator assisting in the training of others. He presented about Cork Prison Red Cross projects at a meeting of the WHO' Health in Prisons' meeting, in Ireland in 2015.

Since leaving prison Ian has been involved in the joint Prison Service/Probation Service 'Prison to Community' Project. This included facilitating Overdose Prevention and Violence Prevention workshops, with at-risk groups, in Probation Offices in both Cork and Dublin. He has continued working as a volunteer, even after his post-release supervision ended, and has facilitated Overdose Prevention/Violence Prevention workshops with groups under Probation supervision.

Ryan KEARNEY



Ryan Joined the Red Cross Community Based Health & First Aid in Action (CBHFA) group in Wheatfield Prison in 2012. He was an enthusiastic volunteer who was productive and taking part in the many different projects organized by the Red Cross team and their facilitators. He was involved in 'Weapons Amnesty' work and the delivery of the Violence Prevention workshops. Also, he was active in voluntary HIV testing projects and he was trained as a CBHFA facilitator, also assisting with the training of others.

He was particularly interested in drug addiction rehabilitation and worked as the project leader in Wheatfield Prison with the drugs counsellor there, to develop the current overdose prevention module of CBHFA programme. Ryan's work was credited with having a positive effect on the recruitment of ex-drug users in Wheatfield to the counselling groups. He was later transferred to Shelton Abbey Open Centre where he continued to be a Red Cross volunteer and took on the role of local Red Cross Group leader and facilitator. Upon release, and as part of his Community Return programme, Ryan joined the interagency 'Prison to Community' project. During this time he has been facilitating, with other facilitators, the Overdose Prevention and Violence Prevention workshops in the Dublin area.

Summary of the presentation:

Community based health and first aid programme is built upon a partnership with Irish prison service, the Irish Red Cross, the education training board of Ireland and the probation service Ireland. Its purpose is to create change in Irish prisons in terms of preventative proactive health awareness through peer to peer education with inmates trained as Irish Red Cross volunteers carrying out projects within their community in prison and post release.

Ian Hanlon and Ryan Kearney are ex-inmate Irish Red Cross facilitators for the programme in Justice 'Prison to Community' project and will be speaking about the CBHFA programme and their involvement in the programme as ex-prisoners transitioning from prison back into the community.

Eric NIJMAN



Education

- Policy theory
- INK training + including auto-training
- M.B.A. modules
 - financial management
 - information management
 - staff management
- Social Management

Work experience

2016-today: Director Judicial complex Zaanstad

2012-2016: Director Penitentiary Amsterdam Over-Amstel and "TrailBlazer", New construction Penitentiary Zaanstad

2009-2012: Sector director Custodial Institutions Agency (DJI), Ministry of Security and Justice

2007-2009: Ad interim Sector director, Custodial Institutions Agency (DJI)

2003-2007: General director of several detention centers at DJI

2002-2003: Project Leader Redevelopment Personnel function at DJI

1997-1998: Project Leader Reorganisation Penitentiary, "Rotterdam West at DJI

1996-1997: Coordinator planning & control DJI, Ministry of Security and Justice

Summary of the presentation:

ABSTRACT Chain Management DJI and the municipality of Amsterdam

The Top600 is list of 600 people with extensive criminal careers residing in Amsterdam. It is also the title of a programme of the municipality of Amsterdam focusing on the reduction of high impact crimes, providing perspective for those on the list and minimising the chances of affecting brothers and sisters with their choices.

In collaboration with Flora de Groot of the municipality of Amsterdam, Mr. Eric Nijman, director of the prison in that region, will present the ins and outs of the approach and the key role of prison.

Bente GRAMBO



Bente Carol Grambo has a master's degree from The Department of Criminology and Sociology of Law from the University of Oslo. Her master degree is called "A Father and a Prisoner" and is based on interviews with prisoners about maintaining their role as fathers when imprisoned. She has worked with the Ombudsman for Children and The Center of Gender Equality on a project concerning attitudes towards victims within the criminal justice system, and has for the past 15 years worked with children and families of prisoners as a counselor/senior counselor in FFP – The Organisation for Families and Friends of Prisoners. FFP is a stakeholder for prisoners' families. FFP offers support, advocates for the rights of prisoners' families, and has a close dialogue with the Correctional Services, other authorities and members of Parliament.

Summary of the presentation:

Maintaining family ties during sentencing

In this presentation, I will focus on the fact that children with imprisoned parents have rights, and that it is important to hear their views and perspectives. To know what is in children's best interest, we must listen to what they say! I will also give examples of good practice in Norway when it comes to maintaining family ties during sentencing.

Viviane SCHEKTER



Viviane Schekter a commencé sa carrière dans le milieu carcéral en 1996 en tant que psychologue. Elle a travaillé pendant plus d'une dizaine d'années dans différents établissements pénitentiaires de Suisse romande.

Dès 1995, elle intègre une ONG genevoise, Carrefour Prison, et développe dans ce cadre le soutien aux familles et aux enfants de détenus. Elle en prend la direction en 2005. Depuis 2012, cette ONG est devenue une Fondation et a étendu ses activités à l'ensemble de la Suisse romande.

En parallèle, depuis 2005, elle est formatrice au Centre Suisse de Formation pour le Personnel pénitentiaire où elle enseigne la psychologie dans le cadre du brevet fédéral d'agent de détention. Elle participe aussi à la formation continue des agents et des cadres du milieu carcéral.

Elle est membre fondatrice de la Société Suisse de Psychologie Légale et actuellement vice-présidente du réseau européen Children of Prisoners Europe (anciennement Eurochips).

Elle est titulaire d'un Master en psychologie, d'un titre de psychologie légale FSP, ainsi que d'une formation en psychothérapie.

Résumé de la présentation :

Famille et prison: un défi essentiel

Les enfants de détenus sont des enfants ordinaires qui vivent une situation extraordinaire. Comment accompagner au mieux ces enfants de l'ombre, pour leur donner l'avenir qu'ils méritent ? Comment les sortir de leur position de victimes collatérales de notre système pénitentiaire ? Et si le soutien aux enfants permettait aussi une meilleure réinsertion sociale des personnes détenues ?

Autant de questions qui animeront notre workshop, avec des illustrations par des vignettes et des vidéos quant aux pratiques proposées en Suisse par la Fondation REPR, Relais Enfants Parents Romands. Un accent particulier sera mis sur la collaboration avec le milieu carcéral.

CLOSING PLENARY SESSION / SÉANCE PLÉNIÈRE DE CLÔTURE

Annette ESDORF



Deputy Director-General, Department of Prisons and Probation, Denmark

- Law degree from University of Copenhagen (1975).
- Public prosecutor and investigation officer for the Parliamentary Ombudsman (1975-1980)
- Since 1980 worked in the Danish Department of Prisons and Probation.
- Deputy Director-General since 1997.
- Teaching at the Prison Staff Training Center and for lawyers, judges and prosecutors.
- External examiner, University of Copenhagen, Law Faculty.
- Since 1997 Danish expert at the CDPC, Council of Europe, and national liaison officer for the CPT.

Jan KLEIJSEN



He joined the Council of Europe in 1983 as a Lawyer with the European Commission of Human Rights. Having served as Director of the Secretary General's Private Office and as the Special Adviser to the President of the Parliamentary Assembly, he is currently the Director of Information Society and Action against Crime, Directorate General Human Rights and Rule of Law, of the Council of Europe. This Directorate carries out standard-setting, monitoring and co-operation activities on a wide variety of issues, including:

- Freedom of expression
- Data protection
- Internet governance
- Cybercrime
- Criminal law
- Fighting corruption and money laundering
- Action against drug trafficking/drug abuse

He was appointed Chair of the Council of Europe's Disciplinary Board in December 2015. A keen marathon runner he is also responsible for the Council of Europe's Staff Sports Association, running section.

He is the author of several publications in the field of human rights and international relations.

ELECTED MEMBERS OF THE COUNCIL FOR PENOLOGICAL CO-OPERATION (PC-CP)

MEMBRES ÉLUS DU CONSEIL DE COOPÉRATION PÉNOLOGIQUE (PC CP)

Vivian GEIRAN

Chair of the Council for Penological Co-operation (PC-CP)



Director of the Probation Service in Ireland since August 2012. Leads the Probation Service, an agency of the Department of Justice & Equality, with 395 staff, providing rehabilitation services to 8,500 offenders in the community and 1,500 in custody every day. A registered social worker with MA in social work (UCD) and MA in social studies (TCD), as well as a diploma in leadership and management. Member of the Department of Justice and Equality Management Board and of the Parole Board. Since December 2013, elected as member of the Council for Penological Co-operation (PC-CP), Council of Europe. In February 2016 he was elected Chair of the PC-CP.

Jörg JESSE
Vice-Chair of the Council for Penological Co-operation (PC-CP)



Head of the Department of Prisons, Probation and Petitions for Clemency, Ministry of Justice of Mecklenburg-Western Pomerania, Schwerin, Germany

Jörg Jesse, born in 1953, studied Psychology at the Christian Albrecht's University of Kiel. He has been working in prisons in the following areas since 1983: Open juvenile and young adult prisons, closed adult prisons, Prison Headquarters and Ministry of Justice. He worked in managerial positions from 1993 to 2003 as Deputy Head of the juvenile and young adult Prison of Hameln, as Head of long term and preventive detention Prison Celle-Salinenmoor and Head of Hanover Prison. Since 2003, he has been Head of the Department of Prisons, Social Services and Petitions for Clemency, Ministry of Justice of Mecklenburg-Western Pomerania, Schwerin and is Member of the Council of Penological Cooperation (PC-CP), a Council of Europe expert working group since 2011. In February 2016 he was elected Vice-Chair of the PC-CP.

Nathalie BOISSOU
Membre du Conseil de Coopération Pénologique (PC-CP)



Cursus universitaire :

2008 : Institut National des Hautes Etudes de Sécurité
2006 : Institut des Relations Internationales et Stratégiques
2004 : DESS Police, Sécurité et Droits fondamentaux Université de Nice Sophia Antipolis
1998 : Licence d'ingénierie sociale Université de Paris XIII
1991 : DEA de Droit pénal et Sciences criminelles Faculté de Droit de Poitiers
1990 : Maîtrise de Droit public Faculté de Droit de Limoges

Parcours professionnel :

2015 : Responsable du Pôle Relations internationales - Direction de l'administration pénitentiaire
2011-2015 : Directrice adjointe Maison d'arrêt de Majicavo (Mayotte)
2006-2011 : Chef du Département Sécurité et Détention Mission des Services pénitentiaires de l'Outremer
2009 : Chargée d'enseignements Licence Métiers de la Sécurité Université Lille/Roubaix
2004-2006 : Chef de la Zone Antilles-Guyane Mission des Services pénitentiaires de l'Outremer
2003-2004 : Rédactrice à l'Etat-Major de la Sécurité Direction de l'Administration pénitentiaire
2001-2003 : Directrice chargée de la détention au Centre pénitentiaire de Draguignan
1998-2000 : Conseillère d'insertion et de probation à la Maison d'arrêt de Versailles
1992-1994 : Responsable du Service contentieux Direction du Commissariat de l'Air à Djibouti

Annie DEVOS
Membre du Conseil de Coopération Pénologique (PC-CP)



Administratrice générale des Maisons de justice, Fédération Wallonie-Bruxelles.

Annie Devos a acquis au cours de sa carrière une large expérience dans les secteurs de l'exécution des peines privatives de liberté et de la probation.

Elle a successivement été directrice de prison à l'administration pénitentiaire belge (1988-1991), attachée auprès du Ministre de la Justice pour la politique pénitentiaire (1991-1995), directrice détachée au service des études et affaires générales (1995-1997), directrice détachée au service de la gestion des situations individuelles des détenus (1997-1999), directrice régionale des Maisons de Justice pour le ressort de la Cour d'Appel de Bruxelles (1999-2004), conseillère générale pour les maisons de justice (2004-2006), directrice générale des maisons de justice (2006-2014) et enfin, depuis 2015, administratrice générale des Maisons de Justice à la Fédération Wallonie-Bruxelles.

Antanas JATKEVIČIUS
Member of the Council for Penological Co-operation (PC-CP)



Master in criminal law and criminology at the Law Faculty of Vilnius University. In 2003 defended the doctoral thesis "Prevention of Juvenile Violent Crime".

Former scientific associate at the Children and Youth Law section of the Criminological Research Department of the Lithuanian Institute of Law; administrator of the Juvenile Justice Programme at the Centre for Crime Prevention; scientific assistant at the Criminal Law Department of the Law Faculty of the Vilnius University; head of Penal and Administrative Law Unit of the Legal Department of the Office of the Seimas (Parliament) of the Republic of Lithuania.

Currently - senior adviser of the Legal Department of the Office of the Seimas (Parliament) of the Republic of Lithuania; research fellow at the Lithuanian Institute of Law; member of the Lithuanian Association of Criminology; member of the working group of the Council for Penological Co-operation (PC-CP) of the Council of Europe.

Attila JUHÁSZ
Member of the Council for Penological Co-operation (PC-CP)



Attila Juhász graduated as a teacher of English and Physical Education and received his MA at the Hungarian University of Sports and Sport Sciences in 2007. Also completed the Open University's "Effective manager" course.

He has been working as a Governor of the Heves County Penitentiary Institute since 2002.

Apart from other initiatives introduced the "Storybook Mums" programme in Hungary, which won the ERSTE Award for Social Integration in 2013. Also started the "Prison for the City" programme in Eger and built up a system of long term, low cost and sustainable programmes that actively involve the local civic organisations in the reintegration process.

Involved in the composition of the new Hungarian Law on the Execution of Sentences and the current White paper on prison design

Worked as a Consultant in the Capacity Building of the Law Enforcement Agencies for Appropriate Treatment of Detained and Sentenced Persons in the Former Yugoslav Republic of Macedonia.

As of 2013 Attila Juhász is an elected member of the Council for Penological Co-operation (PC-CP).

Nikolaos KOULOURIS
Member of the Council for Penological Co-operation (PC-CP)



Dr Nikolaos K. Koulouris, elected member of the Working Group of the Council for Penological Cooperation of the Council of Europe (2016-2017), is Assistant Professor at the Department of Social Administration and Political Science, Democritus University of Thrace, in the field of "Social Policy and Offenders' Custodial and Non-Custodial Treatment", teaching Penitentiary Policy, Criminology, Deviance and Social Control, Security and Human Rights, Juvenile Law and Delinquency. He also teaches criminological courses at the Department of Communication and Mass Media, National and Kapodistrian University of Athens. He is a teaching staff member in the International Intensive Common Study Programme "Criminal Justice and Critical Criminology".

He has been a postgraduate fellow in Criminology and Penology at the Law School, Sector of Penal Sciences, University of Athens (1988-2000). Formerly working as a criminologist at Korydallos Judicial Prison, Piraeus, Greece (2000-2010) and being a substitute member and secretary of the Central Scientific Council of Prisons, an advisory prison policy body, he has important research in the field of criminal justice, prison policy and human rights issues, authoring and editing relevant books, reports and articles. He has been a member of law preparatory committees (legal aid, penitentiary code, electronic monitoring). He was a researcher in the project "European Prison Observatory - Prison Conditions in the European Union". Currently he is scientifically responsible and researcher in the project "European Observatory on Alternatives to Imprisonment", in the context of the JUSTICE programme, funded by the European Commission. These projects are elaborated by two partnerships, where academic and research organizations from eight European countries participate (2013-2016). He has also contributed as a specialist, teacher or researcher in crime prevention programmes ("Prevent Action"), in criminal justice personnel education programmes (Fundamental Rights Education in Europe - FREE) and police officers training in addictions.

Dominik LEHNER
Member of the Council for Penological Co-operation (PC-CP)



Dominik Lehner studied law sciences in Zürich and in Basel (PhD in international civil law), and was promoted lawyer 1989. Lehner began working as an academic employee in the public law and penal division of the Justice Department in Basel in 1990. In 1992 he spent one year working as an independent attorney of law before returning to the Justice Department, where he was promoted to Head of the Penal Administration Services in 1995. Among working for other public committees Dominik Lehner acted 10 years as President of the committee for victim support and was member of the Board of a large Swiss closed prison for 15 years. 1999-2002 Lehner conducted the federal Swiss pilot project on electronic monitoring. He was member of the preparatory group of the CEP-Conferences on Electronic Monitoring 2003, 2005 and 2007. Since 2009 he is President of the committee for risk assessment of dangerous offenders of Northwest and Central Switzerland. In 2012 he was assigned as a consultant by the PC-CP for drafting Rec(2014)4 on Electronic Monitoring. Since 2014 he is an elected member of the PC-CP working group of the Council of Europe.

Nadya RADKOVSKA
Member of the Council for Penological Co-operation (PC-CP)



Nadya Radkovska has been working at the General Directorate "Execution of Sentences" since the beginning of 2004, initially as a member of the team responsible for the preparation of the system of alternative sanctions and measures (probation) in Bulgaria. Throughout this period she has participated in the development of policies in the sector, selection of future probation officers and implementation of partnership projects.

In 2009 Nadya Radkovska became Head of the newly formed sector International Cooperation and Professional Training of Staff at the General Directorate "Execution of Sentences". She established a team to widen the international contacts of the organization.

As a sector head, Nadya Radkovska is responsible for the training and professional qualifications of staff for the whole organisation, which includes developing policies, strategies and programmes. She is also responsible for the monitoring of European projects and programmes running under the General Directorate "Execution of Sentences".

Nadya Radkovska has graduated with a degree in Psychology and a specialisation in the field of Forensic Psychology. In 1999-2000 she practiced at the largest university hospital for neurology and psychiatry in Bulgaria, at the department for Forensic psychiatry and psychology.

In 2007 she obtained a Counterterrorism MA with a specialisation in managing specialised antiterrorist operations.

She is member of the working group for radicalisation of the European Organization of Prison and Correctional Services (EuroPris).

Since December 2015 Nadya Radkovska is member of PC-CP working group.

Rob CANTON
Scientific expert (PC-CP)



Rob Canton is Professor of Community and Criminal Justice at De Montfort University, Leicester, England. He worked in the Probation Service for many years in a variety of different practice, management and training roles. Rob has taught, researched and written on a number of probation and penal topics. He has been extensively involved in recent years in work on behalf of the Council of Europe and in European Union projects to help other countries to develop their penal practice, especially in Eastern Europe. Rob has acted as a Specialist Adviser to the House of Commons Justice Select Committee in the UK. He was one of the experts appointed by the Council of Europe to contribute to framing the European Probation Rules and Commentary and has fulfilled the same role in the drafting of the revised European Rules on Community Sanctions and Measures.

Ilina TANEVA
Secretary to the Conference, Secretary to the PC-CP



Ilina TANEVA is Secretary to the Conferences of Directors of Prison Administration (since 2014 named Council of Europe Conference of Directors of Prison and Probation Services) as well as Secretary to the Council for Penological Cooperation (PC-CP), Council of Europe. She has been working for the Council of Europe since 1997 and has been secretary also to several other intergovernmental committees which elaborated standards in the field of penal and penitentiary law, prisons, probation and aftercare, crime prevention and juvenile justice. The major achievements in this area are the European Prison Rules (Committee of Ministers Rec(2006) 2); The European Rules for juvenile offenders subject to sanctions or measures (CM/Rec (2008) 11); The Council of Europe Probation Rules (CM/ Rec(2010) 1); The European Code of ethics for prison staff (CM/Rec (2012) 5); CM/Rec (2012) 12 on foreign prisoners and CM/Rec (2014) 4 on electronic monitoring.

She has MA in history, post-graduate thesis on theory and history of art and culture (1979-1984) and LLM with a post-graduate thesis on international law (1983-1988), Sofia University, Bulgaria.

She has had training courses at the US State Department (1993) and at the European University Institute, Florence, Italy (1990 and 1991).

Before joining the Council of Europe Ilina Taneva has worked first as a trainee judge at the Sofia City Court (1988-1989), then at the Bulgarian National Commission for UNESCO (1989-1992) and afterwards as diplomat at the Bulgarian Ministry of Foreign Affairs (1992-1997).

