

EPTA 17th Annual Conference, 11 - 13 September 2024 Tbilisi, Georgia

Key Recommendations: De-escalation

Policy	Educational	Recourses	Culture	Environment
<ul style="list-style-type: none"> ● Incorporate de-escalation techniques into mandatory basic training modules for all staff. ● Implement annual certification requirements for de-escalation skills for all prison personnel. ● Align national legislation with existing EU guidelines on de-escalation techniques. ● Establish a minimum quota of certified de-escalation experts for each penitentiary facility. ● Develop and implement comprehensive policies to promote staff well-being. ● Create clear policies that prioritise de-escalation strategies over physical interventions. 	<ul style="list-style-type: none"> ● Integrate de-escalation training as a core component of the standard training curriculum for all penitentiary staff. ● Implement quick introductory training sessions for all newly recruited personnel. ● Design training programmes that encompass both theoretical knowledge and practical exercises in de-escalation techniques. ● Regularly update training modules, emphasising prevention strategies and practical skill development. ● Provide ongoing professional development opportunities to keep staff informed about the latest de-escalation strategies. 	<ul style="list-style-type: none"> ● Maintain realistic expectations for staff capabilities, avoiding the pursuit of unrealistic "superhuman" qualifications. ● Develop clear job descriptions that accurately reflect each institution's specific needs and profile. ● Implement proper job advertisement strategies to attract suitable candidates. ● Establish comprehensive staff selection criteria to ensure the recruitment of qualified personnel. ● Promote staff diversity to effectively respond to the varied needs of the prison population. 	<ul style="list-style-type: none"> ● Cultivate an organisational culture where all staff members understand and embrace the prison's culture and its significance. ● Promote a "say what you do, and do what you say" philosophy, particularly in relation to de-escalation practices. ● Foster cooperation with labour unions to ensure alignment of goals and practices. ● Incorporate consideration of cultural and religious beliefs, values, and social backgrounds in all aspects of prison management. ● Organise regular cultural events, such as family days, to promote a positive and inclusive environment. 	<ul style="list-style-type: none"> ● Address overcrowding issues at the management level to find optimal solutions that maintain humane conditions. ● Update prison architecture to reflect modern correctional needs and best practices. ● Implement human rights-based design principles in all aspects of prison infrastructure and operations. ● Conduct regular assessments of facility capacity and inmate population to prevent overcrowding. ● Develop and implement efficient space utilisation strategies within existing facilities.

<ul style="list-style-type: none"> • Include specific guidelines in regulations detailing when and how to apply de-escalation techniques. • Conduct regular policy reviews to incorporate new research findings and best practices in de-escalation. 	<ul style="list-style-type: none"> • Tailor training programmes to address the unique needs and challenges associated with various specific inmate groups. • Incorporate technology, such as virtual reality simulations and online learning platforms, into de-escalation training programmes. • Establish supervision programmes to provide additional support and guidance, assisting newer staff members in effectively applying de-escalation techniques in their daily practice. 	<ul style="list-style-type: none"> • Design training programmes that accurately reflect the realities of the correctional environment. • Adopt training methodologies that accommodate the diverse learning styles and capabilities of staff members. • Incorporate qualified mentors and supervisors with high professional ethics and values into the staff development process. • Establish a regular support system to promote and maintain staff well-being. 	<ul style="list-style-type: none"> • Invest in staff well-being programmes to support professional improvement and job satisfaction. • Develop and provide comprehensive guidelines for approaching various scenarios within the correctional setting. • Implement strategies that consider the "Window of Tolerance" concept in managing inmate and staff interactions. • Establish a strong support system to prevent staff burnout and maintain mental health. • Strengthen conventional communication channels to overcome linguistic barriers among staff and inmates. 	<ul style="list-style-type: none"> • Invest in technology to improve security measures without compromising living conditions. • Create multipurpose spaces that can adapt to changing needs and programmes. • Ensure proper ventilation, lighting, and acoustic design to promote a healthier environment. • Design areas that facilitate positive interactions between staff and inmates. • Consult with correctional experts, architects, and human rights organisations when planning facility upgrades or new constructions. • Ensure that facility design supports various rehabilitative programmes and educational activities.
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