RAN Collection practice template

Name of the practice Please note that by practice we mean an activity/method/tool that has been used or is in use by professionals and/or community members.	**Train-the-trainer awareness training and resource persons**
Description (max. 300 words) Short description of the aim and working method of the practice. Please note that in this description, it must be clear that <u>there is an explicit connection to preventing and/or countering radicalisation and/or violent extremism</u>. This means that in the aims and/or the activities/methods/tools of the practice, there is a link to preventing and countering radicalisation and/or violent extremism. Practices without this link cannot be included in the RAN Collection.	In each of the 98 institutions in Denmark there are designated 'resource persons' who have undergone specialised training by the national security unit and the Danish Security and Intelligence Service. The resource persons are tasked with providing awareness training for staff locally and ensuring close support and sparring in the identification, assessment and tackling of extremism issues. This addresses the problem of under-/over reporting of extremism concerns and the issues around handling violent extremists in a prison environment or on probation. Training for resource persons is an initial 2-5 day course with a 1-2 day follow-up training session twice a year. (estimated cost: €30 000). Training given by experts from different authorities and universities. The awareness training is a 1.5-hour event held in conjunction with regular staff meetings to keep costs at a minimum and is based on a PowerPoint slideshow. The train-the-trainers and locally appointed resource persons concept aims to build trust and confidence locally. It can be stressful for individual staff member if they feel 'alone' with

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<tr><td></td><td>their concerns and acting on them. The training provides awareness and guidance – and introduces a collective understanding and vocabulary. Additionally, it provides for a cross-professional, local assessment of a concern, which greatly helps the national security unit in handling and assessing cases of concern.

The training focuses on all levels of radicalisation – from minor concerns to dealing with convicted terrorist offenders.

The awareness training has been used for a decade, but the concept of resource persons was introduced in October 2016.

The training combines cultural sensitivity, human rights, intelligence, case studies, psychology, sociology and procedural guidance.

The beneficiaries of the training sessions are prison guards, social workers, management, staff – all employees.</td></tr>
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Peer reviewed	No
Key themes Please choose 2 key themes most corresponding with the practice.	Prison and probation Training
Target audience Please choose a minimum of one target audience most corresponding with the practice.	Prison / Probation First responders or practitioners Add additional target audience.
Geographical scope Please indicate where the practice has been/is implemented (countries, regions, cities).	Denmark
Start of the practice Please indicate when (year) the practice was developed and implemented to indicate the maturity of the practice. In case the	Starting year: 2016 The awareness training has been used for a decade, but the concept of resource persons was introduced in October 2016.

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practice is no longer active, please indicate when it ended.	
Deliverables Please indicate if the practice has led to concrete deliverables, such as (links to) handbooks, training modules, videos.	Face-to-face training and introduction to a handbook and guidance manual.
Evidence and evaluation Short description on <u>performance measures</u> of the practice, including 1. <u>qualitative views and quantitative (statistical) data</u> e.g. measure of the success of your project or intervention. 2. <u>evaluation and feedback</u>, including surveys and/or anecdotal evidence e.g. have you done either an internal or external evaluation, have you encouraged any feedback from your target group? 3. <u>peer review</u> which feedback did the practice receive in the RAN working group and/or study visit where the practice was discussed. Please elaborate on the outcomes of your monitoring and evaluation efforts.	The course has not yet been evaluated, but the number of monthly reports of concern have been greatly reduced, and the quality of referrals has gone up. We learnt from participants that hands-on knowledge is most in demand.
Sustainability and transferability (maximum of 200 words) Short description on the sustainability and transferability of the practice, including e.g. information on the costs of the practice. <u>Please elaborate on which elements are transferrable and how.</u>	The programme requires external funding (currently government funding for 3-4 year periods at a time). It is considered to be transferable to other contexts and countries.
Presented and discussed in RAN meeting	Name: Enter name of the RAN working group or event.

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Please note that to be included in the Collection, the practice is preferably nominated through one of the RAN meetings. Add name of the RAN Working Group/event, date, place and subject of meeting.	**Date:** Select date of the meeting. **Place:** Enter place of the meeting. **Subject:** Enter subject of meeting.
Linked to other EU initiatives or EU funding (maximum of 100 words) Please indicate how your project was funded, if your practice is linked to other EU initiatives or projects, AND explicitly note if it is (co-) funded by the EU, and if so, by which funds? Such as Erasmus +, Internal Security Funds (ISF), European Social Fund (ESF), Horizon 2020, etc.	-
Organisation (enter maximum of 100 words and select organisation type) Please briefly describe the organisation behind the practice including the legal status e.g. NGO, governmental, limited company, charity etc.	The national security unit and the Danish Security and Intelligence Service. **Type of Organisation:** Governmental institution
Country of origin Country in which the practice is based.	EU or EEA country: Denmark or: **Non-EU country:** Enter name if non EU country
Contact details Please provide contact details of who can be contacted within the organisation, with name and email address.	**Address:** Click or tap here to enter text. **Contact person:** Morten Hjørnholm **Email:** morten.hjornholm@kriminalforsorgen.dk **Telephone:** Click or tap here to enter text. **Website:** Click or tap here to enter text.
Last update text (year)	2018