

# VIP

## SWOT of practices daily performed with users

Spanish prisons

May 2013

### **Step 0. Description of the practice**

Name, context of intervention, group/individual, cost, financiers, place, actors involved, numbers, since when, feedback, duration...

It is a practice done with professionals who work training the prisoners in Spanish prisons. First we note that such professionals do not belong to Spanish prison system, under the Ministry Internal Affairs these professionals are employed by associations or nonprofit organizations under the Ministry of Labour.

They are professionals who have worked in the training of prisoners at least three years in various prisons.

## Step 1. Team brainstorming

Method: group discussion with the members of the team, a moderator fills the SWOT table on a paperboard.

S, W: internal, you can directly act on them

O, T: external, linked to the context, more difficult to manipulate

Strengths	Weaknesses
<p>They have developed the so-called respect modules are working very well and who are developing new models.</p> <p>Inmates eligible for some jobs within prisons that allow them to develop a career.</p>	<p>The Spanish prison system is poorly designed and poorly implemented.</p> <p>Most prison staff is dedicated only to the control and supervision of inmates.</p> <p>The lack of activities within prisons, leads to a lack of opportunities to reintegrate into society.</p> <p>The jobs that are developed within prisons are few and poorly paid, causing demotivation among prisoners who have access to them.</p>
Opportunities	Threats
<p>Integrate in the Spanish prison system more professionals dedicated to addressing the problems of prisoners for reoffending.</p> <p>Increase training and educational activities in Spanish prisons.</p>	<p>Do not working properly, the function of reintegration Spanish prison system.</p> <p>Lack of professionals such as teachers, psychologists or social workers in Spanish prisons.</p>

Spanish society is very near the prison population through associations and NGOs.

The Spanish State has left to NGOs and associations many of the tasks of training and education of prisoners, creating situations of lack of coordination.

The current economic crisis is affecting the Spanish prison system, causing cuts affecting inmates.

## Step 2. Identification of consequences, actions to undertake and prioritising

<b>Strengths</b>	<i>Consequences</i>	<i>Action</i>	<i>Priority</i>
<ul style="list-style-type: none"> <li>• They have developed the so-called respect modules are working very well and who are developing new models.</li> </ul>	<ul style="list-style-type: none"> <li>• Generate a new lifestyle based on trust, solidarity and peaceful conflict resolution.</li> </ul>	<ul style="list-style-type: none"> <li>• Active policy integration</li> </ul>	<ul style="list-style-type: none"> <li>• High</li> </ul>
<ul style="list-style-type: none"> <li>• Inmates eligible for some jobs within prisons that allow them to develop a career.</li> </ul>	<ul style="list-style-type: none"> <li>• Better integration to life after leaving prison.</li> </ul>	<ul style="list-style-type: none"> <li>• Training action</li> </ul>	<ul style="list-style-type: none"> <li>• Medium</li> </ul>
<b>Weaknesses</b>	<i>Consequences</i>	<i>Action</i>	<i>Priority</i>
<ul style="list-style-type: none"> <li>• The Spanish prison system is poorly designed and poorly implemented.</li> </ul>	<ul style="list-style-type: none"> <li>• Errors in the Spanish prison system operation. This causes a precarious operation.</li> </ul>	<ul style="list-style-type: none"> <li>• Changes in the legislation related to the operation of the Spanish prison system</li> </ul>	<ul style="list-style-type: none"> <li>• High</li> </ul>
<ul style="list-style-type: none"> <li>• Most prison staff is dedicated only to the control and supervision of inmates.</li> </ul>	<ul style="list-style-type: none"> <li>• Shortcomings in stimulating activities that may be considered reinsertivas.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase professional profiles in Spanish prisons so that activities are not reduced only to the control of prisoners</li> </ul>	<ul style="list-style-type: none"> <li>• High</li> </ul>
<ul style="list-style-type: none"> <li>• The lack of activities within prisons, leads to a lack of opportunities to reintegrate into society</li> </ul>	<ul style="list-style-type: none"> <li>• Increased potential for prisoners to leave the prison are recidivists</li> </ul>	<ul style="list-style-type: none"> <li>• Stimulating of activities that promote the reintegration into society.</li> </ul>	<ul style="list-style-type: none"> <li>• High</li> </ul>

<ul style="list-style-type: none"> <li>The jobs that are developed within prisons are few and poorly paid.</li> </ul>	<ul style="list-style-type: none"> <li>Causing demonization among prisoners who have access to them.</li> </ul>	<ul style="list-style-type: none"> <li>Try to increase both the number of jobs and the salaries thereof.</li> </ul>	<ul style="list-style-type: none"> <li>Medium</li> </ul>
<b>Opportunities</b>	<i>Consequences</i>	<i>Action</i>	<i>Priority</i>
<ul style="list-style-type: none"> <li>Integrate in the Spanish prison system more professionals dedicated to addressing the problems of prisoners for reoffending.</li> </ul>	<ul style="list-style-type: none"> <li>It would reduce recidivism of prisoners and prisons would be less crowded.</li> </ul>	<ul style="list-style-type: none"> <li>Work more specialized and personalized. Preventive action.</li> </ul>	<ul style="list-style-type: none"> <li>High</li> </ul>
<ul style="list-style-type: none"> <li>Increase training and educational activities in Spanish prisons.</li> </ul>	<ul style="list-style-type: none"> <li>Improve education and training of prisoners and more chance of reintegrate into society.</li> </ul>	<ul style="list-style-type: none"> <li>Action training investment.</li> </ul>	<ul style="list-style-type: none"> <li>High</li> </ul>
<ul style="list-style-type: none"> <li>Spanish society is very near the prison population through associations and NGOs.</li> </ul>	<ul style="list-style-type: none"> <li>Better integration in society and less social exclusion.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to promote this closeness between society and the prison population.</li> </ul>	<ul style="list-style-type: none"> <li>Medium</li> </ul>
<b>Threats</b>	<i>Consequences</i>	<i>Action</i>	<i>Priority</i>
<ul style="list-style-type: none"> <li>Do not working properly, the function of reintegration Spanish prison system.</li> </ul>	<ul style="list-style-type: none"> <li>The prisoners return to crime and re-entering prison.</li> </ul>	<ul style="list-style-type: none"> <li>Correcting the Spanish prison system.</li> </ul>	<ul style="list-style-type: none"> <li>High</li> </ul>
<ul style="list-style-type: none"> <li>Lack of professionals such as teachers, psychologists or social workers in Spanish prisons.</li> </ul>	<ul style="list-style-type: none"> <li>The Spanish prison system does not fulfill its function of reintegrate into society.</li> </ul>	<ul style="list-style-type: none"> <li>Diversify professional profiles working in prisons.</li> </ul>	<ul style="list-style-type: none"> <li>High</li> </ul>

<ul style="list-style-type: none"> <li>The Spanish State has left to NGOs and associations many of the tasks of training and education of prisoners.</li> </ul>	<ul style="list-style-type: none"> <li>Creating Situations of lack of coordination between the organizations would collaborate and Spanish prison authorities</li> </ul>	<ul style="list-style-type: none"> <li>Coordination actions to improve the results</li> </ul>	<ul style="list-style-type: none"> <li>Medium</li> </ul>
<ul style="list-style-type: none"> <li>The current economic crisis is affecting the Spanish prison system, causing cuts affecting inmates.</li> </ul>	<ul style="list-style-type: none"> <li><b>Worsening Spanish prison system.</b></li> </ul>	<ul style="list-style-type: none"> <li><b>Try to keep budgets.</b></li> </ul>	<ul style="list-style-type: none"> <li><b>Low</b></li> </ul>

*(Adapted from QAS methodology – <http://qas.programkontoret.se>)*

### Step 3. Assessment of Strengths and Weaknesses against Opportunities and Threats

	Strengths	Weaknesses
Opportunities	<ul style="list-style-type: none"> <li>To encourage, stimulate and expand Respect Modules reintegration as essential elements</li> </ul>	<ul style="list-style-type: none"> <li>Diversify professional profiles within prisons to work with inmates in different disciplines and can face the normal life outside prison.</li> <li>Increased jobs for prisoners because they get various effects, overcoming lack of motivation and be better prepared for their release from prison.</li> </ul>
Threats	<ul style="list-style-type: none"> <li>If we strengthen vocational training modules respect and promotion of paid work for prisoners, we can minimize recidivism of prisoners and we must insist on the need to collaborate with professionals in different disciplines.</li> </ul>	<ul style="list-style-type: none"> <li>Reforming and strengthening the Spanish prison system that will facilitate and provide more and better management tools prison workers, multidisciplinary teams and activities.</li> </ul>

(Adapted from QAS methodology – <http://qas.programkontoret.se>)



## Step 4. Main operational conclusion

### Three items that works well and that you would like to transfer

1.	Experience in respect modules.
2.	Possibility of working in prisons.
3.	The support of civil society in the Spanish prison system.

### Three points that you commit to improve in the 2-year VIP project

1.	More professionals dedicated to reintegrating prisoners.
2.	Increase in jobs offered to prisoners.
3.	More offers of activities within prisons.