

Minimum Requirements for Volunteering Programs in Prison Settings



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1. Introduction

The following recommendations have been compiled as a result of the activities conducted as part of the Volpris Erasmus+ project 2019 - 2022. They provide suggestions on how to improve the quality of Volunteering in Prisons, both inside and outside the prison facility, with a particular focus on the role of the Volunteer Coordinator, and others involved in supporting roles, in ensuring that volunteers have a successful and impactful placement. The recommendations target the actors involved in the implementation of Volunteering in Prison activities: the supporting organisations / Voluntary Sector Organisations, the volunteers, the institutions (Local, National and European) and the Prisons.

For additional details and explanation of the recommendations, see Annex I.

A summary of the survey results used to compile this document, as well as a more detailed analysis of the situation in the five countries engaged in the project, can be found in Annexes II and III.

2. Minimum Requirements for Volunteering Programs in Prison Settings

The 'Minimum Requirements for Volunteering Programs in Prison Settings' can for one hand structure and organise Voluntary Sector Organisations (VSO), and by the other introduce and give to the beneficiary the possibility to monitor, evaluate and select those more robust and sustainable volunteer programmes.

The standard we seek to develop under this Intellectual Output (IO) is a system that supports the identification, analysis and monitoring of the continuous commitment to quality from prison Volunteering Programmes management.

This IO benefits from previous work done under this project and also takes advantage from other partner's experience projects. The quality benchmark will focus on key-dimensions as follows: minimum programme quality requirements; planning and needs evaluation; volunteers recruitment; volunteers contract and insurance; volunteer training; volunteer guidance/support, supervision and evaluation; transversal and nationality requirements.

2.1 Volunteering in Prison Standards Guide

Standard No. 1

Awareness and basic level of knowledge in relation to the International, European & local Criminal Justice System & penitentiary system, and Volunteering standards should be guaranteed.

This standard allows to reach	Possible obstacles in the implementation of this standard
<ul style="list-style-type: none"> • a clear definition of volunteering; • a better collaboration between entities involved; • a general knowledge of the main legal/policy instruments and understanding how these affect Volunteering in Prison. 	<ul style="list-style-type: none"> • Lack of time; • System is not flexible enough to allow time, space and capacity for this learning process to take place; • Lack of knowledge on specific language/vocabulary/infrastructure (Specialised knowledge on the Criminal Justice System and on the volunteering field) could diminish the willingness to learn due to the additional effort that must be put in place in order to understand the standard.

Minimum Requirements for Volunteering Programs in Prison Settings

This standard can be implemented by
<ul style="list-style-type: none"> Multi-agency approach that allows the different knowledge and capacities to gather into one place and therefore a more comprehensive approach in gathering the resources and materials.
Steps to follow/Useful tools
<ul style="list-style-type: none"> Research on the general awareness of your local context. <ul style="list-style-type: none"> Make contact with local institutions, with prisons and with VSOs active in your local community as well with citizens, and explore their knowledge of the International, European & local Criminal Justice System & penitentiary system, and Volunteering standards. Check if they have already implemented the standards listed above and how, and compile a list of good practices based on your local reality. Make sure that legislation on volunteering is present in your country and discuss with local institutions how this is implemented and respected at the local level. In collaboration with the stakeholders involved in the Volunteering Program, plan a training/informative session/info-day (the typology of the event has to reflect the reality you are going to tackle) on International, European & local Criminal Justice System & penitentiary system, and Volunteering standards. Constant Self-assessment: over the program implementation, cyclically assess the awareness of the information given on this regard. It can be done through a meeting where every participant expresses their awareness level, or through an anonymous questionnaire. <ul style="list-style-type: none"> In case the respondents (program participants) provide a lack of knowledge and awareness and express the need to revise the information, organise a mid-term info-day/info-training where participants can refresh their knowledge, by adding up materials that might be closer to the needs of the program. Indeed, at this stage, it is possible also to adapt the program and modify it depending on the obstacles observed so far. At any stage, assuring the collaboration and cooperation of as many key partners as possible, it is crucial in order to always have accessible resources, good time-management and availability (local institutions, VSOs, prisons, volunteers, media, etc..). Presence of a Volunteers Coordinator Profile that could liaise the process.

<i>Standard No. 2</i> <i>Support and promotion of volunteers in prison should be implemented in order to boost motivation and recognition of Volunteering in Prison</i>	
This standard allows to reach	Possible obstacles in the implementation of this standard
<ul style="list-style-type: none"> More structured Volunteering in Prison programs; Clear definition and distinction on the role and tasks of the volunteers; Openness from the prison system towards Volunteering Programs; Closeness of the community towards the prison system and vice versa. Positive impact of the volunteering actions due to an increased recognition of the value of the volunteers in supporting rehabilitation and reintegration and the motivation of the volunteers. 	<ul style="list-style-type: none"> Stigmatisation of the volunteers and of their role; Stigmatisation of the prison environment; Lack of motivated volunteers; Volunteers and prison staff crossing boundaries in their roles and tasks; Costs of supporting and valuing volunteers.

Minimum Requirements for Volunteering Programs in Prison Settings

<ul style="list-style-type: none"> • Returning and continuous volunteers. 	
<p>This standard can be implemented by</p>	
<ul style="list-style-type: none"> • A system that allows for different levels of engagement and participation, according to a volunteers availability (e.g. short/ ad hoc as well as long term volunteering); • Volunteers with lived experience of the Criminal Justice System (e.g. current inmates or past inmates as volunteers in prison); • Involvement of volunteers with diverse backgrounds, representative of the people in your prisons; • A multi-agency volunteer engagement (e.g. volunteers engaged to be involved in prison on health, art or education where the dedicated entities delivering the service - doctors, teachers, psychologists, etc - act together to guarantee a fruitful and comprehensive volunteering experience); • A cross sector learning and capacity building (e.g. do volunteers and prison staff attend joint training sessions?); • Collaboration between voluntary sector organisations and prisons/ justice authorities (e.g. a monthly round table on emerging needs for rehabilitation and reintegration). • Increasing "structured system" of Volunteering in Prison; • Knowledge of the rules/limits/boundaries from the volunteers' side; • Insurance for volunteers. 	
<p>Steps to follow/Useful tools</p>	
<ul style="list-style-type: none"> • Get in contact with VSOs in your community and/or with the municipality and see if there are any practices in place to recognise volunteers (volunteering awards; volunteering day/week/year; ceremonies; certificate) and compile a list of good examples and contacts in case you will need more information in the future. • Understand how Volunteering in Prison works through the VolPris ecosystem and organise public informative sessions inviting key representatives of the different realities that might be involved into a Volunteering in Prison program (Prison representatives & staff, Municipality representatives, VSOs representatives and their volunteers, local community, media, volunteers with lived experience of the criminal justice system (e.g. current inmates or past inmates as volunteers in prison)) in order to assess locally how Volunteering in Prison is seen, perceived and how to best implement/improve it as a greater benefit for our societies. Out of this event, collect and keep contact with them, like this you would increase the possibility of a multi-agency cooperation and a mutual understanding between these realities of what Volunteering in Prison is about. • Be sure that Volunteering in Prison activities are accessible to all. In case of disability, and lack of a suitable environment, instead of rejecting the volunteers, try to see if there are other suitable activities that might be of support (such as research, organisation of events, support outside the prison, digital volunteering, etc). Additionally, make sure there is also a reflection between the volunteers and the diverse backgrounds, representative of the people in your prisons; • Cross sector learning and capacity building: a useful tool could be the realisation of a common/shared learning possibilities for those actively involved in the Volunteering in Prison programme, such as the volunteers and the prison staff. Being together in the same space and sharing and learning the same information, can create an increased awareness of each other's roles, therefore a mutual respect and recognition of the activities developed. • Collaboration between voluntary sector organisations and prisons/ justice authorities by organising monthly round tables/meetups/events on emerging needs for rehabilitation and reintegration. • When involving the volunteers, be sure of having: <ul style="list-style-type: none"> • An insurance for volunteers; • A volunteer agreement assessing the responsibilities of all parties involved, as well as a code of ethics; • Guarantee a person of reference for the volunteer, additional to the volunteer coordinator, that can assure neutrality in the role but has enough experience in the field to properly support the volunteer in a moment of need (usually defined as a mentor). 	

Minimum Requirements for Volunteering Programs in Prison Settings

- Envision a certificate of participation at the end of the volunteering experience that can be used also in presenting skills and knowledge improved or learned during the volunteering activities.

Standard No. 3

Recognition of the value of volunteer engagement that can improve the outcomes for both the volunteer and the beneficiaries

This standard allows to reach	Possible obstacles in the implementation of this standard
<ul style="list-style-type: none"> • More motivated volunteers; • Better communication; • Breaking up of stigmas to and from the community/prison system; • Visibility of the Volunteering Program / Project and therefore of its positive outcome/effects. 	<ul style="list-style-type: none"> • Lack of funding and resources; • Lack of creativity in preparing ways of recognition corresponding to the local reality; • Lack of time, capacity and existence of CSO offering Volunteering Programs in the prison context; • Lack of volunteers. • Negative perception of Volunteering in Prison from all stakeholders.
This standard can be implemented by	
<ul style="list-style-type: none"> • Launching volunteering opportunities in the prisons and broader support (e.g. more accessible national or European funding tools); • Funding (e.g. money from the prison or outside, for project resources); • Legal and governance instruments (e.g. laws and policies ensuring volunteering takes place); • Awareness of the initiative at all levels of the prison (e.g. a partnership agreement, or meetings with prison staff); • Joint capacity building and joint practice (e.g. regularly training staff and volunteers together); • Increasing Community perception (e.g. local events to inform about the prison initiative and recruit volunteers). • In order to positively affect further engagement and interest in Volunteering in Prison Activities, the recognition process (through awards, listening practices, spaces, etc..) should take place: <ul style="list-style-type: none"> • In the prison itself, with the staff, the governor and the inmates; • In the communities; • In legislation and policies which promote civil engagement. 	
Steps to follow/Useful tools	
<ul style="list-style-type: none"> • Opportunities for Volunteering in Prison to be included in the European Solidarity Corps Portal -taking into account a more stringent selection process to follow- or to be recognised and advertised in the official portals of the municipality and of VSOs involved and also in the media; • Guarantee an amount of the budgets of the realities involved is allocated to the Volunteering in Prison program, based on each partner's possibilities. This will be the basis on which the program can be developed (knowing in advance the precise amount of resources available can guarantee that the writing of the Volunteering Program doesn't go too far in terms of expectations). • Make sure there are laws and policies that can ensure volunteering takes place. If not present, always refer to Standard No. 7. • Sign partnership agreements with the realities involved, where roles and responsibilities are well defined; • Plan meetings with prison staff, inmates and with the VSOs to guarantee the role of the volunteers is clear and recognised while implementing the volunteering activities; 	

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- Organise regularly trainings where prison & VSOs staff and volunteers join together, using sharing techniques to boost the discussion and the exchange between them;
- Organise local events to inform about the prison initiative and recruit volunteers. This will help increase the positive community perception by also inviting volunteers, prison staff and inmates to share their experience within the Volunteering Program and the benefits they got out of it. Crucial is to invite as participants into these events the press, but also, if not already active in the implementation of the Volunteering in Prison programme, representatives of the municipality/institutions.

Standard No. 4

Motivating volunteers, by rewarding their engagement and feeding back on their work is vital to keeping valued volunteers on board

This standard allows to reach	Possible obstacles in the implementation of this standard
<ul style="list-style-type: none"> ● Continuous and returning volunteers; ● Further development of the Volunteering Programs; ● Increased inmates' engagement towards the volunteering activities thanks to the presence of continuous/returning volunteers. ● Increased trust between volunteers, prison staff, supporting organisations and inmates. 	<ul style="list-style-type: none"> ● Lack of funding; ● Lack of capacity that allows to advocate for more resources; ● Absence of volunteers; ● Lack of connections and communications opportunities with key stakeholders.
This standard can be implemented by	
<ul style="list-style-type: none"> ● Ensuring there is a feedback loop (e.g. ensuring that improvements suggested by volunteers are considered); ● Giving feedback (e.g. regular check-ins from the coordinator and from the volunteers); ● Rewarding & Recognising volunteers (e.g. celebrating achievement, organising a social event); ● Giving financial support. 	
Steps to follow/Useful tools	
<ul style="list-style-type: none"> ● Collect feedback from volunteers at the mid-term and end of their volunteering experience. This feedback must then be studied and evaluated by those implementing the Volunteering Program and by the Volunteer Coordinator in order to apply changes or improvements in the volunteering activities. In case of a mid-term evaluation, changes can also be made already for the second part of the program, in case of final evaluation, the feedback is crucial to write future Volunteering in Prison programs. ● Organise celebrative momentum to recognise the achievements of the volunteers and of those supporting them on a voluntary basis (such as mentors) organising a social event either open to the public or exclusive for all those that took part into the volunteering activities (an option could also be to organise a small momentum where volunteers receive their certificates of participation during their last day as volunteers, directly in the prison, with the presence of the prison staff, the prison director, the inmates, the other volunteers, the volunteer coordinator, the mentor, etc.); ● Ensure there is financial support to the volunteer (to cover transportation costs, meals, tools needed to implement the activities). 	

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Standard No. 5

Mentoring¹ volunteers - whether from staff or from peers - supports effective implementation of a volunteering initiative

This standard allows to reach	Possible obstacles in the implementation of this standard
<ul style="list-style-type: none"> Trustworthy relationships between volunteers and the other stakeholders; Reliable supporting person both for the volunteer and the volunteer coordinator; Increased motivation of the volunteers. 	<ul style="list-style-type: none"> Lack of resources; Lack of trained and/or experienced mentors; Absence of volunteers; Not clear understanding of the mentoring process and role in Volunteering in Prison programs.
This standard can be implemented by	
<ul style="list-style-type: none"> The competence of mentor: that knows the prison and the volunteering dimensions and has prior experience in the field; Learning opportunities for the mentor: to allow the mentors to further improve their knowledges and mentoring skills; Mentor support: to allow mentors to put in practice their activities without budgetary or time restrictions; Mentor recognition: by valuing the work mentors do, through forms of thanking them (awards; mentors' day; certificates; daily appreciation comments; etc...) Transparent mentoring process: to assure the mentor acts on the basis of ethics and guarantees a concrete and full support to the volunteer. 	
Steps to follow/Useful tools	
<ul style="list-style-type: none"> Selection of the mentors based on the knowledge and skills of the mentor: give priority to those individuals that have prior experience in Volunteering in Prison (such as former volunteers, prison staff/VSOs staff in retirement, etc..) Guarantee the mentors receive constant training and updates on techniques, tools available. Useful support can be the database available here: Mentor's European Union Resources. Mentor support: to cover transportation costs, meals, tools needed to implement the activities; Mentor recognition by delivering awards; or organising a mentors' day; by preparing certificates; daily appreciation comments; etc; Mentors agreement where include ethical aspects of the role of the mentor; by listing the responsibilities of the mentors to clarify what is the role of the mentor within the program. Compile your Mentor's Guidelines to be shared with the Volunteers and the Volunteer Coordinator, to make them aware of the responsibilities of this role. 	

¹ "Mentors provide personal and learning support to the volunteers as they face various situations during their stay abroad. Mentors understand the local reality of the placement and can steer volunteers through the associated challenges. Their relationship is based on mutual cooperation. [...] Mentoring: Time & Duration: Continuous relationship, which usually lasts a long time; Structure: Not necessarily a formally agreed process. Meetings may take place spontaneously if the mentee suddenly needs advice or support; Scope: Takes a broader view of a person in a certain situation/field of activity; Experience: The mentor is usually more experienced than the mentee. They're often in a superior position in the organisation or have more experience in the field. The mentor also transmits experience".

Monika Kėžaitė–Jakniūnienė & Mark E. Taylor, Published by JUGEND für Europa/SALTO Training & Cooperation, Godesberger Allee 142 – 148, DE- 53175 Bonn, May 2018, Link: https://www.youthpass.eu/downloads/13-62-276/Publication_121_Final.pdf , pp. 19 -23

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Standard No. 6

Support organisations are crucial in improving practice in terms of prison volunteer recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative

This standard allows to reach	Possible obstacles in the implementation of this standard
<ul style="list-style-type: none"> • An increased multi-agency approach; • To limit the workload and responsibilities on the prison staff in implementing Volunteering in Prison activities; • Quality Volunteering in Prison programs. 	<ul style="list-style-type: none"> • Absence of an expert supporting organisation in the local milieu; • Lack of relationship and communication between the supporting organisation and the prison; • Lack of resource and capacity of the supporting organisation.

This standard can be implemented by

- Monitoring (e.g. providing tools which ensure a transparent and high-quality approach of the organisations involved);
- Providing instruments and material resources (e.g. printable partnership agreement templates or evaluation tools)
- Supporting in a non-financial capacity (e.g. a recruitment noticeboard, dissemination days);
- Monitoring relationships (e.g. tools to guarantee a smooth and equal relationship among actors involved, where they feel represented and that they can contribute);
- Promoting and organising Capacity building opportunities (e.g. training days for volunteers and/or prison staff);
- Mapping the local support network (e.g. make it easy to find and reach out to other organisations who could help).
- Additionally they can support through:
 - Mediation;
 - Advocacy;
 - Supervision.

Standard No. 7

Support organisations should advocate for better volunteering policies and programs for Volunteering in Prisons, on a local, national or European level

This standard allows to reach	Possible obstacles in the implementation of this standard
<ul style="list-style-type: none"> • The creation, if absent, of policies and regulations on Volunteering and Volunteering in Prison; • Wider network; • Increased societal and political awareness on Volunteering in Prison benefits and needs; • Better infrastructure that guarantees quality Volunteering in Prison programs. 	<ul style="list-style-type: none"> • Absence of an open communication with the local, national or European institutions; • Lack of recognition of the role of the supporting organisation by other relevant stakeholders; • Lack of proof, resources, data and materials that can prove the benefits of Volunteering in Prison.

This standard can be implemented by

- Disseminating information on how volunteering benefits volunteers and how it changes inmates' lives;
- Mapping change to see how volunteering progresses goals such as better rehabilitation and reintegration of inmates;
- Advocating for more support & recognition of prison volunteers;
- Engaging in or creating spaces which enable dialogue and communication about Volunteering in Prison.

Steps to follow/Useful tools Standards 6 & 7

- Constant monitoring of the program by the Supporting organisation. Monitoring can be delivered through the analysis of: feedback surveys; feedback from meeting with the Volunteer Coordinator and with the other realities involved in the implementation of the Volunteering in Prison program. The monitoring should be done periodically during the overall implementation of the Program to guarantee eventual changes that might be necessary for a better quality of the activities. Reports of the monitoring should be kept also for the writing of future Volunteering in Prison programs, but also to support better communication and problem-solving opportunities between the different actors involved.
- The Supporting organisation can provide expertise in terms of instruments and material resources thanks to its prior experience in the field. Supporting organisations can make available printable partnership agreement templates; evaluation templates; methodologies for the Volunteer Coordinator and the mentor; training support for the prison staff and the volunteers focusing on volunteering; and it can provide a neutral space for meeting and organising capacity-building activities. The Supporting organisation can also guarantee visibility for example in the dissemination of the call for volunteers or of the events organised within the program implementation.
- The connections available to the Supporting Organisations can be crucial to be able to map the realities that could be further involved or be of further support in the Volunteering in Prison program implementation. Supporting Organisation should compile a list of available contacts to reach out easily in any foreseen occasion or emergency.

Other materials available and created by the Volpris Erasmus Plus Funded projects are:

- [Training Course for volunteering managers in the prison context \(talentlms.com\)](https://talentlms.com/);
- [Volpris Platform for exchange and learning processes](#).

3. The Recommendations

The following recommendations have been elaborated on the basis of the Volpris Erasmus + project outcomes of its intellectual outputs in order to support European Stakeholders in implementing an European Volunteering in Prison monitoring, evaluation and supporting system based on the [VolPris tools and results](#).

1. *Defining the terminology and structure of Volunteering in Prison*

1.1 A European general definition of Volunteering and of Volunteering in Prison is required in order to facilitate the implementation of Volunteering in Prison projects and activities for Prisons, Ministries, Supporting Organisations and Volunteers. This would include the possibility to clarify the different roles covered in these activities allowing those involved to respect the legal, psychological and ethical boundaries of the various tasks and responsibilities each one of the key actors cover while implementing such projects.

1.2 Clarification on the role and a common understanding at European level of the Volunteer Coordinators profile and competencies needed to be involved in Volunteering in Prisons projects process should be implemented and other stakeholders and actors involved informed about it. This clarification should be reached through a consultative process involving representatives from all relevant stakeholder groups.

2. *Recognition of the crucial role Volunteering in Prison and the Volunteer Coordinator have in the prison system and in our societies*

Minimum Requirements for Volunteering Programs in Prison Settings

2.1 An increased awareness should be developed on the importance of Volunteering in Prison for our societies and for the prison system itself and on the benefits that individuals can get by taking part in such activities.

2.2 Recognising the role of volunteers and volunteer coordinators can be a crucial factor for further increase the development of Volunteering in Prison projects and activities.

3. *Resource allocation for Volunteering in Prison*

3.1 Learning and Capacity Building opportunities should be developed at European level to allow relevant stakeholders to increase their awareness, their knowledge and capacity in implementing Volunteering in Prison.

3.2 An European monitoring system on the correct implementation of Volunteering in Prison activities, where the respect of the international, European and national regulations, of Human Rights and role boundaries should be put in place, based on the VolPris Minimum Requirement for Volunteering Programs in Prison Settings.

3.3 A Multi-Agency approach should be stressed and suggested to every reality that wants to develop Volunteering in Prison activities, granting efficient coordination and productive relationships for reaching the proposed outcomes.

1. Defining the terminology and structure of Volunteering in Prison

1.1 *An European general definition of Volunteering and of Volunteering in Prison is required in order to facilitate the implementation of Volunteering in Prison projects and activities for Prisons, Ministries, Supporting Organisations and Volunteers. This would include the possibility to clarify the different roles covered in these activities allowing those involved to respect the legal, psychological and ethical boundaries of the various tasks and responsibilities each one of the key actors cover while implementing such projects.*

From our survey results, from the feedback provided by participants of the three study visits implemented during the project, and from the several Discussion Forums elaborated in the project implementation period, respondents and participants have expressed the lack of proper training and support in understanding and knowing the different regulations and definitions that support and/or are related to Volunteering in Prison. Starting from the more international level (with the Nelson Mandela Rules) to the more national regulation and societal understanding of volunteering. The possibility to grant all those involved in such programs a wide set of rules, regulations and definitions will not only help to better understand the personal role and tasks, but also to recognise and spread responsibilities between those involved and how to better support one another. Quite often volunteers and prison staff involved in the volunteering activities are not presented with prior specific training on this, and for the majority of the cases this is the cause of misunderstanding or lack of quality in the program's implementation. Therefore the Volpris Erasmus Plus project partners have identified a set of rules, norms and definitions that could be of support to those involved in the volunteering prison project in order to get a general but essential knowledge of these regulations and structures.

1.2 *Clarification on the role and a common understanding at European level of the Volunteer Coordinators profile and competencies needed to be involved in Volunteering in Prisons projects process should be implemented and other stakeholders and actors involved informed about it. This clarification should be reached through a consultative process involving representatives from all relevant stakeholder groups.*

From our data, many realities lack the presence of a volunteer coordinator, often because there is no knowledge or awareness on the importance of this role while developing and implementing Volunteering in Prison programs. In the course of the implementation of the Volpris Erasmus Plus project, partners were able to disseminate information on this role through the project's intellectual outputs and events. However, it has been underlined how much constant dissemination and awareness raising actions are crucial for the further development of this role in Europe.

2. Recognition of the crucial role Volunteering in Prison and the Volunteer Coordinator have in the prison system and in our societies

2.1 *An increased awareness should be developed on the importance of Volunteering in Prison for our societies and for the prison system itself and on the benefits that individuals can get by taking part in such activities.*

There is still significant stigmatisation surrounding prison infrastructures and its relationship with the society and the local milieu. The possibility of developing volunteering opportunities in this field allows for a better understanding of the prison environment, and its closeness to the community, having as one of

the main crucial outcomes also a better reintegration of inmates into society as well metaphorically destroying the prison barriers by allowing volunteers to enter the prison.

2.2 Recognising the role of volunteers and volunteer coordinators can be a crucial factor for further increase the development of Volunteering in Prison projects and activities.

Recognition is key for further developing Volunteering Programs because it enhances the awareness of the importance of the volunteers and volunteer coordinators roles; it boosts their motivation and therefore their participation and involvement.

3. Resource allocation for Volunteering in Prison

3.1 Learning and Capacity Building opportunities should be developed at European level to allow relevant stakeholders to increase their awareness, their knowledge and capacity in implementing Volunteering in Prison.

One of the reached goals of Volpris Erasmus Plus project is indeed to be able to gather knowledge at European level and to offer opportunities of interaction, learning and exchange between the different Volunteering in Prison realities around Europe. But not only, one of the goals is also to motivate realities where Volunteering in Prison programs are not yet developed, to become curious and start implementing volunteering activities with the support of an European network promoting good practices and resources.

3.2 An European monitoring system on the correct implementation of Volunteering in Prison activities, where the respect of the international, European and national regulations, of Human Rights and role boundaries should be put in place.

The European Union Institutions support is seen as of greater importance by the majority of the stakeholders involved in the project implementation. The Volpris Erasmus Plus project partners, with the European Volunteer Centre as representative voice, will make sure that this need of interaction, support and therefore monitoring infrastructure can be put in place, for implementing a quality Volunteering in Prison.

3.3 A Multi-Agency approach should be stressed and suggested to every reality that wants to develop Volunteering in Prison activities, granting efficient coordination and productive relationships for reaching the proposed outcomes.

A Multi-agency approach guarantees constant feedback, improvement and great capacity and knowledge gathering allowing for flexible, responsive and qualitative Volunteering Programs. It is of great importance that at all levels of governance and in all fields, this approach is stressed and incentivized, in order to allow Volunteering in Prison to be always up to date and able to respond to the evolving societal and prison needs.

Survey’s Results on Minimum Requirements for Volunteering Programs in Prison Settings

The Survey

At the end of 2021, Volpris Project Partners conducted a search on existing minimum requirements in Volunteering Programs. All the data gathered and analysed provided a selection of standards that can be used in CJS settings. The results of the search were used to come with a more precise proposal on the first draft of the minimum requirements in Volunteering in Prison Settings..

Respondents description

The total number of respondents between the surveys sent at European level and in the partner countries (Belgium, Germany, Poland, Portugal, Romania) is 67, of which 52 work in a prison, 21 in a VSO and 41 are volunteers (in prison or elsewhere). 20 of the respondents have between 5 & 10 years of experience in their role.

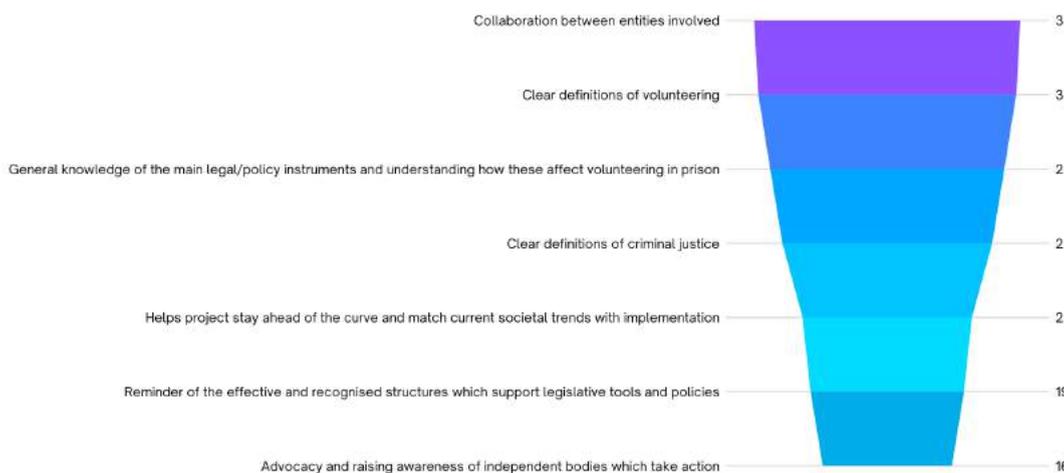
In relation to the standards, 57 of the respondents have answered that they are helpful to orient the volunteer; 59 assessed that they help orient the Volunteer Coordinator and 35 of them expressed that the standards are important to the infrastructure supporting the volunteer coordinator and the volunteers.

Responses on the Standard No. 1

The first standard says “Awareness and basic level of knowledge in relation to the International, European & local criminal justice system & penitentiary system, and Volunteering standards through a Standard Guide to Volunteering should be guaranteed”.

The majority of the respondents (37) said that their awareness / level of knowledge in relation to the International, European & local criminal justice system & Volunteering standards is basic. And, of the 11 respondents that expressed their lack of knowledge on these aspects, the majority expressed it will be beneficial

for them and the place they develop their activities, to have the chance to get to know them. Only one respondent did not consider it important because “I have never heard of these standards and work in a project



that follows my own, perhaps similar, same standards and quality criteria”.

Concerning this standard, respondents explored it in more detail by answering the following question ranking what they thought is most important about promoting existing standards:

At the question “Imagine you are part of a team implementing volunteering projects - what three difficulties do you imagine your colleagues might have in using a Standard Guide to Volunteering?” the respondents’ replies can be collected into:

- Lack of time;
- System isn't flexible enough;
- Lack of knowledge on specific language/vocabulary/infrastructure (professional knowledge).

Some responses are showed here below:

- *The prison realities depend from one establishment to another; New standards or rules may appear and require regular update; The prison universe is very specific and in addition to actually vary from one establishment to another, it is a question of preparing specifically to be confronted with it*
- *Characteristics of the diverse typology of the target population, the duration of the projects and the turnover of the volunteers assigned to the project, the limitation of resources and means essential to the implementation of the projects, in particular the difficulty of allocating elements of the monitoring in order to be able to operationalize the project and the physical space to allow it to be carried out.*
- *1) Although there are, of course, common rules and standards, each prison has its own directorate and, therefore, there may be variations in the management of the PE that may have interference in the operation of volunteering activities; 2) Each PE will have different levels of security, which may also impact on the implementation of activities; 3) The focus and objectives of each Volunteering Program will be different, so it is necessary to understand if this guide responds to the diversity of existing programs in prisons.*

Responses on the Standard No. 2

The second Standard says: “Support and promotion of volunteers in prison should be implemented in order to boost motivation and recognition of Volunteering in Prison”.

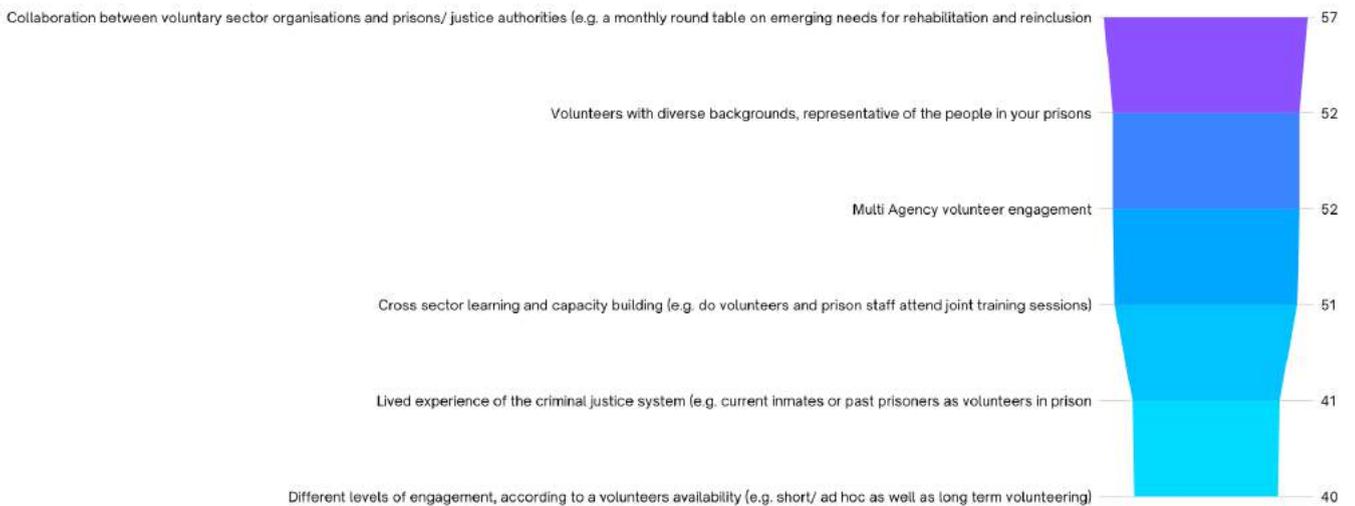
To the question related to this standard on “What legal and/or practical relationships, factors, and other factors do you think are essential to allow you to support and promote volunteers in prison?”

When requested to imagine, while being a Governor or organisation about to begin Volunteering in Prison, what other legislation, relationships or factors are essential, respondents answers can be summarised in: Increasingly "structured system", with trained volunteers and awareness of the importance of Volunteering in Prison programs

having as main goal the benefit for the inmates; Knowledge of the rules/limits/boundaries/roles from the volunteers' side; insurance for volunteers.

Here below some answers from the respondents:

- Know the internal regulations of the prison;
- Effective implementation of the detention plan;
- Respect for all stakeholders; discretion; Do not exceed the limits of its role and direct for adequate professionals if necessary;
- Ethical code for volunteers;
- Projects that don't meet the needs of prisoners would not be considered;
- To adapt the profile and training of volunteers to the projects, namely the specialised skills of the volunteers; To promote the continuous training of volunteers in the prison context; Increase volunteer projects abroad, namely in support of families and post-release support;
- Training of prison technicians; more proximity between entities involved;
- Reduction of bureaucracy and faster and more effective responses;
- Clear and precise rules for voluntary activities with a focus on areas of cooperation, frequency of meetings and groups of beneficiaries. The results of the cooperation and assistance provided shall be finalised in writing. Work taking into account the individual needs of the beneficiaries;
- The safety of volunteers;
- Introduce the principle of organising meetings with a view to ensuring that there is no need for social rehabilitation and joint volunteer activities;
- A coordination point outside the prison walls.

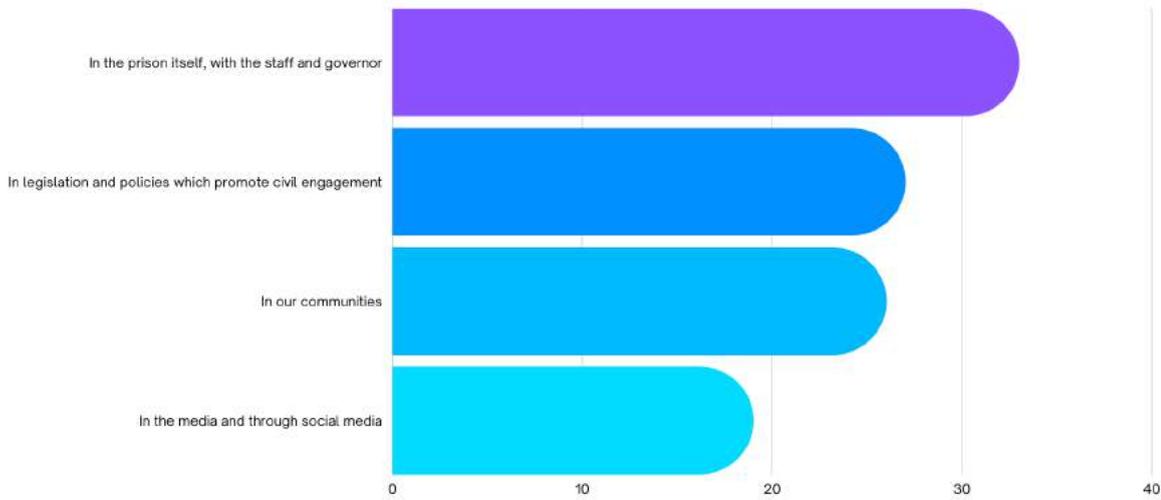


Responses on the Standard No. 3

The third Standard says: “Recognition of the value of volunteer engagement that can improve the outcomes for both the volunteer and the beneficiaries”.

Respondents to the question “Where do you think recognising the value of volunteers is important?” considered

very important:



When asked to include other places where the value recognition can take place, respondents have mainly underlined: in the society; with prison guards; with the inmates. Here below some of the responses:

- *On the part of the target audience (here the detainees), not in the sense that they should necessarily express their recognition but rather in the sense that as a volunteer, in my opinion, the best recognition is when we see that our commitment is used for something, "doing good", helps to improve a situation (even slightly);*
- *In the institution that promotes this volunteering or in the case of university volunteers from the Faculty.*

In order for the recognition of the value of volunteer engagement to take place, these elements according to respondents answer must be in place by considering them as "very important":



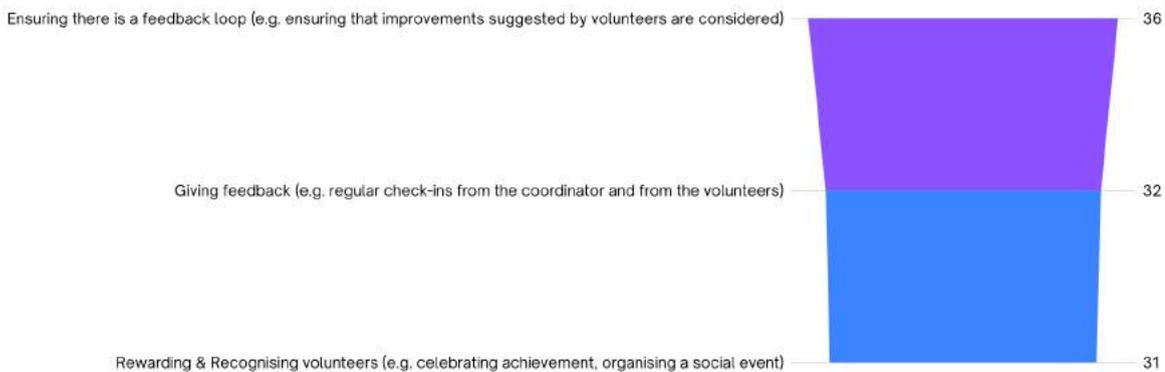
As additional elements, respondents added:

- *Group supervision of volunteers so that they can "submit" their questions, difficulties and exchange with each other with the help of a professional;*
- *Careful assessment regarding the impact of projects;*
- *Collaborate in the search for more suitable schedules for prisoners (in which the paid work within the EP does not prevent them from attending the implemented volunteer projects);*
- *Feedback by surveys on what to improve and what to improve in cooperation with volunteers. Preferably anonymous and short;*
- *Research of the impact that the activity carried out with the detainees has influenced their behaviour.*

Responses on the Standard No. 4

The fourth Standard says: "Motivating volunteers, by rewarding their engagement and feeding back on their work is vital to keeping valued volunteers on board".

According to their experience, respondents evaluated the following elements as very important in order to retain volunteers?



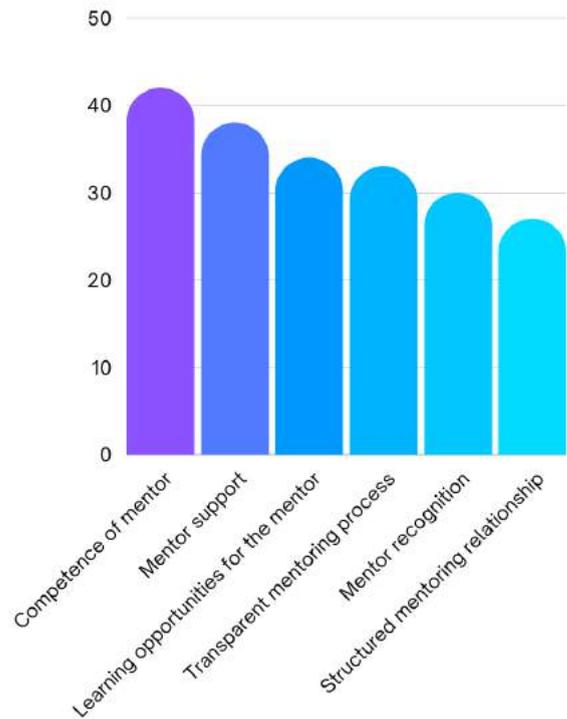
And they additionally underlined:

- *Proximity to the coordinator is important;*
- *Expenses;*
- *Create a sense of community, promote the sharing of experiences among volunteers;*
- *Promote internal celebrations;*
- *Inclusion as a team member;*
- *Feedback by surveys on what to improve and what to improve in cooperation with volunteers. Preferably anonymous and short;*
- *In mass media;*
- *Establishment of a register of volunteers at the level of the institution in which to mention their contribution, period, etc..*

Responses on the Standard No. 5

The fifth Standard says: “Mentoring volunteers - whether from staff or from peers - supports effective implementation of a volunteering initiative”.

When asked to rank the following elements of a mentoring programme, where 1 being the most important, respondents said:



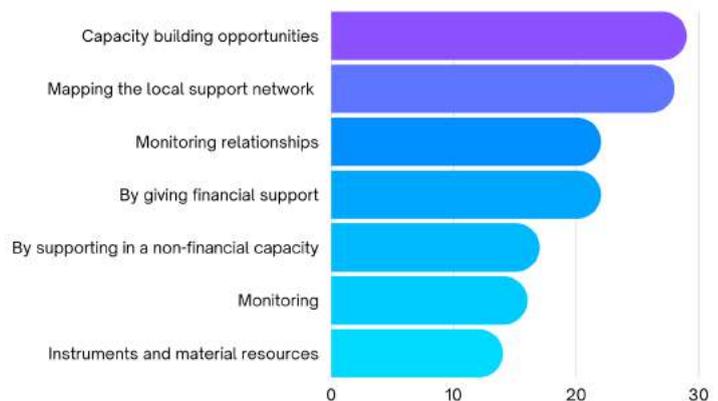
Responses on the Standard No.6

The sixth Standard says: “Support organisations are crucial in improving practice in terms of prison volunteer recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative”.

Respondents marked as very important in relation to how support organisations could help improve practice in terms of prison volunteer recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative:

Other elements respondents wanted to underline are:

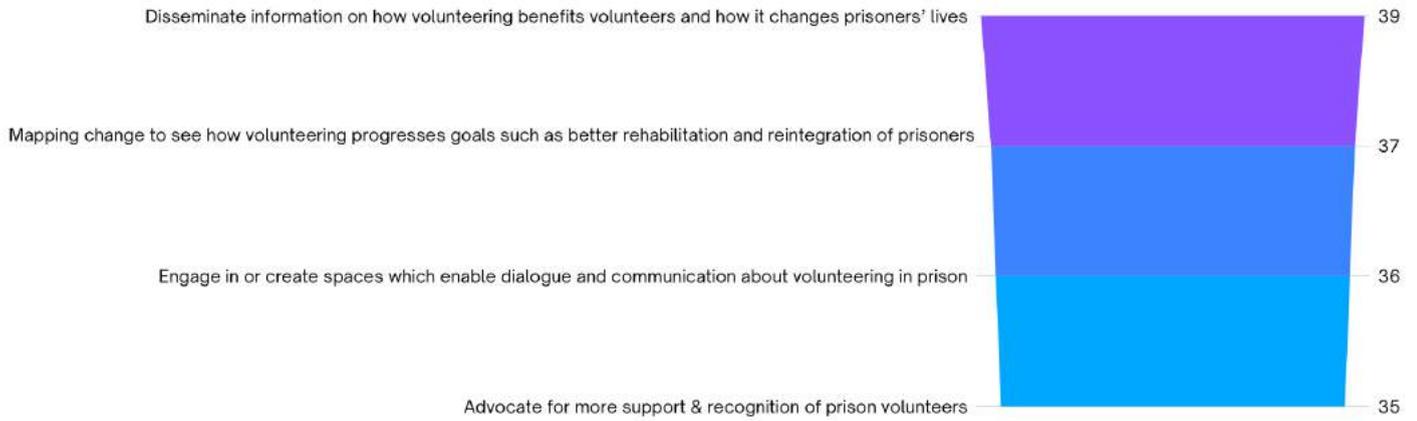
- Supervision;
- Lobbying for the rights and needs of inmates;
- Include support and promotion of volunteering in your activities;
- Sensitise the EPs (directions, staff) to be more open to this type of activities, disseminate examples of good practices/experiences with positive results;
- Assist in finding affordable insurance solutions for an NGO;
- To mediate the relationship;
- Monitoring the effectiveness of the volunteer.



Responses on the Standard No.7

The seventh Standard says: “Support organisations should advocate for better volunteering policies and programmes for Volunteering in Prisons, on a local, national or European level”.

Respondents marked the following advocacy activities undertaken by support organisations as very important:



Survey Responses results from Partners' Countries

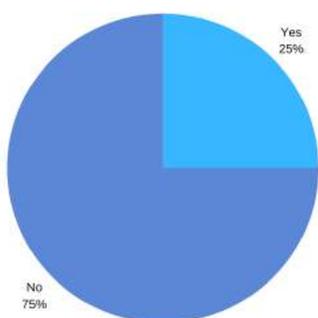
VolPris Survey - Responses from Belgium



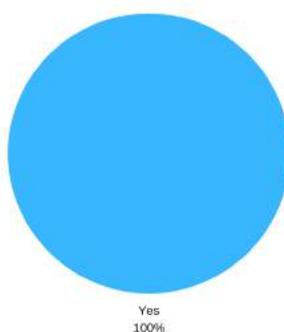
1. Respondents description

The Belgian sample is composed of 4 persons, 1 of them working in a prison but all working in a voluntary sector organisation. Regarding work experience, the survey shows diversified types: 2 respondents with few years experience and the others with more than 15 years job experience.

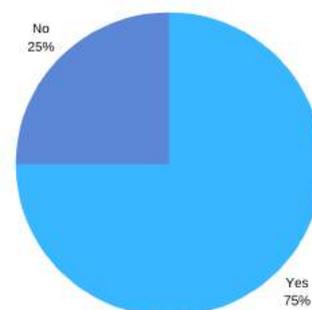
ABOUT YOU [Do you work in a prison]



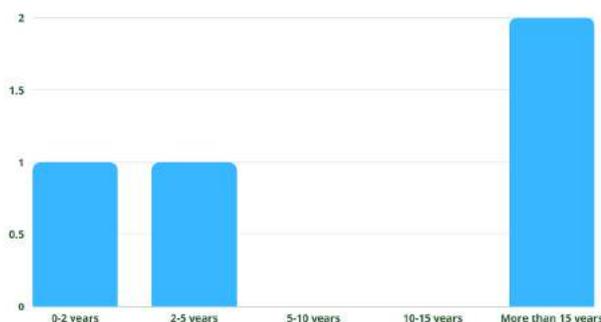
ABOUT YOU [Do you work in a voluntary sector organization?]



ABOUT YOU [You are a volunteer (in prisons or elsewhere)]



How long have you been in your current role?



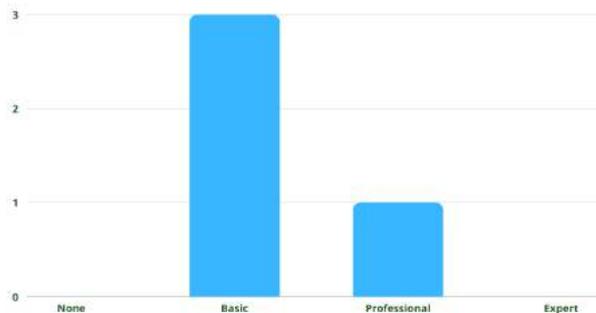
1. Standard No. 1

Awareness and basic level of knowledge in relation to the International, European & local criminal justice system & penitentiary system, and Volunteering standards through a Standard Guide to Volunteering should be guaranteed

The majority of the responding actors have a basic knowledge and understanding of the International, European and Local Criminal Justice System and the Volunteering Standards.

Talking about its experience, the sample refers to the VOLPRIS standards and guidelines as helpful for the volunteer coordinator, the volunteers and the organisation that supports the volunteering activities.

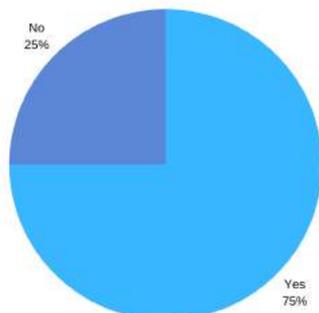
What is your level of knowledge/understanding of the International, European and Local Criminal Justice System and Volunteering Standards?



In your experience, these standards are useful for guiding ... [Volunteer Coordinator?]



In your experience, these guidelines are useful to guide... [Volunteer]



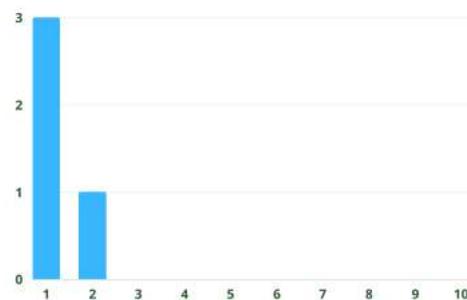
In your experience, these standards are useful to guide... [The organization that supports the Volunteer Manager and the Volunteers]



Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Clear definitions of volunteering]



Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Clear definitions of criminal justice]

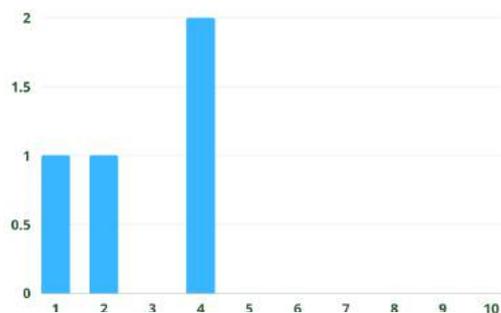


In order to promote existing standards, the respondents underline the importance of understanding the ways in which volunteering and criminal justice are defined.

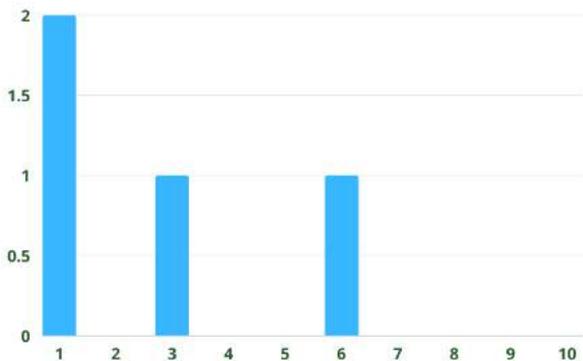
Annex III

The main problems that could arise from the Volunteering Standards Guide might be: the language used, too professional and difficult to interpret; giving a lot of information with the risk of losing the essential guidelines; last but not least, prison realities vary from institution to institution and might happen that penitentiaries could implement divergently creating disorder. More heterogeneous are the opinions regarding the instruments for the implementation of legislative tools and policies and moreover, regarding the way to keep the project to stay at the forefront and combining social trends with day-to-day implementation.

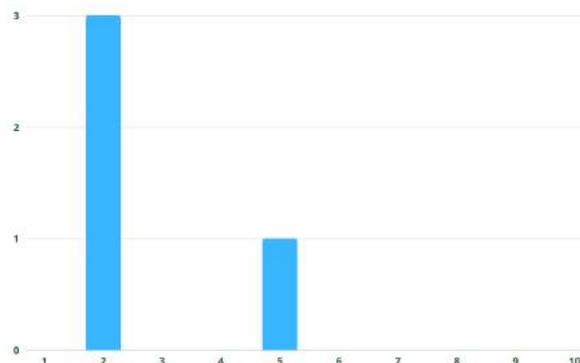
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Recall the effective and recognized instruments for the implementation of legislative instruments and policies]



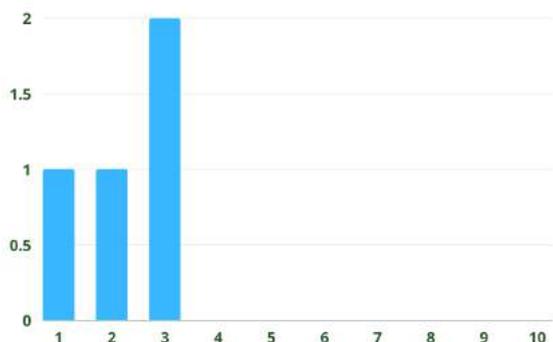
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Help the project stay at the forefront and combine social trends with day-to-day implementation]



Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Advocacy and awareness-raising of independent bodies taking action]



Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Recall effective and recognized structures that support legislative instruments and policies]



Indicate what you think is most important in promoting existing standards, where 1 is most important. [Cooperation between the parties involved]

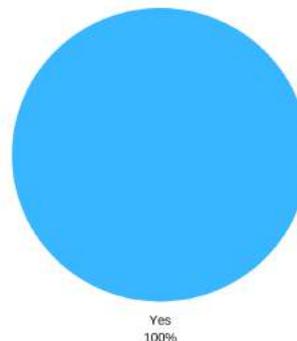


2. Standard No. 2

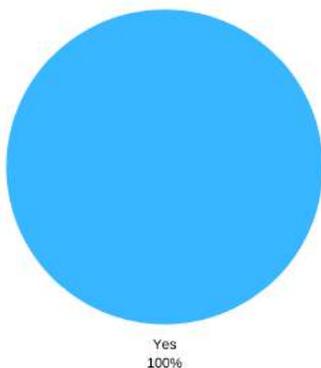
Support and promotion of volunteers in prison should be implemented in order to boost motivation and recognition of Volunteering in Prison

It is considered essential to support and promote collaboration with volunteers in prison guaranteeing different levels of duty, according to the availability of the volunteer person, involvement of volunteers in different prison areas, collaboration between the volunteering organisation and the directorate of the prison through panel discussions to address emerging and urgent needs.

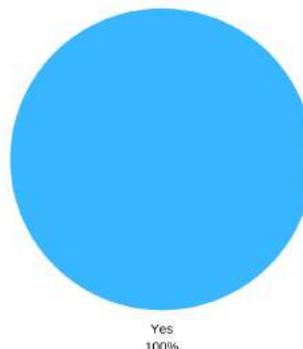
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Different levels of commitment, according to the availability of the volunteer person (e.g. short-term/ad hoc volunteering as well as long-term volunteering)]



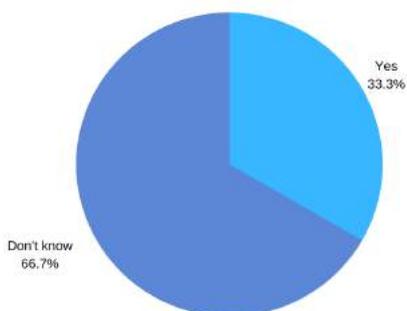
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Involvement of volunteers in different prison areas (for example, volunteers committed to collaborating in areas such as health, art or education where the entities that provide the service - doctors, teachers, psychologists, etc. - work together to ensure a positive and complete volunteering experience)]



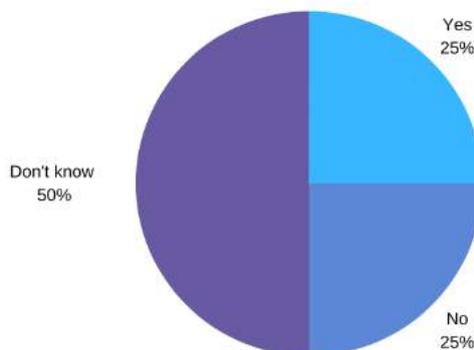
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Collaboration between Volunteering Organizations and the Directorate of Prisons/Justice (eg. organization of a monthly roundtable to address emerging rehabilitation and reintegration needs)]



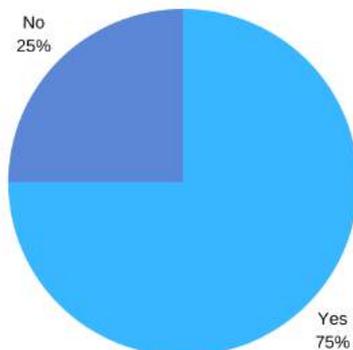
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Volunteers from different backgrounds and with different experiences, representing the diversity of people in prisons]



Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Live experience in the criminal justice system (e.g. volunteers who are currently inmates or former inmates now volunteering in prison)]



Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Intersectoral learning and capacity building (e.g., do prison staff and volunteers attend joint training sessions?)]



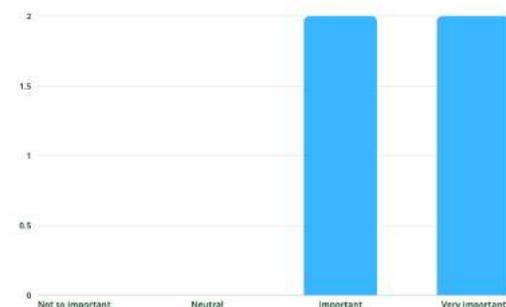
3. Standard No. 3

Recognition of the value of volunteer engagement that can improve the outcomes for both the volunteer and the beneficiaries

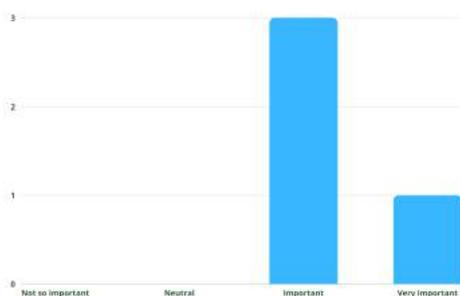
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Awareness of initiative at all levels within the Prison (e.g. a partnership agreement, or meetings with prison staff)]

In order to make a volunteering initiative beneficial, the respondents declare that it is fundamental to be aware of it at all levels within the prison, for example through a partnership agreement or meetings with the prison staff.

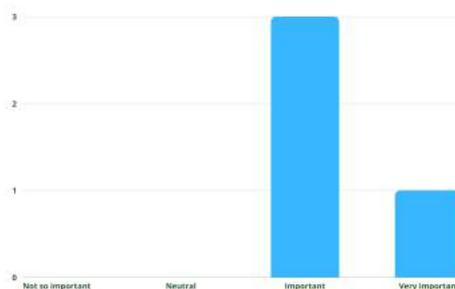
On the other hand, it is recognised as important to organise local events to inform the community regarding the prison initiatives and to recruit volunteers as well as to arrange laws and policies that ensure voluntary work.



Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Community perception (eg local events to inform about the prison initiative and recruit volunteers).]



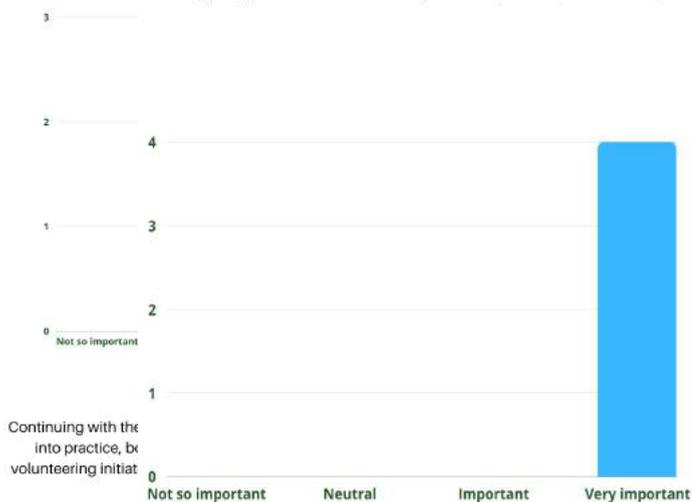
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Legislation and governance instruments (eg laws and policies that ensure voluntary work)]



Concerning the funds to organise Volunteering in Prison, the sample expresses the need of more opportunities and wider support through a greater access to national or European funding.

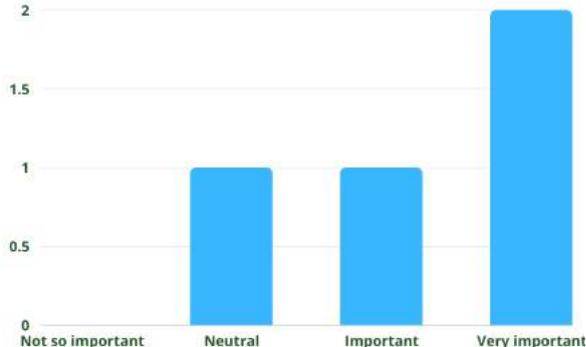
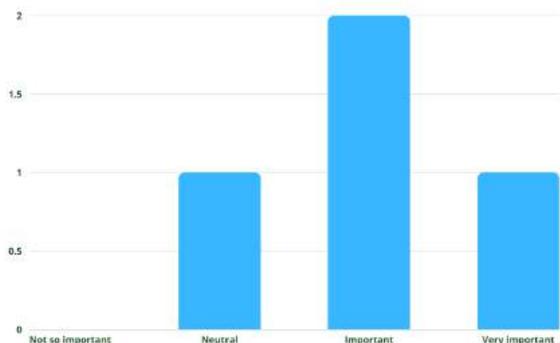
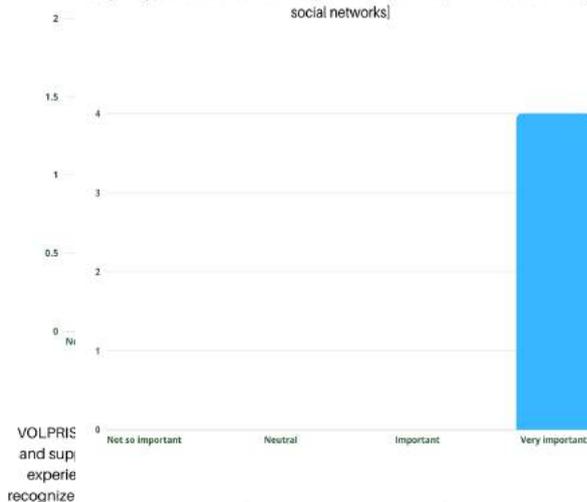
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Opportunities and wider support (eg greater access to national or European funding)]

VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In communities]



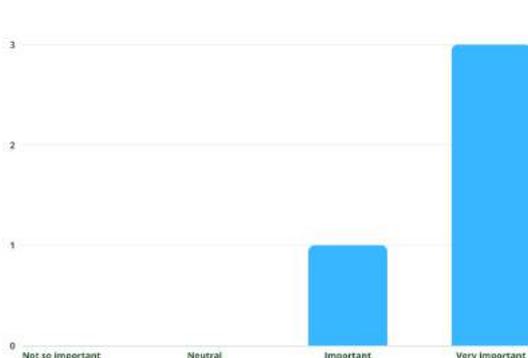
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Funding (e.g. prison or outside funds for project resources)]

VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In the media and through social networks]

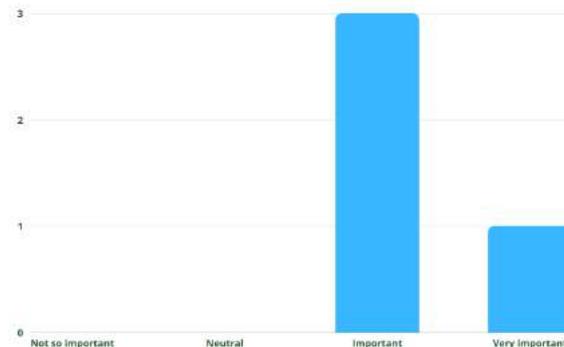


Annex III

VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In legislation and policies that promote the involvement of civil society]



VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In the Prison, with the collaborators and the Director]

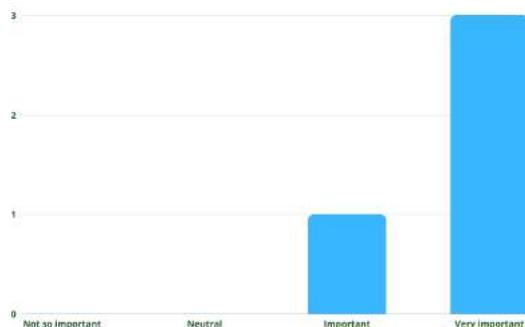


4. Standard No. 4

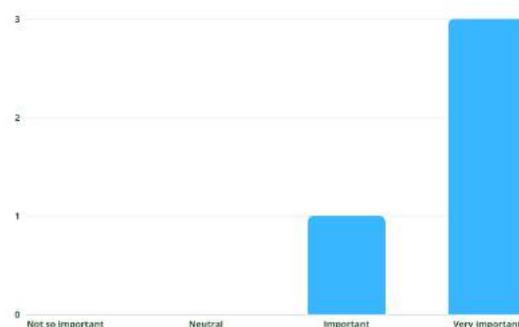
Motivating volunteers, by rewarding their engagement and feeding back on their work is vital to keeping valued volunteers on board

VOLPRIS has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers on "board". According to the sample, in order to hold volunteers, it is crucial to have regular checks by the volunteering coordinator and the volunteers. In this way it highlights the relevance of the feedback that can ensure suggestions to improve volunteering activities.

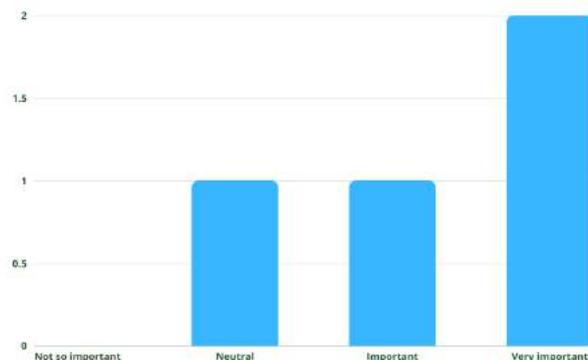
VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Give feedback (e.g. regular checks by both the coordinator and volunteers)]



VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Ensure that a feedback loop exists (e.g. ensure that suggestions for improvement)]



VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Reward and recognize people who volunteer (eg, celebrate achievements, organize a social event)]



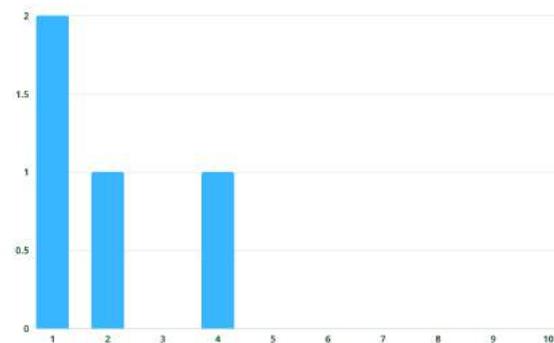
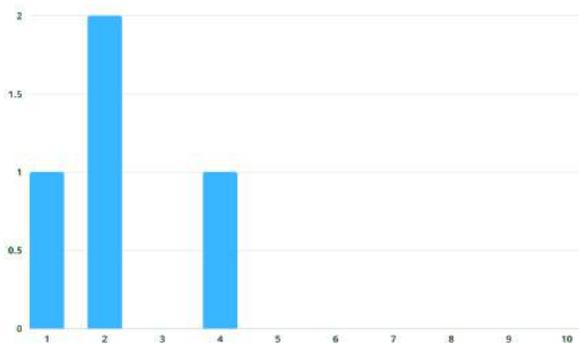
5. Standard No. 5

Mentoring volunteers - whether from staff or from peers - supports effective implementation of a volunteering initiative

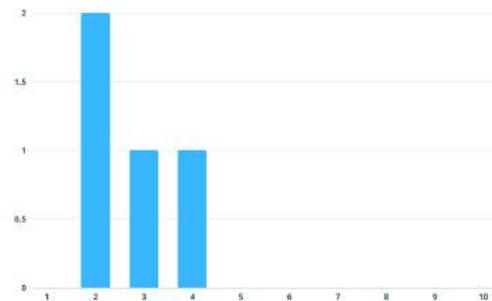
Talking about the figure of the mentor, the sample expresses divergent opinions. The respondents assign a different level of relevance to the mentor acknowledgment and competency.

Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Mentor acknowledgment]

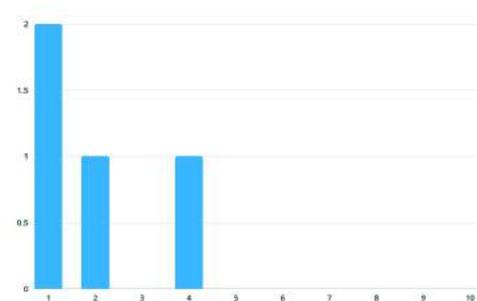
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Mentor Competency]



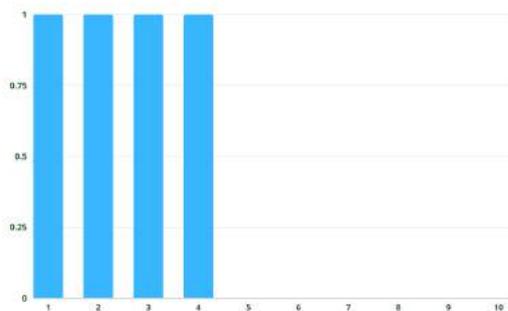
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Structured mentoring relationship]



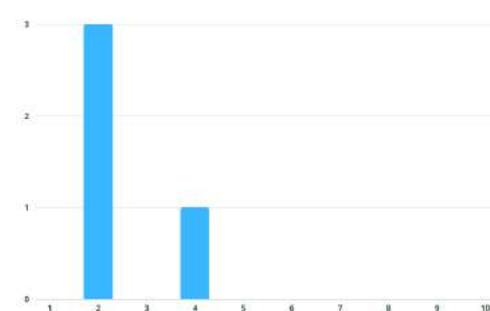
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [mentor support]



Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Transparent mentoring process]



Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Learning opportunities for mentor]



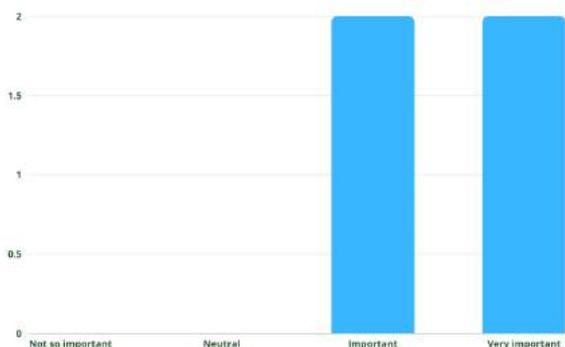
6. Standard No. 6 & 7

Support organisations are crucial in improving practice in terms of prison volunteer recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative

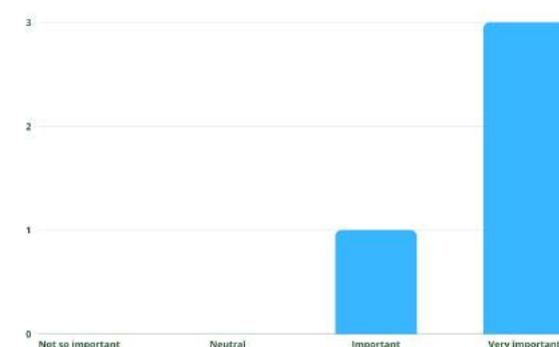
Support organisations should advocate for better volunteering policies and programmes for Volunteering in Prisons, on a local, national or European level

Regarding the supporting organisation, it can help offering training opportunities, mapping the local support network (for example, facilitating the search and contact with other organisations that might help), making sure that the relationship between the involved actors is harmonious and equitable.

Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Mapping the local support network (for example, facilitating the search and contact with other organizations that can help)]

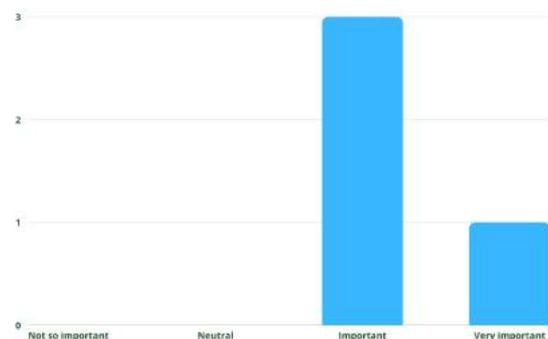


Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Relationship Monitoring (for example, tools that ensure a harmonious and equitable relationship between the actors involved, where they feel represented and who can contribute)]

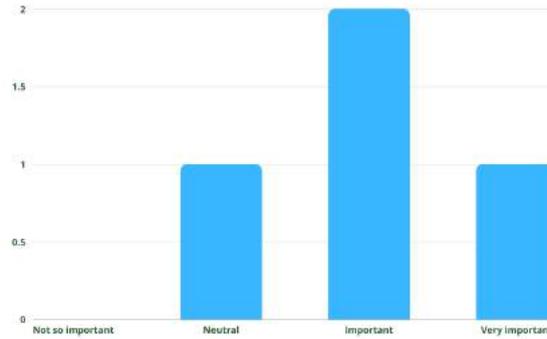


Furthermore, the supporting organisation should supply the volunteering activities with instruments and material resources.

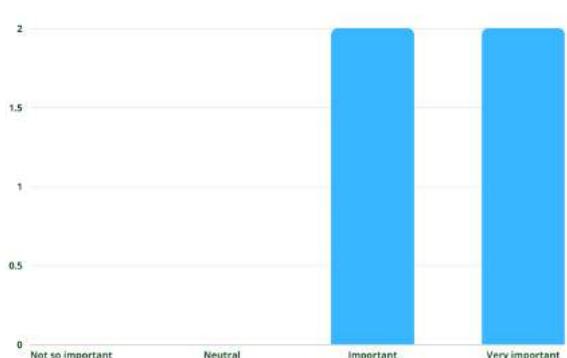
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Instruments and material resources (e.g. partnership agreement templates or assessment tools)]



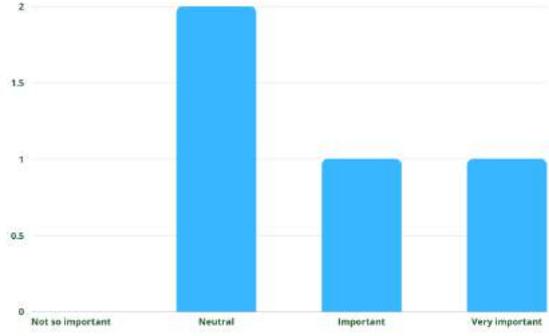
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Monitoring (e.g. providing instruments that ensure a transparent and high-quality approach by the organizations involved)]



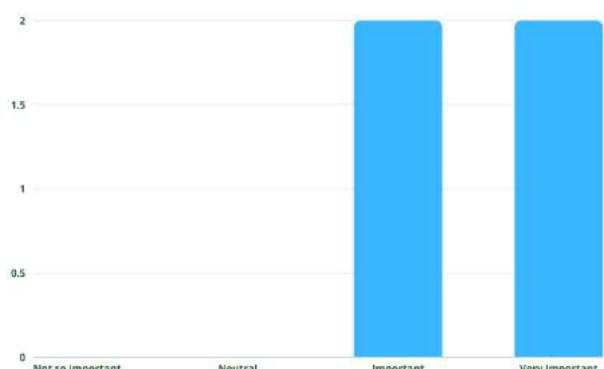
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Training opportunities (eg training days for volunteers and/or prison staff)]



Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Through financial support]

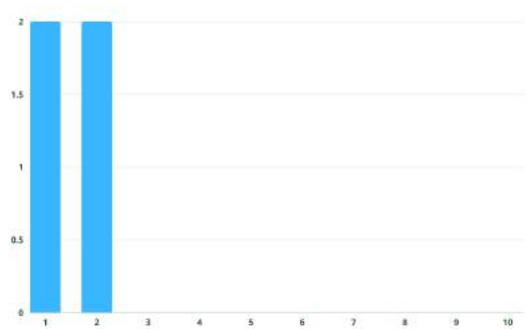


Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Supporting in a non-financial way (e.g. recruitment notices of volunteers, organization of promotion and outreach days)]

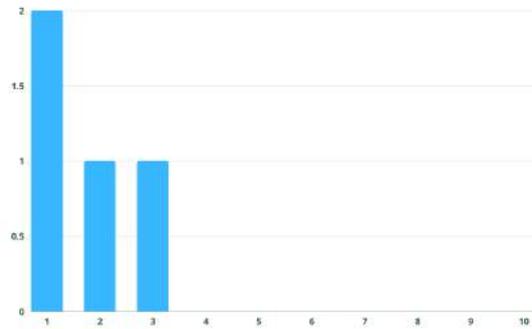


Concerning the advocacy activities carried out by the supporting organisations, it is considered important that it gets involved or creates spaces that allow dialogue and communication about volunteering in a prison context.

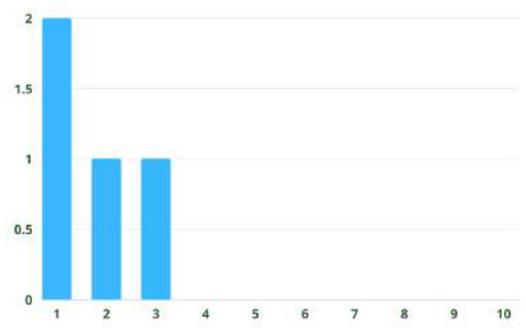
Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Get involved or create spaces that allow dialogue and communication about volunteering in a prison context]



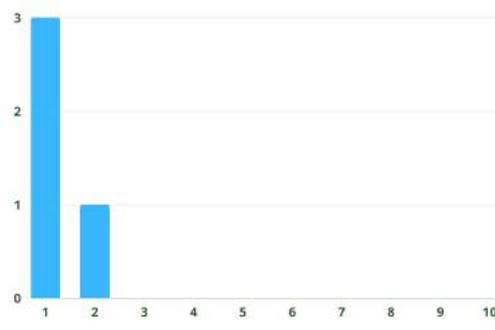
Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? ["Fight" for more support and recognition of volunteers in prison context]



Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Disclose information about how volunteering benefits volunteers and how it changes the lives of people serving prison sentences]



Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Mapping of change to see how volunteering achieves goals such as better rehabilitation and reintegration of prisoners]



7. Conclusions

In conclusion, even if the sample is pretty small, several different perspectives emerge underlining that a common understanding of the existing standards and of the essential factors that can promote and support a volunteering initiative in prison are still goals to be achieved. Nevertheless, the respondents look more compact in identifying eventual problems or obstacles in the Volunteering Standards Guide's implementation.

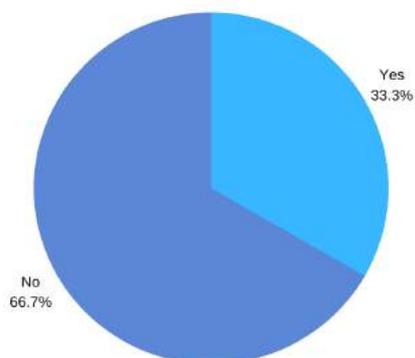
Volpris Survey - Responses from Germany



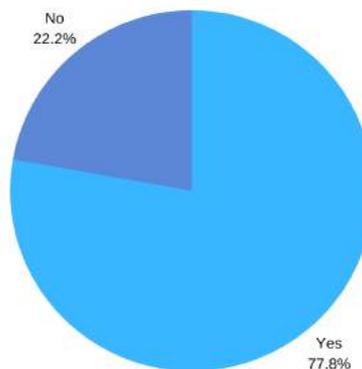
1. Respondents description

The German sample is composed of 9 persons, of which only 3 work in a prison and only a half are volunteering in a prison or in another organisation. The majority of the respondents have more than 5-10 years of work experience.

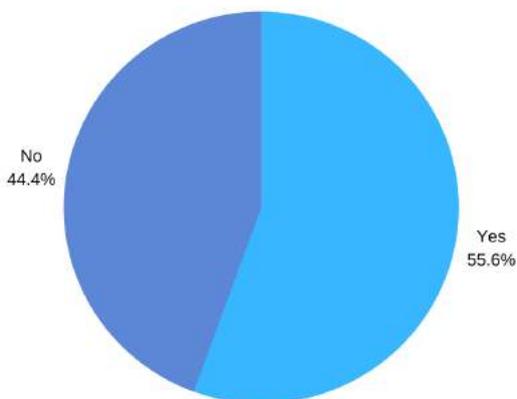
ABOUT YOU [Do you work in a prison]



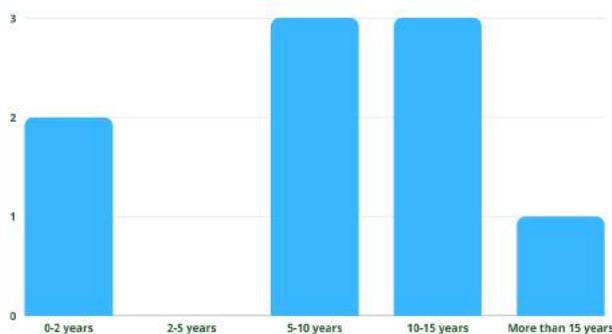
ABOUT YOU [Do you work in a voluntary sector organization?]



ABOUT YOU [You are a volunteer (in prisons or elsewhere)]



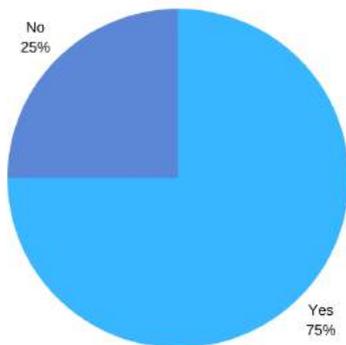
How long have you been in your current role?



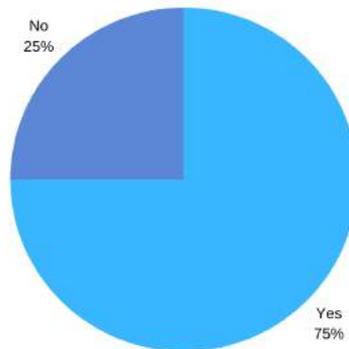
1. Standard No. 1

Awareness and basic level of knowledge in relation to the International, European & local criminal justice system & penitentiary system, and Volunteering standards through a Standard Guide to Volunteering should be guaranteed

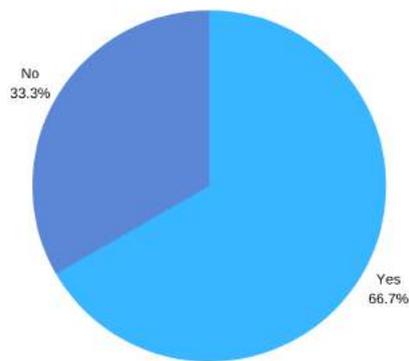
In your experience, these standards are useful for guiding ... [Volunteer Coordinator?]



In your experience, these guidelines are useful to guide... [Volunteer]

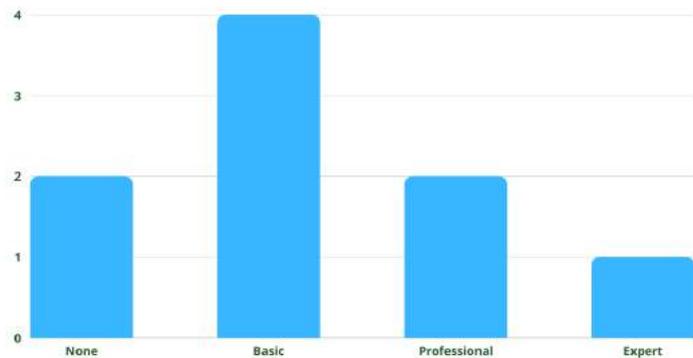


In your experience, these standards are useful to guide... [The organization that supports the Volunteer Manager and the Volunteers]



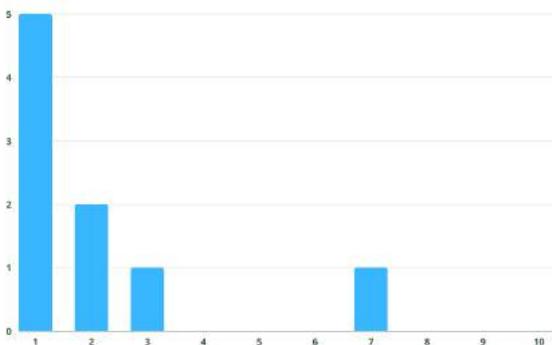
The sample appears to have different levels of knowledge and understanding of the International, European and Local Criminal Justice System and Volunteering Standards.

What is your level of knowledge/understanding of the International, European and Local Criminal Justice System and Volunteering Standards?

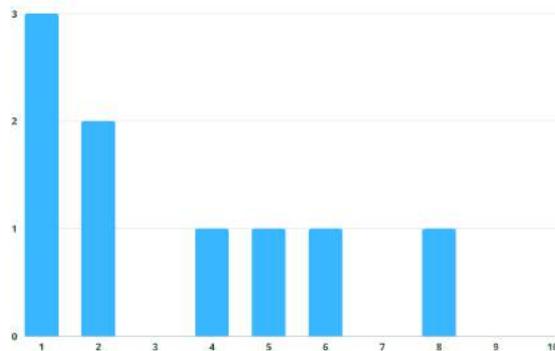


Concerning the promotion of existing standards, it is interesting to note that the German sample recognises different relevance to all the topic related questions. Thus there is no agreement among the respondents in identifying what it is considered most important in promoting existing standards.

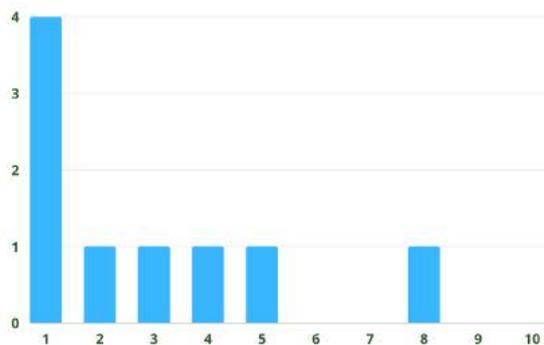
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [General knowledge of the main legal/political instruments and understanding of how they affect volunteering in prison]



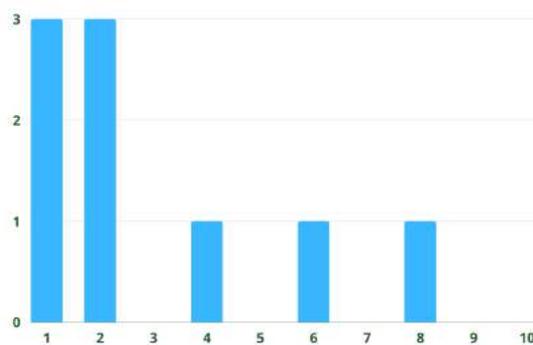
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Clear definitions of volunteering]



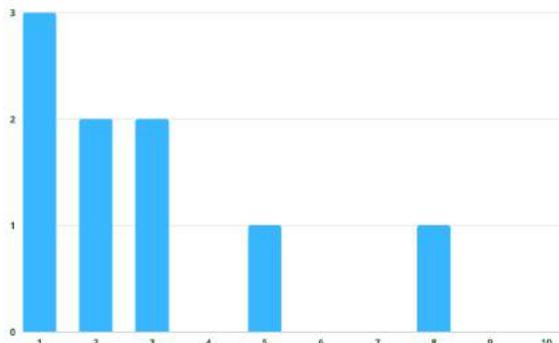
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Clear definitions of criminal justice]



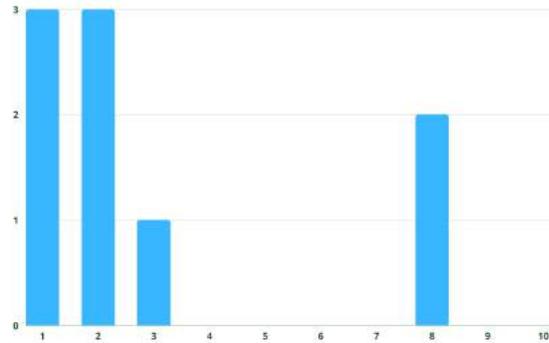
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Recall effective and recognized structures that support legislative instruments and policies]



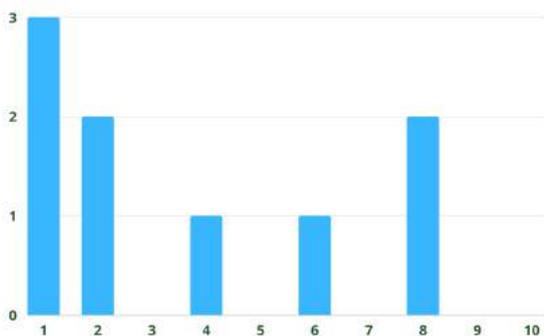
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Advocacy and awareness-raising of independent bodies taking action]



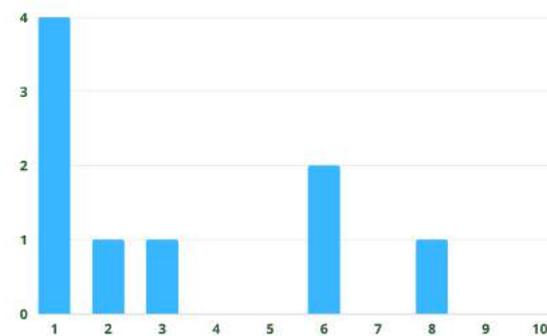
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Recall the effective and recognized instruments for the implementation of legislative instruments and policies]



Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Help the project stay at the forefront and combine social trends with day-to-day implementation]



Indicate what you think is most important in promoting existing standards, where 1 is most important. [Cooperation between the parties involved]



Nevertheless, the responding actors consider their colleagues open minded to learn and acquire more knowledge on the existing standards.

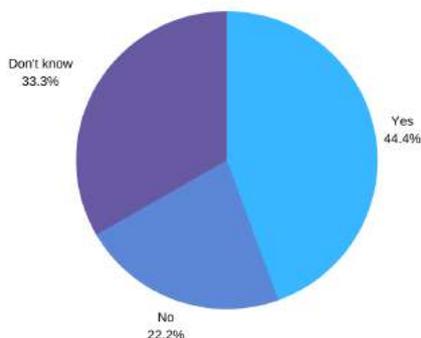
2. Standard No. 2

Support and promotion of volunteers in prison should be implemented in order to boost motivation and recognition of Volunteering in Prison

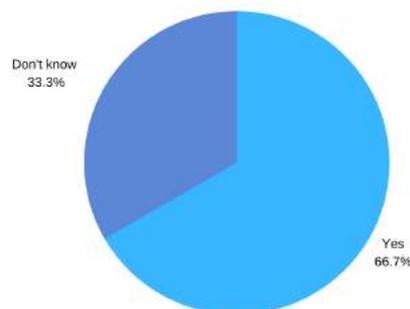
Annex III

Multiple ways of considering the support and the promotion of collaboration with volunteers in prison are declared in the survey. Divergent opinions emerge regarding the possibility to offer different levels of commitment to the volunteers through short term/long term/ad hoc volunteering as well as regarding intersectoral learning and capacity building (e.g. joint meeting between prison staff and volunteers).

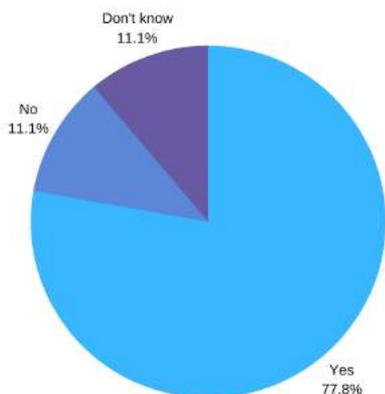
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Different levels of commitment, according to the availability of the volunteer person (e.g. short-term/ad hoc volunteering as well as long-term volunteering)]



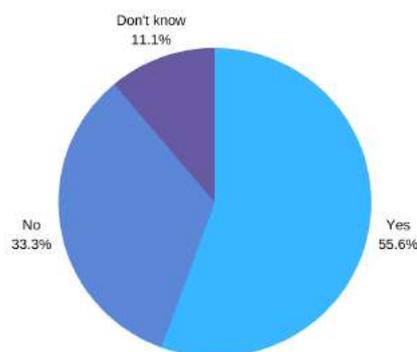
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Live experience in the criminal justice system (e.g. volunteers who are currently inmates or former inmates now volunteering in prison)]



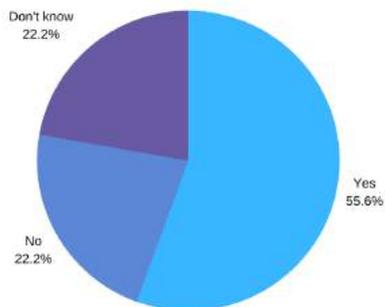
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Volunteers from different backgrounds and with different experiences, representing the diversity of people in prisons]



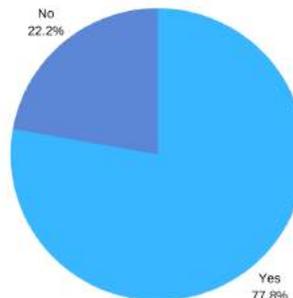
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Involvement of volunteers in different prison areas (for example, volunteers committed to collaborating in areas such as health, art or education where the entities that provide the service - doctors, teachers, psychologists, etc. - work together to ensure a positive and complete volunteering experience)]



Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Intersectoral learning and capacity building (e.g., do prison staff and volunteers attend joint training sessions?)]



Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Collaboration between Volunteering Organizations and the Directorate of Prisons/Justice (eg, organization of a monthly roundtable to address emerging rehabilitation and reintegration needs)]



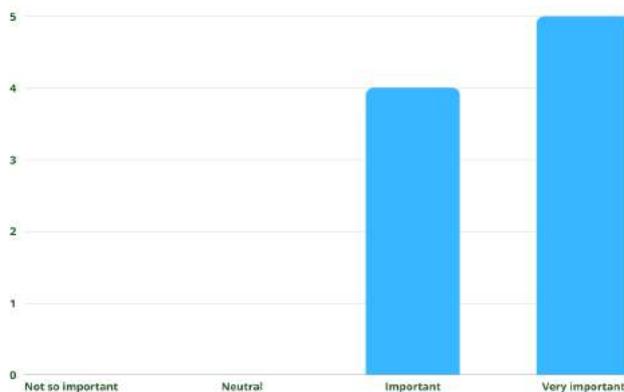
3. Standard No. 3 & 4

Recognition of the value of volunteer engagement that can improve the outcomes for both the volunteer and the beneficiaries

Motivating volunteers, by rewarding their engagement and feeding back on their work is vital to keeping valued volunteers on board

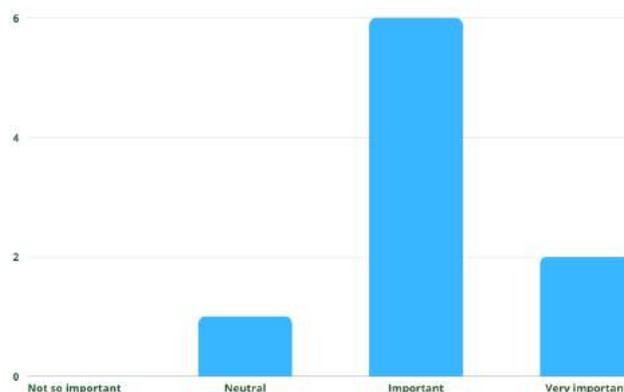
Common consensus is highlighted in recognising the value of the volunteer person through legislation that promotes the involvement of civil society.

VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In legislation and policies that promote the involvement of civil society]



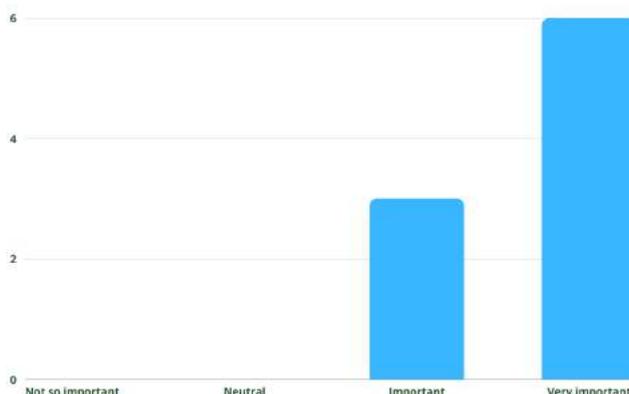
In fact, legislation and governance instruments are the crucial key to ensure a volunteer initiative useful both for the volunteer and its beneficiaries.

Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Legislation and governance instruments (eg laws and policies that ensure voluntary work)]



According to the German sample, it is vital to celebrate achievements and organise social events in order to reward volunteers' commitment and support their contribution.

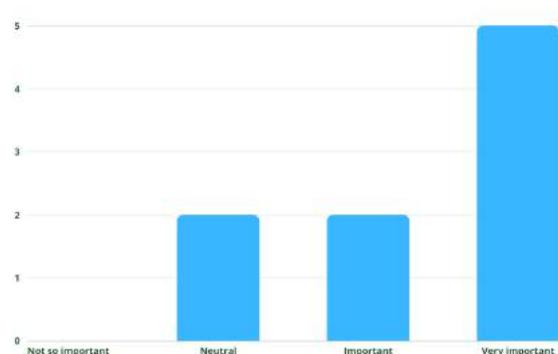
VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Reward and recognize people who volunteer (eg, celebrate achievements, organize a social event)]



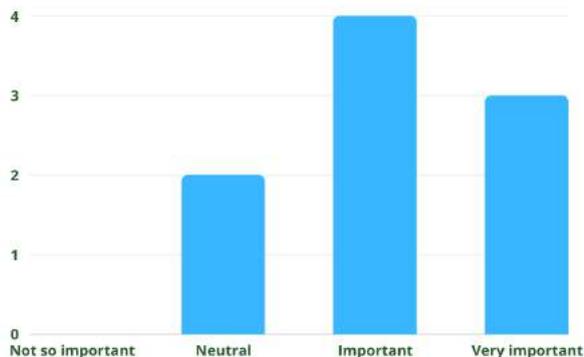
Moreover, it is considered fundamental to improve Volunteering in Prison through keeping a feedback loop between volunteers and prison staff making the volunteers voice count.

VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Ensure that a feedback loop exists (e.g. ensure that suggestions for improvement)]

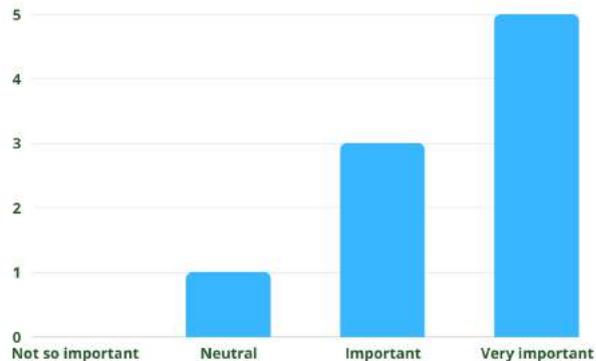
VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In the Prison, with the collaborators and the Director]



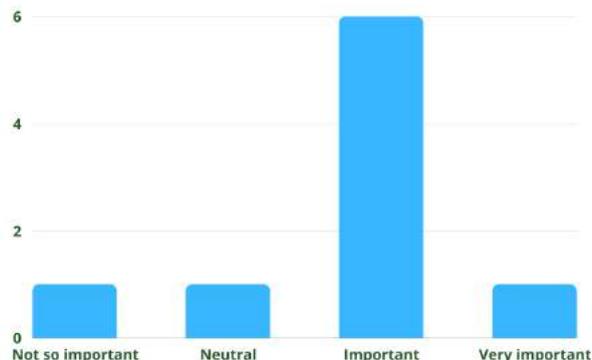
VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In communities]



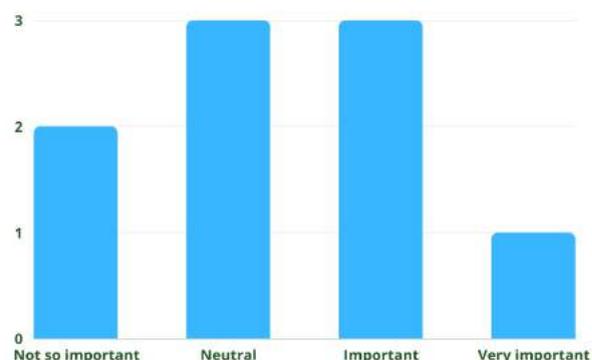
VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In the media and through social networks]



Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Awareness of initiative at all levels within the Prison (e.g. a partnership agreement, or meetings with prison staff)]



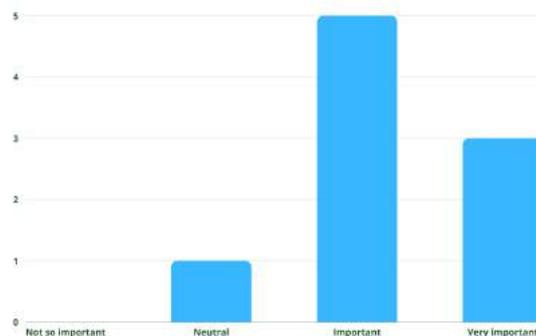
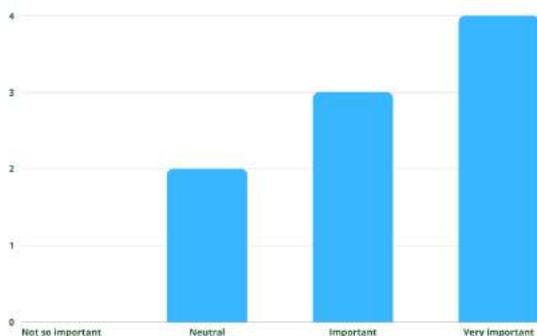
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Joint training and practical application (eg regular joint training of staff and volunteers)]



Annex III

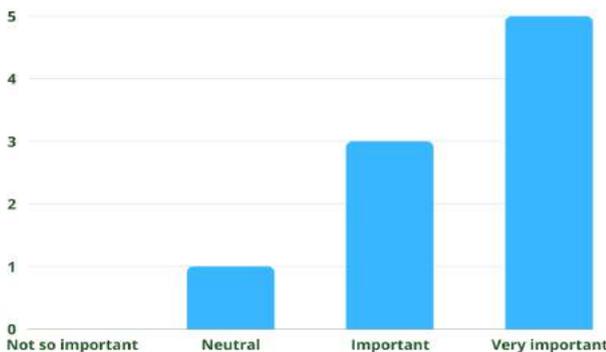
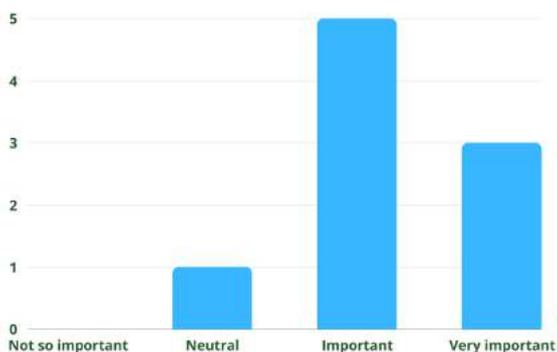
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Community perception (eg local events to inform about the prison initiative and recruit volunteers).]

Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Funding (e.g. prison or outside funds for project resources)]



Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Opportunities and wider support (eg greater access to national or European funding)]

VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Give feedback (e.g. regular checks by both the coordinator and volunteers)]

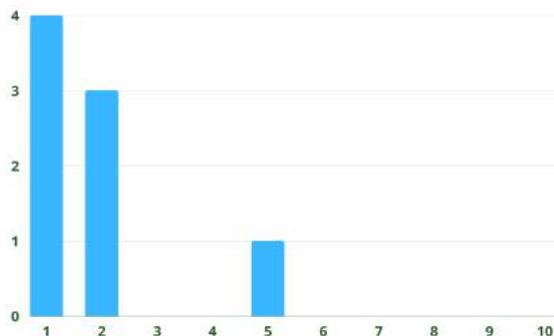


4. Standard No. 5

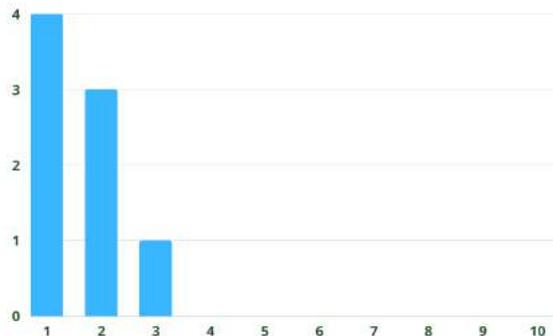
Mentoring volunteers - whether from staff or from peers - supports effective implementation of a volunteering initiative

Respondents recognise the importance of a mentoring program to support the volunteer and to reinforce the effective implementation of a volunteering initiative. Thus, the mentor support and a transparent mentoring process are decisive to develop a successful volunteer programme.

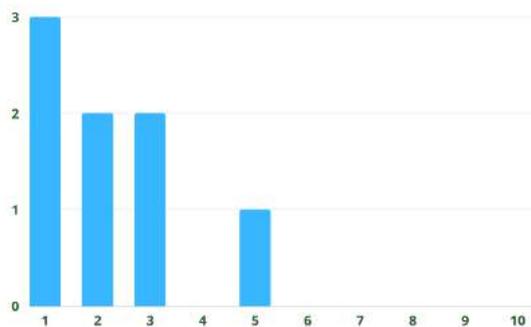
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [mentor support]



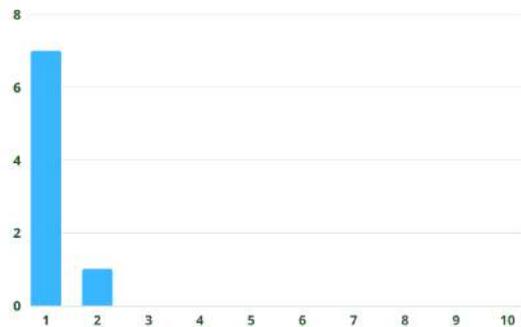
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Transparent mentoring process]



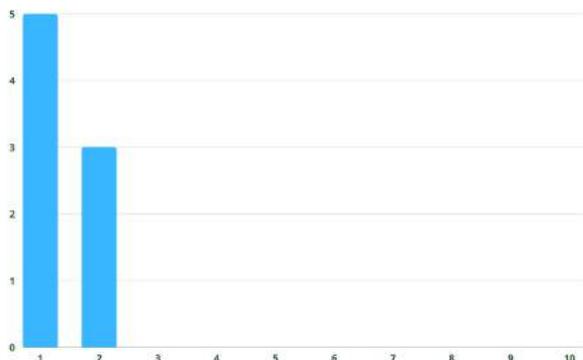
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Structured mentoring relationship]



Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Mentor Competency]



Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Learning opportunities for mentor]



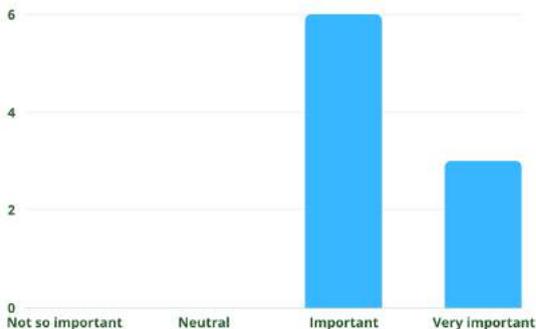
5. Standard No. 6 & 7

Support organisations are crucial in improving practice in terms of prison volunteer recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative

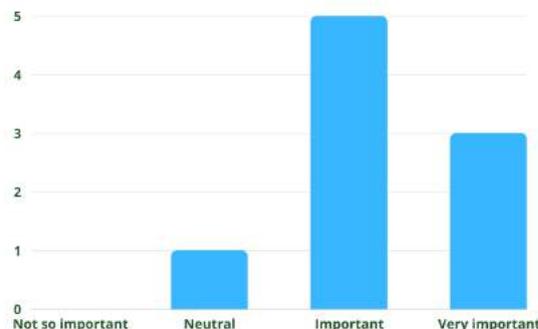
Support organisations should advocate for better volunteering policies and programmes for Volunteering in Prisons, on a local, national or European level

Regarding the supporting organisation, the German sample points out that it could help to improve practice in terms of mapping the local support network, delivering training opportunities for volunteers and/or prison staff and offering instruments and material resources.

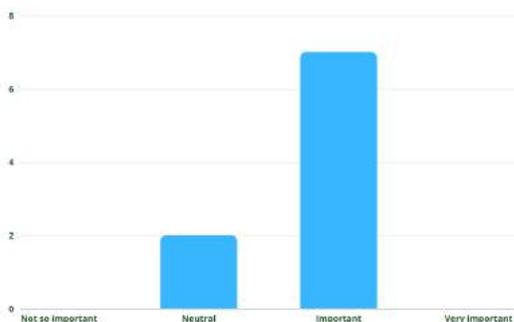
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Training opportunities (eg training days for volunteers and/or prison staff)]



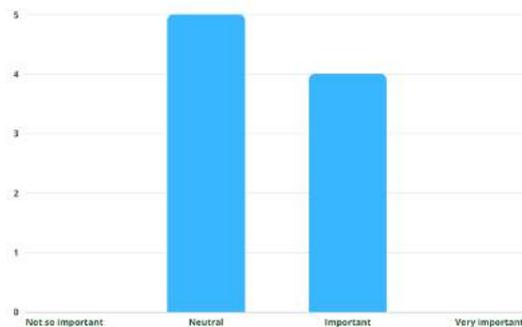
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Mapping the local support network (for example, facilitating the search and contact with other organizations that can help)]



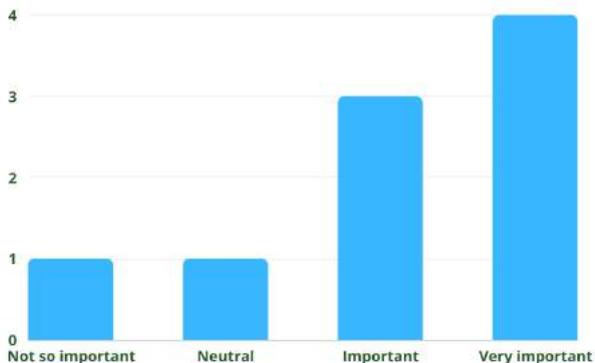
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Instruments and material resources (e.g. partnership agreement templates or assessment tools)]



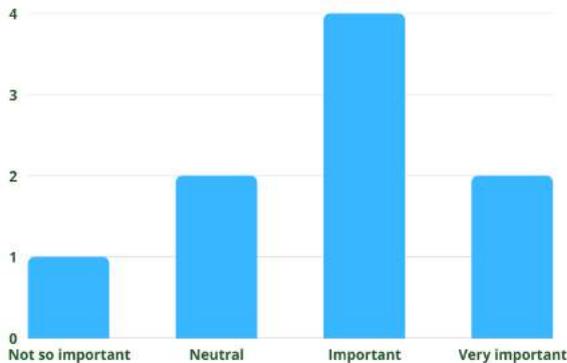
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Monitoring (e.g. providing instruments that ensure a transparent and high-quality approach by the organizations involved)]



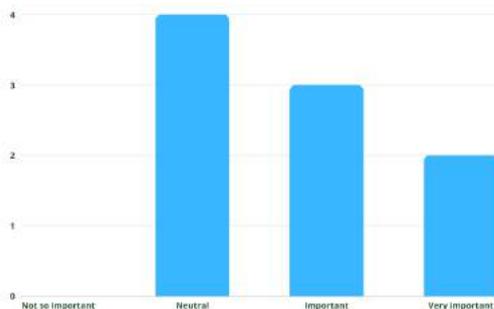
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Through financial support]



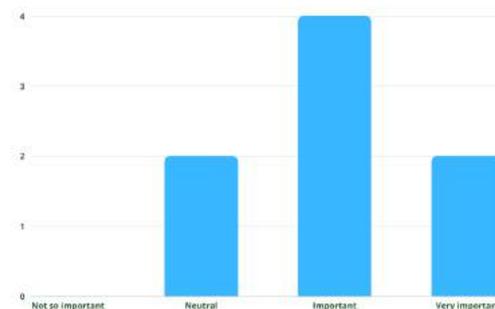
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Supporting in a non-financial way (e.g. recruitment notices of volunteers, organization of promotion and outreach days)]



Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Relationship Monitoring (for example, tools that ensure a harmonious and equitable relationship between the actors involved, where they feel represented and who can contribute)]

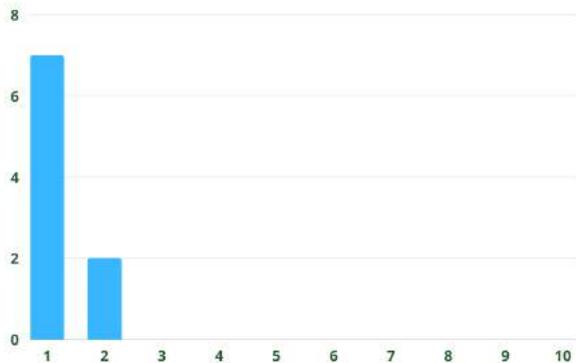


Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Supporting in a non-financial way (e.g. recruitment notices of volunteers, organization of promotion and outreach days)]

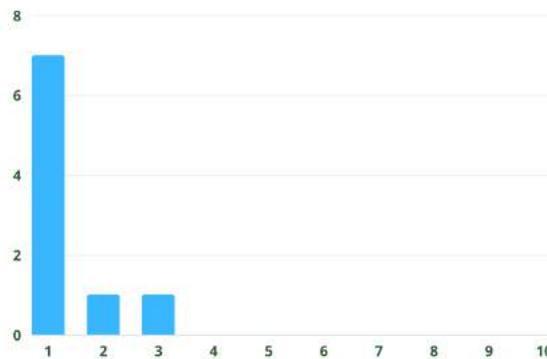


Moreover, the respondents demand the supporting organisation to advocate for better prison volunteering policies and programs at the local, national and European level getting involved or creating spaces that allow dialogue and communication about volunteering in a prison context and disseminating information about how volunteering benefits volunteers and how it changes the inmates' lives.

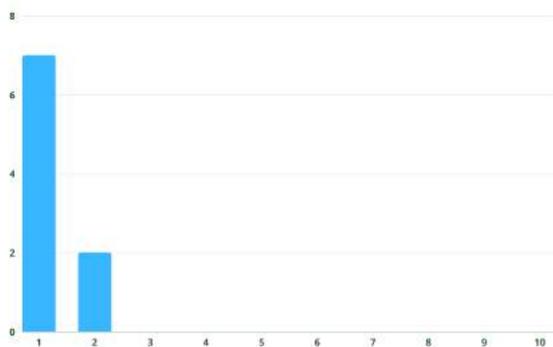
Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Disclose information about how volunteering benefits volunteers and how it changes the lives of people serving prison sentences]



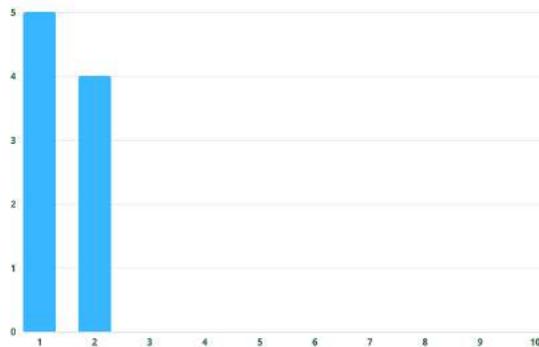
Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Mapping of change to see how volunteering achieves goals such as better rehabilitation and reintegration of prisoners]



Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [“Fight” for more support and recognition of volunteers in prison context]



Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Get involved or create spaces that allow dialogue and communication about volunteering in a prison context]



6. Conclusions

In conclusion, the German sample has divergent opinions in many topics related to Volunteering in Prison. First of all, there is not a huge consensus in considering, on the basis of their experience, the VOLPRIS standards as useful to guide the volunteer coordinator, the volunteer and the supporting organisation. The variegated answers among the survey might be explained considering the different levels of knowledge and understanding of the International, European and Local Criminal Justice System and Volunteering Standards the respondents have. On

the other hand, the sample is more united in the demand for training activities for volunteers and prison staff, and the dissemination of volunteering opportunities by the supporting organisation.

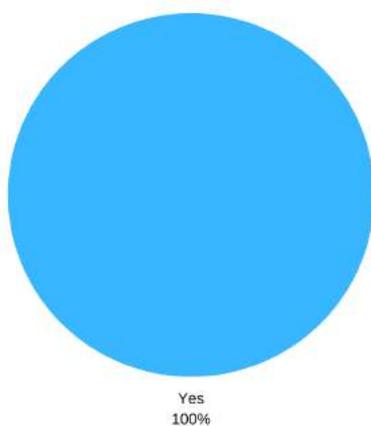
Volpris Survey - Responses from Poland



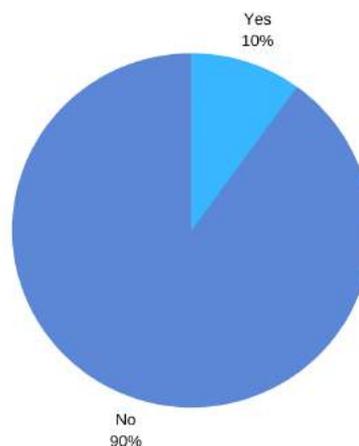
1. Respondents description

The survey responses from Poland have a ground sample of 10 persons, all of them working in a penitentiary and none of them is a volunteer in a prison or in another organisation. The majority have achieved a working experience of more than 5-10 years.

ABOUT YOU [Do you work in a prison]



ABOUT YOU [Do you work in a voluntary sector organization?]

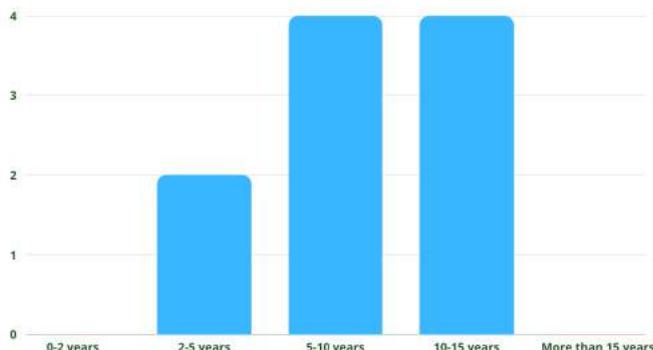


Annex III

ABOUT YOU [You are a volunteer (in prisons or elsewhere)]



How long have you been in your current role?

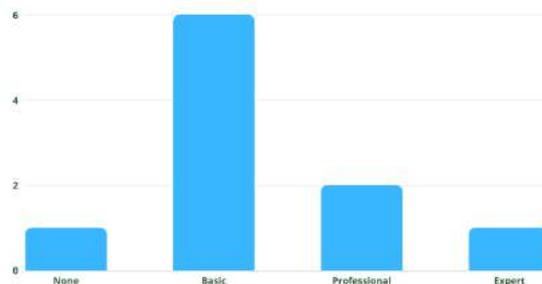


1. Standard No. 1

Awareness and basic level of knowledge in relation to the International, European & local criminal justice system & penitentiary system, and Volunteering standards through a Standard Guide to Volunteering should be guaranteed

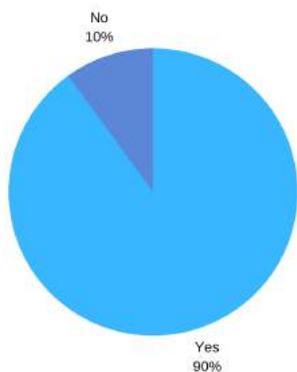
The sample has a basic level of knowledge and understanding of the International, European and Local Criminal Justice System and Volunteering Standards.

What is your level of knowledge/understanding of the International, European and Local Criminal Justice System and Volunteering Standards?

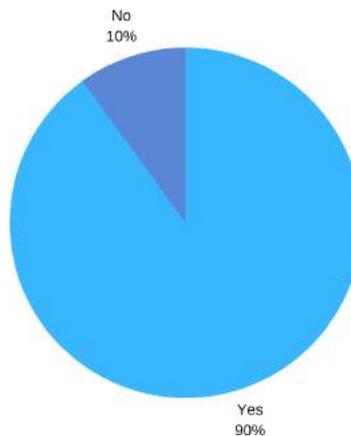


Annex III

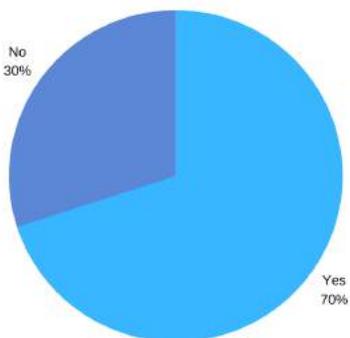
In your experience, these guidelines are useful to guide... [Volunteer]



In your experience, these standards are useful to guide... [The organization that supports the Volunteer Manager and the Volunteers]

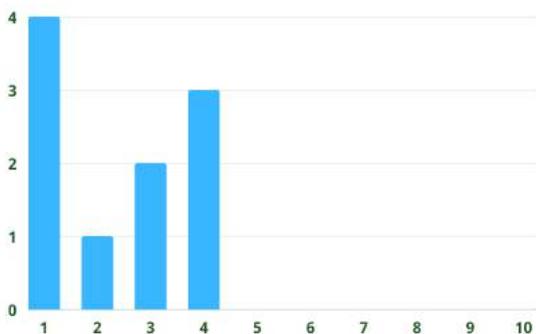


In your experience, these standards are useful for guiding ... [Volunteer Coordinator?]

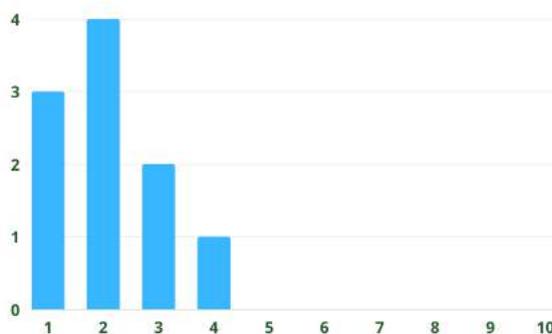


Talking about the promotion of existing standards, the sample ranked between 1 and 4 out of 10 (where 1 is considered the most important and 10 the least important) of all the topic related questions.

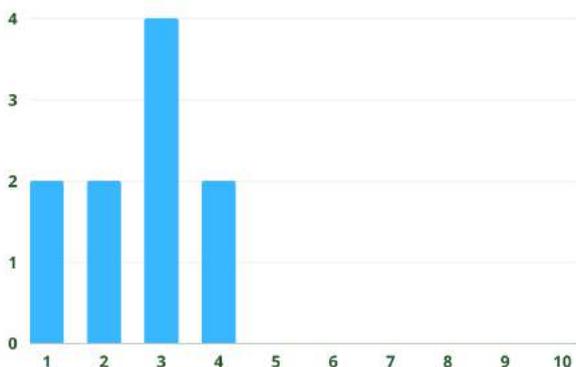
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [General knowledge of the main legal/political instruments and understanding of how they affect volunteering in prison]



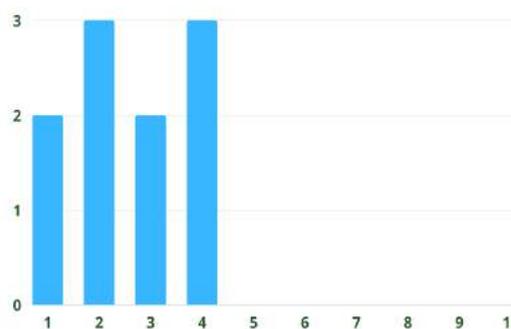
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Clear definitions of volunteering]



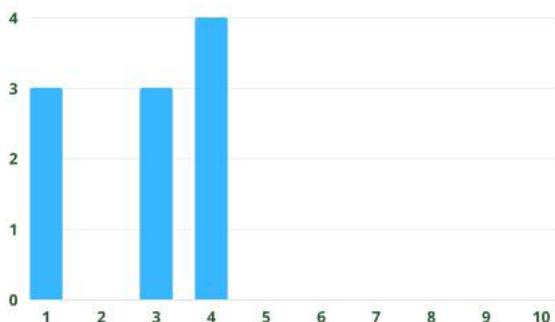
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Clear definitions of criminal justice]



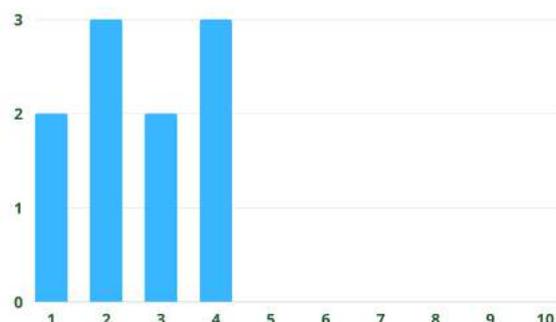
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Recall effective and recognized structures that support legislative instruments and policies]



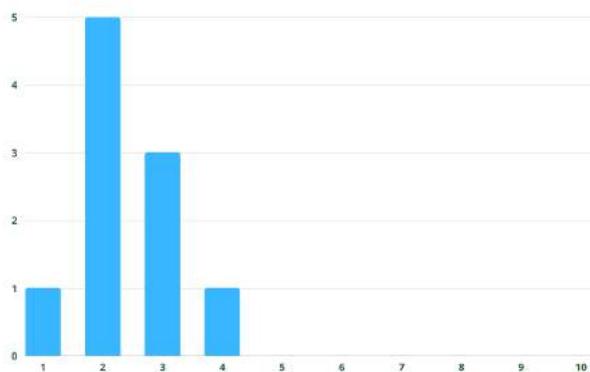
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Recall the effective and recognized instruments for the implementation of legislative instruments and policies]



Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Advocacy and awareness-raising of independent bodies taking action]



Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Help the project stay at the forefront and combine social trends with day-to-day implementation]



2. Standard No. 2

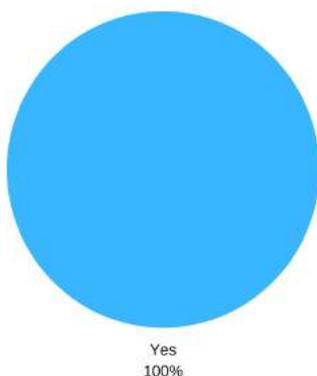
Support and promotion of volunteers in prison should be implemented in order to boost motivation and recognition of Volunteering in Prison

More harmony is demonstrated on some factors that are considered essential to allow the support and promotion of a collaborative relationship with volunteers: first of all, the assurance of offering various volunteering projects; then, the involvement of volunteers in different prison areas in order to ensure a positive and complete

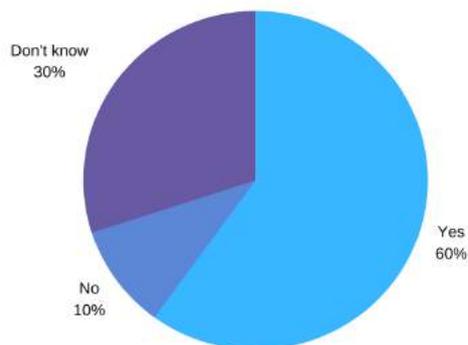
Annex III

volunteering experience and, last but not least, the collaboration between volunteering organisations and the prisons board.

Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Different levels of commitment, according to the availability of the volunteer person (e.g. short-term/ad hoc volunteering as well as long-term volunteering)]



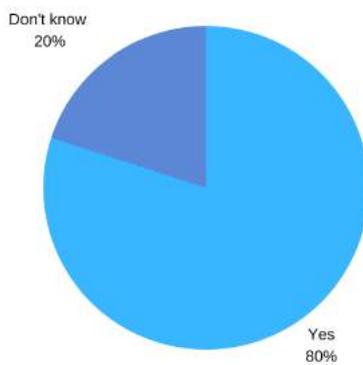
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Volunteers from different backgrounds and with different experiences, representing the diversity of people in prisons]



Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Involvement of volunteers in different prison areas (for example, volunteers committed to collaborating in areas such as health, art or education where the entities that provide the service - doctors, teachers, psychologists, etc. - work together to ensure a positive and complete volunteering experience)]

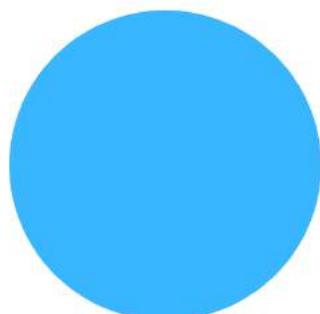


Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Live experience in the criminal justice system (e.g. volunteers who are currently inmates or former inmates now volunteering in prison)]



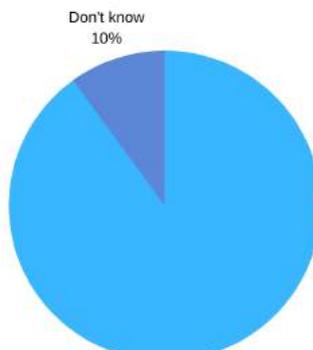
Annex III

Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Collaboration between Volunteering Organizations and the Directorate of Prisons/Justice (eg, organization of a monthly roundtable to address emerging rehabilitation and reintegration needs)]



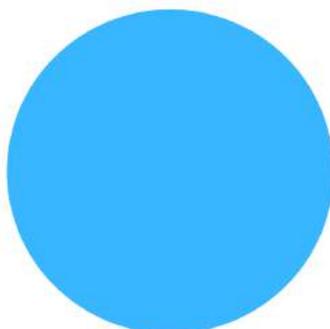
Yes
100%

Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Intersectoral learning and capacity building (e.g., do prison staff and volunteers attend joint training sessions?)]



Yes
90%

Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Collaboration between Volunteering Organizations and the Directorate of Prisons/Justice (eg, organization of a monthly roundtable to address emerging rehabilitation and reintegration needs)]



Yes
100%

At the same time, the adoption of the Volunteering Standards Guide might lead to the rise of different obstacles. Lack of time and professional knowledge as well as discrepancy between legal regulations and reality could be a barrier to an effective implementation of the standards. Another deterrent might be bureaucracy.

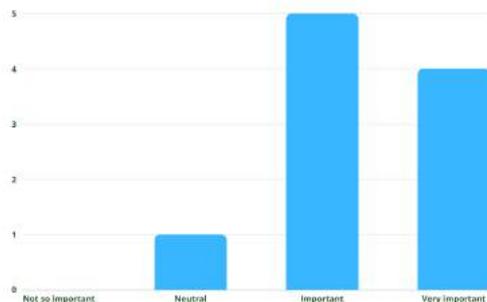
3. Standard No. 3

Recognition of the value of volunteer engagement that can improve the outcomes for both the volunteer and the beneficiaries

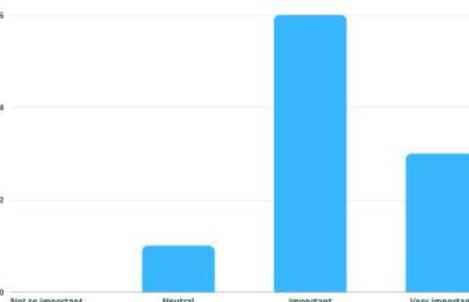
Annex III

The need for legislation and governance policies is recognised as essential in order to make a volunteering initiative beneficial both for volunteers and their beneficiaries. Moreover, the respondents demand for properly trained volunteers, safety measures for volunteers, volunteering activities taking into account beneficiaries' needs, and to provide a document stating mutual cooperation between volunteers and prison staff.

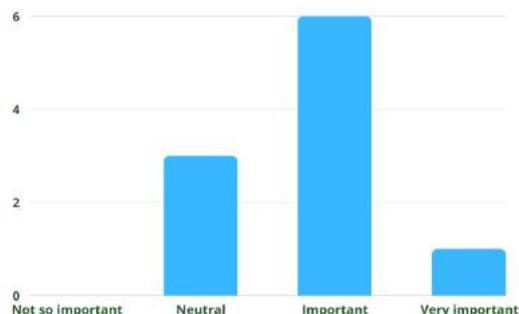
VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In the Prison, with the collaborators and the Director]



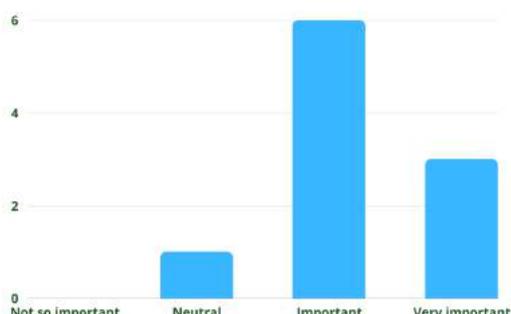
VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In communities]



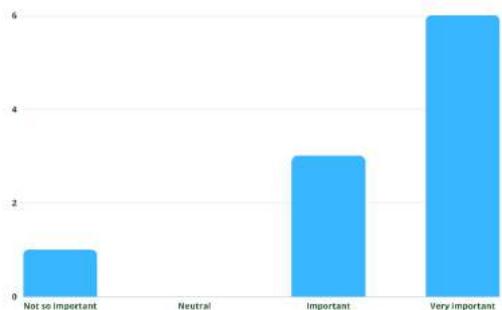
VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In the media and through social networks]



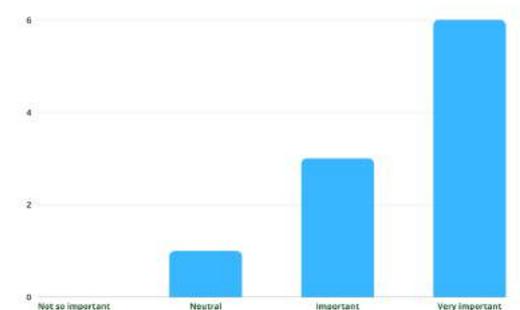
VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In legislation and policies that promote the involvement of civil society]



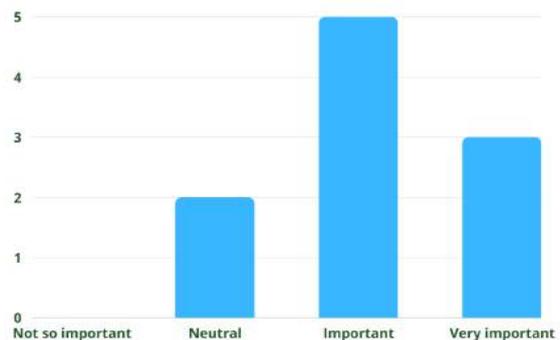
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Funding (e.g. prison or outside funds for project resources)]



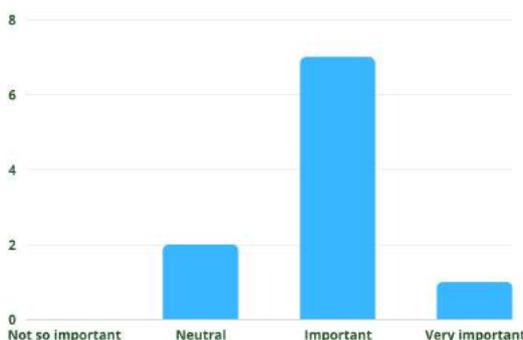
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Opportunities and wider support (eg greater access to national or European funding)]



Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Awareness of initiative at all levels within the Prison (e.g. a partnership agreement, or meetings with prison staff)]



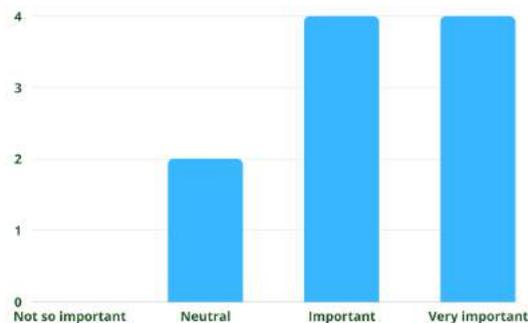
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Community perception (eg local events to inform about the prison initiative and recruit volunteers).]



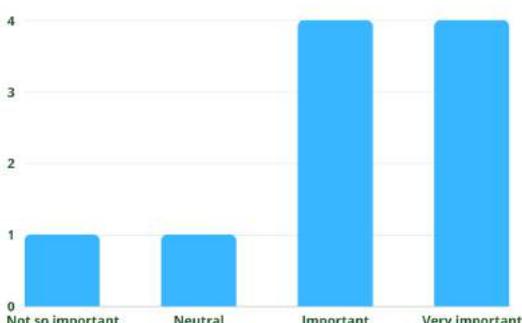
4. Standard No. 4

Motivating volunteers, by rewarding their engagement and feeding back on their work is vital to keeping valued volunteers on board

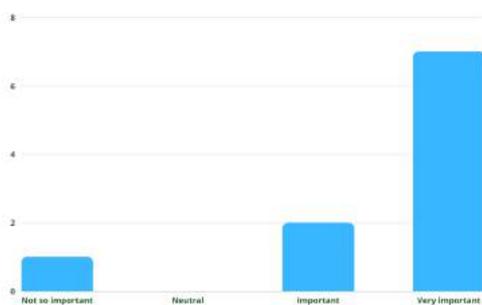
VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Reward and recognize people who volunteer (eg, celebrate achievements, organize a social event)]



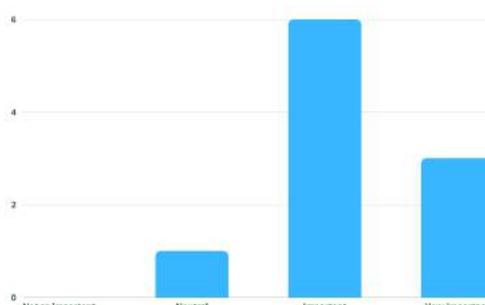
VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Give feedback (e.g. regular checks by both the coordinator and volunteers)]



VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Ensure that a feedback loop exists (e.g. ensure that suggestions for improvement)]

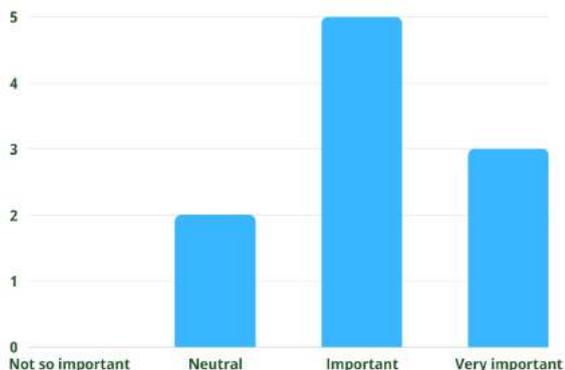


VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In legislation and policies that promote the involvement of civil society]

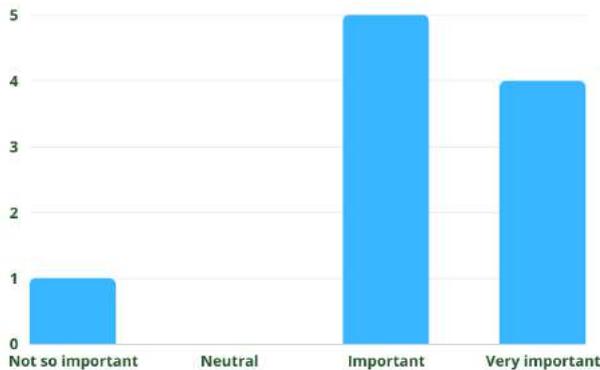


The Polish sample shows a similar attitude towards all the questions related to the topic of recognising the value of the volunteer with an exception: a small minority expresses a neutral opinion concerning the importance of media and social networks. For the others, it is significant to identify the volunteer's worth in communities, in prison and, in legislation and policies.

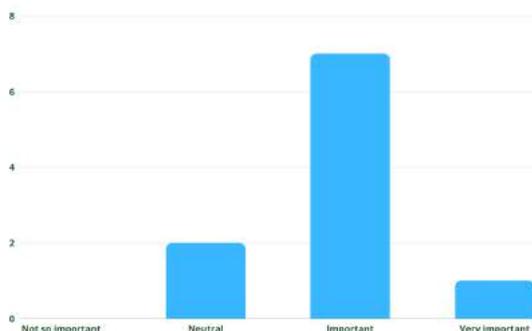
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Awareness of initiative at all levels within the Prison (e.g. a partnership agreement, or meetings with prison staff)]



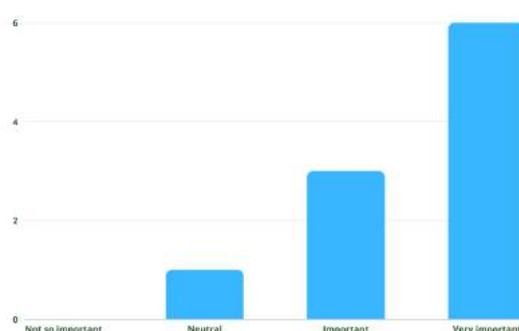
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Joint training and practical application (eg regular joint training of staff and volunteers)]



Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Community perception (eg local events to inform about the prison initiative and recruit volunteers).]



Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Legislation and governance instruments (eg laws and policies that ensure voluntary work)]

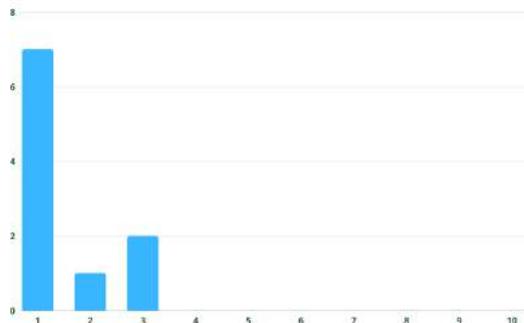


5. Standard No. 5

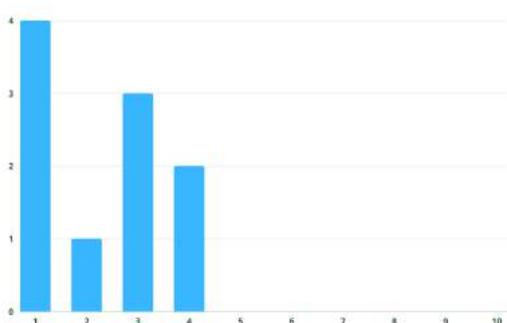
Mentoring volunteers - whether from staff or from peers - supports effective implementation of a volunteering initiative

According to the VolPris project partnership a mentoring program can reinforce the effective implementation of a volunteering initiative and according to the sample, a mentoring structure is crucial to have a final successful outcome.

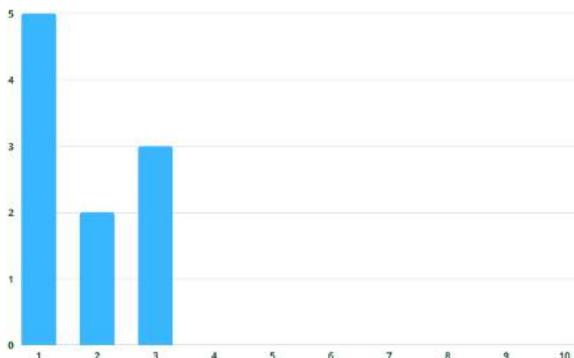
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [mentor support]



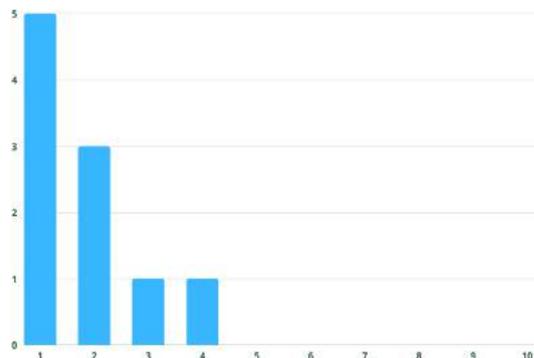
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Mentor acknowledgment]



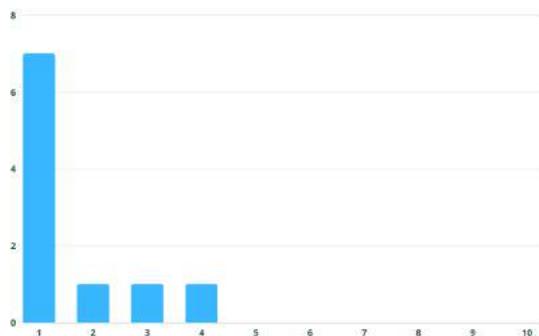
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Structured mentoring relationship]



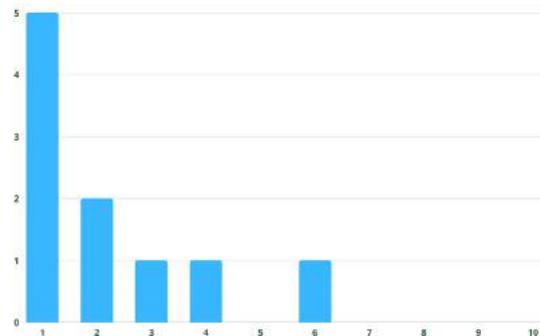
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Transparent mentoring process]



Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Mentor Competency]



Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Learning opportunities for mentor]



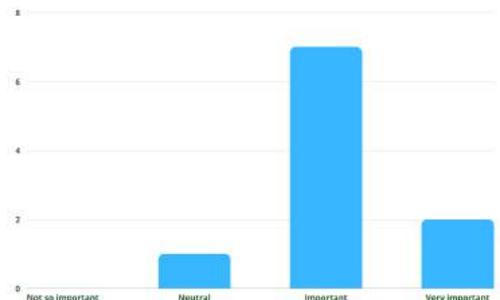
6. Standard No. 6 & 7

Support organisations are crucial in improving practice in terms of prison volunteer recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative

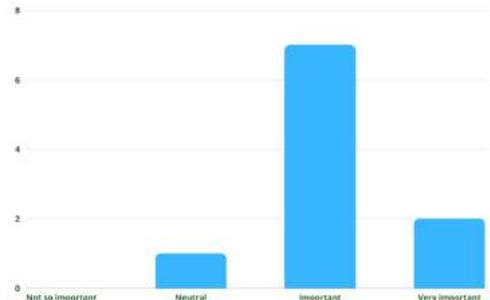
Support organisations should advocate for better volunteering policies and programmes for Volunteering in Prisons, on a local, national or European level

Regarding the role of the supporting organisation, the sample identifies it as the entity that should provide training days for volunteers and prison employees, and monitor the relationship between the actors involved ensuring tools. Concomitantly, the respondents demand the supporting organisation to carry out advocacy policies by mapping volunteering goals and promoting Volunteering in Prison.

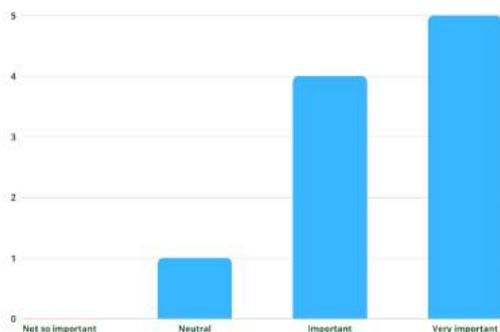
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Through financial support]



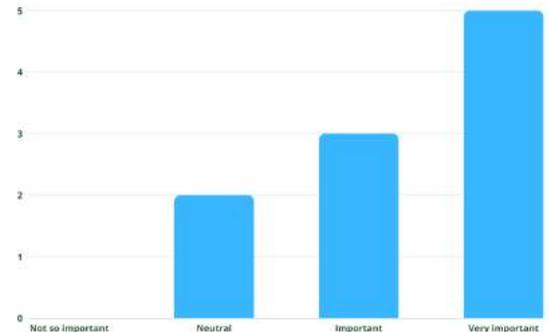
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Supporting in a non-financial way (e.g. recruitment notices of volunteers, organization of promotion and outreach days)]



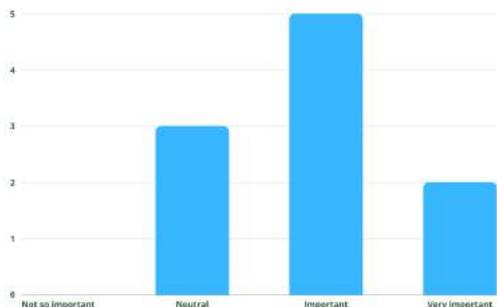
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Training opportunities (eg training days for volunteers and/or prison staff)]



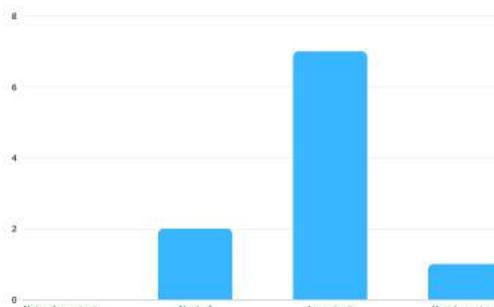
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Mapping the local support network (for example, facilitating the search and contact with other organizations that can help)]



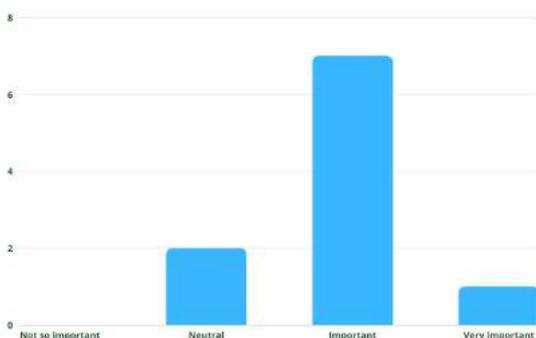
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Monitoring (e.g. providing instruments that ensure a transparent and high-quality approach by the organizations involved)]



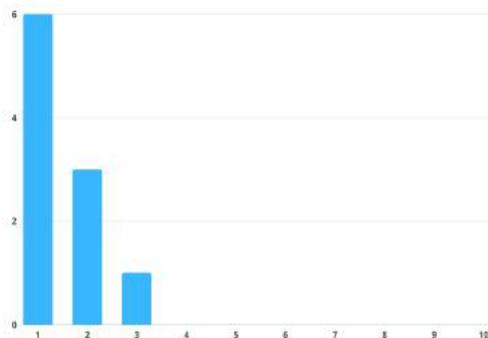
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Relationship Monitoring (for example, tools that ensure a harmonious and equitable relationship between the actors involved, where they feel represented and who can contribute)]



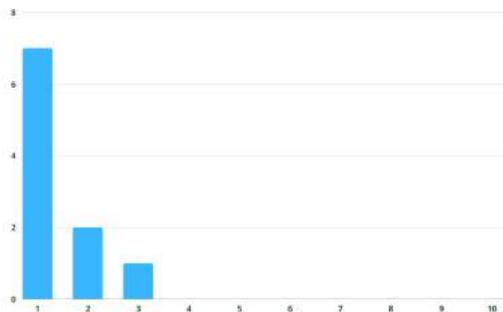
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Instruments and material resources (e.g. partnership agreement templates or assessment tools)]



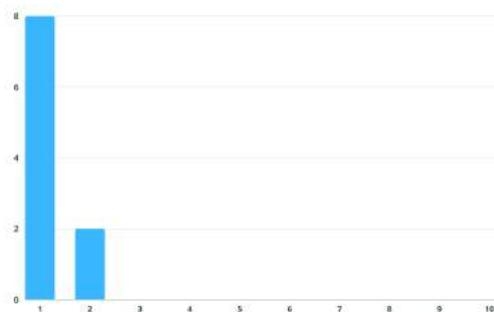
Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Get involved or create spaces that allow dialogue and communication about volunteering in a prison context]



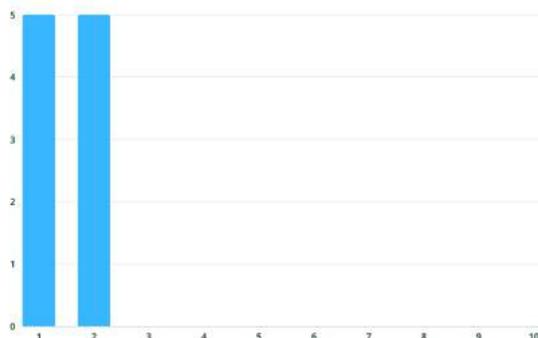
Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? ["Fight" for more support and recognition of volunteers in prison context]



Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Disclose information about how volunteering benefits volunteers and how it changes the lives of people serving prison sentences]



Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Mapping of change to see how volunteering achieves goals such as better rehabilitation and reintegration of prisoners]



7. Conclusions

Overall, reading the Polish survey, it appears that there is still a minority that doesn't consider the VOLPRIS standards and guidelines as useful for guiding the volunteer coordinator, the volunteer and the supporting organisation. Despite many different perspectives, the willingness to improve cooperation between the involved entities in the volunteering initiative is underlined by all the responding actors. Moreover, the need for adequate regulation and support, such as training opportunities for volunteers and penitentiary staff, is highly demanded by the respondents.

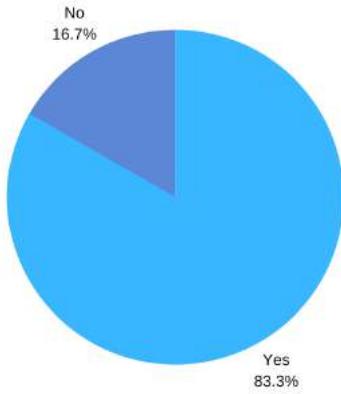
Volpris Survey - Responses from Portugal



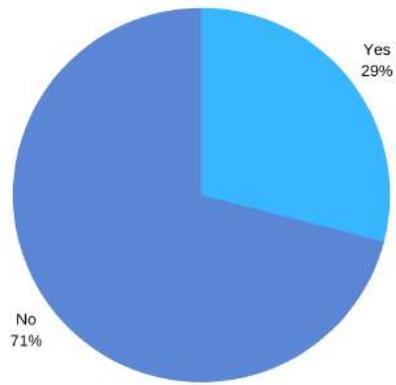
1. Respondents description

Regarding Portugal, the analysis is conducted on a sample of 31 persons of which the majority (25 persons) is working in a prison and approximately 1/3 is not an employee in a penitentiary; most of them have several years of workplace experience.

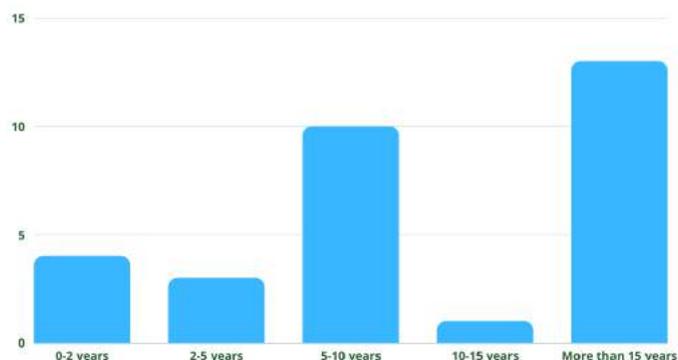
ABOUT YOU [Do you work in a prison]



Do you work in a Volunteering Organization?



How long have you been in your current role?



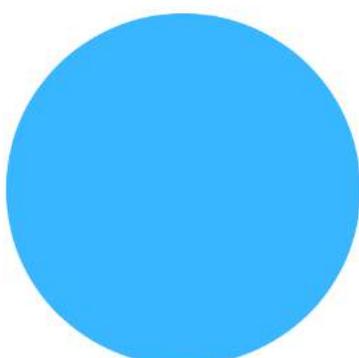
1. Standard No. 1

Awareness and basic level of knowledge in relation to the International, European & local criminal justice system & penitentiary system, and Volunteering standards through a Standard Guide to Volunteering should be guaranteed

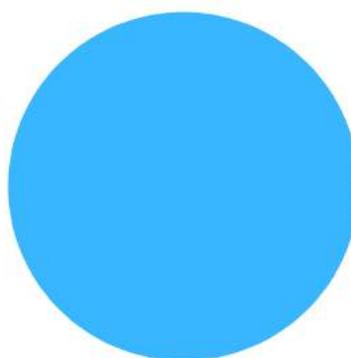
The survey shows similarities concerning the recognition of the VOLPRIS standards and guidelines as useful to guide the volunteer programme coordinator, the volunteer and the supporting organisation but it also highlights diverging opinions on various topics.

In your experience, these standards are useful to guide... [The Volunteer Program Manager?]

In your experience, these guidelines are useful to guide... [Volunteer]



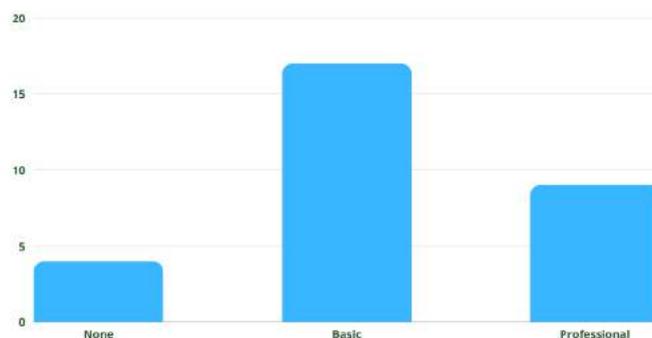
Yes
100%



Yes
100%

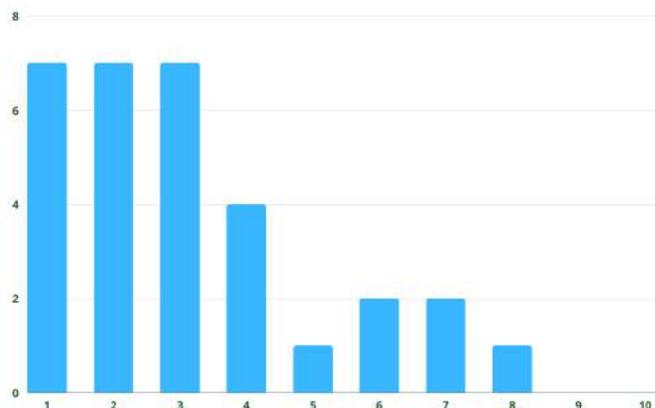
What is your level of knowledge/understanding of the International, European and Local Criminal Justice System and Volunteering Standards?

In your experience, these standards are useful to guide... [The organization that supports the Volunteer Manager and the Volunteers]



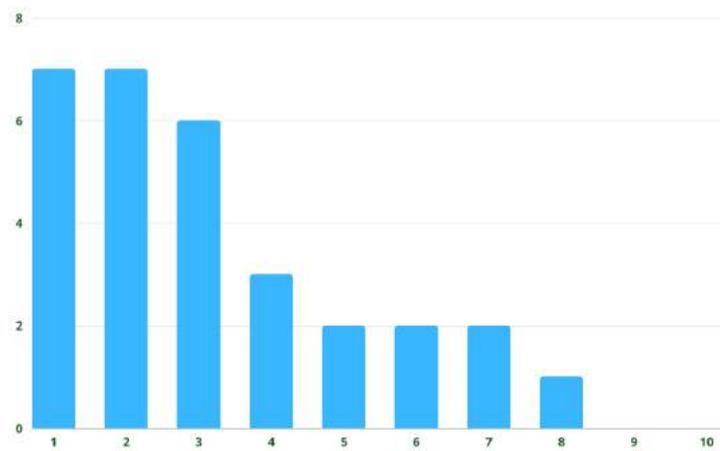
More heterogeneous are the outlooks regarding the relevance of effective and recognised structures that support legislative instruments and policies, 6 respondents don't consider this important and on a rank of 1 out of 10 (with 1 being the most important) they gave a mark between 5 and 8.

Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Recall effective and recognized structures that support legislative instruments and policies]



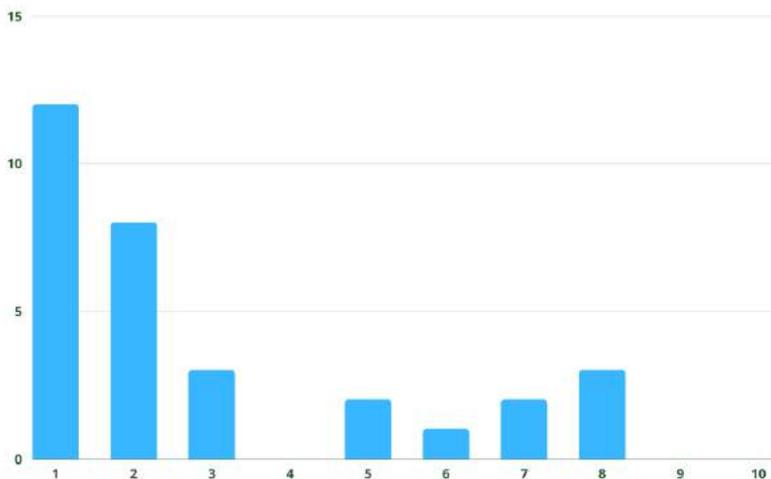
The sample also shows a similar attitude with regard to the implementation of legislative tools and policies through acknowledged instruments, 7 persons rated it as unimportant.

Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Recall the effective and recognized instruments for the implementation of legislative instruments and policies]



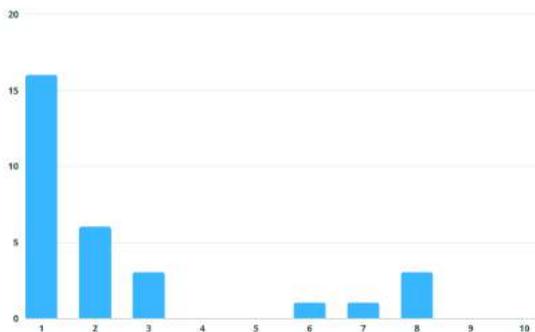
Taking into account the promotion of existing standards, the sample considers it important to possess a general knowledge of the main legal/political instruments and understanding of how these affect Volunteering in Prison.

Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [General knowledge of the main legal/political instruments and understanding of how they affect volunteering in prison]

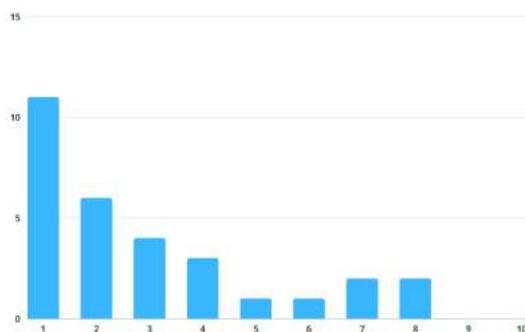


Thus, it is fundamental to have clear in mind the definitions of volunteering as well as of criminal justice.

Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Clear definitions of volunteering]



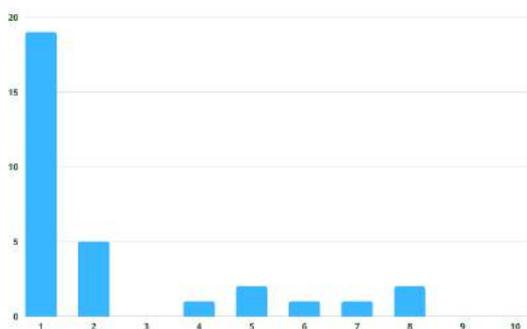
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Clear definitions of criminal justice]



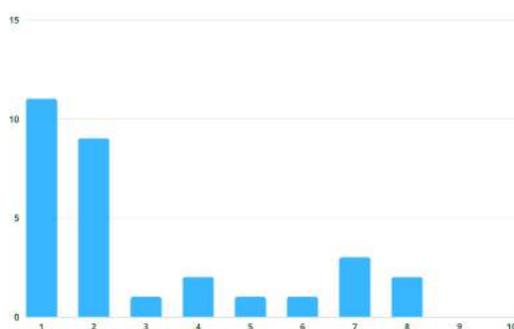
Nevertheless, there are several concerns regarding the implementation of volunteering projects relying on the Volunteering Standard Guide. Different interpretations of the Guide might occur and consequently, discrepancies in the outputs could interfere with a successful functioning of the volunteering activities. Lastly, every prison is organised differently, so it is necessary to understand whether the Volunteering Standard Guide may respond to the manifoldness of existing programs in prison contexts.

The demand for collaboration between the involved entities is underlined, for example through a monthly roundtable discussion to address emerging rehabilitation and reintegration needs.

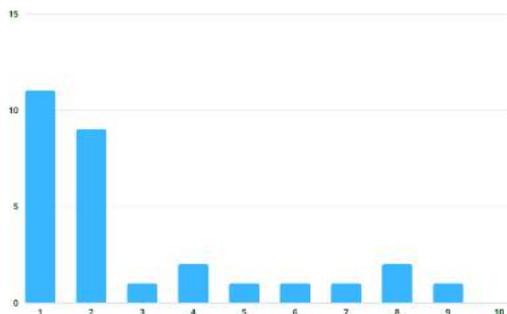
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Collaboration between the entities involved]



Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Advocacy and awareness-raising of independent bodies taking action]



Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Help the project stay at the forefront and combine social trends with day-to-day implementation]

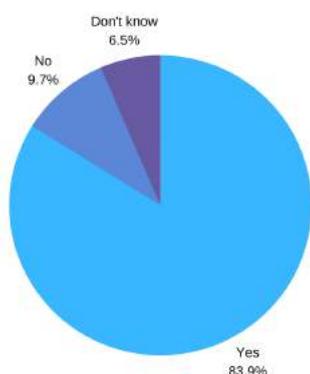


2. Standard No. 2

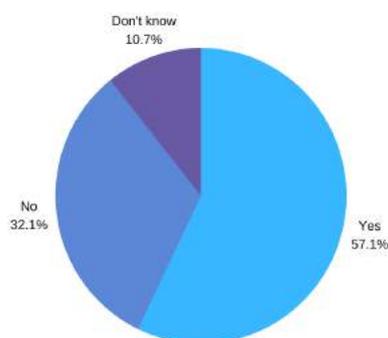
Support and promotion of volunteers in prison should be implemented in order to boost motivation and recognition of Volunteering in Prison

In order to make a volunteering initiative beneficial it is called for spreading awareness at all levels within the prison; fundamental would be a partnership agreement or meetings with the prison staff. Moreover, the sample recognises the importance of a joint training for the volunteers and the staff, and at the same time, it demands the implementation of laws and policies that ensure voluntary work in prison.

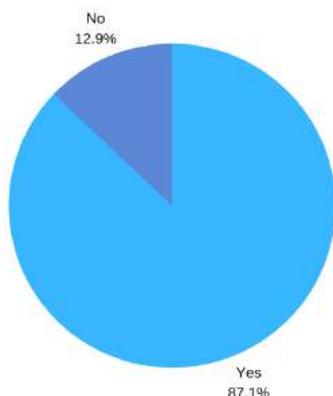
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Different levels of commitment, according to the availability of the volunteer person (e.g. short-term/ad hoc volunteering as well as long-term volunteering)]



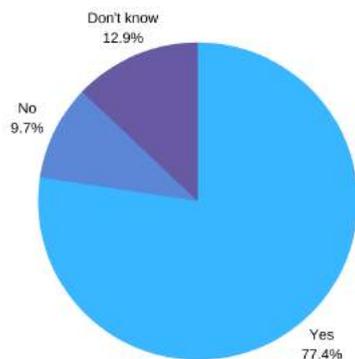
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Live experience in the criminal justice system (e.g. volunteers who are currently inmates or former inmates now volunteering in prison)]



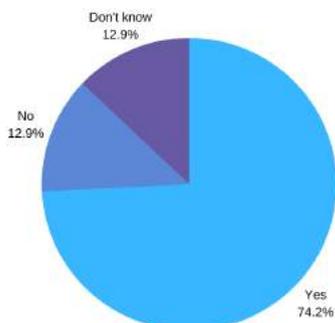
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Volunteers from different backgrounds and with different experiences, representing the diversity of people in prisons]



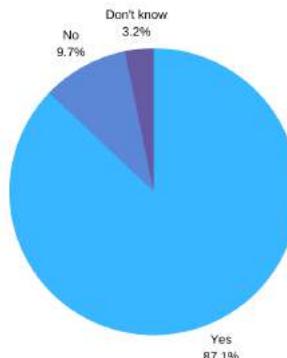
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Involvement of volunteers in different prison areas (for example, volunteers committed to collaborating in areas such as health, art or education where the entities that provide the service - doctors, teachers, psychologists, etc. - work together to ensure a positive and complete volunteering experience)]



Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Intersectoral learning and capacity building (e.g., do prison staff and volunteers attend joint training sessions?)]



Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Collaboration between Volunteering Organizations and the Directorate of Prisons/Justice (eg, organization of a monthly roundtable to address emerging rehabilitation and reintegration needs)]



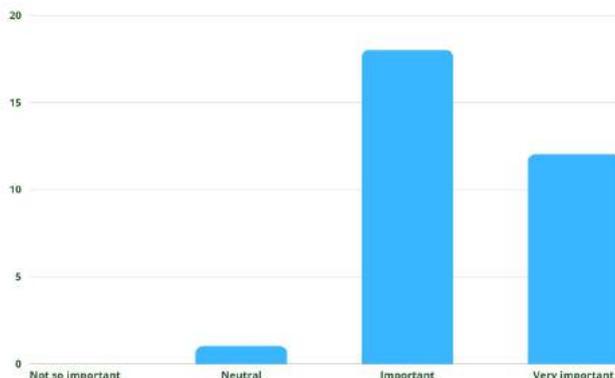
3. Standard No. 3 & 4

Recognition of the value of volunteer engagement that can improve the outcomes for both the volunteer and the beneficiaries

Motivating volunteers, by rewarding their engagement and feeding back on their work is vital to keeping valued volunteers on board

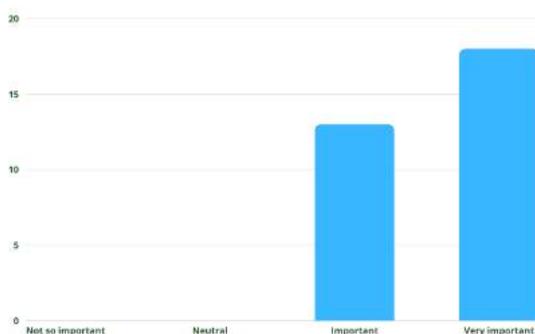
The respondents point out how feedback and regular checks by both the coordinator and volunteers are vital for the improvement of volunteering in the prison context.

Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Joint training and practical application (eg regular joint training of staff and volunteers)]

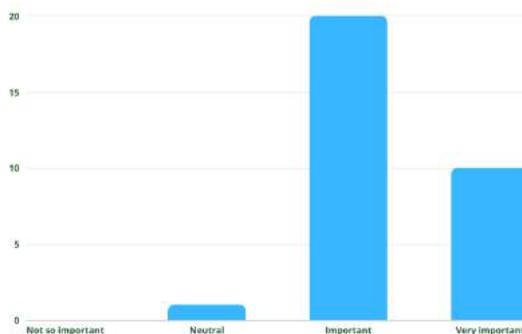


Furthermore, the survey shows that an ethical code for volunteers as well as the introduction of insurance are considered essential factors in a Volunteering Programme.

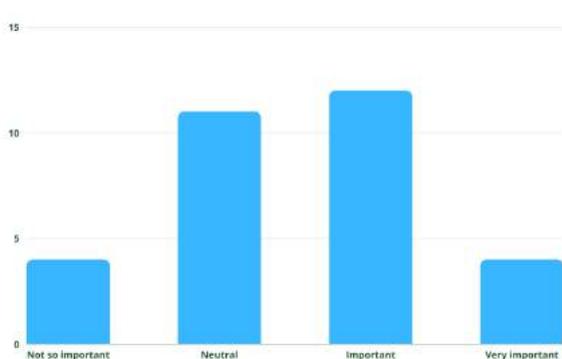
VOLPRIS has evidence that recognizing the value of a volunteer’s involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In the Prison, with the collaborators and the Director]



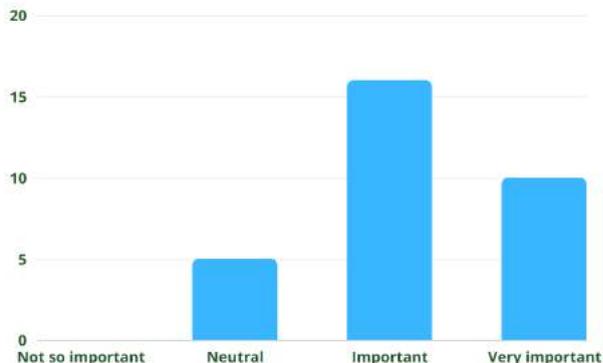
VOLPRIS has evidence that recognizing the value of a volunteer’s involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In communities]



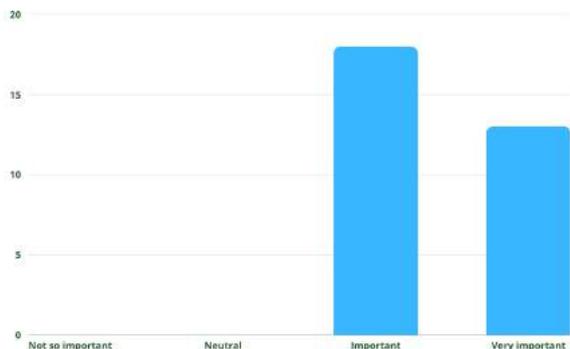
VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In the media and through social networks]



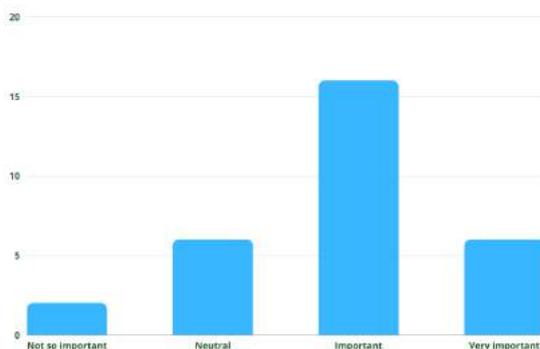
VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In legislation and policies that promote the involvement of civil society]



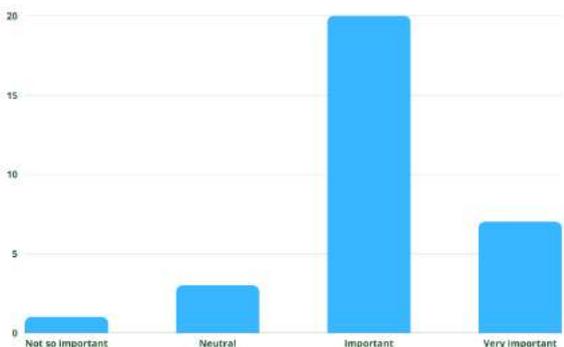
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Awareness of initiative at all levels within the Prison (e.g. a partnership agreement, or meetings with prison staff)]



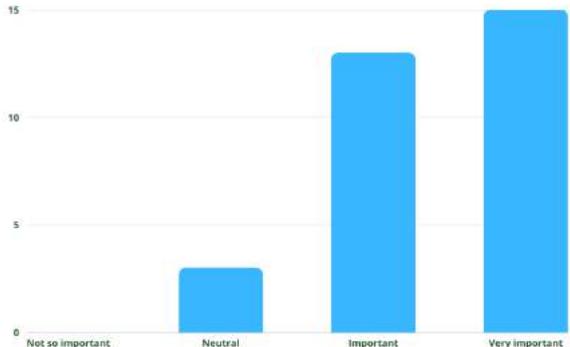
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Community perception (eg local events to inform about the prison initiative and recruit volunteers).]



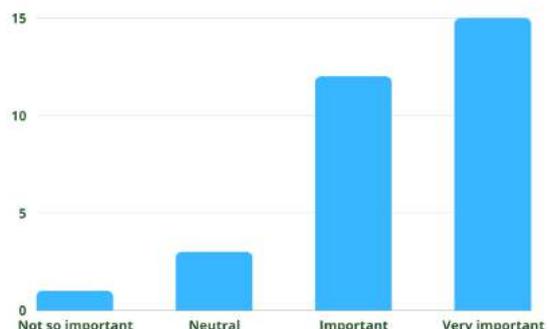
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Legislation and governance instruments (eg laws and policies that ensure voluntary work)]



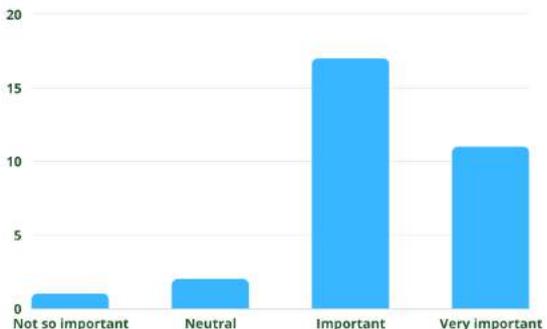
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Funding (e.g. prison or outside funds for project resources)]



Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Opportunities and wider support (eg greater access to national or European funding)]

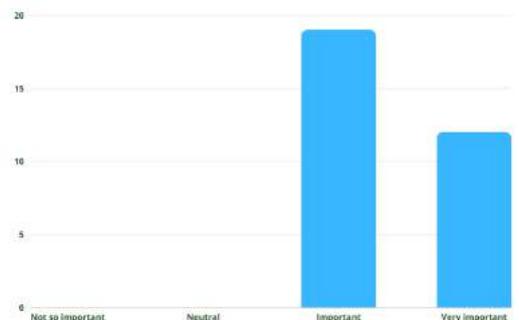
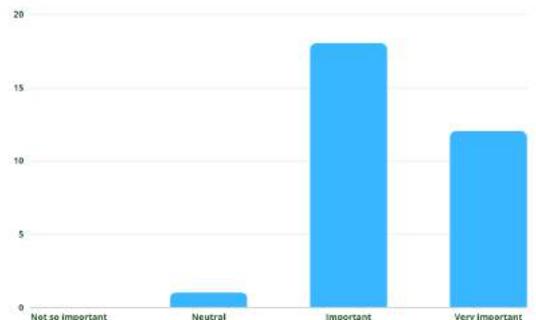


VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Reward and recognize people who volunteer (eg, celebrate achievements, organize a social event)]



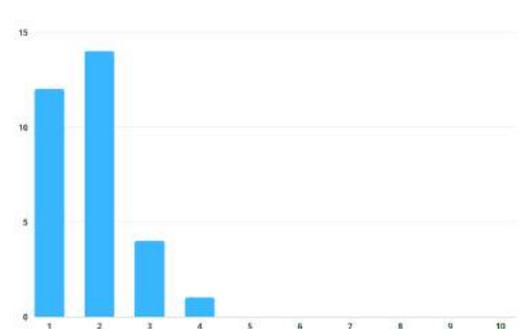
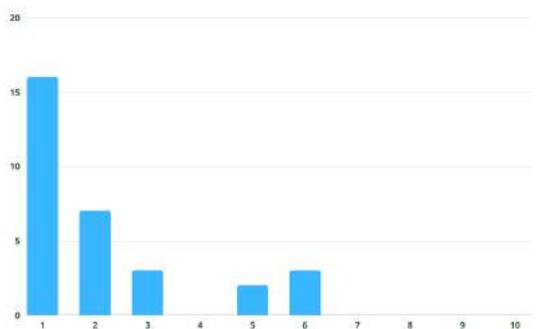
VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Give feedback (e.g. regular checks by both the coordinator and volunteers)]

VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Ensure that a feedback loop exists (e.g. ensure that suggestions for improvement)]



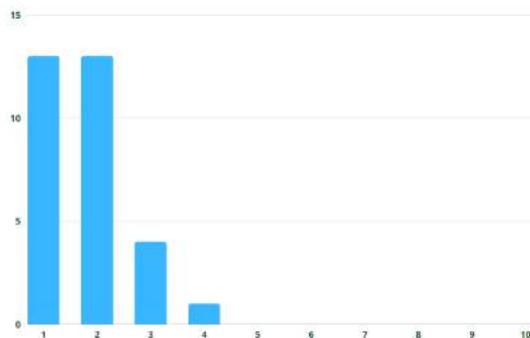
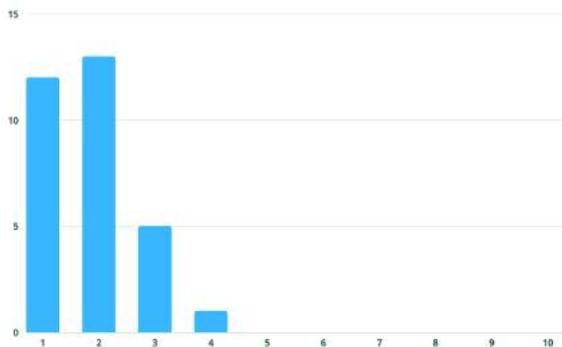
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Transparent mentoring process]

Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Get involved or create spaces that allow dialogue and communication about volunteering in a prison context]

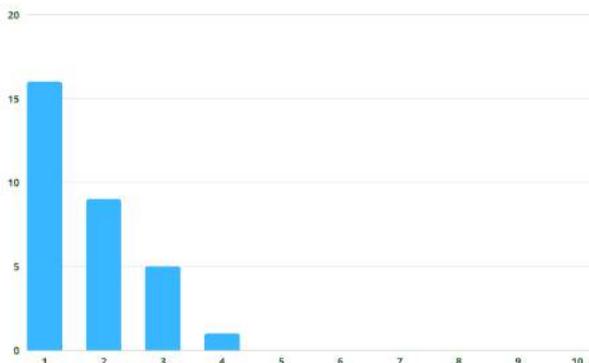


Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [“Fight” for more support and recognition of volunteers in prison context]

Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Disclose information about how volunteering benefits volunteers and how it changes the lives of people serving prison sentences]



Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Mapping of change to see how volunteering achieves goals such as better rehabilitation and reintegration of prisoners.]



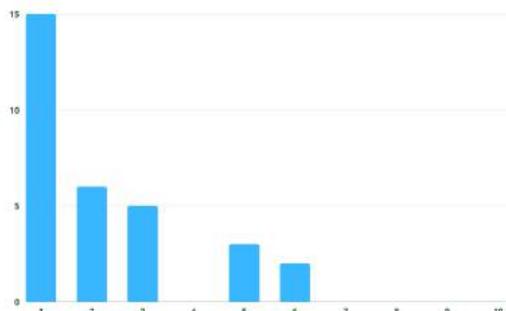
4. Standard No. 5

Mentoring volunteers - whether from staff or from peers - supports effective implementation of a volunteering initiative

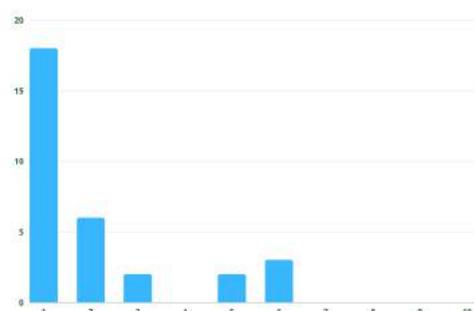
Professionals involved in the VOLPRIS project repeatedly state that assigning a mentor to a volunteer person, whether an employee of the beneficiary organisation or a peer (e.g. another volunteer), reinforces the effective

implementation of a volunteering initiative. Concerning their experience, the respondents consider the mentor acknowledgement and competency crucial.

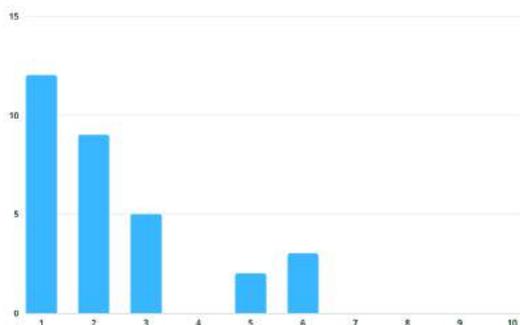
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Mentor acknowledgment]



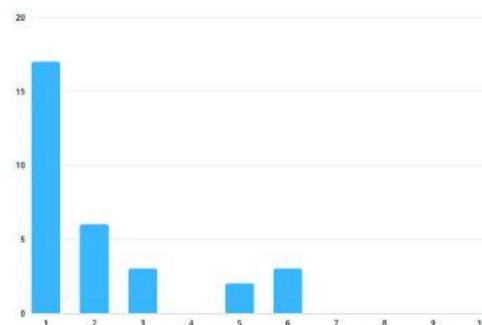
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Mentor Competency]



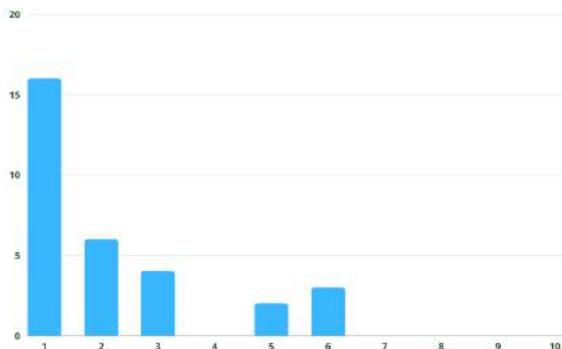
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Structured mentoring relationship]



Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [mentor support]



Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Learning opportunities for mentor]



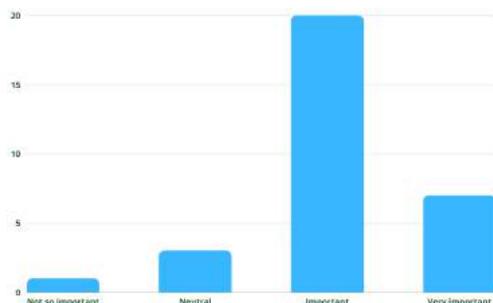
5. Standard No. 6 & 7

Support organisations are crucial in improving practice in terms of prison volunteer recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative

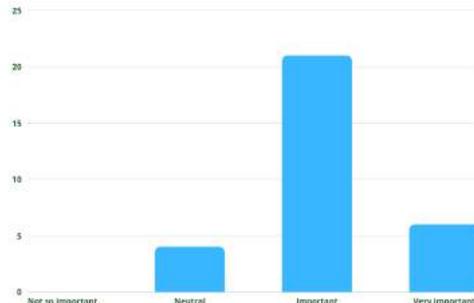
Support organisations should advocate for better volunteering policies and programmes for Volunteering in Prisons, on a local, national or European level

Regarding the supporting organisation, it often advocates for better volunteering policies and programmes in prisons on a local, national or European level. According to the sample, the best way to carry out advocacy in this field is to disclose information on the impact of Volunteering in Prison both for the volunteers and for the inmates. Moreover, the supporting organisation should sensitise the prison staff to be open to volunteering activities sharing examples of good practices and experiences with positive outcomes.

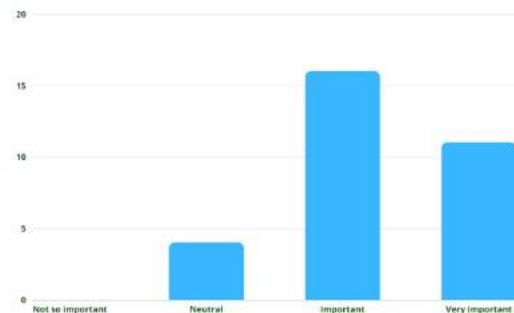
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Through financial support]



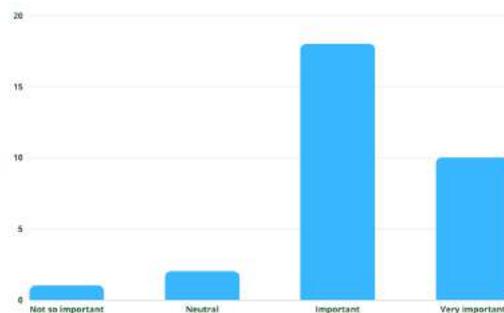
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Supporting in a non-financial way (e.g. recruitment notices of volunteers, organization of promotion and outreach days)]



Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Training opportunities (eg training days for volunteers and/or prison staff)]

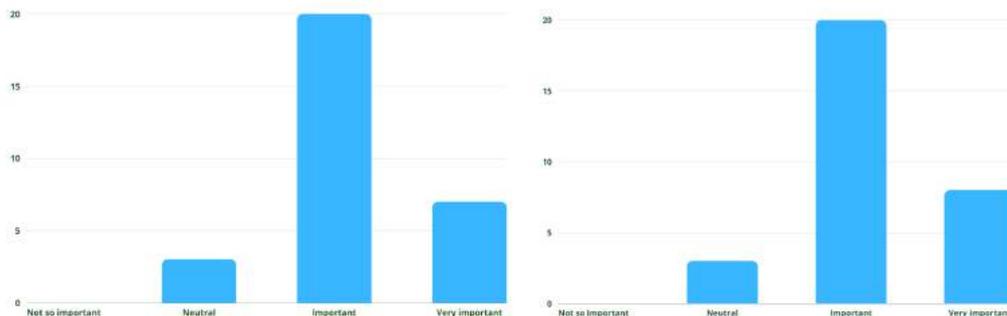


Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Mapping the local support network (for example, facilitating the search and contact with other organizations that can help)]

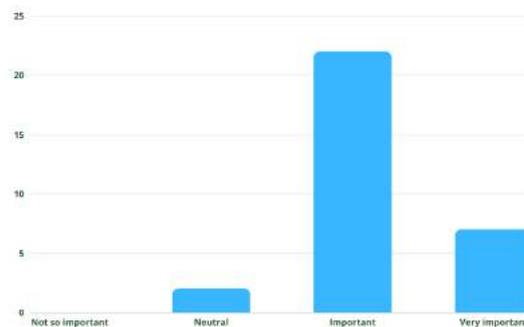


Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Monitoring (e.g. providing instruments that ensure a transparent and high-quality approach by the organizations involved)]

Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Relationship Monitoring (for example, tools that ensure a harmonious and equitable relationship between the actors involved, where they feel represented and who can contribute)]



Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Instruments and material resources (e.g. partnership agreement templates or assessment tools)]



6. Conclusions

To sum up, the Portuguese sample has a great experience in working in prison and it is receptive to the numerous difficulties that might derive from the implementation of a volunteering project in prison. Various factors play a role in this context: fundings, legal and political instruments, collaboration between the involved entities, different levels of volunteering commitment, training opportunities for volunteers and mentor support. On the other hand, it is noticeable that all the respondents, according to their experience, consider VOLPRIS standards and guidelines helpful to manage Volunteering in Prison and, in order to improve volunteering activities, they call for feedback, careful assessment of the project impact and sharing good practices.

Volpris Survey - Responses from Romania



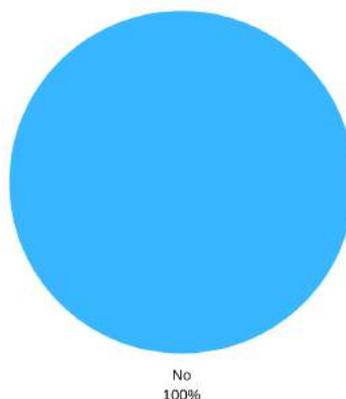
1. Respondents description

The sample of respondents in Romania is composed of 13 individuals, all of them working in a penitentiary and of which 2 have experience in volunteering, in prison or in other contexts.

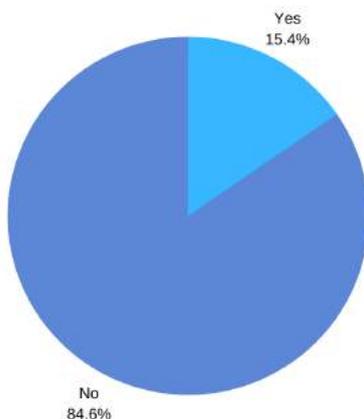
ABOUT YOU [Do you work in a prison]



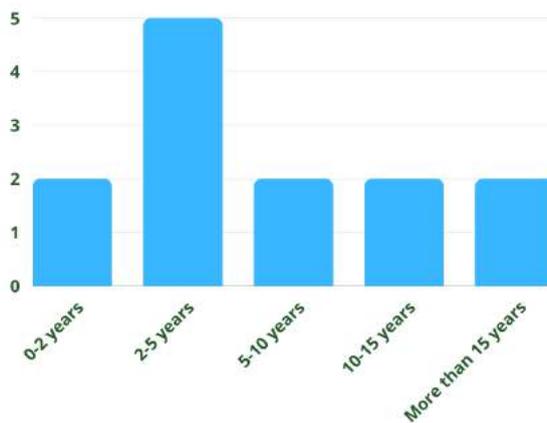
ABOUT YOU [Do you work in a voluntary sector organization?]



ABOUT YOU [You are a volunteer (in prisons or elsewhere)]



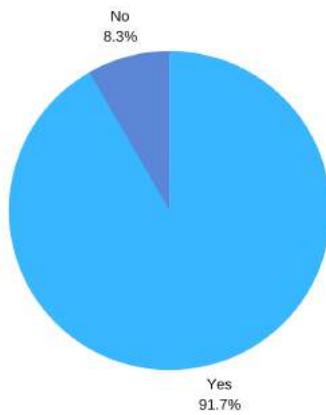
How long have you been in your current role?



1. Standard No. 1

Awareness and basic level of knowledge in relation to the International, European & local criminal justice system & penitentiary system, and Volunteering standards through a Standard Guide to Volunteering should be guaranteed

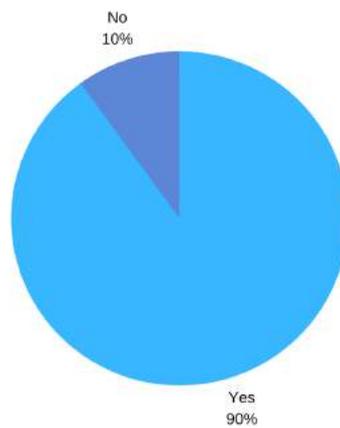
In your experience, these standards are useful for guiding ... [Volunteer Coordinator?]



In your experience, these guidelines are useful to guide... [Volunteer]

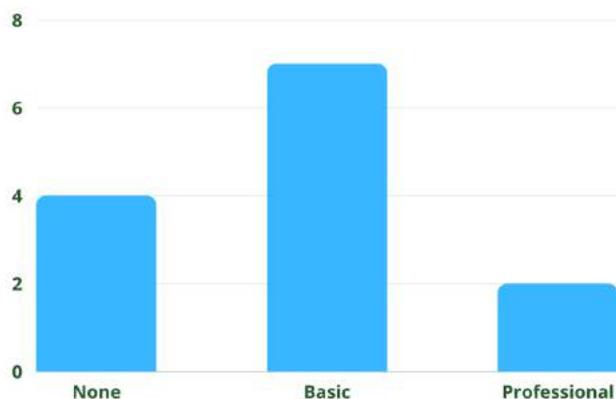


In your experience, these standards are useful to guide... [The organization that supports the Volunteer Manager and the Volunteers]



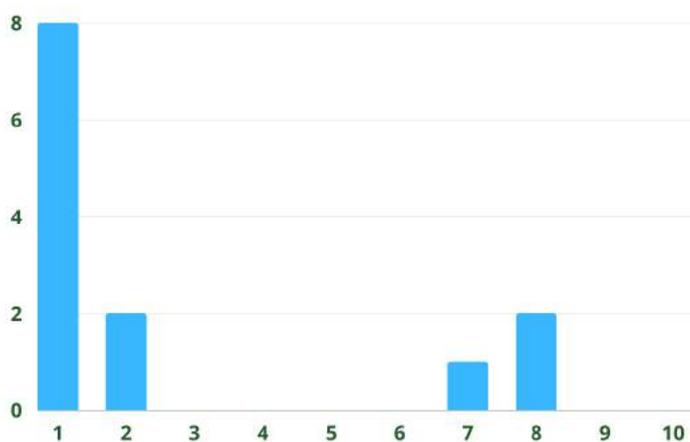
The survey results show that most of them have a basic awareness and knowledge of the International, European and Local Criminal Justice System and of Volunteering Standards.

What is your level of knowledge/understanding of the International, European and Local Criminal Justice System and Volunteering Standards?



Regarding the promotion of existing standards, the sample has shown similar attitudes. It appears it is considered fundamental to have an understanding of the main political and legal instruments and awareness of how they affect Volunteering in Prison.

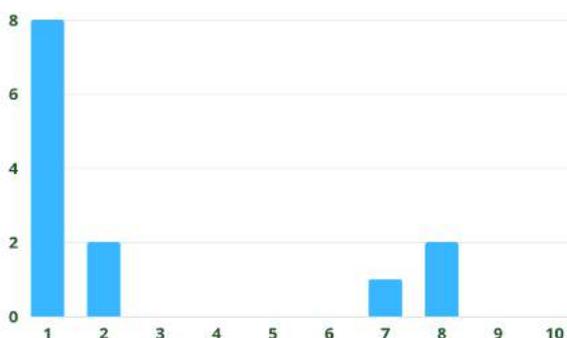
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [General knowledge of the main legal/political instruments and understanding of how they affect volunteering in prison]



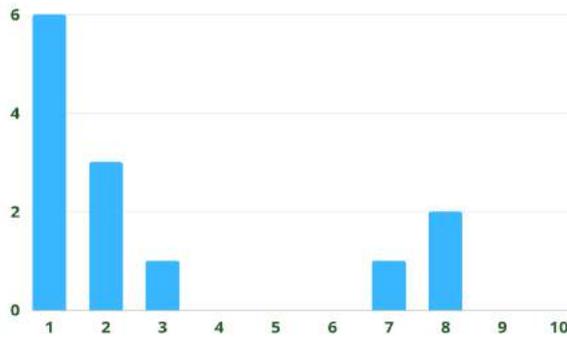
Annex III

Collaboration between involved entities to carry out Volunteering in Prison as well as having clearly in mind the meanings of volunteering and of criminal justice are underlined as crucial.

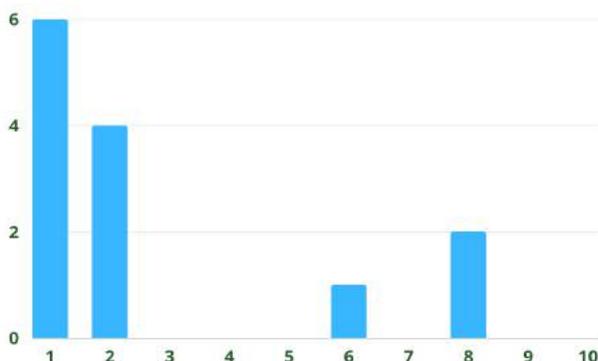
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Collaboration between the entities involved]



Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Clear definitions of volunteering]



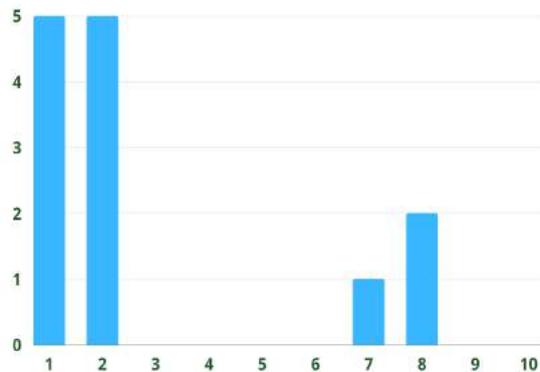
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Clear definitions of criminal justice]



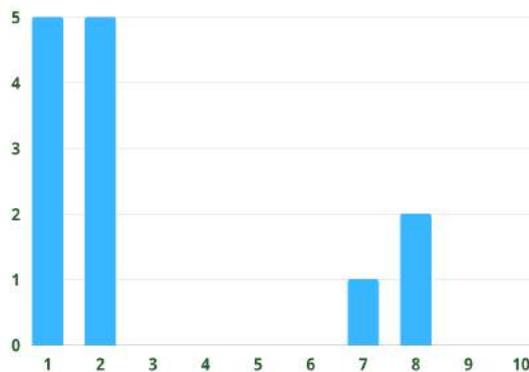
On the other hand, the sample identifies some concerns referring to the application of the Volunteering Standard Guide in the prison context. A first difficulty may arise from the process of recruiting volunteers or, for example, from the lack of volunteers. Secondly, the compliance with the provisions of the Guide might be demanding to apply it in different penitentiaries. Last but not least, it may be complex to synchronise volunteering activities with staff work.

Annex III

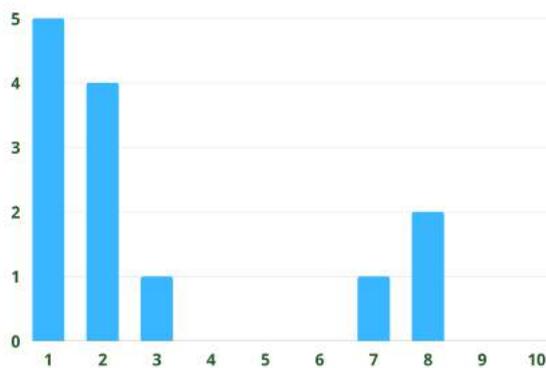
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Recall effective and recognized structures that support legislative instruments and policies]



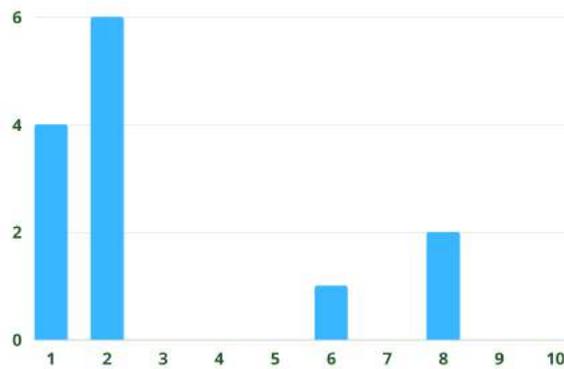
Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Recall the effective and recognized instruments for the implementation of legislative instruments and policies]



Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Advocacy and awareness-raising of independent bodies taking action]



Please rank what you consider to be most important in promoting existing standards, with 1 being the most important. [Help the project stay at the forefront and combine social trends with day-to-day implementation]



2. Standard No. 2

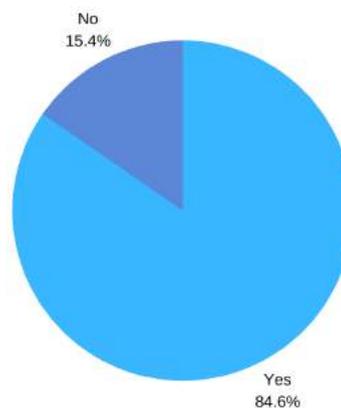
Support and promotion of volunteers in prison should be implemented in order to boost motivation and recognition of Volunteering in Prison

Questions concerning the essential factors that enable supporting and promoting the volunteers in prison show a relevant agreement among the respondents. It is considered important to offer to volunteers different levels of involvement, through variegated Volunteering Programmes and it is reckoned as a plus if volunteers have a previous experience in the criminal justice system.

Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Different levels of commitment, according to the availability of the volunteer person (e.g. short-term/ad hoc volunteering as well as long-term volunteering)]



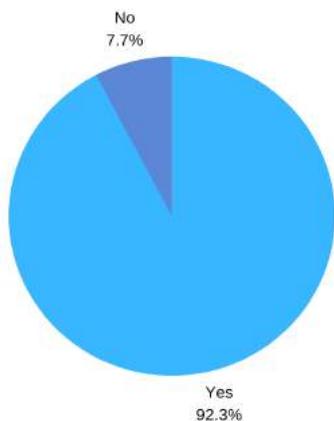
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Live experience in the criminal justice system (e.g. volunteers who are currently inmates or former inmates now volunteering in prison)]



Moreover, collaboration between voluntary sector organisations and prison authorities is important to have feedback and also, to improve volunteering activities. Additionally, another main element to support volunteers is to inform them regarding the specificity of the prison population and to let them understand the limits of confidentiality with inmates.

In order to guarantee benefits to an initiative that involves volunteers and their beneficiaries, it is considered fundamental to have access to more funding opportunities.

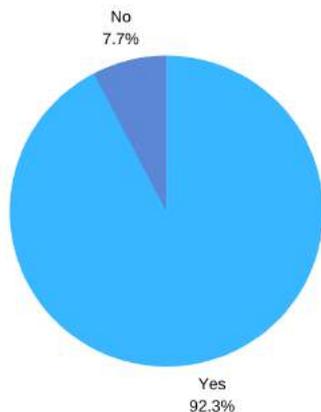
Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Volunteers from different backgrounds and with different experiences, representing the diversity of people in prisons]



Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Volunteers from different backgrounds and with different experiences, representing the diversity of people in prisons]



Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Intersectoral learning and capacity building (e.g., do prison staff and volunteers attend joint training sessions?)]



Talking about your experience, what legal and/or practical relationships, or other factors, do you consider essential to allow you to support and promote collaboration with volunteers in prison? [Collaboration between Volunteering Organizations and the Directorate of Prisons/Justice (e.g., organization of a monthly roundtable to address emerging rehabilitation and reintegration needs)]

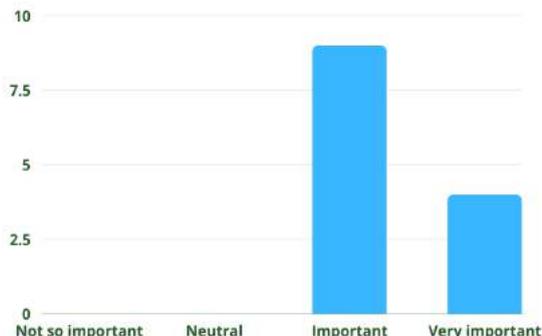


3. Standard No. 3

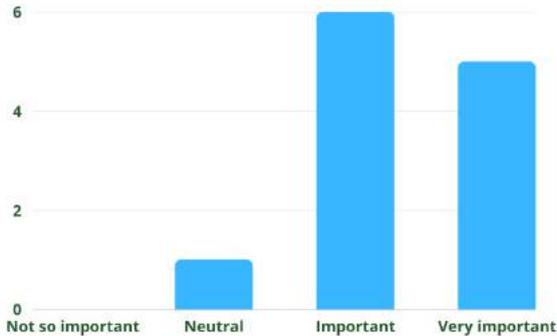
Recognition of the value of volunteer engagement that can improve the outcomes for both the volunteer and the beneficiaries

According to the sample, it is important to recognise the value of the volunteer in activities done in prison, in the relationship established with the prison staff and the director.

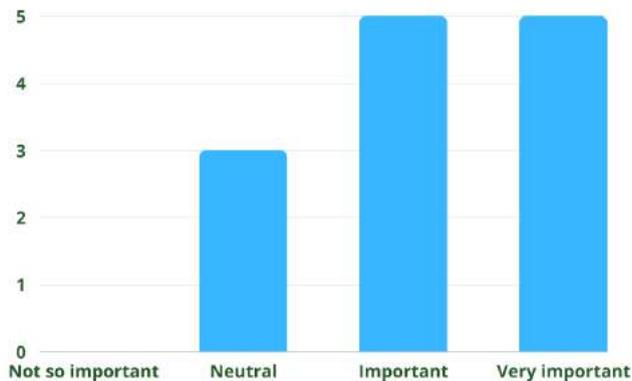
VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In the Prison, with the collaborators and the Director]



VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In communities]



VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In the media and through social networks]

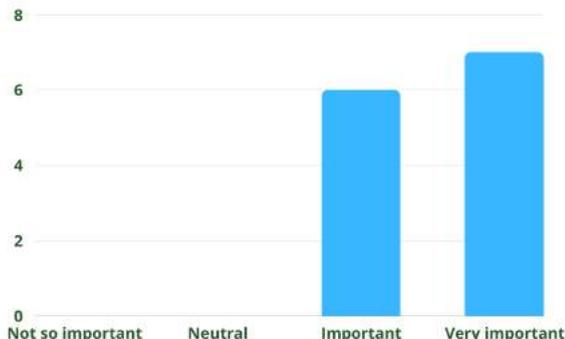
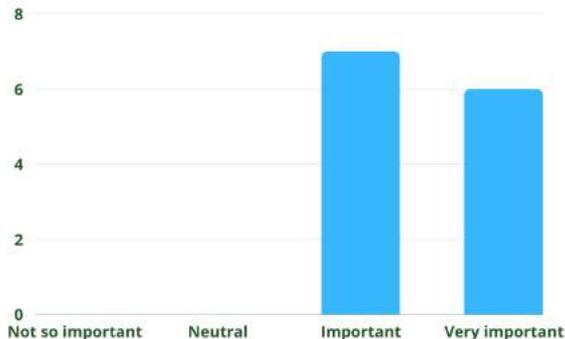


Moreover, it also highlights that through legislation and policies promoting the involvement of civil society in Volunteering in Prison, it is possible to underline the worth of volunteers.

Annex III

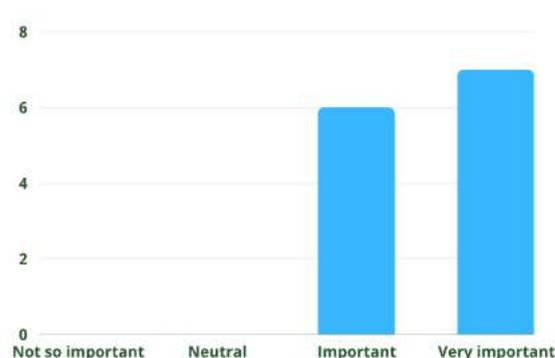
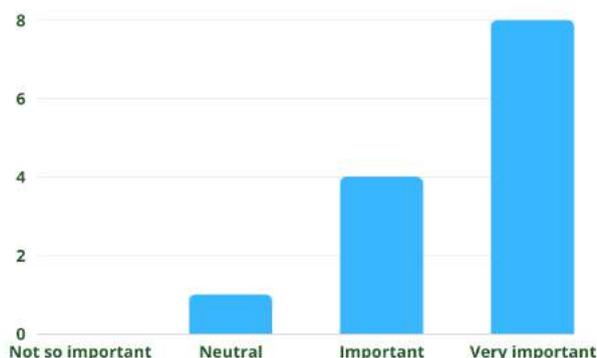
VOLPRIS has evidence that recognizing the value of a volunteer's involvement improves outcomes for both the person and beneficiaries. Where do you think recognizing the value of the volunteer person is important? [In legislation and policies that promote the involvement of civil society]

Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Awareness of initiative at all levels within the Prison (e.g. a partnership agreement, or meetings with prison staff)]



Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Community perception (eg local events to inform about the prison initiative and recruit volunteers).]

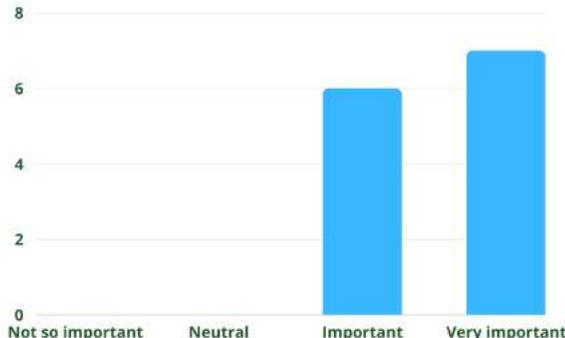
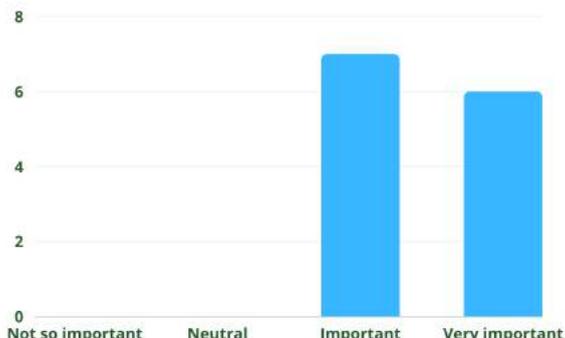
Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Joint training and practical application (eg regular joint training of staff and volunteers)]



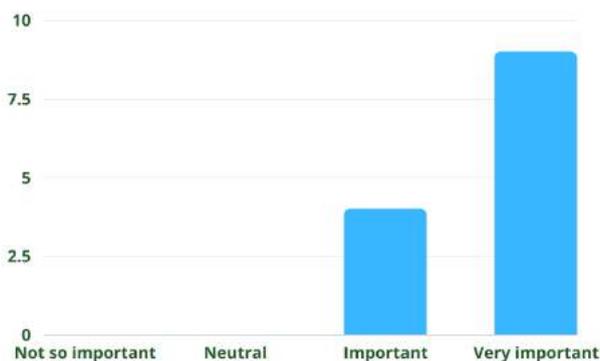
Annex III

Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Legislation and governance instruments (eg laws and policies that ensure voluntary work)]

Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Funding (e.g. prison or outside funds for project resources)]



Continuing with the recognition of volunteers, what do you consider necessary to put into practice, both for volunteers and for their beneficiaries, in order to make a volunteering initiative beneficial? [Opportunities and wider support (eg greater access to national or European funding)]



4. Standard No. 4

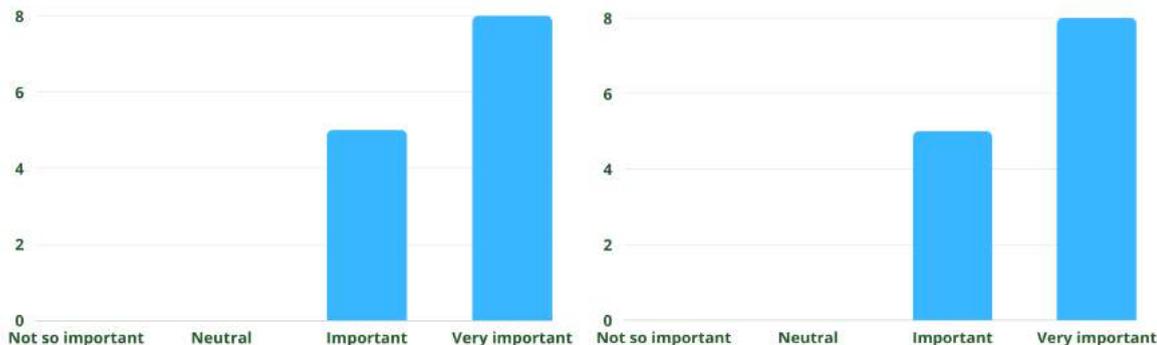
Motivating volunteers, by rewarding their engagement and feeding back on their work is vital to keeping valued volunteers on board

In order to keep valued volunteers on board, the sample perceives as key factors: rewarding volunteers, when a specific goal is achieved, through social events, and giving importance to feedback.

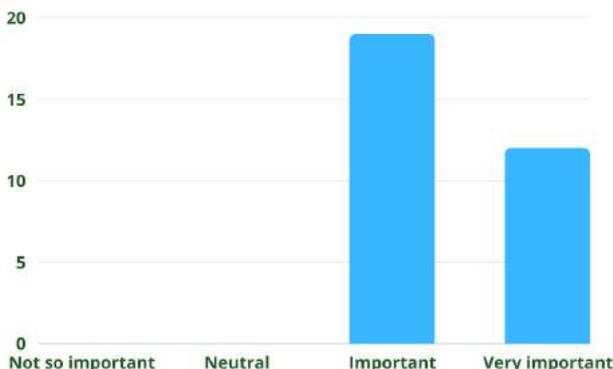
Annex III

VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Reward and recognize people who volunteer (eg, celebrate achievements, organize a social event)]

VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Give feedback (e.g. regular checks by both the coordinator and volunteers)]



VOLPRIS also has evidence that motivating volunteers, rewarding their commitment and supporting their contribution, is vital to retaining volunteers "on board". In your experience, how important are these points to retaining volunteers? [Ensure that a feedback loop exists (e.g. ensure that suggestions for improvement)]



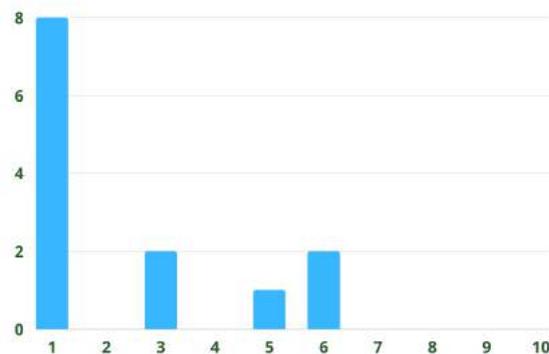
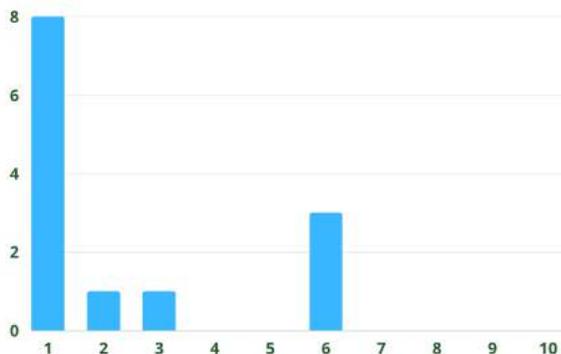
5. Standard No. 5

Mentoring volunteers - whether from staff or from peers - supports effective implementation of a volunteering initiative

Regarding the figure of the mentor, the sample recognises its importance; in particular, as a reference point for volunteers and as a guarantee of an effective implementation of the volunteering initiative.

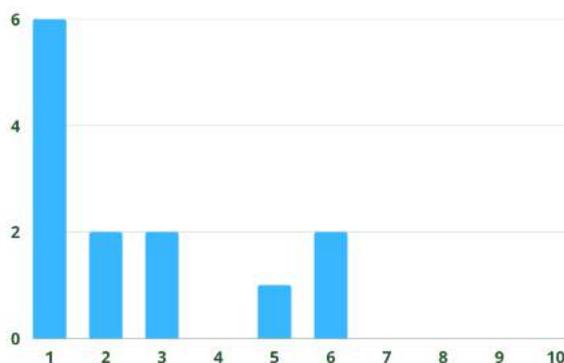
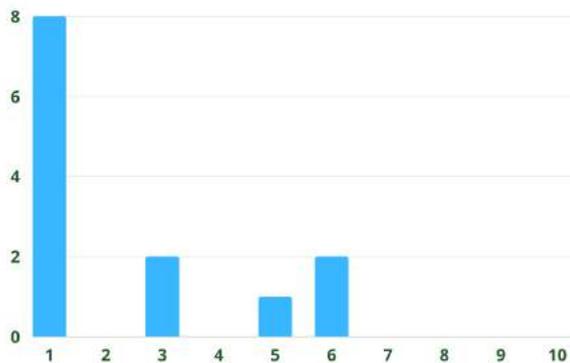
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [mentor support]

Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Learning opportunities for mentor]



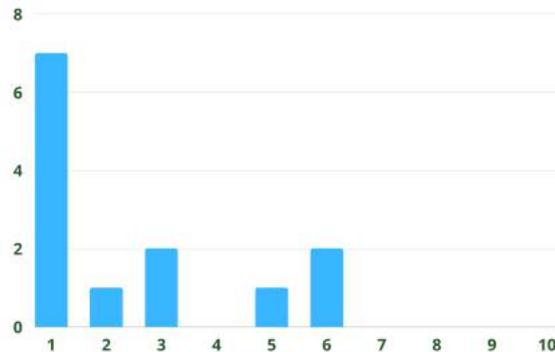
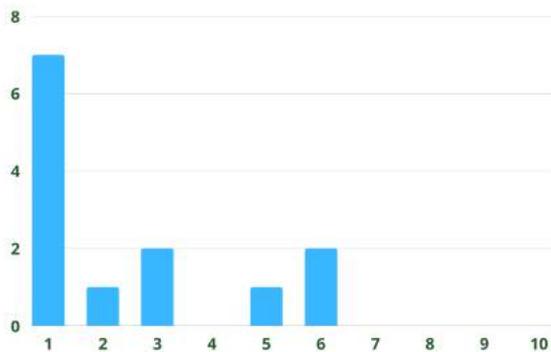
Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Mentor Competency]

Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Mentor acknowledgment]



Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Structured mentoring relationship]

Professionals involved in the VOLPRIS project repeatedly say that assigning a mentor to a volunteer person - whether an employee of the beneficiary organization or a peer (eg another volunteer) - reinforces the effective implementation of a volunteering initiative. In your experience, how would you rate the following elements of a mentoring program, with 1 being the most important? [Transparent mentoring process]



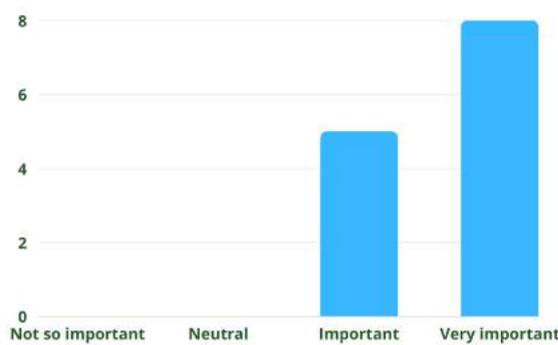
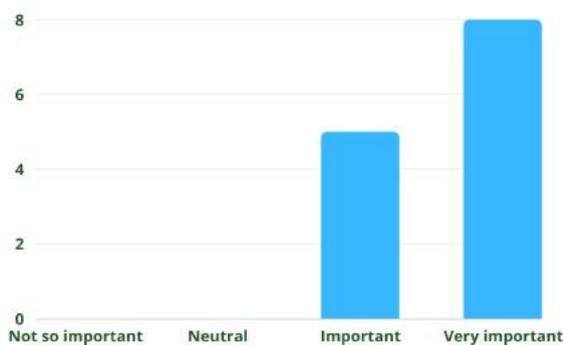
6. Standard No. 6

Support organisations are crucial in improving practice in terms of prison volunteer recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative

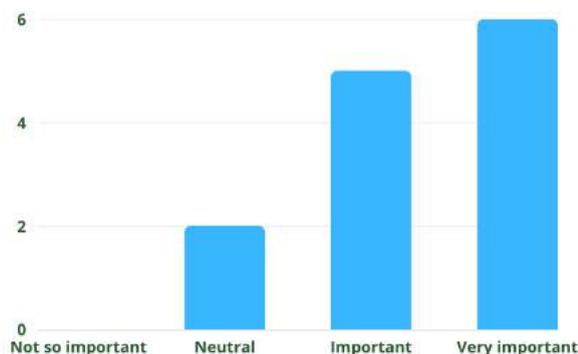
According to the sample, the supporting organisation could help by delivering training days both for volunteers and prison staff, mapping the local support network (making it easier to find and contact other organisations that may help) and ensuring an harmonious and equitable relationship between the involved actors.

Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Training opportunities (eg training days for volunteers and/or prison staff)]

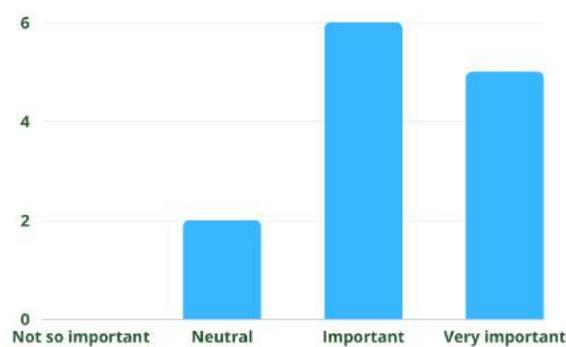
Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Mapping the local support network (for example, facilitating the search and contact with other organizations that can help)]



Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Monitoring (e.g. providing instruments that ensure a transparent and high-quality approach by the organizations involved)]

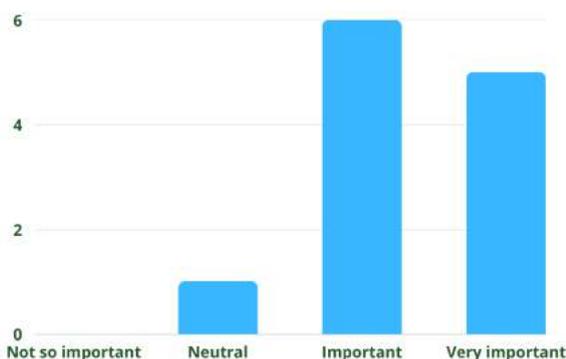


Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Instruments and material resources (e.g. partnership agreement templates or assessment tools)]

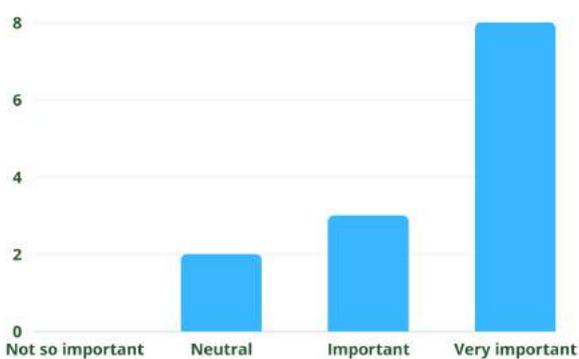


At the same time, it is crucial that supporting organisations advocate through the involvement or the creation of spaces for dialogue and communication on Volunteering in Prison as well as through the dissemination of volunteering experiences.

Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Supporting in a non-financial way (e.g. recruitment notices of volunteers, organization of promotion and outreach days)]



Taking into account your experience, how do you think Organizations with a role of supporting Volunteering could help to improve practice in terms of recruitment, training, retention, quality monitoring and evaluation of a volunteering initiative in a prison context? [Through financial support]

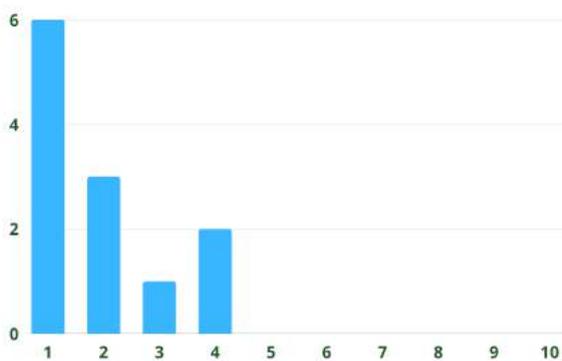


7. Standard No. 7

Support organisations should advocate for better volunteering policies and programmes for Volunteering in Prisons, on a local, national or European level

Despite many divergent thoughts regarding the existing standards, the sample highlights a common understanding of the role of the supporting organisation, specifically in mediating the relationship between the involved actors and in offering training activities.

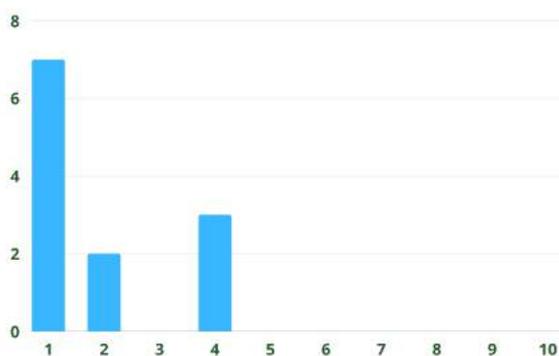
Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Mapping of change to see how volunteering achieves goals such as better rehabilitation and reintegration of prisoners,]



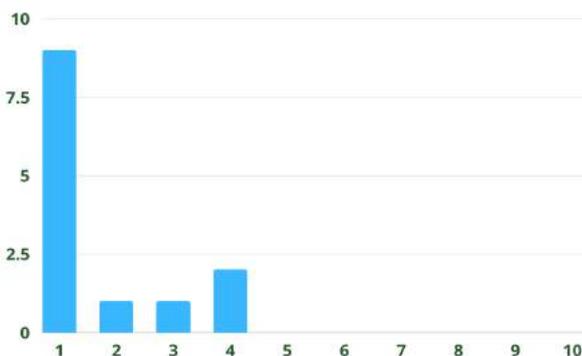
Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Disclose information about how volunteering benefits volunteers and how it changes the lives of people serving prison sentences]



Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [“Fight” for more support and recognition of volunteers in prison context]



Supporting organizations also often advocate for better prison volunteering policies and programs at local, national or European level. How would you rate the following advocacy activities carried out by supporting organizations, with 1 being the most important? [Get involved or create spaces that allow dialogue and communication about volunteering in a prison context]



8. Conclusions

The survey results show a general lack of knowledge and understanding of the Criminal Justice System at the International, European and local level as well as of Volunteering Standards among the responding actors that need to be filled up. On the other hand, a general agreement emerges among the sample regarding various topics:

such as the essential factors that allow and support collaboration with volunteers in prison, the practical ways to make a volunteering initiative beneficial and last but not least, the role of the supporting organisations.