

UNIVERSITY OF CAPE COAST

COUNSELLING NEEDS OF PRISONERS IN GHANA: A STUDY OF
CENTRAL AND ASHANTI REGIONS

BY

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DECLARATION

Candidate's Declaration

I hereby declare that this thesis is as a result of my own original research and that no part of it has been presented for another degree in this university or elsewhere.

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Supervisor's Declaration

We hereby declare that the preparation and presentation of the thesis were supervised in accordance with the guidelines on supervision of thesis laid down by the University of Cape Coast.

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ABSTRACT

Counselling plays a central role in reforming prisoners to re-live their lives in society with minimum problems. However, in many occasions, this essential service is relegated to the background. This study, therefore, examined the background characteristics of the prisoners, their perceptions on counselling services, their counselling needs, counselling programmes designed to meet the needs of inmates, and the roles of stakeholders in meeting such counselling needs. The study was undertaken at the Ankafu and Kumasi Central Prisons. A descriptive survey design was adopted for the study. A total of 203 respondents were sampled for the study. Stratified random sampling technique was used to sample respondents from the two prisons. Descriptive statistics such as frequencies, percentages, means and standard deviations were used to analyse the data. The study was analysed with SPSS version 17 and Microsoft Excel 2010 Professional Edition.

The study found that background characteristics of the inmates were critical in designing counselling programmes for them. The inmates were uncomfortable with the level of privacy during counselling and the gender sensitivity to the counsellors who provide the service. Some of the inmates required counselling to overcome their feelings of guilt, bitterness and neglect from their families. The study recommends that the counselling units should consider the gender preference of the inmates before assigning counsellors to them, while the government, NGOs, religious groups and other philanthropist institutions and individuals can help rejuvenate the vocational training centres at the prisons.

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DEDICATION

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CHAPTER ONE

INTRODUCTION

Background to the Study

Towards the last quarter of the 20th Century, most nations of the world realised that they had not done enough to meet most development needs of their citizens (Schmalleger & Smykla, 2005). This prompted them to design programmes and policies for their citizens, in order to meet their development needs by the year 2000. This caused nations around the world to have brighter hopes for the beginning of the 21st Century and their hopes culminated into slogans like ‘health for all by the year 2000’ and ‘education for all by the year 2000’. However, of all these prospects, nothing was said about prisoners, as they were alienated in policy making or given little recognition. This suggests that as high premium was placed on the rights of individuals, prisoners suffered neglect in these spheres of global developments.

According to Ajagbe (1996), prisoners are seen as outcast and mere objects of ridicule. Ajagbe believed that the prison is set out to punish person(s) who violate the criminal laws of the land by restricting their freedom and keeping them in a place of confinement. Prisoners, therefore, need counselling in order not to re-offend upon their release. To many people, prison connotes a place where criminals are kept regardless of sex, age or social class. Merriam-Webster (2004)

defined prison as a building usually with cells, where convicted criminals are confined or where accused persons are held while awaiting trial.

The inmates in prisons or convicted offenders are sent to the prisons by the courts for various terms of imprisonment thereby separating them from the society. These convicts are usually convicted for one crime or the other. Throughout the world when mention is made of prisoners, society sees them as people who have been caught in the long arms of the law that has caused their confinement.

Durosaro (2002) maintained that prisons are set to perform the following functions:

1. To punish offenders
2. To protect the society by keeping criminals who endanger the lives of others
3. To inform, transform and reform ex-convicts so that they can properly fit back into the larger society

However, emphasis is placed on the first two functions to the neglect of the third because Durosaro (2002) emphasised that prisoners are subjected to all forms of abuse from their counterparts and prison warders. For example, some hardened criminals among them are beaten mercilessly on a daily basis, while the females among them are lured into sexual abuses leading to pregnancies. Hence, some children are born in prisons. Although, some females became pregnant before conviction, some do get pregnant while in prison.

Meanwhile, prisons are supposed to be a place for transformation and rehabilitation. In most constitutions of countries, prison inmates are supposed to go through some form of reformation before they end their period of incarceration (Bohm & Haley, 2005). This would enable them fit into society after serving their prison terms and make them (ex-convicts) beneficial to the society, themselves and their immediate family. This type of sentencing is now given way to correctional sentencing and reformation of prisoners to enable them fit into society after their period of conviction.

For example, in South Africa, the Prison Service is now known as Correctional Service. In Ghana, the Director-General of the Ghana Prisons Service (GPS) in 2007, revealed that the Service would change its name to Ghana Correctional Service or Correctional Service of Ghana (modernghana.com, 2007). The Director-General of GPS indicated that the change of name has been accepted by the Prisons Council, but awaiting an Act of Parliament to give it the needed legal backing. He also reported that prison is for correction and as such people who pass through our hands get some vocational training so that they would be able to integrate into the society well.

According to Ackumey (1989), the need for vocational guidance had been so strong since 1962 when the Ministry of Labour and the Chief Education Officer agreed to establish a national system of vocational guidance. This led to the establishment of a national system of vocational guidance and this was an attempt to make the education system reflect the economic development and manpower needs of Ghana.

The resolution 1990/20 of the United Nations Economic and Social Council (UNESCO) referred to education in prisons and makes it clear, among others, that:

1. every effort should be made to encourage prisoners to participate actively in all aspects of education
2. education in prisons should aim at developing the whole person, bearing in mind the prisoner's social, economic and cultural background
3. all prisoners should have access to education, including literacy programmes, basic education, vocational training, creative, religious and cultural activities, physical education and sports, social education, higher education and library facilities
4. education should be an essential element in the prison regime; disincentives to prisoners who participate in approved formal educational programmes should be avoided (UNESCO, 1990)

In every sphere of human life, it would not be wrong to say that counselling plays an important role in the socio-economic development of the nation. Counselling plays a central role in enabling every human institution to function, in order to achieve its aims and objectives. One of the principles of counselling is that 'counselling is for all', which refers to those who have problems and those without problems (Ipaye, 2004). Since counselling is for all, prisoners like any other person(s) need counselling. Since prisoners are people with all sorts of problems ranging from emotional to traumatic stress, their daily lives should be dependent on counselling to enable them to go through their

sentences. In this case, counselling corrects and reforms them to re-live their lives in society with little or no problem.

The general attitude of the public towards criminals makes them subjects of ridicule in the society and compounds their problems. Even after serving their jail terms, the system prevents them from functioning properly in the society. This incites a feeling of awkwardness in them. It is against this background that this study sought to examine how solutions to problems that are hindering the reformation duty of the prison can be sought.

Statement of the Problem

According to Durosaro (2002), the mode of stay in prison (convicted or still awaiting trial) is a variable that significantly affects the counselling needs of prisoners. Ross and Richards' (2002) study on meeting the housing needs of prisoners and ex-offenders found that most prisoners come out of prison and are faced with housing problems that cause them to recommit crimes, which send them back to prison. Counselling on general issues to address the client's needs and concerns is of paramount interest.

In a report by the Social Exclusion Unit (2002) of United Kingdom, it was indicated that there is not only increasing numbers of repeated offenders in UK prisons, but also ex-convicts face many problems upon their release from prison. Ex-convicts face housing needs and marital problems as most of them come out to find their spouses remarried.

In Ghana, the needed education in our prisons as by the UN resolution 1990/20 requires inmates to be given vocational training to prepare them to have

employable skills (which will let them gain employment after their prison sentence) is either not in place or inadequate (UNESCO, 1990). This makes it difficult for ex-convicts to make ends-meet and re-integrate well into the society after their release from prison. This has resulted in recidivism. Therefore the focus of the study was to identify the counselling needs of prisoners, in order to reduce recidivism in Ghanaian prisons.

Purpose of the Study

The purpose of the study was to determine the counselling needs of Ghanaian prisoners in some selected prisons in Central and Ashanti regions of Ghana and the extent to which the counselling needs of inmates are met.

Research Questions

The following research questions were used for the study:

1. What are the counselling needs of inmates at the Ankaful and Kumasi Central Prisons?
2. Which programmes have been designed to meet the counselling needs of inmates at the Ankaful and Kumasi Central Prisons?
3. What are the roles of stakeholders in meeting the counselling needs of inmates?
4. What are the background characteristics of prisoners at the Ankaful and Kumasi Central Prisons?
5. What are the perceptions of prisoners on counselling services?

Significance of the Study

This study will help prison authorities, including counsellors and social workers to reduce recidivism, help prisoners to fit into society and assist prisoners to acquire skills of their choices and inform policy makers to attend to the needs of prisoners. This is because if the counselling needs of prisoners are identified whilst in prison, they would be given the necessary guidance and counselling and this will help them to make ends-meet upon their release from prison. Prisoners would make use of their potentials, become productive and would not re-commit crime to be sent back to prison. Prisoners' perception of counselling service would help to shape the counselling profession.

The study will also help in the prison policy reforms of the government of Ghana. It will also be of tremendous benefit to the Ghana Police Service, the Judicial Service and the Department of Social Welfare as well as prison inmates. The study will assist the Ghana Prisons Service to adopt the appropriate guidance and counselling programmes that will facilitate reformation and reintegration of the prisoners into society. When the counselling needs of the prisoners are met it will help unearth their potentials and prepare them to live a normal life after serving their sentences. Finally, the findings of the study will serve as reference guide on the counselling needs of prisoners.

Delimitation of the Study

The study was delimited to examining the counselling needs of prisoners and not their health needs. It also looked at how the counselling needs will help to reduce recidivism. Prisoners and institutional heads at the Ankafu and Kumasi

Central Prisons were the respondents for this study. Geographically, the study focused on prisoners in the Central Region (Ankaful Prison) and Ashanti Region (Kumasi Central Prison) in Ghana.

Limitations of the Study

The study faced some limitations. For example, the researcher was not allowed to solicit the views of condemned criminals in the prisons on their counselling needs. This is likely to affect the sampling procedure and the outcome of the study. Another challenge was that the respondents were allowed limited time for the interview. As such, the interview had to be done hurriedly which is likely to affect their understanding of the questions and their responses to the questions. There was also no privacy during the interviews for the inmates, which is likely to affect their responses to the questions for the study. It was also difficult getting some of the institutional heads for the interview and this delayed the study.

Definition of Terms

The study adopted the following definitions for the study:

Prison: A place or building with cells where sentenced criminals or criminals awaiting, trial are kept.

Prisoners: A person who has been given a prison sentence or awaiting trial and kept in prison.

Recidivism: The tendency to relapse into a previous undesirable type of behaviour, especially crime.

Organisation of the Rest of the Study

Chapter Two presents the review of relevant literature of the study. The focus of the literature was theoretical and empirical reviews, including the concept of counselling, aims and importance of counselling, skills and characteristics of a correctional counsellor, counselling needs of prisoners and role of stakeholders in meeting counselling needs. The chapter also presents the history of the Ghana Prisons Service.

Chapter Three deals with the research procedures, specifying the research design, population, sample and sampling technique, research instrument, data collection procedures and data analysis. Chapter Four deals with the presentation of results and discussion of the findings of the study. Chapter Five provides the summary, conclusions and recommendations of the study.

CHAPTER TWO

REVIEW OF RELATED LITERATURE

This chapter presents the review of literature related to the study. It focuses on theoretical and empirical reviews, including the concept of counselling, aims and importance of counselling, skills and characteristics of a correctional counsellor, prisoners' perception of counselling, counselling needs of prisoners, role of stakeholders in meeting counselling needs of prisoners and programmes for counselling needs. The chapter also presents the history of the Ghana Prisons Service.

Theoretical Review

The theoretical review includes the theories that guided the study, concept of counselling, aims and importance of counselling, skills and characteristics of a correctional counsellor, types of prisoners, and the role of stakeholders in meeting counselling needs of prisoners.

Theories on Counselling Needs

Counselling helps people through difficulties, dilemmas or anxieties concerning their lives. The study adopted the needs theories, perception theories and counselling needs theories.

Need-based theories of motivation focus on an individual's drive to satisfy a variety of human needs. These needs range from basic physiological needs for survival to higher psycho-emotional needs like belonging and self-actualisation.

There are four major theories in the need-based category – Maslow’s hierarchy of needs, Alderfer’s ERG (Existence, Relatedness and Growth) theory, Herzberg’s dual factor theory, and McClelland’s acquired needs theory.

Maslow’s (1943) theory is based on a simple premise that human beings have needs that are hierarchically ranked. There are some needs that are basic to all human beings, and in their absence, nothing else matters. As the basic needs are satisfied, one starts looking to satisfy higher-order needs. Once a lower-level need is satisfied, it no longer serves as a motivator.

The most basic of Maslow’s needs are physiological needs which refer to the need for air, food and water. Once physiological needs are satisfied, people tend to become concerned about safety. One level up, social needs refer to the need to bond with other human beings, to be loved and to form lasting attachments. The satisfaction of social needs makes esteem needs more salient. Esteem needs refer to the desire to be respected by one’s peers, feeling important and being appreciated. At the highest level of the hierarchy, the need for self-actualisation manifests itself by acquiring new skills, taking on new challenges, and behaving in a way that will lead to the satisfaction of one’s life goals.

Maslow (1954) postulated that needs should be fulfilled in a particular order, essentially identifying food, water, and shelter in the bottom two tiers and intangibles such as fulfilment, self-esteem, and belonging in the upper three tiers. While this framework makes a certain amount of logical sense, critics have noted that there has been minimal data suggesting that individuals strive to satisfy needs in their lives in line with this hierarchical order.

Alderfer's (1969) ERG theory focused on three levels of needs – existence (needs for physiological and material well-being), relatedness (needs for satisfying interpersonal relationships) and growth (needs for continued personal growth and development). The ERG theory is a motivational construct which address some of the limitations of Maslow's hierarchy of needs (Alderfer, 1989). Existence need corresponds to Maslow's physiological and safety needs, relatedness corresponds to social needs, and growth need refers to Maslow's esteem and self-actualisation. The ERG theory does not rank needs in any particular order and explicitly recognises that more than one need may operate at a given time.

The theory is concerned with understanding the factors that contribute to individual human behaviour and to motivate him or her. It is one of four content approaches that consider the intrinsic factors that cause a person to take specific actions (Ivancevich, Konopaske & Matteson, 2008). Such understanding is useful in explaining the motivational needs of prisoners at the Ankaful and Kumasi Central Prisons. The theory proposes that unsatisfied needs motivate behaviour, and that as lower level needs are satisfied, they become less important. Higher level needs, though, become more important as they are satisfied, and if these needs are not met, a person may move down the hierarchy, which Alderfer (1989) calls the frustration-regression principle. This means that an already satisfied lower level need can become reactivated and influence behaviour when a higher level need cannot be satisfied.

There are several theories that psychologists have that show how the world is perceived. A major theoretical issue on which psychologists are divided is the extent to which perception relies directly on the information present in the stimulus. Some argue that perceptual processes are not direct, but depend on the perceiver's expectations and previous knowledge as well as the information available in the stimulus itself.

Some theories of perception assume that perception is indirect in the sense that information has to be processed at a higher level and that we construct our own perceived world. These are known as constructivist (indirect) theories and emphasise the importance of top-down processing (Gregory, 1970). According to Gregory, perception is a series of hypothesis-testing exercises which are based on prior knowledge. For Gregory, perception involves making inferences about what we see and trying to make a best guess. Prior knowledge and past experience, he argued, are crucial in perception. Top-down processing refers to the use of contextual information in pattern recognition.

Gregory (1974) believes that the data (information) we derive from the images that impinge on the retinas are insufficient for us to build up an accurate picture of the world. He refers to the data obtained as fragmentary scraps. Gregory (1974) believes that various cognitive processes are involved in perception. Schemas, which are like categories into which we incorporate the information from our experiences based on expectations, are amongst the most important of these.

Other theories assume that we do not need to use higher level processes in order to perceive the world because data from the environment provides us with sufficient information to perceive the world in a direct manner and they emphasise the importance of bottom-up processes (Gibson, 1950). Such theories are called direct theories. Bottom-up processing is a type of processing usually occurs when we are unfamiliar with an object. Instead of using our experience to decipher an object we use the features of the object itself. We actually examine the object at its basic core structure.

The main theme of Gibson's theory is that the sensations received by the visual system are so highly organised and rich in information that we do not need to interpret them to make them meaningful. That is, things are perceived directly and there are no intermediate stages between light reaching the retina and an animal's response to it. According to Gibson (1966), all animals use information from the visual system to move around their environment without needing to make use of internal hypotheses or thought processes – perception is automatic. Considering its emphasis on environmental stimuli, Gibson's theory is also known as the theory of ecological optics.

Gibson (1974) argued that perception is a bottom-up process, which means that sensory information is analysed in one direction – from simple analysis of raw sensory data to ever increasing complexity of analysis through the visual system. Gibson attempted to give pilots training in depth perception during the Second World War, and this work led him to the view that our perception of surfaces was more important than depth/space perception. Surfaces contain

features sufficient to distinguish different objects from each other. In addition, perception involves identifying the function of the object as to whether it can be thrown or grasped, or whether it can be sat on, and so on. Gibson claimed that perception is, in an important sense, direct.

Counselling is a profession that tailors the approach to the needs of the client, presenting issues and the personality of the individual. Counselling needs theories, including Adlerian theory and behavioural theory, were used in this study. Adler (1933) developed the first holistic approach to therapy. According to the theory, when a person feels encouraged, he or she feels capable and appreciated and will generally act in a connected and cooperative way. On the other hand, when a person is discouraged, he or she may act in unhealthy ways by competing, withdrawing, or giving up (Adler Graduate School, 2007). The theory considers encouragement a crucial aspect of human growth and development (Watts, 2003).

The theory assumes that the human mind does not see actual facts but rather its own presumption of what it perceives as actual facts. It focuses on the individual's perception of the facts. Adler was one to look at subjective facts, while Freud was one to look at objective facts (Mosak & Maniaci, 1999).

Another assumption made in Adlerian theory is that people are driven by the need to feel superior. Adler stressed that striving for perfection and coping with inferiority by seeking mastery are innate (Corey, 2009). Humans are constantly seeking to become what they perceive as their ideal self. This search can sometimes lead a person to take on a feeling of overwhelming inferiority,

thus, leaving them with an inferiority complex – exaggerated feelings of weakness and inadequacy (Magnus, 2009).

Although Adler (2009) looked at both the past and the present, his main focus was on the present. Adler operated on the assumption that people develop who they are through series of events that occur during the first six years of their lives. By recalling early memories, clients can see a pattern in their lives that in many cases continue throughout their adult lives. From there, the focus is on what they can do to reshape their present and future. The past events serve as a starting point for understanding why they perceive themselves and their lives the way they do now.

In order to complement the Adlerian theory, the study also adopted the behavioural theory under counselling theories. Behaviour therapy practitioners focus on observable behaviour, current determinants of behaviour, learning experiences that promote change, tailoring treatment strategies to individual clients, and rigorous assessment and evaluation (Corey, 2009; Corey & Corey, 2011). The most basic assumption of behaviour theory is that since feeling, emotions, and thoughts are immeasurable, thus the most effective way to help clients is through observing their behaviours. This can lead the counsellor to being able to effectively help the client. The ethos of behavioural approaches arose from the inability of scientists to measure and evaluate the outcomes of psychoanalytic and phenomenological approaches to helping and from a need to predict and measure outcomes of helping based on specific, observable, objective, and measurable variables (Okun & Kantrowitz, 2008).

According to the behaviour theorist, behaviour is a product of learning experiences and humans are not only a product of their environment but the producer of their environment as well. Humans learn new behaviour through classical or operant conditioning (McLeod, 2007). Another connected assumption of the behaviour theory is that all behaviours, both simple and complex, can be reduced to a stimulus-response feature. Behaviour is shaped and maintained by its consequences (Okun, & Kantrowitz, 2008). A person's behaviour can be reinforced positively or negatively although typically, positive reinforcement has a more significant impact. No matter how much work is put into changing or developing certain behaviour, the behaviour can disappear if the reinforcement fails to appear.

Behavioural theory was used to explain that a prisoner's behaviour is shaped by learning and environment. For the counsellor, behaviour theory is a good explanation of why prisoners behave the way they do and how motivating factors throughout our lives play an important role in behaviour. Adlerian therapists encourage clients to define themselves within their social environments (Corey, 2009). This theory fully recognises the different aspects of culture, including gender, race and religion and works within the clients comfort zone when it comes to their cultural beliefs and differences.

Both Adlerian and behavioural theories helped to explain that the belief that people (prisoners) can change their behaviour and are the controllers of their destinies. Adlerian theory will help to assess where a prisoner's depression stems from and the behavioural theory helped the client to change his or her behaviour

patterns. In a setting that caters to addiction counselling, behaviour theory can be very successful in helping clients to overcome their addictive behaviours. The Adlerian theory comes into play in identifying the root of the addiction. This can be achieved through exploration of past family history and early recollection. Perhaps there is a life theme in the client that shows where the need for the additive substance came into play.

Emphasis is placed on current behaviours and treatment goals as well as how to change undesirable behaviours. The general goals are to increase personal choice and to create new conditions for learning. It helped the study to eliminate maladaptive behaviours of prisoners and to replace them with more constructive patterns. The study believes that Adlerian theory and behavioural theory was ideal for the counselling needs of prisoners at the Ankafu and Kumasi Central Prisons.

Concept of Counselling

The provision of a comprehensive and boundary-setting definition of counselling is difficult considering the diversity of counselling approaches, its grounding in many theoretical perspectives, and the range of human problems for which counselling can be helpful.

Counselling denotes a professional relationship between a trained counsellor and a client. This relationship is usually person-to-person, although it may sometimes involve more than two people. It is “designed to help clients to understand and clarify their views of their life-space, and to learn to reach their self-determined goals through meaningful, well-informed choices and through resolution of problems of an emotional or interpersonal nature” (Burks & Steffle,

1979, p. 14). The British Association for Counselling (BAC) (1986) defined counselling as the skilled and principled use of relationship to facilitate self-knowledge, emotional acceptance and growth and the optimal development of personal resources.

Feltham and Dryden (1993) defined counselling as a service sought by people in distress or in some degree of confusion who wish to discuss and resolve these in a relationship which is more disciplined and confidential than friendship, and perhaps less stigmatising than helping relationships offered in traditional medical or psychiatric settings. Casey (1996) saw counselling as a process that maybe developmental or intervening. This is because counsellors focus on their clients' goals. Casey defined counselling to involve both choice and change. He asserted that counselling deals with wellness, personal growth, career, and pathological concerns. In other words, counsellors work in areas that involve relationships. These areas include intra- and inter-personal concerns related to finding meaning and adjustment in such settings as schools, families and careers.

Counselling is theory based and counsellors draw from a number of theoretical approaches, including those that are cognitive, affective, behavioural, and systemic (Blake, Elliott & Peel, 1993). These theories may be applied to individuals, groups and families. Counselling covers a range of therapies and actually means giving advice to a person on social or personal problems (Tenibiaje, 2000). It can also be thought of as a process in which a person is helped to explore the situation and find solution or answers for a problem. It ranges from simple guidance, through dealing with people who come for help for

more complex problems, to dealing with people who are quasi-forced to receive this help. While a significant proportion of counselling takes place in the form of private, quasi-public service in which the client seeks help, Nelson-Jones (2005) reported that the origin of counselling is in an institutional setting.

In the institutional setting, the counselling process is influenced not only by the relationship between the counsellor and client, but also by the objectives of the institution, its regimes and the intricate interpersonal links among the personnel (Copeland, 2005). While all counselling approaches aim at helping the person, the direct objectives of the counselling and the techniques that they use vary significantly (Nelson-Jones, 2002). As a result, some of them are more likely than others to be helpful for the particular problem (in our case, imprisonment) and in a particular setting.

Counselling is a very important part of everyday life. Many people ask advice on matters concerning the job they do or about a personal crisis through formal and informal counselling. According to Gladding (2004), formal counselling is administered by a professional counsellor or trained practitioners for those in need of counselling, whilst informal counselling is administered by non-professional counsellors like one's parents to bring about effective change or enhance people's wellbeing.

Makinde (1990) also defined counselling in terms of professionalism. He defined it as the process of assisting and guiding clients, especially by a trained person on a professional basis, to resolve especially personal, social, or psychological problems and difficulties. A professional counsellor is a highly

trained individual who is able to use a different range of counselling approaches with their clients. Makinde asserted that counselling is concerned with the feelings, attitudes and emotional dispositions of the individual about himself and the situation facing him/her leading to modification of one's behaviour in the environment. He opined that the major components of counselling are in the field of education, vocation, personal or psychological which are delivered in personal or in group counselling.

Counselling is the process that occurs when a client and counsellor set aside time in order to explore difficulties which may include the stressful or emotional feelings of the client (Tenibiaje (2006). It is also the act of helping the client to see things more clearly, possibly from a different view-point. This can enable the client to focus on feelings, experiences or behaviour, with a goal to facilitating positive change.

Counselling is a relationship between two people where one person attempts to assist the other to organise himself better to attain a form of happiness by adjusting to the situation (Tenibiaje, 2010). The relationship between the counsellor and the client helps to openly discuss the problem faced by the client. This helps to increase the skills, courage and self-confidence in the client and creates a new behaviour in the client.

Durosaro (2002) indicated that counselling is a relationship of trust as confidentiality is paramount to successful counselling. Professional counsellors usually explain their policy on confidentiality, they may, however, be required by law to disclose information if they believe that there is a risk to life. Counselling

is a helping approach that highlights the emotional and intellectual experience of a client, how a client is feeling and what they think about the problem they have sought help for.

It can be seen from these definitions that counselling can have different meanings. For example, Burks and Stefflre (1979) stressed the idea of the professional relationship, and the importance of self-determined goals. The BAC definition places emphasis on exploration and understanding rather than action. Feltham and Dryden (1993) highlighted the areas of overlap between counselling and other forms of helping, such as nursing, social work and even everyday friendship. The existence of such contrasting interpretations and definitions arises from the process by which counselling has emerged within modern society.

Aims and Importance of Counselling

There are a variety of ideas about the aims of counselling. Some of the different aims that are espoused either explicitly or implicitly by counsellors are listed. However, it is unlikely that any one counsellor or counselling agency would attempt to achieve the objectives underlying all the aims. On the whole, psychodynamic counsellors have focused primarily on insight, humanistic practitioners have aimed to promote self-acceptance and personal freedom, and cognitive-behavioural therapists have been mainly concerned with the management and control of behaviour (Taylor & Buku, 2006). Nonetheless, any valid counselling approach should be flexible enough to make it possible for the client to use the therapeutic relationship as an arena for exploring whatever dimension of life is most relevant to their well-being at that point in time.

Counselling is a method of guidance of an individual. It is very necessary as the lives of people are getting complicated every day (Tenibiaje, 2006). It helps the client to grow to a greater maturity by allowing the individuals to take responsibilities and to make their own decisions. Tenibiaje (2010) asserted that counselling is aimed at acquainting people with the competence to solve problems. That is, finding a solution to a specific problem that the client had not been able to resolve alone and acquiring a general competence in problem-solving.

Students and youngsters especially need professional counselling help for them to face the many problems of life. Many of them will be suicidal at one point of their life and counsellors are a great help at such times. Counselling can be used to help students and youngsters in their study habit formation, maintenance of mental health and also to help them achieve maximum efficiency in all their activities. This tells of the importance of counselling, especially for youngsters (Taylor & Buku, 2006).

Nelson-Jones (2002) stated that counselling is aimed at gaining more insight to an issue or situation. That is, the acquisition of an understanding of the origins and development of emotional difficulties leads to an increased capacity to take rational control over feelings and actions. Dobb (1994) indicated that people who periodically feel upset, sad, withdrawn, irritable, angry, argumentative, guilty, quick tempered, tearful, need counselling to help them to regain their emotional stability.

Nelson-Jones (2005) mentioned that counselling helps in relating with others. Becoming better able to form and maintain meaningful and satisfying relationships with other people, for example, within the family or workplace. Counselling takes place when someone who is troubled invites and allows another person to enter into a particular kind of relationship with them. Counselling also ensures self-awareness (Taylor & Buku, 2006). Becoming more aware of thoughts and feelings that had been blocked off or denied, or developing a more accurate sense of how self is perceived by others.

Counselling is aimed at ensuring self-acceptance. The development of a positive attitude towards self, marked by an ability to acknowledge areas of experience that had been the subject of self-criticism and rejection (Young, Klosko & Weishaar, 2003). Taylor and Buku (2006) stipulated that counselling is again aimed at building self-actualisation or individuation. That is, moving in the direction of fulfilling potential or achieving an integration of previously conflicting parts of self. Nelson-Jones (2005) asserted that the overall aim is to provide an opportunity to work towards living more satisfyingly and resourcefully.

According to Makinde (1990), the aims of counselling include cognitive, behaviour and systemic changes as well as empowerment. The cognitive change involves the modification or replacement of irrational beliefs or maladaptive thought patterns associated with self-destructive behaviour, while the behaviour change is the modification replacement of maladaptive or self-destructive patterns of behaviour. Empowerment through counselling entails working on skills,

awareness and knowledge that will enable the client to take control of his or her own life.

The counselling relationships will vary according to need, but may be concerned with developmental issues, addressing and resolving specific problems, making decisions, coping with crisis, developing personal insights and knowledge, working through feelings of inner conflict or improving relationships with others (Feitham & Dryden, 1993).

Gladding (2004) also believed that the potential aims of counselling falls into three broad categories. The first category is the resolution of the original problem in living. Resolution can include achieving an understanding or perspective on the problem, arriving at a personal acceptance of the problem or dilemma and taking action to change the situation in which the problem arose. The second category is learning. Engagement with counselling may enable the person to acquire new understandings, skills and strategies that make them better able to handle similar problems in future. Third, counselling stimulates the energy and capacity of the person as someone who can contribute to the well-being of others and the social good.

Copeland (2005) stated that important principles and conditions that are necessary for effective counselling include the following:

1. Privacy (finding a quiet place to talk)
2. Take sufficient time
3. Maintaining confidentiality
4. Conducting the discussion in a helpful atmosphere

5. Keeping counselling simple by using words people in your village/community will understand
6. First things first (by not causing confusion by giving too much information)
7. Saying it again (Repeating the most important instructions again and again)
8. Using available visual aids like posters and flip charts, etc.

Skills and Characteristics of a Correctional Counsellor

Competence in knowledge, values, skills and attitudes are among the essentials in fulfilling the role of the helping professionals (Hepworth & Larsen, 1993). To be effective in performing the professional responsibilities of the correctional counsellor, the following areas and skills must be needed and developed, respectively.

Freire (1990) suggested that counsellors need to have training and skills in psychology, social work or other social sciences, adequate knowledge of human behaviour in social environments (i.e., understanding how offenders' dysfunctions are created and maintained by the interaction of many systems and factors). Counsellors must also be familiar with the operation and structure of the criminal justice system and community corrections as well as with relevant laws, rules, policies, standards and procedures of correctional operations. The process of certification and licensing and the adherence to ethical codes assure the public that the counsellor meets minimal educational and professional standards (Turner, 1999). Counsellors should possess personal qualities of maturity, empathy and

warmth. Overall, counselling is active and differs considerably from passively listening to problems.

Counselling is theory-based and takes place in a structured setting. Counsellors draw from a number of theories and work in a structured environment, such as an office setting, with various individuals, groups and families. Counselling encompasses various sub-specialties. Sub-specialties include school or college counselling, marriage and family counselling, mental health counselling, gerontological counselling, rehabilitation counselling, addiction counselling, and career counselling. Each has specific educational and experiential requirements for the practitioners or professionals (Brammer, Abrego & Shostrom, 1993).

Counselling activities are guided by ethical and legal standards and go through distinct stages from initiation to termination (Brown & Lent, 2008). Personal, social, vocational and educational matters are all areas of concern; and the profession encompasses a number of subspecialties. A practitioner must complete a required course of study on either the master's or doctoral level to be licensed or certified as a professional.

Counselling is about communication and demands that the correctional counsellor has skills in written and verbal communications (Nelson-Jones, 2005). Good communication involves not only writing and speaking correctly, clearly, objectively and effectively, but also having listening skills and the ability to ask thoughtful questions. These skills, according to Brown and Lent (2008), have at least three components for correctional counsellors:

1. Helping offenders to evaluate their personal issues and situations accurately and to adopt an appropriate course of action
2. Writing reports, documenting violations and suggesting improvements for clients and sharing complete and accurate information and professional opinions with other staff members in the justice system, employers, residents, crime victims and offenders' family members
3. Handling various stressors created by a large caseload and excessive paperwork in correctional settings

Good counsellors should show respect for differences. They set aside, as far as they are able, their own position on the issues brought by the client, and his or her needs in the moment, in order to focus as completely as possible on helping the client to articulate and act on his or her personal values and desires (Makinde, 1990). According to Taylor and Buku (2006), every counsellor's landmark is confidentiality. This implies that whatever is discussed is confidential: the counsellor undertakes to refrain from passing on what they have learned from the person to any others in the person's life world.

A correctional counsellor develops and maintains good working relationships with offenders and other correctional personnel. Correctional counsellors must regulate a good relationship with correctional clients by gaining their trust and cooperation and withholding judgement of their offences. Withholding judgement does not mean that counsellors condone or approve of illegal, immoral, abusive, exploitative, manipulative or irresponsible behaviour, neither does it imply that counsellors should overlook the offenders' crime

(Hepworth & Larsen, 1993). Counsellors must assist clients to take responsibility for the part they play in their difficulties. Correctional counsellors develop and maintain a good working relationship with other correctional personnel, including prison administrators and supervisory personnel, other treatment personnel (psychologists, social workers and psychiatrists) and line staff (correctional officers)

The counsellor enacts a relationship that is an expression of a set of core values, including honesty, integrity, care, belief in the worth and value of individual persons, commitment to dialogue and collaboration, reflexivity, the interdependence of persons, a sense of the common good. Good working relationships must be maintained with correctional colleagues to promote mutual respect within the profession and improve the quality of service and to contribute to a work place that is safe, healthy, and free from harassment (Brown & Lent, 2008).

Healthy human relationships are based on understanding human behaviour. Gladding (2004) indicated that a successful counsellor must possess most important characteristics as follows:

1. Respect for the dignity of others
2. Respect for client's concerns and ideas
3. Being non-judgemental and open
4. Showing that he or she is an active listener
5. Being empathetic and caring
6. Being honest and sensitive

Correctional counsellors must have the skills related to multicultural competence which is the ability to deal effectively with persons of varying socio-economic, racial and cultural backgrounds (Sun, 2002). Multiculturalism in the criminal justice emphasises that culture is knowledge that is learned, not inherited. Correctional counsellors must realise that their clients think, feel and act in certain ways because they have different degrees of learning experience and understanding about social reality, including cultures. According to Sun (2005), increasing cultural diversity in criminal justice will eliminate the bad aspects (for example, discrimination, racial profiling) and promote the good ones (appreciating the cultural achievements of all humanity and increasing cross-cultural understanding).

Types of Prisoners

Prisons accommodate variety of inmates who fall under different criminal profiles, and are committed to prison to serve sentences slapped on them by a competent court of jurisdiction (Gaes & Goldberg, 2004). The authors classified the various types of inmates found in prisons. Some people are also committed to prison for other reasons such as being on remand where he/she is expected to appear before the court on the date which the case has been adjourned or postponed to. This group is called the remand prisoner. A court may also commit to prison a person facing criminal trial and the judge in his discretion is convinced that, the accused person may abscond, will commit him/her to prison to enable the court pronounce judgement in the case. This type of prisoner is trial prisoner. A

person becomes a convict prisoner if legally found guilty by a court after trial and a custodian sentence is pronounced on him/her.

In other developments, individuals who are involved in first degree felony such as murder or manslaughter may be committed to serve the rest of his life in prison therefore, becomes life prisoner. A condemned prisoner is the person who has been committed to prison to serve a sentence of death by shooting, by firing squad, by hanging his neck or by execution through lethal injection or by electric-chair. A political prisoner is a person committed to prison on political grounds and often the ground for such imprisonment is of a controversial nature. Thousands of men, women, and even children are in prisons around the world, not because they have committed violence, theft, or broken drug laws, but because they spoke against their government. They are political prisoners who did not even intended to cross their nation's leaders – they just happened to get in the way of schemes of which they were not even aware.

Gaes and Goldberg reported on some of them who have become leaders in their countries, like Nelson Mandela of South Africa. Many of these political prisoners are people of tremendous courage and inner strength, like Chinese dissident Liu Xiaobo who won the 2010 Nobel Peace award as well as an imprisoned Nobel Peace Prize winner, Aung San Suu Kyi. Psychiatric Prisoners – many prisons have psychiatric facilities to house inmates who have been diagnosed with variety of mental disorders. A Psychiatric prisoner is therefore, a prisoner who has been committed to prison psychiatric facility for mental disorders.

The Role of Stakeholders in meeting Counselling Needs of Prisoners

Counselling service is one of the keys and necessary component in prisons guidance services. Adana (2004) noted that activities in counselling service are aimed at helping inmates to effect change in their behaviour processes thereby acquiring ability to enhance their functioning, live a more productive and self-satisfying life. It is believed that many stakeholders come to the aid of prisoners in order to meet the prisoners' counselling needs. The stakeholders include counsellors, NGOs, Police, Prison Governors and Officers, religious groups and Social Welfare Department.

The role of counsellors: First and foremost, the counsellor is aware that no two people are alike. No two people understand the same language in the same way; their understanding will always be linked to their personal experience of the world (Loucks, 2002). Therefore, during the counselling process, it is important that the counsellor does not try to fit clients into his/her idea of what they should be and how they should act.

The role of the counsellor is to enable the client to explore many aspects of their life and feelings, by talking openly and freely (Tenibiaje, 2000). Talking in such a way it is rarely possible with family or friends, who are likely to be emotionally involved and have opinions and biases that may be detrimental to the success of the counselling. It is important that the counsellor is not emotionally involved with the client and does not become so during counselling sessions (Taylor & Buku, 2006). The counsellor neither judges, nor offers advice. The

counsellor gives the client an opportunity to express difficult feelings such as anger, resentment, guilt and fear in a confidential environment.

The counsellor may encourage the client to examine parts of their lives that they may have found difficult or impossible to face before (Nelson-Jones, 2005). Tenibiaje (2006) also revealed that there may be some exploration of early childhood experiences in order to throw some light on why an individual reacts or responds in certain ways in given situations. This is often followed by considering ways in which the client may change such behaviours.

The counsellor's role is to facilitate the clients work in ways that respect the client's values, personal resources and capacity for self-determination (BAC, 1986). Counselling is a process in which clients learn how to make decisions and formulate new ways of behaving, feeling, and thinking. Counsellors focus on the goals their clients wish to achieve. Clients explore their present levels of functioning and the changes that must be made to achieve personal objectives. Thus, counselling involves both choice and change, evolving through distinct stages such as exploration, goal setting and action (Brammer et al., 1993).

According to Brown and Lent (2008), effective counselling reduces confusion, allowing the client to make effective decisions leading to positive changes in their attitude and/or behaviour. Tenibiaje (2010) stressed that effective counselling is not advice-giving and is not acting on someone else's behalf (these are more the roles of a life coach). The ultimate aim of counselling is to enable the client to make their own choices, reach their own decisions and to act upon them accordingly. Counselling should aim at assisting clients to facilitate self-

understanding so as to resolve any obstacle hindering their academic progress and those problems relating to their vocational, educational and socio-personal attainment.

According to Ipaye (2004), counselling is a moulding, reconstruction and a rehabilitation process. He further reported that counselling is a process that involves rehabilitating, reintegrating, and behaviour modification of inmates. By rehabilitation, counsellors give assistance to inmates in securing a job through specific training received and find job through direct contact or connection by the rehabilitation counsellors with employers (Bouffard et al., 2000). By rehabilitation, counsellors should provide counselling, psychotherapy training, career counselling, relationship issues, creative training, planning and practice employer attitude, job development skills and counselling in financial management to the inmates (Huffman, 2006).

Through rehabilitation, counsellors should assist the inmates, so as to achieve optimal adjustment to living and working within their chosen environment. Byrne and Howells (2002) explained reintegration as the act of re-joining the community. Reintegration cannot be implemented without proper transformation of the inmates. A thorough transformation programme should be put in place to make the job of re-integration easier because a transformed inmate can better appreciate the values of the society (Adana, 2004).

The role of police, prison governors and officers: In democratic societies the law underpins and protects the fundamental values of society. The most important of these is respect, for the inherent dignity of all human beings,

whatever their personal or social status (Johnson, Selber & Lauderdale, 1998). However, Loucks (2002) reported that one of the greatest tests of this respect for humanity lies in the way in which a society treats those who have broken, or are accused of having broken, the criminal law. These are people who themselves may well have shown a lack of respect for the dignity and rights of others.

Prison staff have a special role on behalf of the rest of society in respecting their dignity, despite any crime which they may have committed to treat prisoners in a manner which is decent, humane and just (UNAMID, 2010). They are to ensure that all prisoners are safe so that the dangerous prisoners do not escape and also to make sure that there is good order and control in prisons; to provide prisoners with the opportunity to use their time in prison positively so that they will be able to resettle into society when they are released. These, they are to do in respect to the international standards dictating their operations.

Stakeholders such as police, prison governors and prison officers have a role which, understandably, includes an element of judgment, because they have a relationship with an offender as a consequence of the particular crime for which he or she was imprisoned (Tenibiaje, 2006). They can, therefore, have only a conditional relationship with an offender. A counsellor can afford to have a relatively non-judgmental relationship with a person based around the reasons that brought him or her to commit crime. As such, the value of counselling and the reason it fills the gap is because, as someone who deals with the causes of criminality, and does not have the particular sentence as a focal point, the

counsellor in prison can form the bridge between before, during, and the aftermath of an offender's sentence (Taylor & Buku, 2006).

As visits to prisoners are likely to have a wider influence on the prisoners, Gabel and Johnston (1995) pointed out that police, prison governors and officers should actively seek to harness the interest and commitment which many families show towards prisoners through the vehicle of visits. This is because Gabel and Johnston show that families can have a very real influence on the way in which prisoners think and behave. For some, this influence is a negative and destructive one, but for others, the influence can be positive and the strength and stability of positive family relationships can impact significantly on how settled or disruptive a prisoner is throughout his sentence. That said, it is important to be proactive about involving families, through the medium of visits, in influencing the attitude and response of prisoners, especially in the crucial early stages of their sentences as well as at the important pre-release phase and how that might be achieved.

The role of the social welfare among prisoners: Social work is the professional activity of helping individuals, groups or communities to enhance or restore their capacity for social functioning and creating social conditions favourable to this goal. Social work is distinguished from other professions in the helping field. It is in the area of expert knowledge where the emphasis of its practice is placed on the relationships that people have with others within the communities and the society at large (Dale, Smith, Norlin, & Chess, 2006).

Social Welfare Department is an aspect of social work directed at rendering social services to individuals and social well-being. It focuses on the

strengths, weaknesses and capabilities and resources of their clients as regards the larger environments (Turner, 1999). The Social Welfare Department, being a social work field of helping and relationship development, conducts its operations on clients system. This clientele include the individual, groups, families, corporate organisations and communities.

The prison being a heterogeneous community of criminals with varied crime portfolios, the contribution of the social workers at the prisons is of an intervention (Roman & Travis, 2004). This is so because, they use the advanced knowledge and skills in social work practice to analyse, intervene and evaluate the circumstances of inmates. They involve inmates who are their clients in working relations and identifying their needs, problems and what they can do and other wise. They also gather information on inmates who they assess and draw the appropriate service delivery required in individual situation as well as groups.

The Social Welfare Department, at strategic level, after critical analysis draw up empirically structured interventions to be implemented at the prison for the wellbeing of the prisoners so that they can be effectively reintegrated into the society (Dale et al., 2006). This interventions or programmes advocate and provide for leadership in ethical lifestyles, respect for diversity in the prison community. They also evaluate the effectiveness of interventions and measure their effectiveness as to whether they are yielding the anticipated responses.

Since the focus of social work is to reciprocate the relationship between people and the environment, the social worker at the prison contribute their skills, experience and technical know-how to empowering inmates to access social and

economic justice at their disposal (Turner, 1999). A prisoner as an individual is identified as the smallest unit of society because it functions with internalised social norms and refers to its social actions by means of the reflexive process. Thus, the individual human being requires a sense of self in order to function as part of a social organisation.

The major role of the Social Welfare Department among prisoners is to identify the individual need of prisoners so as to apply the necessary professional assistance in addressing these needs. Dale et al. (2006) opined that need pertains to an internal stimulus of genetic origin, a source of motivation directed at the survival and development of the human. They further identified a hierarchy of needs that forms the foundation for a hierarchy of values. These include survival, safety and security, social belonging, self-esteem and self-actualisation. These needs are positioned in a hierarchical level from those that are most basic and related to the satisfaction of survival imperatives such as food, water and shelter; to self-actualisation thus, the realisation of one's unique potential.

Survival needs are the physiological requirements of the prisoners as regard their basic nutrition, safe air for breathing and good water. Loucks (2002) reported that once the survival needs are satisfied the individual becomes conscious of his security and safety and the necessity for protection of his possessions and this can be a dominant indicator for directing his/her behaviour. When safety and security needs are met, then the need of belongingness and love comes to the fore. When the satisfaction for these needs are not forthcoming, some human beings develop inferior complexes and will be tempted to devise

their own means of attracting recognition to themselves thereby engaging in anti-social activities resulting to crime.

On the contrary, when love and belonging needs are adequately addressed the need for self-esteem arises. Self-esteem needs are self-respect and respect from others which is synonymous with the idea of mastery and a sense of competency. Dale et al. (2006) again expounded that it is not enough to be loved and possess a sense of belonging rather, the need to have a good feeling about oneself in order to possess self-esteem. Most prisoners have lost their self-esteem as a result; they have lost themselves to themselves. Self-actualisation needs are growth related and due to environmental differences, only few individuals are able to have this need completely satisfied to explore their maximum potentials. This need include wholeness, completeness, beauty, truth, uniqueness, and self-sufficiency. These needs are adequately, individual and personalised and can only be satisfied by the individuals when he holds the mind-set that satisfaction and accomplishment gained is largely due to his/her individual efforts.

Social workers at the prisons direct their expertise to assisting inmates to have their basic or deficiency needs satisfied so that they can have ability to regain their self-esteem so as to attain the level of self-actualisation. Unfortunately, Turner (1999) asserted that the social structure and lack of the appropriate facilities at the prisons, especially African Prisons, are rendering the aim of the social workers at the prisons a myriad.

Empirical Review

The empirical review includes issues such as the history of Ghana Prisons Services, correctional institution, history of guidance and counselling in prisons, background characteristics of prisoners, prisoners' perception of counselling, counselling needs of prisoners, and programmes for counselling needs.

The History of Ghana Prisons Services

The traditional Ghanaian communities did not have official prison system until the British Council of Merchants established a network of harsh prisons in forts such as the Cape Coast Castle in the mid-19th Century and by 1850, four of these prisons held in their custody 129 inmates who worked in the road gangs (Ghana Prisons Service, 2012). The 1860 Prison Ordinance, outlined regulations for the welfare and safekeeping of prisoners. Later, ordinances enacted further defined the nature of the colony's prison regime, or separate system which required solitary by night, penal labour and a minimum diet. In the early 1900s, the British Colonial Administration took over the country's prisons and engaged Europeans to work as guards in the prisons. However, Ghanaians systematically, took over the position of these colonial officers after the Second World War and in 1962; the Ghanaians completely took over the administration of the Prisons.

The first Ghanaian Governmental Administration, led by Dr. Kwame Nkrumah and his Conventional Peoples Party (CPP) eventually became a one party system; where the prisons were used to punish political opponents, hence the Nkrumah's regime gave little attention to reforms at the Ghanaian Prisons. In 1966 when the CPP Government was overthrown by the National Liberation

Council (NLC), there was a dramatic change as to the reformation of the prisons. The leadership of NLC empowered a civilian commission to conduct thorough investigations into the prison set up and come out with recommendations for improving the system.

The Commission eventually came out in 1968 with their report and findings that outlined series of setbacks in the prison system. Out of the country's 29 prisons as of the time, nine were judged unfit for human habitation and two were only suitable for police lockups; 13 were useful only for short-term detention. The NLC failed to execute the recommendations of the commission because of corruption and incompetence due to which the prisons were left in bad state with poor ventilation, poor sanitation and very poor kitchen facilities.

The Ghana Prisons Service exists under the following mission, vision, functions and legislative mandate:

Mission Statement: The Ghana Prisons Service is tasked with the safe custody of convicted persons from the courts as well as the provision of reformation and rehabilitation programmes for their successful resettlement into society. Their cherished values are humanity, vigilance and fortitude.

Vision: The vision of the Ghana Prisons Service is to transform the Ghana Prisons Service into a highly efficient correctional service, managed by a well-trained, disciplined and motivated staff.

Functions: The core functions of the Ghana Prisons Service as spelt out in Section (1) of NRCD 46 (1972) are as follows:

1. Safe custody of prisoners
2. Welfare of prisoners
3. Reformation and rehabilitation of prisoners

It shall be the duty of the Prisons Service to ensure the safe custody and welfare of prisoners and whenever practicable to undertake the Reformation and Rehabilitation of prisoners. Every prison officer shall perform such functions as are by law conferred upon a Prison Officer and shall obey all lawful orders and direction in respect of the execution of his office which he may receive from his superiors in the Prisons Service.

Objectives: To protect the public by

1. holding prisoners securely
2. reducing the risk of prisoners re-offending
3. providing safe and well-ordered establishments in which we treat prisoners humanely, decently and lawfully

Principles: In carrying out their work, the Ghana Prisons Service:

1. work in close partnership with others in the Criminal Justice System to achieve a common objective
2. obtain best value from the resources available to ensure effective correctional practice
3. promote diversity, equality of opportunity and combat unlawful discrimination

4. ensure our staff have the right leadership, organisation, support, training and preparation to carry out their work effectively

Policies: The following are some of the policies linked to the above functions:

1. Execution of sentences in a humane manner to reduce recidivism (re-offending).
2. Offering opportunities to prisoners to develop their skills through vocational training, moral and formal education.
3. Encouraging public/private participation in the provision of skills training.
4. Improvement in the welfare of prisoners (i.e. health care, clothing, bedding, feeding, recreation, library facilities, etc.).
5. Protection of rights of prisoners.

Legislative Mandate: Prison Regulations 1958 (L.I. 412)

1. Prison Standing Orders 1960
2. Prison (Amendment) Regulation 1970 (L.I. 648)
3. Prisons (Declaration of Prisons) Instrument 1971 (E.I. 22)
4. Prisons Service Decree, 1972 NRCD 46
5. Ghana Prisons Service Scheme of Service Administration (1991)
6. The 1992 Constitution of Ghana.

Correctional Institution

Correctional Institution is the prison for juvenile delinquents, people under 17 years or 18 years, depending on the jurisdiction are known as young offender institutes or similar designation and hold minors who have been remanded into

custody or serving sentence (Wolfgang, Figlio & Sellin, 1972). Juvenile delinquency refers to antisocial or illegal behaviour by children or adolescents. Most legal systems prescribe specific procedures for dealing with juveniles, such as juvenile detention centres.

Many countries have their own legal age specifying when children are deemed legally responsible for their actions for a crime as Mensa-Bonsu (2008) held that a child under 12 years is incapable of committing criminal offence in Ghana. In addition, a minor is any child under 18 years of age and when they commit any criminal offence; they are not to be detained in adult cells or prisons but rather in correctional homes where their daily conduct can be monitored with the hope of reshaping their life to suit communal standards and reintegrated into societal life. Countries such as Canada may try and sentence a juvenile as an adult, but have them serve their sentence in a juvenile facility until they reach the age of maturity, at which time they would be transferred to an adult facility.

There are a multitude of different theories on the causes of crime, most if not all of which can be applied to the causes of youth crime (Mensah-Bonsu, 2001). Youth crime is a major issue and is an aspect of crime which receives great attention from the news media and politicians. The level and types of youth crime can be used by commentators as an indicator of the general state of morality and law and order in a country, and consequently youth crime can be the source of moral panics. Theories on the causes of youth crime can be viewed as particularly important within criminology. This is firstly because crime is committed disproportionately by those aged between 15 and 25. Secondly, by definition any

theories on the causes of crime will focus on youth crime, as adult criminals will have likely started offending when they were young.

Usually, a delinquent will do to someone else what has been done to them. A Juvenile Delinquent is one who repeatedly commits crime (Mensah-Bonsu, 2008). According to these juvenile delinquents sometimes have mental disorders or behavioural issues such as post-traumatic stress disorder or bipolar disorder, and are sometimes diagnosed with conduct disorder partially as a result of their delinquent behaviours.

History of Guidance and Counselling in Prisons

Guidance and counselling dates back to ancient times as in 250 BC, the early Egyptians were concerned and guided their people to maximise their potential; as was the case of the early Greek communities who sought to train and develop their members so that they can become useful to themselves and their communities. It is also noted that parents of ancient Rome served as role models to their children and dependants by encouraging them to choose occupations that will enhance the full development of their potentials for the overall benefit of their society (Taylor & Buku, 2006). Guidance and counselling in modern times, dates back to as early as 1907, when Jesse Davis implemented the first guidance and counselling programme at Centre High School in Detroit, Michigan.

Guidance and counselling experienced a rise in popularity in the years leading up to the Great Depression (Makinde, 1990). Although the field experienced a brief decline, guidance and counselling as a profession has been a

staple of American education and system since the 1940s. Counsellors do not only assist students, they also provide assessments of students with behavioural problems and coordinate with teachers to address these problems.

Background Characteristics of Prisoners

Gender refers to the social differences between men and women. This includes roles, status, expectations, power, privileges, rights and opportunities as defined by culture, traditions, society, or religion that are learned from infancy. Gender, thus, refers to socially constructed roles, responsibilities, relationships, status and privileges assigned to women, men, girls and boys in a given culture or location. These roles are learnt, very dynamic and changeable and vary from one culture to another (United Nations African Mission in Darfur [UNAMID], 2010).

Coyle (2009) posited that prison is unquestionably one of the most sex-segregated of all social institutions. Experience in a number of countries has shown that women can carry out the normal duties of a prison officer just as well as men. Indeed, in situations of possible confrontation the presence of women staff can often defuse potentially volatile incidents. It is common practice that on first admission to prison all prisoners are given a full body search.

Women prisoners should only be subjected to body search by female officers else that will amount to gross abuse or sexual harassment (Holtfreter & Morash, 2003). The right to respect of privacy, so far as personal and body search is concerned, effective measures should ensure that such searches are carried out in a manner consistent with the dignity of the person who is being

searched. Persons being subjected to body search by State officials, or medical personnel acting at the request of the State, should only be examined by persons of the same sex. There are a few situations, such as supervision of sanitary areas and carrying out personal body searches, in which the member of staff involved, should be of the same gender as the prisoner.

Women prisons for instance were built without any consideration to the needs of women as to visit by their children, families and love ones. Due to such variables, it is confidently said that gender discrimination is prevalent in prison, especially African Prisons with regards to Ghanaian Prisons (Mensah-Bonsu, 2008). Further, it is important to better understand female inmates as the number of women comprise a small percentage of the national prison population and are often ignored in corrections research and programmes and policies that are effective with men are implemented in women's facilities with the assumption that they will work for women, too. But because they do not consider gender differences, these programmes are often not effective. Therefore, Holtfreter and Morash (2003) advised that it is imperative for the prisons administration to draw programmes that will be gender responsive.

Scott, Spender, Doolan, Jacobs and Aspland (2001) found that there are a lot of females in the prisons for very minor offences, while some were being kept for years awaiting trials. Tenibiaje (2000) studied the background characteristics of prison inmates and found that the high rate of crime is not peculiar to the male, but also female, has taken crime as in a new dimension. There was an enormous

surge in the number of women incarcerated in Nigeria with the number of women almost quadrupling in crime.

Tenibiaje (2006) found that the illiteracy level of inmates is so high that out of 504 inmates that responded to his questionnaire given out, 54.7% could not read the questionnaire and 16.2% was assisted by the researcher. Only 19.1% had Junior High School Certificates and 10% had Senior High School and Higher Certificates. It was also revealed that 70.9% of prison inmates could identify, read, interpret, understand and communicate in English Language or read Pidgin English fluently, hence they were assisted by the researcher in Nigerian Prisons.

Ipaye's (2004) study pointed out that education for prison inmates is important for the following reasons:

1. Education in prison increases literacy
2. Vocational education with live work projects and apprenticeship certificate will ensure productive employment for ex-convicts
3. Six to twelve months educational programme will lead to certain certificate after completion. Correctional education programme can be mounted in prisons to improve on education of prisoners
4. Post-secondary education in prison is another positive direction towards productive employment
5. Vocational training job related to the current job market with expanded apprenticeship programme will be useful to ex-convicts upon their release from prison

Tenibiaje (2010) showed that access to important variables for productive employment is low, except access to skills acquisition and enhancement programmes that were just seven percent and 15%, respectively.

Prisoners' Perception of Counselling

Perception plays a vital role in prisoners' lives. It plays an important role in the choices that prisoners make and it can cause many of them to make wrong choices based on false information. It is a process by which individuals organise and interpret their sensory impressions in order to give meaning to their environment (Dulebohn & Ferris, 1999). However, what one perceives can be substantially different from objective reality. Dulebohn and Ferris pointed out that the seriousness prisoners would attach to the counselling service depends on the prisoners' perceptions of the service.

A study by O'Looney (2005) revealed that the prisoners' perception of counselling created three clear groups. The study reported that about 17% of the respondents were uncomfortable with female counsellors. Such prisoners felt embarrassed and shameful about sharing emotions with female counsellors.

The prisoners' perception of counselling created three clear groups (O'Looney, 2005). About half of the respondents reported they had more confidence in inter-personal relationship as well as reduced anxiety. These people associated these changes with the skills they learnt during counselling. They stated that they communicated more effectively and utilised positive thinking skills on a frequent basis. They claimed to have a better understanding of fellow prisoners and were more tolerant of them.

A significant other group (17%) was still reliant on drugs to either give them a zest for life or to use as a block to hide their pain and anxieties (O’Looney, 2005). For these people, counselling is not an alternative to dealing with personal problems as it did not provide the relief that they see drugs do and many of them plainly refuse to confront painful memories. The third group (29%) showed ambivalence to the effectiveness of counselling. This group had pre-conceived ideas of counselling and were able to draw on previous experiences.

Only slightly more than half of the respondents who received person-centred counselling were aware of other counselling services available in the prison. Prisoners who received more than one type of counselling had a clear appreciation of person centred counselling as it allowed them to work in a non-directed and non-structured approach allowing them to take control of their session and work on a one-to-one basis (O’Looney, 2005).

Counselling Needs of Prisoners

Counselling deals with personal, social, vocational, empowerment, and educational concerns. Counsellors work only in areas in which they have expertise. These areas may include intra- and interpersonal concerns related to school or college adjustment, mental health, ageing, marriage or family issues, employment and rehabilitation. According to Brand and Price (2000), there are many counselling needs of prisoners, but they can be grouped under emotional, social, physical and financial (economic) needs.

Emotional (psychological) needs: Counselling is an integral part of our mental health policy for offenders which follows their time in prison and

continues after their release. It has a vital part to play in improving the mental health of offenders and developing their capacity not to re-offend. Counselling suits the needs of a high percentage of the prison population, many of whom fall below the threshold of prison mental-health care, which is generally designed for more severe problems. Huffman (2006) reported that many inmates suffer from relatively low-level psychological disturbances – depression and anxiety – and early intervention can prevent these clients from developing more deep-seated mental health problems.

Self-narratives are shaped by experience and then reflected in behaviour. In order to explain why individuals commit crime an analysis is required to understand these internal states. One level is to explore the narrative identity or self-concept. It is suggested that traits give only the beginning of the whole personality (Day, 2007). To fully understand offending, Day advised that there is a need to move beyond stable traits to explore the whole person.

Counselling must be an integral part of a coherent and long-term strategy for the mental health treatment of offenders; a system that begins as soon as someone is sentenced and continues throughout their incarceration and then, importantly, out into the community. Very little support is available to prisoners with common mental health problems, such as depression, anxiety and sleeping disorders. These problems are the business of primary care in the wider community but not, it would appear, in prisons (Brown, 2001).

The issues and needs of addicted women are for the most part invisible in the criminal justice system. Literature indicates major problems of psychological

and psychiatric morbidity, including psychiatric disorder, especially PTSD, substance abuse, personality disorders, sexual/physical abuse and self-harm (Byrne & Howells, 2002). According to Holtfreter and Morash (2003), the identification of common and co-occurring needs, particularly those associated with high risk for recidivism, can assist programme staff, advocates for women offenders, and correctional administrators in determining what combination of programme elements should be available to women, and the degree to which programming must address multiple domains.

Payne (1997) noted that prisoners suffer the emotional stress of their imprisonment having destructive effects on a family. He cited that the destructive effects include the instability, the financial distress, the burdens of the remaining carer and the psychological difficulties of the child, such as guilt and acute insecurity, manifesting themselves as disturbed behaviour. Grimshaw and King (2002) as well as Hennebel, Fowler and Costall (2002) summarised the psychological effects of prisoners as deterioration of health, maternal depression, reduction of family income, increased demands from the imprisoned partner such as material help or more problematic requests such as drug supply, and strains on the quality of care to their children.

Prisoners' welfare becomes an emotional concern for the prisoners when they have mental health problems or appeared distressed (Brown, 2001). Research into mental health of prisoners on behalf of the Office for National Statistics (Singleton, Meltzer & Gatward, 1998) showed that problems ranging from

personality disorders, neurotic symptoms, self-harm, and addiction affect a substantial proportion of people in custody.

O’Looney (2005) cited that many prisoners demonstrate rapidly changing uncontrolled emotions. Anger and aggressions can be quickly displayed by despair, suicide attempts and sudden bouts of intense anger. Prisoners also show such opposing behaviours to the same people or group of people such as being plaint and rough, manipulative and insensitive, goodwill and parasitical. O’Looney reported that lack of self-reliance is a key issue in the personality problem of many prisoners – whether it is lack of self-reliance comes never able to learn it or accumulated low self-esteem – because it is equivalent of an extreme degree of dependence on others. Hence the prisoners struggle with extreme contradictory feelings of dependence and fear. The sharp contradictions of these feelings inevitably create frustrations, suspension and outbursts.

Social needs: Jacoby and Brenda (1997) found that the type of relationship, quality of visits (frequency, duration, etc.) and other social support during imprisonment were significantly related to a higher quality of life upon release. Some prisoners suffer the problem of lack of frequent visits, which Lloyd (1992) attributed to payment for vehicles. Visits are one of the main means in which prisoners and their families maintain contact (Light, 1995), and much of the literature focuses on the crucial role of visits in maintaining family contact and thereby in reducing recidivism (Haines, 1990; Woolf & Tumin, 1991; Wright & Wright, 1992; Ditchfield, 1994). Good visits are therefore essential to good relations and maintenance of family ties (Gabel & Johnston, 1995).

The opening statement of a document prepared jointly by the Home Office, Prison Service, Save the Children, and the Federation of Prisoners' Families Support Groups states that family ties help ensure a prisoner's reintegration into life outside. For that reason alone, it makes sense to encourage prison visits (Ditchfield, 1994; Haines, 1990; Social Exclusion Unit, 2002).

According to Tenibiaje (2010), the prison inmates needed productive employment after their release from prison. The prison inmates needed to be totally transformed, and they needed the assistance of the counsellors. The type of training that exists in the prisons could not transform them or prepare them for productive employment. There was Inmate Training and Productivity (ITP) in the prison that is saddled with the responsibility of training inmates in prison farms and industries. These cottage industries trained the inmates in industrial production to make furniture making, soap making, toilet roll, manufacturing aluminium pots and metal work fabrication.

However, the study found that kind of training could not help inmates to be self-sustaining after being discharged. This type of training would not prepare them for productive employment and cannot reduce recidivism (Ditchfield, 1994). This type of training does not offer the skills needed in today's job market and does not provide for the needs of prison inmates. The prison inmates need skills such as literacy and vocational skills that are functional and productive.

Durosaro (2002) equally found that gender significantly affected the counselling needs of female prisoners, while age did not significantly affect the counselling needs of female prisoners in Nigeria.

Educational needs: Similarly, the prison inmates in Nigerian prisons needed to be assisted in counselling service in area of vocation and education so as to obtain gainful employment (Adana, 2004). If an economy intends counselling to be for productive employment, then the inmates should not be left in a vacuum. The inmates should be counselled for functional educational productive employment. They should develop their knowledge and articulate their hidden potential so as to participate fully in the wider society after being discharged from prisons.

Some inmates also considered support for their families at home to be an important need. In the United States, parent education has shown value for the self-development of incarcerated mothers and for the welfare of their children (Thompson & Harm, 2000). Pearson and Davis (2003) also described positive outcomes from a collaborative multi-service programme that offers assistance with employment, child support and family reconnection to ex-offenders with children.

Physical needs: Many prisons have significant problems with the physical needs of their inmates. Prisoners suffer injuries caused by staff, other inmates, and from accidents. Most violence is socialised, which means it is a normative part of coping with the status hierarchies and gangs in prison. Since jails house people at high risk of being perpetrators and victims of violence, it is

not surprising that inmates report high levels of injury (May, Ferguson, Ferguson & Cronin, 1995). Prisons have a more widespread problem with instances of sexual abuse. Braswell, Montgomery and Lombardo (1994) found that about 25% of women in prison get pregnant during their prison experience.

Prison conditions affect the well-being of incarcerated populations and over-crowding can contribute to infectious diseases, safety problems and environmental hazards. Crowded prisons contribute to transmission of infectious diseases such as tuberculosis, hepatitis B and methicillin-resistant staph aureus, both behind bars and in the wider community (Bellin, Fletcher & Safyer, 1993).

Housing also poses a physical problem to inmates. Homeless people are at higher risk for incarceration than the housed and incarceration can precipitate loss of housing (National Coalition for the Homeless, 2004). Even a short incarceration can have detrimental effects on the stability of housing (Centre for Poverty Solutions, 2003). Jails are a primary supplier for homeless shelters. For example, Results from a recent study of individuals in the San Francisco County jail system showed that 16% of all episodes of incarceration involved a person who was homeless (McNiel, Binder & Robinson, 2005). Among incarcerated women, rates of homelessness are particularly high, with some studies (Richie, 2001; Roman & Travis, 2004) showing rates as high as 40%. Women in particular face many challenges to securing safe and affordable housing upon returning home from jail, as they may need to find a home for their children or escape an abusive partner.

Economic (financial) needs: The relationship between crime and unemployment is a complex one. However, studies which focus in particular on the relationship between employment and groups of identified offenders have found that accessing meaningful work may be viewed as a turning point in the lives of offenders who cease offending. Prisoners usually complain of their inability to secure jobs after serving their sentences. Employment thus becomes one of the counselling needs of ex-convicts. Employment and employment opportunities have been described as central to the process of fostering mature relationships which produce social capital (Albright & Denq, 1996). While levels of unemployment are high amongst ex-offenders, it is often difficult to distinguish the extent to which this may be based on their criminal convictions or offending behaviour or whether it may be due to other factors such as low educational qualifications, health problems, lack of practical experience in employment or lack of motivation.

In highlighting the centrality of employment in developing social capital and helping offenders desist from criminal behaviour, such interventions should, where possible, also be accompanied by a focus on the importance of the family as a second key factor in creating desistant behaviour (Bushway, 2003). Good family relationships share many of the features of employment, including an increase in structured time and a decrease in unstructured time, the construction of legitimate identities and increased self-esteem, contentment and emotional support and something to lose – all of which are associated with desistance from criminality.

Despite that prioritisation, Bouffard, MacKenzie, and Hickman (2000) emphasised that even the best work delivered in prison may not result in prisoners finding and maintaining employment if this is not linked to, and supported by, good aftercare provision. Prisons can deliver high quality programmes and interventions aimed at increasing the employment chances of inmates on release.

Programmes for Counselling Needs

Visits to prisons and other types of contact of families with prisoners could also be enhanced. According to Joseph (2003), telephones for prisoners are now a regular feature in prison establishments, though these do not receive incoming calls, the time allowed and opportunities for calls may be limited, and the number of telephone cards or credits allowed per week is often based on the prisoner's regime level. The HM Chief Inspector for England and Wales (1997) recommended that no such limits should be imposed on the number of telephone cards that may be purchased, as long as these are clearly marked as the property of the prisoner purchasing them.

The Inspector also stated that some prisons allowed telephone calls (five minutes once a month) at public expense to foreign nationals who did not receive visits. He recommended this as good practice and said such calls could be extended to other people like women who did not receive visits in view of their primary carer role. The Chief Inspector further mentioned that provision of home leaves and town visits should be reconsidered for female prisoners, as they are generally at less risk of escape and much less frequently abused the system of leave prior to its restriction.

Johnson et al. (1998) suggested that programmes or services should be developed for prisoners, their children and families to enhance societal re-integration after their release from prison. Johnson et al. found that the re-integration of offenders into the community and building supports seem to show particular promise for reducing further offending. Their study revealed that benefits of enabling and encouraging prisoner family ties included decreased recidivism, improved mental health for both prisoners and family members, and increased probability of re-unification of the family after the prisoner's release.

Alford and Beck (1998) suggested that reintegration of prison inmates into the society should be a collaborated effort of counsellors, Non-Governmental Organisations (NGOs) and Government. This reintegration entails a lot of sacrifices and financial assistance. There should be adequate provision of the repatriation of inmates and reintegration of inmates into the society. Adequate provision of clothing, transportation to their residents, money and to secure job for the inmates, proper and effective transformation and reintegration would reduce recidivism. Brammer et al. (1993) believed that individual counsellors play a role in the transformation and reintegration of the inmates. They can constitute a body or committee to visit the prisons regularly with formative objectives for the prison inmates. NGOs should also assist the inmates in the area of guidance and to counsel the prison inmates.

Another area of assistance to the prison inmates is that stakeholders can establish Half-Way-Home (HWH). HWH are community-based residential facilities that are alternative to confinement in jails or prisons (McNiel et al.,

2005). The offenders are midway between jail or person and the free community. The goal of half way homes is to provide offenders with a temporary period of highly structured and supportive living so that they will be better prepared to function independently in the community upon discharge in the halfway home, professional counsellors should be employed to man counselling centres to counsel the inmates until jobs are second for them. NGOs can provide toiletries, clothing, shoes, etc. for the inmates in HWH on discharge.

NGOs or Government may also take up the bill for the establishment of counselling centres in all prisons and manned by professional counsellors (McNiel et al., 2005). Human beings live in a complex, busy and changing world. In this world, there are many different types of experience that are difficult for people to cope with. Most of the time, people get on with life, but they are sometimes stopped in their tracks by an event or situation that they do not have the resources to sort out. Most of the time, people find ways of dealing with such problems in living by talking to family, friends, neighbours, priests or family doctors.

However, Roman and Travis (2004) are of the view that occasionally their advice is not sufficient, or prisoners are too embarrassed or ashamed to tell family relations what is bothering them, or they just do not have an appropriate person to turn to. Counselling is a really useful option at these moments and providing counselling centres near prisons will be of paramount interest to many prisoners. The centres will help prisoners who are basically psychologically healthy resolve developmental and situational problems.

Hairston (1991) also found that constructive family involvement may provide a key to effective rehabilitative work in prisons. Hairston emphasised that research shows that following separation from family and friends may lean more on other prisoners as a surrogate family or “we” and identify prison officials as a “they”. Separation from family and friends increases prisoners’ sense of alienation between themselves and the rest of society. In contrast, Loucks (2002) reported that prisoners who maintain family ties may be less likely to accept the norms and patterns of behaviour of the prison subculture. Arguably, then, encouraging ties between prisoners and their families wherever possible reduces divisions between prisoners and staff, and between offenders and society.

While safety and security are paramount in prisons, the Prison Administration also has a responsibility to provide inmates with opportunities to participate in programmes that can provide them with the skills they need to lead crime-free lives after release. These programmes should provide many self-improvement avenues, such as work in prison industries and other institutions, vocational training, education, drug abuse treatment, religious observance, parenting, anger management, guidance and counselling, and other programmes that teach essential life skills. According to Szumski (1985), this kind of programmes will provide skills and habits that will replace the sense of hopelessness which prisoners have.

Educational programmes seem to be the most effective treatment programme. The most common figure quoted on its success is that inmates who complete at least a high school diploma are at least 10% less likely to reoffend

after release (Palmer, 1991). Vocational training programmes have mixed results, with some work programmes (like computer data entry) producing trouble-free employment rates of 30% for ex-offenders with other programmes (like food service) only producing one percent success rates. Needs carers identified for prisoners was for support in education (parenting skills both in and out of prison and formal education or training) (Grimshaw & King, 2002). They found that prisoners wanted information and advice on support services such welfare, advocacy, benefits, budgeting, depression, drugs, domestic violence and child development.

In 1996, according to the Bureau of Justice Statistics (2003), 14.1% of jail inmates participated in education programmes, most commonly high school programmes (8.6% of all prison inmates). Fewer than five percent participated in vocational programmes and less than one percent in basic education programmes. Other studies show that participation in correctional education programmes is associated with lower recidivism rates (Hull, Stewart & Brown, 2000) although few studies have assessed the impact of jail-based rather than prison-based educational programmes. Upon release, many young people have trouble finding their way back into the educational system and high schools often erect barriers to re-enrolment of those returning from jail (Freudenberg, Daniels, Crum, Perkins & Richie, 2005).

For people leaving incarceration, employment provides income for basic needs, structures daily life so as to reduce the temptation to use drugs or engage in crime, and reduces the pressure to earn money through illegal activities. Some

research shows that vocational training and employment, especially better paying and higher quality jobs, reduce re-incarceration (Henderson, 2001). In 2004, less than one percent of those under jail supervision in the US participated in community-based work programmes (e.g., work release, work gangs or other work alternatives); between 1995 and 2004, the number of persons participating in such programmes declined by 22% (Harrison & Beck, 2005).

Jail-based programmes provide mental health services, drug treatment, health care, vocational training, education, counselling, case management or other services (Dadzie, 2009). The usual rationale for these interventions is that they use the time of incarceration to address problems that might impede successful re-entry and to provide knowledge or skills that can improve re-entry outcomes. These programmes vary widely in intensity, duration, quality and proportion of population in need served. In the last decade, fiscal pressures and ideological concerns have led many prison and jail systems to reduce the services they offer (Greene & Schiraldi, 2002).

Long term programmes provide on-going (usually one year or more) housing, employment, drug treatment, health or mental health services to people who are leaving jail (King & Mauer, 2002). In some cases, these programmes define a specific geographic community as their focus and provide on-going support to individuals in that community. More frequently, however, these programmes serve individuals with conditions such as HIV infection or serious mental illness (Greene & Schiraldi, 2002).

Summary of Literature Review

From the review of literature, it is evident that counselling is a very important part of everyday life. It helps people through difficulties, dilemmas or anxieties concerning their lives. The needs theories, perception theories and counselling needs theories in therapy have been found to be useful in helping to address the counselling needs of prisoners. Counselling is theory-based and is concerned with the feelings, attitudes and emotional dispositions of the individual about himself and the situation facing him or her leading to modification of one's behaviour in the environment. It is a relationship between two people where one person attempts to assist the other to organise himself better to attain a form of happiness by adjusting to the situation.

The literature suggests that there is varying background characteristics of inmates and there is mixed results on the number of males and females in prisons. However, the literature points out that the seriousness prisoners would attach to the counselling service depends on the prisoners' perceptions of the service. While some prisoners perceive counselling as effective in reducing their pain and anxieties, others perceive counselling as uncomfortable, especially with female counsellors.

From the literature, prisoners have many needs, including emotional (mental or psychological), social, physical and financial (economic) counselling needs. It is believed that many stakeholders come to the aid of prisoners in order to meet the prisoners' counselling needs. The stakeholders include counsellors, NGOs, Police, Prison Governors and Officers, religious groups and Social

Welfare Department. Each stakeholder has a role to play in helping to meet the counselling needs of prisoners.

The literature indicates that there are a number of programmes designed to meet the counselling needs of prisoners. The programmes include allowing telephone services for prisoners, visits by friends and family members, societal reintegration programmes, establishment of counselling centres, vocational training and education.

CHAPTER THREE

METHODOLOGY

The methodology examines the research design, the population, the sample and sampling techniques used in the study. It also examines the research instruments, data collection procedures and data analysis.

Research Design

The study employed a descriptive survey design. According to Fowler (1993), a descriptive survey design is used to describe “what is”. It involves the use of both qualitative and quantitative techniques to describe, record, analyse, and interpret conditions that exist. Descriptive research design involves the identification of characteristics of an observed phenomenon and the description of the situation as it is (Leedy & Ormrod, 2005). Fraenkel and Wallen (2000) noted further that descriptive research is basic for all types of research in assessing the situation as a pre-requisite for conclusions and generalisations. They pointed out that the descriptive survey design describes and interprets the relationship among variables.

However, there are some difficulties involved in the use of a descriptive survey design, in that it is not in itself comprehensive enough to provide answers to questions and cannot establish causes and effect relationship (Osuala, 2001). Leedy and Ormrod (2005) also reported that one subtly and ineradicable shortcoming of descriptive survey design is the presence of bias. This is because

of the difficulty involved in ensuring that the questions to be answered are clear and not misleading, getting respondents to answer questions thoughtfully and honestly for meaningful analyses to be made.

The study adopted the descriptive study design to obtain relevant and accurate information concerning the counselling needs of prisoners at the Ankaful and Kumasi Central prisons. The design also allowed the respondents to give their perspectives on the counselling service and the provision of a lot of information on the counselling needs of prisoners from quite a large sample of respondents.

Study Population

The population for this study constituted all the inmates in the Ankaful and Kumasi Central Prisons, Regional Heads and the staff of the Social Welfare Departments in the Ashanti and Central Regions, Sectional Heads of the two prisons, and counsellors at the two prisons. According to the Ghana Prisons Service (2012), there were a total of 3,651 inmates in the two prisons. The Kumasi Central Prison contained 1,657 prisoners while the Ankaful Prison hosted 1,994 prisoners. There were also two Sectional Heads and 13 Counsellors from the two prisons and two Regional Heads and four supporting staff from the Social Welfare Department,. The total study population was therefore 3672.

Sample and Sampling Procedure

The sampling frame constituted inmates at the two prisons, Regional Heads of the Social Welfare Departments in the two regions, Sectional heads of the two prisons, and counsellors at the two prisons. The sample size for the study was 246. According to Krejcie and Morgan (1970), a population of 3672 requires

a sample size of 246 to ensure representativeness. However, only 203 respondents responded to the instruments, constituting 82.5% of the original sample size of 246. This comprised 197 inmates, two sectional heads at the prisons, two regional heads of the social welfare department, and two heads of the counselling sections at the prisons.

Stratified sampling technique was used to sample respondents from the two prisons. According to Gravetter and Forzano (2006), stratified sampling technique is used when the population from which a sample is to be drawn does not constitute a homogeneous group. The sampling technique is applied so as to obtain a representative sample. The study population was categorised into two strata – Ankaful and Kumasi Central Prisons. The simple random and purposive sampling techniques were used to sample respondents from the two categories. Thus, random sampling technique was used to sample inmates from the two prisons, while purposive sampling was used to sample the institutional heads. Ninety-one inmates from the Kumasi Central Prison responded to the instrument, whereas 106 inmates from the Ankaful Prison responded to the instrument.

With the random sampling of the inmates, the lottery method was used to sample respondents from both strata. The lists of the inmates were obtained from the two prisons. The list for one stratum was entered into Microsoft Excel 2010 Professional Edition. Random numbers were generated for the names. The random numbers were used to shuffle the names to make sure they are not in any pre-determined positions. The names which appeared first up to the sample size

need were chosen. The process was repeated for the stratum to get the total sample size.

Purposive sampling was used for the institutional heads due to their in-depth knowledge on the activities in the prisons as well as their responsibilities in supporting prisoners as provided in the legislative instruments that established their institutions.

Instruments

The study used interview schedule and interview guide to collect data for the study. The interview schedule is a structured form of interview. The questions on the interview schedule are mostly direct and close ended. The interview schedule requires responses similar to that of questionnaire and the responses are quantitatively analysed. However, interview guide is unstructured form of interview. It normally has probes for further clarifications to seek in-depth responses from interviewees. The responses from interview guides are qualitatively analysed (Cohen, Manion, & Morrison, 2007).

Bluman (1998) argues that interview surveys are advantageous in obtaining in-depth responses to questions and guaranteeing the completeness of the interview. The interview schedule was used to elicit data from the inmates because the use of questionnaire for inmates was not allowed by the authorities of the prisons. The interview guide was used for the institutional heads considering their in-depth knowledge on the activities of prisoners and to probe further on the responses they would provide.

The interview schedule was divided into three sections. The first section asked questions about the background characteristics of the respondents. The background characteristics included sex, age, educational status, marital status, type of employment, prison status, category of convicts and type of offences of the respondents as well as the number of years respondents have been in prison. The second focused on the perception of the inmates on counselling services at the prisons. Some of the issues considered under this section were perceptions on effectiveness of counselling services, level of privacy in counselling sessions, gender of counsellors and quality of counselling services provided. The third section sought to examine the counselling needs of the inmates. The issues included counselling for productive employment, literacy, family support, societal re-integration, forgiveness and maintenance of good health.

The interview guide was made up of two thematic areas which were the examination of the programmes designed by the prisons to meet the counselling needs of inmates and the roles of the various stakeholders meeting the counselling needs of inmates.

Data Collection

Data for this research was collected from both primary and secondary sources from the inmates and institutional heads (Regional Heads of the Social Welfare Departments in the two regions, Sectional heads and counsellors) at the two prisons. The interview schedule and guide were used to collect the primary data for the study.

A pre-test of the instruments was conducted at the Sekondi Prison in the Western Region of Ghana. The choice was based on its similar characteristics in terms of size and activities of inmates at the Ankaful and Kumasi Central Prisons. Twenty inmates and three institutional heads were sampled for the pre-test. Inadequacies and ambiguities in the instruments were identified and corrected in the final instruments. Challenges to be confronted in the main data collection exercise for the study were also identified.

The reliability of the instruments was established using the Cronbach coefficient alpha (0.78) which is a measure of internal consistency. The face validity of the instruments was ensured by giving out the instruments to my supervisor and course mates to review the research items. After the questions were reviewed, the actual data collection was followed.

The study took into consideration some ethical issues. An introductory letter was obtained from the Department of Educational Foundations of the University of Cape Coast to seek permission from the institutional heads of the two prisons for the data collection exercise. The researcher introduced myself, the title and purpose of the study to the heads before permission was granted to carry out the interviews. Convenient times were sought from the institutional heads for the interviews.

Data Analysis

The data were first edited to check for consistencies and grammatical errors. As a descriptive survey, the researcher used descriptive statistics (mean, standard deviation, frequency and percentage) in analysing the data. It was

analysed with the use of Statistical Product and Service Solutions (SPSS) version 17 and Microsoft Excel 2010 Professional Edition. Frequency tables and charts were used to present the findings of the study.

CHAPTER FOUR

RESULTS AND DISCUSSION

This chapter presents the results and discussion of the data gathered from the field. The chapter is organised under the counselling needs of inmates, programmes designed to meet counselling needs of inmates, the role of stakeholders in meeting the counselling needs of inmates, background characteristics of respondents, and perception of the prisoners on counselling.

Research Question 1

What are the Counselling Needs of Inmates of the Ankaful and Kumasi Central Prisons?

The research question one sought to examine the counselling needs of the inmates in the Ankaful and Kumansi Central Prisons. This was imperative to identify differences in the counselling needs of inmates with different background characteristics. The aim was to assess the psychosocial and psycho-economic difficulties inmates go through. This was critical to ensure complete reformation of inmates to enable them blend well with the society after serving their sentence. According to Brand and Price (2000), effective counselling services for inmates enable them to have positive perceptions about the society. This may help to reduce the proportion of second offenders and recidivists convicts in the prisons. Analysis of this research question was categorised into counselling for productive employment, counselling for societal reintegration, and counselling for maintaining good health.

Counselling for Productive Employment

Huffman (2006) argued that economic issues explain reasons why people continue to indulge in unlawful practices resulting in conviction. Huffman therefore, recommended that if counselling on economic issues are extended to inmates, it would help to reduce the recidivists convicts in prisons. Some of the issues discussed under this section were education in prison that increases literacy, vocational education with projects and apprenticeship certificate, continuous education, employable skills, how families could be supported.

The study first examined the proportion of the inmates who required education in prison that increases literacy. This was essential because literacy is regarded as fundamental to gaining formal employment. Results on the proportion of inmates who require education in prison that increases literacy are presented in Table 1.

Table 1: Education in Prison that Increases Literacy

Response	Frequency	Percentage
Strongly agree	39	19.8
Agree	55	27.9
Disagree	71	36.0
Strongly disagree	32	16.3
Total	197	100.0

Source: Field survey, 2012

Table 1 shows that 47.7% of the respondents strongly agreed or agreed that they required education in prison that increases literacy, whereas 52.3%

disagreed or strongly disagreed. The implication is that majority (52.3%) of the respondents did not require counselling on literacy to gain employment after serving their sentence.

Respondents were also requested to indicate whether they required vocational education with projects and apprenticeship certificate to increase their economic value in the society as well as avoid becoming second offenders and recidivist convicts. According to Day (2007), most second offenders and recidivists convicts are as a result of their difficulties with economic reintegration into the society. Figure 1 presents results on the proportion of respondents who require counselling on vocational education.

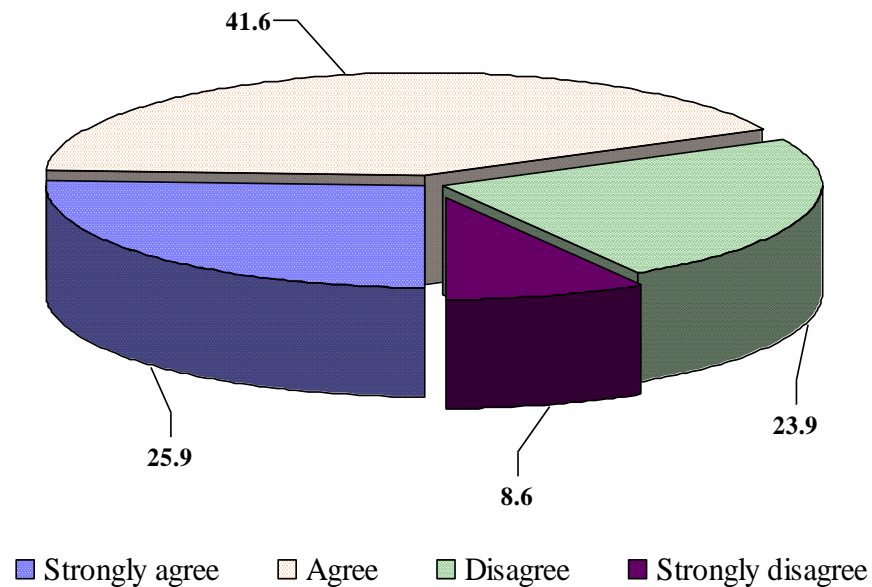


Figure 1. Requiring vocational education with projects and apprenticeship certification.

Source: Field survey, 2012

Figure 1 shows that 67.5% of the respondents strongly agreed or agreed that they require counselling in vocational education with projects and

apprenticeship, while 32.5% disagreed or strongly disagreed, respectively. The results show that majority (67.5%) of the respondents required counselling in the various vocational activities as well as gain the practical understanding in their choice of vocation with certification. The implication is that majority of the respondents wanted to gain additional skills and qualification to be productive in the society. This agrees with the assertion of Social Exclusion Unit (2002) that proper apprenticeship training and guidance could change the psychological outlook of inmates. Nonetheless, Tenibiaje (2010) emphasises that intensive counselling is required to enable inmates to take decisions on the right vocation which would be of economic importance in their places of origin. The skill and competence of the counsellor is therefore very critical at this stage.

Ditchfield (1994) recommends that counsellors should offer assistance to inmates on the necessity to further their education. This is because Ditchfield (1994) found that second offenders and recidivists convicts are mostly people with low level of education. The results on the proportion of respondents who required counselling on continuous education are presented in Figure 2.

Figure 2 shows that 50.2% of the respondents strongly agreed or agreed that they require counselling on continuous education, while 49.8% disagreed or strongly disagreed. The results show that majority of the respondents have plans or wish to further their education. According to Durosaro (2002), most inmates in developing countries wish to further their education because of their perception that increase in education could help them overcome some socio-economic

challenges that woo them to commit offences. This also agrees with Adana (2004) that economic issues underlie the causes of most offences.

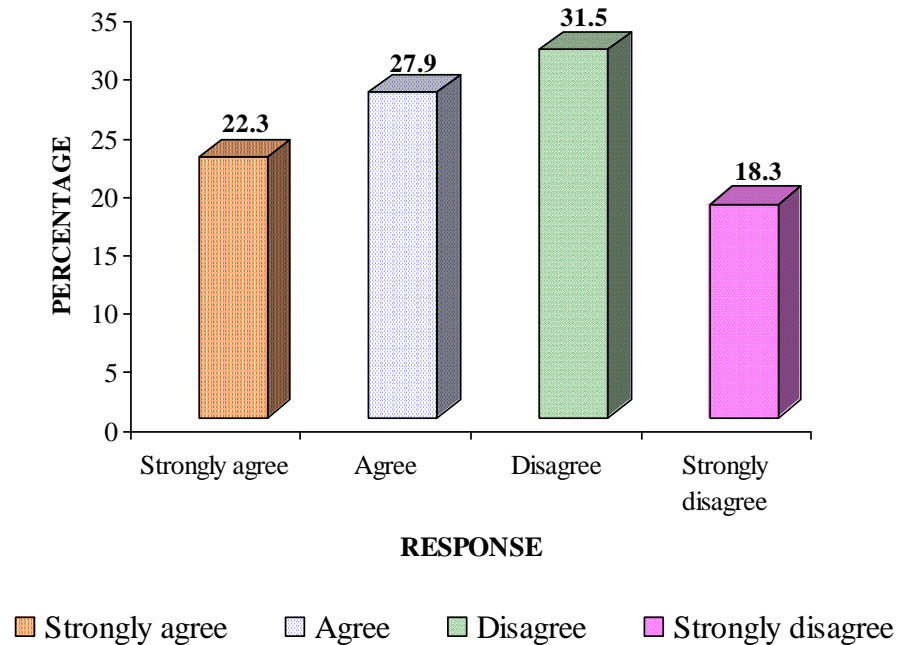


Figure 2. Requiring counselling on continuous education.

Source: Field survey, 2012

Another issue considered under the section was counselling on employable skills such as writing of Curriculum Vitae (CV), application letters, and secretarialship. Thompson and Harm (2000) contend that employable skills enable people to compete effectively for jobs in the society. Pearson and Davis (2003) therefore recommend that educated inmates should be counselled or guided on some employable skills to enhance their economic advancement after their discharge from prison. From the study, 35% of the respondents strongly agreed or agreed that they require counselling on employable skills, whereas 65% disagreed or strongly disagreed.

The study further sought the views from the inmates on their preference for counselling on possible ways their families could survive without their presence. Payne (1997) noted that prisoners suffer the emotional stress of their imprisonment having destructive effects on a family. O’Looney (2005) indicates that this type of counselling is important for inmates who were the breadwinners of their families. The results are presented in Table 2.

Table 2: Counselling on how Family could be supported at Home

Response	Frequency	Percentage
Strongly agree	35	17.8
Agree	47	23.9
Disagree	71	36.0
Strongly disagree	44	22.3
Total	197	100.0

Source: Field survey, 2012

Table 2 shows that 41.7% of the respondents strongly agreed or agreed that they needed counselling on how their family members could be supported at home, whereas 58.3% disagreed or strongly disagreed. The results show that 41.7% of the respondents still reason about the survival of their families while in prison. The implication is that such convicts may be the breadwinners of their families and as a result reason about how their absence would affect the wellbeing of their families. According to Jacoby and Brenda (1997), counselling for inmates on the socio-economic opportunities available to families to maintain themselves helps to reduce the feeling of guilt on inmates.

Counselling for Societal Reintegration

Gabel and Johnston (1995) reported that reintegration into the society is a major challenge to ex-convicts. The section therefore examined the counselling needs of the respondents with respect to their reintegration into the society. This was essential because poor reintegration of ex-convicts into the society forces them to commit more crimes which eventually lead them to be convicted again. Some of the issues considered under this section were forgiveness, feeling of guilt, and feeling neglect from the family.

Payne (1997) contended that one major factor that hinders smooth and successful reintegration of ex-convicts into the society is forgiveness. According to Brown (2001), inmates always try to hold others responsible for their imprisonment. Consequently, they spend most of the time planning how to repay such persons after their incarceration. Byrne and Howells (2002), however, found that significant proportion of second offenders and recidivists are as a result of avenging on others for their challenges. Table 3 presents results on the proportion of inmates who require counselling on forgiveness.

Table 3: Requiring Counselling on Forgiveness

Response	Frequency	Percentage
Strongly agree	40	20.3
Agree	51	25.9
Disagree	62	31.5
Strongly disagree	44	22.3
Total	197	100.0

Source: Field survey, 2012

Table 3 shows that 46.2% of the respondents strongly agreed or agreed that they required counselling on forgiveness, whereas 53.8% disagreed or strongly disagreed. The results show that minority of the respondents required cognitive therapy to ensure their smooth and successful reintegration into the society. The implication is that about 46.2% of the respondents blame others for their incarceration.

Holtfreter and Morash (2003) reported that most convicts have the feeling of guilt and bitterness, which when left unattended to lead to high level offences when they are discharged from the prison. The study therefore examined the proportion of the respondents who encounter such problem and wanted to get over them through counselling. According to Grimshaw and King (2002), inmates who harbour the feeling of guilt and bitterness have negative outlook about the society and often land themselves in other offences. Figure 3 presents results on counselling on the feeling of guilt and bitterness among the respondents.

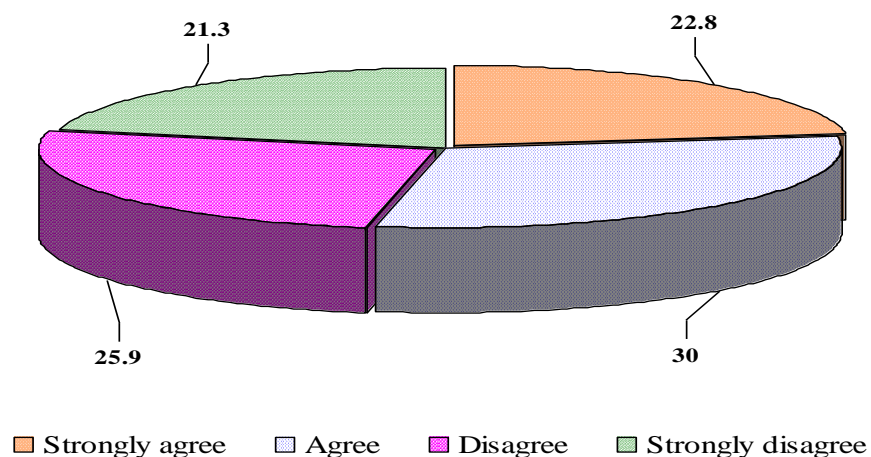


Figure 3. Requiring counselling to address the feeling of guilt and bitterness

Source: Field survey, 2012

Figure 3 shows that 52.8% of the respondents strongly agreed or agreed that they require counselling to address their feelings of guilt and bitterness, while 47.2% disagreed or strongly disagreed. The implication is that majority of the sampled inmates experience the feeling of guilt and bitterness. The results also show that majority of the respondents wish to be freed from the feeling of guilt and bitterness. According to Hennebel et al. (2002), an individual's preparedness to let go off a particular behaviour begins with their expression of interest for assistance. Grimshaw and King (2002) indicated that successful relieving convicts from their guilt feelings enables them to establish good relationship with their relatives and colleagues and reintegrate well with the society after their incarceration.

Another counselling need considered under the section was neglect from the family. Jacoby and Brenda (1997) found that the type of relationship, quality of visits (frequency, duration, etc.) and other social support provided by families to inmates were significantly related to a higher quality of life upon release. Table 4 shows responses on the respondents' requirement for counselling on neglect by the family.

Table 4 shows that 57.4% of the respondents strongly agreed or agreed that they require counselling on neglect by family, whereas 42.6% disagreed or strongly disagreed. The results show that majority of the respondents feel neglected by their families. According to Brown (2001), such a feeling makes it difficult for ex-convicts to blend well with their families. Brown (2001) therefore

recommended that inmates who feel neglected should be counselled to enable them reintegrate well into their families and into the society.

Table 4: Requiring Counselling on Neglect by Family

Response	Frequency	Percentage
Strongly agree	45	22.9
Agree	68	34.5
Disagree	57	28.9
Strongly disagree	27	13.7
Total	197	100.0

Source: Field survey, 2012

Counselling for Maintaining Good Health

This section examined the need for counselling inmates to maintain good physical and psychological health. This was critical because counselling of inmates on measures to maintain good health helps them to desist from certain practices that could have future health repercussions on them. Such counselling services make inmates aware of the health implications of some of their activities, how to prevent or avoid certain common prison ailments as well as when, where and how to seek for medical attention. Some of the issues considered under the section were post-traumatic stress disorder, personality disorder, sexual/physical abuse, self-harm, depression and anxiety, sleeping disorders, disturbed behaviour, and narcotic addiction.

Post-traumatic stress disorder is identified as one of the major counselling needs for inmates in developing countries considering delays in the judicial system, frequent tempering of the justice system by the rich, elites and politicians

as well as the brutal force mostly used to arrest criminals (Day, 2007). Accordingly, this section examined the extent to which inmates in the Ankaful and Kumasi Central Prisons would require counselling to handle post-traumatic stress disorder. The results are presented in Figure 4.

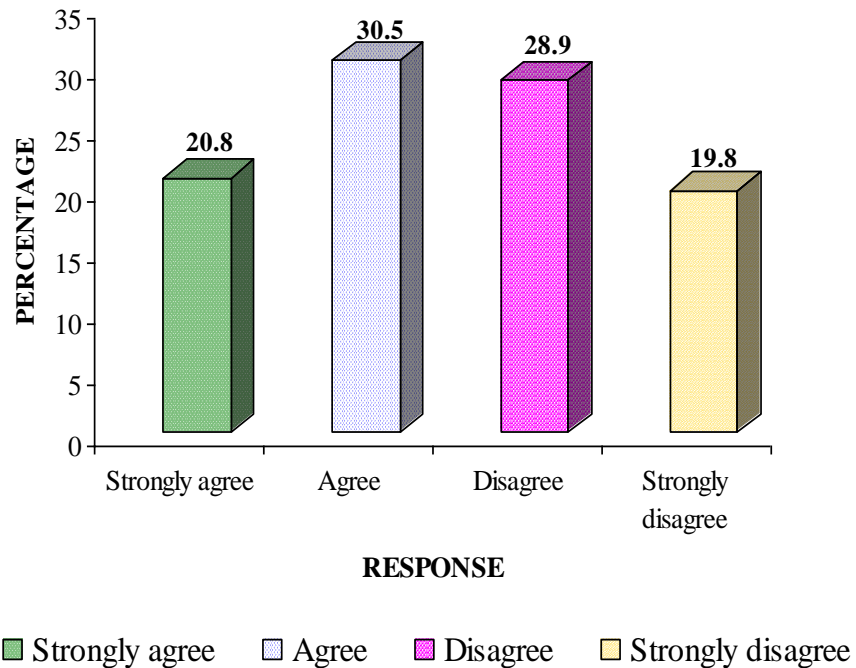


Figure 4. Requiring counselling to handle post-traumatic stress disorder.

Source: Field survey, 2012

Figure 4 shows that 51.3% of the respondents strongly agreed or agreed that they require counselling to handle post-traumatic stress disorder, while 48.7% disagreed or strongly disagreed. The results show that majority of the respondents may have experienced some traumatic stress disorder during their arrest, trial, conviction on stay in the prison. Byrne and Howells (2002) indicated that providing counselling services for inmates suffering from post-traumatic stress

disorder relieves them of psychological disorders and helps to improve their physical and mental health.

Respondents were also asked about their need for counselling to control personality disorder. The study found that 40.6% of the respondents strongly agreed or agreed that they require counselling to control personality disorder, whereas 59.4% disagreed or strongly disagreed.

Sexual or physical abuse is identified by many researchers such as Byrne and Howells (2002) and Holtfreter and Morash (2003) as a major health challenge to inmates. According to Byrne and Howells (2002), the seclusion of people with same sex for long period of time creates grounds for homosexuality, while the desire for some people to gain control over others often results in scuffling and physical abuse. Byrne and Howells (2002) stated that such abuses could have long term mental and physical effects on victims. The study therefore assessed the proportion of inmates who require counselling needs on such abuses. The results are presented in Figure 5.

From Figure 5, 64.9% of the respondents strongly agreed or agreed that they require counselling in sexual or physical abuse to maintain good health, whereas 35.1% disagreed or strongly disagreed. The results show that majority of the respondents wanted to know the consequences of sexual or physical abuse on the health of an individual. The results also show that majority of the respondents wanted to maintain good mental and physical health. This is likely to help them avoid exercising sexual or physical abuse on others as indicated by Brown (2001) that increased knowledge or awareness of the short and long term negative

consequences of one's particular actions enables him or her to desist from such actions. Brown (2001) therefore recommends that counselling could be used to reduce certain unwanted practices among inmates.

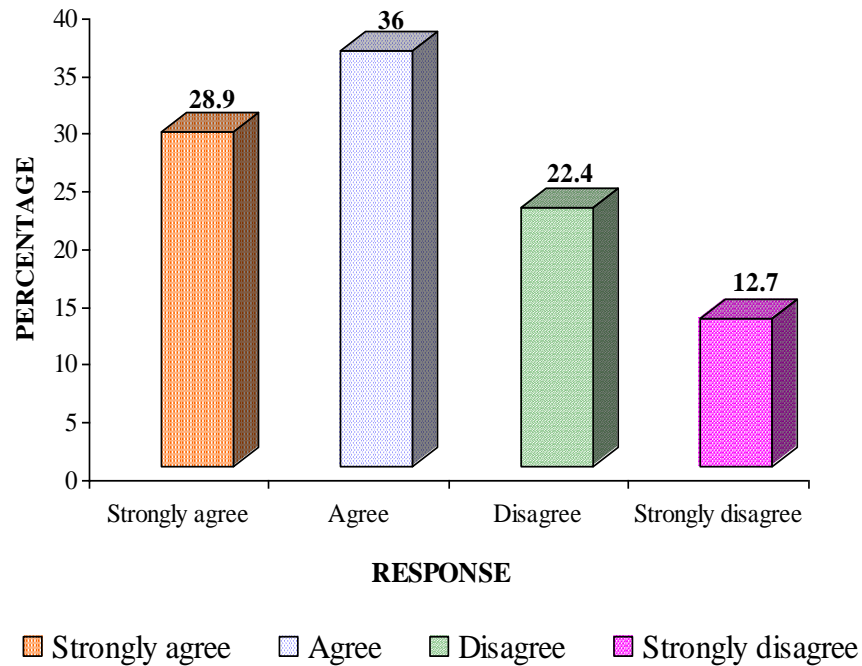


Figure 5. Requiring counselling in sexual or physical abuse to maintain good health.

Source: Field survey, 2012

Payne (1997) recommends that prison counsellors should counsel inmates against self-harm. According to Day (2007), some inmates inflict harm on themselves and sometimes attempt to commit suicide when they experience the least psychological disorder. Hennebel et al. (2002) indicated that instilling hope and self-confidence in the inmates could help to reduce such practices. Table 5 shows the proportion of inmates who require counselling against causing self-harm.

Table 5: Requiring Counselling against causing Self-harm

Response	Frequency	Percentage
Strongly agree	41	20.8
Agree	51	25.9
Disagree	72	36.5
Strongly disagree	33	16.8
Total	197	100.0

Source: Field survey, 2012

Table 5 shows that 46.7% of the respondents strongly agreed or agreed that they require counselling against causing self-harm, while 53.3% disagreed or strongly disagreed. The results show that quite significant proportion (46.7%) of the respondents experience the feeling of causing self-harm but want support to overcome that feeling. This corroborates the assertion of Grimshaw and King (2002) that responsive counselling could help reduce unwanted practices among inmates.

The study further examined the proportion of the respondents who required counselling to overcome depression and anxiety. Huffman (2006) reported that many inmates suffer from relatively low-level psychological disturbances – depression and anxiety – and early intervention can prevent these clients from developing more deep-seated mental health problems. Figure 6 presents results on the responses on counselling to overcome depression and anxiety.

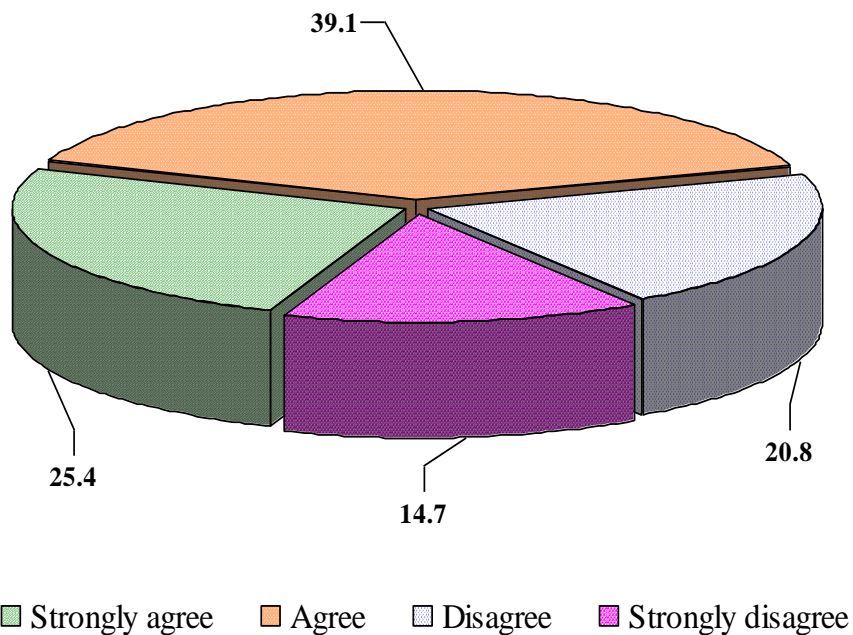


Figure 6. Requiring counselling to overcome depression and anxiety.

Source: Field survey, 2012

Figure 6 shows that 64.5% of the respondents strongly agreed or agreed that they require counselling to overcome depression and anxiety, while 35.5% disagreed or strongly disagreed. The results show that majority (64.5%) of the respondents have been experiencing depression and anxiety which agrees with the finding of Huffman (2006).

Another counselling need assessed by the study was guidance to overcome sleeping disorders. This was essential because Hennebel et al. (2002) reported that very little support is in many occasions provided for inmates with sleeping disorders. From the study, 66.3% of the respondents strongly agreed or agreed that they need counselling to overcome sleeping disorders, whereas 33.7% disagreed or strongly disagreed. The results imply that majority (66.3%) of the respondents experience sleeping disorders.

According to Payne (1997), destructive effects include the instability, the financial distress, the burdens of the remaining care-givers and the psychological difficulties of the child, such as guilt and acute insecurity, manifesting themselves as disturbed behaviour. Thus, disturbed behaviour emanates from the combination of physical, psychological, environmental, social and economic factors. Table 6 presents results on the need for counselling services to overcome disturbed behaviour.

Table 6: Requiring Counselling to overcome Disturbed Behaviour

Response	Frequency	Percentage
Strongly agree	62	31.5
Agree	83	42.1
Disagree	36	18.3
Strongly disagree	16	8.1
Total	197	100.0

Source: Field survey, 2012

Table 6 shows that 73.6% of the respondents strongly agreed or agreed that they require counselling to overcome disturbed behaviour, while 26.4% disagreed or strongly disagreed. The results show that majority of the respondents wanted to overcome some particular disturbed behaviours. This shows that majority of the respondents were prepared or willing to stop certain practices to overcome the behaviours that disturb them.

Another counselling need of the inmate examined by the study was narcotic addiction. From the study, 43.2% of the respondents strongly agreed or agreed that they require counselling to overcome addiction, while 56.8%

disagreed or strongly disagreed. The implication is that 43.2% of the respondents who are addicted to narcotics are willing to quit narcotics. The results also show that some proportion (43.2%) of the inmates perceived that effective counselling could help them overcome their addiction to narcotics.

Research Question 2

Which Programmes have been designed to meet the Counselling Needs of Inmates at the Ankafu and Kumasi Central Prisons?

The research question two sought to examine the programmes designed by the prisons to meet the counselling needs of inmates. According to Joseph (2003), effective programmes for inmates help to reduce recidivism and enhance the socio-economic importance of inmates to the society after their incarceration. Issues under this section were addressed by the sectional heads of the two prisons and the heads of the counselling units of the prisons. Some of the issues considered under the section were visits to the prisons, making of phone calls at the prisons, establishment of counselling units at the prisons, and vocational training.

Allowing Frequent Visits to the Prisons

From the study, the sectional heads of the two prisons admitted that they allow visitors to the prisons. This was to enable inmates to have close connection with their relatives. The study found that the prisons were open for visitors from 8:00am to 4:00pm during week days and 8:00am to 12:00noon during weekends. This would help to encourage more visitors to the inmates as well as increase the contact hours with inmates. The head of the counselling unit of the Kumasi Central Prison stated, “Close contact and frequent visits by relatives help to fast track the reintegration process of inmates with the society after their release”. The

head of the Ankaful Prison also indicated that the relatives and institutions that visit inmates help prisoners to acquire new things to enable them cope with the situations at the prison.

The sectional head at the Kumasi Central Prisons added that the visits help to encourage the inmates about continuous support from family members and relatives. The study found that close monitoring is always given to prisoners and visitors to avoid the smuggling of unwanted substances into the prison as well as the sanity of issues discussed between visitors and inmates. However, the sectional head of the Kumasi Central Prison admitted that there are instances when visitors smuggle mobile phones, telephone cards, money and narcotics to inmates. As a result, visitors first have to apply to the prisons upon their intended visits. Upon approval, the visitors have to avail themselves for search before they are allowed into the visiting room. Foreigners have to apply for visits through the Ministry of Interior. All these mechanisms are used to protect prisoners and also to avoid situations where prisoners use other people to avenge others on their behalf.

Telephones for Prisoners

Telephone services were also identified as one of the programmes designed to meet the counselling needs of inmates. It enables the inmates to chart with their relatives and request for specific things to make their stay easier. The study found that the prisons have places where the mobile phones of prisoners were kept. The prisoners were allowed to receive phone calls during the communication period. The prisoners could also request prison officers to make

phone calls for them. Nonetheless, the sectional head of the Ankaful Prison indicated that all telephone conversations are closely monitored by prison officers to make sure that the inmates do not put the lives of citizens in danger. The sectional head of the Kumasi Central Market stated, “There have been instances where citizens’ lives have been threatened by people who were supposed to be behind bars, while some citizens have been attacked by relatives and colleagues of inmates.”

Time for making Phone Calls

The study found that the prisons had specific times for making or receiving phone calls. According to the sectional head of the Ankaful Prison, dedicating specific time period for phone calls enables them to monitor conversation effectively. This also helps to ensure discipline among the inmates.

Town Visits

Another programme designed for the inmates was town visits. The study found that inmates who were about to be released from prisons enjoyed town visits. According to the head of the counselling unit at the Kumasi Central Prison, such visits help inmates to adjust their psyche to new developments in the society which aid the reintegration process. The sectional head at the Kumasi Central Prison also indicated that town visits are used by the institution to enable the inmates practicalise some of the vocation they have learnt from the prison as well as serve the society for their support for the upkeep of the inmates. This is likely to help build the confidence of the inmates on their economic capabilities which could help to reduce recidivism.

Establishment of Counselling Centres with Professional Counsellors

From the study, it was found that the Ghana Prisons Service had established counselling centre at the prisons and employed people for counselling the inmates. The counselling units provide both general counselling to the inmates and specific counselling services to inmates with peculiar issues. The role of the counselling units is to assist inmates to recover from psychological disorders, post-traumatic stress disorders, desist from unlawful habitual practices, instil hope and confidence in the inmates, reform the perception of inmates on the society, and provide guidance on the alternative uses of the skills and energy of inmates for productive ventures to reduce recidivism.

However, the head of the counselling unit at the Kumasi Central Prison stated that the unit is under-staffed and poorly resourced. The head of the unit explained that professional counsellors do not want to interact with the inmates due to their criminal records. As a result, the unit mostly fall on pastors, Non-Governmental Organisations, churches and other institutions to make up with its deficiencies. Irregular visits from such people and institutions are likely to reduce the effectiveness of counselling services to the inmates. Johnson *et al.* (1998) found that inmates find it more comfortable and convenient to explain their issues to a particular counsellor. The head of the counselling unit at the Kumasi Central Prison also said that the lack of counselling cells where inmates can share their confidential issues with counsellor impede effective counselling services in prisons. This is likely to demotivate some inmates from seeking counselling services.

Vocational Training

Another important programme designed for the inmates was vocational training. The study found that the prisons train the inmates on carpentry, dressmaking, masonry, and electronics. The aim is to equip the inmates with the necessary skills to make ends meet after their release into the society. According to the sectional head of the Ankafu Prison, the vocational training empowers the inmates to be economically productive and be useful to the society. However, the head of the Kumasi Central Prison stated that the poor state of equipment, lack of raw materials to work with as well as few number of contracts are gradually crippling the effectiveness of the vocational training programmes. The head of the Ankafu Prison added that there is the lack of training officers for some of the vocational training programmes which affects continuous trainings. The head of the counselling unit at the Ankafu Prison also indicated that the inmates sometimes do not show interest in any of the vocational training programmes which affects the intention of building their capacities to be economically productive.

Opportunities to Continue Education

The study found that the prisons had programmes for the inmates to continue their education up to the Senior High School level. Thus, inmates who had not completed Junior High School are given education and are allowed to sit for the Basic Education Certificate Examination, whereas those who wish to continue to the Senior High School level are also given the opportunity to do so. This is in line with the resolution 1990/20 of UNESCO that every effort should be

made to encourage prisoners to participate actively in all aspects of education. However, the head of the Kumasi Central Prison indicated that most of the inmates do not show interest in continuing their education.

Research Question 3
What are the Roles of Stakeholders in meeting the Counselling Needs of Inmates?

The research question three aimed at examining the roles of stakeholders in meeting the counselling needs of inmates. It includes the roles of the prisons service, social welfare department, religious groups, and NGOs.

Prisons Service

This section examines the role of the prisons service in meeting the counselling needs of inmates. The study found that the prisons service was responsible for providing counselling services for the inmates to enable them desist from unlawful practices. From the study, the prisons service has established counselling units that provide frequent guidance to inmates. They also help the inmates to get medical attention if the need be.

The prisons service also provides secured place for the inmates to serve their sentence. Thus, the confined environment provided by the prisons services with their corrective programmes enable prisoners to reform their psyche and to be of good citizens to the society after their incarceration. The prisons service is also to ensure that all prisoners are safe so that the dangerous prisoners do not escape and also to make sure that there is good order and control in prisons; to provide prisoners with the opportunity to use their time in prison positively so that they will be able to resettle into society when they are released.

The prisons service provides vocational training to the inmates to build their capacities and to be economically useful to the society. They also ensure the welfare of the prisoners by providing them with the necessary services, facilities and items to cope with the reformative process. In addition the prisons service helps the inmates to secure medical services to ensure that they are physically and psychologically sound.

Social Welfare Department (After-Care Agent)

The Ashanti regional head of the social welfare department indicated that the outfit has the responsibility of seeking the welfare of inmates in prison with the sole aim of assisting in social integration. The social worker at the prison contribute their skills, experience and technical know-how to empowering inmates to access social and economic justice at their disposal. After-Care Agents are social workers assigned to the prisons to work closely with the prison counsellors to render welfare services to prisoners. This corroborates with the assertion of Haines (1990) that After-Care Agents are to link prisoners with their relatives and function predominantly as the internal welfare officers.

The social workers at the prisons are legally required to meet with prisoners to assess their needs. This is in order to support them with their prison sentence and work towards their release. They provide support and encouragement to inmates and reduce the offending rate to protect the general public from harm. The After-Care Agents work to address offending behaviour of prisoners and prepare prisoners for a successful return to the community and also to reduce recidivism. The After-Care officers talk with prisoners to find out more

about them and their situation. This include information about family contacts, planned accommodation, health, offending behaviour, risk factors and what help prisoners can be offered, both before and after release.

The aim is to assist prisoners to making positive changes to their lifestyle and behaviour. They also prepare reports as required for the Parole Board, and have regular contact with community-based social workers and other resources. All information and behaviour that relates to a prisoner's past offending or that places a prisoner at risk of committing further offences are shared with other prison staff, community-based social work, and the Parole Board.

They also share some information with agencies that may work with prisoners after their release from prison. Importantly, they are duty bound to pass on any information that they receive which could indicate that a prisoner is a potential risk of harm to him/herself or to others. The prison social workers keep information about prisoners in a file that is kept within the prison and it accompanies the prisoners if they are transferred to another prison.

According to Dadzie (2009), the After-Care Officer interviews and also finds surety for prisoners. This is an indication that the social worker attached to the prison has very important functions to play in relation to the welfare of inmates. Nonetheless, interviews granted the researcher, has shown that the importance of a prison social worker has been played down. This is so because no motivation is granted them. Besides, their number as compared to the increasing, high prison population is just too low and has increased the workload on them and so they cannot perform very professionally. The researcher can authoritatively

state that, if this very issue of motivating the prison social worker is not addressed properly and timely, the important role these officers are to play in order to reintegrate prisoners will be a mirage and the entire Ghanaian society will be at risk.

Religious Groups

From the study, religious groups provide immense support to the prisons service to enable them provide their constitutionally mandated roles effectively. Both sectional heads of the Ankaful and Kumasi Central Prisons admitted that religious groups support their operations with clothes, food items, cash and guidance services to reduce their burden especially when their subventions from the central government delay. The head of the counselling unit at Ankaful said that the counselling services provided by the religious groups help to make up for their shortages.

Non-Governmental Organisations

The study found that the prisons receive support from Non-Governmental Organisations which help them to meet the upkeep needs of the prison inmates. The Non-Governmental Organisations supply the prisons service with clothes, food, drugs, cash, toiletries, counselling and research. The sectional head of the Kumasi Central Prison indicated that the Non-Governmental Organisations support them with research findings on the nature of reintegration of ex-convicts. This enables them to re-strategise their operations to ensure that inmates get the best of treatment and training within the available resources so that they do not pose threat to the general public after their release.

The sectional head at the Ankaful Prison further added that they receive support from schools, corporate institutions and philanthropists which all help them to improve on their activities and provide good reformatory training programmes for the inmates. The results show that support from organisations and institutions outside the normal resource inflows from the subventions of the prisons service play critical role in meeting the counselling needs of prison inmates in the two corrective facilities.

Research Question 4

What are the Background Characteristics of Prisoners at the Ankaful and Kumasi Central Prisons?

The research question four sought to examine the background characteristics of the sampled inmates in the Kumasi Central Prison and Ankaful Prison. This was important because the background characteristics of respondents influence the content and approach to counselling prisoners. Some of the issues discussed under the research question fourth were sex, age, educational status, employment status, marital status, number of years of being in prison, and type of crime accused of or convicted with. These variables were critical for examining the socio-economic background of people mostly associated with crime and how specialised counselling programmes could be tailored to meet their psychological needs.

According to Sun (2002), people with poor or low socio-economic background attributes are more related to crime than those with high or good socio-economic background characteristics. The aim was to help draw some relationships between particular crimes and some demographic variables of people. The study perceived that the establishment of such relationships could

help stakeholders to provide counselling services to particular groups of people to avert and reduce crime. The details of the background characteristics of the inmates are presented in Table 7.

Table 7 shows that majority (70.6%) of the respondents were males, while 29.4% were females. The implication is that males are more associated with crime than females. This corroborates the finding of Gaes and Goldberg (2004) that males commit more crimes than females. Gaes and Goldberg (2004) attributed it to a number of factors, including males' quickness to get angry, males being more energetic than females and males preference for more physical activities than females. This means that more and special counselling needs should be provided to males in the society to reduce crime.

Table 7 also shows that 22.3% of the respondents were aged 20 years and below, 40.1% were between 21 and 30 years of age, whereas 24.9% were between 31 and 40 years of age. The mean age of the respondents was 24.7 years with a standard deviation of 3.9. The results show that majority of the sampled inmates were within the active youth group. According to Sun (2002), people within this age bracket are more energetic and engage in more physical activities, which may explain the reasons for the high incidence of crime among them. Holtfreter and Morash (2003) also attributed the high incidence of crime among the active youth group to the failure of institutions and structures to provide specialised activities and services for people in that age cohort.

Table 7: Background Characteristics of Respondents

Characteristics	Categories	Frequency	Percentage
Sex	Male	139	70.6
	Female	58	29.4
	Total	197	100.0
Age	20 years and below	44	22.3
	21 – 30 years	79	40.1
	31 – 40 years	49	24.9
	Above 40 years	25	12.7
	Total	197	100.0
Educational status	No formal education	39	19.8
	JHS	73	37.1
	SHS	43	21.8
	Tertiary	42	21.3
	Total	197	100.0
Type of employment	Unemployed	45	22.8
	Student	19	9.7
	Artisanry	58	29.4
	Driver	17	8.6
	Trader	25	12.7
	Farmer	12	6.1
	Civil servant	21	10.7
	Total	197	100.0

Source: Field survey, 2012

However, the high number inmates within 20 years and below may be attributed to poor parental guidance as described by Coyle (2009) that increasing incidence of crime among teenagers and adolescents in Africa is the resulting factor of frequent breakdown of socio-cultural institutions such as marriages and families.

From Table 7, 19.8% of the respondents had not received any formal education, 37.1% have had junior high school education, whereas 21.8% and 21.3% have had senior high school education and tertiary education, respectively. The results show that majority of inmates were found among people who fell off from the formal education system at a point in time. This is in agreement with the finding of Mensah-Bonsu (2008) that crime is more associated with people with low level of formal education than people with high level of education. Mensah-Bonsu (2008) attributed it to the low employable skills mostly associated with people with low formal education as well as few opportunities available for such persons to gain strong economic grounds in societies.

In addition, Table 7 shows that 22.8% of the respondents were unemployed, 29.4% were artisans, whereas 12.7% and 10.7% were traders and civil servants, respectively. The results show that even though the inmates had different employment backgrounds, there were more inmates who were artisans and unemployed. Coyle (2009) associated the high incidence of crime and high inmates who had jobs to the lack of social and institutional support to the unemployed in many developing countries. A study by Tenibiaje (2000) also found a high (33.2%) proportion of inmates in the Benin Old Prison in Nigeria to be engaged in artisanry works. This was explained by the surges in the flow of

works as well as poor managerial skills of artisans to develop their businesses and maintain good financial health. Tenibiaje (2006) also explained that high incidence of crime or increasing number of inmates, who are students, is as a result of the non-existence or ineffectiveness of counselling sections in the education system as well as poor parental guidance. High inmates from the civil service have also been associated with corrupt practices by public servants and the weaknesses of state laws to deter them from indulging in unlawful practices.

Respondents were also asked to indicate their marital status. This was essential to examine the counselling needs of inmates with different marital backgrounds. The results are presented in Figure 7.

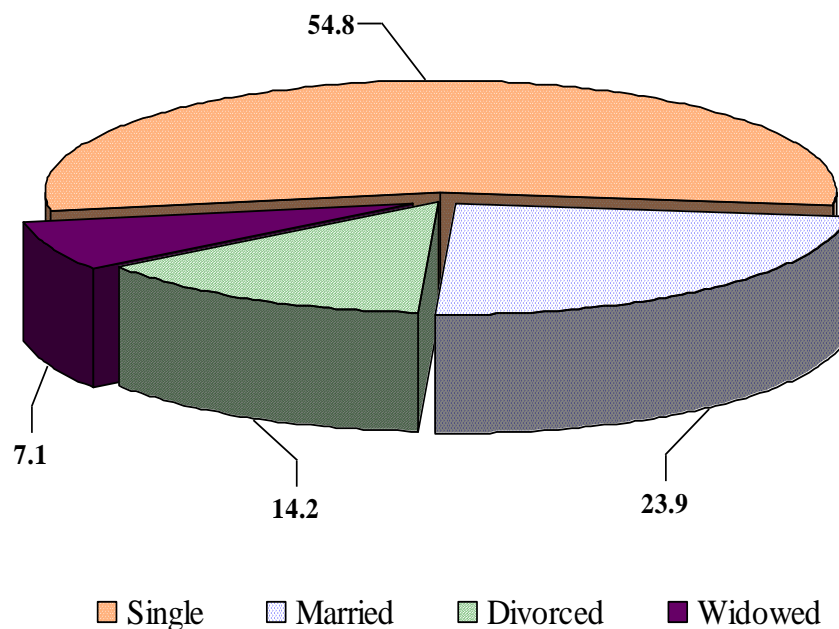


Figure 7. Marital status of respondents.

Source: Field survey, 2012

Figure 7 shows that majority (54.8%) of the respondents were single, whereas 23.9% were married. The results are in consonance with the finding of

Tenibiaje (2006) that singles are more associated with crime than married persons. This could be attributed to their free movement with little or no restrictions or monitoring by other people as well as the strong attachment and influence from their colleagues.

The study further examined the prison status of the respondents. This was imperative to assess whether significant difference exists between the counselling needs of inmates awaiting trials and those convicted. The study found that majority (63.5%) of the respondents have been trialled and convicted, whereas 36.5% were on remand waiting for trial.

Another issue considered under the background characteristics of respondents was the category of convicts. This was essential because the counselling needs and approaches of first offenders, second offenders and recidivists may not be the same. Figure 8 presents results on the category of convicts.

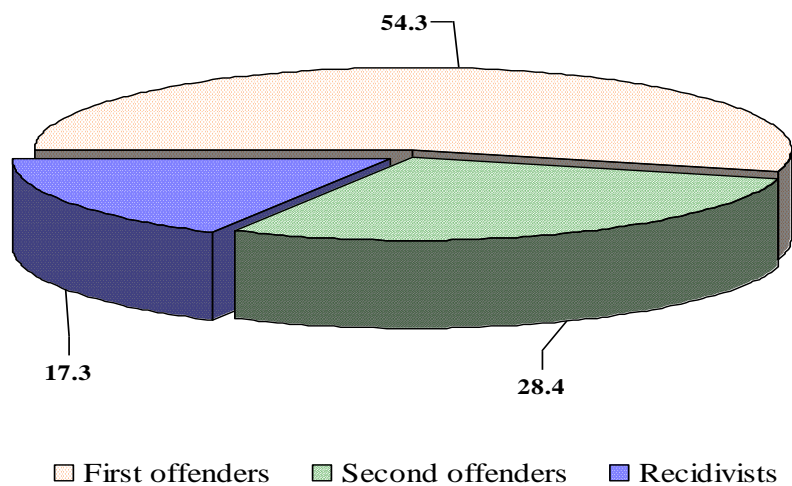
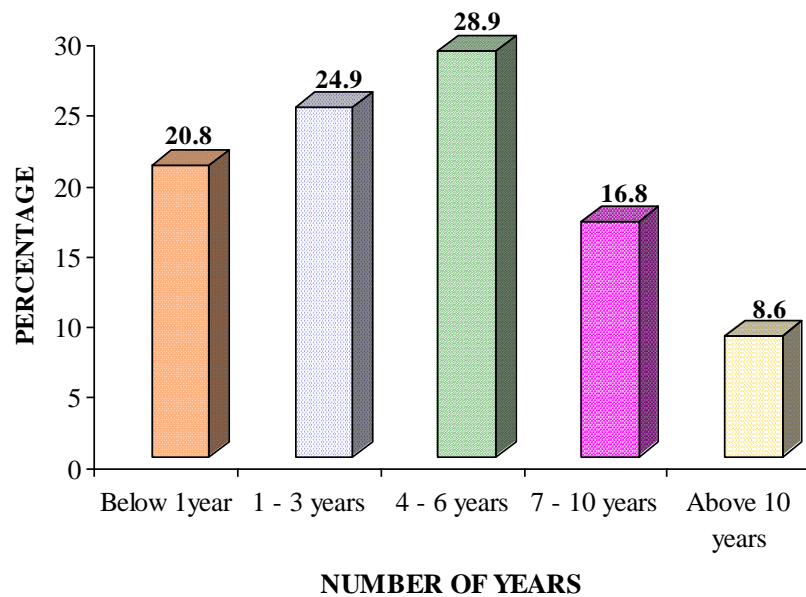


Figure 8. Category of convicts.

Source: Field survey, 2012

Figure 8 shows that majority (54.3%) of the respondents were first offenders, 28.4% were second offenders, while 17.3% were recidivists. The high proportion first offenders among the inmates show that criminal offences are increasing among the population. The proportions of second offenders and recidivists among the respondents are higher than the national averages of 17% and 6%, respectively. The implication is that the corrective measures in the prisons are less effective for correcting first offenders in indulging in more criminal offences.

As part of the examination of the background characteristics of respondents, the inmates were requested to indicate the number of years they have been in prison. This was important for assessing their prison experiences and their counselling needs. The results are presented in Figure 9.



Below 1 year
 1 - 3 years
 4 - 6 years
 7 - 10 years
 Above 10 years

Figure 9. Number of years respondents have been in prison.

Source: Field survey, 2012

Figure 9 shows that 28.9% of the respondents have spent within four to six years in prison, 24.9% have spent within one to three years in prison, while 20.8% have spent below one year in prison. The results show that the inmates have acquired different levels of experience in the prison and may require varied counselling issues and approaches to address their psychosocial needs. Comparing these results to the prison status of the respondents shows that some inmates on remand have been in prison for more than one year. This shows delays in the judicial system of the country. The mean number of years of the inmates was 4.3 years with a standard deviation of 0.82.

According to Gaes and Goldberg (2004), the type of offence an inmate is accused of or convicted with is critical in determining their counselling needs. Consequently, the study examined the type of offences respondents were accused of or convicted with. The results are presented in Table 8.

Table 8 shows that a little over a quarter (28.9%) of the respondents were accused or convicted of stealing offences, 11.7% were accused or convicted of possessing narcotic related substances, 10.2% were accused of or convicted with fraud, while 9.6% were accused of or convicted of robbery. The results show that the inmates were associated with varied offences which imply that they may require varied counselling contents and approaches.

Table 8: Type of Offences Inmates were accused of or convicted with

Offences	Frequency	Percentage
Stealing	57	28.9
Robbery	19	9.6
Rape	11	5.6
Defilement	4	2
Manslaughter	7	3.6
Murder	5	2.5
Fraud	20	10.2
Narcotic related offences	23	11.7
Assault	12	6.1
Conspiracy	16	8.1
Driving offences	14	7.1
Debtors	9	4.6
Total	197	100.0

Source: Field survey, 2012

The study also examined the number of years the respondents have been convicted for. This was important because the number of years inmates have been convicted for has both psychosocial and psycho-economic influence on them which needs special counselling attention to diffuse such ideas and psychological difficulties. Table 9 presents results on the number of years respondents have been convicted for.

Table 9: Number of Years Inmates have been convicted for

Years	Frequency	Percentage
Below 1 year	33	16.8
1 – 3 years	45	22.8
4 – 6 years	51	25.9
7 – 10 years	43	21.8
Above 10 years	25	12.7
Total	197	100.0

Source: Field survey, 2012

Table 9 shows that 25.9% of the respondents have been convicted for between four and six years, 21.8% have been convicted for between seven and ten years, whereas 22.8% have been convicted for between one and three years. According to Holtfreter and Morash (2003), the differences in the number of years inmates are convicted for have critical psychological influence on their behaviour and perceptions on others and on the society. The mean number of years respondents have been convicted for was 5.3 years with a standard deviation of 0.58.

Research Question 5

What are the Perceptions of Prisoners on Counselling Services?

The research question five sought to assess the perception of the inmates on counselling services at the prisons. This was essential because the perception of an individual on a particular issue is likely to influence his or her preparedness to access the benefits from it. According to Dulebohn and Ferris (1999), the seriousness prisoners would attach to the counselling service depends on the

prisoners' perceptions of the service. Some of the issues considered under this section were effectiveness of counselling services, level of privacy in counselling sessions, gender of counsellors, and quality of counselling services provided.

The study assessed the perception of the respondents on the effectiveness of counselling services at the prisons. This was important because their perception on the effectiveness of the counselling programmes would motivate them to access counselling services or demotivate them to stay away from counselling. Figure 4 presents results on the perception of the respondents on the effectiveness of counselling sessions at the prisons.

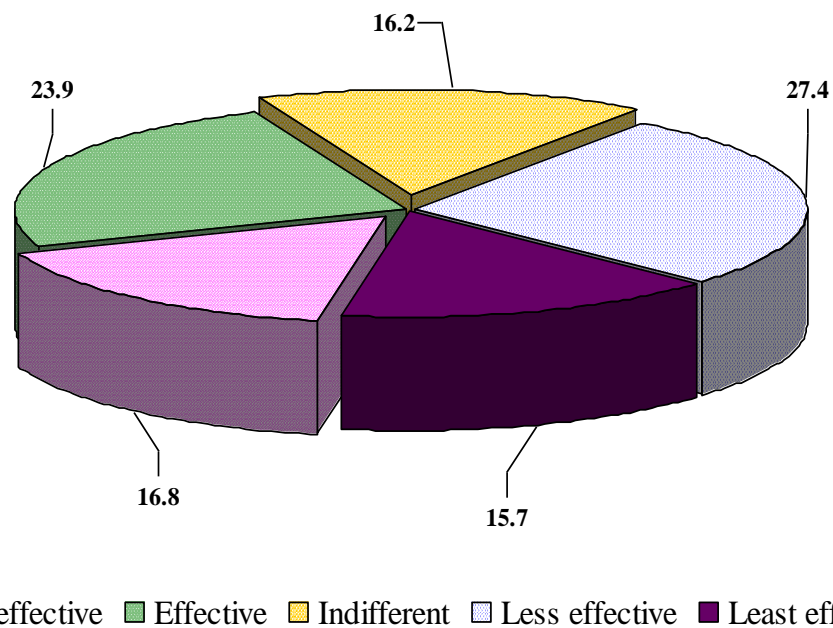


Figure 10. Perception of the effectiveness of counselling sessions.

Source: Field survey, 2012

Figure 10 shows that 40.7% of the respondents perceived the counselling sessions at the prisons as very effective or effective, 43.1% perceived counselling sessions as less effective or least effective, while 16.2% were indifferent about the

effectiveness of the counselling sessions. The results show that more (43.1%) of the respondents perceived the counselling sessions at the prisons as not effective for addressing their issues. This is likely to affect their willingness to assess counselling services.

Respondents were also to indicate their perception on the level of privacy during counselling sessions. This was necessary because people are mostly not comfortable to let their secrets known to people they cannot trust. The results are presented in Table 10.

Table 10: Perception of the Level of Privacy during Counselling Sessions

Response	Frequency	Percentage
Very convenient	22	11.2
Convenient	35	17.8
Less convenient	85	43.1
Least convenient	55	27.9
Total	197	100.0

Source: Field survey, 2012

Table 10 shows that 29% of the respondents indicated that they perceive the level of privacy during counselling sessions as very convenient or convenient, while 71% perceived the level of privacy as less convenient or least convenient. The results show that majority of the respondents were not comfortable with the level of privacy during counselling sessions. This is likely to discourage majority of the respondents to access counselling services as well as opening up fully to counsellors to get the appropriate support.

The study further sought the perception of the respondents on the gender of counsellors. This was important because a study by O’Looney (2005) revealed that some of the respondents were uncomfortable with female counsellors. From the study, majority (56.8%) of the respondents indicated that they prefer male counsellors, 24.9% said they prefer female counsellors, while 18.3% indicated that they do not mind the gender of counsellors. The implication is that majority (81.7%) of the respondents are gender sensitive in terms of the counsellors they wish to be associated with. Such prisoners are likely not to open up, be embarrassed, or feel shameful about sharing their emotions and thoughts with counsellors from particular sex groups. This confirms the assertion of Holtfreter and Morash (2003) that prisons administration should draw programmes that will be gender responsive.

Respondents were also requested to rate the quality of counselling services they received at the prisons. Thus, the perception of people on the quality of counselling services received would determine the extent to which they avail themselves for counselling. Results on the quality of counselling services received by the inmates are presented in Figure 11.

From Figure 11, 18.8% of the respondents described the quality of counselling services they received at the prison as very good, 34% rated the services good, while 28.9% and 18.3% described the services as bad and very bad, respectively. The results show that majority (52.8%) of the respondents were satisfied with the quality of counselling services they receive at the prison. This is likely to motivate majority of the respondents to seek more counselling services.

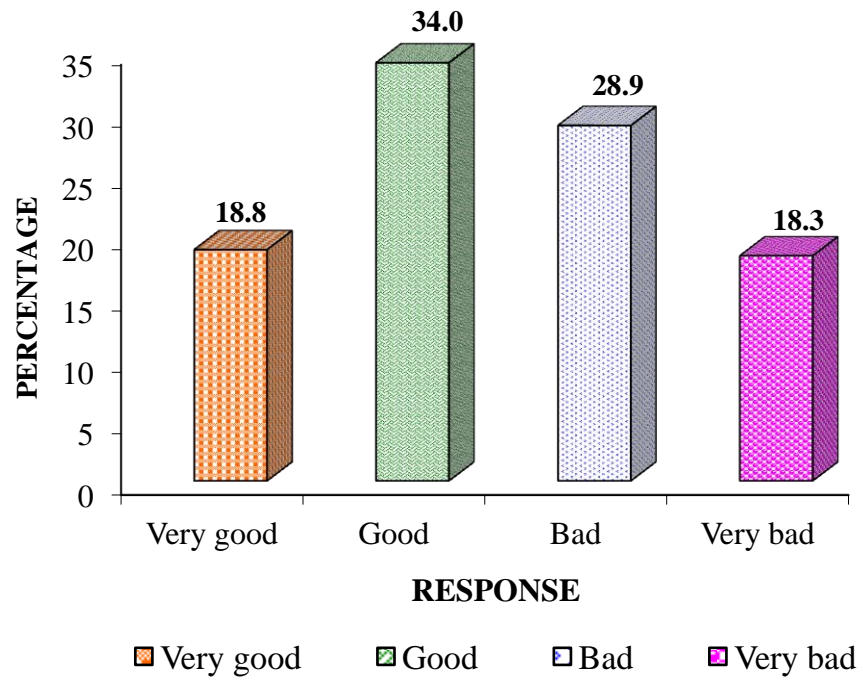


Figure 11. Perception on the quality of counselling services

Source: Field survey, 2012

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

The chapter presents a summary of the major findings of the study. It also gives the conclusion for the entire study as well as makes recommendations to improve the counselling needs of inmates in the two prisons.

Summary

Overview of the Study

The study aimed at examining the counselling needs of prisoners in the Ankafu and Kumasi Central Prisons. The study examined the counselling needs of the inmates, programmes designed to meet the counselling needs of inmates, the roles of stakeholders in meeting the counselling needs of inmates, the background characteristics of the inmates, and perceptions of the prisoners on counselling services. A descriptive survey design was adopted for the study. A total of 203 respondents were sampled for the study. Stratified random sampling technique was used to sample respondents from the two prisons. Descriptive statistics such as frequencies, percentages, means and standard deviations were used to analyse the data.

Key Findings

This section presents the major findings of the study. The section is organised under the counselling needs of the inmates, the programmes designed to meet the counselling needs of inmates, the roles of stakeholders in meeting the

counselling needs of inmates, the background characteristics of the inmates, and perceptions of the prisoners on counselling services

Counselling Needs of Inmates

1. The study found that majority (67.5%) of the respondents required counselling in the various vocational activities as well as gain the practical understanding in their choice of vocation with certification. The implication is that majority of the respondents wanted to gain additional skills and qualification to be productive in the society.
2. A majority (52.8%) of the sampled inmates indicated that they require counselling to address their feeling of guilt and bitterness. This implies that majority of the respondents experience the feeling of guilt and bitterness but wish to be freed.
3. From the study, majority (57.4%) of the respondents said they feel neglected by their family. This is likely to affect smooth and successful reintegration after their incarceration.
4. About 64.9% of the respondents admitted that they require counselling in sexual or physical abuse to maintain good health. This implies that majority of the respondents want to know the consequence of sexual or physical abuse on the health of an individual. This is likely to help them avoid exercising sexual or physical abuse on others.

Programmes Designed to meet the Counselling Needs of Inmates

5. From the study, the prisons allow people to visit their relatives in the prisons. This was to enable inmates to have close connection with their relatives to

enhance reintegration after their release from prison. However, conversation between visitors and inmates are closely monitored to ensure the safety of the general public.

6. From the study, the Ghana Prisons Service has established counselling centres at the prisons and employed people to counsel the inmates. However, the study found that the counselling units were under-staffed and poorly resourced.
7. The study found that the prisons train the inmates on carpentry, dressmaking, masonry, and electronics. The aim was to equip the inmates with the necessary skills to make ends meet after their release into the society. Nevertheless, the poor state of equipment, lack of raw materials to work with as well as few number of contracts are gradually crippling the effectiveness of the vocational training programmes.

Roles of Stakeholders in Meeting the Counselling Needs of Inmates

8. The prisons service provides secured place for the inmates to serve their sentence and provide vocational training and counselling services to help reform the inmates and make them more useful and law abiding citizens.
9. The social welfare department has the responsibility of seeking the welfare of inmates in prison with the sole aim of assisting in social integration. The department also provides support and encouragement to inmates to reduce the offending rate to protect the general public from harm.
10. From the study, religious groups, NGOs and other philanthropic institutions and individuals provide immense support to the prisons service to enable them

provide their constitutionally mandated roles effectively. They support the prisons with clothes, food items, cash and guidance services to reduce their burden especially when their subventions from the central government delay.

Background Characteristics of Respondents

11. The study found that majority (70.6%) of the respondents were males, while 29.4% were females. The implication is that males are more associated with crime in the society than females.
12. From the study, majority (65%) of the sampled inmates were within the active youth group. This was attributed to the failure of institutions and structures to provide specialised activities and services for people in that age cohort.
13. A majority (54.3%) of the respondents were first offenders. The high proportion of first offenders among the inmates show that criminal offences are increasing among the population.

Perception of Prisoners on Counselling Services

14. The study found that more (43.1%) of the respondents perceived the counselling sessions at the prisons as not effective for addressing their issues. This is likely to affect their willingness to assess counselling services.
15. A majority (71%) of the respondents were not comfortable with the level of privacy during counselling sessions. This is likely to discourage majority of the respondents to access counselling services as well as opening up fully to counsellors to get the appropriate support.
16. From the study, majority (81.7%) of the respondents were gender sensitive in terms of the counsellors they wish to be associated with. Such prisoners are

likely not to open up, be embarrassed, or feel shameful about sharing their emotions and thoughts with counsellors from particular sex groups.

Conclusions

The study concludes that effective and responsive counselling services to prison inmates are very important for their reformation and ensure their smooth reintegration into the society. It concludes that the most prisoners at the Ankaful and Kumasi Central Prisons are males, unemployed, educated and in their active stage.

The perceptions of the prisoners on the counselling programmes were also identified to be of importance in determining the preparedness of the inmates to seek for counselling services. The study concludes that majority of the inmates were not willing to seek for counselling services due to the gender of the counsellors.

The study also concludes that inmates required counselling services for a number of reasons with the overcoming of their feeling of guilt, bitterness and neglect by their families as paramount. The meeting of this need would reform majority of the inmates to be of good moral standing in the society.

There are a number of programmes, including counselling units and vocational training, at the Ankaful and Kumasi Central Prisons. These programmes help to empower inmates and enable them to function properly in the society after their incarceration.

A number of stakeholders join efforts to help improve the conditions of inmates at the prisons and also ensure that they undergo proper reformative processes to avoid recidivism.

Recommendations

1. The background characteristics of the inmates should be considered by the counselling units at the prisons in the designing of the counselling programmes. In other words, different counselling programmes should be designed for particular gender or age group or inmates convicted with similar crime. This would help to improve the effectiveness and responsiveness of counselling sessions to the needs of the prisoners.
2. The study recommends that the counselling units at the prisons should consider the gender preference of the inmates and the reasons behind that before assigning a counsellor to an inmate. This would help to improve communication and avoid shyness in the counselling process. It would also enable the prisoners to open up during counselling and receive the necessary support for effective reformation.
3. It is also recommended that the prisons establish counselling rooms where prisoners could enjoy some degree of privacy with counsellors but under certain restriction or surveillance. This would enable the prisoners to properly share their problems and issues with counsellors. It would also help to improve the quality and effectiveness of the counselling services at the prisons.

4. The study recommends that the government, NGOs, religious groups and other philanthropist institutions and individuals help rejuvenate the vocational training centres at the prisons. This could be done by supplying the prisons with the necessary tools, equipment and raw materials as well as providing contractual support to ensure effective vocational training programmes as well as commercialisation of the services of the inmates. Thus, giving contracts to the inmates could help the prisons to raise funds for their upkeep.
5. The study further suggests that the NGOs and the religious groups help resource the counselling units at the prisons. This would help attract more professional counsellors to the prisons to aid the total reformation of prisoners during their sentence.
6. The counselling units should also coordinate the counselling services from pastors and other individuals who provide such services. This would help to ensure a well organised counselling system.
7. The study recommends that the religious groups, NGOs and other philanthropic institutions and individuals continue with their support to the prisons services. The study suggests that the government should provide tax rebate to institutions who extend such support to the prisons service to encourage more corporate bodies to do that.

Suggestion for Further Studies

Further study should be done on the impact of the counselling services on the level of recidivism in the prisons. This study could also consider the causes of recidivism among prisoners.

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APPENDICES

APPENDIX A

Interview Schedule for Prison Inmates

This interview schedule is designed to assess the counselling needs of inmates in the Ankaful and Kumasi Central Prisons. The study is aimed at examining the background characteristics of respondents, perception of the prisoners on counselling, and counselling needs of inmates. This is in partial fulfilment for the award of a Master of Philosophy Degree in Guidance and Counselling at the University of Cape Coast. As a result, any information given would be treated with utmost confidentiality.

Thank you

Section A: Background Characteristics of Respondents

1. Sex of respondents: [1] Male [2] Female
2. Age of respondents: [1] 20 years and below [2] 21 – 30 years
[3] 31 – 40 years [4] Above 40 years
3. Educational status: [1] No formal education [2] JHS [3] SHS [4] Tertiary
4. Employment status: [1] Unemployed [2] Student [3] Artisanry [4]
Driver [5] Trader [6] Farmer [7] Civil servant
5. Marital status: [1] Single [2] Married [3] Divorced [4] Widowed
6. Number of years of being in prison: [1] Below 1 year [2] 1 – 3 years
[3] 4 – 6 years [4] 7 – 10 years [5] Above 10 years
7. Prison status: [1] Trialled and convicted [2] Awaiting trial
8. Category of convicts: [1] First offender [2] Second offender [3] Recidivist

9. What type of crime have you been accused of or convicted with?

10. Number of years inmates have been convicted for: [1] Below 1 year
 [2] 1 – 3 years [3] 4 – 6 years [4] 7 – 10 years [5] Above 10 years

Section B: Perception of the prisoners on counselling services

11. How would you describe the effectiveness of the counselling services in the prison? [1] Very effective [2] Effective [3] Indifferent [4] Less effective [5] Least effective

12. How do you perceive the level of privacy during counselling sessions? [1] Very convenient [2] Convenient [3] Less convenient [4] Least convenient

13. Which sex group do you prefer as counsellor? [1] Male [2] Female [3] Any of them

14. How would you describe the quality of counselling at the prison? [1] Very good [2] Good [3] Bad [4] Very bad

Section C: Counselling needs of inmates

15. How do you agree to the following as your counselling need requirement?
 Using a continuum of 1-5, where 1 = strongly agree, 2 = agree, 3 = disagree, 4 = Strongly disagree

Counselling requirement	1	2	3	4
Education in prison to increases literacy				
Vocational education with projects and apprenticeship certificate				

Counselling on continuous education				
Employable skills such as writing of curriculum vitae (CV), application letters, and secretarialship				
How family could be supported at home				
Forgiveness				
Overcome the feeling of guilt and bitterness				
Neglect by the family				
Handle post-traumatic stress disorder				
Control personality disorder				
Sexual or physical abuse to maintain good health				
Against causing self-harm				
Overcome depression and anxiety				
Overcome sleeping disorders				
Overcome disturbed behaviour				
Overcome narcotic addiction				

Thank you

APPENDIX B

Interview Guide for Institutions which Relate with Prisoners

This interview guide is designed to assess the counselling needs of inmates in the Ankaful and Kumasi Central Prisons. The study aimed at examining the programmes designed to meet counselling needs of inmates, and the role of stakeholders in meeting the counselling needs of inmates. This is in partial fulfilment for the award of a Master of Philosophy Degree in Guidance and Counselling at the University of Cape Coast. As a result, any information given would be treated with utmost confidentiality.

Thank you

1. Name of institution or department:

2. Position:

3. Role of the institution or department in reforming prisoners

.....
.....

4. Programmes designed to meet the counselling needs of prisoners

.....
.....

5. Challenges the institution or department encounters with its role

.....

6. How do you think such challenges could be addressed?

.....

Thank you