



HUMAN RIGHTS TRAINING PROGRAMME

NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020

NARRATIVE REPORT 2015

Supported by



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Embassy of Switzerland

Technical Partner





A Billboard on the NPF Human Rights Training Programme, erected at the NPF Headquarters Abuja-Nigeria in 2015

TABLE OF CONTENTS

1. Introduction/Background	5
2. Project Aims and Objectives	6
3. Donor Support Received in 2015	6
4. Activities Implemented in 2015	9
▪ <i>Printing of The NPF Human Rights Resource Materials</i>	9
▪ <i>Distribution / dissemination of the NPF human rights resource materials</i>	10
▪ <i>National roll-out of the training at the NPF training institutions</i>	11
▪ <i>National roll-out of police station based training of trainers</i>	13
5. Project Impact in 2015	18
6. Lessons Learnt	19
7. Risks/Challenges	19
8. Next Steps/Follow-up	20
9. Conclusion	21
10. Appendices	22
▪ <i>Consolidated Workshop Pre-Test Evaluation Report 2015</i>	23
▪ <i>Consolidated Workshop Post-test Evaluation Report 2015</i>	28
▪ <i>List of Workshop Participants in 2015</i>	34
▪ <i>Group and Individual Work Plans/Action Plans Developed by Workshop Participants in 2015</i>	45
▪ <i>Agenda for The Human Rights Training of Trainers Regional Workshop for South-South & South-East NPF Training Institutions</i>	55
▪ <i>Agenda for The Human Rights Sensitization Workshop for Commissioners of Police</i>	60

- *Agenda Human Rights Training of Trainers Workshop for Assistant Commissioners of Police In-Charge of Training at The State Command --
----- 63*
- *Agenda for The Human Rights Sensitization Workshop for Divisional Police Officers -----
67*
- *Agenda for The Human Rights Training of Trainers Workshop for NPF FCT Based Human Rights Training and Oversight Resource Team ----
70*
- *Agenda for Human Rights Training of Trainers Workshop for Federal Capital Territory Police Human Rights Desks Officers -----
74*
- *Agenda for The Human Rights Sensitization Workshop for Divisional Police Officers -----
79*
- *Agenda for The Human Rights Training of Trainers Workshop for NPF Lagos Based Human Rights Training and Oversight Resource Team --
81*
- *Agenda for The Human Rights Training of Trainers Workshop for Lagos State Police Human Rights Desks Officers -----
86*
- *Agenda Human Rights Training of Trainers Regional Workshop for South – West NPF Training Institutions -----
----- 90*
- *Some Pictures on Activities Implemented in 2015 -----
95*

1. INTRODUCTION/BACKGROUND

On 2nd December 2014, twenty-nine (29) individuals pulled from various Non-Governmental Organizations, the Nigerian National Human Rights Commission, the Nigeria Police Force (NPF), the United Nations Office on Drugs and Crime (UNODC), Swiss Embassy, GIZ, and PRAWA; participated in a 2-day Retreat Workshop for the Planning of the National Roll Out of the NPF Human Rights Training Programme. The workshop which took place at the Dover Hotel, Lekki Phase 1- Lagos State, was aimed at facilitating the effective actualization, coverage and mainstreaming of the Nigeria Police Force Human Rights Training Programme in police training practice.

The primary output of the workshop was the Nigeria Police Force Human Rights Training Programme National Roll Out Implementation Plan (2015-2020); which outlines the strategies, logistics and partnerships/collaborations necessary for the implementation of the following six main activities required for the national roll out of the NPF Human Rights Training Programme.

- Printing of the NPF Human Rights Training Manual and NPF Human Rights Trainers Guide, and other related Resource materials.
- Presentation and Dissemination of the NPF Human Rights Training manual and the NPF Human Rights Trainers' Guide and other related resource materials.
- Training of Trainers session for NPF Training Instructors in all the NPF Training Institutions.
- Roll Out of the Training in all the NPF Training Institutions and Facilitation of the adoption of some of the trainings at the Police Station level.
- Supporting and Monitoring of the Trainings and Use of the Manual in all the NPF training Institutions.
- Impact Assessment of the Project.

With the IGP's¹ approval of the Implementation Plan on 29th December 2014, the first phase of activities earmarked within the Plan commenced in the year 2015 with the support of the Embassy of Switzerland, the United Nations Office on Drugs and

¹ Inspector General of Police (IGP)

Crime (UNODC) and GIZ. The primary objective of this report, is to highlight the various activities implemented under the project in 2015.

2. PROJECT AIMS/OBJECTIVES

As reflected in the project document, the project’s overall goal and objectives are as follows:

Goal: “To reduce the occurrences of human rights violations by officers of the Nigeria Police Force”

Project specific objectives:

- a. To facilitate the mainstreaming of human rights in the training of the Nigeria Police Force.
- b. To provide resource material to support the human rights training activities in the NPF Training Institutions (and to some extent Police Stations).
- c. To enhance the knowledge of police staff trainers at the NPF Training Institutions on human rights and good police practice on how to deliver training on these.
- d. To promote the training and sensitization of police officers, trainees and staff on human rights and good police practice.

3. DONOR SUPPORT RECEIVED IN 2015

S/N	DONOR AGENCY	SUPPORT RECEIVED
1	Swiss Embassy	<p>Funding of the implementation of the Human Rights Training of Trainers Regional Workshop for South-South & South-East Nigeria Police Force (NPF) Training Institutions.</p> <p>Funding of the Printing of the following IEC Materials:</p> <ul style="list-style-type: none"> • 1,500 copies of the NPF Human Rights Training Manuals (For the Trainees and

		<p>Trainers/Instructors);</p> <ul style="list-style-type: none"> • 1500 copies of the NPF Human Rights Trainers' Guide (For Trainers/Instructors); • 1000 copies of the NPF Human Rights Pocket Handbook; • 3,000 copies of NPF Human Rights Posters and stickers (3 versions); • 100 copies of flash disks and 300 CDs; • Two (2) Bill Boards. <p><i>Funding of consultancies for facilitators of the following workshops:</i></p> <ul style="list-style-type: none"> • Human Rights Training of Trainers Regional Workshop for South-West Nigeria Police Force (NPF); Sensitization workshop for the Commissioners of Police; • Human Rights Training of Trainers Workshop for Assistant Commissioners of Police In-Charge of Training at The State Command; • Human Rights Sensitization Workshop for Divisional Police Officers from Abuja, Niger and Kaduna State; • Human Rights Sensitization Workshop for Divisional Police Officers in Lagos State; • Human Rights State-based Training and Oversight Resource Team in Lagos State; Human Rights State-based Training and Oversight Resource Team in Abuja FCT; • Human Rights Training of Trainers' Workshop for the FCT Police Human Rights Desk Officers; Human Rights
--	--	--

		Training of Trainers' Workshop for the Lagos Police Human Rights Desk Officers.
2	United Nations Office on Drugs and Crime (UNODC)	<p><i>Funding of the Implementation of the following workshops:</i></p> <ul style="list-style-type: none"> • Human Rights Training of Trainers Regional Workshop for South-West Nigeria Police Force (NPF); • Sensitization workshop for the Commissioners of Police; • Human Rights Training of Trainers Workshop for Assistant Commissioners of Police In-Charge of Training at The State Command; • Human Rights Sensitization Workshop for Divisional Police Officers from Abuja, Niger and Kaduna State; • Human Rights Sensitization Workshop for Divisional Police Officers in Lagos State; • Human Rights State-based Training and Oversight Resource Team in Lagos State; Human Rights State-based Training and Oversight Resource Team in Abuja FCT; • Human Rights Training of Trainers' Workshop for the FCT Police Human Rights Desk Officers; Human Rights Training of Trainers' Workshop for the Lagos Police Human Rights Desk Officers
3.	GIZ	<p><i>Funding of the Printing of the following IEC Materials:</i></p> <ul style="list-style-type: none"> • 12,000copies of the NPF Human Rights Pocket Handbook; • 6,500copies of the NPF Human Rights Trainers Guide; • 4,000 NPF Human Rights Training Manual.

4. ACTIVITIES IMPLEMENTED IN 2015

Influenced by the desire to encourage increased observance of human rights standards by the Nigeria Police Force through mainstreaming training on human rights principles and good practices in Police Operations and Training institutions; several accomplishments were recorded in 2015. These milestones are described below in accordance with the outlined activities in the NPF Implementation Plan (2015-2020).

ACTIVITY 1: PRINTING OF THE NPF HUMAN RIGHTS RESOURCE MATERIALS

As directed in the NPF implementation Plan (2015-2020), there was need for resource materials to be used for information, education and communication purposes by all police training institutions, stations and other police formations across the country. Thus, the following outputs were expected under the project:

Printing of the following:

- a. NPF Human Rights Training Manual (*For the Trainees and Trainers/Instructors*);
- b. NPF Human Rights Trainers' Guide (*For Trainers /Instructors ONLY*);
- c. NPF Human Rights Pocket Handbook (*For the use of all Police Officers in the country*);
- d. Production of other relevant resource materials including posters, stickers, NPF Human Rights Information card, and other simplified versions of the training resource materials, etc;
- e. Production of e-copies of the resource materials;
- f. Production of Project Bill Boards.

Activity 1 Outputs in 2015:

During the period under review (2015), the following resource materials were produced:

- i. 1,500 copies of the NPF Human Rights Training Manuals (For the Trainees and Trainers/Instructors)
- ii. 1500 copies of the NPF Human Rights Trainers' Guide (For Trainers/Instructors)

- iii. 1000 copies of the NPF Human Rights Pocket Handbook
- iv. 3,000 copies of NPF Human Rights Posters and stickers (3 versions)
- v. 100 copies of flash disks and 300 CDs which contained softcopies of all the resource materials developed so far under the project as well as relevant National Laws passed in the year 2015 (such as the Violence Against Prohibition Persons Act (VAPP), among others).
- vi. On the request of the Inspector General of Police, two (2) Bill Boards were erected as information, educational and communication materials aimed at creating further visibility for the project.
- vii. The following resource materials have been pegged for production in December 2015: 12,000 NPF Human Rights Handbook, 6,500 Human Rights Trainers Guide and 4,000 Human Rights Training Manual.

ACTIVITY 2: DISTRIBUTION / DISSEMINATION OF THE NPF HUMAN RIGHTS RESOURCE MATERIALS

The NPF Human Rights Training Programme was developed on the assumption that the Nigeria Police Force (NPF) will not only be a beneficiary organization but also a partner tasked with the responsibility of ensuring the sustainability of the project's objectives. Consequently, copies of some of the produced Training Manuals and Trainers' Guide were expected to be subject to 'Handing and Taking Over' policy after publication, for the benefit of all police formations in the country, namely: The Force Headquarters, 37 NPF Police State Commands, 106 NPF Area Commands, 1057 NPF Divisional Commands, 1427 NPF stations, 1863 NPF Posts, and 31 Training Institutions.

Activity 2 Outputs in 2015:

During the period under review (2015), printed copies of the NPF Human Rights Training Manual, NPF Human Rights Trainers' Guide, NPF Human Rights Pocket Handbook, Compact Disks, Flash disks and posters were distributed to all the 107 Division Police Commands in Lagos State and the 11 Police Training Institutions in the South West region of Nigeria, and to all police officers trained during the 10 training workshops implemented during the year. Some additional copies will be distributed to all the NPF Training institutions in the North, South-South / South East

regions, Divisional Police Commands in FCT, and all State Commands before 31st December 2015.

ACTIVITY 3: NATIONAL ROLL-OUT OF THE TRAINING AT THE NPF TRAINING INSTITUTIONS

The comprehensive approach adopted under the project underscored the need to ensure the implementation of Human Rights capacity building interventions for all police training institutions in the country; establishment of core teams of Human Rights Trainers at all the Police Training Institutions; encouragement of the establishment of Human Rights Training Units at all the Police Training Institutions; and training of all police training instructors in 11 selected strategic police training institutions.

It is expected that this will facilitate full mainstreaming and sustainability of effective human rights trainings in these institutions irrespective of staff turn-over due to transfer, retirement, etc. it was further anticipated that the capacity building interventions would strengthen the capacity of the Central Police Training Unit (CPTU) to fully take over the training of trainers on the project by the end of the implementation programme in 2020.

Thus, the National Roll-Out Phase of the Nigeria Police Force Human Rights Programme consisted of the following activities:

- a. Organising Regional Based Training of Trainers Programme for the Selected NPF Training Instructors drawn from all the NPF Training Institutions in the country – reaching 86 instructors and covering 31 Police Training Institutions (namely 13 in the North, 11 in the South West, and 7 in the South-South and South East regions).
- b. Organising Training for all the Instructors in selected NPF Training Institutions to enable each instructor mainstream the relevant modules of the NPF Human Rights Modules into their respective courses (Targeting 11 Selected Institutions by the NPF highly strategic due to number of training courses they implement and trainees they reach annually).

- c. Advanced Training and engagement with the CPTU Instructors to empower a core group of trainers for the implementation of future/ follow up training of trainers.
- d. Follow up Training of Trainers on Human Rights for core group/selected NPF Instructors (*To be implemented by trainers trained by the CPTU*).
- e. Follow up Training on Human Rights at the various NPF Training Institutions (*To be implemented by the CPTU*).

Activity 3 Outputs in 2015:

During the period under review, **two Region-Based Training of Trainers' workshops** were held in June and October 2015 respectively as follows: For the NPF Training Institutions based in the South-South /South – East region; and the NPF Training Institutions based in the South – West region.

❖ *NPF Training Institutions based in the South-South /South – East region:*

The Human Rights Training of Trainers Regional Workshop for South-South & South-East Nigeria Police Force (NPF) Training Institutions took place from 29th June – 2nd July, 2015 at Fidelma Hotel, Ezillo Street, Independence Lay-out, Enugu. The four-day workshop had twenty-two (22) participants in attendance; pulled from training institutions in the south-south and south-east geo-political zone of Nigeria (particularly: NPF training School Enugu, NPF training School Benin, NPF Training School Owerri, NPF Training School Nonwa, NPF Training School Calabar and NPF Detective College Enugu).

❖ *NPF Training Institutions based in the South – West region:*

The Human Rights Training of Trainers Regional Workshop for South-West Nigeria Police Force (NPF) Training Institutions took place from 12th October – 15th October, 2015 at the Dover Hotel Ikeja Lagos. The four-day workshop, had forty-five (45) participants pulled from all the training institutions in the south-west geo-political zone of Nigeria (Police Training School Ikeja, Police College Ikeja and Police Training School Iperu).

ACTIVITY 4: NATIONAL ROLL-OUT OF POLICE STATION BASED TRAINING OF TRAINERS

The fourth component of the programme seeks to ensure the step-down of the human rights training across all the state and the police station levels in the federation. It also seeks to encourage support and greater buy-in of State Commissioners and Divisional Police Officers on the project; strengthen the capacity of the newly established NPF Training and Development Units at the State Command Level; and the establishment of the NPF State-based Human Rights Training and Oversight Resource teams made up of representatives of the Nigeria Police Force, National Human Rights Commission, other relevant government agencies, Nigeria Bar Association and Non-governmental Organizations.

Consequently, the National Roll-out of Police Station Based Training of Trainers consists of the following activities:

- a. National Sensitisation Workshop for Commissioners of Police in charge NPF State Commands
- b. Training of Trainers for the newly appointed Officers in-charge training (Assistant Commissioners of Police) in all State Commands
- c. State based High Level Sensitisation
- d. Establishment of NPF Training Resource Group (State based) with also mandate for monitoring the NPF Human Rights Training Programmes and its impact in the State.
- e. Training of Trainers for the members of the NPF Human Rights Training and Monitoring Resource Group
- f. Training of the Divisional Human Rights Training Desk Officers (This is linked to the NPF Human Rights Desks in each State Command and will involve the establishment of this desk where found not be in existence or functional).
- g. Follow up weekly human rights training in all NPF Stations /Divisions
- h. Training of the Divisional Human Rights Training Desk Officers (This is linked to the NPF Human Rights Desks in each State Command and will involve the establishment of this desk where found not be in existence or functional).

- i. Follow up weekly human rights training in all NPF Stations /Divisions

Activity 4 Outputs in 2015:

During the period under review, eight (8) workshops were implemented under the following categories within Activity 4 in the NPF Implementation Plan (2015-2020):

✦ *Human Rights Sensitization Workshop for Commissioners of Police*

A one (1) day sensitization workshop for the Commissioners of Police took place at the International Peacekeeping Centre, Nigeria Police Force Head Quarters, Abuja, on 7th July, 2015. The Workshop provided a platform for its participants to acquire knowledge, reflect and discuss the contents of the NPF Human Rights Training Manual and Trainers Guide with respect to the daily operation of the Nigeria Police Force.

It had fifty-nine (59) participants in attendance pulled from the following commands within the Nigeria Police Force: Yobe State Command, Jigawa State Command, Sokoto State Command, Nassarawa State Command, Kaduna State Command, Nigeria Police Force Criminal Investigation Department, Counter Terrorism Unit, Adamawa State Command, BAS, Gombe State Command, NPF Communications, Osun State Command, Nigeria Police Force Maritime Command, F.A.O, Research Plan, Nigeria Police Force Airport Command, S.P.U, Federal Special Anti-Robbery Squad, Information Communication and Technology Department, DFA Welfare, Police Gender Office, POLAC Kano, Bayelsa State Command, Katsina State Command, Kwara State Command, Legal Department, Railway Command, Cross River State Command, State College Jos- Plateau State Command, P.C.I Lagos, P.C. Kaduna, Borno State Command, P.C. Oji River- Enugu State Command, Niger State Command, FCT Abuja Command, Edo State Command, Ogun State Command, Zamfara State Command, Benue State Command, Ekiti State Command, Katsina State Command, Force Criminal Investigation Department- INTERPOL, Ebonyi State Command, Abia State Command, Ondo State Command, Education, Imo State Command, DFA Force Headquarters, among others.

❖ *Human Rights Training of Trainers Workshop for Assistant Commissioners of Police In-Charge of Training at The State Command*

From 8th to 10th July 2015, a three (3) day Training of Trainers Workshop was organised for the newly appointed Assistant Commissioners of Police expected to be in charge of Human Rights training at the State Command level. The workshop which took place at the International Peacekeeping Centre, Nigeria Police Force Head Quarters, Abuja, had thirty-seven (37) participants in attendance pulled from all the following thirty-seven (37) state commands within the Nigeria Police Force: Abia, Adamawa, Akwa Ibom, Anambra, Bauchi, Bayelsa, Benue, Borno, Cross River, Delta, Ebonyi, Edo, Ekiti, Enugu, Gombe, Imo, Jigawa, Kaduna, Kano, Katsina, Kebbi, Kogi, Kwara, Lagos, Nassarawa, Niger, Ogun, Ondo, Osun, Oyo, Plateau, Rivers, Sokoto, Taraba, Yobe, Zamfara, and Abuja FCT.

Given the vital role these Assistant Commissioners of Police were expected to play in ensuring the sustainability of the project's objective through training and re-training of officers and adequate assessment of gaps and needs with the NPF; the workshop was aimed at acquainting its participants with the Nigeria Police Force Human Rights Training Mainstreaming project. It provided a platform for its participants to acquire knowledge, reflect and discuss the contents of the NPF Human Rights Training Manual and Trainers Guide; relate them to the daily operation of the Nigeria Police Force and acquire the necessary skills for adequate training of NPF officers.

❖ *State based High Level Sensitisation*

As part of the State based High Level Sensitization process, a Human Rights Sensitization Workshop for twenty-two (22) Divisional Police Officers from Abuja, Niger and Kaduna State, took place on the 28th of September, 2015 at Valencia Hotel, Abuja. The one (1) day Sensitization Workshop was aimed at ensuring that the objective of the project is taken down to the level of the various divisional police stations while also providing a platform for its participants to acquire knowledge, reflect and discuss the contents of the NPF Human Rights Training Manual and Trainers Guide with respect to the daily operations of the Nigeria Police Force.

Furthermore, on 5th of October, 2015 at the Dover Hotel, Lagos; another Human Rights Sensitization Workshop was organised for all the Divisional Police Officers in Lagos State. The workshop was also aimed at ensuring that the objective of the

project is taken down to the level of the various divisional police stations in Lagos State while providing a platform for its participants (DPOs) to acquire knowledge, reflect and discuss the contents of the NPF Human Rights Training Manual and Trainers Guide with respect to the daily operations of the Nigeria Police Force. In attendance were one hundred and seven (107) participants representing all the Police Divisions in Lagos State.

❖ ***Establishment and Training of NPF Training Resource Groups (State based).***

The primary objective of this intervention was to establish and acquaint the State-based Human Rights Training and Oversight Resource Team of the NPF with the Human Rights Mainstreaming project. It also aims at equipping them adequately, to provide a support base for the newly appointed Assistant Commissioner of Police-Training and Development in ensuring the constant training and re-training of police officers on Human Rights as well as play oversight roles in respect to human rights compliance by the NPF.

Thus, from 29th September to 1st October, 2015, a Human Rights Training of trainers' Workshop for the appointed FCT based Human Rights Training and Oversight Resource Team took place at Rockview Classic Hotel, Abuja. The workshop's twenty-seven participants (27) were pulled from the following organizations: Nigeria Police Force, National Agency for the Prohibition of Trafficking in Persons (NAPTIP), Federal Ministry of Justice, CLEEN Foundation, International Federation for Women Lawyers (FIDA), Women's Rights Advancement and Protection Alternative (WRAPA), Nigerian Bar Association- FCT Branch, Federal Ministry of Youth Development, Nigerian Bar Association Bwari Branch, Nigeria Prisons Service, National Human Rights Commission, Legal Aid Council of Nigeria, Olive Justice Initiative, Federal Ministry of Women Affairs and Social Welfare, Human Rights Agenda Network, and FENRAD.

In the same vein, from the 6th – 8th of October, 2015 at the Dover Hotel, Ikeja Lagos; another Human Rights Training of Trainers' workshop was organized for NPF Lagos based Human Rights Training and Oversight Resource Team. The training workshop was attended by thirty-one (31) participants from the following institutions: Nigeria Police Force, Nigeria Prisons Service, International Federation of Women Lawyers

(FIDA), Network on Police Reform in Nigeria (NOPRIN), CLEEN Foundation, National Human Rights Commission-Lagos, National Agency for the Prohibition of Trafficking in Persons (NAPTIP), Crime Victims Foundation, Ministry of Justice, Nigerian Bar Association-Ikeja branch, Nigerian Bar Association- Lagos Branch, Ministry of Women Affairs and Poverty Alleviation, Project Alert on Violence Against Women, Partnership for Justice, Legal Defence & Assistance Project (LEDAP), Legal Aid Council of Nigeria, Foundation for Value Transformation and M.Y.S.D.

Participants at these workshops were appointed as co-facilitators for the Human Rights Training of Trainers Workshops for Police Human Rights Desks Officers. This provided an opportunity for the workshops' facilitators to test their knowledge on the subjects of the training received as well as test and further educate them on relevant training methodologies.

❖ ***Training of the Divisional Human Rights Training Desk Officers***

From 2nd to 3rd October 2015, a Human Rights Training of Trainers' Workshop was organised for the FCT Police Human Rights Desk Officers at Rock View Classic Hotel, Abuja. The Training of Trainers' Workshop was aimed at acquainting the fifty-seven (57) Human Rights Desk Officers in attendance with the content of the Nigeria Police Force Human Rights Training Manual; as well as ensuring that the objectives of the project is stepped-down to the operational level of the NPF. It also provided a platform for the Human Rights Desk Officers to acquire knowledge, reflect and discuss the contents of the NPF Human Rights Training Manual and Trainers Guide with respect to the daily operations of the Nigeria Police Force. The participants were pulled from the NPF commands in Abuja, Niger and Kaduna States.

This training was replicated in Lagos State from 9th to 10th October 2015 for the Lagos State Police Human Rights Desk Officers, at the Dover Hotel, Lagos. The workshop's ninety-one (91) Participants were pulled from the following Area Commands within Lagos State: AREA 'A', AREA 'D', AREA 'G', AREA 'K', among others.

5. PROJECT IMPACT IN 2015

While underscoring the various gaps in human rights practice within the Nigeria Police Force and emphasizing the need to address same; the activities implemented in the year 2015, recorded an outstanding success for the Nigeria Police Force Human Rights Programme.

The impact of these activities are highlighted as follows:

- Although still in the first year of the NPF implementation plan, the comprehensive approach adopted under the project ensured that activities implemented were accessed by at least 498 officers of various cadres across the federation and various departments within the NPF.
- Through the publication of resource materials, as well as the establishment and training of State-based Human Rights Resource teams in Abuja and Lagos, the project has facilitated enhanced sustainability of human rights training within the Nigeria Police Force in both States.
- The erection of two bill boards at the Nigeria Police Force Headquarters in Abuja ensured increased visibility for the project and its objectives. Given that the bill boards were erected at the personal request of the Inspector General of Police, it is a positive indication of the buy-in of the NPF management to the project.
- The presence of representatives of the Inspector General of Police at the trainings, sent a positive signal to the participants on the stance of NPF management in respect to Human Rights observance by NPF officers. This elicited increased interest and participation among the beneficiaries of the various training workshops; as well as the zeal to contribute to the sustainability of the project's objectives.
- During the period under review, increased awareness on human rights principles and practices were acquired by the participants among whom a considerable number claimed they were aware of human rights principles; but when asked to identify nor articulate the provisions of existing human rights instruments relevant to police operations, 75% of the police officers and 66.6% of the members of the State-based Human Rights Resource Teams were unable to do so (See attached evaluation reports). Furthermore, beneficiaries

of various trainings implemented under the project were highly appreciative of the training methodologies adopted to aid their understanding of human rights principles and practices.

- Furthermore, the Human Rights Training of Trainers workshops held for the appointed member of the Human Rights Resource Teams in Lagos and Abuja facilitated an increased level of cooperation between NGOs and the NPF.
- The workshop facilitated the increased participation of women in the project's component activities (see the evaluation Report for Gender Dimension).

6. LESSONS LEARNT

Several lessons were learnt the in course of implementing the NPF Human Rights Programme in 2015. They are as follows:

- There was need for the trained State-based Human Rights Resource teams to act as co-facilitators for the Human Rights Training of Trainers Workshops for Police Human Rights Desks Officers. This provided an opportunity for the workshops' facilitators to test their knowledge on the subjects of the training received as well as test and further educate them on relevant training methodologies. It also provided an opportunity for interaction between them and officers with whom they are expected to work for the sustainability of the project.
- To facilitate the implementation of follow-up trainings by the trained State-based Assistant Commissioners of Police (Training and Development), there was need to reach out to the private sector, particularly hotels, who may be willing to provide the necessary facilities for such training programmes *gratis*, as part of their Corporate Social Responsibility.

7. RISKS/CHALLENGES

The high level of buy-in and participation from the NPF witnessed in 2015, presented very minimal risks/challenges in the implementation of the project's activities. However, given that there is a great reliance on the project's resource materials to

facilitate widespread information dissemination of the project's objectives within the police force; the number of resource materials produced so far has proven highly inadequate for the NPF manpower which is believed to consist of almost 400,000 officers. Consequently, there is need for the production of more resource materials to facilitate the extensive reach of the project within the Nigerian federation.

8. NEXT STEPS/FOLLOW-UP

Marking the beginning of activities aimed at ensuring the effective mainstreaming of human rights training within the NPF, 2015 has set a laudable trend of outstanding outputs that can be accomplished under the project. As a result of this, it is anticipated that outputs planned for 2016 and beyond will build on the achievements recorded so far through the following activities:

- ❖ Printing and distributions of all outstanding copies of the NPF Human Rights Manuals, Trainers' Guide, posters, sticks, flash disks/CDs and the NPF Human Rights Pocket Handbook and erection of Bill Boards at the 31 NPF Training Institutions.
- ❖ Regional Based Training of Trainers' Workshop for NPF training Institutions based in the Northern region of Nigeria.
- ❖ On-site training for all the Instructors in 11 selected NPF Training Institutions (or at least 5 of these).
- ❖ Implement outstanding trainings programmes in Lagos State and Abuja FCT.
- ❖ Extend the above state based sensitisation and training workshop package to additional States (5-10 States).
- ❖ Commence Monitoring and Coordination of the NPF Human Rights Trainings (Including Strengthening of the NPF Training Department)
- ❖ Commence activities aimed at the Impact Assessment of Nigeria Police Force Human Rights Programme.

9. CONCLUSION

The activities reported above indicated that the implementation of the project in 2015 was very successful and productive. During the year under review, the activities implemented under the project ensured the capacity building of 498 officers of the NPF, pulled from the thirty seven (37) component state of the Nigerian federation (especially in respect to the sensitization workshops organized for Commissioners of Police and the Assistant Commissioners of Police- Training and Development); twenty two (22) NPF divisions in Abuja, Niger and Kaduna; one hundred and seven (107) NPF divisions in Lagos; thirty (30) Non-governmental organizations and nine (9) NPF training schools.

Several lessons were learnt. The impact of the project was as also very high as attested by the project beneficiaries and other stakeholders.

APPENDICES



HUMAN RIGHTS TRAINING PROGRAMME NATIONAL IMPLEMENTATION PLAN (2015-2020)

Consolidated Workshop Pre-test Evaluation Report 2015

1. Gender Dimension

	Workshop	Male	Female
1	Human Rights Training of Trainers Regional Workshop for South-South & South-East Nigeria Police Force (NPF) Training Institutions	77.3%	22.7%
2	Sensitization workshop for the Commissioners of Police	100%	0
3	Human Rights Training of Trainers Workshop for Assistant Commissioners of Police In-Charge of Training at The State Command	100%	0
4	Human Rights Sensitization Workshop for Divisional Police Officers from Abuja, Niger and Kaduna State	75.7%	24.3%
5	Human Rights State-based Training and Oversight Resource Team in Abuja FCT	50%	50%
6	Human Rights Training of Trainers' Workshop for the FCT Police Human Rights Desk Officers	60.4%	39.6%
7	Human Rights Sensitization Workshop for Divisional Police Officers in Lagos State	79.5%	20.5%
8	Human Rights State-based Training and Oversight Resource Team in Lagos State	58.1%	41.9%
9	Human Rights Training of Trainers' Workshop for the Lagos Police Human Rights Desk Officers	63.7%	36.3%
10	Human Rights Training of Trainers Regional Workshop for South-West Nigeria Police Force (NPF)	73.3%	26.7%

2. Have you had any previous human rights training?

	Police Officers	NPF State-based Human Rights Resource Team members
YES	47.3%	77.8%
NO	52.7%	22.2%

3. What is the greatest challenge facing you as a police officer?

The most frequent responses received from workshop participants from the NPF in 2015 include: Negative public perception (19.5%); Poor officer welfare (22.5%); Irregular training of police officers (10.2%); Resource inadequacy for daily operation and training (38.7%).

4. In your opinion, which are the most important human rights issues to be addressed in a course of this kind?

The rights identified by police officers who participated in the training conducted in 2015 include the following: Indiscriminate Use of Detention (9.7%); Gender Discrimination (12.1%); Child Abuse (13.5%); and Torture Prevention in police investigation (5.8%), the Rights of Persons in Detention (13.7%), the rights of police officers (9.5), Victims' Rights (5.9%), Freedom of Movement and Association (20.1%), the Right to Life (5.9%) and the Freedom of Expression (3.6%).

However, among members of the NPF State-based Human Rights Resource Teams the following rights were highlighted: Freedom from Torture (41.7%), Right to Life (0.08%), The rights of crime Victims (16.7%), Gender Discrimination (25%), the Rights of persons in Detention (0.08%).

5. Are you aware of any international standards specifically applicable to the work of police officials?

	Police Officers	NPF State-based Human Rights Resource Team members
YES	47.7%	57.1%
NO	46.7%	14.3%
NO ANSWER	5.6%	28.6%

As presented above, although a considerable number of participants stated that they were aware of international standards specifically applicable to the work of police officials; when asked to name them, **75%** of the police officers and **66.6%** of the members of the State-based Human Rights Resource Teams were unable to do so.

6. What are the rights of arrested persons?

Although 3% of the police officers and 3.3% of the Resource Team members were unable to answer the question; the most frequent responses received from both groups include the following:

	Police Officers	NPF State-based Human Rights Resource Team members
Right to Life	1.9%	0
Access to legal representation	27.9%	14.3%
Access to bail if necessary	10.8%	4.8%
Right to adequate accommodation and feeding	21.9%	9.6%
Right to communicate with relatives	1.9%	9.6%
Right to medical care	9.5%	4.8%
The Right to be informed of reasons for arrest	7.6%	4.8%
Protection from Self-implication	7.1%	14.3%
The Right to Fair Hearing	4.9%	4.8%
Freedom from torture	3.5%	0

7. Are there circumstances in which torture is permissible?

	Police Officers	NPF Rights members	State-based Resource	Human Team
YES	7.4%	100%		
NO	89.5%	0		
NO ANSWER	3.1%	0		

8. When is a police official allowed to use his or her firearms?

Although about 37.7% of Police officers and 61.9% of the State-based Resource team members were unable to answer this question, other responses underscored the following:

	Police Officers	NPF Rights members	State-based Resource	Human Team
As a last resort, when his/her life is in danger	30%	9.6%		
To arrest a suspect of a capital offence	8.1%	0		
Subject to Nigeria Police Force Order 237	19.1%	19%		
When the life of a citizen is in danger	5.1%	9.5%		

9. A law enforcement official becomes aware of the fact that a colleague has committed a serious human rights violation. What action should he or she take?

79.3% of the Police Officers and 85.8% of the members of the State-based Resource Team were unable to answer this question.

8.6% of the Police officers and 14.2% of State-based Resource team members maintained that the officer who witnessed or is aware of the crime may report the matter to the most senior officer within his/her unit/division, who will institute a disciplinary committee that will investigate and sanction the offending officer.

12.1% of the Police Officers (mostly high ranking officers, such as Divisional Police Officers) responded that they will commence an investigation process.

**10. Should juvenile offenders be treated differently from adult offenders?
Explain.**

	Police Officers	NPF Rights members	State-based Resource	Human Team
YES	88.1%	100%		
NO	4.8%	0		
NO ANSWER	7.1%	0		

11. Should violence within the family be a matter for action by the police?

	Police Officers	NPF Rights members	State-based Resource	Human Team
YES	78.4%	95%		
NO	18.8%	5%		
NO ANSWER	2.8%	0		

12. Is there any other matter you would like to bring to the attention of the training team or have discussed in the course?

When asked if there was any other matter they would like to bring to the attention of the training team or have discussed in the course, some of the participants stated that the training should be extended to NPF management; there is need for the discussion of the implementation of human rights to be extended to the internal structures of the NPF; and also there was need for the NPF's response to human trafficking to be discussed within the context of human rights protection.



HUMAN RIGHTS TRAINING PROGRAMME
NATIONAL IMPLEMENTATION PLAN (2015-2020)

Consolidated Workshop Post-test Evaluation Report 2015

1. How satisfied are you with the presentation of international standards in this course?

Very Satisfied	74.2%
Satisfied	25.8%
Not Satisfied	0%

In support of their stance, some of the participants responded as follows:

"I wish all police officers will reach (attain) these standards, it will help the image of the force"

"It has brought to my knowledge that there are other standards apart from the ones I knew before"

"I am satisfied because (the course showed that human rights) is a global challenge and not just Nigeria alone"

The presentation of international standards in this course is well presented and satisfying"

"It opened my eyes to the modern realities in the treatment of suspect and victims of violence"

"This is an innovative (project) which I hope will withstand the test of time"

"It was an interesting encounter and good experience"

"The presentation has been very enriching"

"The delivery was superb"

"Great presentations, concise and interesting"

2. How satisfied are you with the degree to which the means for practical implementation of these standards in your work was addressed?

Very Satisfied	53.4%
Satisfied	42%
Not Satisfied	4.6%

The following responses were received from the participants with respect to this question:

“It is my own pinion that the police authority should help practicalize the theory we have been taught”

“The practical implementation of these standards will reduce the level of crime and make our (the police) job easy”

“It opened my eyes to so many things I did not know is (were) practicable”

3. How satisfied are you with the structure of the course?

Very Satisfied	69%
Satisfied	30.6%
Not Satisfied	0.4%

As explained by some of the participants

“The structure of the course is well organized and very satisfied (satisfying)”

“(The courses were) interrelated”

4. How satisfied are you with the expert presentations?

Very Satisfied	76.6%
Satisfied	23.1%
Not Satisfied	0.3%

According to the participants:

- “Very detail(ed) and refreshing, but the assignment(s) (were) too much”*
- “The expert presentation is very good. Well organised, well (highly) understandable ad enjoyable”*
- “The presentations were professional”*
- “Very interactive, should be a thing of continuity”*
- “Most competent in their presentation”*
- “Extraordinary”*
- “The resource persons are well grounded in their various fields”*
- “The resource persons are good and they carried the participants along”*

5. How satisfied are you with the group assignments and other practical exercises conducted during the course?

Very Satisfied	58.5%
Satisfied	39.7%
Not Satisfied	1.8%

As explained by some of the participants:

- “The group work made the course enjoyable and well understanding (better understood)”*
- “They were guiding and revealing”*
- “I have learnt so much in this area and a new style of teaching my students or course participants”*
- “We were able to join (put) heads together and reason, in order to arrive at answers. I enjoyed every bit of what was done”*
- “The group presentations and other practical exercises was (presented) a leeway for full comprehension of the workshop”*
- “The group assignments encouraged me and afforded me the ability to address a huge audience”*
- “We all contributed in our own ways”*

6. How satisfied are you with the plenary discussion held during the course?

Very Satisfied	57.5%
Satisfied	42%
Not Satisfied	0.5%

According to two participants:

“Plenary discussion held during the course was lively and educative”.

‘The discussions were very educative’

7. How satisfied are you with the materials provided to you during the course?

Very Satisfied	73.8%
Satisfied	23.2%
Not Satisfied	3%

As explained by the participants:

“Knowledge pack(ed) or should I say, very comprehensive”

“The materials provided a great assistance and made participation easier”

“No book or material has treated the course as your materials provided (did)”

“The materials will provide immediate sources for further development and materials for teaching others”

“They should be made available to the commands for easy facilitation”

“Very detailed, accurate and easy to implement”

“They are of international standard”

8. Have you during this course acquired the necessary knowledge and skills:

	YES	NO
To apply human rights standards in your work?	93.4%	6.6%
To pass along the information received to your colleagues	94.1%	5.9%

For the participants who agreed that during the course they acquired the necessary knowledge and skills which will facilitate the application of human rights standards in their work as well as pass along the information received to their colleagues; some of the responses received are as follows:

"I have been teaching human rights but now because of this training I see human rights in a more positive way, which I will impact in others"

"Yes of course. I will impart the knowledge on my students and fellow officers."

"Yes, I have gain(ed) so much knowledge that will enable me deliver my lecture with confidence"

"Yes, because through this course I realised that even an accused person has right. It is amazing"

"Yes, the course exposed me to various techniques on how to apply human rights standards in my work"

"I have been armed with enough knowledge to educate others"

"Yes, I am having another/different opinion about the country"

"I have been reasonably prepared to face the arduous task"

"Constant lectures and the monitoring of the men (police officers) by senior police officers"

9. In your opinion, what is the best method of training police official in human rights?

Responses received from some of the participants include the following:

“By practice and interaction”

“The production of a training manual”

“Discussions, case studies and lecture method, depending on the level (ranking) of the course participants”.

“More frequent re-training courses, as opposed to the current practice whereby training programmes are implemented either as basic training or for promotion”.

“Officers who participated in the Training of Trainers Workshop should be given the chance to run similar trainings for men of the command and write reports at the end of the workshops”.

“The need for the training of higher ranking officers, whose buy-in would encourage the implementation of the project”.

“Utilisation of group work during training”

“Creating awareness through Information Educational and Communication materials; print and electronic media and constant lecture by Area Commanders, DPOs and Heads of Departments”.

“Human Rights Lessons should be included in our (NPF) curriculum and Training manuals at the Training schools”

“Constant training and enforcement”

“Organise training and seminar”

“Constant Training and Retraining”

“A centralised training calendar to be produced and Command Commissioners of Police to be compelled to assist in facilitating such training”

“The method used in teaching us; with practice examples”

“Lecturing them weekly”

“At police institutions”

“Practical Methodology and Assignments”

10. What additional comments would you like to offer?

Responses received from some of the participants include:

“For the implementation of this course across the country”.

“Human Rights right should be introduced in the Nigerian educational curriculum especially at the post-primary school level”.

“There is need for the appreciation and motivation for officers observing human rights”.

“The workshop has been like a wakeup call to me. Especially on the rights of vulnerable people like women, children, the aged and the detainees”

“The course should be a continuous exercise”



HUMAN RIGHTS TRAINING PROGRAMME NATIONAL IMPLEMENTATION PLAN (2015-2020)

LIST OF WORKSHOP PARTICIPANTS IN 2015

HUMAN RIGHTS TRAINING OF TRAINERS REGIONAL WORKSHOP FOR SOUTH-SOUTH & SOUTH-EAST NPF TRAINING INSTITUTIONS			
Monday 29th June – Thursday 2nd July, 2015 VENUE: Filderma Hotel, Ezilo Street, Independence Layout Enugu			
S/N	NAMES	ORGANISATION	LOCATION
1	Ukabi Chidi	NPF	Enugu
2	Mogekwu Daniel	NPF	Enugu
3	Uwakwe Edwin	NPF	Enugu
4	Avanrenren Godwin	NPF	Benin
5	Adewumi Adebisi	NPF	Benin
6	Itedjere F. Linon	NPF	PCO
7	Onwumere Charles	NPF	PTS Owerri
8	Asuquo Inyang	NPF	PTS NONWA
9	John Maniba	NPF	PTS NONWA
10	Benjamin Elu	NPF	PTS NONWA
11	Muhammed Tahir	NPF	PTS NONWA
12	Patience Ilem	NPF	PTS NONWA
13	Sorgbara Love	NPF	PTS Benin
14	Omoregie Francisca	NPF	PTS Benin
15	Abam Ubi Ifere	NPF	PTS Calabar
16	Micheal Emmanuel	NPF	PTS Calabar
17	Arikpo Ugobo	NPF	PTS Calabar
18	Godwin Ubokuom	NPF	PTS Calabar
19	Ofonime Ufford	NPF	PTS Calabar
20	Blessing Orji	NPF	Detective College, Enugu
21	Francis Ikwen	NPF	PTS Calabar
22	Charles Onwumere	NPF	PTS Owerri
HUMAN RIGHTS SENSITIZATION WORKSHOP FOR COMMISSIONERS OF POLICE			
7 th JULY, 2015 VENUE: International Peacekeeping Centre, Nigeria Police Force Headquarters, Abuja			
S/N	RANK	NAME	COMMAND/FORMATION
1	DCP	P.L.Garba	Yobe
2	DCP	Mohammed L. Bagega	Jigawa

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**

3	DCP	Sanusi N. Lemu	Sokoto
4	DCP	Peter Edet	Nassarawa
5	DCP	Esa S. Ogbu	Kaduna
6	DCP	Zubairu Muazu	FCIID
7	CP	Shaibu Gambo	CTU
8	ACP	Idris Dauda	Adamawa
9	DCP	Sunmonis Maliki	BAS
10	ACP	Sokoya Abimbola	Gombe
11	CP	Victory N Merita	Communications
12	DCP	Isaac Akinmoyede	Osun Command
13	CP	Leye Oyebade	Maritime Command
14	CP	James O Caulcrick	Maritime Command
15	C P	A.D Danwawu	F.A.O
16	CP	Nkpa Inakwu	Research Plan
17	ACP	Chuks Enwonwu	Airport
18	CP	Till Ani	S P U
19	CP	Esosa Amadasun	FCIID
20	CP	Mike Ogbodo	FCIID
21	CP	Musa Kimo	FSARS
22	CP	Tanna M. Ibrahim	ICT
23	DCP	Usman Sule Gomna	DFA WELFARE
24	ACP	Olabisi Kolawole	Police Gender Officer
25	CP	M. L. Hassan	Polac Kano
26	CP	Paul E Okafor	Bayelsa
27	DCP	Bale Zama Senchi	Katisina
28	CP	Salihu Garba	Kwara
29	CP	Nwadibo Ekechukwu	Legal
30	CP	Pius U Imue	Railway
31	DCP	Kwajima Yah	Cross River
32	ACP	Agene Emmanuel	State College Jos
33	DCP	Audu Adamu Manaki	P. C. I Lagos
34	DCP	A.Abdurra Itman	P C Kaduna
35	DCP	Maye Wakili	Borno
36	DCP	Tunde Gbolarumi	P C Oji River
37	DCP	Murtar I Garko	Niger
38	DCP	Danmallam M	FCT Abuja
39	DCP	Zubairu Muaz	
40	DCP	Zaki M Ahmed	
41	DCP	Sadiq A Bello	Edo Command
42	DCP	Haliru A Gwandu	Ogun
43	DCP	Mohammed U Kura	Zamfara
44	DCP	Y.A Sani	Benue CMD
45	DCP	Abdulkadur Mohammed	Ekiti CMD
46	DCP	Bala Zamasenchi	Katsina
47	CP	Rasheed Akintunde	FCIID INTERPOL
48	DCP	Agberebi A. Egbuson	Ebonyi
49	CP	Habila Joshak	Abia State
50	CP	Ghazzali Mohammed	
51	CP	Issac Eke	Ondo State
52	DCP	Kasiru Ibrahim	Education
53	CP	Mike Ogbodu	FCIID
54	CP	Esosa Amadusuuiy	FCIID
55	CP	A.S Iyayi	

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**

56	DCP	David Akinremi	Imo State
57	CP	Sam Okaula	FCID
58	DCP	Mukan Joseph	DFA FHQS
59	CP	Mohammed Mustafa	

TRAINING OF TRAINERS FOR THE LAGOS STATE BASED RESOURCE TEAM

Venue: Dover Hotel, Ikeja, Lagos

Date: 6-8 October 2015

S/N	NAME	ORGANIZATION	LOCATION
1	Isa Ibrahim	NPF	Lagos
2	Nwaguma Okechukwu	NOPRIN	Lagos
3	Ito Eze- Anaba	Partnership for Justice	Lagos
4	Vandross Ebere Mbaebgu	CLEEN Foundation	Lagos
5	Josephine Effah-Chukwuma	Project Alert	Lagos
6	Abubakar Umoru	NPF	Lagos
7	Uche Ikwueme	NBA- Lagos Branch	Lagos
8	Ibe Obidigwe	National Human Rights Commission	Lagos
9	Gloria Nweze	NBA- Ikeja Human Rights Committee	Lagos
10	Ben Ola Adeola	NPF	Lagos
11	Philip Adeniyi	Force Headquarters	Lagos
12	Ariyo Odole	NBA-Lagos	Lagos
13	Unobe Ene Sarah	Crime Victims Foundation	Lagos
14	Nneka Anigbo	National Human Rights Commission	Lagos
15	Uduak Udom	NPF	Lagos
16	Stella Febikefe	NPF	Lagos
17	Jimoh Bosede	National Agency for the Prohibition of Trafficking in Persons (NAPTIP)	Lagos
18	Latifat Salau	Legal Aid Council of Nigeria	Lagos
19	Adefunke Odutola	Ministry of Women Affairs and Poverty Alleviation	Lagos
20	Tari Dokubo	LEDAP	Lagos
21	Onukwugha Jacinta	Nigeria Prisons Service	Lagos
22	Anthonia Oredipe	Ministry of Justice	Lagos
23	Samuel Akpologun	Project Alert on Violence Against Women	Lagos
24	Segun Caulcrick	Foundation for Value Transformation	Lagos
25	CSP Aina Adesola	NPF	Lagos
26	Idowu Adewale	M.Y.S.D	Lagos
27	Igbokwe Ifunanya	PRAWA	Lagos

HUMAN RIGHTS TRAINING OF TRAINERS WORKSHOP FOR ASSISTANT COMMISSIONERS OF POLICE IN-CHARGE OF TRAINING AT THE STATE COMMAND

DATE: 8TH – 10TH July, 2015

VENUE: International Peacekeeping Centre, Force Headquarters, Abuja

S/N	RANK	NAMES	SCHOOL/LOCATION
1	ACP	Sani A.Saliyu	Niger
2	ACP	Mohammed H. Ali	Plateau

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**

3	ACP	Odo Micheal Nwafor	Enugu
4	ACP	Azuka Jude M	Ogun
5	ACP	Kunle Olus Okah	Lagos
6	ACP	Ajani M Omolabi	Edo
7	ACP	Livinus A. Torluam	Kogi
8	ACP	Igwe Hilary	Calabar
9	ACP	Abdukadir Jimoh	DTD Oyo
10	ACP	Samuel Titus Musa	DTC Delta
11	ACP	Mathias Asogwa	DTC Kwara
12	ACP	Joseph N. Ibezim	DTC Anambra
13	ACP	Maxwell Olabisi Olatokunbo	DTC Sokoto
14	ACP	Olanrewaju Stephen	DTC Ondo
15	ACP	Akinfaderin Boboye	DTC Osun
16	ACP	Nemi Iwo	DTC Bayelsa
17	ACP	John I. Actsu	DTC Benue
18	ACP	Adeyemo Oluyemi	T/D Rivers State
19	ACP	Igwe Hilaryc	Cross Rivers
20	ACP	Abdullahi Bako	Kebi
21	ACP	Shehu Isah	Nassarawa
22	ACP	Livinus A. Torluani	Kogi
23	ACP	Ajani M. Omolabi	Edo
24	ACP	Lucas B. Utuks	Zamfara
25	DSP	Abdu Jinjiri	Jigawa
26	DSP	Othman Abubakar	Adamawa
27	ACP	Chukwu Ibe	Ebonyi
28	ACP	Hadizah Sabo	Force Hq
29	ACP	Daniel Ali Gwambal	FCT
30	ACP	Sani Sabo	Kano
31	ACP	Ibrahim Abdul	Kaduna
32	ACP	Juji Gauji	Gombe
33	ACP	Fom Pam Joseph	Akwa Ibom
34	ACP	Godwin Osuchukwu	Ekiti
35	ACP	Elisha S. Yila	Nassarawa
36	ACP	Tolani H Alausa	Bauchi
37	ACP	Shehu Isah	Nassarawa

**HUMAN RIGHTS TRAINING OF TRIANERS WORKSHOP FOR NPF FCT
RESOURCE TEAM**

Venue: Rockview Classic Hotel, Abuja
Date: 29th September – 1st October 2015

S/N	NAME	ORGANIZATION	LOCATION
1	Patrick Daaor	NPF	Abuja
2	Aisha Yusuf	NPF	Abuja
3	Fatima Gimba	NPF	Abuja
4	Emeh Magnus	NAPTIP	Abuja
5	Sarah Daniel	Federal Ministry of Justice	Abuja
6	Niengak Daniel	CLEEN Foundation	Abuja
7	CSP Grace Longe	NPF	Abuja

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**

8	CSP Yakubu Mohammed	NPF	Abuja
9	Ufomba Amarachi	International Federation of Women Lawyers	Abuja
10	Umma Rimi	WRAPA	Abuja
11	Betty Umegbulem	Nigeria Bar Association- FCT	Abuja
12	Emmanuel Agbechini	Federal Ministry of Youth Development	Abuja
13	Nweke Chukwudi	Nigeria Bar Association- Bwari	Abuja
14	Kinane Suane	Nigeria Prisons Service	Abuja
15	Maraizu I	Nigeria Bar Association	Abuja
16	Yemisi Akhile	National Human Rights Commission	Abuja
17	Moneke Azubuike	Legal Aid Council of Nigeria	Abuja
18	Yinka Lawal	PRAWA	Abuja
19	ACP Daniel Ali	NPF	Abuja
20	Adegoke Adefuta	Federal Ministry of Women	Abuja
21	Ugonna Besiman Elerueanya	Human Rights Agenda Network	Abuja
22	Nnadi Doris Oby	FENRAD	Abuja
23	Salome Loko	National Human Rights Commission	Abuja

HUMAN RIGHTS TRAINING OF TRAINERS WORKSHOP FOR POLICE HUMAN RIGHTS DESKS OFFICERS

Venue: Rockview Classic Hotel, Abuja
Date: 2nd -3rd October, 2015

S/N	NAMES	ORGANISATION	LOCATION
1	Sunday Agere	NPF, FCT	Abuja
2	Etim Inyang	NPF, FCT	Abuja
3	Ruth Bulus	NPF, FCT	Abuja
4	Regina Ekeopama	NPF, FCT	Abuja
5	Justina Enefu	NPF, FCT	Abuja
6	Ibrahim kunle	NPF	Kaduna
7	Chinwe Achilonu	NPF	Kaduna
8	Laraba Ayuba	NPF FCT	Abuja
9	Benejamin Ukoje	NPF	Kaduna
10	komolafe felix	NPF FCT	Abuja
11	Musa Buje	NPF FCT	Abuja
12	Okanu Oscar O.	NPF	Niger
13	Grace Richman	NPF FCT	Abuja
14	Amaka Maneke	NPF FCT	Abuja
15	David Ocheni	NPF Minna	Niger
16	John Ekele	NPF FCT	Abuja
17	Idoga Emmanuel M	NPF FCT	Abuja
18	Adanaya Valada	NPF	Niger
19	Yusuf Enesi	NPF FCT	Abuja
20	Abdullahi Bature	NPF	Niger
21	CSP Grace Longe	NPF	Abuja
22	SP Fatima Gimba	NPF	Abuja

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**

23	ASP Jimoh Abdulazeez	NPF	Niger
24	ASP Anthonia Ayia	NPF	Niger
25	ASP Janet Jude	NPF	Niger
26	CSP Aisha Yusuf	NPF FCT	Abuja
27	CSP Patrick Daor	NPF FCT	Abuja
28	Ugonna Bestman	HRAN	Abuja
29	Maraizu I	Nigeria Bar Association	Abuja
30	Henry Oshamek	NPF	Abuja
31	Kinane Suanu	Nigeria Prisons Service	Abuja
32	Ogu Ogechi	Olive Justice Initiative	Abuja
33	Aaron Sunday	NPF Minna	Niger
34	Daniel Ali Gwambal	NPF Abuja	Abuja
35	Ayoka Sylvester	Nigeria Prisons Service	Abuja
36	CSP Yakubu Moh'd	NPF	Abuja
37	Yemisi Akhile	National Human Rights Commission	Abuja
38	Sarah Daniel	Federal Ministry of Justice	Abuja
39	Emeh Magnus	NAPTIP	Abuja
40	Rahama Thomas	Garki	Abuja
41	Moneke A.I	Legal Aid Council of Nigeria	Abuja
42	Yinka Lawal	Prawa Abuja	Abuja
43	Nweke Chukwudi	Nigeria Bar Association- Bwari	Abuja
44	Bala Abdullahi	NPF	Kaduna
45	Suleiman Mohd Tsafe	NPF	Kaduna
46	Betty A. Umegbulem	Nigeria Bar Association	Abuja
47	Peters Omonfoman	NPF	Kaduna
48	Sunday Omobusuyi	NPF	Kaduna
49	Damisa Francis	NPF FCT	Abuja

HUMAN RIGHTS TRAINING OF TRAINERS REGIONAL WORKSHOP FOR SOUTH-WEST NIGERIA POLICE FORCE (NPF) TRAINING INSTITUTIONS

Venue: Dover Hotel, Ikeja, Lagos
Date: 12 – 15 October, 2015

S/N	NAMES	LOCATION	ORGANIZATION
1	Gobin Jessica	Lagos State	PTS IKEJA
2	Adams M Boss	Lagos State	PTS IKEJA
3	Eburuta Grace	Lagos State	PTS IKEJA
4	Henry Odunbi	Lagos State	PTS IKEJA
5	Ojo Rotimi	Ondo State	PTS OYIN
6	Akimpelumi Emmanuel	Ondo State	PTS OYIN
7	Almadu Nijibaja	Ondo State	PTS OYIN
8	Ogunleye Adesina B	Ondo State	PTS OYIN
9	Lawal Ismaila	Ondo State	PTS OYIN
10	Bamidele Victoria	Oyo State	PTS IBADAN
11	Erhabor Lugard	Ogun State	PTS IPERU
12	Ikeasogwe Florence	Ogun State	PTS IPERU
13	Davies Calabaris	Ogun State	PTS IPERU
14	Odeleye Johnson	Ogun State	PTS IPERU

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**

15	Akintoye Gbenuga		
16	Ohiokpekhai Victor		Police College
17	Aduagba O Abdullateef	Lagos State	NPF
18	Okwudili Clara	Lagos State	PCI IKEJA
19	Malaina Saleh	Lagos State	NPF
20	Peters Friday	Lagos State	NPF
21	Osawaru Vincent Uyi	Oyo State	NPF
22	Ijalana E Folayan	Oyo State	NPF
23	Kayode Egbeokwu	Lagos State	NPF
24	Popoola Johnson	Oyo State	NPF
25	Adio Aduinyi Dhehu	Lagos State	NPF

HUMAN RIGHTS SENSITIZATION WORKSHOP FOR DIVISIONAL POLICE OFFICERS IN LAGOS

Venue: Dover Hotel, Ikeja Lagos.
Date: 5th October, 2015

S/N	NAMES	DIVISION	ORGANIZATION
1	Adebiyi Ademsla	Trinity	NPF
2	Earnest Enans Esp	Yaba	NPF
3	Ubangha Mary	Sabo	NPF
4	Adesina A Olunlade	Ebute Ero	NPF
5	Angela Akaro	Sheri	NPF
6	Bomidele Awunyi	Ajal	NPF
7	Azeez Bello	Ejigbo	NPF
8	Busari F Okunlo	Owude Onirin	NPF
9	Robinson Eregare	Ijanikin	NPF
10	Ademola Ogunyamoju	Ikeja	NPF
11	CSP Akinola Adamu	Bode Thomas	NPF
12	CSP Ajewole Adebayo	Ipaja	NPF
13	SP Sarah Oyibe	Shaga Murd	NPF
14	ACP Kunle Olusoken	Ikeja	NPF
15	CSP B O Adeola	Tolu	NPF
16	DSP Margareth Ayeri	Alapere	NPF
17	SP Abdulkarim A	Bariga	NPF
18	CSP James Chu	Isolo	NPF
19	CSP Shoetan Fata	Ojodu	NPF
20	CSP Adedeji	Ilupeju	NPF
21	Oni Omololu	Ajgunle	NPF
22	CSP Ajao S Wale	Alausa	NPF
23	Adamu Idaoyi	Elemora	NPF
24	Amusa K Ismalla	Bariga	NPF
25	Aliko Danlyoli	Orile	NPF
26	CSP Tarzan Tsav	Pen Cinema	NPF
27	Onyinye Kangolden SP	Ilasan	NPF
28	Remi Adesole	Ikorodu	NPF
29	Gbarel Allins	Ildemsetan	NPF
30	CP Fatai Owosem	Ikeja	NPF
31	SP Nwachukwu Ebarunyi	Ketu	NPF
32	SP Vincent Osemwegie	Alapere	NPF
33	CSP Adebisi B Lateef	Alakara	NPF
34	CSP Onah Emmanuel	Onireke	NPF

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**

35	CSP Musa Alimi	Alakako	NPF
36	CSP Tunde Surumuem	Abattoir	NPF
37	SCP Okpaleke A	Okooba	NPF
38	Lug Abibo	Shagale	NPF
39	CSP tanaruno F. A	Lion Building	NPF
40	CSP Monday Agbonna	Festac	NPF
41	SOPOL Alilop Adeuyi	Lagos	NPF
42	SP Bala Garba	Onivan	NPF
43	SP John Osawe	Ibeshe	NPF
44	SP Efeiri Omolabi Oviebo	Ogombo	NPF
45	DSP Roberts Otiger	Denton	NPF
46	SP Ojele A Ejeh	Tarkoa	NPF
47	CSP Lukmmau A	Dopema	NPF
48	WLSP Folasade T Daniel	Akodo	NPF
49	CSP Mohammed Amabua	Man Cen	NPF
50	CSP Olu Olusegun	Victoria Island	NPF
51	Abdulmayia Isah	Itire	NPF
52	Abubakar A Umaru	Ojo	NPF
53	Olomo O Benedict CP	Lamgbasa	NPF
54	Marvellus Onyeikem	Shomolu	NPF
55	CSP A Ishmnji	Seme	NPF
56	SP Dazumi Seivu	Badagry	NPF
57	CSP Kayede Ojapuwa	Anthony	NPF
58	CSP Otabu Nosaf	Coworu Edeh	NPF
59	SP Osugwu Emmanuel	Iju	NPF
60	DSP Abdulrazaag Bello	Aguda	NPF

**HUMAN RIGHTS TRAINING OF TRAINERS' WORKSHOP FOR LAGOS STATE POLICE
HUMAN RIGHTS DESK OFFICERS**

Venue: Dover Hotel, Ikeja, Lagos.
Date: 9th – 10th October 2015

S/N	NAME	LOCATION	ORGANIZATION
1	DIG Hashimu Argungu	Abuja	NPF- FHQ
2	DSP Joseh Offor	Lagos	NPF Lagos
3	Ugochukwu Issac	Lagos	
4	Adebayo Hunga	Lagos	NPF Ikeja
5	Olafisoye Tosin	Lagos	NPF Ikeja
6	Amoke Oke	Lagos	NPF Ikeja
7	Ramoni Adetunji	Lagos	NPF Ikeja
8	Abimbola Fasola	Lagos	NPF Ikeja
9	Umoessien Jessy	Lagos	NPF Ikeja
10	ACP Kunle Olusola	Lagos	NPF Ikeja
11	Afusat Olasebikan	Lagos	NPF Ikeja
12	Philomina Eniwereim	Lagos	NPF
13	Mustapha Bukayo	Lagos	NPF Ikeja
14	Olaniran Mary	Lagos	NPF Ikeja
15	Pius Olah	Lagos	NPF Ikeja
16	Peters Sonyayon	Lagos	NPF Ikeja

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**

17	Hodewu James	Lagos	NPF Ikeja
18	Anthony Posu	Lagos	NPF Ikeja
19	Ogunbiyi.G. Issac	Lagos	NPF Ikeja
20	Patience Nwangwu	Lagos	NPF Ikeja
21	Nwanguma Okechukwu	Lagos	NOPRIN
22	Yetunde Onyekweli	Lagos	International Federation for Women Lawyers (FIDA)
23	Philip Adeniyi	Lagos	NPF Lagos
24	Anthonia Omoseni Oredeye	Lagos	NPF Lagos
25	Enofe Eucharua	Lagos	NPF Lagos
26	Abiodun Ajayi	Lagos	NPF Lagos
27	Akinyele Tajudesen	Lagos	NPF Lagos
28	Daton Sunday	Lagos	NPF Lagos
29	Mfon Ukpong	Lagos	NPF Lagos
30	Isa Ibrahim	Lagos	NPF Lagos
31	Aderibe Adeboye	Lagos	NPF Lagos
32	Ronke Ogunniyi	Lagos	NPF Lagos
33	Onukwugha Jacinta	Lagos	Nigeria Prisons Service
34	Ogidan Lucas	Lagos	NPF Lagos
35	Umiah Matilda	Lagos	NPF Lagos
36	CSP Aina Adesola	Lagos	NPF Lagos
37	Uche Ikwueme	Lagos	NPF Lagos
38	Femi Osowe	Lagos	NPF Lagos
39	Gloria Nweze	Lagos	NBA LAGOS
40	Nneka Anigbo	Lagos	NHRC LAGOS
41	ogunniyi Joseph	Lagos	NPF Lagos
42	Oboh Effiong	Lagos	NPF Lagos
43	Yekini Kolawra	Lagos	NPF Lagos
44	Akiyemi Idowu	Lagos	NPF Lagos
45	Igattah Charles	Lagos	NPF Lagos
46	Salam Ayooluwa	Lagos	NPF Lagos
47	Salami Ayooluwa	Lagos	NPF Lagos
48	Ezeah Collins	Lagos	NPF Lagos
49	Talatu Danladi	Lagos	NPF Lagos
50	Medaivedu John	Lagos	NPF Lagos
51	Lumanze Lawrence	Lagos	NPF Lagos
52	Irewole Abraham	Lagos	NPF Lagos
53	Oyedele Oluwole	Lagos	NPF Lagos
54	Akinwunmi Moruff	Lagos	NPF Lagos
55	Dosa Adewale	Lagos	NPF Lagos
56	Rabiu Tekobo	Lagos	NPF Lagos
57	Tanimola Omolewa	Lagos	NPF Lagos
58	Jonathan Egiwemi	Lagos	NPF Lagos
59	Raimi Idowu	Lagos	NPF Lagos

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**

60	Rebecca Jacob	Lagos	NPF Lagos
61	Kehinde Philip	Lagos	NPF Police
62	Olusegun Ajiboye	Lagos	NPF Police
63	Hunsu Hotepo	Lagos	NPF Lagos
64	Ibrahim Samuel	Lagos	NPF Lagos
65	Ekpu Cyprian	Lagos	NPF Lagos
66	Talaju Mautin	Lagos	NPF Lagos
67	Oshinnowo Olashile	Lagos	NPF Lagos
68	Ikhiboya Blessing	Lagos	NPF Lagos
69	Momoh Izegbeoya	Lagos	NPF Lagos
70	Kadiri Susan	Lagos	NPF Lagos
71	DSP Adagba Johnson	Lagos	NPF Ikeja
72	DSP Evelyn Isekeje	Lagos	NPF Ogudu
73	DSP Oniyku olusola	Lagos	NPF Ojo
74	Inspr Richard Okanlawon	Lagos	SCID
75	SGT Alabi Olarenaju	Lagos	NPF Idimu
76	INSPR Ogunsoro Kayode	Lagos	NPF DFA
78	ASP Ronke Moshood	Lagos	NPF Ejigbo
79	ASP Ajayi Folarin	Lagos	NPF Icando
80	CPL Cjiemen	Lagos	NPF
81	Vandross Ebere Mbaegbu	Lagos	Cleen Fondation
82	DSP Joseh Offor	Lagos	NPF Lagos
83	Ugochukwu Issac	Lagos	
84	Adebayo Hunga	Lagos	NPF Ikeja
85	Olafisoye Tosin	Lagos	NPF Ikeja
86	Amoke Oke	Lagos	NPF Ikeja
87	Ramoni Adetunji	Lagos	NPF Ikeja
88	Abimbola Fasola	Lagos	NPF Ikeja
89	Umoessien Jessy	Lagos	NPF Ikeja
90	ACP Kunle Olusola	Lagos	NPF Ikeja
91	Afusat Olasebikan	Lagos	NPF Ikeja
92	Philomina Eniwereim	Lagos	NPF
93	Mustapha Bukayo	Lagos	NPF Ikeja
94	Olaniran Mary	Lagos	NPF Ikeja
95	Pius Olah	Lagos	NPF Ikeja
96	Peters Sonyayon	Lagos	NPF Ikeja
97	Hodewu James	Lagos	NPF Ikeja
98	Anthony Posu	Lagos	NPF Ikeja
99	Ogunbiyi.G. Issac	Lagos	NPF Ikeja
100	Patience Nwangwu	Lagos	NPF Ikeja

HUMAN RIGHTS SENSITIZATION WORKSHOP FOR DIVISIONAL POLICE OFFICERS

Venue: Valencia Hotel, Abuja
Date: 28th September, 2015

S/N	RANK	NAMES	COMMAND
1	CSP	Francis Ekanem	Niger State

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**

2	CSP	Musa Jibeil	Niger State
3	SP	Na-Allah Mohicl	Niger State
4	SP	Adamu Yusuf	Niger State
5	DSP	Babalili A.	Niger State
6	DSP	Ibrahim M	Niger State
7		J B Sahilu	Kaduna State
8	CSP	Maukudi Kadoh	Kaduna State
9	CSP	Benshakiv Dakyer	Kaduna State
10	CSP	Abdulkadir Lubanu	Kaduna State
11	CSP	Sunday Irek	Abuja FCT
12	CSP	Ngozi A Ubam	Abuja FCT
13	CSP	Mode Magawa	Niger State
14	CSP	Olalekan Odumosu	Niger State
15	CSP	MM Umh	Abuja FCT
16	CSP	Dauves Olasis	Abuja FCT
17	CSP	Sulu Gambani A	Abuja FCT
18	CSP	Sanusi Mohammed	Kaduna State
19	CSP	S.E Isaac	Abuja FCT
20	CSP	John A Zongo	Abuja FCT
21	SP	Okike A Innocent	Abuja FCT
22	CSP	Shehu A Idris	Kaduna State
23	CSP	Nancy Ajaponna	Abuja FCT NASSDIV
24	CSP	Pat Adegoke	Abuja FCT
25	CSP	Sa'ad Ahyu	Abuja FCT
26	CSP	Danakwand Wulbour	Abuja FCT
27	CSP	James C Idachaba	Abuja FCT
28	CSP	Afolabi Wilfred	Abuja FCT
29	CSP	S.E Isaac	Abuja FCT

GROUP AND INDIVIDUAL WORKPLANS/ACTION PLANS DEVELOPED BY WORKSHOP PARTICIPANTS IN 2015

SOUTH-SOUTH AND SOUTH-EAST TRAINING SCHOOLS				
NAME OF SCHOOL	ACTIVITY	METHODOLOGY	TIME FRAME	PERSONS RESPONSIBLE
Police Training School Calabar	<ol style="list-style-type: none"> 1. Human Rights and Police 2. Human Rights Access to Information and Accountability 3. Gender and Human Rights 4. Children's Rights 5. Human Rights and Policing Election 	<p>Lecturing other instructors in the school</p> <p>In a seminar with men on course</p> <p>Lectures to be held in Area Command Office CAR.</p> <p>Another Area Command in the State</p> <p>DPOs of Divisions</p> <p>Organising a lecture in the School</p>	<p>14th July, 2015</p> <p>19th August, 2015</p> <p>16th September, 2015</p> <p>14th Oct, 2015</p> <p>11th Nov. 2015</p> <p>16 Dec. 2015</p>	<p>DSP Ugobo</p> <p>MEN Trained ASP Godwin Ubok- Udom</p> <p>Inspr. Abam Ubi</p> <p>Inspr. Michael Emmanuel</p> <p>SGT Ofonime</p> <p>CPL. Francis</p>
Detective College Enugu	<ol style="list-style-type: none"> 1. Commandant Briefing 2. Lecture with course participants leaving in July 3. Meeting with training instructors who were not part of this training workshop 4. Lecture on Gender and Human Rights 5. Lecture on Children's Rights 6. Use of Force and Firearms 		<p>-</p> <p>-</p> <p>-</p> <p>-</p> <p>September, 2015</p> <p>October, 2015</p> <p>November, 2015</p>	
Police Training School Owerri	<ol style="list-style-type: none"> 1. Introduction to Human Rights 2. Review of Human Rights 3. Human Rights and the police 4. Human Rights and Police Contd. 5. Gender and HR 6. Gender and HR Contd. 7. Use of force 		<p>Week 1</p> <p>Week 2</p> <p>Week 3</p> <p>Week 4</p> <p>Week 5</p> <p>Week 6</p> <p>Week 7</p>	

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**

	<p>and firearms</p> <p>8. Use of force and firearms Contd.</p> <p>9. HR, Access to Info and Accountability</p> <p>10. Children's Rights</p> <p>11. Children's Rights Contd.</p> <p>12. Rights of persons under detention</p> <p>13. Prevention of Torture</p> <p>14. Criminal Justice System and HR</p> <p>15. Speeding up Criminal Justice Process and HR</p> <p>16. Guidelines for Police Intervention</p> <p>17. HR and Policing Elections</p> <p>18. HR and Policing Elections Contd.</p> <p>19. Human Rights and Civil Disorders</p> <p>20. Human Rights and Terrorism</p> <p>21. NPF HR Desks</p> <p>22. General revision</p> <p>23. General revision</p> <p>24. General revision</p>		<p>Week 8</p> <p>Week 9</p> <p>Week 10</p> <p>Week 11</p> <p>Week 12</p> <p>Week 13</p> <p>Week 14</p> <p>Week 15</p> <p>Week 16</p> <p>Week 17</p> <p>Week 18</p> <p>Week 19</p> <p>Week 20</p> <p>Week 21</p> <p>Week 22</p> <p>Week 23</p> <p>Week 24</p>	
Police College Oji River	<p>1. Introduction of Human Rights in relation to police duties/ a parley with the commandant during a routine weekly general lecture forum</p> <p>2. Gender and Human Rights and Children's Rights</p> <p>3. Use of force and firearms</p> <p>4. Rights of</p>		<p>July, 2015</p> <p>August, 2015</p> <p>September, 2015</p> <p>October, 2015</p>	<p>ASP. Edwin Uwakwe</p> <p>Clinton Ifedjere</p> <p>DSP. Chichi Ukabi</p>

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**

	<p>persons under detention and prevention of torture</p> <p>5. Human Rights and Policing Elections and Human Rights, Civil Disorder and Terrorism</p> <p>6. Guidelines for Selected Police Interventions</p>		<p>November, 2015</p> <p>December, 2015</p>	<p>Mogekwu Daniel</p> <p>Asp. Edwin Uwakwe</p>
<p>Police Training School NONWA-TAI</p>	<p>1. Office for Human Rights in the School</p> <p>2. Lectures for all police officers on course</p> <p>3. Seminar for all staff of PTS NONWA</p> <p>4. Seminar for all desk officers in the state</p> <p>5. Seminar for all DPOs in the state</p> <p>6. Seminar for Area Commanders</p> <p>7. Seminar for nominees from divisions in the state</p> <p>8. Sensitization of PCRC leaders in various communities</p>		<p>Immediate</p> <p>6/7/2015</p> <p>10/7/2015</p> <p>First wk of Sept. 2015</p> <p>2nd Wk of Sept. 2015</p> <p>3rd Wk. of Sept. 2015</p> <p>1st & 2nd wk of Oct 2015</p> <p>1st Wk of Nov. 2015</p>	<p>SP. Asuquo Inyang</p> <p>Trained instructors to pick topics</p> <p>Trained instructors to pick topics</p> <p>Trained instructors to pick topics</p> <p>Trained instructors to pick topics</p> <p>Trained instructors to pick topics</p> <p>Trained instructors to pick topics</p> <p>Trained instructors to pick topics</p> <p>Trained instructors to pick topics</p>
<p>Police Training School Benin</p>	<p>1. Integrate into curriculum of training Gender equality</p> <p>2. Human Rights Based Policing</p> <p>3. Children's Rights</p> <p>4. Rights of persons under detention</p> <p>5. Gender and Human Rights</p>	<p>1. Group discussion state Headquarters</p> <p>2. Teaching and feedback</p> <p>3. Teaching feedback</p> <p>4. Area command Edo Central</p> <p>5. Area command Auchu Division</p>	<p>7/7/2015</p> <p>21/8/2015</p> <p>1/9/2015</p> <p>October, 2015</p> <p>November, 2015</p>	<p>ASP Love Shoghara</p> <p>ASP Adebisi Adewumi</p> <p>DSP. Avanrenren Godwin</p> <p>Inspr. Fransica Omoregie</p> <p>ASP. Love Shoghara</p>

ASSISTANT COMMISSIONERS OF POLICE IN-CHARGE TRAINING AT THE STATE COMMAND

Activity	Inputs	Time Frame	Responsible Person	Anticipated Outputs
Training of all heads of department leaders DPOs in the command on Human Rights compliance	<p>Development of time table, which will include topics such as:</p> <p>The rights of suspects in Police Cell or Custody</p> <p>Child Abuse and how to handle the victims</p> <p>Gender and Human Rights</p> <p>The Use of Force and Arms</p>	4 months	ACP Adeyemo Rivers State	<p>Visitation to all Area Command and Division where investigation and Operation are being carried out.</p> <p>Oversight on all activities by CP's monitoring unit and Human Rights Officers.</p>
Building a Skill in Police training on Human Rights				
Carrying out in house course training on human rights			ACP Sani Sambo- Kano State Command	<p>Identification of major training needs/ analysis</p> <p>Liaising with NGOs and other Independent Groups for partnership</p>
<p>Training of two personnel from each Area command and State Headquarters' on training on Administrative Instruction Force order and other routine Duties</p> <p>Department of CID,SIB, Anti-Kidnapping and SARs nominees will be trained on Human Rights Desk Officer</p> <p>Partnership with NGOs, NBA, NUJ and other Bodies to facilitate training and capacity building for all officers.</p> <p>Training of all appointed Desk Officers from all the Area Command and the CID.</p> <p>Training of all officers of Zamfara State will be trained on relevant topics related to</p>		4 months	ACP Utuk – Zamfara State Command	Conducting a careful evaluation of the training

ASSISTANT COMMISSIONERS OF POLICE IN-CHARGE TRAINING AT THE STATE COMMAND

Activity	Inputs	Time Frame	Responsible Person	Anticipated Outputs
their Job Performance				
<p>Training of all divisional police officers within Bauchi metro area (made up of 14 divisions) on:</p> <p>GENDER AND POLICE, CRIMINAL JUSTICE ADMINISTRATION AND ROLE OF STAKEHOLDERS, HUMAN RIGHTS AND POLICE</p> <p>Training of the Officers in Azare Area Command on CARE AND CUSTODY OF SUSPECTS IN POLICE DETENTION FACILITY, USE OF FIRE AND FIRE ARMS, POLICE AND CROWD CONTROL</p> <p>Training of Ningi Police Officers on CODE OF CONDUCT FOR POLICE OFFICER, HUMAN RIGHTS, CIVIL DISORDER AND TERRORISM, and CHILDREN'S RIGHTS.</p>		3 rd August-2 nd September 2015	<p>Bauchi Training School</p> <p>DC Abdulmaliki</p> <p>CSP Simone Akpanudom</p> <p>AC State CID</p> <p>AC Department of Operation</p>	
Step down training for all the three levels of police operations – state command level, area command level and divisional level		4months	ACP Hilary-Cross River State	
<p>Step down training and lectures for area commanders and DPOs on the need to protect and respect Human Rights</p> <p>Carry out periodic local lecture in the divisions and area commanders on human right training</p> <p>Quarterly workshop will be organized in conjunction with NGOs, MOJ, LACON etc on human rights and the police</p> <p>Checking, investigating and monitoring of all Human Right abuses by Police</p>		1 year	CSP Ibrahim Abdul Kaduna State	<p>Periodic assessment and evaluation on all training schools and identify its weakness</p> <p>Impromptu visit to police station to check their cells and how the men are complying with the mission and vision of the Nigeria Police Force and the Protection of Human Right</p>

ASSISTANT COMMISSIONERS OF POLICE IN-CHARGE TRAINING AT THE STATE COMMAND

Activity	Inputs	Time Frame	Responsible Person	Anticipated Outputs
Officer				
<p>Training of the DPOs of various division on Human Rights</p> <p>Group the command into 3 zones according to area commands for lectures in headquarters</p> <p>Visit to all divisional and formation cells to interact with Suspects, check their environments and access the level of impact of the lectures</p>		Third quarter	ACP Actsu Benue State	
<p>Lectures with the DPOs of Abia State Command on Human Rights and Gender equality</p> <p>Lecture with State CID personnel on Human Rights</p> <p>Organize lecture in SIID based on Human Rights</p> <p>Organizing and liaising with NGOs to lecture officers in command</p> <p>Liaising with other police training institution , there is no police training school in Abia State Command</p>		3 rd Quarter		
<p>A training workshop with Divisional Crime Officers(There are 25 divisions in the state) and Human Rights Desk personnel on Human rights</p>		3 rd quarter	DPOs Legal CID NGOs	
<p>Training of the Rank and files , Inspectors on Human Rights, Use of Force, Civil Disorder, Policing Election, Detention and Prevention of Torture & Speeding Up Justice Process</p>		July- September 2015	ACP Olanrewaju Steve- Ondo State	
<p>Distribution of IEC Human Rights material to the Grass root</p>			DSP Othman Abubakar Adamawa State	

ASSISTANT COMMISSIONERS OF POLICE IN-CHARGE TRAINING AT THE STATE COMMAND

Activity	Inputs	Time Frame	Responsible Person	Anticipated Outputs
Liaising with NGOs and relevant Stakeholders				
<p>Production of an Action Plan on Human Rights training and Policing for the 13 Area Commands, this will include:</p> <p>The Prevalent Human rights abuses in the command</p> <p>The number of men to be trained to cover all area command</p> <p>Time table for each area command to cover the Six months</p>		6 Months	ACP Kunle Olusokan	Reports
<p>A one-day training with Rank and Files Personnel on:</p> <p>Critical Analysis of Police Duties as contained in Police Act and the expected aim and objective of the Act.</p> <p>Critical study on the Basic principle of Human Rights as contained in various acts, declarations and charters both locally and internationally.</p> <p>Relevance of police duties as contained in Police Act and its effect on Police Instruction</p>			<p>ACP Akinfaderin Boboye and an appointed Resource team</p> <p>Osun State</p>	
<p>Training on selected basic police duties such as basic police laws, use of fire arms and principles of human rights</p> <p>Training on investigation this will entail compilation of case diaries, care and custody of exhibits, scene of crime, collection of evidence from witness, traffic control and management</p>		<p>July- Sept</p> <p>October- November</p>	<p>ACP Mathias Asogwa</p> <p>Kwara State</p>	
Training on Human Rights for the Divisional Human Rights Desk Officers, Area Command, DPOs, O/c Jwc		August	<p>ACP Fom Pom</p> <p>Akwa Ibom State</p>	

ASSISTANT COMMISSIONERS OF POLICE IN-CHARGE TRAINING AT THE STATE COMMAND

Activity	Inputs	Time Frame	Responsible Person	Anticipated Outputs
LAGOS STATE POLICE HUMAN RIGHTS DESKS OFFICERS				
AREA COMMAND	ACTION PLAN			
AREA 'A'	<ol style="list-style-type: none"> 1) Starting November, 2015 conduct lectures for officers and men on human rights during the DPO's lecture period 2) At the area command level also seek avenue to conduct similar lectures whenever the area commander wants to organize lectures for the men 3) Pass information to police officers one on one 			
AREA 'D'	<ol style="list-style-type: none"> 1) Sensitize all the division within the area b command within 6months starting from Nov. 2015 to April, 2015. 2) Within the next 6 months, visit every division to sensitize them on human rights and good policing and produce fliers tagged ' human right na my property' to create awareness 			
AREA 'D'	<ol style="list-style-type: none"> 1) Conduct monthly lecture from one police station to the other 2) Reach out to market women and different organisations to educate them on their rights 3) Constant visitation of the cells in other to avoid over staying of suspects in police cells 4) Give out our contact details to the NHRC to be conducted in case of any violation of Human Rights 			
AREA 'G'	<ol style="list-style-type: none"> 1) Conduct trainings during lecture days 2) Create awareness to members of the public that bail is free by posting fliers at the station 3) Ensure that all the division within the area command have human rights officer 4) Daily check of police cells to ensure cleanliness 5) Signing of sheet to ensure compliance 			
AREA 'K'	<ol style="list-style-type: none"> 1) Get community leaders CDA, PCRC, and local government and NGOs, Market Leaders 2) Reach out to pharmaceutical association of Nigeria and general hospitals to provide medication for suspects in detention 			

SOUTH-WEST NPF TRAINING INSTITUTIONS		
NAME OF SCHOOL	ACTIVITY	TIME FRAME
Police Training School Ikeja	a. Meeting to be organized by the commandant of the training school to sensitize other trainers on human rights b. Draw up a programme for training and liaise with the commissioner for the trainings	1 st Month
	1. Definition characteristics and history of human rights	2 nd Month Week 1
	2. Human rights and the police	Week 2
	3. Human rights, Access to information and Accountability	3 rd Month
	4. Gender and Human Rights	4 th Month
	5. Children's Right	5 th Month
Police College Ikeja	a. Commandant Briefing b. After the briefing, seek permission to raise signal to all departments for lecture to our staff on human rights c. Reinforce the already existing programme that holds weekly training for officers at the college by encouraging other officers irrespective of ranks to attend d. Make it a mandatory period of 3 hours to lecture course participants on Human Rights before commandant address in police college Ikeja after their course	- - - -
Police Training School Iperu	After ongoing promotion course - Introduction - Objectives	Week 1
	Review of what Human Rights is	Week 2
	Gender and HR	Week 3

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**

	Group Work	Week 4
	Group Activities	Week 5
	Evaluation	Week 6

AGENDA

HUMAN RIGHTS TRAINING OF TRAINERS REGIONAL WORKSHOP FOR SOUTH-SOUTH & SOUTH-EAST NPF TRAINING INSTITUTIONS

Monday 29th June – Thursday 2nd July, 2015
Venue: Filderma Hotel, Ezilo Street, Independence Layout Enugu.

Day 1

Sunday 28th June, 2015: PM

Arrival of Participants

Day 2

Monday 29th June, 2015:

8.30am – 9.00am: Registration / Pre Test

SESSION ONE - OPENING SESSION:

9.00am – 9.10am: Arrival of Special Guests

9.10am – 9.15am: National Anthem

9.15 – 9.30am: Introduction of Participants/Guests

9.30am – 9.40am:

❖ Welcome Address:

9.40am – 9.55am:

❖ Special Address:

DIG Hashimu Salihu Argungu *B.Sc, psc, NPA, mni*

Deputy Inspector General of Police, Training

9.55am – 10.15am

❖ Remarks:

Jasna Lazarevic

Human Security Adviser, Embassy of Switzerland in Abuja to Nigeria, Chad and Niger

His Excellency, Sir Gabriel Toby,

Chairman, PRAWA Board

10.15am – 10.30am

❖ About the Project and Presentation of the Project Team:

Dr. Uju Agomoh –

Executive Director, PRAWA & Project Coordinator
Nigeria Police Human Rights Training Project

10.30am – 11.45am:

Tea Break and Group photograph

11.45am – 1.45pm: SESSION TWO

Introduction to Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 1)

&

Human Rights and the Police

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2)

Dr. Uju Agomoh (PRAWA) & Mrs. Ogechi Ogu (OLIVE JUSTICE INITIATIVE)

1.45pm – 2.45pm: Lunch

2.45pm – 4.45pm: SESSION THREE

Gender and Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4)

Dr. Lydia Umar (GAT)

4.45pm – 5.00pm

Home Work Assignment & Closing Prayers

Day 3

Tuesday 30th June, 2015

8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap

9.15am – 11.00am: SESSION FOUR

Use of Force and Firearm

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6)

DCP Olafimihan Adeoye (NPF)

11.00am – 11.15am: Tea Break

11.15am – 1.15pm: SESSION 5

Human Rights, Access to Information and Accountability *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3)*

Dr. Otive Igbuzor (LSD)

1.15pm – 2.00pm: Lunch

2.00pm – 3.30pm: SESSION 6

Children's Rights *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5)* **Mrs. Ogechi Ogu (OLIVE JUSTICE INITIATIVE)**

3.30pm – 5.30pm: SESSION 7

Rights of Persons Under Detention and Prevention of Torture *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10)*

&

Speeding Up Criminal Justice Process and Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11)

Dr. Uju Agomoh (PRAWA)

5.30pm – 5.40pm:

Home Assignment & Closing Prayers

Day 4

Wednesday 1st July, 2015

8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap

9.15am – 11.00am: SESSION EIGHT:

Guidelines for Selected Police Interventions

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7)

DCP Olafimihan Adeoye (NPF)

11.00am – 11.15am: Tea Break

11.15am – 1.00pm: SESSION NINE

Human Rights and Policing Elections

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9)

Dr. Otive Igbuzor (LSD)

1.00pm – 2.30pm: SESSION TEN

Human Rights, Civil Disorders and Terrorism *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8)*

DCP Olafimihan Adeoye (NPF) & Dr. Otive Igbuzor (LSD)

2.30pm – 3.30pm: Lunch

3.30pm: - 5.30pm: Nigeria Police Human Rights Desks – Manual of Guidance

(NPF Human Rights Manual Part II) **Dr Lydia Umar (GAT), Dr. Uju Agomoh (PRAWA) & Mrs. Ogechi Ogu (OLIVE JUSTICE INITIATIVE)**

5.30pm: **GROUP WORK ASSIGNMENT**

Participants to be divided into groups and Human Rights Topics Assigned to each group to:

1. Prepare and Deliver Training On Specific Assigned Topics \
2. Action Planning on Step Down Training and Integration of Training in their respective institutions.

Day 5

Thursday 2nd July, 2015

8.00am -9.00am: Group Work Continues

9.00am- 9.10am: Previous Day Recap

9.10am – 12.10pm: GROUP PRESENTATIONS

Activity 1 & 2

12.10pm: CLOSING SESSION

- ❖ Workshop Evaluation/Post Test
- ❖ Presentation of Certificates
- ❖ Closing Remarks
- ❖ Vote of Thanks

1.10pm: Lunch & Participants Departure

KEY RESOURCE MATERIALS:

Nigeria Police Human Rights Training Manual

Nigeria Police Human Rights Trainers' Guide

Workshop Rapporteurs / Support Staff:

Uju Osude, Chioma Anuna, Abigail Edomause

AGENDA

HUMAN RIGHTS SENSITIZATION WORKSHOP FOR COMMISSIONERS OF POLICE

7th July, 2015

VENUE: International Peacekeeping Centre, Nigeria Police Force Headquarters, Abuja.

Day 1: Monday 6th July, 2015: PM

Arrival of Participants

Day 2: Tuesday 7th June, 2015:

9.00am – 9.30am: Registration

SESSION ONE - OPENING SESSION:

9.30am – 9.40am: Arrival of Special Guests

9.40am – 9.45am: National Anthem

9.45am – 10.00am: Introduction of Special Guests

10.00am – 10.05am: Welcome Address: **DIG Hashimu Salihu Argungu mni**

Deputy Inspector General of Police, Department of Training and Development

10.05am – 10.15am: About the Project: **Dr. Uju Agomoh**

*Executive Director, PRAWA & Project Coordinator
Nigeria Police Human Rights Training Project*

10.15am – 10.30am: Remarks:

❖ **EU Representative**

❖ **UNODC Representative**

❖ **Hans-Rudolf Hodel**

Ambassador of Switzerland to Nigeria, Niger and Chad

10.30am – 10.50am: Special Address/ Public Presentation of the NPF Human Rights Training Resource Materials

IGP Solomon Arase NPM, fdc.

Inspector General of Police, Federal Republic of Nigeria

10.50am -11.05am: Goodwill Messages

UNICEF, UN WOMEN, NATIONAL HUMAN RIGHTS COMMISSION, GIZ, J4A, LEGAL AID COUNCIL OF NIGERIA, OSJI, NBA, CLEEN FOUNDATION, NOPRIN, HRAN

11.05am – 11.45am: Group Photograph and Tea Break

11.45 – 12.00pm

- ❖ Introduction of the Project Team
- ❖ Introduction of Participants
- ❖ Agenda setting and Participants Expectation

12.00pm – 1.00pm:

SESSION TWO [PANEL 1] [10 Minutes maximum per presentation]

1. Introduction to Human Rights
(*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 1*)
&
Human Rights and the Police
(*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2*)
Dr. Uju Agomoh (PRAWA)
2. Use of Force and Firearm
(*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6*)
DCP Olafimihan Adeoye (NPF)
3. Gender and Human Rights
(*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4*)
Dr. Lydia Umar (GAT)
4. Human Rights, Access to Information and Accountability (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3*)
Dr. Otive Igbuzor (Centre LSD)
5. Rationale for Promoting Children's Rights-**UNICEF Representative & Children's Rights** (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5*)) **Mrs. Ogechi Ogu (Olive Justice Initiative)**

1.00pm – 2.00pm: Lunch

2.00pm – 3.00pm:

SESSION THREE [PANEL II] [10 Minutes maximum per presentation]

1. Human Rights, Civil Disorders and Terrorism (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8*) **DCP Olafimihan Adeoye (NPF)**
2. Human Rights and Policing Election (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9*) **Dr. Otive Igbuzor (Centre LSD)**

3. Guidelines for Selected Police Interventions (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7*) **DCP Olafimihan Adeoye (NPF)**
4. Rights of Persons Under Detention and Prevention of Torture (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10*) **Mrs. Ogechi Ogu (Olive Justice Initiative)**
5. Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11*) **Dr. Uju Agomoh (PRAWA)**
6. Nigeria Police Human Rights Desks – Manual of Guidance (*NPF Human Rights Manual Part II*) **Dr Lydia Umar (GAT)**

3.00pm – 4.00pm:

CLOSING SESSION

- ❖ Closing Remarks / Next Steps
- ❖ Vote of Thanks

KEY RESOURCE MATERIALS:

Workshop Rapporteurs / Support Staff:

Uju Osude, Justina Laman, Abigail Edomaruse

AGENDA

HUMAN RIGHTS TRAINING OF TRAINERS WORKSHOP FOR ASSISTANT COMMISSIONERS OF POLICE IN- CHARGE OF TRAINING AT THE STATE COMMAND

Date: 8th – 10th July, 2015

Venue: International Peacekeeping Centre, Force Headquarters, Abuja

Wednesday 8th July, 2015:

SESSION ONE - OPENING SESSION:

9.00am – 9.05am: National Anthem

9.05 – 9.10am: Introduction of Special Guests

Welcome Address: **DIG Hashimu Salihu Argungu** *Deputy Inspector General of Police, Department of Training and development*

About the Project and the Purpose of the Workshop: **Dr. Uju Agomoh** – *Executive Director, PRAWA & Project Coordinator Nigeria Police Human Rights Training Project*

10:20am – 10.35am

❖ Special Remarks:

EU, UNODC,

Hans-Rudolf Hodel, Ambassador of Switzerland to Nigeria, Niger and Tchad

10.35am -10.55am:

❖ Special Address & Formal Opening of the Workshop:

IGP Solomon Arase NPM, fdc.

Inspector General of Police, Federal Republic of Nigeria

10.55am – 11.30am: Group Photograph and Tea Break

11.30am – 1.00pm: SESSION TWO

Agenda Setting and Participants Expectations

Introduction to Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 1)

&

Human Rights and the Police

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2)
Dr. Uju Agomoh & Uju Osude (PRAWA)

1.00pm – 2.30pm: SESSION THREE

Guidelines for Selected Police Interventions

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7)

DCP Olafimihan Adeoye (NPF)

2.30pm – 3.30pm: Lunch

SESSION FOUR

3.30pm – 3.45pm: Rationale for Protecting Children's Rights – **UNICEF**

3.45pm – 5.00pm: Children's Rights *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5)* **Barr. Ogechi Ogu (Olive Justice Initiative)**

5.00pm-5.15pm

Home Work Assignment & Closing Prayers

Day 3

Thursday 9th July, 2015

8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap

9.15am – 10.45am: SESSION FIVE

Use of Force and Firearm

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6)

DCP Olafimihan Adeoye (NPF)

10.45am – 11.00am: Tea Break

11.00am – 12.30pm: SESSION SIX

Gender and Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4)

Dr. Lydia Umar (GAT)

12.30pm – 1.45pm: SESSION SEVEN

Human Rights, Access to Information and Accountability

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3)

Dr. Otive Igbozor (Centre LSD)

1.45pm – 2.45pm: Lunch

2.45pm-5.00pm: SESSION EIGHT [JOINT PANEL]

- (1). Human Rights, Civil Disorders and Terrorism (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8*) **DCP Olafimihan Adeoye (NPF)**
- (2). Human Rights and Policing Elections (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9*) **Dr. Otive Igbuzor (Centre LSD)**
- (3). Rights of Persons Under Detention and Prevention of Torture (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10*) **Barr. Ogechi Ogu (Olive Justice Initiative)**
- (4). Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11*) **Dr. Uju Agomoh (PRAWA)**

5.00pm – 6.00pm:

Home Assignment [Note: This may be done either at the Peacekeeping Centre or at the hotel as may be decided by each group]

5.30pm: **GROUP WORK ASSIGNMENT**

Participants to be divided into groups and Human Rights Topics Assigned to each group to:

3. Prepare and Deliver Training On Specific Assigned Topics \
4. Identification of the Recommended Roles and Activities of the new appointed ACPs in charge training in the various State Commands
5. Action Planning on Step Down Training and Integration of Training in their respective States (Individual Assignment).

Closing Prayers

Day 4

Friday 10th July, 2015

8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap

9.15am – 10.45am: SESSION NINE:

Nigeria Police Human Rights Desks – Manual of Guidance

(*NPF Human Rights Manual Part II*) **Dr Lydia Umar (GAT), Dr. Uju Agomoh (PRAWA) & Mrs. Ogechi Ogu (Olive Justice Initiative) / [Tea Break]**

10. 45am – 11.45am: SESSION TEN (GROUP PRESENTATIONS Activities 1, 2 & 3)

11.00am – 12noon: CLOSING SESSION

- ❖ Workshop Evaluation/Post Test
- ❖ Presentation of Certificates
- ❖ Closing Remarks
- ❖ Vote of Thanks

12 noon: Lunch & Participants Departure

KEY RESOURCE MATERIALS:

Nigeria Police Human Rights Training Manual

Nigeria Police Human Rights Trainers' Guide

Workshop Rapporteurs / Support Staff:

Uju Osude, Abigail Edomaruse, Justina Laman

AGENDA

HUMAN RIGHTS SENSITIZATION WORKSHOP FOR DIVISIONAL POLICE OFFICERS

28th September, 2015
VENUE: Valencia Hotel, Abuja

Day 1

Sunday 27th September, 2015: PM

Arrival of Resource Persons/Support Staff

Day 2

Monday 28th September, 2015:

8.30am - 9.00am: Arrival of Participants

9.00am– 9.30am: Registration / Pre Test

SESSION ONE - OPENING SESSION:

9.30am – 9.40am: Arrival of Special Guests

9.40am – 9.45am: Opening Prayers/National Anthem

9.45 – 10.00am: Introduction of Participants/Guests

10.00am – 10.10am:

❖ Welcome Address:

IGP Solomon Arase NPM, fdc.

Inspector General of Police, Federal Republic of Nigeria

10.10am – 10.30am:

❖ Remarks:

EU, UNODC, SWISS EMBASSY

10.30am – 10.45am:

❖ About the Project and The Purpose of The Workshop:

Dr. Uju Agomoh –

Executive Director, PRAWA & Project Coordinator

Nigeria Police Human Rights Training Project

10.45am – 11.15am:

❖ Group Photograph and Tea Break

11.15am – 11.40am

- ❖ Participants Expectation and Agenda Setting

11.40pm – 1.10pm:

SESSION TWO [PANEL 1] [15 Minutes maximum per presentation]

1. Introduction to Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 1)

&

2. Human Rights and the Police

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2)

Uju Osude (PRAWA)

3. Use of Force and Firearm

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6)

AIG James Caulkrick (NPF)

4. Gender and Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4)

Dr. Lydia Umar (GAT)

5. Human Rights, Access to Information and Accountability *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3)*

Mr. Chinedu Nwagu (University of Pretoria)

6. Children's Rights *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5)* **Mrs. Ogechi Ogu (OLIVE JUSTICE INITIATIVE)**

7. Rights of Persons Under Detention and Prevention of Torture *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10)* **Dr. Uju Agomoh (PRAWA)**

1.10pm – 2.10pm: Lunch

2.10pm – 3.25pm:

SESSION THREE [PANEL II] [15 Minutes maximum per presentation]

(8). Human Rights, Civil Disorders and Terrorism *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8)*

Mrs. Ogechi Ogu (OLIVE JUSTICE INITIATIVE)

(9). Guidelines for Selected Police Interventions *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7)*

AIG James Caulkrick (NPF)

(10). Human Rights and Policing Election (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9*) **Mr. Chinedu Nwagu (University of Pretoria)**

(11). Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11*) **Dr. Uju Agomoh (PRAWA)**

(12). Nigeria Police Human Rights Desks – Manual of Guidance I (*NPF Human Rights Manual Part II*) **Dr Lydia Umar (GAT)**

3.25pm – 4.30pm:

CLOSING SESSION

- ❖ Workshop Evaluation/Post Test
- ❖ Next Steps
- ❖ Closing Remarks/Presentation of Certificates:
DIG Hashimu Salihu Argungu mni
Deputy Inspector General of Police, Department of Training and Development
- ❖ Vote of Thanks – **AIG Olufemi Adenaike AIG Training, Force Hqrs**
- ❖ Closing Prayers

Workshop Rapporteurs / Support Staff:

Chika Aleke, Chioma Anuna

Justina Laman, Abigail Edomaruse

AGENDA

HUMAN RIGHTS TRAINING OF TRAINERS WORKSHOP FOR NPF FCT BASED HUMAN RIGHTS TRAINING AND OVERSIGHT RESOURCE TEAM

DATE: 29TH September – 1ST October, 2015

VENUE: Rockview Hotel, Abuja

Day 1

Monday 28th September, 2015 PM:

Arrival of Facilitators/Support Staff

Day 2

Tuesday 29th September, 2015:

8.30am –9.00am: Registration / Pre Test

SESSION ONE - OPENING SESSION:

9.00am – 9.05am: Opening Prayers/National Anthem

9.05 – 9.10am: Introduction of Special Guests

9.10am – 9.15am:

❖ Welcome Address

IGP Solomon Arase NPM, fdc.

Inspector General of Police, Federal Republic of Nigeria

9.15am – 10.30am:

❖ Special Remarks:

EU, UNODC, Swiss Embassy

10.30am-10.45am

❖ About the Project and the Purpose of the Workshop:

Dr. Uju Agomoh –

Executive Director, PRAWA & Project Coordinator

Nigeria Police Human Rights Training Project

10.45am – 11.15am: Group Photograph and Tea Break

11.15am – 11.30pm: Agenda Setting and Participants Expectations

11.30am – 1:00pm: SESSION TWO

Introduction to Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 1)

&

Human Rights and the Police

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2)

Uju Osude (PRAWA)

1.00pm – 2.30pm: SESSION THREE

Guidelines for Selected Police Interventions

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7)

AIG James Caulkrick (NPF)

2.30pm – 3.30pm: Lunch

SESSION FOUR

3.30pm – 5.00pm:

Gender and Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4)

Dr. Lydia Umar (GAT)

5.00pm-5.15pm

Home Work Assignment & Closing Prayers

Day 3

Wednesday 30th September, 2015

8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap

9.15am – 10.15am: SESSION FIVE

Use of Force and Firearm

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6)

AIG James Caulkrick (NPF)

10.15am – 11.15am: SESSION SIX

Children's Rights *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5)* **Barr. Ogechi Ogu (OLIVE JUSTICE INITIATIVE)**

11.15am – 11.30am: Tea Break

11.30am – 12.30pm: SESSION SEVEN

Speeding Up Criminal Justice Process and Human Rights *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11)* **Dr. Uju Agomoh (PRAWA)**

12.30pm – 1.30pm: SESSION EIGHT

Human Rights, Access to Information and Accountability *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3)*

Chinedu Nwagu (University of Pretoria)

1.30pm – 2.00pm:

SESSION NINE [JOINT PANEL]

(1). Human Rights, Civil Disorders and Terrorism *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8)* **AIG James Caulkrick (NPF)**

(2). Human Rights and Policing Elections *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9)* **Chinedu Nwagu (University of Pretoria)**

(3). Rights of Persons Under Detention and Prevention of Torture *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10)* **Uju Osude (PRAWA)**

2.30pm – 3.30pm: Lunch

3.30pm – 4.30pm: SESSION TEN

Training Skills and Methodology

Barr Ogechi Ogu (OLIVE JUSTICE INITIATIVE)/Dr. Uju Agomoh (PRAWA)

4.30pm – 5.00pm: Assignment/Closing Prayer

GROUP WORK (TAKE HOME) ASSIGNMENT

Participants to be divided into groups and Human Rights Topics Assigned to each group to:

6. Prepare and Deliver Training On Specific Assigned Topics \
7. Identification of the Recommended Roles and Activities of the NPF Human Rights Training and Oversight Resource Team
8. Action Planning on Step Down Training.

Day 4

Thursday 1st October, 2015

FREE DAY [Participants are expected to work on their Home Work]

Note: Presentation of Group Work, Participants Evaluation, and Presentation of Certificates will be done during the FCT Human Rights Desks Officers Training Workshop [2nd and 3rd October 2015].

KEY RESOURCE MATERIALS:

Nigeria Police Human Rights Training Manual

Nigeria Police Human Rights Trainers' Guide

Workshop Rapporteurs / Support Staff:

Chioma Anuna, Chika Aleke,

Abigail Edomaruse, Justina Laman

AGENDA

HUMAN RIGHTS TRAINING OF TRAINERS WORKSHOP FOR FEDERAL CAPITAL TERRITORY POLICE HUMAN RIGHTS DESKS OFFICERS

DATE: 2nd – 3rd October, 2015
VENUE: Rock View Hotel (Classic), Abuja

Day 1

Thursday 1st October, 2015 (PM):

Arrival of Participants for the Human Rights Desks Officers' Training Workshop

Day 2

Friday 2nd October, 2015:

8.30am – 9.00am:

- ❖ Registration
- ❖ Pre Test (For ONLY the Human Rights Desks Officers)

SESSION ONE - OPENING SESSION:

9.00am – 9.05am: Opening Prayer/National Anthem

9.05 – 9.10am: Introduction of Special Guests

9.10am – 9.15am:

- ❖ Welcome Address
IGP Solomon Arase NPM, fdc.
Inspector General of Police, Federal Republic of Nigeria

9.15am – 10.30am:

- ❖ Special Remarks:

EU, UNODC, Swiss Embassy

10.30am-10.45am

- ❖ About the Project and the Purpose of the Workshop [Plus Short Video – The Tree] :

Dr. Uju Agomoh –

*Executive Director, PRAWA & Project Coordinator
Nigeria Police Human Rights Training Project*

10.45am – 11.15am: Group Photograph and Tea Break

11.15am – 11.30pm: Agenda Setting and Participants Expectations

11.30am – 12:30pm: SESSION TWO

Introduction to Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 1)

&

Human Rights and the Police

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2)

Uju Osude (PRAWA)

12.30pm – 1.30pm: SESSION THREE

Guidelines for Selected Police Interventions

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7)

AIG James Caulkrick (NPF)

1.30pm – 3.00pm: Lunch/Prayer Break

3.00pm – 5.00pm: SESSION FOUR - Joint Panel Presentation I ***(Joint Facilitation Team with members of the NPF Human Rights Training and Oversight Team)***

Human Rights, Civil Disorders and Terrorism *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8)* **AIG James Caulkrick (NPF)**

Rights of Persons Under Detention and Prevention of Torture *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10)* **Uju Agomoh / Uju Osude (PRAWA)**

Use of Force and Firearm

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6)

ACP Warebi Owotorufa (NPF)

Human Rights, Access to Information and Accountability *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3)* &

Human Rights and Policing Elections *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9)* **Chinedu Nwagu (University of Pretoria)**

5.00pm-5.15pm

Home Work Assignment & Closing Prayers

Day 3

Saturday 3rd October, 2015

8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap

9.15am – 10.45am: SESSION FIVE - Joint Panel Presentation I (**Joint Facilitation Team with members of the NPF Human Rights Training and Oversight Team**)

Children's Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5*) **Barr. Ogechi Ogu (OLIVE JUSTICE INITIATIVE)**

Gender and Human Rights

(*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4*)

Dr. Lydia Umar (GAT)

Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11*) **Dr. Uju Agomoh (PRAWA)**

10.45am – 11.15am: Tea Break

11.15am-11.45am: Team Building (Reciprocity Exercise) [NPF Human Desk Officers and NPF Human Rights Training and Oversight Team]

11.45am – 2.15pm: SESSION SIX

Nigeria Police Human Rights Desks – Manual of Guidance

(*NPF Human Rights Manual Part II*) / *Practical Session and Feedback*

Dr Lydia Umar (GAT), Barr Ogechi Ogu (OLIVE JUSTICE), ACP Warebi Owotorufa (NPF), Dr. Uju Agomoh (PRAWA)

2.15pm – 3.15pm:

GROUP WORK ASSIGNMENT/REPORT BACK
--

- | |
|--|
| 9. Identification of the Recommended Roles and Activities of the Human Rights Desks Officers |
|--|

10. Next Step/Action Planning on Step Down Training and Activities.

3.15pm-4.00pm: Lunch

4.00pm – 5.00pm: CLOSING SESSION

- ❖ Workshop Evaluation/Post Test [FOR NPF HUMAN RIGHTS DESK OFFICERS AND NPF HUMAN RIGHTS TRAINING AND OVERSIGHTS RESOURCE TEAM]
- ❖ Presentation of Next Steps
Closing Remarks / Presentation of Certificates: **DIG Hashimu Salihu Argungu mni**
Deputy Inspector General of Police, Department of Training and Development, Force Hqrs.
- ❖ Vote of Thanks – **ACP i/c Training and Development, FCT**
- ❖ Closing Prayers

Departure

Workshop Rapporteurs / Support Staff:

Chioma Anuna, Chika Aleke, Abigail Edomaruse, Justina Laman

KEY RESOURCE MATERIALS:

Nigeria Police Human Rights Training Manual

Nigeria Police Human Rights Trainers' Guide

AGENDA

HUMAN RIGHTS SENSITIZATION WORKSHOP FOR DIVISIONAL POLICE OFFICERS

5th October, 2015

VENUE: White House Hotel, 23A Toyin Street, Ikeja, Lagos

Day 1

Sunday 4th October, 2015: PM

Arrival of Resource Persons/Support Staff

Day 2

Monday 5th October, 2015:

8.30am - 9.00am: Arrival of Participants

9.00am– 9.30am: Registration / Pre Test

SESSION ONE - OPENING SESSION:

9.30am – 9.40am: Arrival of Special Guests

9.40am – 9.45am: Opening Prayers/National Anthem

9.45 – 10.00am: Introduction of Participants/Guests

10.00am – 10.10am:

❖ Welcome Address:

IGP Solomon Arase NPM, fdc.

Inspector General of Police, Federal Republic of Nigeria

10.10am – 10.30am:

❖ Remarks:

EU, UNODC, SWISS EMBASSY

10.30am – 10.45am:

❖ About the Project and The Purpose of The Workshop:

Dr. Uju Agomoh –

Executive Director, PRAWA & Project Coordinator

Nigeria Police Human Rights Training Project

10.45am – 11.15am:

- ❖ Group Photograph and Tea Break

11.15am – 11.40am

- ❖ Participants Expectation and Agenda Setting

11.40pm – 1.10pm:

SESSION TWO [PANEL 1] [15 Minutes maximum per presentation]

1. Introduction to Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 1)

&

2. Human Rights and the Police

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2)

Uju Osude (PRAWA)

3. Use of Force and Firearm

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6)

ACP Warebi Owotorufa (NPF)

4. Gender and Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4)

Dr. Lydia Umar (GAT)

5. Human Rights, Access to Information and Accountability *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3)*

Mr. Chinedu Nwagu (University of Pretoria)

6. Children's Rights *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5)* **Mrs. Ogechi Ogu (OLIVE JUSTICE INITIATIVE)**

7. Rights of Persons Under Detention and Prevention of Torture *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10)* **Dr. Uju Agomoh (PRAWA)**

1.10pm – 2.10pm: Lunch

2.10pm – 3.25pm:

SESSION THREE [PANEL II] [15 Minutes maximum per presentation]

(8). Human Rights, Civil Disorders and Terrorism *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8)* - **Barr. Ogechi Ogu (OLIVE JUSTICE INITIATIVE)**

(9). Guidelines for Selected Police Interventions *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7)* - **ACP Warebi Owotorufa (NPF)**

(10). Human Rights and Policing Election *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9)* - **Mr. Chinedu Nwagu (University of Pretoria)**

(11). Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11*) - **Dr. Uju Agomoh (PRAWA)**

(12). Nigeria Police Human Rights Desks – Manual of Guidance I (*NPF Human Rights Manual Part II*) **Dr Lydia Umar (GAT)**

3.25pm – 4.30pm:

CLOSING SESSION

- ❖ Workshop Evaluation/Post Test
- ❖ Next Steps
- ❖ Closing Remarks/Presentation of Certificates:
DIG Hashimu Salihu Argungu mni
Deputy Inspector General of Police, Department of Training and Development
- ❖ Vote of Thanks – **ACP i/c Training and Development, Lagos State**
- ❖ Closing Prayers

Workshop Rapporteurs / Support Staff:

Chioma Anuna, Iyke Chiemeka

Adamoh Mustapha, Abigail Edomaruse

AGENDA

HUMAN RIGHTS TRAINING OF TRAINERS WORKSHOP FOR NPF LAGOS BASED HUMAN RIGHTS TRAINING AND OVERSIGHT RESOURCE TEAM

DATE: 6th – 8th October, 2015

VENUE: Dover Hotel, 14 Aromire Street, Off Allen Avenue, Ikeja, Lagos

Day 1

Monday 5th October, 2015 PM:

Arrival of Facilitators/Support Staff/ Participants

Day 2

Tuesday 6th October, 2015:

8.30am –9.00am: Registration / Pre Test

SESSION ONE - OPENING SESSION:

9.00am – 9.05am: Opening Prayers/National Anthem

9.05 – 9.10am: Introduction of Special Guests

9.10am – 9.15am:

❖ Welcome Address

IGP Solomon Arase NPM, fdc.

Inspector General of Police, Federal Republic of Nigeria

9.15am – 10.30am:

❖ Special Remarks:

EU, UNODC, Swiss Embassy

10.30am-10.45am

❖ About the Project and the Purpose of the Workshop:

Dr. Uju Agomoh –

Executive Director, PRAWA & Project Coordinator

Nigeria Police Human Rights Training Project

10.45am – 11.15am: Group Photograph and Tea Break

11.15am – 11.30pm: Agenda Setting and Participants Expectations

11.30am – 1:00pm: SESSION TWO

Introduction to Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 1)

&

Human Rights and the Police

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2)

Uju Osude (PRAWA)

1.00pm – 2.30pm: SESSION THREE

Guidelines for Selected Police Interventions

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7)

ACP Warebi Owotorufa (NPF)

2.30pm – 3.30pm: Lunch

SESSION FOUR

3.30pm – 5.00pm:

Gender and Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4)

Dr. Lydia Umar (GAT)

5.00pm-5.15pm

Home Work Assignment & Closing Prayers

Day 3

Wednesday 7th October, 2015

8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap

9.15am – 10.15am: SESSION FIVE

Use of Force and Firearm

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6)

ACP Warebi Owotorufa (NPF)

10.15am – 11.15am: SESSION SIX

Children's Rights *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5)* **Barr. Ogechi Ogu (OLIVE JUSTICE INITIATIVE)**

11.15am – 11.30am: Tea Break

11.30am – 12.30pm: SESSION SEVEN

Speeding Up Criminal Justice Process and Human Rights *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11)* **Dr. Uju Agomoh (PRAWA)**

12.30pm – 1.30pm: SESSION EIGHT

Human Rights, Access to Information and Accountability *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3)*

Chinedu Nwagu (University of Pretoria)

1.30pm – 2.30pm:

SESSION NINE [JOINT PANEL]

(1). Human Rights, Civil Disorders and Terrorism *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8)* **ACP Warebi Owotorufa (NPF)**

(2). Human Rights and Policing Elections *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9)* **Chinedu Nwagu (University of Pretoria)**

(3). Rights of Persons Under Detention and Prevention of Torture *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10)* **Uju Osude (PRAWA)**

2.30pm – 3.30pm: Lunch

3.30pm – 4.30pm: SESSION TEN

Training Skills and Methodology

Barr Ogechi Ogu (OLIVE JUSTICE INITIATIVE)/Dr. Uju Agomoh (PRAWA)

4.30pm – 5.00pm: Assignment/Closing Prayer

GROUP WORK 1 (TAKE HOME) ASSIGNMENT

Participants to be divided into groups and Human Rights Topics Assigned to each group to:

Prepare and Deliver Training On Specific Assigned Topics

Day 4

Thursday 8th October, 2015

8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap

9.15am – 11.15am: SESSION ELEVEN

(GROUP WORK 1) REPORT BACK

11.15am – 11.45am: Tea Break

11.45am – 12.30pm: GROUP WORK 2

11. Identification of the Recommended Roles and Activities of the NPF Human Rights Training and Oversight Resource Team
12. Action Planning on Step Down Training.

12.30pm – 1.30pm: (GROUP WORK 2) REPORT BACK

1.30pm – 2.30pm: Lunch

2.30pm – 4.00pm: CLOSING SESSION

- ❖ Workshop Evaluation/Post Test
- ❖ Next Steps
- ❖ Closing Remarks/Presentation of Certificates:
DIG Hashimu Salihu Argungu mni
Deputy Inspector General of Police, Department of Training and Development
- ❖ Vote of Thanks – **ACP i/c Training and Development, Lagos State**
- ❖ Closing Prayers

4.00pm: Departure

Workshop Rapporteurs / Support Staff:

Chioma Anuna, lyke Chiemeka,

Gift Igbokwe , Adamoh Mustapha

KEY RESOURCE MATERIALS:

Nigeria Police Human Rights Training Manual

Nigeria Police Human Rights Trainers' Guide

AGENDA

HUMAN RIGHTS TRAINING OF TRAINERS WORKSHOP FOR LAGOS STATE POLICE HUMAN RIGHTS DESKS OFFICERS

DATE: 9th – 10th OCTOBER, 2015
VENUE: Dover Hotel, 14 Aromire Street, Off Allen Avenue, Ikeja, Lagos

Day 1

Thursday 8th October, 2015 (PM):

Arrival of Participants for the Human Rights Desks Officers' Training Workshop

Day 2

Friday 9th October, 2015:

8.30am –9.00am:

- ❖ Registration
- ❖ Pre Test (For ONLY the Human Rights Desks Officers)

SESSION ONE - OPENING SESSION:

9.00am – 9.05am: Opening Prayer/National Anthem

9.05 – 9.10am: Introduction of Special Guests

9.10am – 9.15am:

- ❖ Welcome Address
IGP Solomon Arase NPM, fdc.
Inspector General of Police, Federal Republic of Nigeria

9.15am – 10.30am:

- ❖ Special Remarks:

EU, UNODC, Swiss Embassy

10.30am-10.45am

- ❖ About the Project and the Purpose of the Workshop [Plus Short Video – The Tree] :

Dr. Uju Agomoh –

*Executive Director, PRAWA & Project Coordinator
Nigeria Police Human Rights Training Project*

10.45am – 11.15am: Group Photograph and Tea Break

11.15am – 11.30pm: Agenda Setting and Participants Expectations

11.30am – 12:30pm: SESSION TWO

Introduction to Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 1)

&

Human Rights and the Police

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2)

Uju Osude (PRAWA)

12.30pm – 1.30pm: SESSION THREE

Guidelines for Selected Police Interventions

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7)

ACP Warebi Owotorufa (NPF)

1.30pm – 3.00pm: Lunch/Prayer Break

3.00pm – 5.00pm: SESSION FOUR - Joint Panel Presentation I ***(Joint Facilitation Team with members of the NPF Human Rights Training and Oversight Team)***

Human Rights, Access to Information and Accountability *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3) &*

Human Rights and Policing Elections *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9)* **Chinedu Nwagu (University of Pretoria)**

Use of Force and Firearm

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6)

ACP Warebi Owotorufa (NPF)

Human Rights, Civil Disorders and Terrorism *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8)* **Barr Ogechi Ogu (Olive Justice Initiative)**

Rights of Persons Under Detention and Prevention of Torture *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10)* **Uju Agomoh / Uju Osude (PRAWA)**

5.00pm-5.15pm

Home Work Assignment & Closing Prayers

Day 3

Saturday 10th October, 2015

8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap

9.15am – 10.45am: SESSION FIVE - Joint Panel Presentation I (**Joint Facilitation Team with members of the NPF Human Rights Training and Oversight Team**)

Gender and Human Rights

(*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4*)

Dr. Lydia Umar (GAT)

Children's Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5*) **Barr. Ogechi Ogu (OLIVE JUSTICE INITIATIVE)**

Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11*) **Dr. Uju Agomoh (PRAWA)**

10.45am – 11.15am: Tea Break

11.15am-11.45am: Team Building (Networking/Reciprocity Exercise) [NPF Human Desk Officers and NPF Human Rights Training and Oversight Team]

11.45am – 2.15pm: SESSION SIX

Nigeria Police Human Rights Desks – Manual of Guidance

(*NPF Human Rights Manual Part II*) / *Practical Session and Feedback*

Dr Lydia Umar, Barr Ogechi Ogu, ACP Warebi, Dr. Uju Agomoh

2.15pm – 3.15pm:

GROUP WORK ASSIGNMENT/REPORT BACK
--

13. Identification of the Recommended Roles and Activities of the Human Rights Desks Officers

14. Next Step/Action Planning on Step Down Training and Activities.

3.15pm-4.00pm: Lunch

4.00pm – 5.00pm: CLOSING SESSION

- ❖ Workshop Evaluation/Post Test [FOR NPF HUMAN RIGHTS DESK OFFICERS AND NPF HUMAN RIGHTS TRAINING AND OVERSIGHTS RESOURCE TEAM]
- ❖ Presentation of Next Steps
Closing Remarks / Presentation of Certificates: **DIG Hashimu Salihu Argungu mni**
Deputy Inspector General of Police, Department of Training and Development, Force Hqrs.
- ❖ Vote of Thanks – **ACP i/c Training and Development, Lagos State**
- ❖ Closing Prayers

Departure

Workshop Rapporteurs / Support Staff:

Chioma Anuna, lyke Chiemeka, Gift Igbokwe, Adamoh Mustapha

KEY RESOURCE MATERIALS:

Nigeria Police Human Rights Training Manual

Nigeria Police Human Rights Trainers' Guide

AGENDA

HUMAN RIGHTS TRAINING OF TRAINERS REGIONAL WORKSHOP FOR SOUTH – WEST NPF TRAINING INSTITUTIONS

DATE: 12TH OCTOBER – 15TH OCTOBER, 2015

VENUE: Dover Hotel, 14 Aromire Street, Off Allen Avenue, Ikeja, Lagos

Day 1

Sunday 11th October, 2015: PM

Arrival of Participants

Day 2

Monday 12th October, 2015:

8.30am - 9.00am: Arrival of Participants

9.00am– 9.30am: Registration / Pre Test

SESSION ONE - OPENING SESSION:

9.30am – 9.40am: Arrival of Special Guests

9.40am – 9.45am: Opening Prayers/National Anthem

9.45 – 10.00am: Introduction of Participants/Guests

10.00am – 10.10am:

❖ Welcome Address:

IGP Solomon Arase NPM, fdc.

Inspector General of Police, Federal Republic of Nigeria

10.10am – 10.30am:

❖ Remarks:

EU, UNODC, SWISS EMBASSY

10.30am – 10.45am:

❖ About the Project and The Purpose of The Workshop:

Dr. Uju Agomoh –

Executive Director, PRAWA & Project Coordinator

Nigeria Police Human Rights Training Project

10.45am – 11.15am:

- ❖ Group Photograph and Tea Break

11.15am – 11.40am

- ❖ Participants Expectation and Agenda Setting

11.40am – 1.00pm: SESSION TWO

Introduction to Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 1)

&

Human Rights and the Police

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2)

Uju Osude (PRAWA)

1.00pm-2.00pm: SESSION THREE

Gender and Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4)

Dr. Lydia Umar (GAT)

2.00pm – 3.00pm: Lunch

3.00pm - 4.40pm: SESSION FOUR - Teaching Skills and Methodology

Dr. Lydia Umar (GAT) / Dr. Uju Agomoh (PRAWA)

4.40pm – 5.00pm

Home Work Assignment & Closing Prayers

Day 3

Tuesday 13th October, 2015

8.40am – 9.00am: Participants Registration

9.00am – 9.05am: Opening Prayers

9.05am – 9.15am: Previous Day Recap

9.15am – 11.00am: SESSION SIX

Use of Force and Firearm

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6)

ACP Warebi Owotorufa (NPF)

11.00am – 11.15am: Tea Break

11.15am – 1.15pm: SESSION 5

Human Rights, Access to Information and Accountability *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3)*

Chinedu Nwagu (University of Pretoria)

1.15pm – 2.00pm: Lunch

2.00pm – 3.30pm: SESSION 6

Children's Rights *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5)* **Mrs. Ogechi Ogu (OLIVE JUSTICE INITIATIVE)**

3.30pm – 5.30pm: SESSION 7

Rights of Persons Under Detention and Prevention of Torture *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10)*

&

Speeding Up Criminal Justice Process and Human Rights

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11)

Dr. Uju Agomoh (PRAWA)

5.30pm – 5.40pm:

Home Assignment & Closing Prayers

Day 4

Wednesday 14th October, 2015

8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap

9.15am – 11.00am: SESSION EIGHT:

Guidelines for Selected Police Interventions

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7)

ACP Warebi Owotorufa (NPF)

11.00am – 11.15am: Tea Break

11.15am – 1.00pm: SESSION NINE

Human Rights, Civil Disorders and Terrorism *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8)*

ACP Warebi Owotorufa (NPF) & Chinedu Nwagu (University of Pretoria)

1.00pm – 2.30pm: SESSION TEN - Human Rights and Policing Elections

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9)

Chinedu Nwagu (University of Pretoria)

2.30pm – 3.30pm: Lunch

3.30pm: - 5.30pm: Nigeria Police Human Rights Desks – Manual of Guidance

(NPF Human Rights Manual Part II) **Dr. Uju Agomoh / Uju Osude (PRAWA) & Barr. Ogechi Ogu (OLIVE JUSTICE INITIATIVE)**

5.30pm: **GROUP WORK ASSIGNMENT**

Participants to be divided into groups and Human Rights Topics Assigned to each group to:

15. Prepare and Deliver Training On Specific Assigned Topics \
16. Action Planning on Step Down Training and Integration of Training in their respective institutions.

Day 5

Thursday 15th October, 2015

8.00am -9.00am: Group Work Continues

9.00am- 9.10am: Previous Day Recap

9.10am – 12.10pm: GROUP PRESENTATIONS [Activity 1 & 2]

12.10pm: CLOSING SESSION

- ❖ Workshop Evaluation/Post Test
Closing Remarks / Presentation of Certificates **DIG Hashimu Salihu Argungu mni**
Deputy Inspector General of Police, Department of Training and Development
- ❖ Vote of Thanks – **The Commandant, Police Training School, Ikeja**

1.10pm: Lunch & Participants Departure

KEY RESOURCE MATERIALS:

Nigeria Police Human Rights Training Manual

Nigeria Police Human Rights Trainers' Guide

Workshop Rapporteurs / Support Staff:

Chioma Anuna, Iyke Chiemeka,

Gift Igbokwe, Adamoh Mustapha

SOME PICTURES ON ACTIVITIES IMPLEMENTED IN 2015



**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020
PROJECT ACTIVITY REPORT 2015**











