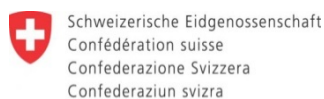




HUMAN RIGHTS TRAINING PROGRAMME

NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020 TWO YEARS PROJECT INTERVENTION ACTIVITIES FOR 2019 – 2020

Funded by



Embassy of Switzerland



NARRATIVE REPORT

AUGUST 2019 – MARCH 2020

Submitted by the Technical Partner



1. INTRODUCTION/BACKGROUND:

This narrative report contains the report of the project activities implementation and it is based on the content of the Nigeria Police Force (NPF) Human Rights Training Programme National Roll - Out Implementation Plan 2015-2020 approved by the Inspector General of Police on the 29th of December, 2014.

From 2015 to 2017, several aspects of the National Roll Out Implementation Plan has been implemented by the Nigeria Police Force with the technical support of PRAWA and funding of the Embassy of Switzerland, European Union (EU), United Nations Office on Drugs and Crime (UNODC) and GIZ. From 2018 to date, these activities are being supported by GIZ and the Embassy of Switzerland following the end of the UNODC Support to Justice Programme which was funded by the EU under its 10th European Development Fund (EDF).

This report contains the narrative report of the activities contained in the two year project proposal for 2019 – 2020 which is being funded by the Embassy of Switzerland and GIZ. The period under review is from August 2019 to March 2020 which is the first year of the two year grant. It covers activities funded by GIZ and the Embassy of Switzerland respectively for the period under review.

2. PROJECT GOAL AND OBJECTIVES:

The general goal and objectives of the project are as follows:

Goal:

To reduce the occurrences of human rights violations by officers of the Nigeria Police Force.

Objectives:

The specific objectives of the project are:

- ❖ To facilitate the mainstreaming of human rights in the training and operations of the Nigeria Police Force; and

- ❖ To increase awareness and support from other security and justice agencies and the general public.

3. DESCRIPTION OF THE ACTIVITIES IMPLEMENTED:

The activities proposed in the submitted project proposal and contained in the project contract and budget for the period under review were duly implemented and these include the following:

(i) NPF Training Institution-Based Human Rights Training¹:

This training took place at the following Institutions:

- Central Police Training Unit:
- North Central Region (Plateau State): Police Staff College, Jos
- South East Region (Enugu State): Police Detective College, Enugu
- South West Region (Osun State): Police Mobile Force (PMF) Training College.PMFTC, Ila-Orangun Osun State

The training for the Central Police Unit took place from the 7th – 11th December, 2019; Police Staff college Jos, Plateau State took place at the college from the 2nd – 6th December, 2019; that of Police Mobile Force (PMT) College, Ila-Orangun Osun State took place from 22nd – 26th October, 2019; the training at the Police Detective College Enugu took place from the 4th – 8th November, 2019.

The training covered all the topics contained in the NPF Human Rights Training Manual. Participants were distributed with copies of the NPF Human Rights Training Manual, NPF Human Rights Trainers' Guide, and the NPF Human Rights Pocket Handbook as the key resource materials for the training.

The aim of this approach is to build the capacity of the participants as trainers to enable them integrate the NPF Human Rights Training modules into their respective training curriculum and adapting these to the varying duration of the training undertaken by the institutions.

¹Refer to Activity 3b of the NPF Human Rights Training Programme National Roll Out Implementation Pan 2015-2020

With this achievement, the project has so far ran training in all (but one of) the NPF Training Institutions listed in the NPF Human Rights Training Programme National Roll Out Implementation Plan 2015 – 2020 for the training of all its trainers/instructors on Human Rights. The 2015-2020 Plan identified some NPF Training Institutions for the Institution-based Human Rights Training Programme, namely:

- Police Academy, Wudil, Kano State;
- Police Staff College, Kaduna;
- Police Staff College, Ikeja, Lagos;
- Police Training School, Ikeja, Lagos;
- Police Staff College, Oji River;
- Police Counter Terrorism Unit Training School, Nauwa Tai; Rivers State
- Police Training College, Maiduguri
- Police Mobile Force Training College, PMFTC, Gwoza;
- Detective College Enugu,
- Police Training College Jos;
- Police Mobile Unit Training School PMFTC, Ila-Orangun, Osun State;

All (but two) NPF Training Institution has been trained. The only two remaining are the Police Training College Maiduguri and Police Mobile Force Training College Gwoza which are closed due to the Boko Haram Insurgency in the North East region of Nigeria.

(ii). State Based SARS Human Rights Training Workshops:

During the period under review, SARS officers were trained on Human Rights in the following States, namely Rivers and Delta States. These were funded by GIZ. The State based SARS Human Rights Training Workshops for Rivers State took place at Golden Tulip Hotel Port Harcourt, Rivers State from the 12th – 14th November, 2019 while that of Delta State took place at Topview Hotel, Asaba, Delta State from 18th – 20th November, 2019. With this, it is important to note that out of the 36 plus the Federal Capital Territory (FCT) targeted for the NPF Human Rights State-based Training Programme, we now have the a total of 19 States and the FCT

reached namely: Lagos, Oyo, Osun, Benue, Imo, Rivers, Bayles, Anambra, Cross Rivers, Sokoto, Kaduna, Yobe, Kano, Akwa Ibom, Abia States, Edo, Enugu States and the FCT.

(iii). State – based Human Rights Training for Monitoring and Oversight Teams:

During the period under review, this was implemented in two States namely Rivers and Delta States. Thus, bringing the total number of States that have benefited in this type of training to four (4) when we add Enugu and Edo States training workshops on this which were implemented during the 2nd quarter of 2019 – all with the funding support of GIZ. The state based training for Rivers state took place at Golden Tulip Hotel Port Harcourt, Rivers State from 15th – 16th of November, 2019 while that of Delta State took place at Topview Hotel Asaba from the 21st – 22nd of November, 2019. During the training, the participants had opportunity to review the Templates and Checklists for Monitoring Human Rights Compliance of Law Enforcement Agencies developed by PRAWA with the funding support of GIZ/German Government under this project. See the Appendices section (Appendix 4) for a copy of this.

(iv). Undertake Outreach Training activities at Police Training Institutions:

As part of the NPF Training Institution – based activities, the project included outreach activities in various regions of the country. During the period under review , three (3) of the geo-political zones had outreach officers posted to visit NPF training institutions, monitor how they are utilizing the trainings delivered by PRAWA and how they are integrating human rights into their training programmes. The Outreach Officers also provided training support on human rights for the training institutions when and where needed. This is implemented with funding from the Swiss Embassy. See the Appendices Section for the list of one of the sample Outreach Training Programme (Appendix 1(5)) and for the photographs of some of the outreach training activities (Appendix 3).

Following all the activities listed under item (i) to (iv) above, a total of nine training workshops were held (eight core training workshops plus a sample outreach training included in this report). These include Nigeria Police Institution based training workshops in four (4) police training institutions and the Nigeria Police State based training which were implemented with funding from the Embassy of Switzerland and GIZ respectively in two States namely Rivers and Delta

States (two in each State). A total of 521 participants were trained. Of this number, eight (8) persons were non police officers drawn from the National Human Rights Commission, Legal Aid Council of Nigeria, Ministry of Justice and the Nigerian Bar Association who participated in the State Based Human Rights Monitoring and Oversight Workshop held in Rivers State and Delta State with four (4) non-police officers participating in each of these two State workshops respectively.

(v). Commence the design and launching of the online training to fast track the implementation of the State-Based Trainings² as well as other specialized trainings.

The aim of the design and launching of the online training component of the NPF Human Rights Training Programme is to scale up the reach and scope of coverage, and enhance the sustainability of the programme. This intervention commence during the period under review with the funding from the Swiss Embassy. The NPF Human Rights Online training contains the following features:

- Course and Session Management (create multiple online courses, training sessions or a combination of both)
- Class Management (It was designed to create multiple reusable classes and assign them to sessions or courses to create online courses or session calendar. Instructors also assign students to courses, sessions and classes and schedule upcoming class reminders for students and instructors!)
- Online Tests/Assessments (The Training Hub comes with a powerful online testing/assessment feature. Saves you the paperwork and switch to platform computer based tests! Tests can be created with multiple options such as Time limit, Session restriction, Attempt limits etc. Trainees will see their results immediately after completing the test).

²This will include the trainings listed under 4 (especially 4c, 4e, and 4f) and 3 as well as other aspects of the NPF Human Rights Training Programme National Roll Out Implementation Plan.

- Student Management (Students can register on the frontend of the application or can be added manually through the backend. Also it features a form builder that enables one to add as many registration fields and attributes to a student as you require).
- Role Management (It supports two major roles: Student & Admin. Admins can be subdivided into multiple roles. Out of the box, you have Super Administrator, Administrator and Instructor. The platform enables to create new roles with associated permissions for each role).
- Email & SMS Reminders (It can automatically send reminders to Students and Instructors about upcoming classes, test and homework).
- Student Discussions (The platform comes with an easy to use student support system that gives them the opportunity to privately hold discussions with your Instructors. The feature comes with an email alert system that notifies all available instructors of new questions and notifies students of updates to their questions. There is also a student forum feature which enables students enrolled in a session or course to interact with themselves).
- Certificates (It comes with a powerful certificate generation feature that enables you totally eliminate the need for creating paper certificates for each Student at the conclusion of training programs. This feature can also be used to generate other documents such as admission letters).
- Download Management (It comes with a powerful download management feature that enables admins/instructors easily share files with students. This feature also enables one to restrict certain files to students that are enrolled in sessions you specify).
- Blog (It comes with a simple blog feature with comments powered by Disqus).

And lots more!

See Appendix 2 for more information.

(vi). Continued Strengthening the data Collection, feedback and documentation at the NPF Training Directorate³ .

The activities under this continued with submitting of lists of police officers trained during the human rights training workshops and their force numbers to the NPF National Staff Training and Development Database established through the project.

4. OUTPUT, IMPACT & OUTCOME OF THE IMPLEMENTED PROJECT ACTIVITIES

The expected impact of the proposed project activities includes the following:

(i). Increased reach and scope of the project:

(a). There was increased number of the police officers trained through the project at the NPF training institutions level with additional three NPF Training Institutions and the Central Police Training Unit (CPTU) reached.

The summary of participants disaggregated by gender is presented in the figure below. There was a total of nine training workshops held across six states, with a total number of 521 participants in all the training sessions, out of which 141 participants are female (representing 27.1%) and 380 participants are male (representing 72.9%).

In addition to this, the Outreach Programme Component of the project recorded several successes. These include the following: A total number of 778 recruits and 41 instructors were reached; the instructors agreed to further mainstream human rights trainings into their lectures

³ Ibid as stated under Activity 5d of the National Roll Out Implementation Plan

at the Police College Lagos; and the Assistant Commissioner of Police Basic training recommended that the training for officers be a continuous one for now as there is constant posting and reposting of instructors to the college. See the Appendices Section for some of the participant list and photographs of the programme.

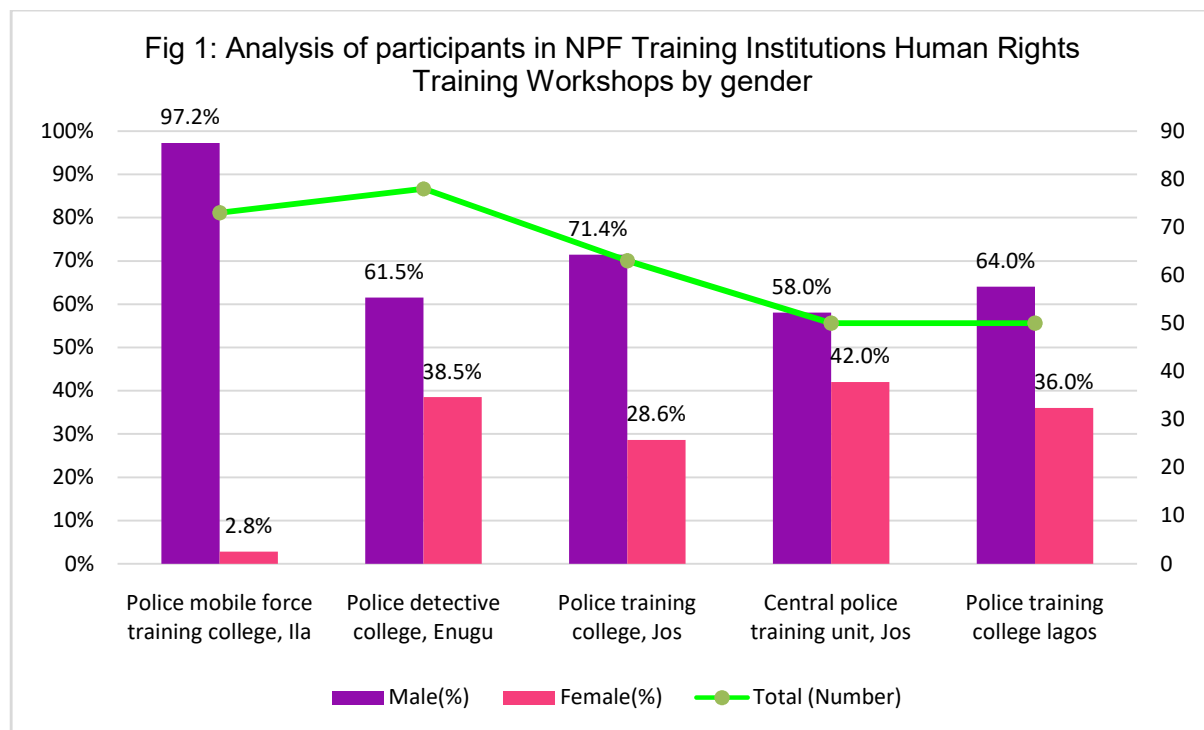


Fig 2: Analysis of participants in State-based workshops (Rivers & Delta States) - by gender

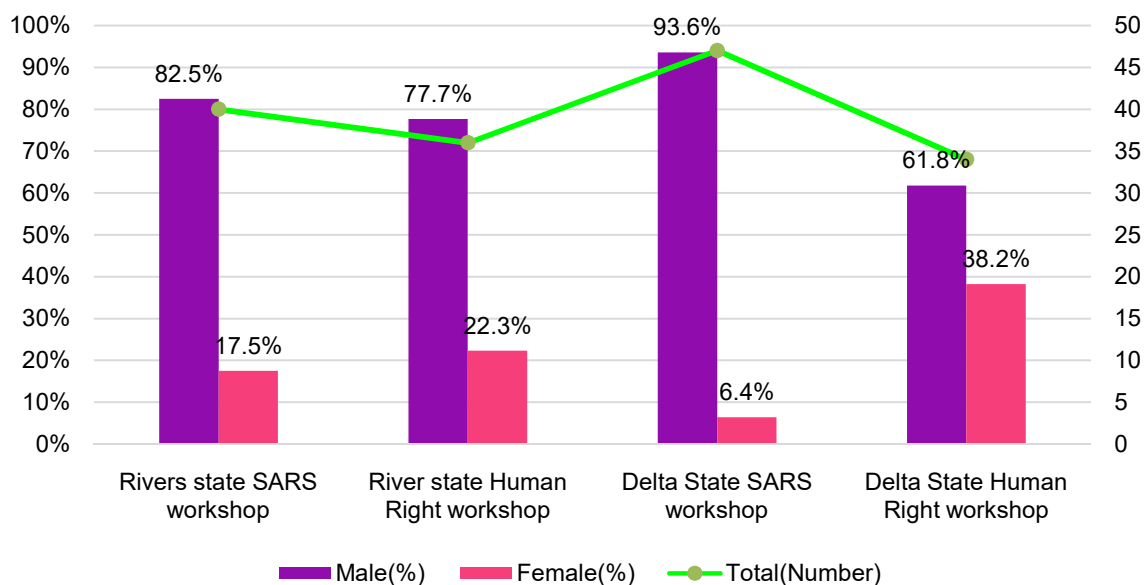
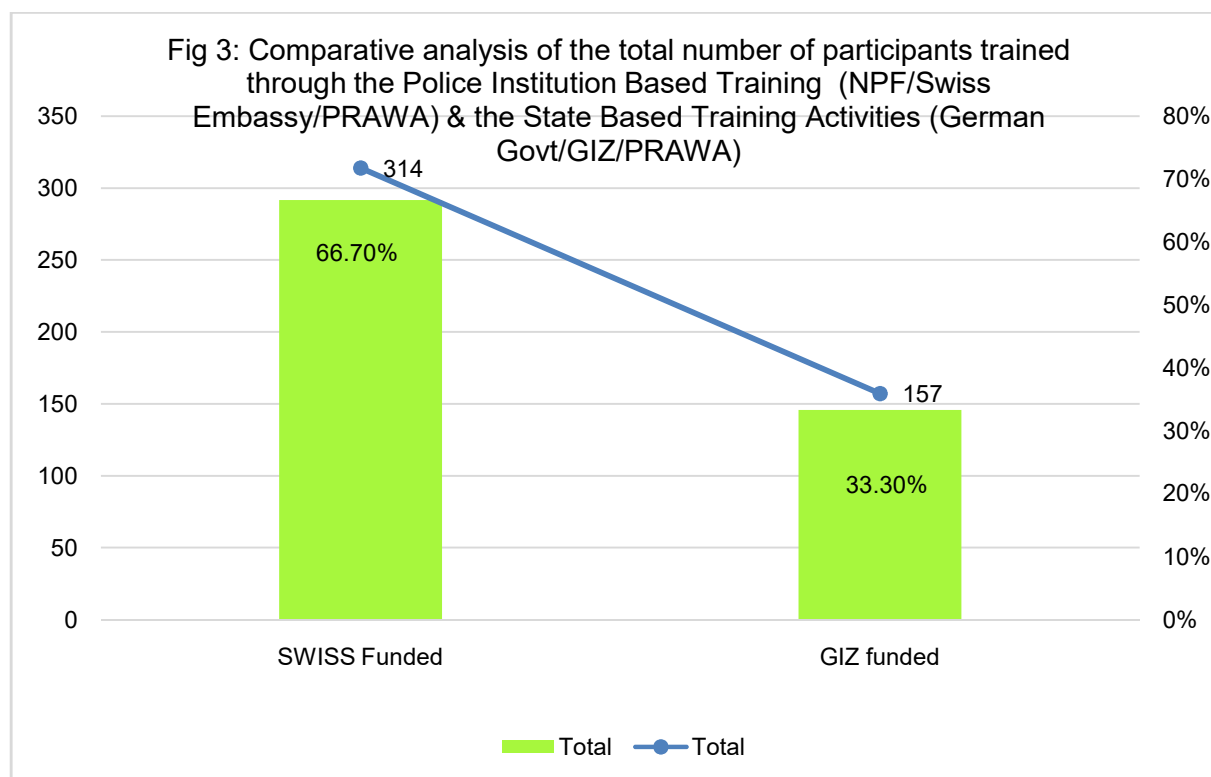


TABLE 1: Training Workshops	Male	Female	Total
Police Mobile Force Training College (Forest Camp), Ila-Oraogun, Osun State	71	2	73
Police Detective College, Enugu, Enugu State	48	30	78
Police Training College, Jos, Plateau State	74	39	113
Central Police Training Unit, Jos, Plateau State	29	21	50
Police Training College Lagos, Lagos State	32	18	50
Rivers State SARS Human Rights workshop	33	7	40
River State Human Rights Monitoring & Oversight Workshop	28	8	36
Delta State SARS Human Rights Training Workshop	44	3	47

Delta State Human Rights Monitoring & Oversight Workshop	21	13	34
Total	380 (72.9%)	141 (27.1%)	521

The graph in fig 3 shows the proportion of participants trained through the NPF Institution based Human Rights Training viz-a-viz those trained through the State based Human Rights Training Workshops.



The graph in fig.4 depicts the proportion of females versus males that were trained during the NPF Institution Based and State based Training Workshops respectively. The State based training workshops had fewer women given that the main target participants for the State based

training were SARS officers and it was observed that few women are posted to SARS. A similar trend was observed at the Police Mobile Police Force Training College, Ila Oraogun (Forest Camp) where out of 73 police officers that attended the training only 2 female officers were amongst them. Fig 5 shows that for the State based human rights training participants, 80.3% were males while 19.7% were females. Fig 6 shows that for the NPF Institution-based human rights training participants, 71.7% were males while 28.3% were females.

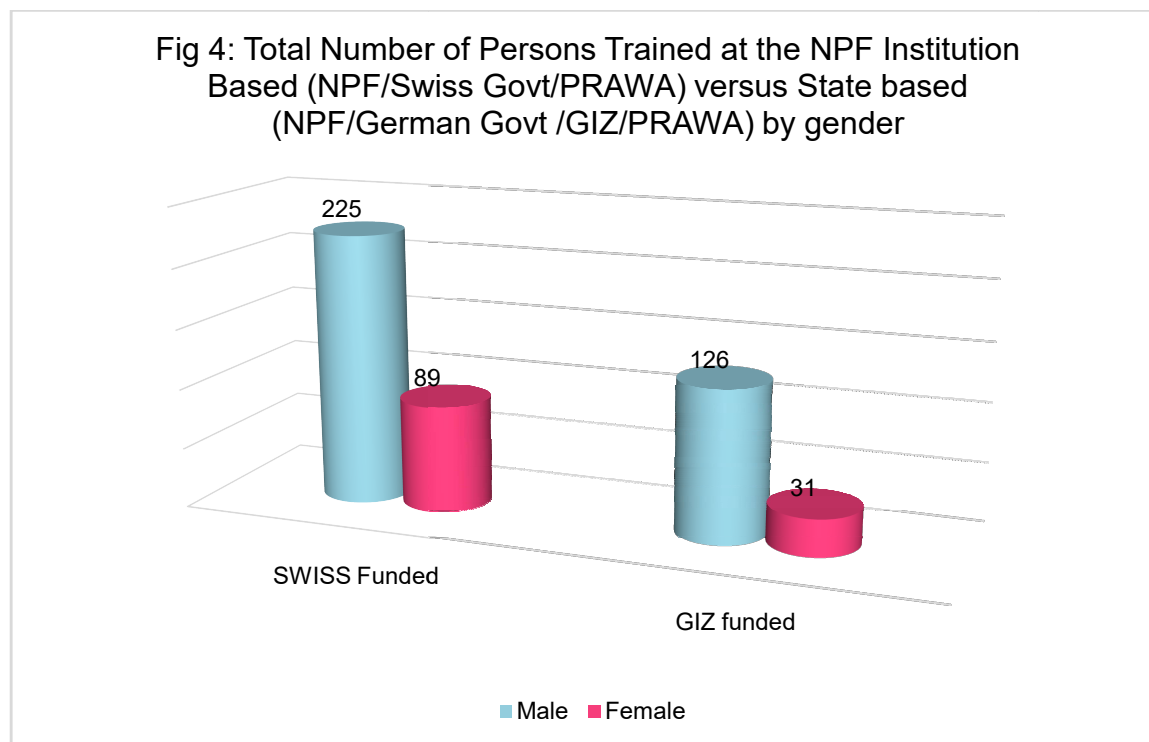


Fig 5: State Based Workshops (SARS & Monitoring/Oversight Teams) NPF/German Govt/GIZ/PRAWA (last quarter of 2019)

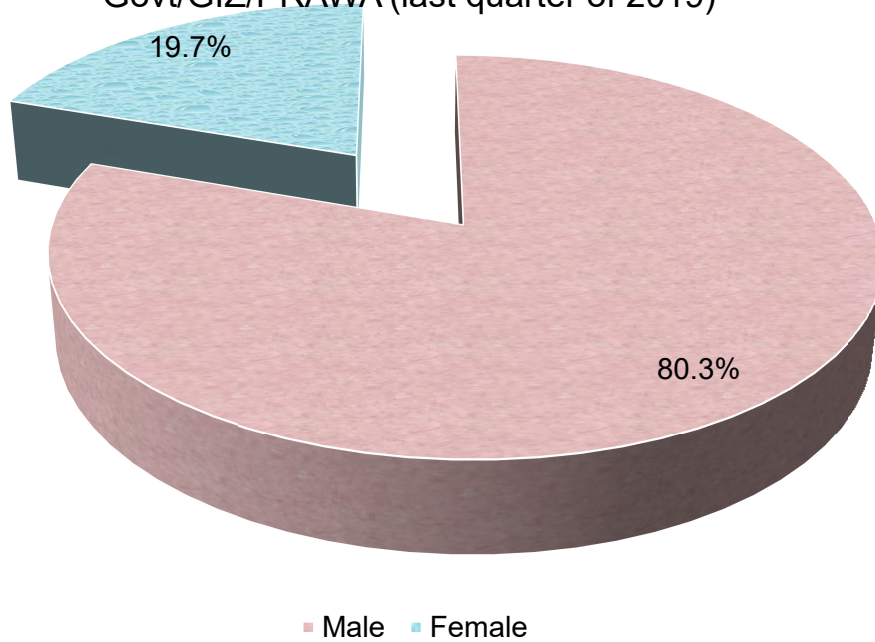
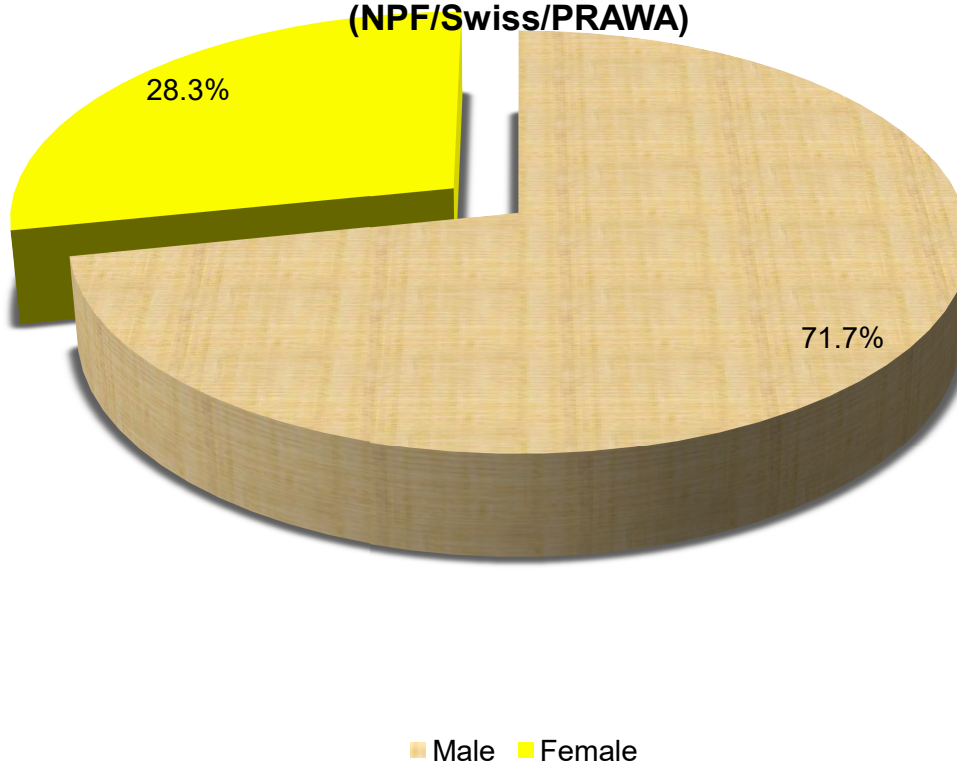
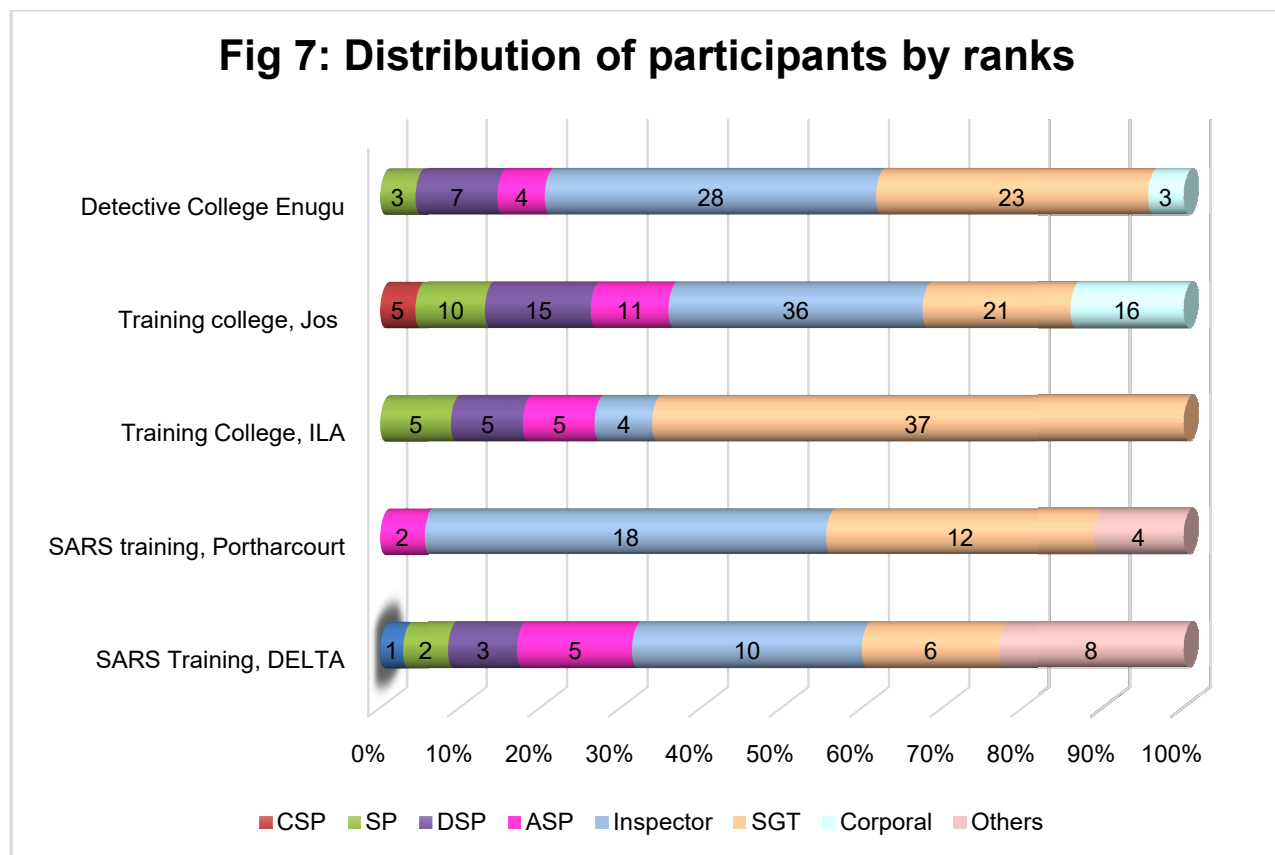


Fig 6: Nigeria Police Training Institution Based Human Rights Training Workshops 2019 (NPF/Swiss/PRAWA)



On the distribution of the participants by rank, it was observed that most of the beneficiaries of the training were those in the middle cadre, namely Inspectors and Sergeants. This was observed across the various training workshops irrespective of whether they were Police Institution based training workshops or State based training workshops. The only exception to this was the Police Mobile Training College (Forest Camp) where it was observed that most of the participants were Sergeants but they had few Inspectors. The highest number of Inspectors were observed at the Police Training College Jos (36 Inspectors), followed by the Police Detective College Enugu with 28 Inspectors, then Rivers State SARS Training workshop. See the fig 7 below for more information.



(b). Increased number of the police officers trained through the project at the

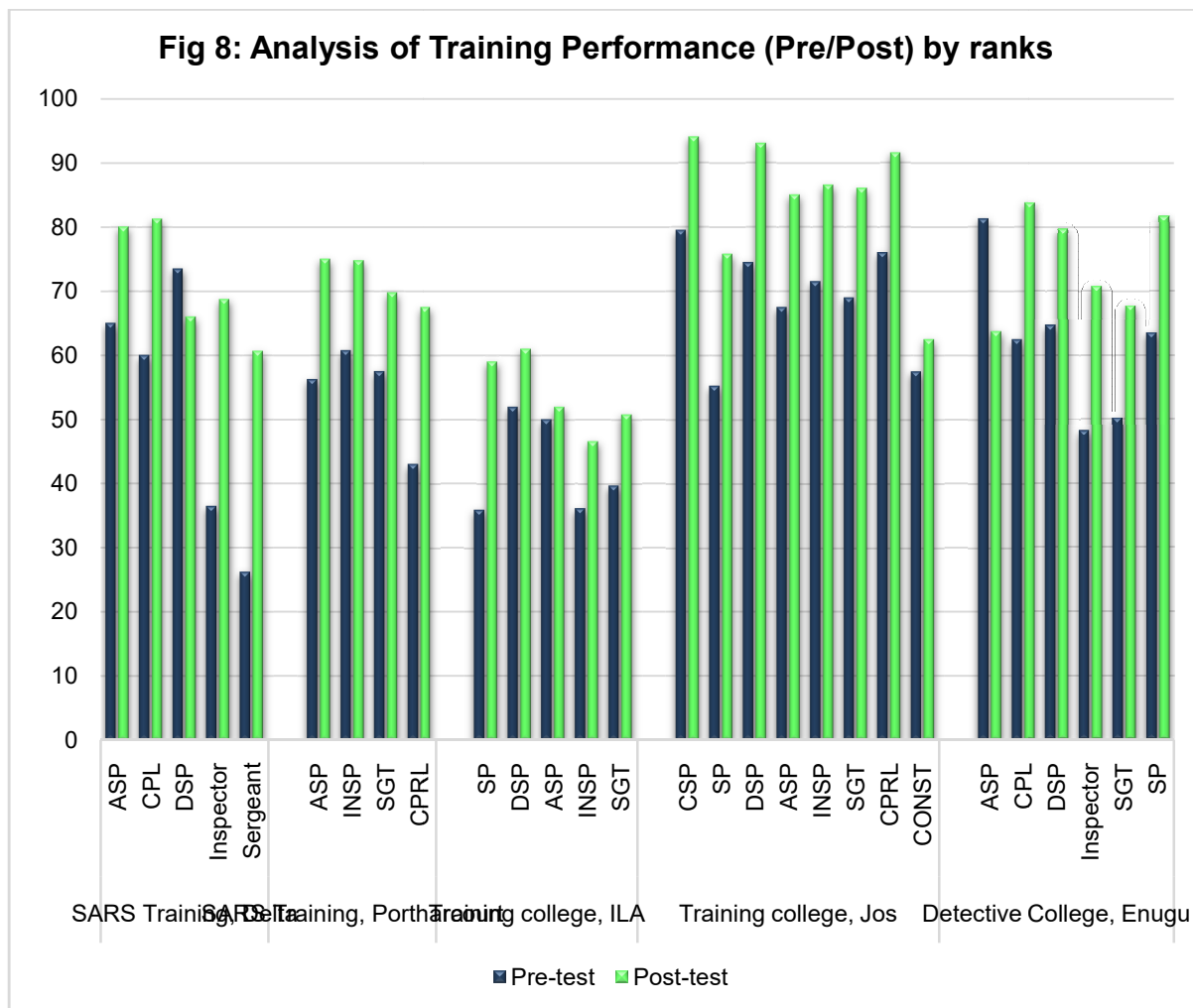
NPF State Operational Level.

It is important to note that given the fact that a considerable high number of officers were trained during the period under review, many from the State Command level, this proposed impact was achieved. More of this will also be achieved when the online training will be fully activated. At one of the State based level training workshops held in Delta State, a session was included on the Voluntary Principles. This was delivered by Babatunde Ajala of the Embassy of Switzerland, Abuja.

(ii). Further strengthening of the mainstreaming of human rights into the NPF training and operational levels:

(a). Increased capacity of all the instructors in selected NPF Training Institutions and the CPTU on human rights training

This was achieved. Please see below in Fig 8 and Table 2 for the presentation of the impact of the training through the analysis of the pre and post test administered to the trainees.



As can be seen from the graph above, there were remarkable positive difference in all the training workshops for all the ranks with exception of the ASP rank at the Police Detective College Enugu which we take as possible error.

TABLE 2: Trainees Pre and Post Test Results	Ranks	Pre-Test	Post-Test
SARS Human Rights Training DELTA State	ASP	65%	80%
	CPL	60%	81.25%
	DSP	73.5%	66%
	Inspector	36.5%	68.75%
	Sergeant	26.25%	60.65%
SARS Human Rights Training Rivers State	ASP	56.25%	75%
	INSP	60.75%	74.75%
	SGT	57.5%	69.75%

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	CPRL	43%	67.5%
PMF Training College, Ila –Oraogun, Osun State	SP	36%	59%
	DSP	52%	61%
	ASP	50.05%	52%
	INSP	36.25%	46.65%
	SGT	39.75%	50.8%
Police Training College, Jos, Plateau State	CSP	79.5%	94%
	SP	55.25%	75.75%
	DSP	74.5%	93%
	ASP	67.5%	85%
	INSP	71.5%	86.5%
	SGT	69%	86%
	CPRL	76%	91.5%
	CONST	57.5%	62.5%
Police Detective College, Enugu, Enugu State	ASP	81.25%	63.75%
	CPL	62.5%	83.75%
	DSP	64.65%	79.65%
	Inspector	48.2%	70.7%
	SGT	50.2%	67.7%
	SP	63.5%	81.65%

It is important to mention that through the Outreach Component activities of the project, the Police College Ikeja Lagos has now introduced introduction to human rights as part of the compulsory course for all recruits and rank and file.

(b) Enhanced capacity of the NPF Training and Development Department to monitor and coordinate its trainings effectively and encourage cooperation and support from other agencies and the general public.

All but two of the workshops had officers from the NPF Training and Development Department attend. The workshops had the following number of officers from the Training and Development Department of the Force Headquarters:

- Police Mobile Force Training College: 1 Officer
- Police Detective College Enugu, Enugu State: Nil
- Police Training College, Plateau State: 1 Officer
- Central Police Training Unit: 1 Officer
- SARS Human Rights Training Workshop Rivers State: Nil (None could attend due to Bayles State Elections)
- Human Rights Monitoring and Oversight Workshop, Rivers State: Nil (None could attend due to Bayelsa State elections)
- SARS Human Rights Training Workshop, Delta State: 1 Officers
- Human Rights Monitoring and Oversight Workshop, Rivers State: 2 Officers

This strategy helped to build the capacity of these officers and that of the Staff Training and Development Department at the Force Headquarters on human rights principles as well as how to effectively monitor and coordinate the various human rights trainings and track its impact. It also provided opportunity to encourage cooperation, synergy building and support between the NPF and other agencies such as the National Human Rights Commission, Legal Aid Council of Nigeria, Ministry of Justice, and the Nigeria Bar Association.

It is also important to note that all the training workshops had as part of the resource person current or retired police officers of the following ranks: Commissioner of Police, Assistant Inspector General of Police, and Deputy Inspector General of Police.

SOME OF THE PARTICIPANTS' TESTIMONIES / COMMENTS / FEEDBACK

To better appreciate the impact of the training and capacity building workshop. After the training session, participants were given the opportunity to share their thoughts regarding the training. Below are some of their comments:

Mobile Police Force College, Ila Oraogun, Osun State

“Honestly. I must confesse that with this seminar organised by PRAWA, in no time Nigeria Police will be changed. This is because, ordinarily an average police officer before see themselves as semi-god, that he can violate the right of the citizens and go free but with such trainings and series of human rights call, they have drastically been reduced to a minimum extent”- SP Aminu Yahaya

“As a result of this training am now aware that children need to be cared for and be protected, and the need to provide children friendly policing practice is paramount”-

SP Aborishade Olufemi

“After the training I have come to understand that police mobile force unit need great understanding on the application of human rights in relation to police crowd control operations.” - Musa Sule

The Outreach Training Programme (Police College Lagos participants)

Kingsley Ntoka, Recruit -

‘This training has made me understand why people don’t like the police and I will do my best to be a good officer by the end of this training course’

Amage Blessing, Recruit -

‘I am happy this training was included in our course, the concept of human rights based policing is well understood. I know this is what a lot of officers are lacking and that is why they are always harassing people and giving the police force a bad name’.

Insp. Godfrey Eke, Instructor -

‘I must commend the Commandant and PRAWA for bring this training for us at the college, it has refreshed and added to our knowledge on issues that deals with human rights and police. I have gained so much from this training. This is the first time I am attending a full course on human rights and I am happy I did.’

Central Planning Training Unit (CPTU), Jos

DSP Emmanuel Egapi -

'I'm overwhelmed with Joy to have been nominated to attend this important programme known as Human Rights Training Programme'- Any person opportune to undergo this training will never go and remain the same.

In 2017, I was opportune to be among the course participants in the HR training held in Ibadan, Oyo State. Ever since then, my behavior in approaching a mater has changed, where by people ask if am a policeman? Or say that I am not meant to be a policeman. I have become more confident in myself as a police officer. All thanks to the organizers of this program, am grateful'.

Bright Omoruyi -

'I have learnt a lot during the three days training especially the planned principles, I now understand better how and when it is necessary to apply force, how best and when to use the fire arm. With the help of this training I have been able to identify some of the lapses and responsibilities and am willing to carry out these duties diligently and lawfully.'

Ijeoma Jerry Igwe -

'The training is the best of its kind. With the help of the training I now understand better how to treat a suspect without torture. Henceforth, I will ensure that I carryout my duties lawfully and promptly'.

It is important to note that the above met most of the expectations expressed by the participants before the commencement of the training. These include the following:

- The ability to step down this training to the new intakes
- To have more insight about human rights and my role as police officers
- To know how to improve my service to humanity

- How best to interact with members of the public
- To know the rights of a police
- To know more about PRAWA
- To discuss more on the issues bothering on Human Rights
- To know the rights of citizens and suspects
- To know global best practices in policing, this is ensure policing become more easy.
- To what are the duties of desk officer
- To know the fundamental rights / human rights and the roles with regard to human right and how it will be applied to reality of modern situation.
- To have a full knowledge of terrorism and human rights
- To include gender mainstreaming in the curriculum of the training institutions of NPF especially for senior officers
- To have an in-depth knowledge of the criminal justice and how it relates and can ensure that human rights are protected at all times

A total of twelve courses from the NPF Human Rights Training Manual were taught at each of the workshops in addition to other specific areas as reflected in the respective Training Programme agenda for each of the workshops. See the Appendix 5 for sample of these. The topics contained in the NPF Human Rights Training Manual which were taught to the trainees are as follows:

- Speeding Up Criminal Justice Process and Human Rights
- Introduction to Human Rights
- Human Rights and the Police
- Rights of Persons under Detention and Prevention of Torture
- Human Rights, Access to Information and Accountability
- Use of Force and Firearm
- Children's Rights
- Gender and Human Rights
- Human Rights and Policing Elections
- Human Rights, Civil Disorders and Terrorism
- Nigeria Police Human Rights Desks – Manual of Guidance

(iii). Increased visibility of the project and the project partners

The Nigeria Police logo and those of the project funders and technical partners were reflected and branded in all the visibility products produced under the project. These include workshop folders, jotters, banners, certificates, and bill boards. Regarding bill boards, this was mounted in front of all the NPF Training Institutions that benefitted from the training. This was done with the funding support of the Swiss government. The NPF, the funding partners and technical partners are mentioned in all media reportage on the project.



Pull Up Banner used at the SARS Human Rights Workshop, Port Harcourt, Rivers State



A participant receiving certificate from the Commandant Police College Jos



A participant receiving certificate branded with the logos of the NPF and the partnering institutions at the Police Detective College Enugu

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Workshop Banners on Display at the Training



The Project Bill Board in front of the Police College Jos



The Project Bill Board in front of the Police Mobile Force (Forest Camp), Ila Oraogun, Osun State



The Project Bill Board in front of the Police Detective College, Enugu



The Project Bill Board in front of the Force Headquarters, Abuja



Some Media Coverage on the Training

5. FOLLOW UP ACTIVITIES:

As indicated in the project proposal, these will include the following:

(i) Strengthening / Completion of the work on the online training programmes and launching and utilization of the online training (Swiss Funding)

(iii) Continuation of the Outreach Training Programmes to NPF Training Institutions and Operational Command levels (Swiss Funding)

(iv). State-based training in some targeted states (GIZ Funding)

(v) Some awareness creation and capacity building towards encouraging human rights compliance, adherence to positive ethics and values, oversight, inter-agency cooperation, and relationship with citizens amongst security and justice sector institutions and the general public (through several activities – Swiss Funding, GIZ funded and others).

All the above are already reflected in the year two budget of the project and will be commenced as soon as next disbursement of the project funds.

Note: The training and development of online radio / App will also include some information on both Human Rights general principles and the voluntary principles on security and human rights including topics on security arrangements, deployment and conduct, consultation and advice, and responses to human rights abuses in the interactions between companies and private security as well as printing of some copies of the NPF Human Rights Pocket Handbook and Awareness Materials with inclusion of Voluntary Principles related information/messages (DCAF/Swiss Funded).

APPENDICES

APPENDIX 1: PARTICIPANTS ATTENDANCE LISTS

1. POLICE MOBILE FORCE TRAINING COLLEGE, OSUN STATE

S/N	NAMES	SEX	DESIGNATION	FORCE NUMBER	CONTACT
1	Omotosho Sunday	M	Instructor	105418	08080068710
2	Babatunde Olorunda	M	Instructor	121299	08034311848
3	Bamaji Micah	M	Instructor	219250	08070242595
4	Mathew David	M	Instructor	225135	08034246440
5	Baba Ali	M	Instructor	416382	08151994553
6	Audu Samali	M	Instructor	262292	08077704770
7	Aminu Yahaya	M	Instructor	106820	08069706828
8	Umoh Samuel	M	Instructor	106894	08033400999
9	Ibrahim Amadu	M	Instructor	106710	08065402849
10	Musa Sule	M	Instructor	119542	08034972582
11	Ajuji Aminu Musa	M	Instructor	106741	08032330179
12	Shulamite Ilodigwe	F	Instructor	107111	08033563549
13	Wudini Yan Okoche	M	Instructor	450173	08131826659
14	Musa Tarfa	M	Instructor	420916	07085738281
15	Andrew Yusuf	M	Instructor	269264	07087427779
16	Elijah Zira	M	Instructor	449300	08167907875
17	Peter Timothy	M	Instructor	466336	08064258200
18	Dimus Benson	M	Instructor	434830	09053715092
19	Ayisa Ternenye	M	Instructor	436459	08077076370
20	Aminu Garba	M	Instructor	266095	08077076390
21	Sanusi Sani	M	Instructor	267309	08088922690
22	Andrew Bitrus	M	Instructor	272644	07067756696
23	Njinga Umar	M	Instructor	468171	08033615405
24	Inoayi Emmanuel	M	Instructor	453086	08169001502
25	Kure Ibrahim	M	Instructor	452911	08145747185
26	Ayisasha Tenege	M	Instructor	436459	08077076390
27	Adamu Ayuba	M	Instructor	397378	08054785475
28	Obodo Longinus	M	Instructor	463191	0806240358
29	Ezimako Ubdire	M	Instructor	463182	09077902084
30	Barnabas Bala	M	Instructor	452163	08071523001
31	Usman Isah	M	Instructor	453095	08065198767
32	Douglas Japhet	M	Instructor	423282	08131205531
33	Asojon Tsokwa	M	Instructor	436535	07080843497
34	Andrew Clement	M	Instructor	467159	07018142792

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35	Matkus Ezekiel	M	Instructor	449606	08062698696
36	Ogoche Mohammed	M	Instructor	129227	08026917075
37	Aisha Umar Sule	F	Instructor	93883	07031183670
38	Isolo Abimsola	M	Instructor	117429	
39	Felix Onyeachu	M	Instructor	118095	
40	Abdulazeez Abubakar	M	Instructor	119707	
41	Sani Abdul	M	Instructor	99697	
42	Magaji Bawa	M	Instructor	268109	
43	Clement Fiibus	M	Instructor	421334	
44	Owobi Dennis	M	Instructor	396489	
45	Bature Inuwa	M	Instructor	451264	
46	I.L Orutugu	M	Commandant	41860	08034657332
47	Itobore Gregory	M	Deputy Commandant	50682	08033979326
48	Akintunde Olusogo	M	Instructor	158939	08030503708
49	Josiah Hassan	M	Instructor	199719	08034639505
50	Jidayi Emmanuel	M	Instructor	453086	08164001502
51	Njinga Umar	M	Instructor	468171	08033615405
52	Andrew Bitrus	M	Instructor	272644	
53	Ayisa Ternenge	M	Instructor	436459	08077076390
54	Aboli Echi	M	Instructor	412829	08064776520
55	Ekpenyong Ekpenyong	M	Instructor	479153	07014011915
56	Markus Samuel	M	Instructor	275170	08100188236
57	Nura Haido	M	Instructor	275408	07089080288
58	Frama Enock	M	Instructor	467622	07088186434
59	Sati Sunday	M	Instructor	262625	08065855185
60	Babati Jauro	M	Instructor	139597	08039367279
61	Okadejo Samuel	M	Instructor	446173	08039409356
62	Salami Moses	M	Instructor	491007	08167340730
63	Fayade M.A	M	Instructor	118061	08067450546
64	Enwere Madueke	M	Instructor	117550	07035234985
65	Andrew Timbomna	M	Instructor	379627	0806369063
66	Apata Olugbenga	M	Instructor	498540	09063088759
67	Kaze Chawai Sunday	M	Instructor	107221	08035658934
68	Adebiy Julius	M	Instructor	490901	08165451367
69	Aiadun Clement	M	Instructor		07061655970
70	Maddy Salla	M	Instructor	437822	08024474839
71	Aborishade S.F	M	Instructor	94493	08101614474
72	Elijah Zira	M	Instructor	449300	08167907875
73	Sanusi Sani	M	Instructor	267309	08088922690

(2). POLICE DECTECTIVE COLLEGE, ENUGU STATE

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4	Odige Jane	F	SGT	033337	07036039867
5	Onyemah Victoria	F	SGT	027420	08038720086
6	Alaekwe precious	F	SGT	028856	08030978629
7	Asogwa Chinyere	F	SGT	032086	08144027273
8	Jennifer Obiesie	F	SGT	031924	07031651214
9	Okolie Juliet	F	SGT	031916	08068630192
10	Hyellameda Hassan	F	SGT	036068	07032038935
11	Dikshik Laninu	F	SGT	035760	08030660607
12	Okoro Nwali	M	DSP	124430	08063392063
13	Norman .A.	M	DSP	113758	08063494770
14	Adibeli Joy	F	ASP	119800	08038589014
15	Uzoma C. Patick	m	ASP	129034	080115735311
16	George Nwamaga	M	INSPR	170757	08029456728
17	Offie Geraldine	F	SGT	026312	07038409792
18	Ibeh Mathew	M	INSPR	170110	08082854041
19	Ekwe Josephine	F	INSPR	173273	07030083982
20	madu Tabita	F	INSPR	164006	08035881490
21	SuSan Yar	F	INSPR	026689	0806110649
22	Aneke Henry	M	INSPR	167635	08038109997
23	Edmund Ladi	F		173257	08032838171
24	Kangbula Helen	F		173309	08063812064
25	Amadi Priscillia	F		225108	08068392581
26	Eneasator lfeoma	F		173275	08149653735
27	Ada James	F		049054	08036182214
28	Ononogbo Chris	M		117777	08036845364

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30	Egwuonwu Anthonia	F		225124	09034560541
31	Nduonu John	M		225114	08063624005
32	Blessing Orji	F		94981	08052586030
33	Eke Blessing	F		032097	08133848919
34	Ugwu Edith	F	INSPR	173302	08064834264
35	Ebeagu Joy	F	INSPR	167629	08037577862
36	Nwagu Ngozi	F	INSPR	167631	08037796032
37	Nebo Lovina	F	SGT	028746	07037552131
38	Ihuefo Jovita	F	INSPR	211175	07038915316
39	Igbokwe Kelechukwu	M	DSP	139861	08038753940
40	Willie Anthonia Paul	M			08164907131
41	Effiong Helina	F	INSPR	225112	08063400542
42	Eze Valentine	M	INSPR	225123	08148458700
43	Ochia Isreal	M	SP	87993	08032169888
44	Abu Cecilia	F	INSPR	225126	07031868195
45	Eric Maureen	F	INSPR	173314	08035285487
46	Faustina Orji	F	CPL	015652	08062958483
47	Franca Okpoko	F	DSP	118620	08063629400
48	Madubuko Romanus	M	SP	96852	08173190384
49	Tasie Vincent k	M	DSP	118620	08063629400
50	Okorie Obioha	M	CSP	57306	08080417774
51	Udechukwu Philip	M	CSP	57353	08036743890
52	Otuu Emeka	M	DSP	118657	08039734006
53	Ojeh Veronica	F	ASP	1328605	
54	Mbaukaan Cletus	M	CPL	499280	09030913764
55	Ozoemena Joy	F	SGT	032106	07037568428
56	Ani Nwakaego	F	SGT	033340	07030967435
57	Peter Okwu	M	INSPR	225128	08161859942
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59	Ofonime Okon	F	SGT	036008	07063898503
60	Deborah Chigozie	F	SGT	020251	08137352963
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65	Ezonebi Juliana	F	SGT	029542	09096445211
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68	Christian Ugwu	M	INSPR	225116	08100666718
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70	Okechukwu Ijeoma	F	PC	069847	07064700230
71	Afiniki Yakubu	F	SGT	034232	08069657909
72	Phina Eneh	F	INSPR	199958	07037229077
73	Onyekwele Stanley	M	SP	106849	08106666648
74	John Bassey	M	ASP	129145	08063989409
75	Amadi Bartho	M	INSPR	167632	08063385587

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6	NNANNA K. AGBAI	F	DSP
7	TAMTAH MONDAY-MAC	M	SP
8	BIBPRINSE I. ADEOYE	M	CSP
9	YUSUF O. LASISI	M	SP
10	DANLADI DANBOYI	M	ASP
11	ETENG IBANG	M	SP
12	OJO ABRAHAM	M	SP
13	MURTALA GIDADO	M	DSP
14	CHIOMA CHIKWENDU	F	DSP
14	MOSES FIERKWAP	M	DSP
15	DASTU R. RING-LE	M	SP
16	UGWU P. ASOGWA	M	SP
17	OBEDIAH OKEZE	M	CSP
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19	HELEN G. GWANDU	F	SP
20	AUGUSTINE G. TOMA	M	NSP
21	FWOM KACHOLLOM	F	DSP

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23	ANTHONY S. ZITTA	M	DSP
24	ARTUHUR LONGKAT	M	INSP
25	YUSUF N. DANTAYI	M	INSP
26	KASIM IDRIS	M	INSP
27	JESSE ISHAYA	M	INSP
28	ALHERI YUSUF	F	INSP
29	LEAHTU ISHAKU	F	INSP
30	ESTHER POLRIEM	F	INSP
31	CHRISTIANA YAKUBU	F	INSP
32	IBRAHIM D. ZAKARI	M	INSP
33	GODIYA ALI	M	SERGEANT
34	DANLADI GAMBO	M	SERGEANT
35	PHILIP PETER	M	INSP
36	MUTDANG DAJONG	M	SERGEANT
37	ESTHER PHILEMOM	F	SERGEANT
38	DAWAM PETER	M	INSP
39	DASHAN UMARU	M	INSP
40	DINATU DAUDA	F	INSP
41	MARKUS BULUS	M	INSP
42	MANGAI SUNDAY	M	ASP
43	SATLONG NDEN	M	ASP
44	JEMIMAH RICHARD	F	ASP
45	ESTHER TSOK	F	DSP
46	FATIMA SALEH	F	ASP
47	OLASUNKANMI SUNDAY	M	ASP
48	WESLEY OBED	M	SP
49	KINGSHELL EMMANUEL	M	CORPORAL
50	DANIEL GRACE	F	SERGEANT
51	JOSHUA RINGSUM	M	PC
52	CHRISTOPHER BEATRICE	F	SERGEANT
53	COMFORT YAKUBU	F	SERGEANT
54	COMFORT MALANCHA	F	SERGEANT
55	EMMANUEL DEME	M	INSP
56	MAMTUR NANBUR	M	CORPORAL
57	HAPPY DAUDA	F	CORPORAL
58	MEMBER IORBEE	F	SERGEANT
59	SARAH SAMUEL	F	CORPORAL
60	BASHIR AHMED	M	INSP
61	SINI CELESTINA	M	INSP
62	MICHAEL MOSES	M	SERGEANT
63	JIBOH MAGDALENE	F	CORPORAL
64	JUSTINA RABO	F	INSP
65	KWAJE YABE	M	CORPORAL
66	THEMAN BETTY	F	CORPORAL
67	LUKAS AMOS	M	CORPORAL
68	ESTHER JACOB	F	SERGEANT
69	MUTAH YOHANNA	M	SERGEANT

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71	MAIGIDA LADI	F	INSP
72	SARATU JOHAH	F	SERGEANT
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74	EVEREST MAGAJI	M	INSP
75	NANYA DANJUMA	F	CORPORAL
76	DUWON AMUNEDON	M	DSP
77	BULUS IZANG	M	ASP
78	OYEDEJI K. OYELAMI	M	DSP
79	DAWANG JOSEPH	M	SERGEANT
80	DANLAMI ABBAS	M	DSP
81	SARAMO AMATARE	M	CSP
82	AJAYI LUCAS	M	SERGEANT
83	YOHANNA NANTOK	M	CORPORAL
84	NAPDO THOMAS	M	INSP
85	FIBI JOEL	F	INSP
86	LADI PAUL	F	INSP
87	ALPHA PHILIP	F	INSP
88	PRISCA ZAMDAYU	F	INSP
89	CHINDA ISHAKU	M	INSP
90	ABUBAKAR MUAZU	M	INSP
91	TIMOTHY DAUDA	M	SERGEANT
92	BAKMWAKAT YAKUBU	F	INSP
93	SIMON COMFORT	F	SERGEANT
94	MASHAT RANDONG	M	SERGEANT
95	ESTINA GAMBO	F	SERGEANT
96	BABAJI MUHAMMED	M	CONSTABLE
97	SAMAILA ADAMU	M	INSP
98	ISAAC B. YAGA	M	INSP
99	BANKOLE S. ELUYERA	M	CSP
100	DAKOM DAFWOL	M	INSP
101	ABUH EMMANUEL	M	SP
102	SAM S. BULUS	M	DSP
103	SAMUEL OLUSERE	M	INSP
104	DANIEL GRACE	F	SERGEANT
105	GULENG LUKA	M	INSP
106	ALHERI YUSUF	F	INSP
107	HAPPY DAUDA	F	CORPORAL
108	FELIX NIMYEL	M	ASP
109	AMOS LUKA	M	CORPORAL
110	UGWU PATRICK	M	SP
111	GAIKIN AUKITO	F	INSP
112	ISHAYA DANBOYI	M	SERGEANT
113	DANJUMA SAMAILA	M	CORPORAL

4. LIST OF PARTICIPANTS FOR THE HUMAN RIGHTS TRAINING WORKSHOP FOR THE CENTRAL POLICE TRAINING UNIT, JOS

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2	IGBA T. TERPASE	M	DSP
3	JOSEPHINE AIMIUWU	F	ASP
4	NNANNA K. AGBAI	F	DSP
5	MOSES FIERKWAP	M	DSP
6	JESSE ISHAYA	M	INSP
7	LEAHTU ISHAKU	F	INSP
8	CHRISTIANA YAKUBU	F	INSP
9	GODIYA ALI	M	SERGEANT
10	DANLADI GAMBO	M	SERGEANT
11	PHILIP PETER	M	INSP
12	MUTDANG DAJONG	M	SERGEANT
13	ESTHER PHILEMOM	F	SERGEANT
14	DAWAM PETER	M	INSP
15	DASHAN UMARU	M	INSP
16	DINATU DAUDA	F	INSP
17	MARKUS BULUS	M	INSP
18	FATIMA SALEH	F	ASP
19	WESLEY OBED	M	SP
20	COMFORT YAKUBU	F	SERGEANT
21	COMFORT MALANCHA	F	SERGEANT
22	EMMANUEL DEME	M	INSP
23	MAMTUR NANBUR	M	CORPORAL
24	MEMBER IORBEE	F	SERGEANT
25	BASHIR AHMED	M	INSP
26	JIBOH MAGDALENE	F	CORPORAL
27	THEMAN BETTY	F	CORPORAL
28	LUKA AMOS	M	CORPORAL

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30	MUTAH YOHANNA	M	SERGEANT
31	ISHAYA TITUS	M	CORPORAL
32	MAIGIDA LADI	F	INSP
33	SARATU JOHAH	F	SERGEANT
34	NANYA DANJUMA	F	CORPORAL
35	BULUS IZANG	M	ASP
36	AJAYI LUCAS	M	SERGEANT
37	SIMON COMFORT	F	SERGEANT
38	DAKOM DAFWOL	M	INSP
39	SAM S. BULUS	M	DSP
40	SAMUEL OLUSERE	M	INSP
41	DANIEL GRACE	F	SERGEANT
42	GULENG LUKA	M	INSP
43	ALHERI YUSUF	F	INSP
44	HAPPY DAUDA	F	CORPORAL
45	FELIX NIMYEL	M	ASP
46	AMOS LUKA	M	CORPORAL
47	UGWU PATRICK	M	SP
48	GAIKIN AUKITO	F	INSP
49	ISHAYA DANBOYI	M	SERGEANT
50	DANJUMA SAMAILA	M	CORPORAL

**5. SAMPLE OF THE PARTICIPANTS FOR ONE OF THE OUTREACH ACTIVITIES
(POLICE COLLEGE: LAGOS) – SWISS Government Funded**

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27	Ejidelore momdat	INSP	NPF	M		080336718 99
28	Jerimmah Jeremah	SGT	NPF	M		080645002 73
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30	Joy Ihegworu	SGT	NPF	F		070648561 25
31	Jovinus .U. Iwuh	CSP	NPF	M		070373779 23
32	Akoko Friday	INSP	NPF	M		080604875 75
33	Isreal Habila		GIZ	M		
34	Emeka Onyekwere	INSP	NPF	M		070322271 11
35	Emmanue I .O. Egapi	DSP	NPF	M		080370708 38
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7. HUMAN TRAINING FOR MONITORING AND OVERSIGHT MECHANISMS IN RIVERS STATE (GIZ FUNDED)

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4	Jeremah Jeremah	SGT	NPF	MALE
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6	Jane Franzics .o Bianeyin		Lega Aid	FEMALE
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8	Eyinda .A. Emma	INSP	NPF	MALE
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11	Bright Omoruyi	INSP	NPF	FEMALE
12	Imoh Augustine	ASP	NPF	MALE
13	Mayor Godstime	SGT	NPF	MALE
14	Nnadi Martins	INSP	NPF	MALE
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17	Chucks Enwonun	DCP	NPF	MALE
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20	Nelson Okwodu	SGT	NPF	MALE
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22	Solomon Stephen	SGT	NPF	MALE
23	Oguniran Olufuminiyi	Dsp	NPF	MALE
24	Al Sibi		MOJ	MALE
25	Uju Agomoh	ED	PRAWA	FEMALE
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28	Izimoh Ogoma	PLO	NHRC	FEMALE
29	Yorkina Dumntaa	SPL	NPF	MALE
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31	Ijeoma Igwe	ASP	NPF	MALE
32	Akpeye Friday	ASP	NPF	MALE
33	Jovinus .U. Iwuh	CSP	NPF	MALE
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9. HUMAN TRAINING FOR MONITORING AND OVERSIGHT

MECHANISMS IN DELTA STATE

(GIZ FUNDED)

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APPENDIX 2: NPF Human Rights Training Hub/Mobile App

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APPENDIX 3: PHOTO GALLERY



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Outreach Training Photos – Police College Ikeja, Lagos





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State Based SARS Human Rights Training Programme – Rivers State





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Group presentation

Group Presentations – SARS Officers (Rivers State)



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(R-L) Deputy Commissioner of Police (Rivers State), PRAWA Executive Director, O/C SARS Rivers State and one of the participants collecting her certificate





Participants pose with their certificates.



Participating Female Officers at the Police College Jos Human Rights Training Workshop



Group Photo for the Human Rights Training for Monitoring and Oversight Workshop – Rivers State



(L-R) Deputy Inspector General Hashimu Argungun (Rtd) Former DIG Training and Development Force Hqrs, Deputy Commissioner of Police Rivers State, Executive Director PRAWA, Assistant Inspector General of Police James Caucrick (Rtd) Former AIG Criminal Investigations Bureau

(R-L) In-charge SARS Rivers State, Rivers State Coordinator Legal Aid Council, ED PRAWA, DCP Rivers State and his Orderly





DIG Hashimu Argungun Rtd delivering his paper at the workshop



(R-L) Deputy Director of PRAWA (Ogechi Ogu) standing, AIG Caucrick Rtd, His Excellency Sir Gabriel Toby (Former Deputy Governor, Rivers State, Representative of the CP Rivers State, PRAWA ED Dr Uju Agomoh, and representative of OC SARS Rivers State at the closing ceremony of the Rivers State Workshop



Opening Ceremony of the three days HR training for SARS officers, Delta State.



Training Session by DIG Saliyu Hashimu.



Group presentation by participants.



Group picture for HR Training for SARS officers in delta State



Training Session (Delta State Workshop)





Group Photograph (Training for the Monitoring and Oversight Team, Delta State)



(L-R) Bukka Ntasiri (Training and Development Dept. Force Hqrs), National Human Rights Commission Delta State, representative of CP Delta State, ED PRAWA, Babatunde Ajala of the Swiss Embassy, AIG James Caucrick (rtd)



Training Session – State Coordinator Legal Aid Council Delta State (Mrs Imo) responding to a question



Group Work Session – Delta State Human Rights Training Workshop

Group Work Session (representatives of Nigeria Bar Association and National Human Rights Commission Delta State in a group discussion with police officers)



APPENDIX 4: TEMPLATES AND CHECKLISTS FOR MONITORING HUMAN RIGHTS COMPLIANCE OF LAW ENFORCEMENT AGENCIES

Oversight of Law Enforcement & Detention Agencies – A Guide for Action

Monitoring, Evaluation, Investigation & Reporting Templates

For



Special Anti -Robbery Squad (SARS) & Other Specialized Units

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Introduction

These checklists and templates were developed as part of the Nigeria Police Human Rights Training Programme for the Special Anti-Robbery Squad implemented by the Nigeria Police Force with the funding support of the Federal Republic of Germany Foreign Office and the technical support of GIZ with technical partnership of PRAWA.

The development of these checklists were inspired and guided by relevant provisions in the applicable Nigerian National laws and International Human Rights Principles and protocols including those developed by the United Nations and the African Commission on Human and Peoples' Rights.

The review of the first draft were conducted in May 2019 in Edo State and Enugu States respectively utilizing a cohort of officers drawn from the Nigeria Police Force (NPF) Special Anti-Robbery Squad (SARS), X-Squad, State Commissioner of Police Monitoring Teams, Criminal Investigation Department (CID), National Human Rights Commission, Legal Aid Council of Nigeria, Nigerian Bar Association and the Judiciary.

Purpose:

To promote human rights compliance of the Nigeria Police Force especially the Special Anti-Robbery Squad (SARS) and other specialized units through the following:

- ❖ Provision of a clear guidance to oversight agencies on monitoring, evaluation, and investigation of law enforcement / detention agencies.
- ❖ Enhance the internal investigation, oversight and administrative reviews of the activities of these agencies/units.
- ❖ Strengthen external oversight mechanisms of these agencies/units
- ❖ Encourage data – driven management approach by these agencies/units.
- ❖ Facilitation of cooperation and lesson learning between and amongst law enforcement / detention agencies and oversight professionals.

Contents:

This document contains the following:

- ❖ Checklists for Monitoring at individual or organizational levels
- ❖ Monitoring, Evaluation Investigation & Reporting Guide and
- ❖ A Guide for Action

This document contains checklists and templates on the following topics:

- ❖ Arrest
- ❖ Police Custody
- ❖ Monitoring Pre Trial Detention Trend
- ❖ Monitoring of Information Provision to Suspects and Detainees
- ❖ Monitoring Cases Involving Extra-Judicial Killings and Torture
- ❖ Monitoring Alleged Cases of Rape
- ❖ Monitoring Allegations of Systemic Corruption
- ❖ Monitoring Complainant Procedure
- ❖ Evaluating Police Investigating Capacity
- ❖ Complaints Post Investigation Template
- ❖ Assessment of Performance of Police Internal Oversight Mechanism
- ❖ Monitoring and Evaluating Civilian Oversight Mechanisms
- ❖ A Framework for Evaluating Complaints Mechanisms
- ❖ Assessment of the Support Level to Police/SARS and Other Specialize Unit,
- ❖ Monitoring and Evaluation & Guide for Action

Who Can Use These?

The Checklists and Guide may be used by any of the following:

- ❖ Individual Officers
- ❖ Team / Unit Leads or Supervisors
- ❖ Internal Oversight / Monitoring Teams
- ❖ External Oversight / Monitoring Teams

How to Use These?

Each or a selection of the checklists can be used at any given time. These may be utilized to:

- ❖ Self – administered by Officers in the course of discharging their duties to aid and guide towards compliance on laid down laws, policies and good practices.
- ❖ Review actions of subordinates by Team/Unit Leads or Supervisors
- ❖ Structure the monitoring and assessment of activities of oversight teams regarding the level of compliance and support provided to individual laws enforcement officers or units.

Apart from the Special Anti-Robbery Squad and other specialized Nigerian Police Units, the checklists and guide can be adapted for use for any other law enforcement agencies and (to a limited degree) detention agencies.

Note, these checklists and guide can also be used alongside other monitoring/oversight tools such as the Luanda Guidelines, and the Robben Island Guidelines.

CHECKLIST 1 - ARREST:

Legality, Necessity and Procedure for the Arrest:

Check the following:	RESPONSES	STATUS OF COMPLIANCE (Compliant/Partially Compliant/Not Compliant)
Was the reason for the arrest legal (backed by a law)?		
Was there reasonable ground(s)/probable cause to believe that a crime has been committed to make an arrest?		
Was the arrest necessary?		
Was the required authorization secured prior to the arrest?		
Was the arrest duly documented?		
Was the laid down procedure for arrest duly followed?		
Was the suspect informed of the reason for the arrest?		
Was the suspect informed of his/her rights (right to remain silent)?		
Was force used during the arrest?		

<p>If yes,</p> <p>Was the use of force lawful?</p> <p>Was the use of force and firearms exercised as a measure of last resort?</p> <p>Was the use of force proportional?</p> <p>Was the level of force used proportionate?</p> <p>Was the use of force absolutely necessary?</p> <p>Was the use of force accounted for by the officer?</p> <p>Can the officer account for the level of force used?</p>		
<p>Was the property of the suspect searched prior to the arrest (following laid down procedure)?</p>		
<p>Was the property of the suspect searched after the arrest (following laid down procedure)?</p>		
<p>Was the required level of authorization of the arrest and all actions undertaken in</p>		

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the course of the arrest secured?		
Did the officer effecting the arrest duly identify him/herself to the suspect as a police/law enforcement officer prior to effecting the arrest?		
ARREST WITH WARRANT		
Was the copy of the warrant shown to the suspect either before or immediately after effecting the arrest?		
ARREST WITHOUT WARRANT		
If the arrest was effected without a warrant, was there evidence that the offence was committed in the presence of the arresting officer or that the person is planning to commit an offence and there is no other way of preventing the commission of the offence?		

State Any Other Comments/Observations:

CHECKLIST 2 - POLICE CUSTODY:

Police Custody- safeguards for persons in police custody, access to legal services, rights of an accused person during questioning, conditions of detention in police custody, complaints and oversight mechanism, etc.

Check the following:	RESPONSES	STATUS OF COMPLIANT (Compliant/Partially Compliant/Not Compliant)
Was the suspect notified of the substance of the arrest warrant?		
Was placing the suspect in police custody exercised as an exceptional measure of last resort?		
Was the suspect's right to police bail or bond exercised?		
Where the right to bail is denied, was the suspect given prompt access to court?		
Was suspect charged to court within the time specified by the law?		
Was the suspect granted access to appropriate facilities ⁴ to communicate with and receive visits from families subject to reasonable restrictions/supervision as are necessary in the interest of security?		
Was the suspect granted access without delay or restriction to lawyers and other legal service providers?		

⁴ Appropriate facilities include visiting space and communication such as phone calls.

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Was suspect's right not to be tortured ⁵ and other cruel inhuman and degrading treatment or punishment respected?		
Was suspect informed of his right to legal representation during questioning?		
Where required, was suspect provided with the services of an interpreter?		
Was suspect allowed to exercise his right to remain silent where he or she so wishes?		
Was information concerning the questioning session recorded ⁶ ?		
Was there a case of use of force against the suspect in custody?		
If yes, was the use of force exercised as a measure of last resort?		
If yes, was the use of force strictly necessary?		
Was the use of force proportionate and exercised at a minimum level necessary?		
Was the conditions of detention in compliance with human rights standards in relation to: Ventilation Lighting		

⁵ According to Article 1 of UNCAT, torture could also be emotional or physical.

⁶ Sessions recorded should include electronic or handwritten reporting.

<p>Space</p> <p>Access to Food and Water</p> <p>Access to Medical Treatment⁷</p> <p>(<i>This should include sanitary care</i>)</p>		
<p>Was the suspect transferred between police facilities/ other places of detention?</p> <p>If Yes,</p> <p>Was the transfer done in accordance with the law?</p> <p>Was the transfer properly recorded/documentated?</p>		
<p>At the time of interrogation, was a personal/legal aid council lawyer invited?</p>		
<p>State Any Other Comments/Observations:</p>		

⁷Medical treatment includes sanitary care.

CHECKLIST 3 - MONITORING OF PRE-TRIAL DETENTION TREND:

Pre-trial Detention - Duration of pre-trial detention, Compliance with conditions of release, Effectiveness and efficiency of the criminal justice system, Conditions of detention

Check the following:	RESPONSES	STATUS OF COMPLIANT (Compliant/Partially Compliant/Not Compliant)
No of people arrested over a 12 month period		
No of people charged over a 12 month period		
No of people held in custody over a 12 month period		
Average length ⁸ of pre-trial detention		
Number of defendants currently held in pre-trial detention in excess of the maximum time period stipulated by the law ⁹ .		
Proportion of people over a 12 month period who were granted police bail or other conditions of release who complied with those conditions		
Number and proportion of pre-trial detainees who had legal representation at all stages of their criminal proceedings		
Number and proportion of pre-trial detainees who were acquitted in a 12 month period		
Number and proportion of pre-trial detainees who had their matters struck out in a 12 month period		
Number and proportion of pre-trial detainees who were convicted and received a non-custodial sentence over a		

⁸Includes the duration of each person

⁹Includes number of those granted bail

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12 month period		
Number and proportion of pre-trial detainees who were convicted and received a custodial sentence shorter than the duration of their pre-trial detention over a 12 month period		

CHECKLIST 4 – MONITORING OF INFORMATION PROVISION TO SUSPECTS AND DETAINEES

Information package on rights of arrested persons and persons in detention, e.g. a letter of rights.

Check the following:	RESPONSES	STATUS OF COMPLIANT (Compliant/Partially Compliant/Not Compliant)
Was the detainee/suspect informed of their rights? ¹⁰		
If yes were detainee/ suspect informed in a language the detainee/suspect understands?		
Was the detainee/suspect told that he/she has the right to legal assistance, and given the opportunity to have access or call a lawyer or organizations providing legal assistance ¹¹ ?		
Was the detainee/suspect allowed to contact a friend and/or family member?		
Was the detainee/suspect advised of their rights as regards bail?		

State Any Other Comments/Observations:

¹⁰Section 6(2) ACJA 2015

¹¹Section 6 (2c) ACJA 2015



Checklist 5 - Monitoring of Cases involving Extra-Judicial Killings and Torture

Is the death or torture reported to have occurred in the police custody?

Yes No

(if no,) Where is the death reported to have occurred?

Based on preliminary information and crime scene investigation does this report appear accurate and honest? YES / NO

If no, why does the investigator doubt the initial report?

Is the death/torture reported to have occurred as a result of police

(Action) (Omission) (or Both)

Give reasons for your answer

.....

On Crime Scenes including deaths, the site of alleged torture or assault at the hands of police

S/N		Yes	No	Date this was undertaken	Time this Took place
	Did the Investigator visit the scene?				
	Was the Scene secured?				
	Was a preliminary investigation conducted / completed				
	Was the deceased's name, age and sex recorded (if known)				

	<p>Were potential witnesses identified and their particulars recorded (<i>next of kin, phone contacts</i>)</p> <p>Was evidence collected by police or collected by forensic experts</p> <p>Were exhibits registered and transported to a forensic science laboratory</p> <p>Was the deceased's next of kin visited to inform them of the death and obtain statements (which next of kin was informed), (which next of kin was/were statement(s) collected from)</p> <p>Were all identified witnesses visited / invited for purposes of obtaining statements that may assist in the investigation (what efforts were made to reach those not visited)</p> <p><i>Was the necessary forms sent to the coroner for authorization?</i></p> <p>Was the post mortem examination conducted on the body of the deceased,</p> <p>Was the report of the post mortem examination issued by the pathologist that carried out the post mortem?</p> <p>Was a report on the investigation submitted to (management or supervisor) including recommendations for possible disciplinary measures to be take</p> <p>Was this report part of the police investigation?</p>				
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	<p>Was this report duly included in the police case file and handed over to the Ministry of Justice¹²?</p> <p>Was the victim examined by a medical practitioner</p> <p>Was the investigation concluded within a designated timeframe¹³ ?</p> <p>Was the deceased’s family aware of the post mortem and were they present to identify the corpse and did they have their family doctor?</p> <p>If not, explain why this was the case</p> <p>List the date, time and means of communication to each time the complainant and/or next of kin is informed of the progress of the investigation</p> <p>Does this date fall within a prescribed timeframe¹⁴ of the last update provided to the complainant and/or next of kin</p> <p>If there is a delay, give reasons for this.</p> <p>Were the names/identification /employment numbers of those who are to be arrested duly documented and forwarded to the appropriate authority?</p>				
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¹²Include copies of the form.

¹³qualify the timeframe and nature of offence, this should be guided by the extant law of the state

¹⁴It should be guided by the extant law of the state

Checklist 6 - On Cases of Allegations of Rape

	RESPONSES
Any complaints regarding rape of any person while that person is in police custody?	
Any complaint(s) regarding rape by a police officer, whether the police officer is on or off Duty	
was the rape victim examined by an officer of same sex)	
Any complaint(s) of sexual assault made against a police officer in the execution of his or her duties	
Were the proper procedure applied in the following:	
Documentation of the complaints?	
Did duly trained/designated/certified staff attend to the alleged rape victim?	
Did appropriate medical assessment and referrals made?	
Was referrals to relevant support mechanisms made?	
Are there any evidence that allegations of	

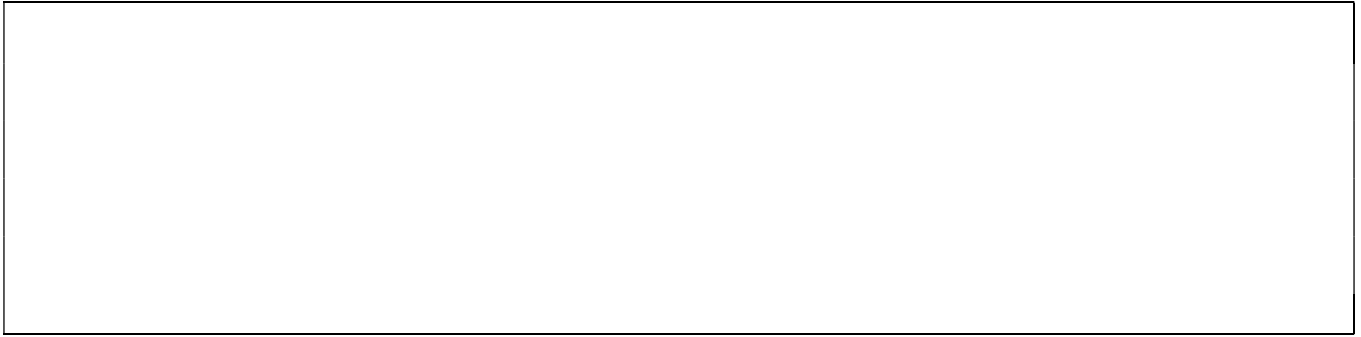
corruption and cover ups were observed within the police including those initiated after the receipt of a complaint from a member of the public?	
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State Any Other Comments/Observations:

Checklist 7- Monitoring Cases of Allegations of Systemic Corruption

Check the following:	RESPONSES
Number of cases of systemic corruption investigations completed	
Disciplinary recommendations referred to the police	
Criminal recommendations referred to the prosecuting agency	
Feedback on outcome of investigation completed	
Feedback on outcome of investigation closure	

State Any Other Comments/Observations:



Checklist 8 - Monitoring of Complaints Procedure

KEY FACTORS TO OBSERVE:

Check the following:	RESPONSES
Number of complaints related to particular matters	
Trends/Increase (spikes) in complaints	
The geographic spread of the complaints	
Characteristics of the complainants (<i>Complainants demographics – age, gender, educational qualifications, etc.</i>)	

	RESPONSES
<p>Frequency of Reviews:</p> <ul style="list-style-type: none"> - Conduct regular quantitative review of customer satisfaction - Conduct regular qualitative review of customer satisfaction - Give Reasons for your Answer 	<p>Yes No</p>

- State the frequency

Regular review of the complaints system in order to determine the:

- Effectiveness of the process
- Adequacy of the process
- Impartiality of the process
- Transparency of the process
- Appropriateness of the conclusions

- Appropriateness of the recommendations made (including procedural or preventive recommendations)
- Appropriateness of any decision reached on whether or not to lay disciplinary charges, or of any other action taken.
- Where charges are proposed, the appropriateness of the charges and of the choice of court or tribunal for the trial of the case.

Whether or not interviews with complainants, police officers and witnesses were recorded

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<p>Were interviews conducted in a timely manner? Yes/No</p> <p>If no, were reasons for the delay recorded? Yes/ No. if No give reasons</p>	
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State Any Other Comments/Observations:

Checklist 9 - Evaluating Police Investigating Capacity

	RESPONSES
Were the Investigations promptly conducted?	
Were the investigations thoroughly conducted?	
Were the investigations impartially conducted?	
<p>How many investigators are allocated to the (this) unit?</p> <p>Are they sufficient to deal with the workload?</p> <p>Is there cover from investigating officers (24 hours per day, 7 days a week)?</p> <p>If not, how do investigators respond outside normal working hours?</p> <p>Do investigators report to the local unit commander?</p> <p>If not, what are the lines of responsibility?</p> <p>Who leads an investigation? A senior investigator?</p> <p>Is that person located nearby?</p> <p>On average, how many investigations does an investigator work on at one time?</p>	

<p>What is the performance record of this office in terms of solving criminal complaints against police?</p> <p>Who allocates new work? On what basis?</p> <p>Do investigators ever have coordination meetings to discuss ongoing cases?</p> <p>Who supervises case files?</p> <p>How do investigators log, label and package evidence and exhibits?</p> <p>Do they have access to sealable bags?</p> <p>Do they have access to latex gloves?</p> <p>How do they prevent tampering and contamination of the evidence?</p> <p>Do investigators have access to unmarked vehicles?</p> <p>Is there sufficient fuel available?</p> <p>Are they equipped with sufficient communication technology?</p> <p>Are there any victim support services available or additional support for vulnerable victims, such as victims of sexual assault, victims with physical or mental disabilities, elderly victims and children?</p> <p>Do investigators update victims on progress in their</p>	
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<p>case on a regular basis?</p> <p>What facilities exist for forensic examination of a crime scene?</p> <p>Is there someone employed by the oversight unit to deal with this? Does that person have transport?</p> <p>Does he or she have equipment for taking the necessary samples (in particular fingerprint and DNA)?</p> <p>The Number of Complaints received and finalized</p> <p>The time taken to finalize complaints</p> <p>The Outcome of Complaints</p>	
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Note: There is need to evaluate the above at both organizational and individual levels)

Investigation Management Checklist:

In What form was the complaint received?

(In Writing) (By Fax) (By Electronic Mail) (Other – Please specify)

Does the complaint fall within the ambit of the oversight agency

Yes No

If No, to which authority or institution has the compliant been referred

(eg. Police Service Commission) (IGP Monitoring Group / X-Squad) (Criminal Investigation Department) (National Human Rights Commission) (Public Complaints Commission) (Others – Please state)

Within How many days after receipt of the compliant was it referred?

If delayed, reasons for this.....

Was the complainant informed about the referral of their complaints Yes No

Describe the manner in which the complainant was informed (in writing) (via telephone)

Date the complainant was informed

Was the compliant informed of the name and contact details of the investigators assigned to their complaints Yes No

What is the name and/or the identification number of the relevant investigation?

State Any Other Comments/Observations:

Checklist 10 - Complainants Post Investigation Survey Template

Where/how did you hear about the oversight unit/agency?

Was it easy or difficult for you to lay a complaint with SARS / Oversight unit or agency?

Did SARS/the oversight unit/agency staff provide you with alternatives to filing a complaint?

Did SARS/the oversight unit/agency staff try to dissuade you from filing a complaint with the oversight unit/agency?

Did SARS/the oversight unit/agency staff treat you with empathy in your first meeting with them?

If your complaint is related to a sexual offence, were you provided a person of your sex to take your statement from you?

Did SARS/the oversight unit/agency offer you explanations for major decisions made during the investigations, including decision on whether or not to pursue the case.

Checklist 11 – Assessment of Performance of Police Oversight Mechanisms

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S/N	Indicators	Description of the Indicator	State Your Assessment of the Compliance/Realization of the Indicator
a.	Quantity and quality of complaints received	<i>Receives all potential complaints that are relevant. A lower level of assumed non reporting and higher level of relevant complaints improved process performance</i>	
b.	Complaints completion process and time	<i>Complaints are handed in a professional process and are completed in a reasonable time. A higher level of the case and a shorter time spent to complete the case indicates improved process performance. Deficiencies and delays in investigations of complainants indicates poor performance. A potential complaints completion measure is the percentage of audited misconduct investigations that meet quality standards and standards of conduct in policing the police. Included in such standards is being fair to complainants and to the police and staff. Of Complaint completion time measure through put of work and timeliness. A sub-target is the target taken to finalize a file on completion of the investigation. Times and cost of processing should be minimized to ensure effective handling with limited resources.</i>	
c.	Conviction rate from complaints charges	<i>More convictions relative to prosecution indicate improved performance. This is noted a particularly important outcome.</i>	
d.	Learning and advice for police/SARS	<i>By analyzing cases and identifying patterns, insights are communicated back to police. More learning by police based on feedback indicates improved results performance. The extent to which police implement recommendations is relevant indicator since they may deter future misconduct.</i>	

e.	Confidence in the police/SARS oversight from both the public and the police	<i>A high level of confidence among the public and police officers indicates improved process and result performance. confidence is a positive perception and impression of the oversight body</i>	

State Any Other Comments/Observations:

Checklist 12 - Evaluation of Civilian Oversight Mechanisms

S/N	Criteria for success	Evaluation Strategies	RESPONSES
1.	INTEGRITY Is the complaints process fair, thorough and objective to both complainants and police officers?	<ul style="list-style-type: none"> • <i>Audits of complaints / investigation files</i> • <i>Audits of training and recruitment of investigators</i> • <i>Review of management and supervision of investigators</i> • <i>Assessment of staffing levels for investigation</i> • <i>Surveys of public awareness of the complaints process.</i> 	
2.	LEGITMACY How is the complaints process perceived by the public, complainants and the police?	<ul style="list-style-type: none"> • <i>Satisfaction surveys of complaints and police officer</i> • <i>Surveys of public confidence</i> • <i>Interviews with complainants, police officers and the public.</i> 	
3.	LEARNING How much meaningful feedback is generated through	<ul style="list-style-type: none"> • <i>Policy reviews</i> • <i>Interviews with police officials</i> 	

	<p>the complaints process?</p> <p>How many lessons are learned, recorded and disseminated for the benefit of the oversight agency and the police agencies?</p>	<ul style="list-style-type: none"> • <i>Analysis of data on policy activity (eg. Arrest, stops, searches, complaints)</i> • <i>Observations of police practice</i> • <i>Examining uptake of recommendations for police reform</i> 	
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State Any Other Comments/Observations:

13. A Framework for Evaluating Complaints Mechanisms

INDICATOR	DESCRIPTION OF THE INDICATOR	RESPONSES
<p>Accessibility</p>	<p><i>The complaints straight forward?</i></p> <p><i>What resources are available to complainants? (The nature of police work means many complainants may have limited access to financial and technical resources, and this may inhibit them.)</i></p> <p><i>What protections against abuse of the complaints are there? (An easily accessible complaints system may lead to numerous vexatious complaints. Are there appeals processes in place for police?)</i></p>	
<p>Fairness and Respect for right</p>	<p><i>Is the process fair to both complainants and police officers, as well as to any others who may become involved in the process</i></p> <p><i>Do parties receive adequate information and notice of upcoming stages, developments and requirements? Do they have sufficient opportunity to have their voice heard by decision makers? Do they have access to legal representation? Is the system procedurally fair for all parties?</i></p>	
<p>Openness and accountability</p>	<p><i>Is the process open and accountable to complainants, respondents, police services and the public while protecting the privacy of those involved, the integrity of police operations, and the viability of the complaints process itself?</i></p> <p><i>Is information timeously? Are hearing open to the media and public? Are reason given to support decisions made and can these be scrutinized and/or appealed?</i></p>	

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Timeliness	<i>Does the process provide for thorough investigation and adjudication of Complaints?</i>	
Impartiality	<i>Are those involved on the agency side impartial?</i>	
Independence	<i>Those involved on the agency side are from undue influence of the police.</i>	
A Balance Between Public and Private Interest	<i>Where relevant, is the public interest taken into account, even where the private interest of a complaint might prefer alternative means of resolution?</i> <i>Is there a mechanism in place to distinguish between the two?</i>	
A Balance Between Formal and Less Formal Complaints	<i>Is the complaints process suitable for managing many different kinds of complaints</i>	
A Balance Between Remedial and Punitive Dispositions	<i>Where Relevant, does the process support corrective/ restorative rather than punitive recommendations?</i>	
Provision of appropriate systemic information to Police Management and Oversight Body	<i>Does the complaints process generate information for police managers and oversight authorities about systemic problems or weakness with respect to the operations, policies, procedures and management of police services?</i> <i>Is the information intelligently analyzed and used by police managers and policy –makers?</i> <i>Are police managers held accountable for their use/non-use of this information?</i>	
Effective Integration and Compatibility with the police’s Internal	<i>Is there any unnecessary duplication or overlap between the complaints process and other police complaints processes?</i>	

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Processes		
Check the following:	RESPONSES	STATUS OF COMPLIANT (Compliant/Partially Compliant/Not Compliant)
❖ Is there direct supervision or monitoring of investigators working in oversight agencies?		
❖ Is there regular research into the levels of public confidence in both the police and oversight agency?		
❖ Are there interviews/surveys exploring police views and experience of the oversight agency?		

State Any Other Comments/Observations:

Checklist 14 – Assessment of the Support Level to Police/SARS and Other Specialized Units

	RESPONSES	STATUS OF COMPLIANT (Compliant/Partially Compliant/Not Compliant)
<ul style="list-style-type: none"> • Support SARS towards Intelligence Gathering • Provision of Equipment for Evidence Gathering and Preservation • Provision of Vehicle, Fuel and Other Logistics to aide operations • Provision of Adequate Firearms • Provision of Protection and Motivation package of the SARS officers • Provision of adequate Legal Framework and Policy Guidance to enable SARS officers function effectively • Provision of adequate Administrative backing by the senior/supervising officersto aide SARS operations • Establishment of mechanism to promote effective sharing cooperation, partnership and sharing 		

of information and provision of other support with other relevant agencies and stakeholders.		
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15. Monitoring & Evaluation Guide for Action

- ✓ Produce regular reports on complaints for presentation to senior management of the police/SARS

- ✓ Complaints systems should be able to generate regular reports as well as respond to ad hoc or urgent reporting requests

- ✓ Producing detailed case studies illustrating both the manner in which the oversight agency investigated the complaint, but also the lessons learned during the investigation and how these are relevant to the public, the police and oversight agency. Case studies can also be used to illustrate systemic problems facing police agencies, and to illustrate examples of complaints lodged against police who acted lawfully and properly.

- ✓ Capturing and making available as much data as possible with regards to all investigations, including detail of offences, detail on implicated officers and detail on complainants / victims. This may require setting up new systems so that they can capture, collate, disaggregate and compare a broad range of demographic, geographic and technical data.

- ✓ Conducting sample reviews of investigations to evaluate patterns that might not be easy to track statistically. This can contribute to a general 'lesson learnt' type database into which other lessons learned are also deposited. These would be different to audits, which would aim to ensure high quality investigations and dockets.

- ✓ Conducting or drawing on regular research into the levels of public confidence in both the police/SARS and the oversight unit/agency. This can take the form of annual surveys and should involve a random sample of the population rather than complainants.

- ✓ Conducting research/surveys to test complainants' satisfaction.

- ✓ Conducting research/surveys exploring police views, experience and confidence in the oversight agency

- ✓ Adopting the category ‘exonerated’ as an investigation outcome while highlighting that it does not apply to ‘unsubstantiated’ cases in which a conclusive findings was not reached.
- ✓ Developing learning feedback mechanism and products such as those including internal reviews and external publications.
- ✓ Developing ‘self - inspection’ templates for investigators if these do not already exist.
- ✓ Developing a tool through which website visitors can easily access a record of complaints /investigation outcomes by precinct
- ✓ Proactively engaging civil society in order to strengthen the police/SARS capacity and effectiveness (in part to promote consistency in monitoring and evaluation.

Prioritization:

- ❖ For units/agencies with heavy work load, priority should be given to most serious cases.
- ❖ *Screening questions for prioritization of investigation of cases /interventions:*
 - Is there evidence that an offence has been committed
 - Where there are no identified suspects – is there a reasonable prospect of identifying the perpetrator?
 - Does the case have features in common with other cases which have been identified as priority?
 - Is this a particular high profile case in the public interest?
 - Is this likely an isolated case or those it show a systemic pattern or trend

Note:

- Oversight agencies should try and limit the reporting responsibilities of staff as much as possible without diminishing the quality or efficiency. Striking the right balance on this will require experience, trial and error.
- Stakeholders’ confidence and satisfaction represent important indicators of oversight performance.

- Police/SARS officers and the general public need to trust in the legitimacy, fairness, objectivity, efficacy of the oversight mechanism/agency.
- Adoption of survey need not require huge financial outlay as this can be done through cell phone SMS/text messaging.
- Surveys measure perceptions (and not absolute truth) and perceptions determine attitude and behavior.

References/Further Reading:

African Commission on Human and Peoples' Rights, The Luanda Guidelines, ACHPR: Banjul

United Nations on Drugs and Crime (2006), Policing: Public Safety and Service Delivery, New York: United Nations

United Nations Office on Drugs and Crime (2011), Handbook on Police Accountability, Oversight and Integrity, Criminal Justice Handbook Series, New York: United Nations

APPENDIX 5: PROGRAMME/AGENDA FOR ALL THE WORKSHOPS

AGENDA



TRAINING INSTITUTION BASED HUMAN RIGHTS TRAINING OF TRAINERS' WORKSHOP

[POLICE STAFF COLLEGE JOS, PLATEAU STATE]

DATE: 2nd – 6th DECEMBER, 2019

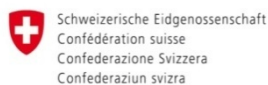
VENUE: POLICE STAFF COLLEGE JOS, PLATEAU STATE

Technical Partner/Lead Coordination:



www.prawa.org

Supported by:



Federal Department of Foreign Affairs FDFA



Day 1

Monday 2nd December, 2019:

9.00am: Arrival of Participants

9.00am– 9.30am: Registration / Pre Test

SESSION ONE –OPENING SESSION:

9.30am – 10.00am:

- ❖ Opening Prayers
- ❖ Introduction of Participants
- ❖ Welcome Address:
AIG Sholla David fdc, psc - Commandant, Police Staff College, Jos
- ❖ About the Project and The Purpose of The Workshop
Dr. Uju Agomoh (Executive Director, PRAWA & National Programme Coordinator, NPF Human Rights Programme)
- ❖ The Importance of the NPF Human Rights Training Programme
CP Olafimihan Adeoye, Commissioner of Police in charge Special Anti - Robbery Squad Unit, Criminal Investigations Intelligence Bureau, Force Headquarters
- ❖ *Goodwill Message*
Prof E. Alemika, Professor of Criminology, University of Jos

FORMAL OPENING OF THE WORKSHOP

AIG Sholla David fdc, psc (t) - Commandant, Police Staff College, Jos

10.00 – 10.20am: Group Photograph

10.20am – 10.30am: SESSION TWO

- ❖ Participants Expectation and Agenda Setting
Mohammed Dahiru (PRAWA Training Programme Outreach Officer - North)

12.00 – 1.00pm: Lunch

1.00pm – 2.00pm: SESSION THREE

Introduction to Human Rights

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

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the Police Training College, Jos **[Participants Comments]**

Dr. Uju Agomoh

&

SESSION FOUR

Human Rights and the Police

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

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions **[Participants Comments]**

Prof E. Alemika

3.00pm – 4.30pm:

SESSION FIVE

GUIDELINES FOR SELECTED POLICE INTERVENTIONS

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

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions **[Participants Comments]**

CP Olafimihan Adeoye

4.00pm – 4.05pm:

Individual Home Work / Assignment & Closing Prayers

Individual Home Work / Assignment: Read Through the NPF Human Rights Training Manual and list key topics and modules you will recommend to be integrated into the Police College Jos Training Curriculum/Training Programmes and indicate those to be trained (the recommended trainees) and the duration of the training. The written assignment to be submit the morning of the next day. Indicate your name on the submitted assignment

Day 2

Tuesday 3rd December, 2019

8.30am – 9.00am: Participants Registration / Submission of the Individual Home Work/
Assignment

9.00am – 9.05am: Opening Prayers

9.05am – 9.10am: Previous Day Recap

9.10am – 10.40am:

SESSION SIX

Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and
NPF Human Rights Trainers' Guide Chapter 11*)

Mohammed Dahiru & Uju Agomoh

*Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into
the current courses being taught at the NPF Training Institutions [Participants Comments]*

10.40am – 12noon: SESSION SEVEN

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

Prof Alemika

*Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current
courses being taught at the NPF Training Institutions [Participants Comments]*

12 noon – 1.00pm: Lunch

1.00pm – 2.30pm: SESSION EIGHT

Use of Force and Firearm

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

Olafimihan Adeoye

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions **[Participants Comments]**

2.30pm – 3.30pm: SESSION NINE

OVERVIEW OF CURRENT COURSES AT THE POLICE TRAINING COLLEGE AND LIST COURSES AND TOPICS THAT REQUIRE INCLUSION OF HUMAN RIGHTS, INDICATE THE SPECIFIC TOPICS / MODULES TO BE INCLUDED

[Group Work Divided According to the various courses) –

3.30pm – 4.30pm

Report Back (Group Chairs & Rapporteurs of all the groups)

Panelists: **CP Olafimihan Adeoye / Prof.E. Alemika**

Closing Prayers

Day 3

Wednesday 4th December, 2019

8.30am – 9.00am: Participants Registration / Submission of the Individual Home Work/ Assignment

9.00am – 9.05am: Opening Prayers

9.05am – 9.15am: Previous Day Recap

9.15am – 10.45am: SESSION TEN

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

CP Olafimihan Adeoye

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions **[Participants Comments]**

10.45am – 12 noon: SESSION ELEVEN

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

Mohammed Dahiru

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

12 noon – 1.00pm: Lunch

1.00pm – 2.00pm: SESSION TWELVE

GROUP WORK ON SESSION ELEVEN

2.00pm – 3.15pm: SESSION THIRTEEN

The Keys to Human Rights Transforming Power Bridge Utilizing Alternatives to Violence Principles

Iyke Chiemeka, National Coordinator, Alternatives to Violence Project (AVP) Nigeria

3.15pm – 4.30pm: SESSION FOURTEEN

Gender and Human Rights

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

Prof Chiso Okafor (CEO, Souces Resources Consulting)

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

4.30PM – 4.40PM: Home Work / Closing Prayers

Day 4

Thursday 5th December, 2019

8.40am – 9.00am: Participants Registration / Submission of the Individual Home Work/ Assignment

9.00am – 9.10am: Opening Prayers/Recap

9.10am – 10.40am: SESSION FIFTEEN

Children's Rights:

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5)

Prof Chiso Okafor

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

10.40am – 12 noon: SESSION SIXTEEN

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

Ifunanya Igbokwe

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

12noon – 1.00pm: Lunch

1.00pm – 3.00pm: SESSION SEVENTEEN

Escalators/De-escalators of Underlining Causes of Violence &
Community Building and Cooperation Skills

Iyke Chiemeka

3.00pm – 4.30pm: SESSION EIGHTEEN

TEACHING SKILLS AND METHODOLOGY

Prof Chiso Okafor

4.30pm – 4.40pm: Home Work/Assignment & Closing Prayers

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 Strategies to Implement and Monitor the Integration/Mainstreaming of Training into Current Courses at the Police Staff College Jos.

Day 5

Friday 6th December, 2019

8.40am – 9.00am: Participants Registration / Submission of the Individual Home Work/ Assignment

9.00am – 9.10am: Opening Prayers/Recap

9.10am – 10.10am: SESSION NINETEEN

Reflections on a Strength Based Approach to Non-violent Relationships and Conflict Resolutions

Iyke Chiemeka

10.10am – 11.40am: SESSION TWENTY

Nigeria Police Human Rights Desks – Manual of Guidance

(NPF Human Rights Manual Part II)

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

Ifunanya Igbokwe

11.40am – 12.noon:

FURTHER PREPARATION OF THE GROUP ASSIGNMENT

12noon – 1.00pm: SESSION TWENTY ONE:

Group Work Presentation

Workshop Evaluation / Post Test (**Dahiru Mohammed Training Programme Outreach Officer, North– PRAWA**)

1.00pm – 1.30pm

NOTE: FORMAL CLOSING SESSION

- ❖ Feedback / Comments: **(Two representatives from the participants)**

- ❖ Next Steps/Remarks:**Chiso Okafor,Member - PRAWA Board**

- ❖ ClosingRemarks/Presentation of Certificates:**AIG Sholla David** fdc, psc (t)
Commandant, Police Staff College, Jos

- ❖ Vote of Thanks:

- ❖ Closing Prayers / Departure

1.30pm – 3.00pm: Lunch /Prayer Break

KEY RESOURCE MATERIALS:

Nigeria Police Human Rights Training Manual; Nigeria Police Human Rights Trainers' Guide

Support Staff: SP Bukar Ntasiri (Force Hqrs, Training and Staff Development Department), Ms.Justina Laman (PRAWA)

AGENDA



TRAINING INSTITUTION BASED HUMAN RIGHTS TRAINING OF TRAINERS' WORKSHOP

[CENTRAL POLICE TRAINING UNIT, JOS, PLATEAU STATE]

DATE: 2nd – 6th & 7th – 11th DECEMBER, 2019

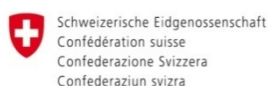
VENUE: POLICE STAFF COLLEGE JOS & THE CENTRAL POLICE TRAINING UNIT, JOS, PLATEAU STATE

Technical Partner/Lead Coordination:



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For Training Activities Scheduled for Monday 2nd December to Friday 6th December 2019 refer to the Separate Agenda for the Training Activities for this Period:

Saturday 7th December, 2019

SESSION ONE – FORMAL SESSION:

9.30am – 10.00am:

- ❖ Opening Prayers
- ❖ Introduction of Participants
- ❖ Welcome Address:
SP Wesley Obed, Ag. Director, Central Police Training Unit (CPTU) Jos
- ❖ About the Project and The Purpose of The Workshop
Dr. Uju Agomoh & Mr. Ifunanya Igbokwe
- ❖ Special Remarks:
 - **Prof Ogunshaki, Technical Adviser to the IGP, Force Hqrs**
 - **Prof E. Alemika, University of Jos**
- ❖ Special Remarks & Formal Opening of the Workshop
Commandant, Police Staff College, Jos

10.00 – 10.20am: Group Photograph

10.20am – 10.30am: SESSION TWO

- ❖ Participants Expectation and Agenda Setting
Mohammed Dahiru (PRAWA Training Programme Outreach Officer - North)

12.00 – 1.00pm: Lunch

1.00pm – 1.15pm: Ice Breaker – **Iyke Chiemeka, National Coordinator, Alternatives to Violence Project (AVP)**

1.15pm – 1.30pm: Understanding the Link and Activities between the Central Police Training Unit and the Directorate of Training and Staff Development Force Hqrs

SP Bukar Ntasiri Directorate of Training & Staff Development

1.30pm – 2.30pm: SESSION THREE (Group Session and Report Back in Plenary)

Understanding & Analyzing the Strength, Weaknesses, Opportunities & Threats (SWOT) of the Central Police Training Unit

Each Group to Appoint its Rapporteur

Facilitators:

Dr. Uju Agomoh (Group on Strength)

Ifunanya Igbokwe (Group on Opportunities)

Dahiru Mohammed (Group on Weaknesses)

Prof. Chiso Okafor (Group on Threats)

2.30pm – 3.30pm: SESSION FOUR

Group Report Back by the Group Rapporteurs

3.30pm – 4.30pm: SESSION FIVE

Reflections & Recommended Actions towards Enhancing the Impact of the CPTU by Plenary Session Chair

Prof. E Alemika

4.30pm – 4.40pm: Individual Home Work / Assignment & Closing Prayers

The written assignment to be submit the morning of the next day. Indicate your name on the submitted assignment.

Sunday 8th December, 2019

- ❖ Home Work Assignment (Trainers)
- ❖ Review of CPTU Training Materials (by the Facilitators/Resource Team)

Monday 9th December, 2019

8.30am – 9.00am: Participants Registration / Submission of the Individual Home Work/
Assignment

9.00am – 9.05am: Opening Prayers

9.05am – 9.10am: Previous Day Recap

9.10am – 10.10am: SESSION SIX

Mapping of Key Stakeholders towards Enhancing the Impact & Synergy of the CPTU

Dahiru Mohammed & Ifunanya Igbokwe

10.10am – 11.10am: SESSION SEVEN

Strategies for Assessing the Impact & Performance of the CPTU

Prof Chiso Okafor

11.10am – 12.30pm: SESSION EIGHT

Empathy and Perception Assessment Utilizing Alternatives to Violence Project Principles

Iyke Chiemeka, National Coordinator, Alternatives to Violence Project (AVP) Nigeria

12.30pm – 1.30pm: Lunch

1.30pm – 3.00pm: SESSION NINE

GROUP WORK:

- **a. OVERVIEW OF CURRENT COURSES AT THE CPTU AND LIST COURSES AND TOPICS THAT REQUIRE INCLUSION OF HUMAN RIGHTS, INDICATE THE SPECIFIC TOPICS / MODULES TO BE INCLUDED**
- **b. GROUP PRESENTATION ON TRAINING ON ASSIGNED TOPICS**

3.00pm - 4.30pm: SESSION TEN

GROUP REPORT BACK on (a)

PANELISTS: **Prof Chiso Okafor, Prof Ogunshaki, SP Wesley Obed, Dahiru Mohammed, Mr. Ifunanya Igbokwe, Dr. Uju Agomoh**

4.30pm – 4.35pm: Home Work/Assignment / Closing Prayers

Tuesday 11th December, 2019

8.30am – 9.00am: Participants Registration / Submission of the Individual Home Work/ Assignment

9.00am – 9.05am: Opening Prayers

9.05am – 9.30am: Previous Day Recap

9.15am – 10.45am: SESSION TEN continues

GROUP REPORT BACK on (b)

PANELISTS: **Prof Chiso Okafor, Prof Ogunshaki, SP Wesley Obed, Dahiru Mohammed, Mr. Ifunanya Igbokwe, Dr. Uju Agomoh**

10.45am – 11.45am: Light & Lively (Concluding AVP Session)

Iyke Chiemeka

11.45am - 12.noon

Workshop Evaluation / Post Test (**Dahiru Mohammed Training Programme Outreach Officer, North – PRAWA**)

12noon – 12.30pm: **FORMAL CLOSING SESSION**

❖ Feedback / Comments: **(Two representatives from the participants)**

❖ Next Steps/Remarks:

- **Chiso Okafor**, *Member - PRAWA Board*
- **Prof Ogunshaki** (Technical Adviser to the IGP, Force Hqrs)

- ❖ Closing Remarks / Presentation of Certificates Commandant, Police Staff College, Jos

- ❖ Vote of Thanks: Ag Director CPTU

- ❖ Closing Prayers

12.30pm – Lunch & Departure

Wednesday 12th December, 2019

- ❖ **Debriefing for Facilitators / Resource Team**

KEY RESOURCE MATERIALS:

Nigeria Police Human Rights Training Manual; Nigeria Police Human Rights Trainers' Guide, Nigeria Police Human Rights Pocket Handbook

Support Staff:

Bukar Ntasiri (Force Hqrs, Training and Staff Development Department),

Justina Laman (PRAWA)

AGENDA



TRAINING INSTITUTION BASED HUMAN RIGHTS TRAINING OF TRAINERS' WORKSHOP

[FOR THE POLICE MOBILE FORCE TRAINING SCHOOL, OSUN STATE)

DATE: 22ND – 26TH OCTOBER, 2019


VENUE: POLICE MOBILE FORCE TRAINING SCHOOL, OSUN STATE

Technical Partner/Lead Coordination:



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Supported by:

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Confederazione Svizzera
Confederaziun svizra

Federal Department of Foreign Affairs FDFA

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Day 1

Tuesday 22nd October, 2019:

9.00am: Arrival of Participants

9.00am– 9.30am: Registration / Pre Test

SESSION ONE – OPENING SESSION:

9.30am – 11.00am:

- ❖ Opening Prayers
- ❖ Introduction of Participants
- ❖ Welcome Address:
Commandant, Police Mobile Force Training School, Osun State
- ❖ About the Project and The Purpose of The Workshop
Ifunnaya Igbokwe (PRAWA Training Programme Outreach Officer)
- ❖ The Importance of the NPF Human Rights Training Programme, **CP Olafimihan Adeoye, Commissioner of Police in charge Special Anti - Robbery Squad Unit, Criminal Investigations Intelligence Bureau, Force Headquarters**

11.00 – 11.30am: Group Photograph/1st Break

11.30am – 12.00pm: SESSION TWO

- ❖ Participants Expectation and Agenda Setting
Abigail Edomaruse, Assistant Programme Officer, PRAWA

12.00 – 1.30pm: SESSION THREE

Introduction to Human Rights

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

Ifunnaya Igbokwe, Programme Training Programme Outreach Officer)

*Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the PMF Training School***[Participants Comments]**

1.30pm – 2.30pm: 2nd Break (Lunch)

2.30pm – 4.00pm: SESSION FOUR

Human Rights and the Police

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

Olafimihan Adeoye (NPF)

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions **[Participants Comments]**

4.00pm – 4.05pm:

Individual Home Work / Assignment & Closing Prayers

Individual Home Work / Assignment: Read Through the NPF Human Rights Training Manual and list key topics and modules you will recommend to be integrated into the PMF Training Curriculum/Training Programmes and indicate those to be trained (the recommended trainees) and the duration of the training. The written assignment to be submit the morning of the next day. Indicate your name on the submitted assignment

Day 2

Wednesday 23rd October, 2019

9.00am – 9.30am: Participants Registration / Submission of the Individual Home Work/ Assignment

9.30am – 9.35am: Opening Prayers

9.35am – 10.00am: Previous Day Recap

10.00am – 11.30am: SESSION FIVE

GUIDELINES FOR SELECTED POLICE INTERVENTIONS

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

CP Olafimihan Adeoye

11.30am – 12 noon: 1st Break

12 noon – 1.00pm: SESSION SIX

- **OVERVIEW OF CURRENT COURSES AT THE POLICE MOBILE FORCE TRAINING SCHOOL AND LIST COURSES AND TOPICS THAT REQUIRE INCLUSION OF HUMAN RIGHTS, INDICATE THE SPECIFIC TOPICS / MODULES TO BE INCLUDED**

[Group Work Divided According to the various courses) –

Facilitators: **CP Olafimihan Adeoye, Dr. Uju Agomoh and Mr. Ifunnaya Igbokwe**

1.00pm – 2.00pm: 2nd Break (Lunch)

2.00pm – 3.00pm: Group Report Back

Report Back (Group Chairs & Rapporteurs of all the groups)

Facilitators: **CP Olafimihan Adeoye, Dr. Uju Agomoh and Mr. Ifunnaya Igbokwe**

3.00pm – 4.10pm: 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)

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

4.10pm – 4.15pm: Home Assignment & Closing Prayers

Day 3

Thursday 24th October, 2019

9.00am – 9.30am: Participants Registration / Submission of the Individual Home Work/ Assignment

9.30am – 9.35am: Opening Prayers

9.35am – 10.00am: Previous Day Recap

10.00am – 11.30am: SESSION EIGHT

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

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

11.30am – 12.noon: 1st Break

12 noon - 1.30pm: SESSION NINE

Children's Rights:

(*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5*)

Mrs. Ogechi Ogu (Deputy Director, PRAWA)

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

1.30pm – 2.30pm: 2nd Break (Lunch)

2.30pm – 4.00pm: SESSION TEN

Use of Force and Firearm

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

Olafimihan Adeoye

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

4.00pm – 4.05pm: Home Assignment & Closing Prayers

Day 4

Friday 25th October, 2019

8.40am – 9.00am: Participants Registration / Submission of the Individual Home Work/ Assignment

9.00am – 9.10am: Opening Prayers/Recap

9.10am – 10.40am: SESSION ELEVEN

Gender and Human Rights

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

Mrs. Ogechi Ogu

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

10.40am – 12 noon: SESSION TWELVE

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

CP Olafimihan Adeoye

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

12noon – 1.00pm: SESSION THIRTEEN - Human Rights and Policing Elections *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9)*

Mr. Ifunnaya Igbokwe

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

1.00pm – 2.30pm: 2nd Break (Lunch/Prayer Break)

2.30pm – 4.00pm: SESSION FOURTEEN

TEACHING SKILLS AND METHODOLOGY

Dr. Uju Agomoh

4.00pm – 4.05pm: Home Work/Assignment & Closing Prayers

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. Action Planning on Strategies to Implement and Monitor the Integration/Mainstreaming of Training into Current Courses at their respective NPF Training Institutions.

Day 5

Saturday 26th October, 2019

8.40am – 9.00am: Participants Registration / Submission of the Individual Home Work/ Assignment

9.00am – 9.10am: Opening Prayers/Recap

9.10am – 10.40am: SESSION FIFTEEN

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

Dr. Uju Agomoh

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

10.40am – 12.30am: SESSION SIXTEEN

Nigeria Police Human Rights Desks – Manual of Guidance

(*NPF Human Rights Manual Part II*) **Mrs. Ogechi Ogu and Mr. Ifunanya Igbokwe**

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

12.30pm – 1.30pm: FURTHER PREPARATION OF THE GROUP ASSIGNMENT

1.30pm – 2.30pm: Group Work Presentation/

Workshop Evaluation / Post Test (**Abigail Edomaruse**)

2.30pm – 3.30pm: 2nd Break (Lunch)

3.30pm – 4.00pm: SESSION SEVENTEEN - FORMAL CLOSING SESSION

❖ Feedback / Comments: **(Two representatives from the participants)**

- ❖ Next Steps: **Dr. Uju Agomoh**, *Executive Director, PRAWA & Project Coordinator Nigeria Police Human Rights Training Project*
- ❖ Closing Remarks/Presentation of Certificates: Commandant, PMF Training School, Osun State
- ❖ Vote of Thanks
- ❖ Closing Prayers / Departure

KEY RESOURCE MATERIALS:

Nigeria Police Human Rights Training Manual; Nigeria Police Human Rights Trainers' Guide

AGENDA



TRAINING INSTITUTION BASED HUMAN RIGHTS TRAINING OF TRAINERS' WORKSHOP

[POLICE DETECTIVE COLLEGE ENUGU, ENUGU STATE]

DATE: 4TH – 8TH NOVEMBER, 2019

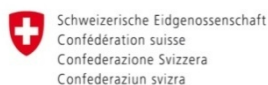
VENUE: POLICE DETECTIVE COLLEGE ENUGU, ENUGU STATE

Technical Partner/Lead Coordination:



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Day 1

Monday 4th November, 2019:

8.30am: Arrival of Participants

8.30am– 9.00am: Registration / Pre Test

9.00am – 9.15am:

- ❖ Introduction of Participants / Participants' Expectation and Agenda Setting
Linda Reuben (PRAWA Training Outreach Officer South East/South South)

9.15am – 10.45am:

1st TECHNICAL SESSION

TEACHING SKILLS AND METHODOLOGY & THE IMPORTANCE OF MAINSTREAMING HUMAN RIGHTS INTO THE TRAINING MODULES AND COURSES IN THE POLICE DETECTIVE COLLEGE ENUGU

Dr. Uju Agomoh (Executive Director, PRAWA & National Programme Coordinator, NPF Human Rights Programme)

HOME WORK (To be presented on the day 7th and 8th of November)

Group Assignment:

Participants to be divided into groups.

Assignment 1: Assign each group to the various Human Rights Topics contained in the NPF Human Rights Training Manual. Prepare and Deliver Training on the specific assigned topics.

Assignment 2: Action Planning on Strategies to Implement and Monitor the Integration/Mainstreaming of Training into Current Courses taught at the Police Detective College, Enugu. List all the courses taught at the college and allocate to the various groups.

Individual Assignment:

State the specific course(s) you teach at the Police Detective College Enugu and list all the modules as currently taught in the course, and indicate the topics and modules contained in the NPF Human Rights Training Manual that you will include or recommend to be included in the course you are teaching in the Police Detective College Enugu. Those that do not teach any course/subject/topic in the college may opt out of the individual assignment.

10.45am -12noon: SESSION TWO:

Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11*)

Linda Reuben & Dr. Uju Agomoh

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

12noon -12.30pm:

SESSION THREE – OPENING CEREMONY:

- ❖ Opening Prayers
- ❖ Introduction of Participants
- ❖ Welcome Address:
Commandant, Police Staff College, Enugu, Enugu State
- ❖ About the Project and The Purpose of The Workshop
Dr. Uju Agomoh (Executive Director, PRAWA & National Programme Coordinator, NPF Human Rights Programme)
- ❖ The Importance of the NPF Human Rights Training Programme
CP Olafimihan Adeoye, Commissioner of Police in charge Special Anti - Robbery Squad Unit, Criminal Investigations Intelligence Bureau, Force Headquarters

Group Photograph

12.30pm – 1.30pm: Lunch

1.30pm – 3.00pm: SESSION FOUR

Introduction to Human Rights

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

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the Police Detective College, Enugu [Participants Comments]

Chukwuma Ume, Country Component Deputy Team Lead / Senior Technical Advisor - GIZ Policing Programme

3.00pm – 4.30pm: SESSION FIVE

Human Rights and the Police

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2) **Ifunanya
Igbokwe (PRAWA Programme Officer) and
additional inputs from Chukwuma Ume** **with**

*Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into
the current courses being taught at the NPF Training Institutions [Participants Comments]*

4.30pm – 4.35pm:

Individual Home Work / Assignment & Closing Prayers

Individual Home Work / Assignment:

List ways/issues depicting the violation of human rights of police officers and recommend strategies to address these. Submit your completed assignment tomorrow morning at the registration desk.

Day 2

Tuesday 5th November, 2019

9.00am – 9.30am: Participants Registration / Submission of the Individual Home Work/
Assignment

9.30am – 9.35am: Opening Prayers

9.35am – 10.00am: Previous Day Recap

10.00am – 12noon: SESSION SIX

GUIDELINES FOR SELECTED POLICE INTERVENTIONS

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

CP Olafimihan Adeoye

12 noon – 1.00pm: Lunch

1.00pm – 2.30pm: SESSION SEVEN

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

Chukwuma Ume

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

2.30pm – 4.00pm: SESSION EIGHT

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

Ifunanya Igbokwe

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

4.00pm – 4.15pm: Home Assignment & Closing Prayers

Day 3

Wednesday 6th November, 2019

9.00am – 9.30am: Participants Registration / Submission of the Individual Home Work/ Assignment

9.30am – 9.35am: Opening Prayers

9.35am – 10.00am: Previous Day Recap

10.00am – 12 noon: SESSION NINE

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

Ogechi Ogu Esq (Deputy Director, PRAWA)

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

12noon – 1.00pm: Lunch

1.00pm – 2.45pm: SESSION TEN

Use of Force and Firearm
(*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6*) **CP**
Olafimihan Adeoye

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

2.45pm – 4.15pm: SESSION ELEVEN

Children's Rights:

(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5)

Ogechi OguEsq (Deputy Director, PRAWA)

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

4.15pm – 4.20pm: Home Assignment & Closing Prayers

Day 4

Thursday 7th November, 2019

8.40am – 9.00am: Participants Registration / Submission of the Individual Home Work/ Assignment

9.00am – 9.10am: Opening Prayers/Recap

9.10am – 10.40am:SESSION TWELVE

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

Ifunanya Igbokwe

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

10.40am – 12 noon: SESSION THIRTEEN

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

CP Olafimihan Adeoye

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

12noon – 1.00pm: Lunch

1.00pm – 2.30pm: SESSION FOURTEEN –

Nigeria Police Human Rights Desks – Manual of Guidance

(NPF Human Rights Manual Part II) Ifunanya Igbokwe

Reflections on How the Modules under This Chapter will best be Integrated/mainstreamed into the current courses being taught at the NPF Training Institutions [Participants Comments]

2.30pm – 4.30pm: SESSION FIFTEEN

DAY 1 GROUP ASSIGNMENT REPORT BACK:

- **a. OVERVIEW OF CURRENT COURSES AT THE POLICE DETECTIVE COLLEGE AND LIST COURSES AND TOPICS THAT REQUIRE INCLUSION OF HUMAN RIGHTS, INDICATE THE SPECIFIC TOPICS / MODULES TO BE INCLUDED**
- **b. GROUP PRESENTATION ON TRAINING ON ASSIGNED TOPICS**

**PANELISTS: COMMANDANT POLICE DETECTIVE COLLEGE ENUGU,
CP Olafimihan Adeoye, Ifunanya Igbokwe, Linda Reuben, Dr. Uju Agomoh**

4.30pm: Closing Prayer

Day 5

Friday 8th November, 2019

8.40am – 9.00am: Participants Registration / Submission of the Individual Home Work/ Assignment

9.00am – 9.10am: Opening Prayers/Recap

9.10am – 11.10am: SESSION SIXTEEN

Group Work Presentation

PANELISTS: COMMANDANT POLICE DETECTIVE COLLEGE ENUGU, CP Olafimihan Adeoye, Mr. Ifunanya Igbokwe, Ms Linda Reuben, Dr Uju Agomoh

11.10am – 11.40am: Workshop Evaluation / Post Test (**Albert Oko / Abigail Edomaruse**)

11.40pm – 1.00pm (SESSION SEVENTEEN - FORMAL CLOSING SESSION)

- ❖ Participants Feedback / Comments
- ❖ Next Steps
- ❖ ClosingRemarks
- ❖ Presentation of Certificates
- ❖ Vote of Thanks: Deputy Commandant, Police Detective College Enugu
- ❖ Closing Prayers / Departure

KEY RESOURCE MATERIALS: Nigeria Police Human Rights Training Manual; Nigeria Police Human Rights Trainers' Guide

AGENDA



HUMAN RIGHTS TRAINING PROGRAMME

STATE BASED TRAINING

FOR

**SPECIAL ANTI - ROBBERY SQUAD
(SARS) OFFICERS IN RIVERS STATE**

12 – 14 November, 2019

Supported by:

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Technical Partner



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Day 1 – Tuesday 12th November 2019

8.00am – 8.30am: Arrival / Registration of Participants / Administration of Pre – Test

8.30am – 9.00am:

Opening Ceremony

- ❖ National Anthem / National Prayer

- ❖ Introduction of Guests/Participants

- ❖ Welcome Address:
**CP Juvenius Uchenna Ewuh, Commander Special Anti – Robbery Squad,
Nigeria Police Force, Rivers State Command**

- ❖ Brief Information on the Nigeria Police Force Human Rights Programme and the Objectives of the Workshop: **Dr. Uju Agomoh Executive Director, PRAWA & National Programme Coordinator, NPF Human Rights Training Programme**

- ❖ Remarks by: **Representative of the GIZ Police Programme Africa AIG James Caucrick Rtd**

- ❖ Special Remarks & Formal Declaration of the Workshop Open
CP Mustapha Dandaura, Commissioner of Police, Rivers State Command

- ❖ Group Photograph/Tea & Media Break

Day 1 – Tuesday 12th November 2019 Continues

9.00am – 10.00am: Technical Session One

- ❖ Agenda Setting / Participants' Expectations
- ❖ **A Typical Day in the Life of A SARS Officer** (Participants Open Discussions / Brainstorming)

(Understanding the Context, Strengths/Weaknesses/Opportunities/Threats for the NPF Special Anti - Robbery Squad); Short Debate: #EndSARS versus #Monitor&SupportSARS

Dr. Uju Agomoh

&

Effective Training Tips

(Planning and Implementation of Step Down /Follow Up Trainings on Human Rights to SARS officers)

- ❖ Video – The Tree

Dr. Uju Agomoh

10.00am – 11.15am: Technical Session Two

- ❖ **Introduction to Human Rights**

(Definition, Characteristics & History of Human Rights; Classifications of Human Rights and Overview of Relevant Human Rights Laws & Conventions; Introduction to National, Regional & International Human Rights Mechanisms)

Katumi Oborien Esq

11.15am – 12.30pm: Technical Session Three

- ❖ **Human Rights & The Police**

(Definition, Characteristics of Human Rights-Based Policing; Code of Conduct & Professional Standards for Police Officers; Why Nigeria Police Force Should Promote & Protect Human Rights; Rights of Police Officers and Human Rights in Police Administration)

Ogechi Ogu Esq

12.30pm – 1.45pm: Technical Session Four

Guidelines for Selected Police Interventions

(Police Foot and Mobile Patrols; Language and Citizens' Contact; Police Crowd Control Operations; Declaring a Crime Scene or Critical Incident Area; Police Search and Seizures; Police Arrest)

AIG James Caulcrick (Rtd)

1.45pm – 2.45pm: Lunch

2.45pm – 4.00pm: Technical Session Five

❖ **Gender and Human Rights**

(Women's Rights are Human Rights; Policing & Protection of Rights of Women and Vulnerable Groups; Policing and Gender Based Violence (GBV); Protection of Women In Emergency and Conflict Situations; Gender Lens In Handling Human Trafficked Victims; Policing Female Suspects/Offenders / Criminals and Human Security Using Gender Lens; and Promoting Gender Mainstreaming in the Nigeria Police Institutions and Work)

Mercedes Alfa Esq

4.00pm – 4.15pm: Home Work / Assignments/Closing Prayers

Day 2 – Wednesday 13th November 2019

9.00am – 9.15am: Opening Prayers/Day 1 Recap

Mercedes Alfa

9.15am – 10.30am: Technical Session Six

❖ **Children's Rights (including a focus on Human Rights and the Treatment of Children and Young Persons in Conflict with the Law by SARS Cases)**

(Rationale for the Introduction of a Child Right Based Approach in the Nigeria Police Force; Description and Explanation of Basic Child Rights Principles; Some of the Existing Gaps in Law/Policies and Practices in Relation to the Observance of Child Rights in Nigeria; Competencies Necessary for the Observance of Child's Rights)

Ogechi Ogu Esq

10.30am – 10.45am: Tea Break

10.45am – 12.noon: Technical Session Seven

❖ **Effective Crime Investigation and Interrogation Skills**

(Introduction and Purpose of Police Investigation, Methods & Core Principles of Police Investigations, Responsibilities of Police Officers During Investigations of a Crime, Methods To Ensure that Human Rights are Respected & Protected During Investigation, Basic Conduct, Scene Preservation, Personal Protection Equipment, Exhibit Packaging, Scene Documentation, Scene Sketching, Photography, Fingerprints, Shoemarks and Tyremarks, Ballistics, DNA, Documents Evidence, Drugs & Alcohol, Digital Evidence, Fibres, Toolmarks)

AIG James Caulcrick (Rtd)

12noon – 1.15pm: Technical Session Eight

❖ **Speeding Up Criminal Justice Process and Human Rights**

(Introduction and Rationale for Speeding Up Criminal Justice Delivery Process; Understanding the Causes of Delay in the Criminal Justice Process and the Role of the Police in this Process; Human Rights and Police Case Management System; Speeding Up Criminal Justice Process – Rights of Victims & Witnesses)

Katunmi Oborien Esq

1.15pm – 2.15pm: Technical Session Nine

❖ **Treatment of Victims and Witnesses**

*(Rationale for observance of Human Rights for Victims and Witnesses; Witness Support Scheme & Tracking of Witnesses, Provision of Information & Updates to Witnesses; Witness Protection)
Video - The Dangers of A Single Story*

Mercedes Alfa

2.15pm – 3.15pm: Lunch

3.15pm – 4.30pm: Technical Session Ten

❖ **Use of Force and Firearms**

(Use of Force; Use of Firearms; Procedure for the Use of Force, Firearms and Other Law Enforcement Equipment; Conducting Anti-Crime Patrols; Capacity to Suppress Riots or Other Violent Incidence that are Beyond the Capacity of Conventional Police Operations).

AIG James Caulcrick (Rtd)

4.30pm – 4.40pm: Home Work / Assignments/Closing Prayers

Day 3 – Thursday 14th November 2019

9.00am – 9.15am: Opening Prayers/Day 1 Recap (**Katumi Oborien**)

9.15am – 10.45am: Technical Session Eleven

Human Rights, Civil Disorder and Terrorism

(Definition of Terrorism and Declaration of a Person, Group or Organization as Terrorist; Assessing the Human Rights Safe Guards as Contained in the Terrorism Act; Terrorism as Violations of Human Rights; Terrorism as a Consequence of Human Rights Violations; Rights of Suspected Terrorists; Human Rights Based Investigation and Prosecution of Terrorism Cases and Witness Protection; Detention of Terrorism Suspects and Human Rights; Gender Perspectives to Countering Terrorism and Processing of Terrorism Suspects; Introduction to Civil Disorder and Human Rights; Laws and Conventions Relating to Civil Disorder and Human Rights; Gaps in the Laws/Policies and Practices and Possible Solutions to Address these; Other Recommended Strategies/Measures in the Management of Civil Disorders).

Ogechi Ogu Esq

10.15am – 10.45am: Tea Break

10.45am – 12.15pm: Technical Session Twelve

❖ **Rights of Persons Under Detention and Prevention of Torture**

(Rationale for Protecting the Rights of Persons Under Detention; The Rights of Detainees and Prisoners In Relation To Physical Integrity; Rights of Detainees and Prisoners in Relation to Their Rights To Adequate Standard Of Living; Prohibition of Torture & Ill-Treatment, Anti – Torture Act 2017, United Nations Conventions for the Prevention of Torture, Cruel, Inhuman and Degrading Treatment – UNCAT, Optional Protocol to the United Nations Convention on Torture, Cruel, Inhuman and Degrading Treatment)

DIG Salihu Argungu Hashimu Rtd

11.45am – 1.30pm: Technical Session Thirteen

GROUP EXECISES REPORT BACK

Panelists: Dr Uju Agomoh, DIG Salihu Argungu Hashimu Rtd, Mercedes Alfa

1.30pm – 2.00pm: Administration of Post Test

Linda Reuben

2.00pm - 3.00pm: Session Fourteen - Closing Session

Presentation on the Overview and Impact of the Training (Two Participants)

Next Steps:

Dr. Uju Agomoh, Executive Director – PRAWA

Remarks:

- GIZ Representative
- DIG Salihu Argungu Hashimu Rtd

Presentation of Certificate and Formal Declaration of the Workshop Closed:

- CP Mustapha Dandaura, Commissioner of Police, Rivers State Command

Vote of Thanks:

CSP Juvenius Uchnna Ewuh, O/C SARS Rivers State

Closing Prayers / Group Photograph

❖ 3.00pm: Lunch / Departure

Rapporteurs:Linda Reuben, Abigail Edomaruse

Support Staff:Oby Ene-Chukwu

AGENDA



HUMAN RIGHTS TRAINING PROGRAMME

RIVERS STATE BASED TRAINING WORKSHOP

15th – 16th November, 2019

ON

**STRENGTHENING OF MONITORING &
PROVISION OF SUPPORT TO THE NPF
SPECIAL ANTI-ROBBERY SQUAD (SARS)**

Supported by:

giz

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Day 1 – Friday 15th November 2019

- ❖ 8.40am – 9.00am: Arrival / Registration of Participants / Administration of Pre – Test

9.00am – 10.00am: Opening Session

Opening Ceremony

- ❖ Opening Prayers
- ❖ National Anthem
- ❖ Introduction of Guests/Participants
- ❖ Welcome Address: **CP Mustapha Dandaura, Commissioners of Police, Rivers State Command**

- ❖ Remarks: **Hartmut Zander, Deputy Project Manager, GIZ Police Programme Africa in Nigeria**

- ❖ Brief Information on the Nigeria Police Force Human Rights Programme and the Objectives of the Workshop: **Dr. Uju Agomoh (Executive Director PRAWA & National Programme Coordinator, NPF Human Rights Training Programme)**

- ❖ Goodwill Messages:
 - **State Coordinator National Human Rights Commission, Rivers State**
 - **State Coordinator, Legal Aid Council of Nigeria, Rivers State**
 - **Chairman, Nigerian Bar Association Human Rights Committee, Port Harcourt Branch**
 - **Representative of the Rivers State Justice Sector Reform Team**
 - **Director of Public Prosecution, Rivers State**
 - **Chief Judge of River State**
 - **DIG Hashimu Salihu Argungu (Rtd)**

- ❖ Special Remarks & Formal Declaration of the Workshop Open
Representative of the Inspector General of Police

- ❖ Group Photograph/Tea & Media Break

Day 1 – Friday 15th November 2019 Continues

10.00am – 11.00am: Technical Session One

- ❖ Agenda Setting / Participants' Expectations
- ❖ **Brief Overview of the Obligations and Responsibilities Under International & Domestic Law**

(Highlight of Some of the International Standards; Requirement for Police Accountability Under International & Regional Human Rights Law, Overview of the relevant sections of the CFRN 1999, the Police Act, Torture Act, ACJA that places obligations and responsibilities on the Police/SARS)

Ogechi Ogu Esq

11noon – 12.noon: Technical Session Two

- ❖ **Code of Conduct , Professional Standards for Police Officers, Issues, Challenges and Recommendation for Promoting Accountability and Effective Oversight**

(Ethics, Code of Conduct for the Police and Other Law Enforcement Officers, Democratic Policing/Human Rights Based Policing; Accountability before, during and after Operations; Importance of Internal and External Oversight Mechanisms and how they complement each other; Factors to Consider in Setting Up Oversight Mechanism); A Comprehensive Model of Effective Police Accountability & Oversight)

DIG Hashimu Salihu Argungu (Rtd)

12noon – 1.30pm: Technical Session Three

Review of the Monitoring Template & Guidelines for Action (Part I)

- ❖ Checklist 1 – Arrest (Refer to pages 6-7)
- ❖ Checklist 2 - Police Custody (Refer to pages 8-9)
- ❖ Checklist 3 - Monitoring Pre Trial Detention Trend (Refer to page 10)
- ❖ Checklist 4 – Monitoring of Information Provision to Suspects and Detainees (Refer to page 11)
- ❖ Checklist 5 – Monitoring Cases Involving Extra-Judicial Killings and Torture (Refer to pages 12-13)
- ❖ Checklist 6 – Monitoring Alleged Cases of Rape (Refer to page 14)

Dr. Uju Agomoh & AIG James Caulcrick Rtd

1.30pm – 2.30pm: Lunch / Prayer Break

2.30pm – 4.00pm: Technical Session Four

Review of the Monitoring Template & Guidelines for Action (Part II)

- ❖ Checklist 7 – Monitoring Allegations of Systemic Corruption (Refer to page 15)
- ❖ Checklist 8 – Monitoring Complainant Procedure (Refer to pages 16-17)
- ❖ Checklist 9 – Evaluating Police Investigating Capacity (Refer to pages 18-20)
- ❖ Checklist 10 – Complaints Post Investigation Template (Refer to page 21)
- ❖ Checklist 11 – Assessment of Performance of Police Internal Oversight Mechanism (Refer to page 22)
- ❖ Checklist 12 – Monitoring and Evaluating Civilian Oversight Mechanisms (Refer to page 23)
- ❖ Checklist 13 – A Framework for Evaluating Complaints Mechanisms (Refer to pages 24-25)
- ❖ Checklist 14 – Assessment of the Support Level to Police/SARS and Other Specialized Units (Refer to page 26)
- ❖ Checklist 15 – Monitoring and Evaluation & Guide for Action (Refer to pages 27-28)

DIG Hashimu Salihu Argungu (Rtd) & Dr. Uju Agomoh

4.00pm – 4.30pm: Assignment/Home Work

(1). Individual Assignment:

Clearly state ways your organization currently monitor and/or support the work of SARS, identify the strengths, weaknesses, opportunities, and threats to these and state your Recommendations.

(2) Group Assignment:

Group 1: Issues being highlighted by the #EndSARS Campaigners and Recommendations to address these **Facilitator: Mercedes Alfa**

Group 2: Identification of Challenges and Achievements of SARS and Recommendations for the Campaign towards #Monitor&SupportSARS **Facilitator: Linda Reuben**

- ❖ Day 1 Close / Closing Prayers

Day 2 – Saturday 16th November, 2019

9.00am – 9.15am: Opening Prayers/Day 1 Recap

9.15am – 10.15am: Technical Session Four

❖ **Implementation of the Administration of Criminal Justice Law of Delta State – Enhancing and Monitoring the Compliance by SARS**

(Overview of the provisions of the ACJL of Enugu State, the implementation of the law and practice in relation to these provisions, identification of mechanisms that will enhance/ promote/ support SARS compliance in relation to these provisions)

Ogechi Ogu Esq

10.15am – 10.45am: Tea Break

10.45am – 11.45am: Technical Session Five

❖ **Dealing with Complaints Against SARS Officers**

(Importance of ensuring that members of the public and officers can file complaints (The Accessibility and effectiveness of the Grievance Procedure/Recommended Good Practices), Investigation into the Complaints; Differences between Criminal and Disciplinary Proceedings; Witness Protection & Support; Lessons Learning Approach from Complaints)

AIG James Caulcrick (Rtd)

11.45am – 12.45pm: Technical Session Six

❖ **Mapping of the Organizations/Mechanisms that currently provides oversight and support to the NPF / SARS**

(Names, functions, mandate, challenges & Achievements of the organizations / mechanisms that currently provide oversight and support to NPF/SARS; Strengths/Weaknesses/Opportunities/Threats for the NPF/ Special Anti-Robbery Squad Monitoring and Support Mechanisms)

Dr. Uju Agomoh & Mercedes Alfa

12.45pm – 1.45pm: Technical Session Seven

- ❖ Presentation of Home Work

Panelists: ***Katumi Oborien, Mercedes Alfa, Ogechi Ogu, Uju Agomoh, AIG James Caulcrick Rtd***

1.45pm – 2.45pm: Technical Session Seven

Group Work/Report Back

- ❖ **Planning for Next Steps / #Campaign to Monitor and Support SARS in Rivers State**
–

(Monitoring Team + Support Team)

Facilitators: Dr. Uju Agomoh & AIG James Caulcrick (Rtd)

2.45pm – 3.00pm

2.45pm- 3.45pm: Closing Session

- ❖ **Closing Addressing** – CP Mustapha Dandaura, Commissioners of Police, Rivers State Command
- ❖ **Remarks**
Dr. Uju Agomoh (PRAWA)
- ❖ **Next Steps**
 - Hartmut Zander, Deputy Project Manager, GIZ Police Programme Africa in Nigeria
 - DIG Training and Staff Development, Force Hqrs
- ❖ **Presentation of Certificate & Official Closing of the Workshop**
Representative of the Inspector General of Police
- ❖ Vote of Thanks: CSP Juvenius Uchenna Ewuh, O/C SARS Rivers State
- ❖ Closing Prayers / Departure

2.45pm – 3.45pm: Lunch

Rapporteurs: Linda Reuben, Abigail Edomaruse

Support Staff: Oby Ene-Chukwu



HUMAN RIGHTS TRAINING PROGRAMME

**STATE BASED TRAINING
FOR
SPECIAL ANTI - ROBBERY SQUAD
(SARS) OFFICERS IN DELTA STATE**

18 – 20 November, 2019

Supported by:



Technical Partner



www.prawa.org

Day 1 – Monday 18th November 2019

8.30am – 8.30am: Arrival / Registration of Participants / Administration of Pre – Test

8.30am – 9.00am:

Opening Ceremony

- ❖ National Anthem / National Prayer

- ❖ Introduction of Guests/Participants

- ❖ Welcome Address:
CSP Masoyi Dadi, Commander Special Anti – Robbery Squad, Nigeria Police Force, Rivers State Command

- ❖ Brief Information on the Nigeria Police Force Human Rights Programme and the Objectives of the Workshop: **Dr, Uju Agomoh Executive Director, PRAWA & National Programme Coordinator, NPF Human Rights Training Programme**

- ❖ Remarks by: **Representative of the GIZ Police Programme Africa AIG James Caucrick RtdCP Adeyinka Adeleke, Commissioner of Police, Delta State Command**

- ❖ Special Remarks & Formal Declaration of the Workshop Open
Representative of the Inspector General of Police

- ❖ Group Photograph/Tea & Media Break

Day 1 – Monday 18th November 2019 Continues

9.00am – 10.00am: Technical Session One

- ❖ Agenda Setting / Participants' Expectations
- ❖ **A Typical Day in the Life of A SARS Officer** (Participants Open Discussions / Brainstorming)

(Understanding the Context, Strengths/Weaknesses/Opportunities/Threats for the NPF Special Anti - Robbery Squad); Short Debate: #EndSARS versus #Monitor&SupportSARS

Dr. Uju Agomoh / Mercedes Alfa

&

Effective Training Tips

(Planning and Implementation of Step Down /Follow Up Trainings on Human Rights to SARS officers)

- ❖ Video – The Tree

Dr. Uju Agomoh

10.00am – 11.15am: Technical Session Two

- ❖ **Introduction to Human Rights**

(Definition, Characteristics & History of Human Rights; Classifications of Human Rights and Overview of Relevant Human Rights Laws & Conventions; Introduction to National, Regional & International Human Rights Mechanisms)

Ogechi Ogu Esq

11.15am – 12.30pm: Technical Session Three

- ❖ **Human Rights & The Police**

(Definition, Characteristics of Human Rights-Based Policing; Code of Conduct & Professional Standards for Police Officers; Why Nigeria Police Force Should Promote & Protect Human Rights; Rights of Police Officers and Human Rights in Police Administration)

Dr. Uju Agomoh

12.30pm – 1.45pm: Technical Session Four

Guidelines for Selected Police Interventions

(Police Foot and Mobile Patrols; Language and Citizens' Contact; Police Crowd Control Operations; Declaring a Crime Scene or Critical Incident Area; Police Search and Seizures; Police Arrest)

AIG James Caulcrick (Rtd)

1.45pm – 2.45pm: Lunch

2.45pm – 4.00pm: Technical Session Five

❖ **Gender and Human Rights**

(Women's Rights are Human Rights; Policing & Protection of Rights of Women and Vulnerable Groups; Policing and Gender Based Violence (GBV); Protection of Women In Emergency and Conflict Situations; Gender Lens In Handling Human Trafficked Victims; Policing Female Suspects/Offenders / Criminals and Human Security Using Gender Lens; and Promoting Gender Mainstreaming in the Nigeria Police Institutions and Work)

Mercedes Alfa Esq

4.00pm – 4.15pm: Home Work / Assignments/Closing Prayers

Day 2 – Tuesday 19th November 2019

9.00am – 9.15am: Opening Prayers/Day 1 Recap

Mercedes Alfa

9.15am – 10.30am: Technical Session Six

❖ **Children's Rights (including a focus on Human Rights and the Treatment of Children and Young Persons in Conflict with the Law by SARS Cases)**

(Rationale for the Introduction of a Child Right Based Approach in the Nigeria Police Force; Description and Explanation of Basic Child Rights Principles; Some of the Existing Gaps in Law/Policies and Practices in Relation to the Observance of Child Rights in Nigeria; Competencies Necessary for the Observance of Child's Rights)

Ogechi Ogu Esq

10.30am – 10.45am: Tea Break

10.45am – 12.noon: Technical Session Seven

❖ **Effective Crime Investigation and Interrogation Skills**

(Introduction and Purpose of Police Investigation, Methods & Core Principles of Police Investigations, Responsibilities of Police Officers During Investigations of a Crime, Methods To Ensure that Human Rights are Respected & Protected During Investigation, Basic Conduct, Scene Preservation, Personal Protection Equipment, Exhibit Packaging, Scene Documentation, Scene Sketching, Photography, Fingerprints, Shoemarks and Tyremarks, Ballistics, DNA, Documents Evidence, Drugs & Alcohol, Digital Evidence, Fibres, Toolmarks)

AIG James Caulcrick (Rtd)

12noon – 1.15pm: Technical Session Eight

❖ **Speeding Up Criminal Justice Process and Human Rights**

(Introduction and Rationale for Speeding Up Criminal Justice Delivery Process; Understanding the Causes of Delay in the Criminal Justice Process and the Role of the Police in this Process; Human Rights and Police Case Management System; Speeding Up Criminal Justice Process – Rights of Victims & Witnesses)

Katumi Oborien Esq

1.15pm – 2.15pm: Technical Session Nine

❖ **Treatment of Victims and Witnesses**

*(Rationale for observance of Human Rights for Victims and Witnesses; Witness Support Scheme & Tracking of Witnesses, Provision of Information & Updates to Witnesses; Witness Protection)
Video - The Dangers of A Single Story*

Mercedes Alfa

2.15pm – 3.15pm: Lunch

3.15pm – 4.30pm: Technical Session Ten

❖ **Use of Force and Firearms**

(Use of Force; Use of Firearms; Procedure for the Use of Force, Firearms and Other Law Enforcement Equipment; Conducting Anti-Crime Patrols; Capacity to Suppress Riots or Other Violent Incidence that are Beyond the Capacity of Conventional Police Operations).

AIG James Caulcrick (Rtd)

4.30pm – 4.40pm: Home Work / Assignments/Closing Prayers

Day 3 – Wednesday 20th November 2019

9.00am – 9.15am: Opening Prayers/Day 1 Recap (**Mercedes Alfa**)

9.15am – 10.45am: Technical Session Eleven

Human Rights, Civil Disorder and Terrorism

(Definition of Terrorism and Declaration of a Person, Group or Organization as Terrorist; Assessing the Human Rights Safe Guards as Contained in the Terrorism Act; Terrorism as Violations of Human Rights; Terrorism as a Consequence of Human Rights Violations; Rights of Suspected Terrorists; Human Rights Based Investigation and Prosecution of Terrorism Cases and Witness Protection; Detention of Terrorism Suspects and Human Rights; Gender Perspectives to Countering Terrorism and Processing of Terrorism Suspects; Introduction to Civil Disorder and Human Rights; Laws and Conventions Relating to Civil Disorder and Human Rights; Gaps in the Laws/Policies and Practices and Possible Solutions to Address these; Other Recommended Strategies/Measures in the Management of Civil Disorders).

Ogechi Ogu Esq

10.15am – 10.45am: Tea Break

10.45am – 12.15pm: Technical Session Twelve

❖ **Rights of Persons Under Detention and Prevention of Torture**

(Rationale for Protecting the Rights of Persons Under Detention; The Rights of Detainees and Prisoners In Relation To Physical Integrity; Rights of Detainees and Prisoners in Relation to Their Rights To Adequate Standard Of Living; Prohibition of Torture & Ill-Treatment, Anti – Torture Act 2017, United Nations Conventions for the Prevention of Torture, Cruel, Inhuman and Degrading Treatment – UNCAT, Optional Protocol to the United Nations Convention on Torture, Cruel, Inhuman and Degrading Treatment)

DIG Salihu Argungu Hashimu Rtd

11.45am – 1.30pm: Technical Session Thirteen

GROUP EXECISES REPORT BACK

Panelists: Ogechi Ogu Esq, Mercedes Alfa, Dr. Uju Agomoh, DIG Salihu Argungu Hashimu Rtd, Katumi Oborien

1.30pm – 2.00pm: Administration of Post Test

Linda Reuben

2.00pm - 3.00pm: Session Fourteen - Closing Session

Presentation on the Overview and Impact of the Training (Two Participants)

Next Steps:

Dr. Uju Agomoh, Executive Director – PRAWA

Remarks:

- GIZ Representative
- DIG Salihu Argungu Hashimu Rtd
- CP Adeyinka Adeleke, Commissioner of Police, Delta State Command

Presentation of Certificate and Formal Declaration of the Workshop Closed:

- Representative of the Inspector General of Police

Vote of Thanks:

CSP Masoyi Dadi, O/C SARS Delta State

Closing Prayers / Group Photograph

❖ 3.00pm: Lunch / Departure

Rapporteurs:Linda Reuben, Abigail Edomaruse

Support Staff:Oby Ene-Chukwu



HUMAN RIGHTS TRAINING PROGRAMME

DELTA STATE BASED TRAINING WORKSHOP

21st – 22nd NOVEMBER, 2019

ON

STRENGTHENING OF MONITORING & PROVISION OF SUPPORT TO THE NPF SPECIAL ANTI- ROBBERY SQUAD (SARS)

Supported by:

giz

Technical Partner



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Day 1 – Thursday 21st November 2019

- ❖ 8.40am – 9.00am: Arrival / Registration of Participants / Administration of Pre – Test

9.00am – 10.00am: Opening Session

Opening Ceremony

- ❖ Opening Prayers
- ❖ National Anthem
- ❖ Introduction of Guests/Participants
- ❖ Welcome Address: **CP Adeyinka Adeleke, Commissioner of Police, Delta State Command**
- ❖ Remarks: **Hartmut Zander, Deputy Project Manager, GIZ Police Programme Africa in Nigeria**
- ❖ Brief Information on the Nigeria Police Force Human Rights Programme and the Objectives of the Workshop: **Dr. Uju Agomoh (Executive Director PRAWA & National Programme Coordinator, NPF Human Rights Training Programme)**
- ❖ Goodwill Messages:
 - **State Coordinator National Human Rights Commission, Delta State**
 - **State Coordinator, Legal Aid Council of Nigeria, Delta State**
 - **Chairman, Nigerian Bar Association, Asaba Branch**
 - **Representative of the Delta State Justice Sector Reform Team**
 - **Director of Public Prosecution, Delta State**
 - **Chief Judge of Delta State**
 - **DIG Hashimu Salihu Argungu (Rtd)**

- ❖ Special Remarks & Formal Declaration of the Workshop Open

Representative of the Inspector General of Police

- ❖ Group Photograph/Tea & Media Break

Day 1 – Thursday 21st November 2019 Continues

10.00am – 11.00am: Technical Session One

- ❖ Agenda Setting / Participants' Expectations

- ❖ **Brief Overview of the Obligations and Responsibilities Under International & Domestic Law**

(Highlight of Some of the International Standards; Requirement for Police Accountability Under International & Regional Human Rights Law, Overview of the relevant sections of the CFRN 1999, the Police Act, Torture Act, ACJA that places obligations and responsibilities on the Police/SARS)

Ogechi Ogu Esq

11noon – 12.noon: Technical Session Two

- ❖ **Code of Conduct , Professional Standards for Police Officers, Issues, Challenges and Recommendation for Promoting Accountability and Effective Oversight**

(Ethics, Code of Conduct for the Police and Other Law Enforcement Officers, Democratic Policing/Human Rights Based Policing; Accountability before, during and after Operations; Importance of Internal and External Oversight Mechanisms and how they complement each other; Factors to Consider in Setting Up Oversight Mechanism); A Comprehensive Model of Effective Police Accountability & Oversight)

DIG Hashimu Salihu Argungu (Rtd)

12noon – 1.30pm: Technical Session Three

Review of the Monitoring Template & Guidelines for Action (Part I)

- ❖ Checklist 1 – Arrest (Refer to pages 6-7)
- ❖ Checklist 2 - Police Custody (Refer to pages 8-9)
- ❖ Checklist 3 - Monitoring Pre Trial Detention Trend (Refer to page 10)
- ❖ Checklist 4 – Monitoring of Information Provision to Suspects and Detainees

(Refer to page 11)

- ❖ Checklist 5 – Monitoring Cases Involving Extra-Judicial Killings and Torture

(Refer to pages 12-13)

- ❖ Checklist 6 – Monitoring Alleged Cases of Rape (Refer to page 14)

Dr. Uju Agomoh & AIG James Caulcrick Rtd

1.30pm – 2.30pm: Lunch / Prayer Break

2.30pm – 4.00pm: Technical Session Four

Review of the Monitoring Template & Guidelines for Action (Part II)

- ❖ Checklist 7 – Monitoring Allegations of Systemic Corruption (Refer to page 15)
- ❖ Checklist 8 – Monitoring Complainant Procedure (Refer to pages 16-17)
- ❖ Checklist 9 – Evaluating Police Investigating Capacity (Refer to pages 18-20)
- ❖ Checklist 10 – Complaints Post Investigation Template (Refer to page 21)
- ❖ Checklist 11 – Assessment of Performance of Police Internal Oversight Mechanism

(Refer to page 22)

- ❖ Checklist 12 – Monitoring and Evaluating Civilian Oversight Mechanisms

(Refer to page 23)

- ❖ Checklist 13 – A Framework for Evaluating Complaints Mechanisms

(Refer to pages 24-25)

- ❖ Checklist 14 – Assessment of the Support Level to Police/SARS and

Other Specialized Units (Refer to page 26)

- ❖ Checklist 15 – Monitoring and Evaluation & Guide for Action (Refer to pages 27-28)

DIG Hashimu Salihu Argungu (Rtd) & Dr. Uju Agomoh

4.00pm – 4.30pm: Assignment/Home Work

(1). *Individual Assignment:*

Clearly state ways your organization currently monitor and/or support the work of SARS, identify the strengths, weaknesses, opportunities, and threats to these and state your Recommendations.

(2) *Group Assignment:*

Group 1: Issues being highlighted by the #EndSARS Campaigners and Recommendations to address these **Facilitator: Mercedes Alfa**

Group 2: Identification of Challenges and Achievements of SARS and Recommendations for the Campaign towards #Monitor&SupportSARS **Facilitator: Katumi Oborien & Linda Reuben**

❖ Day 1 Close / Closing Prayers

Day 2 – Friday 22nd November, 2019

9.00am – 9.15am: Opening Prayers/Day 1 Recap

9.15am – 10.15am: Technical Session Four

❖ **Implementation of the Administration of Criminal Justice Law of Delta State – Enhancing and Monitoring the Compliance by SARS**

(Overview of the provisions of the ACJL of Enugu State, the implementation of the law and practice in relation to these provisions, identification of mechanisms that will enhance/ promote/ support SARS compliance in relation to these provisions)

Ogechi Ogu Esq

10.15am – 10.45am: Tea Break

10.45am – 11.45am: Technical Session Five

❖ **Dealing with Complaints Against SARS Officers**

(Importance of ensuring that members of the public and officers can file complaints (The Accessibility and effectiveness of the Grievance Procedure/Recommended Good Practices), Investigation into the Complaints; Differences between Criminal and Disciplinary Proceedings; Witness Protection & Support; Lessons Learning Approach from Complaints)

AIG James Caulcrick (Rtd)

11.45am – 12.45pm: Technical Session Six

❖ **Mapping of the Organizations/Mechanisms that currently provides oversight and support to the NPF / SARS**

*(Names, functions, mandate, challenges & Achievements of the organizations / mechanisms that currently provide oversight and support to NPF/SARS;
Strengths/Weaknesses/Opportunities/Threats for the NPF/ Special Anti-Robbery Squad Monitoring and Support Mechanisms)*

Dr. Uju Agomoh & Mercedes Alfa

12.45pm – 1.45pm: Technical Session Seven

❖ Presentation of Home Work

Panelists: **All the Resource Persons**

1.45pm – 2.45pm: Technical Session Seven

Group Work/Report Back

❖ **Planning for Next Steps / #Campaign to Monitor and Support SARS in Delta State–**

(Monitoring Team + Support Team)

Facilitators: AIG James Caulcrick (Rtd), Ogechi Ogu Esq

2.45pm – 3.00pm

2.45pm- 3.45pm: Closing Session

❖ **Closing Addressing** – CP Adeyinka Adeleke, Commissioners of Police, Delta State Command

❖ **Remarks**

Dr. Uju Agomoh (PRAWA)

❖ **Next Steps**

- Hartmut Zander, Deputy Project Manager, GIZ Police Programme Africa in Nigeria
- DIG Training and Staff Development, Force Hqrs

❖ **Presentation of Certificate & Official Closing of the Workshop**

Representative of the Inspector General of Police

- ❖ Vote of Thanks: CSP Masoyi Dadi, O/C SARS Delta State

- ❖ Closing Prayers / Departure

2.45pm – 3.45pm: Lunch

Rapporteurs: Linda Reuben, Abigail Edomaruse

Support Staff: Oby Ene-Chukwu