

# NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020



## PROJECT ACTIVITY NARRATIVE REPORT 2017

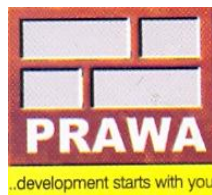
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## **EXECUTIVE SUMMARY**

In 2010, Nigeria and Switzerland entered into a regular dialogue on human rights with the aim of achieving effective human rights protection and promotion in both countries. This dialogue identified the issue of human rights training within the Police Force as a key intervention in the quest for the enhancement of human rights observance in Nigeria. As a result of this, the Embassy of Switzerland who were later joined by the European Union through the United Nations Office on Drugs and Crimes (UNODC) and German International Corporation (GIZ) supported in phases the implementation of the project in Nigeria.

This report presents highlights on the activities implemented on the Human Rights Training Program for the Nigeria Police Force undertaken by Prisoners Rehabilitation and Welfare Action (PRAWA) with support of the Embassy of Switzerland, European Union (EU) through the United Nations Office on Drugs and Crime (UNODC) and German International Corporation (GIZ). The aim is to reduce the occurrences of human rights violations by officers of the Nigeria Police Force and strengthen their operational and processing capacities.

The first part of the report highlights the planning activity of the project in a two day retreat attended by individuals pulled from various Non-Governmental Organizations and the Nigeria Police Force (NPF). The output of the workshop was the Nigeria Police Force Human Rights Training Programme National Roll Out Implementation Plan (2015-2020). Plans put in place were the printing of the Nigeria Police Force (NPF) human rights manual and other resource materials, presentation and dissemination of these materials, training of trainers for the NPF Instructors in the training institutions, facilitation and adoption of the training s at the station level, supporting and monitoring of the trainings and the impact assessment.

The second part focuses on the various workshops implemented in the year under review categorised into Training for all the Police Instructors in a selected NPF Training Institution to enable each instructor mainstream the relevant modules of the NPF

Human Rights Training Manual into his/her courses and the Police Station Based Training of Trainers.

The Institution Based Training of Trainers Workshop for Police Instructors was held from the 20<sup>th</sup>-22<sup>nd</sup> July 2017 at the Police Training College, Oji River Enugu State. In attendance were One Hundred and Twenty Five (125) participants pulled from the Instructors in the training institution.

State based workshops were held in Sokoto, Imo (Owerri), Kaduna for Yobe/Kaduna States, Oyo for Osun/Oyo States and Rivers for Bayelsa/Rivers State Commands.

The Sokoto State-based training consists of a sensitization workshop for Divisional Police Officers (DPOs) and Divisional Crime Officers (DCOs) held on the 29<sup>th</sup> of May with seventy-nine (79) participants in attendance, the training of trainers workshop for the oversight resource team was held from the 30<sup>th</sup> May – 1<sup>st</sup> June with thirty-one (31) participants while the training of trainers workshop for police human rights desk officers was held from the 2<sup>nd</sup> – 3<sup>rd</sup> June with thirty-Eight (38) participants in attendance.

The Imo state- based training consists of the sensitization workshop for Divisional Police Officers and Divisional Crime Officers held on 20<sup>th</sup> June with Eighty-Five(85) participants in attendance, the Training of Trainers workshop for the Resource & Oversight Team was held on the 21<sup>st</sup> -23<sup>rd</sup> June with forty-two(42) participants in attendance, while the training of trainers workshop for Police Human Rights Desk Officers was held on 24<sup>th</sup> -25<sup>th</sup> June with thirty-seven (37) participants in attendance.

Kaduna/ Yobe States workshop was Training of Trainers workshop for Police DPOs and DCOs held on 10<sup>th</sup> July with Forty-eight (48) participants in attendance, the Training of Trainers Workshop for the Resource & Oversight Team was held from the 11<sup>th</sup>-13<sup>th</sup> July with fifty (50) participants in attendance, while the Training of Trainers Workshop for Police Human Rights Desk Officers was held from 14<sup>th</sup>- 15<sup>th</sup> July with twenty-four (24) participants in attendance.

The Oyo/Osun State Workshop consists of sensitisation workshop for Divisional Police Officers and Divisional Crime Officers held on 24<sup>th</sup> July with thirty-nine(39) participants in attendance, the Training of Trainers Workshop for the Resource & Oversight Team was

held from the 25<sup>th</sup>-27<sup>th</sup> July with forty-three(43) participants while the Training of Trainers Workshop for Police Human Rights Desk Officers was held from the 28<sup>th</sup>-29<sup>th</sup> July with forty-seven(47) participants in attendance.

The Bayelsa/ Rivers State workshop consists of Sensitisation Workshop for Divisional Police Officers and Divisional Crime Officers held on the 31<sup>st</sup> July with Forty-Two (42) participants in attendance, the Training of Trainers workshop for the Resource & Oversight team was held from the 1<sup>st</sup> -3<sup>rd</sup> August with Sixty (60) participants while the Training of Trainers workshop for Police Human Rights Desk Officers was held from the 4<sup>th</sup>-5<sup>th</sup> August with twenty-Six (26) participants in attendance.

In all the listed trainings above, resource materials in form of Human Rights Training Manuals, Trainers' Guide and Pocket Handbooks were distributed to each participant. Going by the number of police officers from different Commands and from various departments trained in 2017, opportunity was created for the distribution of the resource materials across the nation and equally for the sustainability of the project as the resource materials would help facilitate the step-down training. Also, the presence of the representative of the Inspector General of Police, DIG Emmanuel Inyang at the various workshops sent positive signals on the importance of the project and was a source of inspiration for the participants who showed positive interest in the project. The joint training for the Resource and Oversight Team further strengthened cooperation between NGOs and the Nigeria Police Force. Currently different Whatsapp platforms have been created in the respective states visited for the purpose of fostering co-operation and synergy in the promotion of human rights protection in the locations.

In addition to the above stated trainings conducted in 2017, other activities took place. These are:

1. **Strengthening the data collection, feedback and documentation at the NPF Training Directorate (Force Headquarters) – National NPF Training Directorate Database.**
2. **Development and Strengthening of the Internal NPF Human Rights Oversight Mechanism and Strengthening the Independent External Impact Assessment.**

**3. Regional Training of Trainers Workshops to target police officers from the Criminal Investigation Department and the Special Armed Robbery Squad (SARS)**

The report closes with an insight into the lessons learnt and next steps for the project as there is need for the trained State-based Human Rights Resource teams to act as co-facilitators for the Human Rights Training of Trainers Workshops for Police Human Rights Desks Officers. This provides opportunity for the workshops' facilitators to test their knowledge on the subjects of the training received as well as test and further educate them on relevant training methodologies. It also provided an opportunity for interaction between them and officers with whom they are expected to work for the sustainability of the project. As regards next step, there is need for the distribution of outstanding copies of the resource materials and mounting of bill boards at the remaining training institutions, equally to implement outstanding programmes in targeted states and conclude with monitoring and coordination.

## **INTROUDCTION/BACKGROUND**

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

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

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

With the IGP's<sup>1</sup> approval of the Implementation Plan on 29<sup>th</sup> December 2014, the first phase of activities earmarked within the Plan commenced in the year 2015 with the

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<sup>1</sup>Inspector General of Police (IGP)



support of the Embassy of Switzerland, the United Nations Office on Drugs and Crime (UNODC) and GIZ. The primary objective of this report, is to highlight the various activities implemented under the project in 2015.

## PROJECT AIMS/OBJECTIVES

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

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

***Project specific objectives:***

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

## DONOR SUPPORT RECEIVED IN 2017

S/N	DONOR AGENCY	SUPPORT RECEIVED
		<ul style="list-style-type: none"> <li>❖ <b><i>Funding of the Implementation of the following Human Rights Training of Trainers Institution Based Workshop for Instructors in:</i></b> <ul style="list-style-type: none"> <li>• Training Institution- based Human Rights Training of Trainer’s Workshop for Police Instructors at police training College, Oji River, Enugu State.</li> </ul> </li> <li>❖ <b><i>Funding of consultancies for facilitators of the following NPF Human Rights State based &amp; Institution based Training at:</i></b></li> </ul>

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<b>S/N</b>	<b>DONOR AGENCY</b>	<b>SUPPORT RECEIVED</b>
1	Swiss Embassy	<ul style="list-style-type: none"> <li>• NPF Imo state command</li> <li>• NPF Kaduna/Yobe state commands</li> <li>• NPF Oyo/ Osun state commands</li> <li>• NPF Bayelsa/ Rivers state commands</li> <li>• Police training college, Oji River, Enugu State.</li> </ul> <p>❖ <i>Funding of Technical Workshop on Human Rights Impact Assessment of Security &amp; Justice Institutions and the Consultancies or the Observatory on Monitoring Human Rights Compliance on Security and Justice Institutions across the federation.</i></p> <p>❖ <i>Funding of the activities under Strengthening the data Collection, feedback and documentation at the NPF Training Directorate:</i></p> <ul style="list-style-type: none"> <li>• Payment of consultancies for training of staff of the unit.</li> <li>• Equipping of the Data Base Unit.</li> <li>• Commissioning of the Unit.</li> <li>• Monitoring of the unit.</li> </ul>
2	United Nations Office on Drugs and Crime (UNODC)	<p>❖ <i>Funding of the Implementation of the following workshops in terms of transport logistics, accommodation and feeding:</i></p> <ul style="list-style-type: none"> <li>• Human Rights Sensitization workshop for NPF Imo State Command Divisional Police Officers and Divisional Crime Officers;</li> <li>• Human Rights Training of Trainers Workshop for NPF Imo State Based Human Rights and Oversight Resource Team;</li> <li>• Human Rights Training of Trainers Workshop for Imo State Command Police Human Rights Desk Officers.</li> <li>• Human Rights Sensitization Workshop for NPF Kaduna/Yobe Command Divisional Police Officers &amp; Divisional Crime Officers</li> <li>• Human Rights Training of Trainers Workshop for NPF Kaduna/ Yobe State Command Oversight and Resource Team</li> <li>• Human Rights Training of Trainers Workshop for NPF Oyo/Osun State Command Human Rights Desk Officers</li> <li>• Human Rights Sensitization workshop for NPF Bayelsa/ Rivers State Command Divisional Police Officers and Divisional Crime Officers;</li> </ul>

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S/N	DONOR AGENCY	SUPPORT RECEIVED
		<ul style="list-style-type: none"> <li>Human Rights Training of Trainers Workshop for NPF Bayelsa/ Rivers State Based Human Rights and Oversight Resource Team;</li> <li>Human Rights Training of Trainers Workshop for Bayelsa/ Rivers State Command Police Human Rights Desk Officers.</li> </ul>
3.	GIZ	<ul style="list-style-type: none"> <li>❖ <b>Funding of the Implementation of the following workshops:</b> <ul style="list-style-type: none"> <li>State Based Human Rights Sensitization Workshop for DPOs and DCOs in Sokoto State; Training of Trainers Workshop for NPF Human Rights Training Resource &amp; Oversight Team In and Training of Trainers Workshop for NPF Human Rights Desk Officers in Sokoto State.</li> <li>❖ Funding of the Implementation of Planning Retreat for the Training of Officers of SARS and PMF in Lagos State.</li> </ul> </li> <li>❖ <b>Funding of the Printing of the following Resource Materials:</b> <ul style="list-style-type: none"> <li>NPF Human Rights Manual</li> <li>NPF Human Rights Trainers' Guide</li> <li>Posters and banners</li> </ul> </li> </ul> <p><b>NOTE : This is yet to be actualised, discussion still on-going.</b></p>

## ACTIVITIES IMPLEMENTED IN 2017

Influenced by the desire to encourage increased observance of human rights standards by the Nigeria Police Force through mainstreaming training on human rights principles and good practices in Police Operations and Processes; several accomplishments were recorded in 2017. These milestones are described below in accordance with the outlined activities in the NPF Implementation Plan (2015-2020).

### **ACTIVITY 1: PRINTING OF THE NPF HUMAN RIGHTS MATERIALS**

The NPF Human Rights Training Resource Materials was developed to facilitate Human Rights Trainings in the various NPF Institutions across the Federation as outlined in the NPF implementation Plan (2015-2020), therefore, the following outputs were expected under the project:

Printing of the following:

- a. NPF Human Rights Pocket Handbook (*For the use of all Police Officers in the country*);

### **Activity 1 Outputs in 2017**

During the period under review (2017), the printing of the above resource materials could not be achieved as the UNODC could not meet up with its promises on this before the closure of the Project supporting the NPF Human Rights Training in August 2017. However there is hope that some copies of the NPF Human Rights Training Manual Trainers' Guide may be printed with the Support of GIZ before the end of the activity year. Discussion is on-going with GIZ in this respect.

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

The NPF Human Rights Training Programme was developed on the assumption that the Nigeria Police Force (NPF) will not only benefit from the project but will also be tasked with the responsibility of ensuring the sustainability of the project's objectives. Example, it is expected that beneficiaries of the training would step down the training to other officers in their respective divisions .Consequently, copies of some of the produced Training Manuals and Trainers' Guide were expected to be subject to 'Handing and Taking Over' policy after publication, for the benefit of all police formations in the country and the participants at the workshops organised under the project.

### **Activity 2 Outputs in 2017**

During the period under review (2017), printed copies of the NPF Human Rights Training Manual, NPF Human Rights Trainers' Guide and NPF Human Rights Pocket Handbook were distributed to one (1) Officers of Police Training College Oji River, Enugu State, and all police officers and members of the Resource & Oversight Team who are non-police officers trained during the five (5) State Based workshops and one (1) Institution based training implemented during the year.

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

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

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

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

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

- d. Follow up Training of Trainers on Human Rights for core group/selected NPF Instructors (*To be implemented by trainers trained by the CPTU*).
  
- e. Follow up Training on Human Rights at the various NPF Training Institutions (*To be implemented by the CPTU*).

### **Activity 3 Outputs in 2017**

During the period under review, four (4) workshops were implemented under the following categories within Activity 3 in the NPF Implementation Plan (2015-2020):

❖ ***Regional Based Human Rights Training of Trainers Workshop for Instructors from the NPF Training Institutions in the Northern Region:***

The Regional Based Human Rights Training of Trainers Workshop for Instructors from the NPF Training Institutions was concluded in 2016.

❖ ***Institution Based Training of Trainers Workshop for NPF Instructors.***

The primary objective of this intervention was to establish and acquaint the instructors of the NPF with the Human Rights Mainstreaming project. It also aims at equipping them adequately, to educate police recruits in their training institutions in respect to human rights compliance by the NPF.

Thus, from 20<sup>th</sup>- 22<sup>nd</sup> July 2017, a Training Institution Based Human Rights Training of Trainers' Workshop for Police Instructors took place at The Police Training College Oji River, Enugu State. The training had a hundred and twenty-five (125) participants pulled from the police training institutions.

### **ACTIVITY 4: NATIONAL ROLL-OUT OF POLICE STATE BASED TRAINING OF TRAINERS & SENSITIZATION WORKSHOP**

The fourth component of the programme seeks to ensure the step-down of the human rights training across all the states and at the police stations levels. It also seeks to encourage support from the Divisional Police Officers and Crime officers on the project; strengthen the capacity of the newly established NPF Training and Development Units at the State Command Level; and the establishment of the NPF State-based Human

Rights Training and Oversight Resource teams made up of representatives of the Nigeria Police Force, National Human Rights Commission, other relevant government agencies, Nigeria Bar Association and Non-governmental Organizations.

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

- a. State based high level sensitisation Workshop for Divisional Police Officers (DPOs) and officers in – charge Special Divisions/Formations
- b. Establishment of NPF Training Resource Group (State based) with also mandate for monitoring the NPF Human Rights Training Programmes and its impact in the State.
- c. Training of Trainers for the members of the NPF Human Rights Training and Monitoring Resource Group
- d. Training of the Divisional Human Rights Training Desk Officers (This is linked to the NPF Human Rights Desks in each State Command and will involve the establishment of this desk where found not be in existence or functional).

#### **Activity 4 Outputs in 2017**

During the period under review, three (3) workshops were implemented under the following categories within Activity 4 in the NPF Implementation Plan (2015-2020):

##### **❖ *Human Rights Sensitization Workshop for Divisional Police Officers and Divisional Crime Officers***

A one (1) day sensitization workshop for the Divisional Police Officers and Divisional Crime Officers took place at Dankani Guest Palace Hotel Sokoto on 29<sup>th</sup> May, 2017 with seventy-nine (79) participants in attendance; City Global hotel, Owerri, Imo State on 20<sup>th</sup> June with eighty-five (85) participants in attendance; Access International Hotel, Kaduna State held on 10<sup>th</sup> July with forty-eight (48) participants, Davis hotel, Ibadan, Oyo state on 24<sup>th</sup> July 2017, in attendance was thirty-nine (39) participants while that of Swiss

International Hotel Port Harcourt was held on 31<sup>st</sup> July with forty-Two (42) participants in attendance.

The Workshops which pulled police officers from these various state commands provided a platform for the participants to acquire knowledge, reflect and discuss the contents of the NPF Human Rights Training Manual and Trainers Guide with respect to the daily operations of the Nigeria Police Force.

### **❖ *Human Rights Training of Trainers Workshop for the Resource & Oversight Team***

A three (3) day each Training of Trainers Workshop was organised for the Oversight Resource Team at Dankani Guest Palace Hotel Sokoto from 30<sup>th</sup> May -1<sup>st</sup> June, 2017 with thirty- one (31) participants in attendance; City Global hotel, Owerri, Imo State from the 21<sup>st</sup> – 23<sup>rd</sup> June with forty-two(42)participants in attendance; Access International hotel, Kaduna from the 11<sup>th</sup>-13<sup>th</sup> July with fifty (50) participants in attendance ; Davis hotel, Ibadan from the 25<sup>th</sup>- 27<sup>th</sup> July with forty-three(43) participants in attendance, while that of Bayelsa/ Rivers State was held at Swiss International Hotel from 1<sup>st</sup> -3<sup>rd</sup> August with sixty (60) participants in attendance . Non- Police participants were drawn from the following organisations: the Nigeria Bar Association (NBA), the Judiciary, CSOs, Ministry of Women Affairs, Nigeria Prison Service, Federation of Women Lawyers (FIDA), Ministry of Justice (MoJ), Legal Aid Council of Nigeria (LACON), NHRC etc.

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

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

A two (2) day each Training of Trainers' Workshop was organised for the human rights desk officers at Dankani Guest Palace Hotel Sokoto from 2<sup>nd</sup>-3<sup>rd</sup> June, 2017 with thirty-eight (38) participants in attendance; City Global Hotels, Owerri, Imo State from 24<sup>th</sup>-25<sup>th</sup>



June with thirty-seven(37) participants in attendance, Access International Hotel, Kaduna from 14<sup>th</sup>-15<sup>th</sup> July, 2017, with twenty-four(24) participants in attendance, Davis Hotel Ibadan from 28<sup>th</sup>- 29<sup>th</sup> July with forty-seven(47) participants in attendance, while the Bayelsa/ Rivers workshop was held at Swiss International Hotel Port Harcourt from 4<sup>th</sup> -5<sup>th</sup> August with twenty-six (26) participants in attendance.

The training provided an opportunity for the Human Rights Desk Officers to be familiar with the content of the Nigeria Police Force Human Rights Training Manual; as well as in ensuring the step-down of the training to the operational level of the NPF. It also provided a platform for the Human Rights Desk Officers to acquire knowledge, reflect and discuss the contents of the NPF Human Rights Training Manual and Trainers Guide with respect to the daily operations of the Nigeria Police Force. The participants were pulled from the various States NPF Divisions.

### **ACTIVITY 5- STRENGTHENING THE DATA COLLECTION, FEEDBACK AND DOCUMENTATION AT THE NPF TRAINING DIRECTORATE (FORCE HEADQUARTERS) – NATIONAL NPF TRAINING DIRECTORATE DATABASE**

- **Establishment of Nigeria Police Force Training Department Database Unit.**

This activity is structured to collect , collate and document all the qualitative and quantitative data relating to training of Nigerian Police Force by both State (NPF) and non-state actors (CSOs ) into one database /register that produces reports for decision and policy making, monitoring and evaluation of NPF training programmes and defining the next steps.

- **Strategy/Activities**
  - a. Development of Nigerian Police Force (NPF) Training Department Database system.
  - b. Review workshop with NPF team/management on the training Department Database.
  - c. Development of training feedback system (control forms)for collection and collation of data from all training sources and stakeholders.

- d. Training of the NPF team on the use /application and management of the database system.
- e. Set-up and furnishing of the NPF training Database Unit.
- f. Commissioning of the Database Unit.
- g. Commence collection of database, including data on training from NPF and Non-NPF training for imputing into the system.
- h. Commence updating of data/past records into the database
- i. Continue oversight and follow-up with NPF Team on updating of the database with existing and new data.

#### **Activity 5 Outputs in 2017**

##### **❖ Out-Puts So Far:**

- a. Set-up /establish NPF Training Department Unit at the Nigerian Police Force (NPF) Headquarters
- b. Completed the development of the NPF training department database and installed at the NPF database unit working with the NPF team.
- c. Produced controls forms for collection and collation of data from different sources (NPF and other training providers) back to the Database Unit.
- d. Commissioned the NPF training Departments Database Unit
- e. Trained four (4) staff of the NPF team on managing the NPF training database unit and the entire system processes.
- f. Commenced collation of existing data and update into the database.

## **ACTIVITY 6: DEVELOPMENT AND STRENGTHENING OF THE INTERNAL NPF HUMAN RIGHTS OVERSIGHT MECHANISM AND STRENGTHENING THE INDEPENDENT EXTERNAL IMPACT ASSESSMENT.**

### **Activities under the above include:**

- Establishment of a National NPF Human Rights Internal Monitoring Team at the Force Headquarters
- Identification of CSOs in each of the States with ongoing initiative in relation to this or with the capacity to undertake this.

### **Activity 6 Outputs in 2017:**

- Mapping of the relevant CSOs with ongoing initiative in relation to the impact assessment and with capacity to undertake the monitoring exercise. Also the NPF Human Rights Resource and Oversight Team in 5 states already visited formed part of the team. Some of the CSOs and government institutions identified for this purpose include NHRC, NPS, NBA, NOPRIN, CLEEN Foundation, REPLACE, Olive Justice Initiative, Human Rights Radio etc.
- Workshop on Human Rights Impact Assessment of Security & Justice Institutions was successfully organised.
- The Observatory on Monitoring Human Rights Compliance on Security and Justice Institutions across the federation was established and tasks given to all the members engaged.
- A public hearing on the abuse of Human Rights by officers of the Nigeria Police Force.
- Human rights compliance feedback box on the security and Justice Sector in 5 Pilot States built and distributed to be manned by the NPF Human Rights Training & oversight team.

## **ACTIVITY 7: REGIONAL TRAINING OF TRAINERS WORKSHOPS TO TARGET POLICE OFFICERS FROM THE CRIMINAL INVESTIGATION DEPARTMENT AND THE SPECIAL ARMED ROBBERY SQUAD (SARS)**

### **Activities under the above include:**

- Planning Retreat for the Human Rights Training of SARS and PMF.
- Training of Trainers workshop for Officers of SARS and PMF at Institutional and Zonal Levels.

**Activity 7 Outputs in 2017:**

- Planning Retreat for the Human Rights Training of SARS and PMF after which a communique was issued.

**PROJECT IMPACT IN 2017**

While underscoring the various gaps in human rights practice within the Nigeria Police Force and emphasizing the need to address same; there is need to monitor the impact of the training on the officers of the NPF. To achieve objectivity on this assessment the NPF Human Rights Training Technical Partner (PRAWA) with the support of Swiss Embassy introduced a component activity which deals with Impact Assessment of the Human Rights Training on Security & Justice Institutions in Nigeria and the establishment of Observatory on Monitoring Human Rights Compliance on Security and Justice Institutions across the Federation. Very soon the result of these activities would start coming in.

It is equally important to note that the Nigeria Police Force Human Rights training Programme recorded considerable success in the year 2017.

The following successes were recorded

- 816 officers of various cadres across the Federation and from various departments within the NPF benefited from the training programme. This number covers also non police officers who participated at the TOT Workshop for Resource & Oversight Team in the various State Commands.

- Seven state Commands benefited from the programme in spite of huge administrative and logistics challenges that arose as a result of the closing of the UNODC Project supporting the NPF H/R Training.
- Whatsapp platforms were established in the respective states visited to foster better understanding, synergy and collaboration between the Police and other Governmental and Non-Governmental Institutions and organisations in the pursuit of human rights promotion and protection.
- The 2017 activities witnessed sustained vigour in the endorsement and support of the project by the leadership of the NPF. The Inspector General of Police was represented at the State Based Trainings by the Deputy Inspector General in charge Training and Development, DIG Emmanuel Inyang. His presence at the venue of the trainings sent positive signals to the participants on the stance of NPF management in respect to Human Rights observance by NPF officers. This also elicited increased interest and participation among the beneficiaries of the various training workshops; as well as the zeal to contribute to the sustainability of the project's objectives.
- The NPF Human Rights Training Team facilitated the increased participation of women in the project's component activities.

## **LESSONS LEARNT**

Several lessons were learnt in the course of implementing the NPF Human Rights Programme in 2017. They are as follows:

- There is need for the leadership of the police to specifically assign persons to the position of human rights desk officers. At the training it was noticed that atimes when the NPF is asked to nominate human rights desk officers, they normally send in other personnel like the Admin staff. The fear is that after the training,

these officers will go back to their duty posts and the expected job of human rights desk officers will still be left undone and this will equally make step-down of training and sustainability difficult.

- More so, there is serious complaints from officers that after the training as desk officers, they are transferred out of that position and the space will remain vacant hence no continuity. There is need for these problems to be addressed.
- The PRAWA team observed also that it was important to collect the name and force numbers of all participants at all the NPF trainings. This is to enable tracking of all beneficiaries of all human rights trainings. This initiative started in the implementation of the 2017 activities and would facilitate the establishment of the NPF training database at the force headquarters.
- The need to add a medical officer to the oversight and resource team was identified in the course of the 2017. Medical personnel would be of great service in cases of human rights abuse that require medical report.
- A practical section was added to the training course, such as the use of law enforcement equipment (AK 47 for demonstration) in teaching Use of Force and Firearms and this helped to improve the knowledge base of the participants.
- The need for the involvement of the Anti- Robbery Squad (SARs) in the training to enable the reduction of the violation of human rights in the country.
- The need for collaboration, synergy and a follow-up mechanism after the training, this led to the creation of a whatsapp platforms for the resource and oversight team in each of the states visited.

- The need for the production of the NPF Resource Materials to accommodate persons with disabilities (vision impaired) for the sustainability of the project. The opportunity for this would be explored in next year concept note.

## **RISKS/CHALLENGES**

- Logistics issues: There were series of change in date and issues around accommodation led to change in locations for the workshop and restriction in the number of participants from some states in the UNODC Supported programmes.
- Trained officers not staying in a particular position for a period of time to enable the impact of the training to be felt by NPF.
- The number of resource materials produced and available presently is highly inadequate for the NPF manpower which is believed to consist of almost 400,000 officers. Consequently, there is need for the production of more resource materials to facilitate the extensive reach of the project within the Nigerian Federation.

## **NEXT STEPS/FOLLOW-UP**

The need to ensure the effective mainstreaming of human rights training within the NPF, the year under review has set a laudable trend of outstanding outputs that can be accomplished under the project. As a result of this, it is anticipated that outputs planned for the coming year and beyond will build on the achievements recorded so far through the following activities:

- ❖ Erection of Bill Boards at the remaining NPF Training Institutions.
- ❖ Advocacy for increased budget and support to the NPF Training Department.
- ❖ Outstanding on-site training for Instructors in the selected NPF Training Institutions.

- ❖ Commence Monitoring and Coordination of the NPF Human Rights Trainings (Including Strengthening of the NPF Training Department)
- ❖ Commence activities aimed at the Impact Assessment of Nigeria Police Force Human Rights Programme.

## CONCLUSION

The activities reported above indicated that the implementation of the project in 2017 was successful and productive despite the challenges. During the year under review, the activities implemented under the project ensured the capacity building of 813 officers of the NPF and the agencies that joined as resource team, pulled from the seven (7) workshops held in 2017.

## APPENDICES

### **CONSOLIDATED WORKSHOP PRE-TEST EVALUATION REPORT 2017**



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

Consolidated Workshop Pre-test Evaluation Report 2017

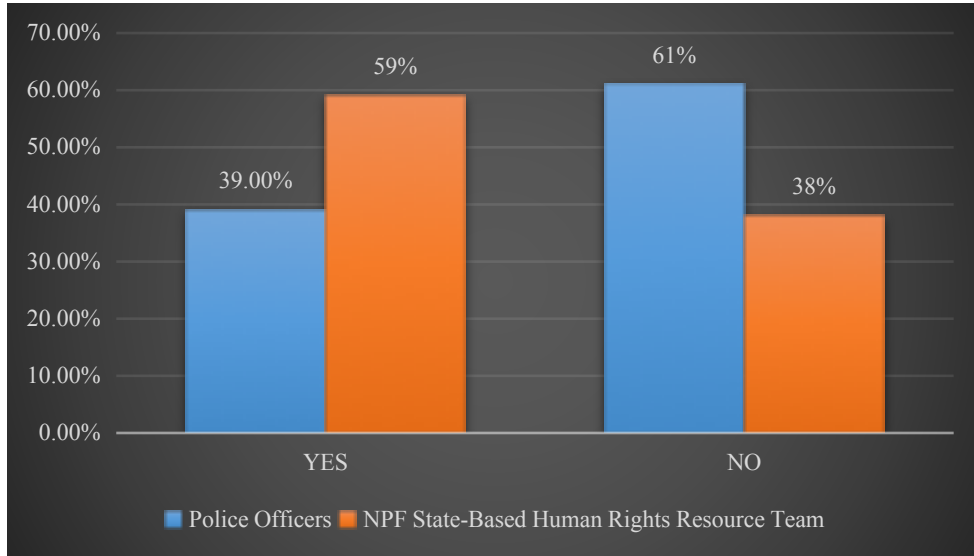


**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**

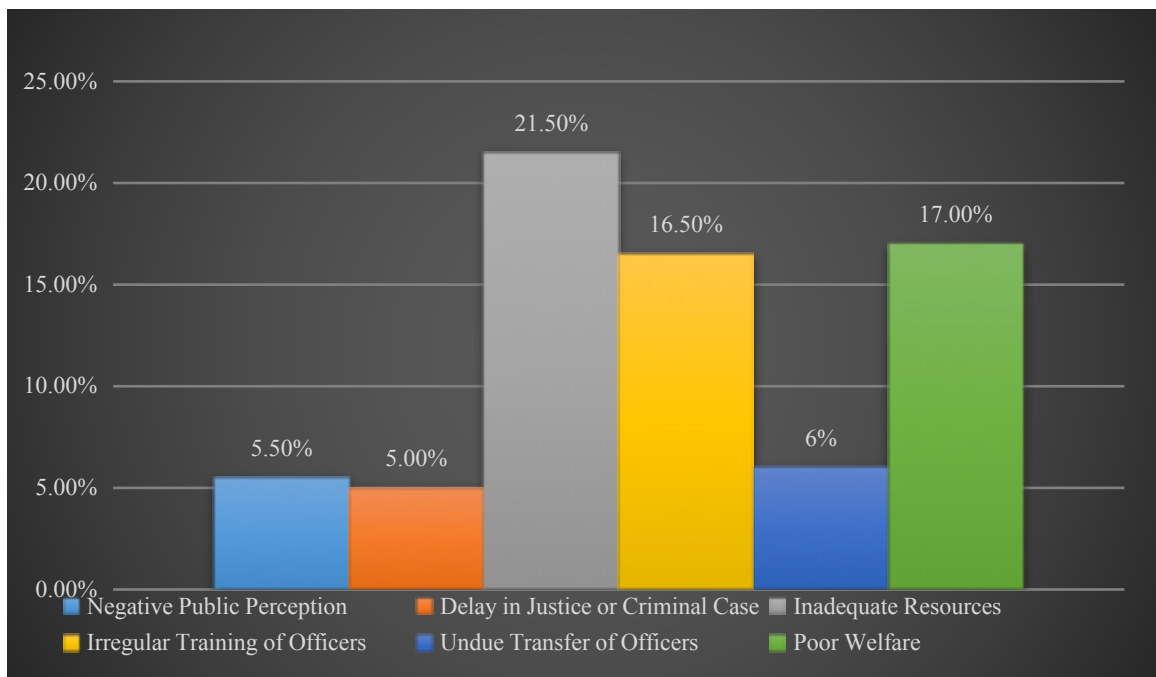
**1. Gender Dimension**

	<b>Workshop</b>	<b>Male</b>	<b>Female</b>
1	Human Rights Sensitization Workshop for NPF Owerri, Imo State Based Human Rights Training for Divisional Police Officers	83%	17%
2	Human Rights Training Workshop for NPF Owerri, Imo State Based Human Rights Training and Oversight Resource Team	69%	31%
3	Human Rights Training of Trainers Workshop for Owerri, Imo State Command Police Human Rights Desk Officers	71%	29%
4	Human Rights Sensitization Workshop for NPF Sokoto State Based Human Rights Training for Divisional Police Officers	93%	7%
5	Human Rights Training Workshop for NPF Sokoto State Based Human Rights Training and Oversight Resource Team	72%	28%
6	Human Rights Training of Trainers Workshop for Sokoto State Command Police Human Rights Desk Officers	93%	7%
7	Training Institution Based Human Rights Training of Trainers Workshop for Instructors from Police Training Oji River, Enugu State	66%	34%
8	Human Rights Sensitization Workshop for NPF Kaduna/ Yobe State Based Human Rights Training for Divisional Police Officers	88%	13%
9	Human Rights Training Workshop for NPF Kaduna/ Yobe State Based Human Rights Training and Oversight Resource Team	86%	14%
10	Human Rights Training of Trainers Workshop for Kaduna/ Yobe State Command Police Human Rights Desk Officers	67%	33%
11	Human Rights Sensitization Workshop for NPF Oyo/ Osun State Based Human Rights Training for Divisional Police Officers	68%	32%
12	Human Rights Training Workshop for NPF Oyo/ Osun State Based Human Rights Training and Oversight Resource Team	82%	18%
13	Human Rights Training of Trainers Workshop for Oyo/ Osun State Command Police Human Rights Desk Officers	65%	35%
14	Human Rights Sensitization Workshop for NPF Bayelsa/ Rivers State Based Human Rights Training for Divisional Police Officers	86%	14%
15	Human Rights Training Workshop for NPF Bayelsa/ Rivers State Based Human Rights Training and Oversight Resource Team	69%	31%
	Human Rights Training of Trainers Workshop for Bayelsa/ Rivers State Command Police Human Rights Desk Officers	73%	27%

**2. Have you had any previous human rights training?**



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



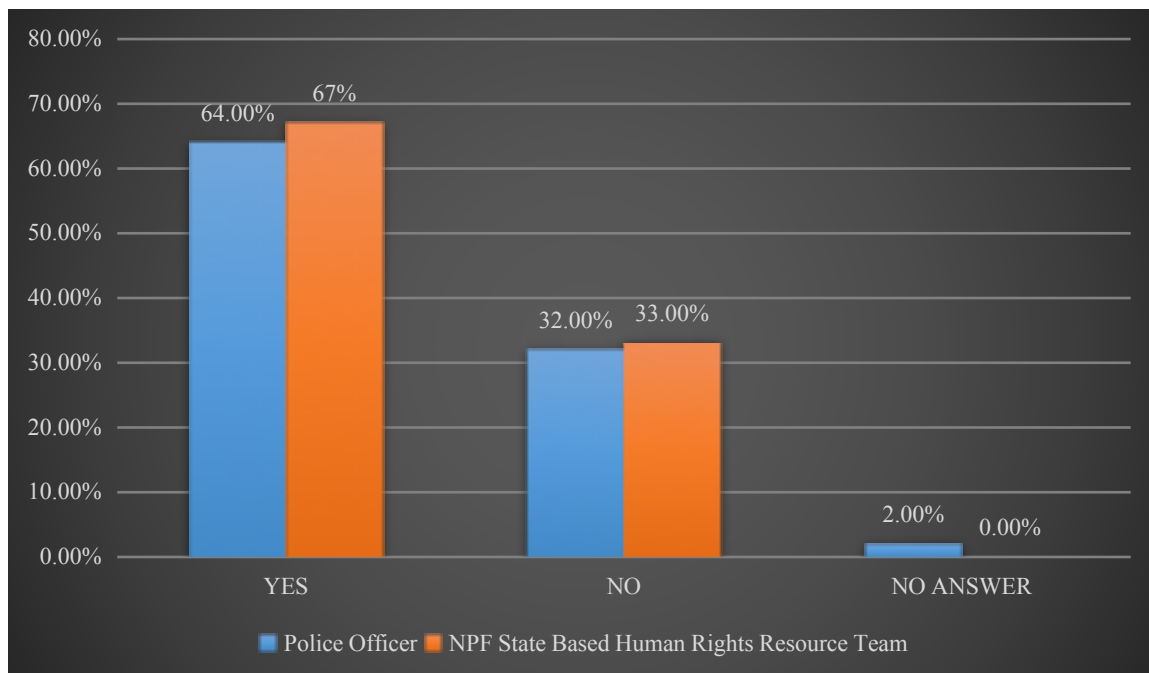
The most frequent responses received from workshop participants from the NPF in 2017 include: Negative public perception (5.5%); Delay in justices or criminal cases (5.0%); Resource inadequacy for daily operation and training (21.5%); Irregular training of officers (16.5%) Poor officer welfare (17.00%); Undue transfer of officers (6%).

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

The rights identified by police officers who participated in the training conducted in 2017 include the following: Indiscriminate Use of Detention (9.7%); Gender Discrimination (12.1%); Child Abuse (13.5%); and Torture Prevention in police investigation (5.8%), the Rights of Persons in Detention (13.7%), the rights of police officers (9.5), Victims' Rights (5.9%), Freedom of Movement and Association (20.1%), the Right to Life (5.9%) and the Freedom of Expression (3.6%).

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

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



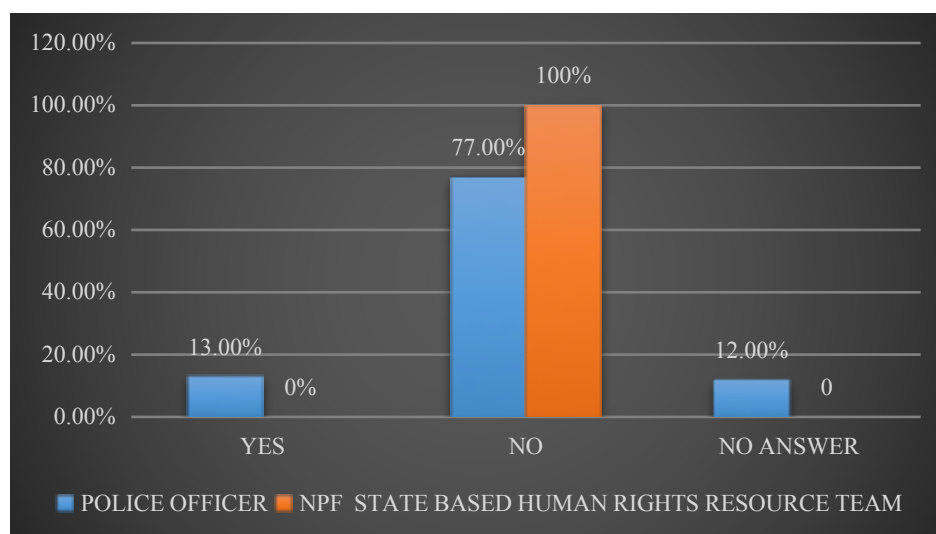
**5. What are the rights of arrested persons?**

The most frequent responses received from both groups include the following:

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

Protection from Self-implication	7.1%	14.3%
The Right to Fair Hearing	4.9%	4.8%
Freedom from torture	3.5%	0

**6. Are there circumstances in which torture is permissible?**



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

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

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

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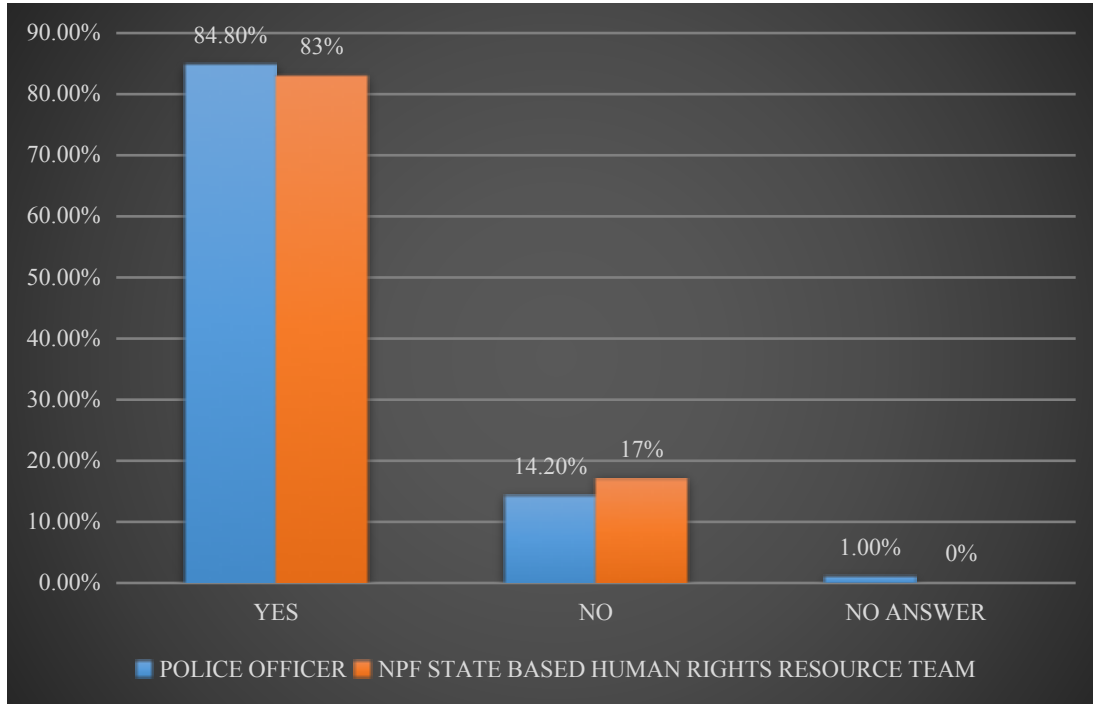
**8. A law enforcement official becomes aware of the fact that a colleague has committed a serious human rights violation. What action should he or she take?**

54% of the Police Officers and 78.5% of the members of the State-based Resource Team were unable to answer this question.

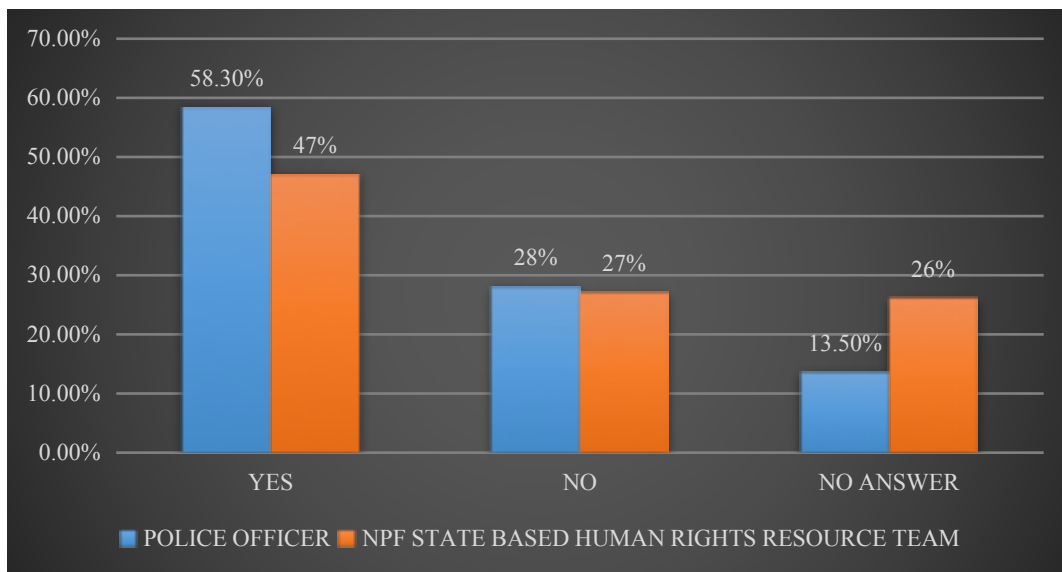
46% of the Police officers and 22% of State-based Resource team members maintained that the officer who witnessed or is aware of the crime may report the matter to the most senior officer within his/her unit/division, who will institute a disciplinary committee that will investigate and sanction the offending officer.

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

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**



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



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

When asked if there was any other matter they would like to bring to the attention of the training team or have discussed in the course, some of the participants stated that the training should be extended in terms of number of days officers ought to be trained.

There should more support to the police divisions such as organising more trainings.



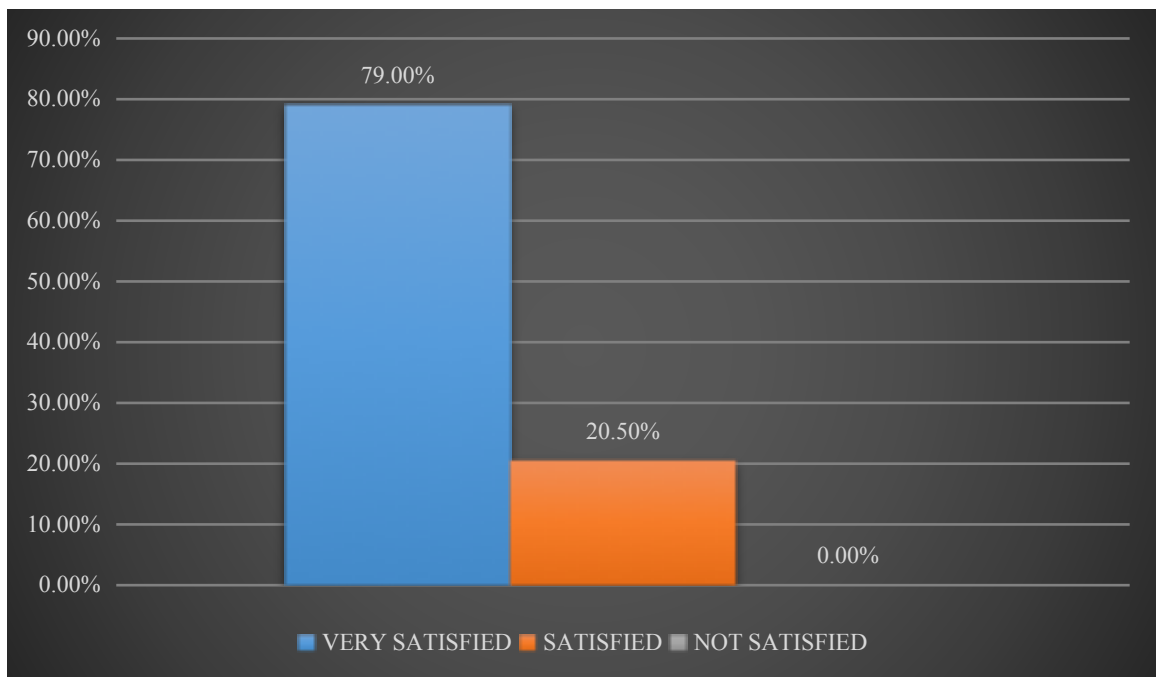
## CONSOLIDATED WORKSHOP POST-TEST EVALUATION REPORT 2017



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

### Consolidated Workshop Post-test Evaluation Report 2017

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

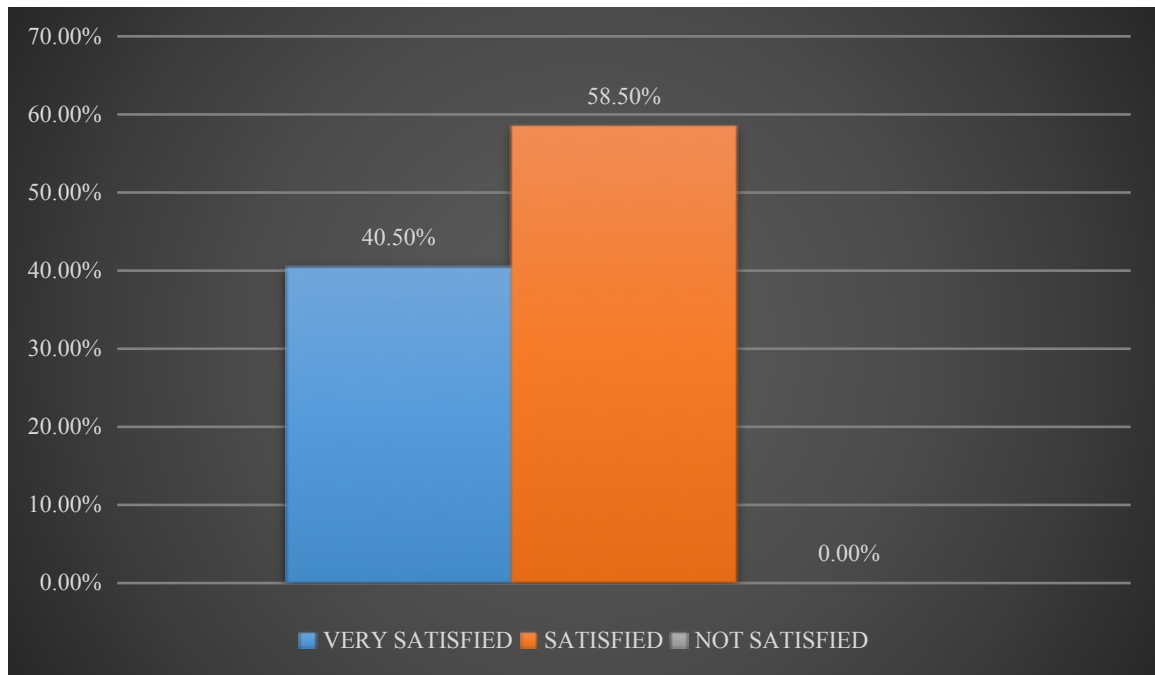


In support of their stance, some of the participants responded as follows:

*“The programme has really exposed me to relevant laws and conventions bothering on Human Rights of suspects, victims, us, and other people we come across on our day to day operations”.*

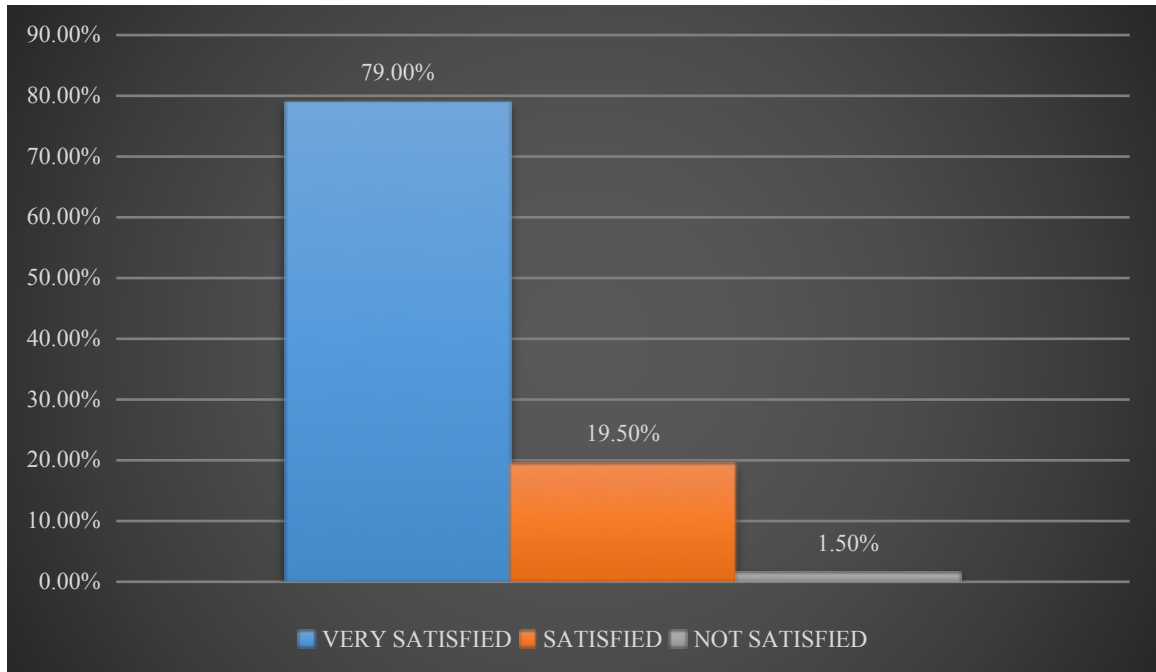
*“I acquired more knowledge than I imagined, all the lecturers performed so well”*

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



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

**2. *How satisfied are you with the structure of the course?***

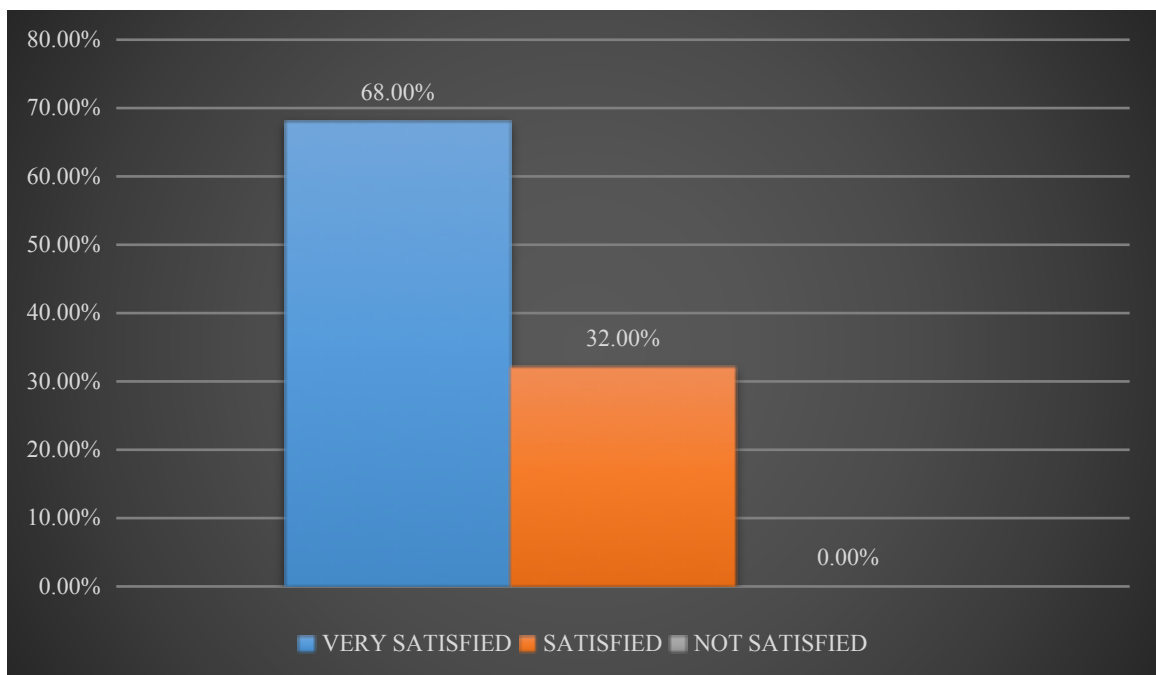


As explained by some of the participants

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

*“(The courses were) interrelated”*

**3. How satisfied are you with the expert presentations?**



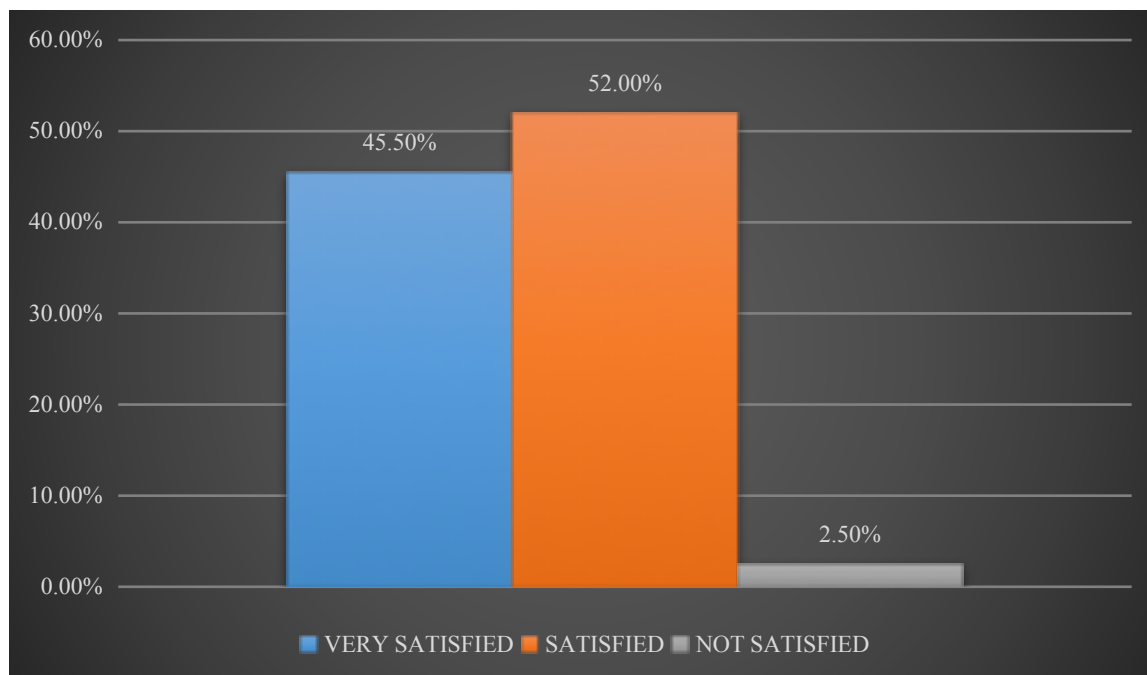
According to the participants:

“

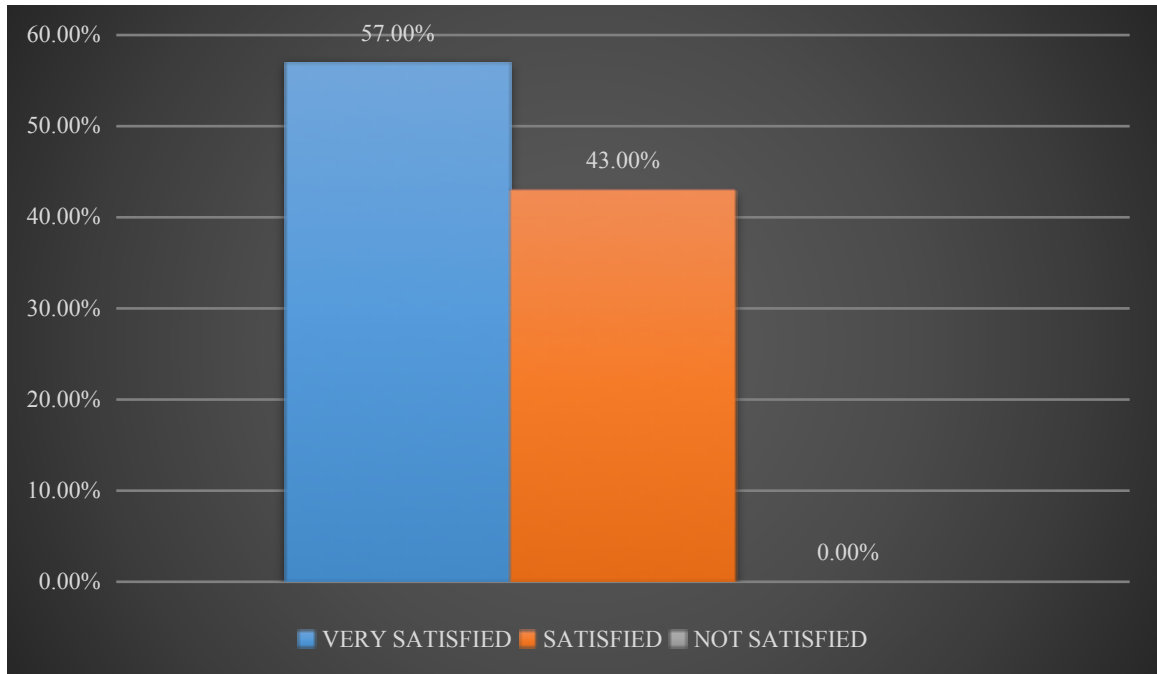
*-“The course is very exceptional, I appreciate the level of experience and professionalism demonstrated by the facilitated”.*

*- “It was well organised, the resource person have done a lot in investing enormously on us and they are commendable”.*

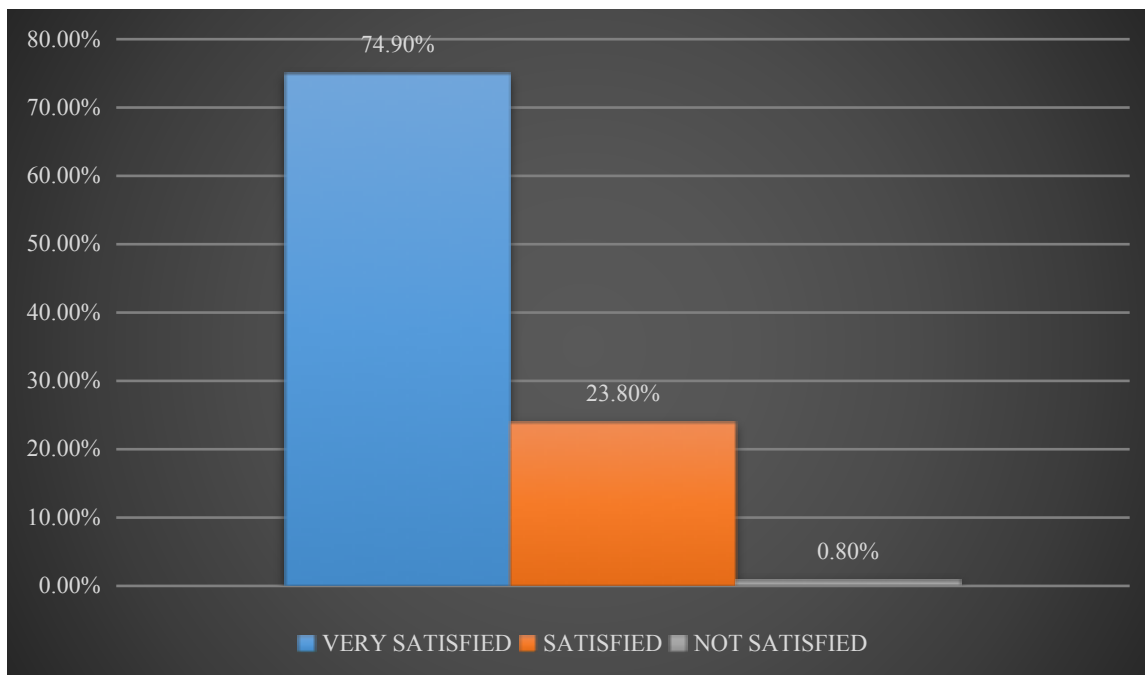
***How satisfied are you with the group assignments and other practical exercises conducted during the course?***



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



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



As explained by the participants:

*“The materials is so comprehensive, I hope this project wouldn’t just end like that”*

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

	YES	NO
<b>To apply human rights standards in your work?</b>	77.4%	22.6%
<b>To pass along the information received to your colleagues</b>	85.7%	14.3%

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

Responses received from some of the participants include the following:

*“I love the practical and theoretical demonstration as the lecturers exhibited during the workshop”.*

**10. What additional comments would you like to offer?**

Responses received from some of the participants include:

*“The Organisers of the programme are commended and should continue in this direction”.*

*“This programme should be extended to other sister agents like the DSS, Civil Defence and other para-military who are involved in various humanitarian Jobs”.*

*“if every police officer is conversant with the application of human right as taught in this training, peace is bound to reign in the society and the police work would be made easy.”*

**LIST OF WORKSHOP PARTICIPANTS IN 2017**



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

### LIST OF WORKSHOP PARTICIPANTS IN 2017

**HUMAN RIGHTS TRAINING OF TRAINERS SENSITIZATION WORKSHOP FOR NPF SOKOTO**

**VENUE: DANKANI GUEST PALACE, SOKOTO**

**DATE: 29<sup>TH</sup> MAY 2017**

<b>S/N</b>	<b>NAME</b>	<b>LOCATION</b>
1	DIG EMMANUEL INYANG	FHQ ABUJA
2	AIG USMAN YAKUBU	ZONE 10
3	CP ABDULKADIR MOHAMMED	SOKOTO
4	AC ONAH AMBROSE	DTD ABUJA
5	HAMZA LIMAN	NHRC CORD. SOKOTO
6	IBRAHIM M. MANDE	MOJ SOKOTO
7	AISHA ABDULLAHI ULO	FIDA
8	RABAH A. B.	FIDA
9	GRACE EBEN	NHRS
10	SP BITRUS G. PENY	GUDU
11	CSP HALIRU I. GWAZO	ISA
12	CSP NUHU MUHAMMED DIGGI	TAMBUWAL
13	CSP MAIKUDI KADOH	GORONYO
14	CSP YAKUBU ISAH	G/BAWA
15	CSP SHEHU MUSA HUIMED	SOKOTO CENTRAL
16	SP CHRISTOPHER JACOB	ARKILLA
17	ASP SHEHU BAWA	BODINGA
18	DSP OTASHIU CHRISTOPHER	G/MADI
19	DSP BAMAIYI NA-ALLAH	U/ROGO
20	ASP MIKE UMA	ARKILLA
21	ASP SANI BELLO	KEBBE
22	ASP ABUBAKAR MOKI	SHAGARI
23	ASP SULE UMAR	S/BIRNI
24	CSP UMAR A CHUSO	ILLELA
25	ASP ALIYU LABBO	D/KOWA

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**

26	CSP AHMAD ABUBAKAR	BODINGA
27	ASP IBRAHIM LADAN	D/KOWA
28	DSP ADAMU M. MUHAMMED	KWARE
29	DSP JOHNSON OBANERO	RABAN
30	SP ABBAS A. ABUBAKAR	UNG/ROGO
31	ASP AMINU TANKO	SIB
32	SGT FLORENCE OTACHE	SIB
33	ASP LAWAL ISAH	TAMBUWAL
34	ASP ABUBAKAR LAWAL	YABO
35	ASP TIJJANI ABUBAKAR	WURNO
36	ASP BELLO K MOHAMMED	KWARE
37	ASP GWAZAWA TAMKI J.	GWADABAWA
38	ASP ABDULLAHI NUHU	GORONYO
39	SP KOSEMANI OJO	KEBBE
40	ASP HASSAN HASSAN	SARS
41	DSP JIBRIN HARUNA	GWADABAWA
42	ASP BOLA LAWAL	SOKOTO AREA COMMANDER
43	DSP KENNETH OTI	GWIWA
44	DSP ABDULRASHEED ABDULLAHI	BINJI
45	DSP MABEL OMOMIA	CID
46	DSP QUDRAT ALIU	SOKOTO CENTRAL
47	ASP JONATHAN EBIKEME	GUDU
48	ASP BAKIRU USMAN	WURNO
49	ASP ALIYU BELLO	GAD
50	SP ABUBAKAR AHMED MUSA	DANUE/SHUNI
51	SP MAINASARA YAHAYA MARU	GADA
52	SP GREMA SALE	G/MADI
53	SP MUHAMMED M. DIGGI	YABO
53	SP BASHIR M. TUKUR	SHAGARI
54	DSP MOHAMMED SALEH	KWANNI
55	CSP ADAMU DANIJI ASARE	GWIWA
56	ASP UMARU MAIDAWAKI	WAMA KO
57	ASP MOHAMMED UMAR	BINJI
58	CSP SULE A. FARO	APORKIBUH
59	CSP HASSAN USMAN	SILAME
60	ASP AGHOLOR FRIDAY	JURUTA
61	ASP IBRAHIM M. ABARAS	SOKOTO HQTR
62	ASP TANKO JOHN GWAZAWA	GWADABAWA
63	DSP BELLO MUH	SOKOTO
64	CSP IDA T. WARURE	S/BIRNI
65	ASP ABDULLAHI ALADE	ZONE 10
66	ASP GARBA MANU	ILLELA
67	ASP BELLO SANI	KEBBE
68	ASP ABUBAKAR ILLUIJABU	O/C SAPOR
69	CSP GRACE LONGE	DTD FHQ ABUJA

**HUMAN RIGHTS TRAINING OF TRAINERS FOR NPF SOKOTO STATE COMMANDS**

**FOR RESOURCE AND OVERSIGHT TEAM**

**VENUE: DANKANI GUEST PALACE, SOKOTO**



**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**

**DATE: 30<sup>TH</sup> -1<sup>ST</sup> JUNE 2017**

<b>S/N</b>	<b>NAME</b>	<b>SEX</b>	<b>ORGANIZATION/LOCATION</b>
1	DSP MABEL OMAMIA	F	A DEPT CID
2	SANI BELLO	M	FFLI
3	CSP GRACE LONGE	F	DTD FHQ
4	GRACE EBE	F	NHRC SOKOTO
5	ASP ABDULLAHI ALADE	M	ZONE 10 SOKOTO
6	DCP AWAL LAWAL	M	NIGERIA PRISONS SERVICE SOKOTO
7	ASP ALHASSAN AYUBA	M	NPS SOKOTO
8	ASP HASSAN HASSAN	M	FSARS SOKOTO
9	ASP BELLO UMAR	M	NPS
10	IBRAHIM MOHAMMED MANDE	M	PSC MOJ SOKOTO
11	ASP MIKE UMA	M	ARKILLA
12	ABDULGANIYU A. A.	M	SOKOTO
13	ACP ONAH AMBROSE	M	NPF ABUJA
14	ASP BOLA LAWAL	F	N PF
15	DSP QUDRAT ALIU	F	NPF
16	AISHAT MUHAMMED NAMERA	F	WOSCDI
17	AHMAD BUHARI	M	MOJ
18	MOHAMMAD A. JAMES	M	LACON
19	ASP SALIHU GARBA	M	NPF CID
20	AISHETU ABDULLAHI	F	FIDA
21	ISRAEL HABILA	M	GIZ
22	HAMZA LIMAN	M	NHRC
23	DSP BAMAIYI NA-ALLAH	M	NPF U/ROGO
24	AISHA M. DANTSOHO	F	MW & CA SOKOTO
25	DSP ADAMU M. MUHAMMED	M	NPF KWARE
26	ASP IBRAHIM MUHAMMAD	M	NPF
27	BAR AMINA MUHAMMAD A.	F	NBA SOKOTO
28	BELLO NOME	M	NPF
29	UMAR THADU	M	NPF
30	SULEM BELLO	M	NPF
31	FLORENCE OTACHE	F	NPF
32	MAJIR SHAWE	M	NPF
33	ALI ALHASSAN	M	NPF
34	ALPHONSUS EMMA	M	NPF
35	BENJAMIN AJAK	M	NPF
36	SP ISRAEL UKPONG	M	NPF FHQ
37	DIG EMMA INYANG	M	NPF FHQ

**HUMAN RIGHTS TRAINING OF TRAINERS FOR NPF SOKOTO STATE COMMANDS  
FOR POLICE HUMAN RIGHT DESK OFFICERS  
VENUE: DANKANI GUEST PALACE, SOKOTO**

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**

**DATE: 2<sup>ND</sup> -3<sup>RD</sup> JUNE 2017**

S/N	NAME	DIVISION
1	DSP BAMAIYI NA-ALLAH	U/ROGO
2	INSP JA'AFARU BATURE	WAMAKKO
3	INSP BELLO SALLAU	WURNO
4	ASP RABIU HAMIDU	G/MODI
5	ASP ABANIPAPA BABA	G/MODI
6	INSP MOHAMMED UMARU	ILLELA
7	INSP ADAMU GERO	GOROMYO
8	ASP USMAN SULEIMAN	BINJI
9	AMINA MUHAMMED ABUBAKAR	MINISTRY OF JUSTICE
10	SANI ABDULAZEEZ	YABO
11	INSP AMODU ENEOJO	S/BIRNI
12	INSP SANUSI KAMU	Y/BIRNI
13	ASP DANLADI BELLO	U/ROGO
14	ASP MIKE UMA	ARKILLA
15	INSP MUHAMMED ABDULLAHI	KEBBE
16	INSP NASIRU YAHAYA	GADA
17	INSP TUKUR SANI	GWIWA
18	INSP MUAZU MUHAMMAD	SHAHARI
19	INSP UMARU MOHAMMED	RABAH
20	INSP SABO SANI	KWARE
21	INSP MOHAMMED USMAN	ZONE 10
22	ASP BOLA LAWAL	A COMMAND
23	AISHAT MUHID NAMERA	SOKOTO
24	PSC IBRAHIM MUHAMMAD MANDE	MOJ
25	INSP ABUBAKAR MAISAJE	GUDU
26	ASP IBRAHIM M. ABARAS	PPRO
27	SANI DANFONI BELLO	FFLI SOKOTO
28	ASP BELLO UMA FAROUK	NPS
29	SGT SADIA USMAN	D/KOWA
30	ASP MOHAMMED SANI	TMABUWAL
31	ABDULGANIYU A. A.	SAVE THE CHILD INITIATIVE
32	ASP ABDULLAHI ALADE	ZONE 10
33	INSP USMAN JIBRIL	BODINGA
34	ASP ABUBAKAR MOHAMMED	KWANNI
35	ASP MANIRU GARBA	TURETA
36	INSP IDRIS MUHAMMED	SILAMI
37	SGT ANTHONY MANJUE	ARKILLA
38	HAMZA LIMAN	NHRC SOKOTO

**HUMAN RIGHTS TRAINING OF TRAINER'S WORKSHOP FOR NPF KADUNA/ YOBE  
STATE COMMAND**

**DIVISIONAL POLICE OFFICERS AND DIVISIONAL CRIME OFFICERS**

**DATE: 7<sup>TH</sup> JULY, 2017**

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**

**VENUE: ACCESS INTERNATIONAL HOTELS, KADUNA**

S/N	NAMES	GEN DER	ORGANI SATION	LOCATION
1	AUGUSTINE JULIUS	M	NPF	YOBE
2	YUNUSA HASSAN	M	NPF	YOBE
3	MUSTAPHA A. MUSTAPHE	M	NPF	KADUNA
4	ABULKABIR ELJ	M	NPE	YOBE
5	CSP SIRAJI FANA	M	NPF	KADUNA
6	CSP OKE O.	M	NPF	KADUNA
7	SP SHUAIB PATIKO	M	NPF	KADUNA
8	SP ABDULLALI YUSUF	M	NPF	ZARIA
9	IDRIS BAWA	M	UNODC	ABUJA
10	DSP CHINWE ACHKONU	F	NPF	KADUNA
11	JOHN D. WAKILI	M	NPF	YOBE
12	BUHARI IDRIS	M	NPF	KADUNA
13	ABDULLAHI MUSA	M	NPF	YOBE
14	SAADU DAUDA O.	M	NPF	KADUNA
15	RSP SULEMAN SADE	M	NPF	KADUNA
16	SP OBEKA V.B	F	NPF	KADUNA
17	DSP LELMA KALLE	M	NPF	KADUNA
18	CSP Y.Y DOMA	M	NPF	YOBE
19	DSP MUSTAPHA MOHAMMAD	M	NPF	KADUNA
20	SP KASSIM ABDUL	M	NPF	KADUNA
21	SP ADAMU ALNAS	M	NPF	YOBE
22	RICHARDS TOYIN	F	NPF	YOBE
23	MOHAMMAD B. NGURDE	M	NPF	KADUNA
24	SP BUHARI BELLO	M	NPF	KADUNA
25	DSP MALA MA'AJI	M	NPF	YOBE
26	SGT SAMSON ISHAKU	M	NPF	YOBE
27	W/SGT ESTHER ISAAC	F	NPF	KADUNA
28	ALELE STANLEY	M	NPF	YOBE
29	ABRAHAM AMEH	M	NPF	YOBE
30	OBED MUSA	M	NPF	YOBE
31	CHINWE ACHILON	F	NPF	KADUNA
32	CSP SADI Q. ABDULLAHI	M	NPF	KADUNA
33	LADI M. USMAN	F	NPF	KADUNA
34	ASP ALI BURAH	M	NPF	YOBE
35	SGT ADIGWU CLEMENT	M	NPF	KADUNA
36	INSP JOHN MONDAY	M	PMF	YOBE
37	SGT HASSAN AUDU	M	PMF	YOBE
38	ASP AMADE DANIEL	M	NPF	YOBE
S/N	NAMES	GEN DER	ORGANI SATION	LOCATION
39	CSP MAKULISO B.U.	M	NPF	KADUNA
40	CSP IBRAHIM ABDULAHI	M	NPF	YOBE
41	CSP DANGANA ELIJAH	M	NPF	KADUNA

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**

**HUMAN RIGHTS TRAINING OF TRAINER'S WORKSHOP FOR NPF KADUNA STATE  
COMMAND**

**HUMAN RESOURCE AND OVERSIGHT TEAM**

**DATE: 8<sup>TH</sup> – 10<sup>TH</sup> JULY 2017**

**VENUE: ACCESS INTERNATIONAL HOTEL, KADUNA**

<b>S/N</b>	<b>NAMES</b>	<b>GEN DER</b>	<b>ORGANI SATION</b>	<b>LOCATION</b>
1	DSP CHINWE A.	F	NPF	KADUNA
2	ASP ABRAHAM AMEH	M	NPF	YOBE
3	BUKAR ZAINAB	F		KADUNA
4	INSP ABDULLAHI M.	M	NPF	YOBE
5	PATRICK VICTOR	M	CPN KD	KADUNA
6	ABDULGANIYU A. BALA	M	NHRC	KADUNA
7	ISHAYA SUNDAY	M	NPS	KADUNA
8	BIBA FRANK OHWOAVARHUA	F	LEGAL	KADUNA
9	LADI M. USMAN	F	NPF	KADUNA
10	ASP SAMAILA SOLOMON	M	NPF	YOBE
11	SIM GARBA Esq.	F	MOJ	KADUNA
12	JOHN D. WAKILI	M	NPF	YOBE
13	HAMMAN Y. DAHIRU	M	NPF	YOBE
14	ASP (BARR.) NASIR LAWAL	M	NPF	YOBE
15	DSP MUSTAPHA MUSTAPHA	M	NPF	KADUNA
16	SP BUHARI BELLO	M	NPF	KADUNA
17	SP OLU AROWOSHEGBE	M	NPF	KADUNA
18	ASP DANIEL AMINDA	M	NPF	YOBE
19	CSP SADIQ ABDULLAHI	M	NPF	KADUNA
20	CSP PETER WATHABA	M	NPF	KADUNA
21	SULEIMAN SHU'AIBBU, Esq	M	NBA KD	KADUNA
22	SHEHU BASHIR Esq	M	NBA KD	KADUNA
23	NUHU F. BALLO	F	NBA KD	KADUNA
24	AISHA IBRAHIM ABDUL	F	NBA KD	KADUNA
25	ALELE STANLEY	M	NPF	YOBE
26	SGT SAMSON ISHAKU	M	NPF	YOBE
27	CPL AUGUSTINE JULIUS	M	NPF	YOBE
28	INSP JOHN MONDAY	M	NPF	YOBE
29	DSP MALA MA'AJI	M	NPF	YOBE
30	CSP A. ELJAMAL	M	NPF	YOBE
31	JULIET O. AGADA	F	FIDA	KADUNA
32	BIN NDANG	F	FIDA	KADUNA
33	MARTHA SIM FRANCIS	F	FIDA	KADUNA
34	MOSES B. SUNDAY	M	FIDA	KADUNA
35	PRINCE OSCAR B.	M	AETRI	KADUNA
36	SGT MOHAMMED LAWAL	M	NPF	KADUNA
37	SGT BUHARI IDRIS	M	NPF	KADUNA

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**

38	CPL YUNUSA HASSAN	M	NPF	YOBE
39	SGT HASSAN AUDU	M	PMF	YOBE
40	SP OBEKA V. BUNMI	F	NPF	KADUNA
41	ASP ADEBOYE DANIEL	M	NPF	YOBE
42	ASP OBED MUSA	M	NPF	YOBE
43	DSP RICHARD TOYIN	F	NPF	YOBE
44	SP ADAMU AHMED	M	NPF	YOBE
45	ASP ALI BURAH	M	NPF	YOBE
46	USMAN MODU			
47	LAWAU YAGA			
48	IBRAHIM ABDULLAHI	M	NPF	YOBE
49	YUSUF Y. DOMA	M	NPF	YOBE
50	MEDUPIN B. MICHAEL	M	ACHI	KADUNA

**HUMAN RIGHTS TRAINING OF TRAINER'S WORKSHOP FOR NPF KADUNA STATE  
COMMAND**

**POLICE HUMAN RIGHTS DESK OFFICERS**

**DATE: 10<sup>TH</sup> – 15<sup>TH</sup> JULY, 2017**

**VENUE: ACCESS INTERNATIONAL HOTEL, KADUNA**

<b>S/N</b>	<b>NAMES</b>	<b>GEN DER</b>	<b>ORGANI SATION</b>	<b>LOCATION</b>
1	DANGBI DORCAS	F	NPF	KADUNA
2	PATRICK VICTOR	M	CPN	KADUNA
3	MEDUPIN B. MICHAEL	M	ACHI(CSO)	KADUNA
4	ADAMA SHEHU	F	NPF	KADUNA
5	SIM GARBA	F	MOJ	KADUNA
6	CSP PETER WATHEBA	M	NPF	KADUNA
7	SP OBEKA V. BUNMI	F	NPF	KADUNA
8	SP OLU AROWOSHEGBE	M	NPF	KADUNA
9	PETRE JUSTIN	M	NPF	KADUNA
10	CSP SADIQ AB	M	NPF	KADUNA
11	ASP FAW ISHENI	M	CID KDS	KADUNA
12	INSPR. DAHIRU AUDU	M	NPF KAWO	KADUNA
13	BIBA FRANK OHWOAVWORHWA	F	LACON	KADUNA
14	DSP MUSTAHPHA A.M	M	NPF	KADUNA
15	ABDULGANIYI A. BALA	M	NHRC	KADUNA
16	RITA UNUNG	F	NPF	KADUNA
17	INSPR. MUSTAPHA SANI	M	NPF	KADUNA
18	INSPR. HANNAH M.	F	NPF	KADUNA
19	INSPR. UHARA ABDULLAHI	M	NPF	KADUNA
21	INPSR. PHILOMENA IYAMA	F	S/TASHA	KADUNA
22	INSP. MOHAMMED SULEIMAN	M	RIGACH	KADUNA
23	DSP HAMZA IBR	M	NPF	KADUNA
24	DSP ISHAYA GARBA	M	NPF	KADUNA

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**

**TRAINING INSTITUTION BASED HUMAN RIGHTS TRAINING OF TRAINER'S WORKSHOP  
FOR  
POLICE INSTRUCTORS AT POLICE TRAINING COLLEGE, OJI RIVER, ENUGU  
STATE**

**DATE: 20<sup>TH</sup> – 22<sup>TH</sup> JULY, 2017**

**VENUE: POLICE ACADEMY, OJI RIVER, ENUGU STATE**

S/N	NAMES	GEN DER	ORGANI SATION	LOCATION
1	CPL CHINEDU CYPRAIN	M	NPF	OJI RIVER
2	PC IGWE PETER	M	NPF	OJI RIVER
3	SGT ERNEST BIGWA	M	NPF	OJI RIVER
4	W/SGT SABINA UMEAGO	F	NPF	OJI RIVER
5	W/CPL EBERE ACHIME	F	NPF	OJI RIVER
6	W/SGT AGNES	F	NPF	OJI RIVER
7	W/CPL OKOH JOSEPHINE	F	NPF	OJI RIVER
8	SGT SHAWON BENJAMIN	M	NPF	OJI RIVER
9	NWOKE FRANCIS	M	NPF	OJI RIVER
10	INSP. OWOH FLORENCE	F	NPF	OJI RIVER
11	SGT FIDELIS UTOKU	M	NPF	OJI RIVER
12	W/SGT GRACE MATHEW	F	NPF	OJI RIVER
13	WSG UDUAK NJI	F	NPF	OJI RIVER
14	DSP GABRIEL AMU	M	NPF	OJI RIVER
15	DSP JAMES UWERU	M	NPF	OJI RIVER
16	W/CPL IGWE BLESSING	F	NPF	OJI RIVER
17	W/CPL AGNES OGBU	F	NPF	OJI RIVER
18	W/INSP CYRIL MONICA	F	NPF	OJI RIVER
19	W/CPL CHARITY OBY	F	NPF	OJI RIVER
20	CPL SOROCHI ONUKWUE	M	NPF	OJI RIVER
21	SGT KARA LUCKY	M	NPF	OJI RIVER
22	PC GEORGE IFEANYICHUKWU	M	NPF	OJI RIVER
23	SGT NKIRUKA EZIAMA	F	NPF	OJI RIVER
24	PC ERISHI ONYEKACHI	M	NPF	OJI RIVER
25	CPL DANLADI MUSA	M	NPF	OJI RIVER
26	ASP ONWUAMAEZULAM A.	M	NPF	OJI RIVER
27	ASP DEEZIM S. KAGBARANEE	M	NPF	OJI RIVER
28	ASP NWOZOR SYLVESTER	M	NPF	OJI RIVER
29	ASP UDE TOBIAS	M	NPF	OJI RIVER
30	ASP OKEKE HERBERT	M	NPF	OJI RIVER

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**

31	ASP NKEM EMEKA C.	M	NPF	OJI RIVER
32	INSP. SIMEON MANWUMA	M	NPF	OJI RIVER
33	W/INSPR. ONYEWOWU NNENNA	F	NPF	OJI RIVER

34	INSPR. GABRIEL OFFOR	M	NPF	OJI RIVER
35	INSPR. AJOM SIMON	M	NPF	OJI RIVER
36	W/INSPR. ANGELA AHANOWO	F	NPF	OJI RIVER
37	OKEREKE OSONDU	M	NPF	OJI RIVER
38	EHIRI EVARISTUS	M	NPF	OJI RIVER
39	OKOROGU CHUKWUDI	M	NPF	OJI RIVER
40	UNWANA ETIM	M	NPF	OJI RIVER
41	OSUJI REMIGIUS	M	NPF	OJI RIVER
42	CYRIL OBIEZE	M	NPF	OJI RIVER
43	CSP SAMUEL O. ONOJA	M	NPF	OJI RIVER
44	SP ROBINSON OTUBO	M	NPF	OJI RIVER
45	SP FRANK O. ONU	M	NPF	OJI RIVER
46	SP ADENIYI ADEKUNLE S.	M	NPF	OJI RIVER
47	ASP AMBROSE ONWUAMAEZUIKA	M	NPF	OJI RIVER
48	CPL YAKUBU JIMOH		NPF	OJI RIVER
49	CPL NGEH CLARKSON	M	NPF	OJI RIVER
50	AJIBO HENRY	M	NPF	OJI RIVER
51	CPL BULUS DANLADI	M	NPF	OJI RIVER
52	CPL MONDAY BASHIR	M	NPF	OJI RIVER
53	S/INSP CORNELIUS NWOGBO	M	NPF	OJI RIVER
54	CPL OLORUNSAYE OLORUNPOUN	M	NPF	OJI RIVER
55	INSPR. WILLIE ELIMA	M	NPF	OJI RIVER
56	INSPR. SIMEON UDOH	M	NPF	OJI RIVER
57	INSPR. ANIEFIOK ESSIEN		NPF	OJI RIVER
58	S/INSPR. NEBOAGU CHRISTIAN	M	NPF	OJI RIVER
59	W/INSPR. IFEMELUDIKE FLORENCE	F	NPF	OJI RIVER
60	INSPR. LINUS AULA	M	NPF	OJI RIVER
61	CHINEMELU BARTHOLOMEW C.	M	NPF	
62	W/INSPR. IKWU HELEN	F	NPF	OJI RIVER

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**

63	INSPR. DONATUS UDEH	M	NPF	OJI RIVER
64	INSPR. CHARLES OGBU	M	NPF	OJI RIVER
65	W/SGT EBEREDI ODINACHI	F	NPF	OJI RIVER
66	ACP OYENIYI Y. JOHN	M	NPF	OJI RIVER
67	ASP CHUKWUKELU BONAVENTURE	M	NPF	OJI RIVER

68	ACP MARY	F	NPF	OJI RIVER
69	SP ISRAEL OKPONG	M	NPF	ABUJA
70	CPL HUSSEINI PETER	M	NPF	OJI RIVER
71	CPL TERHEMBA IORBEE	M	NPF	OJI RIVER
72	CPL PETER ODOH	M	NPF	OJI RIVER
73	W/SGT ONU EUCHERIA	F	NPF	OJI RIVER
74	W/SGT NNENNA OKORONKWO	F	NPF	OJI RIVER
75	INSPR. PIUS ESHU	M	NPF	OJI RIVER
76	CPL MOSES TIMOTHY	M	NPF	OJI RIVER
77	W/SGT PHILIBUM PATIENCE	F	NPF	OJI RIVER
78	W/SGT NNENE STELLA	F	NPF	OJI RIVER
79	W/SGT OLOVO BERNADETTE	M	NPF	OJI RIVER
80	SGT EZE BONIFACE	M	NPF	OJI RIVER
81	SGT DIEKE HILLARY	M	NPF	OJI RIVER
82	OKEFI BLESSING	F	NPF	OJI RIVER
83	SGT OBI OBED	M	NPF	OJI RIVER
84	SGT HARUNA NYANKANU	M	NPF	OJI RIVER
85	SGT TOM EMMANUEL	M	NPF	OJI RIVER
86	W/SGT OKORO CATHERINE	F	NPF	OJI RIVER
87	W/SGT UDEH CHRISTIANA	F	NPF	OJI RIVER
88	IROECHE AGNES	F	NPF	OJI RIVER
89	CHIJIJOKE EZUHWU	M	NPF	OJI RIVER
90	SGT BASSEY EBRI	M	NPF	OJI RIVER
91	SGT OKPE EMMANUEL	M	NPF	OJI RIVER
92	W/SGT OFFOR IJEOMA	F	NPF	OJI RIVER
93	GABRIEL OKEREKU	M	NPF	OJI RIVER
94	W/SGT ENE MODESTER	F	NPF	OJI RIVER
95	CPL NWAKWESILI MARTINS	M	NPF	OJI RIVER
96	INSPR. ODI GABRIEL	M	NPF	OJI RIVER
97	INSPR. OZOR CALLISTUS	M	NPF	OJI RIVER
98	INSPR. IMOSEMI OJIEMAI	M	NPF	OJI RIVER
99	W/CPL NWACHUKWU NWNONISA	F	NPF	OJI RIVER
100	SGT OMINJI JOSEPH	M	NPF	OJI RIVER
101	OWOH FLORENCE	F	NPF	OJI RIVER
102	DEBORAH DANIEL	F	NPF	OJI RIVER
103	CPL OSONG IBOR	M	NPF	OJI RIVER
104	CPL FLORENCE OJOBO	F	NPF	OJI RIVER
105	CPL ISHAYA ASHAR	M	NPF	OJI RIVER



**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
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106	W/SGT EZENNIA VERONICA	F	NPF	OJI RIVER
107	W/SGT ONYEAZOR KATE	F	NPF	OJI RIVER
108	BITRUS OBIDAL	F	NPF	OJI RIVER
109	ASP IBE EBELEMA	M	NPF	OJI RIVER
110	ASP NWAJIAKU COLEMAN	M	NPF	OJI RIVER
111	W/SGT EKAH GRACE	F	NPF	OJI RIVER
112	W/SGT BLESSING IDAKPO	F	NPF	OJI RIVER
113	DSP CASMIR ELIAZ	M	NPF	OJI RIVER
114	SGT EMEREONWU NGOZI	F	NPF	OJI RIVER
115	INSPR. GABRIEL CHRISTIAN	M	NPF	OJI RIVER
116	W/SGT EDIM ALICE	F	NPF	OJI RIVER
117	INSPR. OBA RUPHINA	F	NPF	OJI RIVER
118	SGT ZAKARI AHMED	M	NPF	OJI RIVER
119	SGT NNACHUKWU EUGENE	M	NPF	OJI RIVER
120	W/CPL BLESSING DADT	F	NPF	OJI RIVER
121	PETER DONATUS	M	NPF	OJI RIVER
122	SGT PAUL AJU	M	NPF	OJI RIVER
123	NWANKWO LILIAN	F	NPF	OJI RIVER
124	SGT OBODO AGOZIE	M	NPF	OJI RIVER
125	SGT FRANCISCA LEWECHUKWU	F	NPF	OJI RIVER

**HUMAN RIGHTS TRAINING OF TRAINER'S WORKSHOP FOR NPF OSUN/OYO  
STATE COMMAND**

**DIVISIONAL POLICE OFFICERS AND DIVISIONAL CRIME OFFICERS**

**DATE: 24<sup>TH</sup> JULY, 2017**

**VENUE: DAVIES HOTEL, IBADAN OYO STATE**

<b>S/N</b>	<b>NAMES</b>	<b>GEN DER</b>	<b>ORGANI SATION</b>	<b>LOCA TION</b>
1	OLUWATOYIN MALIK	F	TRIBUNE	IBADAN
2	YUSUF ADEREMI	M	NPF	OYO
3	ADEBISI WILLIAMS	M	NPF	OYO
4	COKER SHADO	M	NPF	OYO
5	CSP. ARIMIYAN APANPA	M	NPF	OSUN
6	SP. SARAMO AMATARE	M	NPF	OSUN
7	DSP. OJOPAGOGO ADENIYAN	M	NPF	OSUN
8	DSP. AUDU JUSTINE	M	NPF	OSUN
9	CSP. ABDULSALAM AR	M	NPF	OSUN
10	CSP. AIKUOLA MOSES	M	NPF	OSUN
11	SP. SULEIMAN ISHOLA	M	NPF	OSUN
12	DSP. ABIDAN SALAMI	M	NPF	OYO
13	SAMSON AKINDELE	M	105.9FM	IBADAN
14	CSP. ADEMOLA OGUNYAMOJU	M	NPF	OYO
15	SP. AKINWANDE OMOWUNMI	F	NPF	OSUN
16	SP. OLUGBEMILEKE TAIWO	M	NPF	OSUN

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
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17	SP. WASIU OBEY	M	NPF	OSUN
18	CSP. TUNDE ADENIRAN	M	NPF	OYO
19	CSP. SULEIMAN ISHOLA	M	NPF	OYO
20	SP. YUSUF ADEREMI	M	NPF	OYO
21	DSP. OGUNGBAGBE OPEYEMI	F	NPF	OSUN
22	ASP. SAJO BUSAYO	F	NPF	OSUN
23	DSP. ADETUNJI RAHEEM	M	NPF	OSUN
24	ASP. C.J EKEINDE	F	NPF	OSUN
25	SP. AYILARA MURAINA	M	NPF	OSUN
26	THOMAS OWOLABI	M	AIT	IBD
27	OLADOSO MICHEAL	M	AIT	IBD
28	ADEWALE OSHODI	M	TRIBUNE	IBD
29	AKERELE WALE	M	GALAXY TV	IBD
30	JEFFREY AHONMISI	M	FRCN	IBD
31	AKA-SHITTU BIMBOLA	F	NPF	OSUN
32	FOLASADE ODORO	F	NPF	OSUN
33	ADEPEGBA K. ADETOYE	M	NPF	OSUN
34	CSP. MUSTAPHA A.	M	NPF	OYO
35	ASP. TATA TUNDE	M	NPF	OSUN
36	DSP. EMMANUEL EGAPI	M	NPF	OSUN
37	SP. ADEDEJI ALIRAT	F	NPF	OSUN
38	DSP. RASHEED ARE	M	NPF	OYO
39	SAZAIKO OLUGBENGA	M	NPF	OYO

**HUMAN RIGHTS TRAINING AND OVERSIGHT RESOURCE TEAM FOR NIGERIA POLICE  
FORCE, OSUN/OYO STATE COMMAND**

**DATE: 25<sup>TH</sup> – 27<sup>TH</sup> JULY, 2017**

**VENUE: DAVIES HOTEL, IBADAN OYO STATE**

<b>S/N</b>	<b>NAMES</b>	<b>GEN DER</b>	<b>ORGANI SATION</b>	<b>LOCA TION</b>
1	CSP. ABDULSALAM AR	M	NPF	OSUN
2	CSP. AIKUOLA MOSES	M	NPF	OSUN
3	SP. SULEIMAN ISHOLA	M	NPF	OSUN
4	ASP. TAFATUNDE	M	NPF	OSUN
5	DSP. AUDU JUSTINE	M	NPF	OSUN
6	DSP. OJOPAGOGO ADENIYAN	M	NPF	OSUN
7	SP. SARAMO AMATBE	M	NPF	OSUN
8	CSP. ARIMIYAN APANPA	M	NPF	OSUN
9	TAIWO IYABO	F	NGO	IBD
10	DSP. ABIDEMI SALAWU	M	NPF	OYO
11	OGUNLEYE OLUSOLA	F	FIDA	OSUN
12	ADENIYI ADEKUNLE	F	MOJ	OSUN
13	BADMUS ABIOLA A.	F	MWA	OYO
14	COKER SHADO	M	NPF	OYO
15	SP. AYILARA MURAINA	M	NPF	OSUN
16	ASP. SAJO BUSAYO	F	NPF	OSUN

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**

17	DSP. EMMANUEL EGAPI	M	NPF	OSUN
18	SP. SULEIMAN ISHOLA	M	NPF	OSUN
19	ADETUNJI RAHEEM	M	NPF	OSUN
20	C. JUMAI EKEINDE	F	NPF	OSUN
21	ADEDEJI ALIRAT	F	NPF	OSUN
22	OGUNKUNLE TITILADE	F	FCC	OYO
23	DSP. OGUNGBAGBE OPEYEMI	F	NPF	OSUN
24	DSP. RASHEED A. ARE	M	NPF	OYO
25	CSP. ADEPEGBA K.A	M	NPF	OSUN
26	CSP. MUSTAPHA A.	M	NPF	OYO
27	FOLASADE ODORO	F	NPF	OSUN
28	AKA-SHITTU BIMBOLA	F	NPF	OSUN
29	IGEIN IBIRONKE	F	MWA	OYO
30	ABDULGANIYU TAJUDEEN	M	MOJ	IBD
31	OLAWALE A. TIAMIYU	M	MOJ	OYO
32	DSP. SENA HABIYI	F	NPF	IBD
33	AKINLADE OMOLARA	F	NGO	IBD
34	SP. AKINWANDE OMOWUNMI	F	NPF	OSUN
35	SP. OLUGBEMILEKE TAIWO	M	NPF	OSUN
36	CSP. TUNDE ADEYIRAN	M	NPF	OYO
37	SP. WASIU OBEY	M	NPF	OSUN
38	CSP. SALAKO OLUGBENGA	M	NPF	OYO
39	SP. YUSUF ADEREMI	M	NPF	OYO
40	DSP. ADEBISI WILLIAMS	M	NPF	OYO
41	CSP. SULEIMAN ISHOLA	M	NPF	OYO
42	TONA AKANDE Esq	M	NBA	OSUN
43	YINKA OLAYIWOLA	M	NBA	OSUN

**HUMAN RIGHTS TRAINING FOR HUMAN RIGHTS DESK OFFICERS OF THE NIGERIA  
POLICE FORCE, OSUN/OYO STATE COMMAND**

**DATE: 28<sup>TH</sup> – 29<sup>TH</sup> JULY, 2017**

**VENUE: DAVIES HOTEL, IBADAN OYO STATE.**

S/N	NAMES	GEN DER	ORGANI SATION	LOCA TION
1	ASP GBADAMOSI KAZEEM	M	NPF	OSUN
2	INSP. OLAYIWOLA RASAQ	M	NPF	OSUN
3	DSP. ERUNINJOLE MUSILIU	M	NPF	OYO
4	DSP. RASAQ ADEBAYO	M	NPF	OSUN
5	ASP. WILLIAMS AYODEJI	M	NPF	OYO
6	ASP. OGUNRINDE TIMOTHY	M	NPF	OYO
7	INSPR. OLADELE OGUNDOYIN	M	NPF	OSUN
8	ASP. TAFATUNDE	M	NPF	OSUN
9	INSPR. OLUBODE FRANCIS	M	NPF	OYO
10	DSP. STEPHEN ANIBUBU	M	NPF	OYO
11	SGT. MATTHEW AMOS	M	NPF	OSUN
12	IYABO TAIWO	F	NGO	OYO

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
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13	OLAWALE ABDULLAHI TIAMIYU	M	MOJ	OYO
14	SP. AKINWANDE OMOWUNMI	F	NPF	OSUN
15	DSP. ADETUNJI RAHEEM	M	NPF	OSUN
20	SP. FRIDAY EKEBBI	M	NPF	OYO
21	SP. BELLO ABDULRAUF	M	NPF	OYO
22	ASP. LASISI TAIWO	M	NPF	OYO
23	ASP. OGUNLEKE JACOB	M	NPF	OSUN
24	W/CPL. DOUBOYE DOUBARA	F	NPF	OSUN
25	W/SGT. ADEOSUN FUNMILOLA	F	NPF	OSUN
26	ASP. SUNDAY O. IJEH	M	NPF	OSUN
27	DSP. OPALOLA YEMISI	F	NPF	OSUN
28	CSP ABDULSALAM AR	M	NPF	OSUN
29	DSP RASHEED ARE	M	NPF	OYO
30	OGUNGBANGBE OPEYEMI	F	NPF	OSUN
31	SAJO BUSAYO F.	F	NPF	OSUN
32	OLADIMEJI KEMI	F	NPF	OSUN
33	OLAKANMI OMISOPE	M	NPF	OYO
34	ADEBISI WILLIAMS	M	NPF	OYO
35	C.J EKEINDE	F	NPF	OSUN
36	OLUGBEMILEKE TAIWO	M	NPF	OSUN
37	OFANGBA TAYO	F	NPF	OYO
38	SALAMI BOLANLE	F	NPF	OYO
39	OGUNKUNLE TITILADE	F	CSO	OYO
40	ODORO FOLASADE	F	NPF	OSUN
41	AKA-SHITTU BIMBOLA	F	NPF	OSUN
42	OMILANI S. MOJISOLA	F	NPF	OYO
43	ADENIRAN MOJIRAYO	F	NPF	OYO
44	WILLIAMS AYODEJI	M	NPF	OYO
45	OLADELE OGUNDOYIN	M	NPF	OSUN
46	OZOANI DAMASUS C.	M	NPF	OSUN
47	ASP OGUNLEKE	M	NPF	OSUN

**HUMAN RIGHTS TRAINING OF TRAINER'S WORKSHOP FOR NPF BAYELSA/RIVERS  
STATE COMMAND**

**OVERSIGHT AND RESOURCE TEAM**

**DATE: 1<sup>ST</sup> -3<sup>RD</sup> AUGUST 2017**

**VENUE: SWISS INTERNATIONAL HOTEL, PORT-HARCOURT, RIVERS STATE.**

<b>S/N</b>	<b>NAMES</b>	<b>GEN DER</b>	<b>ORGANI SATION</b>	<b>LOCATION</b>
1	CSP CECY BROWN	F	NPF	YENAGOA BAYELSA
2	SP SOLOMON AKIKA	M	NPF	ELEKAHIA
3	SP EKIAMENE AMAEBIYE	M	NPF	AMASSOMA YEN

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
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4	SP ISAAC SEIGOKURE	M	NPF	YENAGOA
5	SP ENE O. ENE	M	NPF	BAYELSA
6	SP SOLOMON J. UBANI	M	NPF	BAYELSA
7	SP ESSIEN ESSIEN	M	NPF	T/AMADI PH
8	CSP EDWARD OMOANYIN	M	NPF	AKENFA
9	SP AFOLAYAN OLADAPO	M	NPF	S.I.B
10	DSP BLESSING DANIEL	F	NPF	AZIKIWE DIV.
12	INSPR. SHETTIMA USMAN	M	NPF	ERERACK SQUAD
13	INSPR. AKOYE DAGOGO	M	NPF	ANTI-CULTISM
14	INSPR. GIFT OHOWU	M	NPF	AKU
15	DSP EYEBOSE EFEHI	M	NPF	EKEREMIP BAYELSA
16	SP DEBORAH DOOYUM T.	F	NPF	NKPOLU
17	CSP NATHANIEL OKPARA	M	NPF	RIVERS
18	ASP OJOWURO JOHN	M	NPF	RIVERS
19	ANEKWE EUCHARIA	F	GPSSDC	ANAMBRA
20	OMONBO GODPA	M	NPF	NEMBE BYS
21	OLOWO JACOB	M	NPF	KOZO BYS
22	OKPO EDWARD	M	NPF	SAGBAMA
23	CHILI ANAMA	M	NPF	KAIAMA BYS
24	AJAYI ABIODUN	M	NPF	OPOROMA
25	CYRINA N. OKERE	F	NPF	RIVERS
26	DANIEL ETIM	M	NPF	BORIKIRI RVS
27	EYUBE ABEL	M	NPF	OGBIA BYS
28	SLYVANUS MORDI	M	NPF	DIOBU RVS
29	GARBA A. BALA	M	NPF	RIVERS
30	OBLA OBLA	M	NPF	RIVERS
31	HASHIM SANI KURFI	M	NPF SIB	RIVERS
32	UGWUEKE JONATHAN	M	NPF SIB	RIVERS
33	MBAI S. DUINI	M	PMF	
34	INEGBEDION JULIUS	M	NPF	PH
35	STEPHEN OKUNADE	M	NPF	PH
36	GBENGA STEPHEN	M	NPF	PH
37	CSP. SANI SUMAILA	M	NPF	PH
38	CSP. SOGBEBA D. WEST	M	NPF	PH
39	CSP. ABDULKARIM NUHU	M	NPF	PH
40	DSP. FRANCIS J. UDOH	M	NPF	PH
41	EMECHA VICTOR	M	NPF	PH
42	CSP. AHIGO D. LAWSON	M	NPF	PH
43	EKAETTE E. ARCHIBONG	F	NPF	PH

**HUMAN RIGHTS TRAINING OF TRAINER'S WORKSHOP FOR NPF BAYELSA/RIVERS  
STATE COMMAND**

**Resource and Oversight Team**

**DATE: 1<sup>st</sup> -3<sup>rd</sup> August 2017**

**VENUE: SWISS INTERNATIONAL HOTEL, PORT-HARCOURT, RIVERS STATE.**

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
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S/N	NAMES	GENDER	ORGANISATION	LOCATION
1	EkigemeneAmaebiye	M	NPF	Yenegoa
2	SP Ene O Ene	M	NPF	Bayelsa
3	Chief Nengi James	M	CLO	Bayelsa
4	AdejumoSegun	M	NPF	PH
5	Gbenga Stephen	M	NPF	Bayelsa
6	Chili Amadi	M	NPF	Bayelsa
7	AjayiAbiodun	M	NPF	Bayelsa
8	Ojowuro John	M	NPF	S/B
9	Abiodun	M	NPF	PH
10	SP CyrianOkere	F	NPF	
11	ASP CiliAnama	M	NPF	Rivers
12	DSP Okbo Edward	M	NPF	
13	ASP Ozwo Jacob	M	NPF	Kola
14	ASP Ojuwuo John	M	NPF	Rivers
15	Geoffrey Oseni	M	NBA	Rivers
16	IsholaOlabene	M	Unodc	
17	Ozowu Gift	M	NPF	Aku
18	AkoyeDagogo	M	NPF	Anti-Cultism
19	InsprShettimaUsma	M	SSS	
20	Emeffa Victor	M	F-SARS	
21	Jane Francis	F	LACON	PH
22	Nnadi Patience	F	NPS	Elele
23	NwangboChioma	F	Prisons	Elele
24	Edward Shadara	M	NPF	Aku
25	CSP Nathaniel Okpara	M	NPF	Rivers
26	SP Isaac Seibak	M	NPF	Bayelsa
27	SP Solomon Ubani	M	NPF	Bayelsa
28	SP Dogum Deborah	F	NPF	Rivers
29	DSP Eyebese	F	NPF	Bayelsa
30	DSP Blessing Daniel	F	NPF	Rivers
31	Esq Ibenechie	M	NBA	Rivers
32	Barr OhaletenmEzeugo	M	LACON	Bayelsa
33	ASP Ofoni Juliet	F	NPS	Rivers
34	ASP Ugwu Maureen	F	NPS	Rivers
35	CSP Sani Sumalia	M	NPF	Rivers
36	Edward Shadare	M	NPF	Aku
37	CSP Abraham Nuk	M	NPF	Rivers
38	ASP Ebule Queen	F	NPS	Rivers
39	WokomaOt	F	NPS	Rivers
40	AjayiAbiodu	M	Npf	Bayelsa
41	CSP Ekatte	F	NPF	RIVERS
42	ASP Emmanuel Basse	M	Prison	Rivers
43	DSP Eyebese	M	NPF	Bayelsa
44	Esq EkanepaBademe	F	FIDA	Rivers
45	CSP Cecilia Amdy	F	NPF	Bayelsa
46	Abdul Razaq	M	NPF	Bayelsa
47	CSP Inegbedion Julius	M	Special Squand	Bayelsa
48	Sylvanus Mordi	M	NPF	Diobu
49	Siya Dania	F	FIDA	Yenagoa
50	Daniel Etim	M	NPF	Borikiri
51	EssienEssien	M	NPF	T/ Amadi

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
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52	AfolyaAnoladapo	M	NPF	SIB
53	Eyaba Abel	M		Bayelsa
54	CSP Aliyo D	M	NPF	Aku
55	CSP s. Olamide	M	NPF	
56	CSP Ekatte	F	Legal Aid	Rivers
57	AjayiAbiodun	M	NPF	Bayelsa
58	Ojowuro John	M	NPF	S/B
59	Binnoyi	F	Legal Aid	
60	Edward Shadara	M	NPF	Bayelsa

**HUMAN RIGHTS TRAINING OF TRAINER'S WORKSHOP FOR NPF BAYELSA/RIVERS  
STATE COMMAND**

**HUMAN RIGHTS DESK OFFICER**

**DATE: 4<sup>TH</sup> -5<sup>TH</sup> AUGUST 2017**

**VENUE: SWISS INTERNATIONAL HOTEL, PORT-HARCOURT, RIVERS STATE.**

S/N	NAMES	GENDER	ORGANISATION	LOCATION
1	CookeySofiri	M	NPF	Bori/ Rivers
2	Agnes Akpan	M	NPF	Rivers
3	Akhmien Bright	M	NPF	Rivers
4	EkatteArchibong	F	NPF	Rivers
5	Abdul Razaq	M	NPF	Bayelsa
6	CSP Sageba West	M	NPF	Rivers
7	DSP Stephen Odozor	M	NPF	Rivers
8	CSP Nathan Obi	M	NPF	Rivers
9	CSP Edward Omosanyi	F	NPF	Bayelsa
10	Geoffrey Osa	M	NBA	Rivers
11	Edet Ikon	M	NPF	Woji/ Rivers
12	Dike Savour	M	NPF	Yenagoa
13	DSP Austin Ikegmami	M	NPF	Yenagoa
14	AnthoniaUdokpoh	F	NPF	Rivers
15	Benson Joseph	M	NPF	Yenagoa
16	Grace Richman	F	NPF	Bayelsa
17	CSP Sogbeba West	M	NPF	Rivers
18	CSP Ardeekarim	M	NPF	Rivers
19	Peter Ezebuike	M	NPF	Rivers
20	Godpower	M	NPF	Bayelsa
21	CSP Edward Omosanyin	M	NPF	Bayelsa
22	Barr Esther Achor	F	FIDA	Rivers
23	Ofirium Paul	M	NPF	Rivers
24	Chief Nnegi James	M	CLO	Bayelsa
25	ASP Ozowu James	M	NPF	
26	Okpo Edward	M	NPF	Bayelsa

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**

**PLANNING RETREAT FOR THE HUMAN RIGHTS TRAINING OF SARS/  
PMF.**

**DATE: 6<sup>TH</sup>-8<sup>TH</sup> DECEMBER, 2017**

**VENUE : R & A CITY HOTEL. NO. 2 MAJEKODUNMI STREET OFF ALLEN  
AVENUE BY OSHOPEY PLAZA, ALLEN AVENUE, IKEJA , LAGOS.**

S/ N	NAMES	DESIGNATIO N/ ORGANISATI ON	SEX	FORCE NUMBER
1	CSP Dashuwar Abuja Tepnyakas	C/O MOPOL Calabar	M	50639
2	DCP Ibrahim S Kadoje	DC FSARS Annex Lagos	M	36777
3	ACP Oyakhilome	AC G.I FCID Lagos	M	23805
4	DIG HM Dagala	FCIID	M	24184
5	CP Aromeh Attaboh	Department of training and development ,A buja	M	40098
6	ACP Ali Dabigi	Commandant PMF Training College	M	41747
7	ACP Dauda Mamma	PTS Jos	M	41783
8	ACP J Modi	PTS Benin	M	41840
9	CSP Habib Rabi	PMF Abuja	M	50803
10	ACP Bunmi Ogedegbe	F SARS Adeniji Adere	M	46635
11	CSP D.H Pare	FSARS Adeniji Adere	M	50738
12	ACP Kayode E	Police Training School, Ikeja	M	36613
13	DCP Ogunjobi E.A	Police College Kaduna	M	21920
14	Adams Tukuma	Osun CVommand	M	273977
15	SGT Ocheme A	F.SARS	M	368207



**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
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16	CPL Adebesir S.O	F.SARS	M	498337
17	SGT JohnEshi	F.SARS	M	2500720
18	CPL Azamegbe Clement	F.SARS	M	476774Q
19	Onoja Mattew	F.SARS	M	7401012
20	Adejumo Olabisi	FSARS	F	85127
21	DIG Emmanuel Inyang	Training & Devpt Department	M	24205
22	SP Isreal Ukpong	Training & Devpt Department	M	94151
23	DIG Hashimus	NPF Rtd	M	-
24	Musa Yakubu	NPF	M	163282
25	Umaru Abullahi	NPF	M	54249
26	Markus Gideon	NPF	M	57338
27	Donald James Irohan	NPF Rtd	M	
28	Manger Fergus	NPF	M	36138

**GROUP AND INDIVIDUAL WORKPLANS/ACTION PLANS DEVELOPED BY  
WORKSHOP PARTICIPANTS IN 2017**

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

VENUE: ACCESS HOTEL, KADUNA

### KADUNA MUNICIPALITY

<b>TASK</b>	<b>TIMELINE</b>	<b>RESOURCE NEEDED</b>	<b>PERSONS RESPONSIBLE</b>
Visitation to police station to observe the welfare suspects and interact with suspects and desk officers	Once a month		Amina, Aisha, sani, bello, Hamza
Collaborate with HR Desk officer of formation for effective step down training	June 2017		Same
Visitation to prison to sensitize prison staff on Rights of inmates	Once every month		same

### OSOGBO COMMAND OYO/OSUN

<b>ACTIVITY</b>	<b>TIMELINE</b>	<b>RESPONSES NEEDED</b>	<b>PERSONS RESPONSIBLE</b>
Dissemination of necessary informations to would be trainings on the conduct of the exercise	1. 1 <sup>st</sup> August 2017	Approval	Osogbo team( InsprOlade le , Sgt AdeyemiTaiwo, Sgt Kola)
Preparation of logistics for the training	3rd August 2017	Comfortability of the trainees during the step down	Osogbo Team
Determination of convenient venue for the participants	4 <sup>th</sup> August 2017		Team

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**

The Conduct of the training	6 <sup>th</sup> Aug 2017	Imbibing basic principle of respect for human right	Team
Evaluation of the participants and their encouragement to the discrimination of what they have learnt			Team
OSUN COMMAND			
Report writing and submission	31 <sup>st</sup> August	Pen and Paper	DouboyeDoubara
Plan and approval from the DPO in carrying out a step down	8 <sup>th</sup> September		Team
Training of trainers in division	15 September and 31 <sup>st</sup> October	Projector, flip Chat, Tape Board etc	Team
Step Down proposal, inspection of cells, and custodial facilities	1 <sup>st</sup> November 2017	Water , snacks and First Aid	Team, cell guard and resource team
Monitor and maintain records / files of cases violation of human rights allegedly committed by Police Officers, New Report	20 <sup>th</sup> December	Pen and Paper	Clo, IPOs and the team

## **COMMUNIQUE**

### **COMMUNIQUE ISSUED AT THE END**

#### **OF THE**

### **3-DAY RETREAT FOR THE PLANNING OF THE HUMAN RIGHTS TRAINING PROGRAMME FOR NIGERIA POLICE FORCE, SPECIAL ANTI-ROBBERY SQUAD (SARS) AND THE POLICE MOBILE FORCE (PMF) UNIT**

#### **ORGANISED BY THE NIGERIA POLICE FORCE WITH PRAWA AS TECHNICAL PARTNER AND SUPPORTED BY GIZ**

#### **AT**

**R & A CITY HOTELS LIMITED, IKEJA, LAGOS STATE**

**FROM DECEMBER 6 TO DECEMBER 8, 2017**

## **INTRODUCTION**

In a 3 day retreat jointly organized by the Nigeria Police with PRAWA as the technical partner with the support of GIZ which held at R & A City Hotels Limited, Lagos State from Wednesday 6 December to Friday 8 December, 2017 important issues concerning the Special Anti-Robbery Squad (SARS) and Police Mobile Force (PMF) Units were discussed extensively with particular focus on its human rights records.

In attendance as Participants and Resource persons were senior officers drawn from various departments of the Nigeria Police including Force CIID (FSARS), Operations (PMF), Training and Development (NPF Training Institutions). The Inspector General of Police, Ibrahim K. Idris NPM, mni ably represented by DIG HM Dagala psc, fdc presided over the opening ceremony. Dr. Uju Agomoh, Executive Director, PRAWA, and Prof. Chiso Okafor, took charge of the technical sessions.

Participants at the retreat noted that in response to the high rate of armed robbery in the country, the Nigeria Police Force leadership established the Special Anti-Robbery Squad (SARS) to form part of the

Criminal Investigation Department with the primary functions of investigation and prosecution of armed robbery cases. Regrettably however, participants agreed that in recent times, there has arisen public outrage against SARS for alleged violations of human rights ranging from torture, inhuman and degrading treatment, intimidation and extortion to extra –judicial killing.

SARS is also accused of lacking in accountability in the performance of its duties and of engaging in corruption. Some have expressed the opinion that this lack of accountability breeds and perpetuates impunity. An urgent need for an intervention that would address these problems and restore public confidence in this all important Police squad created to protect the citizens against the activities of violent/armed criminals has therefore become imperative.

Participants however observed that the current leadership of the NPF has shown serious interest in curbing the incessant gross violations of human rights that has been severally reported against officers of the SARS and other personnel of the Police.

Equally, concerns were registered regarding the activities of the Police Mobile Force (PMF). These are the Anti-riot police and are responsible mainly for the restoration of law and order in the event of any civil disorder. They are also involved in the execution of strategies and tactics designed for stemming the rate of violent crimes such as kidnapping and insurgency. Given that this Police Unit handles a lot of sophisticated weapons, a lot of human rights abuses and use of brutal force are recorded in the performance of their duties. The name ‘‘Kill and Go’’ came about as a result of some of these alleged excesses therefore making it imperative that the officers of the Police Mobile Force are given due attention in terms of specialised training on human rights alongside with the officers of SARS with a view to reducing cases of human rights abuses.

This retreat therefore focuses on addressing the challenge of human rights abuses within the Special Armed Robbery Squad and the Criminal Investigation Department in general as well as the Police Mobile Force. This will involve development of specialised training for SARS and PMF.

**PURPOSE OF THE RETREAT:**

The retreat aims at:

- Bringing together key officers of the Criminal Investigation Department and other relevant departments of the NPF to strategize on the approach for the training of Officers of SARS/MPF in line with the NPF Human Rights Training National Roll Out Implementation Plan and Approach.
- Providing the opportunity for reflection on the necessary strategies, scope, logistics and collaborations to implement the activities/steps for the SARS/PMF Specialized Human Rights Training Programme.
- Providing opportunity for recommendations for the adaptation of the NPF Human Rights Training Resource Materials to the needs of SARS and PMF where necessary.

**In the course of the retreat, the participants identified the problems enumerated hereunder as some of the challenges confronting the PMF and SARS:**

**Poor Orientation:** It was agreed that indiscipline among service personnel can be tied to poor/lack of orientation. It was also agreed by all present that lack of proper orientation for members of SARS was responsible for what can be tagged “Ignorance” of the core mandate of the unit.

**Poor funding/welfare:** Participants submitted that inadequate funding is partly responsible for some of the identified excesses like extortion, illegal detention and involvement in matters unrelated to their core mandate such as debt collection, land matters and chieftaincy tussle – all for reasons of gratification.

**Poor intelligence-led policing:** Raids often carried out without proper intelligence, lead to molestation, unlawful arrest and detention of the innocent and sometimes, extra-judicial killing.

**Lack of capacity building:** Lack of competent trainers is identified as another reason responsible for lapses in the Force as SARS personnel get posted with only basic police training and have zero access to specialized capacity building programmes.

**Lack of adequate law enforcement equipment and logistics:** This has been a major setback in effective policing as personnel oftentimes resort to hiring of vehicles for operations. Participants agreed that inadequate equipment and logistics is a major challenge to SARS and PMF in the discharge of their statutory duties.

**Corruption:** Posting without due consideration for operational needs has seen operatives lobbying to be posted to particular areas they see as lucrative which has led to over population of personnel in those places at the expense of others.

Other identified problems are misuse of power, non-compliance with the approved dress code and the scattered nature of PMF personnel due to lack of adequate barrack facilities making it difficult to summon them for briefing and movement during emergencies.

**Participants after due consideration, recommended the following:**

1. Reversal to status quo in control and command where state CID was in charge of SARS at State Command level with supervision by the Deputy Commissioner of Police while a Police Commissioner domiciled at the FCIID (designated CP SARS) oversees the FSARS and reports appropriately to the DIG FCIID.
2. An enforcement of dress code to prevent irresponsibility in appearance to restore public respect and trust.
3. Necessary training for capacity building and enhancement
4. Provision of adequate and appropriate law enforcement equipment for SARS and PMF
5. Strict adherence to the established mandate by personnel of SARS and PMF.
6. SARS and PMF should serve the mandatory 36 months and move on to other departments.
7. Procedure for mobilization and demobilization of FCIID (SARS) and PMF personnel should be strictly adhered to.
8. Human Rights training to be conducted for Police officers of SARS and PMF as well as Counter-Terrorism Unit (CTU), Special Protection Unit (SPU), Special Tactical Squad (STS) and

Intelligence Response Team (IRT) to restore respect for human rights and ensure hope, faith and trust in the Nigeria Police Force.

9. The internal control mechanisms for ensuring accountability should be reviewed and strengthened.

It was jointly agreed that the core mandate of the Police is geared towards the **protection of human rights**. Consequently, there is the need for attitudinal change as well as capacity building and enhancement programmes aimed at ensuring effective discharge of the fundamental duties.

DATED THIS 8TH DAY OF DECEMBER, 2017

## **AGENDA**

# **AGENDA**

## **Programme of Activities**

Tuesday 23<sup>rd</sup> May, 2017:

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8.30am –9.00am: Registration / Pre Test

### **SESSION ONE - OPENING SESSION:**

9.00am – 9.05am: Opening Prayers/National Anthem

9.05 – 9.10am: Introduction of Special Guests

9.10am – 9.15am:

- ❖ Welcome Address:

**CP SalisuFaggeAbdullahi - Commissioner of Police, Sokoto State Command**

9.15am – 10.30am:

- Special Remarks:

**AndresdottirSigrun– Advisor, GIZ Police Programme, Africa.**

**EU, UNODC, Swiss Embassy Representatives**

10.30am-10.40am

- ❖ About the Project and the Purpose of the Workshop:

**Yinka Lawal Esq. –Executive Director, PRAWA**

10.40am – 10.50am

- ❖ Special Address and Formal Opening of the Workshop

**DIG Emmanuel Inyang - Deputy Inspector General of Police, Training and Development Department, Force Headquarters.**

10.50am – 11.15am: Group Photograph / Media /Tea Break

11.15am – 11.30pm: Agenda Setting and Participants Expectations

**Abigail Edomaruse(PRAWA)**

11.30am – 1:00pm: SESSION TWO

Introduction to Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 1*)&

Human Rights and the Police (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2*) **OgechiOguEsq. (Coordinator,OLIVE JUSTICE NETWORK)**

1.00pm – 2.30pm: SESSION THREE

Human Rights, Access to Information and Accountability (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3*) - **Dr.Otivelgbuzor (Executive Director,CENTER LSD)**

2.30pm – 3.30pm: Lunch

SESSION FOUR

3.30pm – 5.00pm: Human Rights and Policing Elections (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9*) – **Dr.Otivelgbuzor (Executive Director, CENTER LSD)**

5.00pm-6.00pm: SESSION FIVE

Home Work Assignment & Closing Prayers

**Wednesday 24<sup>th</sup> May, 2017**

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8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.30am: Previous Day Recap / 'Ice Breaker'

9.30am – 11.00am: SESSION SIX

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

11.00am – 11.15am: Tea Break



11.15am - 12.15pm: SESSION SEVEN

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

12.15pm – 1.15pm: SESSION EIGHT

Children's Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5*) **OgechiOgu Esq. (OLIVE JUSTICE NETWORK)**

1.15pm – 2.15pm: Lunch

'Energizer'

2.15pm – 4.00pm: SESSION NINE

Gender and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4*) – **Mrs EuchariaAnakwe, Executive Director, Gender Perspective and Social Development Centre (GPSDC)**

4.00pm – 5.00pm: SESSION TEN

Rights of Persons Under Detention and Prevention of Torture (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10*) and Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11*) **Mr Idris Bawa, National Human Rights Commission (NHRC)**

5.00pm – 6.00pm: SESSION ELEVEN

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

**AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF**

6.00pm- 6.30pm: SESSION TWELVE

Training Skills and Methodology –

**OgechiOgu Esq. (OLIVE JUSTICE NETWORK)**

6.30m – 6.40pm: Assignment/Closing Prayer

**GROUP WORK 1 (TAKE HOME ASSIGNMENT)**

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

Prepare and Deliver Training on Specific Assigned Topics

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Thursday 25<sup>TH</sup> May, 2017

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8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap / 'Light & Lively'

9.15am – 11.15am: SESSION THIRTEEN (GROUP WORK 1) REPORT BACK

11.15am – 11.45am: Tea Break

11.45am – 12.30pm: SESSION FOURTEEN (GROUP WORK 2)

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

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

1.30pm – 2.30pm: Lunch

'Energizer'

2.30pm – 4.00pm: CLOSING SESSION

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❖ Workshop Evaluation/Post Test

❖ Next Steps: **Yinka Lawal Esq. (PRAWA)**

Closing Remarks: **AndresdottirSigrun– Advisor, GIZ Police Programme, Africa**

Closing Address/Presentation of Certificates: **DIG Emmanuel Inyang - Deputy Inspector General of Police, Training and Development Department, Force Headquarters.**

❖ Vote of Thanks – **CPSalisuFaggeAbdullahi, Commissioner of Police, Sokoto State.**

❖ Closing Prayers

4.00pm: Departure

### **Workshop Rapporteurs**

Abigail Edomaruse (PRAWA)

Ebubechukwulgbokwe(PRAWA)

### **Support Staff:**

ACP Sunny A. Onah (NPF)

CSP Grace Longe (NPF)

**Media:**

Abdulkadir Ahmed Ibrahim, CEO, Tee Cee Media Services.

Femi Okeowo, Head, Legal / Judiciary, Nigerian Television Authority (NTA)

**KEY RESOURCE MATERIALS:**

Nigeria Police Human Rights Training Manual

Nigeria Police Human Rights Trainers' Guide

## **Programme of Activities**

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DAY 1

Friday 26th May, 2017:

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8.30am – 9.00am:

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

**SESSION ONE - OPENING SESSION:**

9.00am – 9.05am: Opening Prayer/National Anthem

9.05 – 9.10am: Introduction of Special Guests

9.10am – 9.15am:

- ❖ Welcome Address

**CP Salisu Fagge Abdullahi** - *Commissioner of Police, Sokoto State Command*

9.15am – 10.30am:

❖ Special Remarks:

**AndresdottirSigrun– Advisor, GIZ Police Programme, Africa.**

**EU, UNODC, Swiss Embassy Representatives**

10.30am-10.45am

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

**Yinka Lawal Esq. –Executive Director, PRAWA .**

10.45am – 10.55am

❖ Special Remarks and Formal Opening of the Workshop

**DIG Emmanuel Inyang - Deputy Inspector General of Police, Training and Development Department, Force Headquarters.**

10.55am – 11.15am: Group Photograph and Tea Break

11.15am – 11.30pm: Agenda Setting and Participants Expectations

**Abigail Edomaruse (PRAWA)**

11.30am – 12:30pm: SESSION TWO

Introduction to Human Rights

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

&

Human Rights and the Police

*(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2)* **OgechiOgu Esq.(Olive Justice Network)**

12.30pm – 1.30pm: SESSION THREE

Guidelines for Selected Police Interventions *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7)* - **CPAdeoyeOlafimihan and AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF**

1.30pm – 2.30pm: Lunch

2:30pm-3:00pm

‘Energizer’

3.00pm - 5.00pm: SESSION FOUR

Joint Panel Presentation I (***Joint Facilitation Team with members of the NPF Human Rights Training and Oversight Team***)

- ❖ Human Rights, Access to Information and Accountability (*NPF Human Rights Manual and NPF Human Rights Trainers’ Guide Chapter 3*) &
- ❖ Human Rights and Policing Elections (*NPF Human Rights Manual and NPF Human Rights Trainers’ Guide Chapter 9*) -**Dr.Otivelgbuzor (CENTER LSD)**
- ❖ Rights of Persons Under Detention and Prevention of Torture (*NPF Human Rights Manual and NPF Human Rights Trainers’ Guide Chapter 10*) **Mr Idris Bawa- National Human Rights Commission (NHRC)**
  
- ❖ Use of Force and Firearm (*NPF Human Rights Manual and NPF Human Rights Trainers’ Guide Chapter 6*) &
- ❖ Human Rights, Civil Disorders and Terrorism (*NPF Human Rights Manual and NPF Human Rights Trainers’ Guide Chapter 8*)**CP AdeoyeOlafimihan& AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF**

5.00pm-5.15pm: Home Work Assignment & Closing Prayers

**Saturday 27<sup>th</sup> May, 2017**

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8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap/‘Light and Lively’

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

- ❖ Gender and Human Rights  
(*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4*)  
**Mrs Eucharia Anakwe, Executive Director, Gender Perspective and Social Development Centre (GPSDC)**
- ❖ Children's Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5*)  
**Ogechi Ogu Esq. OLIVE JUSTICE INITIATIVE**
- ❖ Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11*)  
**Mr Idris Bawa, National Human Rights Commission (NHRC)**

10.45am – 11.15am: Tea Break

11.15am-11.45am:

- ❖ Team Building (Networking/Reciprocity Exercise) [NPF Human Desk Officers and NPF Human Rights Training and Oversight Team]  
&

Effective Training Methodologies, **Ogechi Ogu Esq.–OLIVE JUSTICE INITIATIVE**

11.45am – 1.15pm: SESSION SEVEN

Nigeria Police Human Rights Desks – Manual of Guidance (*NPF Human Rights Manual Part II*) / *Practical Session and Feedback*  
**Mrs Eucharia Anakwe, Executive Director, Gender Perspective and Social Development Centre (GPSDC)**

1.15pm – 2.15pm:

<b>GROUP WORK ASSIGNMENT/REPORT BACK</b>
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|--|
| <ul style="list-style-type: none"><li>3. Identification of the Recommended Roles and Activities of the Human Rights Desk Officers</li><li>4. Next Step/Action Planning on Step Down Training and Activities.</li></ul> |
|--|

2.15pm-3.00pm: Lunch

3.00pm – 4.00pm: CLOSING SESSION

- ❖ Workshop Evaluation/Post Test [FOR NPF HUMAN RIGHTS DESK OFFICERS AND NPF HUMAN RIGHTS TRAINING AND OVERSIGHTS RESOURCE TEAM]
- ❖ Presentation of Next Steps
- ❖ Closing Remarks / Presentation of Certificates:

**DIG Emmanuel Inyang, Deputy Inspector General of Police, Training and Development, Force Hqrs**

- ❖ Vote of Thanks –  
**CP, Salisu Fagge Abdullahi, Commissioner of Police, Sokoto.**
- ❖ Closing Prayers

Departure

## **PROGRAMME OF ACTIVITIES**

**Monday 19<sup>th</sup> June, 2017:**

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8.30am - 9.00am: Arrival of Participants

9.00am– 9.30am: Registration / Pre Test

### **SESSION ONE - OPENING SESSION:**

9.30am – 9.40am: Arrival of Special Guests

9.40am – 9.45am: Opening Prayers/National Anthem

9.45 – 10.00am: Introduction of Participants/Guests

10.00am – 10.10am:

- ❖ Welcome Address:

**CP Chris O. Ezika –Commissioner of Police, Imo State Command**

10.10am – 10.30am:

- ❖ Remarks:

**EU/UNODC, SWISS EMBASSY, GIZ Representative**

10.30am – 10.40am:

- ❖ About the Project and The Purpose of The Workshop:

**Yinka Lawal Esq. –  
Executive Director(Ag), PRAWA**

10.40am-10.50am

❖ Special Address:

**DIG Emmanuel Inyang - Deputy Inspector General of Police, Training and Development  
Department, Force Headquarters.**

10.50am – 11.15am:

❖ Group Photograph and Tea Break

11.15am – 11.30am

❖ Participants Expectations and Agenda Setting

**Abigail Edomaruse, PRAWA.**

11.30pm – 1.00pm:

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

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1. Introduction to Human Rights  
(*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 1*)

&

2. Human Rights and the Police  
(*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2*) **OgechiOgu  
Esq.- Olive Justice Network**

3. Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and  
NPF Human Rights Trainers' Guide Chapter 11*) –**Mr YinkaLawal, Executive Director (Ag),  
PRAWA & Mrs ChiomaAnunaOgbo –PRAWA.**

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

**Mrs EuchariaAnakwe, Executive Director, Gender Perspective and Social Development  
Centre(GPSSDC)**

5. Guidelines for Selected Police Interventions (*NPF Human Rights Manual and NPF Human  
Rights Trainers' Guide Chapter 7*)-**AIG James CaulcrickRtd, Former Commandant Enugu  
Detective College & Former AIG Criminal Investigations Bureau, NPF.**



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

**Dr. Otivelgbuzor , Executive Director, Center LSD & Mr Gift Igbokwe –PRAWA.**

1.00pm – 2.00pm: Lunch

2:00pm-2:30pm

2.00pm – 2.30pm:

- ❖ Promoting Alternatives to Violence – The Role of Police Officers

**Mr Iyke Chiemeka, National Coordinator, Alternatives to Violence (AVP) Nigeria & Mr. Eddy Francis.**

2.30pm – 4.00pm: **SESSION THREE [PANEL II] [15 Minutes maximum per presentation]**

(7). Human Rights, Civil Disorders and Terrorism (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8*) **Dr. Otivelgbuzor, Executive Director, Center LSD**

(8). Use of Force and Firearm (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6*) – **AIG James Caulcrick Rtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF.**

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

(10). Human Rights and Policing Election (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9*) – **Dr. Otivelgbuzor, Executive Director, Center LSD & Mr Gift Igbokwe- PRAWA**

(11). Rights of Persons under Detention and Prevention of Torture (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10*) **Mr Yinka Lawal Executive Director (Ag), PRAWA, & Mrs Chioma Anuna Ogbu**

(12). Nigeria Police Human Rights Desks – Manual of Guidance / (*NPF Human Rights Manual Part II*) **Ogechi Ogu Esq. -Olive Justice Initiative**

4.00pm – 4.30pm: **CLOSING SESSION**

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- ❖ Workshop Evaluation/Post Test

Next Steps – **Yinka Lawal Esq. Executive Director (Ag), PRAWA**

Closing Remarks –

- ❖ Closing Address:

**DIG Emmanuel Inyang, Deputy Inspector General of Police, Training and Development,  
Force Hdqrs**

- ❖ Vote of Thanks – **CP Chris O. Ezike, Commissioner of Police, Imo State Command.**
- ❖ Closing Prayers

**Workshop Rapporteurs**  
**Justina Laman-PRAWA**  
**Abigail Edomaruse -PRAWA**

**Support Staff:**

**CP ArumeAttaboh- NPF**  
**ACP Sunny A. Onah -NPF**

**Media:**

**Femi Okeowo, Head, Legal/Judiciary , Nigerian Television Authority(NTA)**

- ❖ **KEY RESOURCE MATERIALS:**
- ❖ Nigeria Police Human Rights Training Manual
- ❖ Nigeria Police Human Rights Trainers' Guide

## **Programme of Activities**

**Tuesday 20<sup>th</sup> June,2017:**

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8.30am –9.00am: Registration / Pre Test

**SESSION ONE - OPENING SESSION:**

9.00am – 9.05am: Opening Prayers/National Anthem

9.05 – 9.10am: Introduction of Special Guests

9.10am – 9.15am:

- ❖ Welcome Address:

**CP –Chris O. Ezike ,Commissioner of Police, Imo State Command**

9.15am – 10.30am:

Special Remarks:

**EU, UNODC, Swiss Embassy Representatives**

10.30am-10.40am

❖ About the Project and the Purpose of the Workshop:

**Yinka Lawal Esq. –  
Director (Ag), PRAWA**

**Executive**

10.40am – 10.50am

❖ Special Address and Formal Opening of the Workshop

**DIG Emmanuel Inyang - Deputy Inspector General of Police, Training and Development Department, Force Headquarters.**

10.50am – 11.15am: Group Photograph / Media /Tea Break

11.15am – 11.30pm: Agenda Setting and Participants Expectations

**Abigail Edomaruse- PRAWA**

11.30am – 1:00pm: SESSION TWO

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

&

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

**OgechiOguEsq. Coordinator,Olive Justice Network**

1.00pm – 2.30pm: SESSION THREE

Human Rights, Access to Information and Accountability (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3*)-**Dr.OtivelgbuzorExecutive Director,Center,LSD&  
Mr Gift Igbokwe-PRAWA**

2.30pm – 3.30pm: Lunch

SESSION FOUR

3.30pm – 5.00pm:

Human Rights and Policing Elections (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9*) – **Dr.Otivelgbuzor ,Executive Director,Center, LSD& Mr. Gift Igbokwe- PRAWA.**

5.00pm-6.00pm: SESSION FIVE

Promoting Alternatives to Violence in Nigeria – The Role of the Police (Part 1)

**Mr lykeChiemeka, National Coordinator, Alternative to Violence Project (AVP), Nigeria &Mr Eddy Francis**

**6.00pm**

Home Work Assignment & Closing Prayers

**Wednesday21<sup>st</sup> June, 2017**

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8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap / 'Ice Breaker'

9.15am – 9.30am: SESSION FIVE CONTS

Promoting Alternatives to Violence in Nigeria – The Role of the Police (Part 2)

**Mr lykeChiemeka, Executive Director, Alternative to Violence Project (AVP) Nigeria &Mr Eddy Francis**

9.30am – 11.00am: SESSION SIX

Human Rights, Civil Disorders and Terrorism (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8*)**AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF**

11.00am – 11.15am: Tea Break

11.15am - 12.15pm: SESSION SEVEN

Use of Force and Firearm (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6*) – **AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF**

12.15pm – 1.15pm: SESSION EIGHT

Children's Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5*) **OgechiOgu Esq. Olive JusticeNetwork**

1.15pm – 2.15pm: Lunch

'Energizer'

2.15pm – 4.00pm: SESSION NINE

Gender and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4*) – **MrsEucharíaAnakwe, Executive Director, Gender Perspective and Social Development Centre (GPSDC)**

4.00pm – 5.00pm: SESSION TEN

Rights of Persons Under Detention and Prevention of Torture (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10*) and Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11*) **Mr YinkaLawal , Executive Director(Ag), PRAWA) & Mrs ChiomaAnunaOgbo- PRAWA.**

5.00pm – 6.00pm: SESSION ELEVEN

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

**AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF**

6.00pm- 6.30pm: SESSION TWELVE

Training Skills and Methodology – **Mrs EucharíaAnakwe, Executive Director, Gender Perspective and Social Development Centre (GPSDC)&OgechiOgu , Olive JusticeNetwork**

**1.15**

6.30m – 6.40pm: Assignment/Closing Prayer

**GROUP WORK 1 (TAKE HOME ASSIGNMENT)**

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

Prepare and Deliver Training on Specific Assigned Topics

**Thursday 22<sup>nd</sup> June , 2017**

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8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap / 'Light & Lively'

9.15am – 11.15am: SESSION THIRTEEN (GROUP WORK 1) REPORT BACK

11.15am – 11.45am: Tea Break

11.45am – 12.30pm: SESSION FOURTEEN (GROUP WORK 2)

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

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

1.30pm – 2.30pm: Lunch

'Energizer'

2.30pm – 4.00pm: CLOSING SESSION

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❖ Workshop Evaluation/Post Test

❖ Next Steps: ***Yinka Lawal Esq. Executive Director (Ag), (PRAWA)***

Closing Remarks:

Closing Address/Presentation of Certificates: ***DIG Emmanuel Inyang - Deputy Inspector General of Police, Training and Development Department, Force Headquarters.***

- ❖ Vote of Thanks – **CP Chris O. Ezike, Commissioner of Police Imo State.**
- ❖ Closing Prayers

4.00pm: Departure

**Workshop Rapporteurs**

**Abigail Edomaruse- PRAWA**

**Justina Laman-PRAWA**

**Support Staff:**

**CP ArumeAttaboh -NPF**

**ACP Sunny A. Onah -NPF**

**Media:**

**Femi Okeowo, Head, Legal/Judiciary , Nigerian Television Authority(NTA)**

**KEY RESOURCE MATERIALS:**

Nigeria Police Human Rights Training Manual

Nigeria Police Human Rights Trainers' Guide

## **PROGRAMME OF ACTIVITIES**

DAY 1

Friday 23rd June, 2017:

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8.30am –9.00am:

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

**SESSION ONE - OPENING SESSION:**

9.00am – 9.05am: Opening Prayer/National Anthem

9.05 – 9.10am: Introduction of Special Guests

9.10am – 9.15am:

- ❖ Welcome Address

**CP Chris O. Ezike -Commissioner of Police, Imo State Command.**

9.15am – 10.30am:

- ❖ Special Remarks:

**EU, UNODC, Swiss Embassy Representatives**

10.30am-10.45am

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

**Yinka Lawal Esq. –Executive Director (Ag), PRAWA .**

10.45am – 10.55am

- ❖ Special Remarks and Formal Opening of the Workshop

**DIG Emmanuel Inyang - Deputy Inspector General of Police, Training and Development Department, Force Headquarters.**

10.55am – 11.15am: Group Photograph and Tea Break

11.15am – 11.30pm: Agenda Setting and Participants Expectations

**Abigail Edomaruse -PRAWA**

11.30am – 12:30pm: SESSION TWO

Introduction to Human Rights

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

&



Human Rights and the Police

*(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2)* **OgechiOgu Esq- Olive Justice Network**

12.30pm – 1.30pm: SESSION THREE

Guidelines for Selected Police Interventions *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7)* - **AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF**

1.30pm – 2.30pm: Lunch

2:30pm-3:00pm

'Energizer'

3.00pm - 5.00pm: SESSION FOUR

Joint Panel Presentation I *(Joint Facilitation Team with members of the NPF Human Rights Training and Oversight Team)*

- ❖ Human Rights, Access to Information and Accountability *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3)*-**Dr.Otivelgbuzor ,Center LSD & Mr Gift Igbokwe -PRAWA**
  
- ❖ Human Rights and Policing Elections *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9)* -**Dr.Otivelgbuzor , Center LSD**
  
- ❖ Rights of Persons Under Detention and Prevention of Torture *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10)* **Mr YinkaLawal ,Executive Director(Ag) , PRAWA & Mrs ChiomaAnunaOgbo- PRAWA**
  
- ❖ Use of Force and Firearm *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6)*  
&
  
- ❖ Human Rights, Civil Disorders and Terrorism *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8)* **AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF&OgechiOgu – Olive Justice Initiative**

5.00pm-5.30pm:

Promoting Alternatives to Violence – The Role of NPF Human Rights Desks Officers

**Mr IykeChiemeka, Executive Director, Alternative to Violence (AVP) Nigeria & Mr Eddy Francis**

5:30pm-5:45pm -Home Work Assignment & Closing Prayers

**Saturday 24<sup>th</sup> June, 2017**

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8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap/‘Light and Lively’

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

- ❖ Gender and Human Rights  
(*NPF Human Rights Manual and NPF Human Rights Trainers’ Guide Chapter 4*)  
**Mrs EuchariaAnakwe, Executive Director, Gender Perspective and Social Development Centre (GPSDC)**
- ❖ Children’s Rights (*NPF Human Rights Manual and NPF Human Rights Trainers’ Guide Chapter 5*)**OgechiOgu Esq. Olive Justice Initiative**
- ❖ Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers’ Guide Chapter 11*)**MrYinkaLawal ( Executive Director (Ag), PRAWA) & Mrs ChiomaAnunaOgbo- PRAWA.**

10.45am – 11.15am: Tea Break

11.15am-11.45am:

- ❖ Team Building (Networking/Reciprocity Exercise) [NPF Human Desk Officers and NPF Human Rights Training and Oversight Team]  
&

Effective Training Methodologies, **OgechiOguEsq.– Olive Justice Initiative & Mrs EuchariaAnakwe, Executive Director, Gender Perspective and Social Development Centre (GPSDC)**

11.45am – 1.15pm: SESSION SEVEN

Nigeria Police Human Rights Desks – Manual of Guidance (*NPF Human Rights Manual Part II*) / *Practical Session and Feedback* **Mrs Eucharia Anakwe, Executive Director, Gender Perspective and Social Development Centre (GPSDC) & Ogechi Ogu Esq. – Olive Justice Initiative**

1.15pm – 2.15pm:

**GROUP WORK ASSIGNMENT/REPORT BACK**

7. Identification of the Recommended Roles and Activities of the Human Rights Desks Officers
8. Next Step/Action Planning on Step Down Training and Activities.

2.15pm-3.00pm: Lunch

3.00pm – 4.00pm: CLOSING SESSION

- ❖ Workshop Evaluation/Post Test [FOR NPF HUMAN RIGHTS DESK OFFICERS AND NPF HUMAN RIGHTS TRAINING AND OVERSIGHTS RESOURCE TEAM]
- ❖ Presentation of Next Steps
- ❖ Closing Remarks:

**DIG Emmanuel Inyang, Deputy Inspector General of Police, Training and Development, Force Hqrs**

- ❖ Vote of Thanks –  
**CP, Chris O. Ezike, Commissioner of Police, Imo State.**
- ❖ Closing Prayers

Departure

**Workshop Rapporteurs**

**Justina Laman- PRAWA**

**Abigail Edomaruse- PRAWA**

**Support Staff:**

**CP Arume Attaboh (NPF)**

ACP Sunny A. Onah (NPF)

Media:

Femi Okeowo, Head, Legal/Judiciary , Nigerian Television Authority(NTA)

## PROGRAMME OF ACTIVITIES

Monday 31<sup>st</sup> July, 2017:

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8.30am - 9.00am: Arrival of Participants

9.00am– 9.30am: Registration / Pre Test

### SESSION ONE - OPENING SESSION:

9.30am – 9.40am: Arrival of Special Guests

9.40am – 9.45am: Opening Prayers/National Anthem

9.45 – 10.00am: Introduction of Participants/Guests

10.00am – 10.10am:

❖ Welcome Address:

**CP Asuquo A.A. Amba –Commissioner of Police, Bayelsa State Command**

10.10am – 10.30am:

❖ Remarks:

**EU/UNODC, SWISS EMBASSY, GIZ Representative**

10.30am – 10.40am:

❖ About the Project and The Purpose of The Workshop:

**Yinka Lawal Esq. –  
Executive Director(Ag), PRAWA**

10.40am-10.50am

❖ Special Address:

**DIG Emmanuel Inyang - Deputy Inspector General of Police, Training and Development  
Department, Force Headquarters.**

10.50am – 11.15am:

- ❖ Group Photograph and Tea Break

11.15am – 11.30am

- ❖ Participants Expectations and Agenda Setting

**Abigail Edomaruse, PRAWA.**

11.30pm – 1.00pm:

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

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1. Introduction to Human Rights

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

&

2. Human Rights and the Police

*(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 2)* **OgechiOgu Esq.- Olive Justice Network**

3. Speeding Up Criminal Justice Process and Human Rights *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11)* –**Mrs ChiomaAnunaOgbo –PRAWA.**

4. Gender and Human Rights

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

**Mrs EuchariaAnakwe, Executive Director, Gender Perspective and Social Development Centre(GPSDC)**

5. Guidelines for Selected Police Interventions *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7)*-**AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF.**

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

**Mr Gift Igbokwe –PRAWA.**

1.00pm – 2.00pm: Lunch

2:00pm-2:30pm

2.00pm – 2.30pm:

- ❖ Promoting Alternatives to Violence – The Role of Police Officers

**Mr Iyke Chiemeka, National Coordinator, Alternatives to Violence (AVP) Nigeria & Mr. Eddy Francis.**

2.30pm – 4.00pm: **SESSION THREE [PANEL II] [15 Minutes maximum per presentation]**

(7). Human Rights, Civil Disorders and Terrorism (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8*) **Mr. Gift Igbokwe - PRAWA**

(8). Use of Force and Firearm (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6*) – **AIG James Caulcrick Rtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF.**

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

(10). Human Rights and Policing Election (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9*) – **Mr Gift Igbokwe- PRAWA**

(11). Rights of Persons under Detention and Prevention of Torture (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10*) **Mrs Chioma Anuna Ogbo - PRAWA**

(12). Nigeria Police Human Rights Desks – Manual of Guidance I (*NPF Human Rights Manual Part II*) **Ogechi Ogu Esq. -Olive Justice Initiative**

4.00pm – 4.30pm: **CLOSING SESSION**

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- ❖ Workshop Evaluation/Post Test

**Next Steps – Yinka Lawal Esq. Executive Director (Ag), PRAWA**

Closing Remarks –

- ❖ Closing Address:

**DIG Emmanuel Inyang, Deputy Inspector General of Police, Training and Development, Force Hdqrs**

- ❖ Vote of Thanks – **CP Asuquo A.A. Amba, Commissioner of Police, Bayelsa State Command.**

- ❖ Closing Prayers

**Workshop Rapporteurs**

**Justina Laman-PRAWA**

**Abigail Edomaruse -PRAWA**

**Support Staff:**

**CP ArumeAttaboh- NPF**

**ACP Sunny A. Onah -NPF**

**Media:**

**Femi Okeowo, Head, Legal/Judiciary , Nigerian Television Authority(NTA)**

**❖ KEY RESOURCE MATERIALS:**

- ❖ Nigeria Police Human Rights Training Manual
- ❖ Nigeria Police Human Rights Trainers' Guide

## **Programme of Events**

**Thursday 20<sup>th</sup> July,2017:**

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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:  
**CP, Deputy Commandant, Police Academy Oji River, Enugu State**
- ❖ About the Project and The Purpose of The Workshop /

**Mr YinkaLawal –**

*Executive Director, PRAWA (Ag)*

**& Barr (Mrs). OgechiOgu (Olive Justice Initiative)**

11.00 – 11.30am: Group Photograph/1<sup>st</sup> Break

11.30am – 12.30pm:

**SESSION TWO –**

- Participants Expectation and Agenda Setting
  
- **OVERVIEW OF CURRENT COURSES AT THE POLICE TRAINING COLLEGE IKEJA AND THE POLICE TRAINING SCHOOL**

[Group Participation to be led by designated staff of the Police Academy Oji River, Enugu]

**IykeChiemeka, National Coordinator, Alternatives to Violence Project (AVP) - Nigeria**

12.30 – 2.00pm: **SESSION THREE**

Introduction to Human Rights

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

Human Rights and the Police

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

**Barr (Mrs). OgechiOgu (Olive Justice Initiative)**

*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]*

2.00pm – 2:30pm 2<sup>nd</sup> Break

2:30pm – 3.30pm: **SESSION FOUR**

Human Rights, Access to Information and Accountability *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3)* **MrsChiomaAnunaOgbo (Team Lead, Research and Documentation, 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]*

3.30-4:30pm: **SESSION FIVE**

Children's Rights:



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

**Mrs. OgechiOgu (OLIVE JUSTICE INITIATIVE)**

*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 – 4.45pm: Home Work Assignment (on AVP and Introduction to Human Rights/Human Rights and the Police, Human Rights , Access to Information and Accountability and Children's Rights ) & Closing Prayers

## Day 2

Friday 21<sup>st</sup> July, 2017:

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9.00am – 9.05am: Participants Registration

9.05am – 9.10am: Opening Prayers

9.10am – 9.30am: Previous Day Recap / Light and Lively

9.30am – 10.30am: **SESSION SIX**

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

**Barr. Francis Igirogu (Spring Aid International Development, SAID)**

*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]*

10.30am – 12.00am: **SESSION SEVEN**

Gender and Human Rights &

Teaching Methodology

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

**Mrs Eucharia Anekwe (Gender Perspective and Social Development Centre, GPSDC)**

12noon-12:30: 1<sup>st</sup> Break

12.30pm - 1.30pm: **SESSION EIGHT**

GUIDELINES FOR SELECTED POLICE INTERVENTIONS

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

**AIG James CaulcrickRtd, Former Commandant Police Detective College, Enugu& Former  
AIG (2i/c) Force Criminal Intelligence and Investigation Department**

1.30pm – 2.00pm: 2<sup>nd</sup> Break

2.00pm – 3.30pm: **SESSION NINE**

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

**Barr. Francis Igirogu (Spring Aid International Development, SAID)**

*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]*

3.30pm – 4.30pm: **SESSION TEN**

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

**MrsChiomaAnunaOgbo (Team Lead, Research and Documentation, 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]*

4.30pm – 4.45pm: Home Assignment & Closing Prayers

Day 3

Saturday 22<sup>nd</sup> July, 2017

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8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap / Light and Lively

9.15am – 10.15am: **SESSION ELEVEN**

Use of Force and Firearm

*(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6)* **AIG James CaulcrickRtd, Former Commandant Police Detective College, Enugu & Former AIG (2i/c) Force Criminal Intelligence and Investigation Department**

*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]*

10.15am – 11.30am: **SESSION TWELVE**

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

**MrsChiomaAnunaOgbo (Team Lead, Research and Documentation, 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]*

11.30am – 11.45am: 1<sup>st</sup> Break

11.45pm – 1.15pm: **SESSION THIRTEEN**

Nigeria Police Human Rights Desks – Manual of Guidance

*(NPF Human Rights Manual Part II)* **MrsEucharikaAnakewe (Gender Perspective and Social Development Centre)**

*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]*

1.15pm – 2.00pm: 2<sup>nd</sup> Break

2:00-2:30pm: **SESSION FOURTEEN**

**GROUP PRESENTATION OF ASSIGNMENTS**

2.30 – 4.00pm: **FORMAL CLOSING SESSION**

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- ❖ Feedback / Comments: **(2 representatives from the participants)**
- ❖ Introductory Remarks: **DIG Emmanuellnyang**, Deputy Inspector General of Police, Department of Training and Development

- ❖ Next Steps: **MrsOgechiOgu**, Team Lead, Security and Justice Department & Olive Justice Initiative Project.
  - ❖ Remarks: **(Swiss Embassy/EU/UNODC/ GIZ)**
  - ❖ Special Address & Presentation of Certificates:
  - ❖
  - ❖ Vote of Thanks: **CP, Deputy Commandant, Police Academy, Oji River, Enugu State.**
- 
- **Workshop Evaluation/Post Test**
  - **Closing Prayers/Departure**

### **GROUP WORK ASSIGNMENT**

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

9. Prepare and Deliver Training On Specific Assigned Topics
10. Action Planning on Strategies to Implement and Monitor the Integration/Mainstreaming of Training into Current Courses you are teaching at the Police Academy Wudil, Kano State.

### **KEY RESOURCE MATERIALS:**

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

### **Support Staff**

- ❖ ACP Sunny Onah (Training and Development Department, Force Hqrs)
- ❖ Abigail Edomaruse (PRAWA)

## Programme of Activities

Tuesday 1<sup>st</sup> August, 2017:

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8.30am – 9.00am: Registration / Pre Test

### **SESSION ONE - OPENING SESSION:**

9.00am – 9.05am: Opening Prayers/National Anthem

9.05 – 9.10am: Introduction of Special Guests

9.10am – 9.15am:

❖ Welcome Address:

**CP –Asuquo A.A. Amba, Commissioner of Police, Bayelsa State Command**

9.15am – 10.30am:

Special Remarks:

**EU, UNODC, Swiss Embassy Representatives**

10.30am-10.40am

❖ About the Project and the Purpose of the Workshop:

**Yinka Lawal Esq. –  
Director (Ag), PRAWA**

**Executive**

10.40am – 10.50am

❖ Special Address and Formal Opening of the Workshop

**DIG Emmanuel Inyang - Deputy Inspector General of Police, Training and Development Department, Force Headquarters.**

10.50am – 11.15am: Group Photograph / Media /Tea Break

11.15am – 11.30pm: Agenda Setting and Participants Expectations

**Abigail Edomaruse- PRAWA**

11.30am – 1:00pm: SESSION TWO

Introduction to Human Rights

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

&

Human Rights and the Police

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

**OgechiOguEsq. Coordinator, Olive Justice Network**

1.00pm – 2.30pm: SESSION THREE

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

2.30pm – 3.30pm: Lunch

SESSION FOUR

3.30pm – 5.00pm:

Human Rights and Policing Elections *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9)* – **Mr. Gift Igbokwe- PRAWA.**

5.00pm-6.00pm: SESSION FIVE

Promoting Alternatives to Violence in Nigeria – The Role of the Police (Part 1)

**Mr lykeChiemeka, National Coordinator, Alternative to Violence Project (AVP), Nigeria &Mr Eddy Francis**

**6.00pm**

Home Work Assignment & Closing Prayers

**Wednesday 2<sup>nd</sup> August, 2017**

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8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap / 'Ice Breaker'

9.15am – 9.30am: SESSION FIVE CONTS

Promoting Alternatives to Violence in Nigeria – The Role of the Police (Part 2)

**Mr lykeChiemeka, Executive Director, Alternative to Violence Project (AVP) Nigeria &Mr Eddy Francis**

9.30am – 11.00am: SESSION SIX

Human Rights, Civil Disorders and Terrorism (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8*) **AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF**

11.00am – 11.15am: Tea Break

11.15am - 12.15pm: SESSION SEVEN

Use of Force and Firearm (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6*) – **AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF**

12.15pm – 1.15pm: SESSION EIGHT

Children's Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5*) **OgechiOgu Esq. Olive JusticeNetwork**

1.15pm – 2.15pm: Lunch

'Energizer'

2.15pm – 4.00pm: SESSION NINE

Gender and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4*) – **Mrs EuchariaAnakwe, Executive Director, Gender Perspective and Social Development Centre (GPSDC)**

4.00pm – 5.00pm: SESSION TEN

Rights of Persons Under Detention and Prevention of Torture (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10*) and Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11*) **Mrs ChiomaAnunaOgbo- PRAWA.**

5.00pm – 6.00pm: SESSION ELEVEN

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

**AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF**

6.00pm- 6.30pm: SESSION TWELVE

Training Skills and Methodology – Mrs Eucharia Anakwe, Executive Director, Gender Perspective and Social Development Centre (GPSDC) & Ogechi Ogu, Olive Justice Network

6.30m – 6.40pm: Assignment/Closing Prayer

**GROUP WORK 1 (TAKE HOME ASSIGNMENT)**

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

Prepare and Deliver Training on Specific Assigned Topics

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## PROGRAMME OF ACTIVITIES

Friday 4<sup>th</sup> August, 2017:

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8.30am – 9.00am:

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

**SESSION ONE - OPENING SESSION:**

9.00am – 9.05am: Opening Prayer/National Anthem

9.05 – 9.10am: Introduction of Special Guests

9.10am – 9.15am:

- ❖ Welcome Address

**CPAsuquo A.A. Amba - Commissioner of Police, Bayelsa State Command.**

9.15am – 10.30am:

- ❖ Special Remarks:

**EU, UNODC, Swiss Embassy Representatives**

10.30am-10.45am



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

**Yinka Lawal Esq. –Executive Director (Ag), PRAWA.**

10.45am – 10.55am

- ❖ Special Remarks and Formal Opening of the Workshop

**DIG Emmanuel Inyang - Deputy Inspector General of Police, Training and Development Department, Force Headquarters.**

10.55am – 11.15am: Group Photograph and Tea Break

11.15am – 11.30pm: Agenda Setting and Participants Expectations

**Abigail Edomaruse -PRAWA**

11.30am – 12:30pm: SESSION TWO

Introduction to Human Rights

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

&

Human Rights and the Police

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

**OgechiOguEsq- Olive Justice Network**

12.30pm – 1.30pm: SESSION THREE

Guidelines for Selected Police Interventions *(NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 7)* - **AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF**

1.30pm – 2.30pm: Lunch

2:30pm-3:00pm

'Energizer'

3.00pm - 5.00pm: SESSION FOUR

Joint Panel Presentation I *(Joint Facilitation Team with members of the NPF Human Rights Training and Oversight Team)*

**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020**  
**PROJECT ACTIVITY REPORT 2017**

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- ❖ Human Rights, Access to Information and Accountability (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 3*)-**Mr Gift Igbokwe -PRAWA**
  
- ❖ Human Rights and Policing Elections (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 9*) –**Mr. Gift Igbokwe - PRAWA**
  
- ❖ Rights of Persons Under Detention and Prevention of Torture (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 10*) **Mrs. ChiomaAnunaOgbo-PRAWA**
  
- ❖ Use of Force and Firearm (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 6*)  
&
  
- ❖ Human Rights, Civil Disorders and Terrorism (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 8*) **AIG James CaulcrickRtd, Former Commandant Enugu Detective College & Former AIG Criminal Investigations Bureau, NPF&OgechiOgu – Olive Justice Initiative**

5.00pm-5.30pm:

Promoting Alternatives to Violence – The Role of NPF Human Rights Desks Officers

**Mr IykeChiemeka, Executive Director, Alternative to Violence (AVP) Nigeria& Mr Eddy Francis**

5:30pm-5:45pm -Home Work Assignment & Closing Prayers

**Saturday 5<sup>th</sup> August, 2017**

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8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap/'Light and Lively'

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

- ❖ Gender and Human Rights  
(*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 4*)  
**Mrs EuchariaAnakwe, Executive Director, Gender Perspective and Social Development Centre (GPSDC)**

- ❖ Children's Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 5*) **OgechiOgu Esq. Olive Justice Initiative**
- ❖ Speeding Up Criminal Justice Process and Human Rights (*NPF Human Rights Manual and NPF Human Rights Trainers' Guide Chapter 11*) **Mrs. ChiomaAnunaOgbo- PRAWA.**

10.45am – 11.15am: Tea Break

11.15am-11.45am:

- ❖ Team Building (Networking/Reciprocity Exercise) [NPF Human Desk Officers and NPF Human Rights Training and Oversight Team]  
&

Effective Training Methodologies, **OgechiOguEsq.– Olive Justice Initiative & Mrs EuchariaAnakwe, Executive Director, Gender Perspective and Social Development Centre (GPSDC)**

11.45am – 1.15pm: SESSION SEVEN

Nigeria Police Human Rights Desks – Manual of Guidance (*NPF Human Rights Manual Part II*) / *Practical Session and Feedback* **Mrs EuchariaAnakwe, Executive Director, Gender Perspective and Social Development Centre (GPSDC) & OgechiOguEsq.– Olive Justice Initiative**

1.15pm – 2.15pm:

<b>GROUP WORK ASSIGNMENT/REPORT BACK</b>
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- |   |
|---|
| <ul style="list-style-type: none"><li>11. Identification of the Recommended Roles and Activities of the Human Rights Desks Officers</li><li>12. Next Step/Action Planning on Step Down Training and Activities.</li></ul> |
|---|

2.15pm-3.00pm: Lunch

3.00pm – 4.00pm: CLOSING SESSION

- ❖ Workshop Evaluation/Post Test [FOR NPF HUMAN RIGHTS DESK OFFICERS AND NPF HUMAN RIGHTS TRAINING AND OVERSIGHTS RESOURCE TEAM]
- ❖ Presentation of Next Steps  
**YinkaLawal Esq - Executive Director PRAWA**
- ❖ Closing Remarks:

**DIG Emmanuel Inyang, Deputy Inspector General of Police, Training and Development,  
Force Hqrs**

- ❖ Vote of Thanks –  
**CP,AsuquoA.A.Amba, Commissioner of Police, Bayelsa State.**
- ❖ Closing Prayers

Departure

**Workshop Rapporteurs**

**Justina Laman- PRAWA**

**Abigail Edomaruse- PRAWA**

**Support Staff:**

**CP ArumeAttaboh (NPF)**

**ACP Sunny A. Onah (NPF)**

**Media:**

**Femi Okeowo, Head, Legal/Judiciary , Nigerian Television Authority(NTA)**

**KEY RESOURCE MATERIALS:**

Nigeria Police Human Rights Training Manual

Nigeria Police Human Rights Trainers' Guide

# AGENDA

**FOR**

**THE COMMISSIONING OF THE NIGERIA POLICE FORCE (NPF) STAFF TRAINING  
AND DEVELOPMENT NATIONAL DATABASE UNIT.**

Venue: Force Headquarters, Abuja

Date: 5<sup>th</sup> October, 2017

**Technical Partner/Lead Coordination:**



**Supported by:**



11:30am-12:00noon- Arrival of Guests

12:00 – 12:05pm: Opening Prayer/National Anthem

12:05-12:10pm: Introduction of Special Guests

12 :10pm-12:15pm

❖ Welcome Speech

**DIG, Emmanuel Inyang, Deputy Inspector of Police, Training and Development  
Department Force Headquarters , Abuja .**

12:15pm:12:20pm

❖ Remarks:  
**Anne-Beatrice Bullinger, Deputy High Commissioner, Embassy of Switzerland,**

12:20-12:30pm

❖ Goodwill Messages

12:30-12:40pm

- ❖ Brief on the Project:

**Dr UjuAgomoh (PhD) – Executive Director, PRAWA .**

12:40pm – 1:00pm

- ❖ Unveiling of the Project:

**Inspector General of Police, IGP, Ibrahim Kpotum Idris, NPM,mni**

1:00pm -1:30pm:

- ❖ Lunch

1:30pm-1:35pm:

- ❖ Closing Prayers.

TECHNICAL WORKSHOP  
ON

**MONITORING THE IMPACT OF HUMAN RIGHTS  
TRAINING OF SECURITY & JUSTICE SECTOR  
INSTITUTIONS IN NIGERIA**

*Organized by*

**PRAWA**

*In Partnership with*

Human Rights Radio  
Network for Police Reforms in Nigeria  
Olive Justice Initiative - A National Prison Reforms Network  
National Human Rights Commission  
Nigerian Bar Association  
Cleen Foundation

*With the Support of*  
**Swiss Embassy**

Date: 6<sup>th</sup> - 7<sup>th</sup> October 2017

Venue: Bolton White Hotels & Apartments, Abuja

Day 1: Thursday 5<sup>th</sup> October (PM)

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Arrival for those from outside Abuja

Day 2: Friday 6<sup>th</sup> October

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9am: Arrival of Participants/Registration

10am – 11am: Opening Session

- ❖ Opening Prayers
- ❖ Introduction of Guests / Participants
- ❖ Welcome Address / About the Project – *Dr. Uju Agomoh, Founder PRAWA, Technical Lead NPF Human Rights Training Programme, & Prison Reforms Programme*
- ❖ Special Remarks by Her Excellency, Deputy Ambassador, Swiss Embassy
- ❖ Remarks by Ag Executive Secretary National Human Rights Commission

- ❖ Goodwill Messages: Dr Martin Ejidike, Human Rights Advisor to the UN Country Team in Nigeria, GIZ Representative

11am – 11.15am Group Photograph/Tea Break

11.15am – 1.00pm: 1<sup>st</sup> Technical Session

- ❖ Mapping of Past & Ongoing Human Rights Training and Capacity Building Programmes for Security & Justice Sector Institutions in Nigeria &
- ❖ Identifications of Key Indicators for Measuring Impact of Human Rights Training & Capacity Building for Justice and Security Sector Institutions

1.00pm – 2.30pm: Lunch / Friday Prayers

2.30pm – 4.00pm: 2<sup>nd</sup> Technical Session (Group Session & Report Back)

- ❖ Planning of Effective Strategies for Monitoring/Tracking Compliance on Human Rights Principles
- ❖ Presentations on Strategies to be implemented by:
  - NPF HUMAN RIGHTS TRAINING & OVERSIGHT TEAM,
  - NOPRIN,
  - CLEEN FOUNDATION,
  - OLIVE JUSTICE – NATIONAL PRISONS REFORM NETWORK,
  - NATIONAL HUMAN RIGHTS COMMISSION,
  - NIGERIA BAR ASSOCIATION,
  - HUMAN RIGHTS RADIO
  - PRAWA

4.00pm – 4.30pm: Home Work/Close of Day 2

Day 3: Saturday 7<sup>th</sup> October, 2017

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9.00am – 10.30am:

- ❖ Presentation of the Home Work  
(With Working Tea Breaks)



10.30am – 1.00pm: 3<sup>rd</sup> Technical Session

- ❖ Development of the Tracking Tool and Database for Monitoring Impact of Human Rights Training & Capacity Building/Human Rights Compliance

1.00pm – 2.00pm: Lunch

2.00pm – 3.30pm:

- ❖ Planning of Next Steps Activities  
(for October – December 2017, & Jan – Dec 2018)

3.30pm – 4.30pm

- ❖ Flag Off of the Human Rights Radio Hotline & Programme on Monitoring of Human Rights Compliance of Security & Justice Institutions in Nigeria

4.30pm: Close

Day 4: Sunday 8<sup>th</sup> October 2017

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- ❖ Departure for Participants from Outside Abuja

Facilitators:

UjuAgomoh

Mohammed Isa

OkeyNwagwuma

Jasper Ukachukwu

Additional Technical Support:

Gift Igbokwe

Albert Oko

Rapporteur Team/MC

OgechiOgu, Justina Laman

Support Staff:

ObyEnechukwu

# AGENDA

## PLANNING RETREAT FOR HUMAN RIGHTS TRAINING FOR SPECIAL ANTI-ROBBERY SQUAD AND MOBILE POLICE FORCE

Date: 6<sup>th</sup> -8<sup>th</sup> December,2017

**Technical Partner/Lead Coordination:**



**Supported by:**

**giz**

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DAY 1

Wednesday 6<sup>th</sup> December, 2017:

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8.30am –9.00am:

- ❖ Registration

## SESSION ONE - OPENING SESSION:

9.00am – 9.05am: Opening Prayer/National Anthem

9.05 – 9.10am: Introduction of Special Guests

9.10am – 9.15am:

- ❖ Welcome Address

**CP Aromeh Attaboh, Controller of Prisons, Training & Development, Force Headquarters**

9.15am – 10.30am:

- ❖ Special Remarks:

**Mr. Isreal Habila, Project Advisor, GIZ Police Programme**

10.30am-10.45am

- ❖ About the Project and the Purpose of the Retreat:

**Dr Uju Agomoh – Executive Director, PRAWA .**

10.45am – 10.55am

- ❖ Special Remarks and Formal Opening of the Workshop:

**DIG H.M Dagala, DIG Force Criminal Investigation & Intelligence Department (FCIID).**

10.55am – 11.30am: Group Photograph and Tea Break

11.30am – 1.30pm: **SESSION TWO**

Overview of the Structure, Mandates, Key Issues/Challenges, Human Rights Training Needs for SARS/MPF

1.30pm – 2.30pm: Lunch

2.30pm – 3.30pm: **SESSION THREE**

Energiser

Overview of Nigeria Police Force Human Rights Training Programme: Methodology, Scope, Achievements, Challenges & Gaps

3.30pm – 5.00pm: **SESSION FOUR**

Human Rights Training for SARS & MPF: Addressing the NPF SARS & MPF Human Rights Training Needs and Recommended Approach (Group Work/ Report Back)

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5.00pm-5.15pm: Announcements & Closing Prayers

## **DAY 2 - Thursday 7<sup>th</sup> December, 2017**

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8.40am – 9.00am: Participants Registration

9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap/'Light and Lively'

9.15am – 10.45am: **SESSION FIVE**

Overview of the NPF Human Rights Training Resource Materials

(NPF Human Rights Training Manual, NPF Human Rights Trainers' Guide, and NPF Human Rights Handbook)

10:45am – 11.15am: Tea Break

11.15am – 1.30pm: **SESSION SIX**

Existing NPF Human Rights Training Materials & Adaptation to SARS/ MPF Human Rights Training. (Human Rights Training Manual, Trainers' Guide, and Handbook)

(GROUP WORK):

1.30pm – 2.30pm: Lunch

2.30pm – 3.30pm **SESSION SIX Conts.**

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3.30pm – 5.00pm: **SESSION SEVEN**

**GROUP REPORT BACK**

5:00pm - Announcements & Closing Prayers

**DAY 3 – Friday 8<sup>th</sup> December, 2017**

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9.00am – 9.05: Opening Prayers

9.05am – 9.15am: Previous Day Recap/'Light and Lively'

9.15am – 11.15am: **SESSION SEVEN Cont.**

**GROUP REPORT BACK**

10:45am-11:15am: Tea Break

11.15am – 1.00pm: **SESSION EIGHT**

- ❖ Addressing the issues of Human Rights Abuse by Officers of SARS & MPF-  
Strengthening the Oversight / Accountability Mechanisms

&

- ❖ Assessing the Impact of the Human Rights Training of SARS and MPF

1pm – 2pm: **CLOSING SESSION**

- ❖ Presentation of Next Steps:
- ❖ *Comments from the FCIID: DIG H.M Dagala, DIG Force Criminal Investigation & Intelligence Department (FCIID)*
- ❖ Closing Remarks:  
**Emmanuel Inyang, Deputy Inspector General of Police, Training & Development Department, Force Headquarters Abuja.**
- ❖ Vote of Thanks
- ❖ Closing Prayers

Departure

**Rapporteurs/Support Staff:**

Ogechi Ogu Esq

Abigail Edomaruse

CP Aromeh Attaboh

Antonia Chikwene

**SOME PICTURES ON ACTIVITIES IMPLEMENTED IN 2017**





**NPF HUMAN RIGHTS TRAINING PROGRAMME: NATIONAL ROLL OUT IMPLEMENTATION PLAN 2015-2020  
PROJECT ACTIVITY REPORT 2017**





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