

PROJECT

Effective Criminal Justice Strategies and Practices to Combat Gender-based Violence in Eastern Europe

National Specialized Training

Sighisoara, Romania
27-31 May 2019

Guidelines for Identification and Nomination of Trainees for the National Specialized Training, and Participants for the Adjacent Workshop

1. Summary of Activity

Type	A national specialized training course for police and prosecutors delivered by the trainers trained at the regional Training of Trainers, followed by a workshop with judges and social workers
Duration/ Schedule¹	<ul style="list-style-type: none"> E-learning/pre-recorded lessons: available as of 1 April 2019² Training: 27-30 May 2019 Workshop: 31 May 2019
Target Group	<ul style="list-style-type: none"> For the training and workshop: 18 police officers and 6 prosecutors For the workshop only: 4 judges and 2 social workers
Number of Participants	30 participants
Objective	To enhance the knowledge and skills of first responders to better meet the specific needs of victims of GBV and to refer them to specialized support services
Outcome	Trained practitioners will have an increased understanding of the victims' situation and measures to be taken to meet the victims' needs
Topics³	<ul style="list-style-type: none"> Forms and factors of GBV and the need to respect the needs and rights of each victim; Actions to ensure the protection, safety and rights of the victims; Modern interview techniques and communication skills adapted for victims, witnesses and suspects; Basic threat and risk assessments; safety plans for victims to prevent further violence; Types of evidence in GBV cases; Criminal investigation – first and second hand measures, enforcement and protection; File and case management; Any other topics as deemed relevant by the national Steering Committee.
Methods/ Materials	<ul style="list-style-type: none"> 4-5 hours of e-learning/pre-recorded material - OSCE POLIS e-learning platform⁴ Problem-based methodology (lectures; studies; exercises at individual and group levels) Training material, hand-outs
Language	Romanian with translation to English
Trainers⁵	2 trainers + 2 assistant trainers (previously trained at the regional ToT)
Monitored by⁶	1 expert from the Institute and 2 OSCE officials

¹Indicative – subject to changes.

²To be confirmed.

³Subject to changes.

⁴To be confirmed.

⁵Exact number of trainers and assistant trainers - to be decided with the national Steering Committee.

⁶Exact number of monitors - to be confirmed by the project team.



2. Background of the Project

The project “Effective Criminal Justice Strategies and Practices to Combat Gender-based Violence in Eastern Europe” was developed by the Organization for Security and Co-operation in Europe (OSCE) Transnational Threats Department/Strategic Police Matters Unit (TNTD/SPMU), in partnership with the Institute for Police Education at Linnaeus University (the Institute) and in co-ordination with the OSCE Gender Section and the OSCE Office for Democratic Institutions and Human Rights, in their efforts to address common challenges in fighting Gender-based Violence (GBV).

The objective of the project is to enhance the responsiveness, professional knowledge, skills and technical capacities of criminal justice practitioners, in particular first responder police officers, investigators and prosecutors in addressing GBV, thus contributing to an increased public trust in the criminal justice system response and subsequently an expected higher level of reporting of GBV cases.

Police, prosecutors, judges and specialist victim support service providers should be trained, well-resourced and given the necessary capabilities to reach out to victims to ensure all forms of GBV are recognised, recorded and responded to. Their role is particularly important in avoiding secondary victimisation and ensuring the safety of victims involved in investigation and court proceedings.

As identified in the baseline needs assessments and the situational analyses, there is a need of specialized training programmes for law enforcement and justice practitioners dealing with cases of GBV, in particular on topics such as victim approach, attitudes towards victims and victim support (soft skills).

2. Description of Activity

A national specialized training will be organized by the OSCE and delivered by trainers previously trained at the regional Training of Trainers, in co-operation with the Institute, the national Steering Committee and the national training centres in Romania.

The training aims at enhancing the skills and knowledge of police officers and prosecutors to better meet the specific needs of victims, including noticing the signs and signals of violence, and referring them to more specialized support services, such as health services or victims’ shelters. The training will increase the criminal justice practitioners’ understanding of the victims’ situation, and measure to be taken to meet the victim’s needs. Furthermore, the training will touch upon the need of improving the perception, attitude and behavior of criminal justice practitioners towards victims of GBV, in order to avoid secondary victimization.

The training curriculum will be based on global ethical principles for a victim-centered approach and focus on evidence-gathering techniques, treatment of victims at the police stations, access to information about their rights and about the case, as well as access to specialized support services and rights to protection according to individual needs.

Following this training, the national Steering Committee is encouraged to allocate resources and continue with this kind of specialized trainings after the closure of the project. Moreover, the national Steering Committee is encouraged to advocate for the incorporation of the training curricula in the general national police training curricula.



3. Structure

The course will be organized as it follows: **training for police and prosecutors** followed by a **workshop with additional judges and social workers** active in the field of victim protection. Complementary to the training, the workshop will highlight the importance of a co-ordinated and integrated approach. The law enforcement and justice sectors must work together to ensure effective responses to GBV crimes.

4. Identification and Nomination of Participants

All participants in the national specialized training and workshop (police, prosecutors, judges, and social workers) will be identified, cleared and nominated by the Steering Committee.

A) **Participants in the National Specialized Training:**

The training is targeted at **18 police officers and 6 prosecutors**, dealing with cases of GBV. Participants are expected to have the following qualifications and skills:

- a) **Education**
 - Three-to-four years' education at a University or other specialized higher education establishment in police management and/or law;
- b) **Subject matter experience**
 - Knowledge of GBV topic and forms;
 - At least one year experience in responding to/investigating cases of GBV;
 - Knowledge of national civil and criminal remedies and measures to protect victims;
- c) **Language skills**
 - Strong communication skills, both in written and oral form;
 - Basic knowledge of English;
- d) **Aptitudes required**
 - Ability to maintain objectivity and apply logical reasoning;
 - Ability to work in teams as well as individually;
 - Good social skills, particularly in a multicultural environment;
- e) **Contractual arrangements**
 - Have a full-time contract of at least 2 years length after receiving the training.

B) **Participants in the Workshop:**

The workshop is targeted at **4 judges and 2 social workers**, dealing with cases of GBV. The participants are expected to have the following qualifications and skills:

- a) **Education**
 - Three-to-four years' education at a University or other specialized higher education establishment in law, psychology, social sciences or other related topics;
- b) **Subject matter experience**
 - Knowledge of GBV topic and forms;
 - At least one year experience in dealing with cases of GBV or protection of victims;
- c) **Language skills**
 - Strong communication skills in oral form (public speaking);
 - Basic knowledge of English;
- d) **Aptitudes required**
 - Ability to maintain objectivity and apply logical reasoning;



- Good social skills, particularly in a multicultural environment.

5. Logistical Modalities

All costs related to the participation of trainees in the national specialized training and attendees at the adjacent workshop will be covered by the project budget (travel, accommodation, full board, training materials).

6. Monitoring and Evaluation

For the training:

- Pre- and post- training questionnaires (measuring attitudes, skills and knowledge of proactively identification and investigation of cases of GBV);
- Post-training evaluation questionnaires (measuring trainees' performance and understanding of the curriculum);
- Key person and focus group semi-structured interviews;
- Monitoring of training (by experts from Linnaeus University and OSCE officials).

For the workshop:

- Post-event satisfaction form;
- Mentimeter survey.

7. Gender Mainstreaming

National authorities are strongly encouraged to nominate female trainees (police officers and prosecutors) for the national specialized training and female judges/social workers for the adjacent workshop.

8. Sustainability and Long-term Vision

Attendees at the national specialized training and workshop are going to be individuals who hold relevant positions (operational, mid-level management), with a mandate to run change processes within their authorities. The trained individuals will become change agents and be drivers for attitude change and knowledge improvement; they will introduce gained knowledge within their respective authority and thereby contribute to an organizational change.

Following this training, the national authorities are expected to provide necessary technical, financial and institutional support to the national trainers to enable them to organize and run local training courses, thereby ensuring gradual and sustainable build-up of their national capacities in this area.

The Steering Committee and Working Group are encouraged to advocate for the incorporation of the training curriculum in the general national police training curricula.

