

SCOTTISH  
POLICE COLLEGE  
SCOTTISH  
POLICE  
SERVICES  
AUTHORITY



CONTINUOUS PROFESSIONAL DEVELOPMENT PROGRAMME  
PROSPECTUS 2010/11







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I am delighted to introduce the Continuous Professional Development Programme for 2010/2011.

Designing the Continuous Professional Development Programme has been a new and exciting process this year due to the unique partnership approach that has been taken in collaboration with the Scottish Institute for Policing Research. This partnership brings additional expertise in policing research to the Scottish Police College further enabling enhanced learning for all members of our police family and partners.

Effective partnership working is essential for the development and growth of the Scottish Police Service. The need to share information and work better together is increasingly important as we work towards achieving the Scottish Government's aim of a 'Safer, Stronger Scotland' and the Continuous Professional Development Programme is an excellent example of how the Scottish Police College is dedicated to promoting and advancing this ethos.

The Prospectus for 2010/2011 aims to deliver training that is in line with ACPOS strategic priorities and stakeholder requests whilst meeting the personal and professional development needs of our delegates. Programmes have been designed to focus on interactivity and smaller group learning opportunities, creating an inclusive and involved approach supporting all members of the police family.

The Prospectus headings take account of the changing nature of policing in Scotland, acknowledging that partnership working, equality and diversity, practical guidance and personal development are vital in underpinning effective service development and delivery. Within these headings, care has been taken to ensure that the training offers opportunities to a wide and varied audience and will enhance personal growth whilst contributing to the needs of the police service.

The key themes in the Continuous Professional Development Programme for 2010/2011 are:

- Practical Guidance
- Public Protection and Partnership Working
- Positive Action and Diversity
- Leadership and Personal Development

Whilst the majority of inputs on the programme are new opportunities for learning, where possible the opportunity to support continuous development has been grasped and several inputs aim to build on seminars that have been delivered on previous programmes.

I commend the programme to you and look forward to welcoming you to the Scottish Police College.



*John Geates*

John Geates Bsc(Hons)  
Director  
Scottish Police College



## SEMINARS

Code	Title	Date Of Seminar
<b>Practical Guidance</b>		
S1	Safetalk – A Suicide Alert Helper Workshop	Tuesday 6th April 2010
S3	Unspoken Language in Investigative Interviews	Tuesday 20th April 2010
S7	Counter Terrorism	Thursday 13th May 2010
S15	Geographic Information Systems for Police Managers	Tuesday 31st August 2010
S24	Understanding Trauma and Secondary Traumatic Stress in Police Officers	Tuesday 30th November 2010
S28	Employment Law Update	Tuesday 8th February 2011
<b>Public Protection and Partnership Working</b>		
S4	SCDEA – An Update on the Role of the Police Service in Substance Misuse Education in Scottish Schools	Thursday 22nd April 2010
S9	Inter-Agency Collaboration in Child Protection	Thursday 27th May 2010
S12	Child Abuse Inquiries and Constructive Practice	Thursday 17th June 2010
S13	Child Protection Awareness	Thursday 29th July 2010
S16	Domestic Abuse	Tuesday 7th September 2010
S22	Honour Based Violence	Tuesday 16th November 2010
S23	SCDEA – Drug Enforcement an Operational Perspective	Thursday 18th November 2010
S25	Victims of Sexual Crime	Tuesday 7th December 2010
S26	Developments in Adult Support and Protection	Tuesday 25th January 2011





Positive Action and Diversity		
S6	Islam and Violence Against Women	Thursday 6th May 2010
S11	Hate Crime – Aggravation by Prejudice	Tuesday 8th June 2010
S19	Soul Sisters	Thursday 21st October 2010
S20	Unlocking Potential	Thursday 28th October 2010
S21	Managing Workplace Banter	Tuesday 2nd November 2010
S29	Gender Bias – CCTV and Surveillance	Tuesday 22nd February 2011
S30	Communication, Appreciation and Diversity	Thursday 10th March 2011

Leadership and Personal Development		
S2	Creating a Coaching Culture	Thursday 15th April 2010
S5	Court Room Skills for Police Staff	Tuesday 27th April 2010
S8	Diploma in Police Service Leadership and Management	Tuesday 25th May 2010
S10	Multiple Intelligences	Thursday 3rd June 2010
S14	Accelerated Career Development Programme	Tuesday 10th August 2010
S17	Court Room Skills for Police Staff	Tuesday 5th October 2010
S18	Time Management	Thursday 14th October 2010
S27	Your First 100 days as a Manager	Thursday 3rd February 2011



## SEMINAR CALENDAR

Date	Title	Booking Code	Page
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Thursday 15th April 2010	Creating a Coaching Culture	S2	17
Tuesday 20th April 2010	Unspoken Language in Investigative Interviews	S3	18
Thursday 22nd April 2010	SCDEA – An Update on the Role of the Police Service in Substance Misuse Education in Scottish Schools	S4	19
Tuesday 27th April 2010	Court Room Skills for Police Staff	S5	20
Thursday 6th May 2010	Islam and Violence Against Women	S6	21
Thursday 13th May 2010	Counter Terrorism	S7	22
Tuesday 25th May 2010	Diploma in Police Service Leadership and Management	S8	23
Thursday 27th May 2010	Inter-Agency Collaboration in Child Protection	S9	24
Thursday 3rd June 2010	Multiple Intelligences	S10	25
Tuesday 8th June 2010	Hate Crime – Aggravation by Prejudice	S11	26
Thursday 17th June 2010	Child Abuse Inquiries and Constructive Practice	S12	27
Thursday 29th July 2010	Child Protection Awareness	S13	28
Tuesday 10th August 2010	Accelerated Career Development Programme	S14	29
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Thursday 21st October 2010	Soul Sisters	S19	35
Thursday 28th October 2010	Unlocking Potential	S20	36
Tuesday 2nd November 2010	Managing Workplace Banter	S21	37
Tuesday 16th November 2010	Honour Based Violence	S22	38
Thursday 18th November 2010	SCDEA – Drug Enforcement an Operational Perspective	S23	39



# SEMINAR CALENDAR

Tuesday 30th November 2010	Understanding Trauma and Secondary Traumatic Stress in Police Officers		S24	40
Tuesday 7th December 2010	Victims of Sexual Crime		S25	41
Tuesday 25th January 2011	Developments in Adult Support and Protection		S26	43
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Tuesday 8th February 2011	Employment Law Update		S28	45
Tuesday 22nd February 2011	Gender Bias – CCTV and Surveillance		S29	46
Thursday 10th March 2011	Communication, Appreciation and Diversity		S30	47





Forces and partner agencies are allocated spaces on these seminars dependent on their staff numbers. It is often the case therefore that places are not available to all who may wish to attend. Last year non-attendance averaged at 13% which does not represent best value either financially or more importantly, in terms of lost opportunities to provide professional development to staff who benefit from it.

To overcome late call offs and to maximise attendance opportunities for those who appear on a reserve list, it is suggested that deadlines are provided to delegates within the local process to facilitate maximum attendance on the day. While it is accepted that operational reasons resulting in extremely late call offs cannot be legislated for in this process, strong administration and management will assist in affording these opportunities to all staff.

The following information provides guidance on how to make an application to attend the Continuous Professional Development Programme at the Scottish Police College.

#### 1. Selection

- Having identified those seminars that meet your needs, intimate your selection to your own Force.
- Forces and partner agencies have a specific number of spaces allocated to them depending on staff numbers so it is helpful to prioritise those seminars you would like to attend.
- Your attendance can only be achieved by application made by your Force or organisations SPOC (single point of contact), it is therefore important that you do not bypass this process.

#### 2. Attendance

- Approximately two months before the date of each seminar, a standard letter will be generated by the Programme Co-ordinator to the SPOC. This letter will advise on the date of the seminar and the number of spaces available.
- It is important that the seminars reach as wide and varied an audience as possible and that the appropriate audience attends.
- You will be able to identify the target audience under the “Designed For” heading of each seminar descriptor. If in doubt, contact the Leadership and Professional Development (LPD) Administrator on 01259 732117.
- The SPOC will complete the Delegates Nomination Form in all cases and send it by email or fax (01259 732287) to the LPD Administrators at the Scottish Police College.

#### 3. Non-Attendance

- It is your responsibility to intimate non-attendance as soon as reasonably practicable to your SPOC. This will allow others the opportunity to attend.
- The College notifies all Forces and partner agencies regarding delegates who do not attend without prior notification.

Note:—All delegates attending seminars should familiarise themselves with the information contained within the following two pages of this Prospectus.



## ASSEMBLY

Delegates should arrive promptly on the day of the seminar. Seminar start times are contained within each individual seminar outline. Delegates should take care to check the details contained in any course related correspondence received.

All delegates should park their vehicles in the Middle Drive or Walled Garden Car Park (see map of College Campus at rear of Prospectus). They should then make their way to the Reception Area of the Culzean Building where identity cards and seminar packs will be issued. Refreshments will be available in the breakout area directly above Reception.

## DRESS

Business dress should be worn whilst attending seminars.

## IDENTITY DOCUMENTS

Identity cards will be issued and must be worn by delegates at all times.

## ACCOMMODATION

These seminars are non-residential but should, due to excessive distance, accommodation be required on the night prior to the seminar, this can be requested by informing the Leadership and Professional Development Administrator at least three weeks prior to the date of the seminar. Accommodation cannot be guaranteed.

## TELEPHONES

The official College telephone number is 01259 732000. Telephone facilities for business calls and urgent personal calls will be made available to all delegates during their time at the College. Delegates should inform any persons wishing to contact them while they are at the College that they can do so by telephoning the above number and asking for the Leadership and Professional Development Administrator who will relay the relevant message. The Leadership and Professional Development fax number is 01259 732287 and messages may also be forwarded by utilising this facility.

While the seminar is in progress, it is requested that all mobile telephones are switched off in order to facilitate the smooth and uninterrupted running of the event.



## JOINING INSTRUCTIONS



Approximately two weeks prior to the date of the seminar, brief joining instructions will be sent to the appropriate SPOCs. This will include a car parking pass. It will then be the responsibility of the SPOC to forward the joining instructions to the delegates from their Force or organisation.

The car parking pass should be printed and displayed in a prominent position within the delegate's vehicle.

### DELEGATE PACK

All delegates will receive a seminar pack on their arrival at the Scottish Police College (Culzean Reception Area) which will contain the programme for the day as well as any relevant handouts and a Seminar Evaluation Form.

Feedback is a very important part of the whole process and comments are genuinely welcome. It is important therefore that the evaluation form is completed at the end of the day and prior to leaving the College.

### LEARNING RESOURCE CENTRE

The Learning Resource Centre is located at the far end of the Craigievar Building. A comprehensive selection of books, journals, videos and Government circulars in support of the Prospectus is available, predominantly for lending. Photocopying facilities and study areas are also available.

### FURTHER ENQUIRIES

Any enquiries regarding the seminars, the content of the programme or domestic arrangements for the day should be directed in the first instance to the Leadership and Professional Development Administrator, Tel No 01259 732117.







CPDR



## INTRODUCTION

In 2002 the Scottish Government launched 'Choeselife' a ten year national strategy and action plan to prevent suicide in Scotland. The strategy includes a target that by 2013 suicide be reduced by 20%. 'Choeselife' sets out a framework to ensure that action is taken nationally and locally to build skills, develop training, encourage people to seek help early, improve knowledge and awareness of 'what works' to prevent suicide, and to encourage partnership working and improved co-ordination between services.

Choeselife is responsible for delivering the safeTALK (sT) training programme to statutory, voluntary, and community organisations. After completing sT training, students are a vital resource for those organisations with a responsibility to try and prevent death by suicide.

## CONTENT SUMMARY

The 'Talk' in safeTALK has two meanings. Open and direct; 'TALK' about suicides is the key to preventing suicide and 'TALK' also stands for Tell, Ask, Listen and Keep Safe. These are the steps that the suicide alert helper will learn about during the course.

The course will look at why people who are close to a person who commits suicide can miss, dismiss or avoid asking about suicide and deals with the importance of being inquisitive. The role of the suicide alert helper in identifying a person at risk from suicide and passing them on to someone else who will be responsible for making them safe is examined.

The seminar will importantly help participants on the course to keep themselves safe from suicide if the pressure and stress of modern life places them at risk.

A Police Negotiator will also provide additional information to delegates regarding how to deal with suicidal persons in a crisis situation.

## DESIGNED FOR

This seminar will be of interest to all police officers and police staff who have regular interaction with the public as the course does not rely on previous experience or training.

## LEARNING OUTCOMES

This course aims to provide participants with an introduction to workplace conflict resolution theory, methods and strategies. At the conclusion of the course you should be able to:

- Recognise when a person might be having thoughts of suicide
- Connect a person at risk of suicide with other resources in our community who can help to keep them safe
- Understand that opportunities to help a person with thoughts of suicide are sometimes missed, dismissed and avoided
- Access useful resources to whom they can refer the person at risk of suicide
- Know when a situation requires the attendance of a police negotiator
- Understand the role of police negotiators

## PRESENTER

Malcolm Luig has combined a career as a professional social worker with that of a member of the Reserve Armed Forces. Initially he was a probation officer, then a mental health officer. His last job in local government was as Unit Manager at the State Hospital, Carstairs. Since then he has worked for the MOD as a mental health officer in England, Scotland and Northern Ireland. At present he works for the NHS presenting ASIST and SafeTalk courses and he is a Trauma Risk Management (TRiM) practitioner.

A Police Negotiator will provide an additional input to complement the main subject matter.

chooselife

The national strategy and action plan  
to prevent suicide in Scotland

Duration: ½ Day  
30 Delegates  
Court Room  
Tuesday 6th April 2010



## INTRODUCTION

This session is an introduction to coaching and explores the skills and qualities of a good coach, as well as highlighting the benefits of coaching for teams, individuals and organisations. The day will focus on the tools and techniques used by professional coaches and allow time for delegates to experience both coaching and being coached.

## CONTENT SUMMARY

The purpose of the day is to allow delegates to understand the role of coach and appreciate the clear differences between coaching, mentoring and counselling. The sessions will be interactive, focused on group work and also include time to look at life work balance and goal attainment.

The seminar covers:

- Coaching cultures
- Creating confident coaches
- Coaching through challenge
- Contracts and boundaries
- Co-coaching
- Goal attainment

## DESIGNED FOR

All police officers and police staff who choose to take responsibility for their own personal development and are ready to increase their self awareness, reflect on their goals, review their options and take action. Also ideal for delegates who want to add coaching to their management skills.

## LEARNING OUTCOMES

The sessions are designed to ensure delegates are:

- Clear on the role of the coach
- Sure of the benefits of organisational coaching
- Aware of the steps to achieve goal attainment
- Able to understand the power of positive thinking
- Focused on the vision of success
- Confident about creating thinking time in the work place

## PRESENTER

Marion Graham, who is the Company Director of "Soul Success".

Marion is a fully qualified coach who graduated in 2002 with a distinction in coaching from The Coaching Academy, Europe's leading coaching organisation. She is a founder member of The Association for Coaching which is responsible for promoting excellence and ethics in coaching across the UK.





## INTRODUCTION

The gathering of accurate information during any police investigation is vitally important. Information obtained during interviews can be critical and it is therefore necessary that we are aware of what people reveal through nonverbal visual cues in addition to what they tell us verbally.

Visual communication cues such as hand gestures, facial expressions and eye gaze are central to human communication and although we 'read' these cues in day to day interactions there is considerable information contained within them that remains essentially hidden.

## CONTENT SUMMARY

This course will cover:

- The meaning and function of gaze and gaze aversion in face-to-face interactions
- Visual communication cues such as facial expressions, lip configuration and gesture
- How to read gaze aversion and how to use it as a facilitative tool in interaction
- The relationship between language and gesture in narrative and how to read hand gestures and understand them in terms of ongoing speech
- The psychology underlying associated techniques in face-to-face communication as well as across live video links for vulnerable witnesses
- Drivers gaze aversion will be described in relation to use of hands free mobile phones

Case examples, video footage and practical work will be utilised to assist delegates understanding of the theory presented.

## DESIGNED FOR

This course will be of interest to most personnel but will be of particular relevance to management who undertake staff interviews and those police officers or police staff who regularly carry out interviews with both adults and children.

## LEARNING OUTCOMES

Delegates will develop:

- An understanding of the link between non-verbal visual communication cues (such as eye gaze, gesture and facial expressions) and spoken language
- Skills in using visual communication to facilitate communication with adults and children
- Up to date knowledge of reading gaze aversion whilst dispelling some myths regarding deception
- Skills in reading the 'hidden information' of others nonverbal behaviours

## PRESENTER

Professor Gwyneth Doherty-Sneddon will present this course. She has over 20 years of research experience in the area of visual communication and has developed an extensive programme of research on gaze, gaze aversion and gesture. She has published over forty books and journal articles in her field. In addition she has a programme of research on facilitating child witnesses. She has been a regular contributor to regional training of child protection officers in Tayside for a number of years. She runs training courses on Investigative Interviewing practices in collaboration with Dundee University and the American Society on the Abuse of Children.

Professor Doherty-Sneddon is member of the Scottish Institute for Policing Research (SIPR).

The Scottish Institute  
for Policing Research

Duration: ½ Day  
40 Delegates  
Court Room  
Tuesday 20th April 2010



### INTRODUCTION

The SCDEA (Scottish Crime and Drug Enforcement Agency) is fully committed to the four pillars of the Scottish Government’s Drug Action Plan; Young People, Communities, Treatment and Availability. The agency plays a major role in promoting drugs education in Scotland as early intervention and education are recognised as critical to reducing the demand for controlled drugs.

This seminar will provide an update on the changes and improvements that have been implemented over the past year, such as the introduction of the “Curriculum for Excellence”, with a particular focus on what is happening at a local level.

### CONTENT SUMMARY

The day will outline the changes to the substance misuse education curriculum within schools, update on the improvements and provide a guide on the role of the police service and other agencies in delivering a community approach for school pupils in Scotland.

### DESIGNED FOR

- Teaching professionals
- Health professionals
- Educationalists
- Police staff, School Liaison Officers and Drug Awareness Officers
- Voluntary sector organisations

### LEARNING OUTCOMES

At the end of this seminar delegates will have:

- A clearer understanding of policy and practice; learning from good practice
- An update on GLOW, a digital intranet site for schools and the opportunities this resource offers teachers, the police service and others
- An update on “Curriculum for Excellence”, health and well being experiences and outcomes, and progress to date
- Current research developments and how these will inform practice

### PRESENTERS

Subject experts in this area of work.



## INTRODUCTION

This is a one day seminar that focuses on the necessary preparation required for attending court and delivering effective evidence from the witness box.

This seminar will run twice within the Continuous Professional Development Programme and will feature the same content on each occasion.

## CONTENT SUMMARY

Delegates will be required to prepare a brief outline summary of a case scenario together with a related mock statement in advance of the course.

The day will involve:

- A presentation from Karen Stewart, Senior Procurator Fiscal Depute, outlining the layout of the day and supporting notes will be provided
- A practical exercise during which delegates will be given the opportunity to revise their statements in light of the input by the Senior Procurator Fiscal
- A mock trial, during which a number of delegates will be given the opportunity to give evidence on the basis of their pre-prepared statements

Following the mock trial delegates will be encouraged to discuss the way they gave evidence, the information which they provided to the court and any other matters of relevance.

## DESIGNED FOR

This seminar is designed for police staff who may be called to give evidence in court in a professional capacity. This seminar is not suitable for intelligence analysts as a separate seminar on Court Room Skills for Analysts is run by the Scottish Centre for Intelligence Analyst Training (SCiAT) within the Scottish Police College.

## LEARNING OUTCOMES

This seminar has a number of key learning outcomes. After the seminar the delegates will be able to:

- Describe the precognition process
- Recognise and respond to a citation to attend court
- Describe the court structure
- Explain how the adversarial system works
- Identify the various participants involved in the court process
- Be prepared to give evidence in court
- Present evidence effectively and be aware of the key skills involved

## PRESENTER

Karen Stewart, Senior Procurator Fiscal Depute, Crown Office & Procurator Fiscal Office, presently seconded to the Scottish Police College.



Duration: 1 Day  
35 Delegates  
Court Room  
Tuesday 27th April 2010





## INTRODUCTION

'Honour Based Violence' (HBV) is a crime or incident, which has, or may have been committed to protect or defend the honour of the family and/ or community. It is a collection of practices, which are used to control behaviour within families to protect perceived cultural and religious beliefs and/or honour.

## CONTENT SUMMARY

This training will outline where Islam as a faith stands on the issue of violence against women. The day will cover the basic religious underpinnings and it will highlight some of the misconceptions surrounding the issues. It will offer participants the chance to engage in an open and frank environment.

The training is intended to allow participants to explore the issues surrounding violence against women such as domestic abuse, rape, forced marriage, female genital mutilation (FGM) and honour killing from a faith perspective and the role faith plays in understanding them.

## DESIGNED FOR

This course is designed for all police officers and police staff working at any level but may be of particular interest to those who have contact with the public.

## LEARNING OUTCOMES

At the end of this seminar delegates will have a greater understanding, within the context of the Islamic faith, of:

- Domestic abuse
- Rape
- Forced marriage
- FGM
- Honour killing

## PRESENTERS

Tabassum Sarfraz and Stephanie Cowan from AMINA Muslim Women's Resource Centre.



## INTRODUCTION

The UK Government has made it clear within its Counter Terrorism strategy 'CONTEST' that preventing violent extremism (PREVENT) is the priority activity in relation to Counter Terrorism and that the police and our partners have an important role to play in achieving this.

One of the challenges for the Scottish Police Service is to stop people becoming terrorists or supporting terrorism and violent extremism. The aim is to meet this challenge in a manner that engages and wins the support of all communities.

The 'CONTEST' strategy has set out five objectives supported by two enabling objectives that will contribute to preventing violent extremism. These five objectives are to:

- Undermine extremist ideology
- Disrupt those who promote violent extremism
- Support individuals who are vulnerable to recruitment by violent extremists
- Increase resilience of communities
- Effectively address grievances

The two supporting enabling objectives are to:

- Develop 'PREVENT' related intelligence, analysis and research
- Improve strategic communications

This is a significant challenge both for the police service and our partners and together we need the confidence and skill to tackle the reality of the complexity of the threat and the 'PREVENT' response. This has to be done in a way that can boldly address the issues yet steer clear of demonising communities or acting as a further recruiting aid to extremists.

The seminar intends to build on the success of the 2009 event and will provide you with the latest advice, guidance and best practice in relation to achieving these objectives.

## CONTENT SUMMARY

The Counter Terrorism (CT) - Preventing Violent Extremism (PVE) - seminar will bring together some of the most prominent people engaged within the CT/PVE field both within Scotland and elsewhere in the UK and will provide those attending with an insight into the strategies and emerging trends of these intertwined areas of work.

Attendance at this seminar will be essential for anyone with a strategic, tactical or operational role in relation to Counter Terrorism, preventing violent extremism or community safety.

## DESIGNED FOR

This seminar will be of best value to police officers and staff of all ranks and grades that are engaged in either Counter Terrorism or community policing roles.

## LEARNING OUTCOMES

This seminar has a number of key learning outcomes. At the end of this seminar delegates will be able to:

- Interpret and discuss the 'PREVENT' objectives in a manner that does not discriminate
- Discuss emerging CT/PVE developments
- Explain the radicalisation process and link this to 'PREVENT'
- Identify and support people and institutions vulnerable to radicalisation and extremism
- Incorporate examples of best practice in relation to CT/PVE into their role
- Consider a range of practical projects and actions that are designed to mitigate threats and vulnerability
- Use 'PREVENT' communication guidance to relate CT/PVE issues to community audiences
- Incorporate CT/PVE objectives into mainstream policing operations

## PRESENTERS

Subject experts in this area of work will include those from police, Government and community groups from within Scotland and elsewhere in the UK.

Duration: 1 Day  
200 Delegates  
Lecture Theatre  
Thursday 13th May 2010



## INTRODUCTION

The Diploma in Police Service Leadership and Management (DPSLM) has been developed as a replacement for the Police (Scotland) Promotion Examinations. The DPSLM programme was introduced in April 2007 and has run concurrently with the promotion examinations until 2009.

## CONTENT SUMMARY

The seminar aims to provide an overview of the DPSLM. It will consider the rationale for change as well as the content and structure of the programme together with the progression route for officers undertaking this award. It will also outline the assessment strategies used.

## DESIGNED FOR

Prospective candidates, supervisors and anybody who is involved in the training and development of staff, including Human Resources personnel.

## LEARNING OUTCOMES

By the end of this seminar delegates will be able to:

- Identify the content and structure of the DPSLM
- Outline the progression route for officers undertaking the programme

## PRESENTERS

Subject experts in this area of work.



## INTRODUCTION

Recent child death inquiries have found that poor inter-agency collaboration continues to be a significant and contributory factor in the death of children and young people in the UK. While few would argue with the principles of inter-agency collaboration, we have come to realise that the reality of establishing meaningful and constructive inter-agency partnerships is fraught with difficulties on many levels. Issues of shared values and ethics, differing theoretical perspectives, legal and policy contexts and models of practice all need to be explored and interrogated if we are to fully understand the complex, diverse and uncertain contexts in which agencies operate and which professionals have to navigate on a daily basis.

## CONTENT SUMMARY

The seminar is designed to raise awareness of the underpinning knowledge and conceptual frameworks that inform inter-agency collaboration. The seminar will cover areas such as political and organisational issues and how these impact on service delivery. It will also highlight some of the tensions that can inhibit professionals from working constructively in meaningful partnership. The seminar will explore how interagency working can impact on children and families and will discuss some real life examples of good practice from a police and social work perspective.

## DESIGNED FOR

This seminar is aimed at all police staff that are, or are likely to become, involved in child protection issues and engaged in interagency working.

## LEARNING OUTCOMES

Delegates will be able to demonstrate the following:

- An understanding of the knowledge base and theoretical frameworks of interagency collaboration
- An awareness of how political factors, policy and legislative contexts can enhance, or mitigate against, constructive interagency working
- An awareness of how their own personal attitudes and values can impact on the quality of interagency working relationships
- An understanding of how improved interagency collaboration can lead to better outcomes for children and young people who have experienced abuse or trauma

## PRESENTERS

Lynn Kelly is the Programme Director for Child Care and Protection at the University of Dundee and prior to this was a senior manager in child protection both in Scotland and Australia. Lynn has experience of working with children and families in a therapeutic environment and has an interest in the areas of domestic violence and children who display problematic sexual behaviours. Lynn Kelly is a member of the Scottish Institute for Policing Research.

Adrian Lawrie is a Chief Inspector with Lothian and Borders Police and is actively involved in a range of areas including child protection and the wider public protection agenda. Adrian is interested in areas of youth justice and domestic violence. Adrian is currently completing his MSc Child Care and Protection at the University of Dundee.

Duration: 1 Day  
200 Delegates  
Lecture Theatre  
Thursday 27th May 2010

The Scottish Institute  
for Policing Research



## INTRODUCTION

This is a seminar focused on how we think, process, learn and develop, using group sessions to discuss and define the meaning of the many intelligences that we can now label and identify. It will also utilise talk time to allow us to make sense of our world of work, with emphasis on the intellectual balance that is required to develop individuals who are considered 'a great all rounder' capable of promoting motivation, balance and harmony in their organisations.

## CONTENT SUMMARY

The seminar covers:

- Emotional Intelligence
- Creative Intelligence
- Spiritual Intelligence
- Social Intelligence
- Academic Intelligence
- Verbal Intelligence
- Physical Intelligence

The day will focus on helping delegates to understand and strengthen their own learning and to increase their own self awareness whilst providing the opportunity to explore the many ways that they can tap into and enhance their own unique intelligences and to measure the areas which they would benefit from exercising and developing.

## DESIGNED FOR

All police officers and police staff.

## LEARNING OUTCOMES

At the end of this seminar delegates will be:

- More self aware and self assured
- More solution focused creative thinkers
- Able to understand the bigger picture
- More socially confident
- More successful as communicators
- More aware of mind/ body balance

## PRESENTER

Marion Graham, who is the Company Director of "Soul Success".

Marion is a fully qualified coach who graduated in 2002 with a distinction in coaching from The Coaching Academy, Europe's leading coaching organisation. She is a founder member of The Association for Coaching which is responsible for promoting excellence and ethics in coaching across the UK.





## INTRODUCTION

The Association of Chief Police Officers in Scotland are dedicated to tackling hate crime and places hate crime as a strategic priority for all Scottish Police Forces. The Association of Chief Police Officers in Scotland, Equality and Diversity Strategy 2009-2012 states that:

“We will robustly tackle harassment, intimidation and abuse suffered due to prejudice against any individual or social group”

With the introduction of the Offences (Aggravation by prejudice) (Scotland) Act 2009 the Scottish Police Service now has another important legislative power to assist them in tackling hate crime. This training will introduce the Act, explore what it means for policing and detail the positive impact that it will have on different communities of people.

## CONTENT SUMMARY

Training will cover:

- The importance of the Offences (Aggravation by prejudice) (Scotland) Act 2009
- How the new legislation will impact on differing roles
- The prevalence of disability and homophobic hate crime
- The motivations behind hate crimes
- The impact of hate crime on people with disabilities and from lesbian, gay, bisexual and transgender communities
- How to tackle the low level of reporting
- Recommendations for tackling disability hate crime

## DESIGNED FOR

Senior managers including those with responsibility for human resources, occupational health and safety, corporate social responsibility.

## LEARNING OUTCOMES

Delegates will have a greater understanding of:

- The new Offences (Aggravation by prejudice) (Scotland) Act 2009 and its impact on policing and policy
- Why it is important that hate crime, in all its forms, is addressed and different methods of tackling hate crime
- Ways of addressing under reporting of crime

## PRESENTERS

Karen Stewart, Senior Procurator Fiscal Depute, Crown Office & Procurator Fiscal Office, presently seconded to the Scottish Police College.

Elsbeth Molony, Corporate Policy and Consultancy Manager with Capability Scotland. Capability Scotland is one of the country's leading disability organisations working for a just and fair Scotland. Operating for over sixty years they work with children and adults with a range of different impairments and conditions, including physical and sensory impairments, learning disabilities and mental ill health.



Duration: ½ day  
30 Delegates  
Court Room  
Tuesday 8th June 2010



## INTRODUCTION

Evidence suggests that for a number of reasons many professionals do not read child abuse inquiry reports. This seminar gives a rare opportunity to critically explore lessons emerging from a range of such reports, taking child abuse inquiries “off the shelf and into the minds” of participants.

## CONTENT SUMMARY

The day will commence with an exploration of the contextual issues arising from a comparison of two significant child abuse inquiries. Time will be spent focusing on what can be learnt from inquiries with regard to culturally sensitive practice, and an appreciation of the need to understand the nature of communities in which events have taken place.

A range of innovative activities will promote an understanding of the skills required for constructive practice in child protection, with particular focus on communication skills and appreciating and challenging other perspectives.

A significant part of the day will be devoted to the continuing legacy of child abuse inquiries, exploring the impact on society, professionals, children and families. The final session will give participants the opportunity to reflect on the relevance of this learning for their current and future practice.

## DESIGNED FOR

This course would be of most benefit to police officers working in Family Protection and Public Protection units. However it would also be of value to all officers who during the course of their work are in contact with families.

## LEARNING OUTCOMES

By the end of the seminar delegates will be able to:

- Deconstruct the myth that child abuse tragedies are solely the result of failure to learn lessons from the past
- Explore changing societal perspectives that are reflected in a range of child abuse inquiries
- Consider how understanding the detail of child abuse inquiries can lead to more constructive practice
- Analyse the impact of child abuse inquiries on society, professionals and children/families
- Discuss the relevance of child abuse inquiries to their own professional practice

## PRESENTERS

Marjorie Keys was previously a senior nurse for child protection with NHS Borders where she helped to establish a co-located child protection unit with police, social work and education colleagues. Marjorie is a member of the Scottish Child Protection Nurse Advisors Forum and delivers training on the child protection course currently run at the Scottish Police College.

Ruth Mitchell has been involved in child protection education provision for some twenty years within Higher Education settings. She now leads on a level Nine online child protection module that is a component of the BSc in Policing.

Marjorie Keys and Ruth Mitchell are members of the Scottish Institute for Policing Research.

The Scottish Institute  
for Policing Research

Duration: 1 day  
40 Delegates  
Court Room  
Thursday 17th June 2010



## INTRODUCTION

The last decade has seen a growing awareness within society that child protection is “everybody’s job”, a concept that was reflected in the first audit and review of child protection practice within Scotland and that has underpinned a raft of policy developments since then.

Many organisations now provide basic child protection awareness for all practitioners working with children and families, but this training does not always reach those workers who have a more general role but who still work closely with the public. The day will aim to bridge that gap by presenting a clear focus on understanding that every individual shares society’s responsibility to protect our most vulnerable individuals.

## CONTENT SUMMARY

The day will begin with introductions and an agreement of ground rules to ensure participants feel supported in exploring a topic that may become emotive. The session encourages participation from all delegates as they explore different perceptions about what is harmful to children and young people whilst considering their views and the views of others.

A presentation supported by examples from practice will address definitions and categories of abuse and key indicators. A range of activities will aid understanding of the factors that can lead to heightened vulnerability and help delegates to recognise their own responsibilities in responding to potential or suspected abuse.

The use of relevant scenarios will allow delegates to apply the knowledge they gain to situations that they may encounter in a work or personal setting. Important aspects of legislation, policy and interagency procedures will be delivered using power point presentations supported by handouts. The day will conclude by addressing any issues that may have arisen during the day.

## DESIGNED FOR

All police officers and police staff who are in contact with members of the public during the course of their work.

## LEARNING OUTCOMES

By the end of the seminar delegates will be able to:

- Recognise individual responsibility for the safety and welfare of children and young people in society
- Understand what can make children and families vulnerable
- Describe key indicators of child abuse
- Act appropriately when in a situation requiring a response to a child at risk of abuse or harm
- Identify how agencies work together to safeguard children and young people

## PRESENTERS

Marjorie Keys was previously a senior nurse for child protection with NHS Borders where she helped to establish a co-located child protection unit with police, social work and education colleagues. Marjorie is a member of the Scottish Child Protection Nurse Advisors Forum and delivers training on the child protection course currently run at the Scottish Police College.

Ruth Mitchell has been involved in child protection education provision for some twenty years within Higher Education settings. She now leads on a level Nine online child protection module that is a component of the BSc in Policing.

Marjorie Keys and Ruth Mitchell are members of the Scottish Institute for Policing Research.

The Scottish Institute  
for Policing Research

Duration: 1 day  
40 Delegates  
Court Room  
Thursday 29th July 2010



## INTRODUCTION

The Accelerated Careers Development Programme (ACDP) comprises a phased developmental structure aimed at preparing and equipping police officers for senior posts within the Scottish Police Service. The programme offers accelerated career challenges and personal growth opportunities which seek to optimise leadership and management potential. It is a highly demanding and rewarding programme that is open to graduates and undergraduates making an initial application to join the police service and to qualified Constables, Sergeants and Inspectors across all Scottish Police Forces and British Transport Police.

## CONTENT SUMMARY

The event aims to provide an overview of the Accelerated Careers Development Programme. The seminar will outline the application and selection processes and examine the developmental and support structures. Delegates will have the opportunity to meet with and discuss connected issues with officers who are currently on the programme.

## DESIGNED FOR

The seminar is designed for prospective internal candidates, supervisors, and personnel from human resources, staff development, recruitment and career development. It will also be beneficial to anyone involved with the programme or simply interested in finding out more.

## LEARNING OUTCOMES

At the end of the seminar delegates will be able to:

- Identify the eligibility of internal and external prospective applicants seeking to access the programme
- Explain the application and selection processes for ACDP candidates
- Recognise the ACDP phases
- State developmental opportunities available to those on the programme and identify the support mechanisms available

## PRESENTERS

Wendy Alletson, National ACDP Co-ordinator, together with ACDP officers.

Duration: ½ Day  
40 Delegates  
Court Room  
Tuesday 10th August 2010



## INTRODUCTION

Geographic Information Systems (GIS) are increasingly central to the Scottish Police Service in Command and Control, Performance Management and Traffic Management, as well as in investigations of crime patterns.

A contract worth £1.3 million to provide a Crime Analyst GIS package to all eight Scottish forces has been agreed. This course aims to provide a non-technical overview of GIS, its data requirements and analytical capabilities, using examples of its use in policing to allow the full potential of the GIS package to be realised.

## CONTENT SUMMARY

The types of GIS data available to the Scottish Police Services will be discussed and the types of analysis that can be carried out will be explained.

The course will:

- Describe the key principles of data storage and analysis in GIS, and how it differs from paper maps or image files
- Cover how to interrogate and analyse data geographically, e.g. to identify incidents within a certain distance of a given location will be explored
- Highlight the importance of 'geo-referencing'
- Explain the different ways to convert 'geo-codes' (e.g. street names) to map co-ordinates

Case studies of GIS in policing will be utilised in the final part of the course whilst giving consideration to the different obstacles that may inhibit the potential of GIS.

## DESIGNED FOR

Senior police officers (Chief Inspector and above), and police staff of equivalent standing whether working in management or operational roles.

## LEARNING OUTCOMES

At the end of this course delegates will:

- Have knowledge of the main components and requirements of GIS
- Understand geo-referencing and its importance for unlocking the potential of GIS
- Be aware of the main types of data interrogation and analysis that GIS can perform and have a knowledge of some of the ways in which GIS has been used by the police

## PRESENTERS

Dr Alistair Geddes is a lecturer in Geography at Dundee University. He has a Master of Science in Geographic Information Systems from the University of Edinburgh and has extensive experience of using GIS in social and economic research including geographic socio-demographic profiling. He currently teaches GIS to a range of post-graduate students.

Dr Donald Houston is lecturer in Geography at Dundee University and teaches a 30-hour module in GIS to geography, environmental science and town planning undergraduate students. His research has used GIS to assess geographic patterns of vulnerability to flooding.

Dr Alistair Geddes and Dr Donald Houston are members of the Scottish Institute for Policing Research.

The Scottish Institute  
for Policing Research

Duration: 1 Day  
40 Delegates  
Court Room  
Tuesday 31st August 2010





## INTRODUCTION

Domestic abuse is a key public and policy concern and constitutes a major segment of police business. There is a domestic violence incident recorded every 11 minutes in Scotland with nearly 50,000 incidents reported in 2007-8.

Whilst the majority of domestic abuse is perpetrated by men against women, there is an increasing awareness that this is not always the situation and domestic abuse can be experienced by all genders in all relationships. Recent research suggests that approximately one in four LGBT (lesbian, gay, bi-sexual and transgender) people will experience domestic abuse at some point in their lives and the British Crime Survey Report 2007/08 reports that one in six men have experienced domestic abuse by their partner since the age of sixteen.

This seminar will look at domestic abuse and all its victims whilst examining the police response and investigation.

## CONTENT SUMMARY

The seminar will be a mixture of inputs from experts in the field of domestic abuse.

The morning input from Scottish Women's Aid and LGBT Youth will draw on a range of the lived experience and theory based approaches to:

- Explore the dynamics and impacts of domestic abuse
- Explain the tools perpetrators use to control those they live with and the impact this has on the life choices of those experiencing abuse
- Address commonly asked questions
- Challenge commonly held assumptions including why those experiencing domestic abuse stay with the abuser
- Explain the difference between a fight and domestic abuse
- Consider what constitutes an effective service response to domestic abuse
- Show how the police might link with other organisations

The afternoon input will be from the Men's Health Forum who will present:

- Statistics on the prevalence of male victims of domestic abuse
- The challenges to interpreting the data
- The key issues in relation to men as victims and comparisons to the experiences of women
- Current service provision for male victims

The afternoon will be concluded with an input from Detective Sergeant Deborah Barton, Strathclyde Police, who will discuss the police response to, and investigation of, domestic abuse.

## DESIGNED FOR

All police officers and police staff.

## LEARNING OUTCOMES

At the end of this seminar delegates will have gained an understanding of:

- Domestic abuse as a pattern of coercive control
- The roles played by children living in a household with domestic abuse
- The difference between on-going abuse and 'repeat victimisation'
- The role that sex, gender, heterosexism and homophobia may play in domestic abuse experienced by women in heterosexual and LGBT relationships
- Male victims of domestic abuse
- Police response and investigation of domestic abuse



## PRESENTERS

Nel Whiting is a Learning and Development Worker with Scottish Women's Aid, where she has worked since September 2003. Her role takes her throughout Scotland providing learning opportunities which explore the dynamics of domestic abuse to a range of professionals in the voluntary and statutory sector. She is committed to providing high quality training which reflects the practical concerns of delegates and is underpinned by a solid theoretical understanding of the issues. Nel is a regular lecturer at the Scottish Police College, the Scottish Prosecution College and Stirling University. She also teaches on the Queen Margaret University 'Gender Justice' module.

Pamela Clocherty is currently the LGBT Domestic Abuse Project Officer at LGBT Youth Scotland, working with service providers supporting LGBT people experiencing domestic abuse. Pamela has worked for LGBT Youth Scotland for three years; in that time she developed a Charter of Rights for LGBT people to ensure that mainstream services are more accessible and worked directly with young people as a part time youth worker at LGBT Youth Scotland. She has also supported homeless young people as support worker for a number of agencies in the West End of Glasgow.

Deborah Barton joined Strathclyde Police in 1991. Upon appointment she was stationed at Pollok Police Office in south Glasgow where she gained experience working in a busy city division. Throughout her service she has performed both uniform and plain cloth duties in departments which include Community Policing, Female and Child Unit and Community Safety Department. Deborah returned to Public Protection Unit in December 2003 with specific responsibility for domestic abuse. She was a participant in the implementation process for the specialist domestic abuse court and remains an integral member of the multi-agency network which carries the responsibility for its continued success. In November 2008 Deborah transferred to the Domestic Abuse Coordination Unit at Force Headquarters and took up the post of Detective Sergeant and Strathclyde Police Force Lead on Domestic Abuse.

Duration: 1 day  
200 Delegates  
Lecture Theatre  
Tuesday 7th September  
2010



STRATHCLYDE  
POLICE

Scottish  
**Women's  
Aid**  
for women, children & young people



**LGBT  
youth  
SCOTLAND**



## INTRODUCTION

This is a one day seminar that focuses on the necessary preparation required for attending court and delivering effective evidence from the witness box.

This seminar will run twice within the Continuous Professional Development Programme and will feature the same content on each occasion.

## CONTENT SUMMARY

Delegates will be required to prepare a brief outline summary of a case scenario together with a related mock statement in advance of the course.

The day will involve:

- A presentation from Karen Stewart, Senior Procurator Fiscal Depute, outlining the layout of the day and supporting notes will be provided
- A practical exercise during which delegates will be given the opportunity to revise their statements in light of the input by the Senior Procurator Fiscal
- A mock trial, during which a number of delegates will be given the opportunity to give evidence on the basis of their pre-prepared statements

Following the mock trial delegates will be encouraged to discuss the way they gave evidence, the information which they provided to the court and any other matters of relevance.

## DESIGNED FOR

This seminar is designed for police staff who may be called to give evidence in court in a professional capacity. This seminar is not suitable for intelligence analysts. A separate seminar on Court Room Skills for Analysts is run by the Scottish Centre for Intelligence Analyst Training (SCiAT) within the Scottish Police College.

## LEARNING OUTCOMES

This seminar has a number of key learning outcomes. After the seminar the delegates will be able to:

- Describe the precognition process
- Recognise and respond to a citation to attend court
- Describe the court structure
- Explain how the adversarial system works
- Identify the various participants involved in the court process
- Be prepared to give evidence in court
- Present evidence effectively and be aware of the key skills involved

## PRESENTER

Karen Stewart, Senior Procurator Fiscal Depute, Crown Office & Procurator Fiscal Office, presently seconded to the Scottish Police College.



## INTRODUCTION

Each day we all start with the same amount of time yet some people seem to achieve much more than others. At the same time, we are continually being asked to achieve higher levels of performance with reduced resources.

If you wish to become more productive at work whilst retaining quality time for your own life, family and friends, then this seminar will help you. Beware – making better use of time will require you to change the way you approach your role and to leave behind some of those “comfortable” routines you have adopted over the years.

## CONTENT SUMMARY

This interactive seminar is designed to enable delegates to regain control of their time and life by using some practical techniques. The step by step process leads delegates through a journey designed to give them a fresh perspective on their working lives. Asking them to explore current working practices and start by clarifying the purpose of their job and then exploring the critical success factors.

Delegates learn techniques for prioritising their work, how to differentiate between progress and maintenance tasks and how to say “no” gracefully.

## DESIGNED FOR

All police officers and police staff who wish to take more control over their working lives whilst reducing stress and improving their efficiency.

## LEARNING OUTCOMES

At the end of this seminar, delegates will:

- Have reflected on their job purpose and the key results they need to achieve for success
- Be aware of how key results contribute towards overall success
- Have two ways to prioritise tasks to achieve their key results
- Understand the difference between progress and maintenance tasks
- Know how to say “no” gracefully
- Have identified their main time wasters and decided how to minimise them
- Have identified a variety of ways to improve their time management
- Leave with a firm action plan for immediate implementation

## PRESENTER

Tony Bray of Aquarius International, is an experienced trainer and facilitator who has worked in a wide range of industries in both public and private sectors around the world. He is also a published author with 19 titles on business topics to his credit. He gained his experience as a manager in British Telecom, having started his working life as an officer in the British Army.

**Aquarius  
International** -  
Developing your people



Duration: 1 Day  
20 Delegates  
Court Room  
Thursday 14th October 2010



## INTRODUCTION

The day is about self reflection and personal growth. By looking at how delegates can maximise their 'moment' at work, they create a portfolio that clearly highlights unique abilities and strengths. The day allows networking opportunities to encourage participants to share their secrets for success, and learn how to put balance back into business by contributing fully and confidently in their mixed gender teams.

## CONTENT SUMMARY

"Soul Sisters" is a bespoke learning experience designed specifically for women. The seminar allows them to focus on achievements and encourages them to put success centre stage in both their career and life maps. The day is to allow women to feel less embarrassed about ambition and more comfortable about the unique abilities and skills that they have. The seminar is about celebrating their individuality and understanding how their qualities can complement and strengthen their mixed gender teams.

## DESIGNED FOR

This seminar is for all female police officers and police staff who:

- Want to reach their potential
- Want to learn from other women
- Want to assess their skill set
- Want to increase their prospects for promotion
- Want to understand and work well in mixed gender teams

## LEARNING OUTCOMES

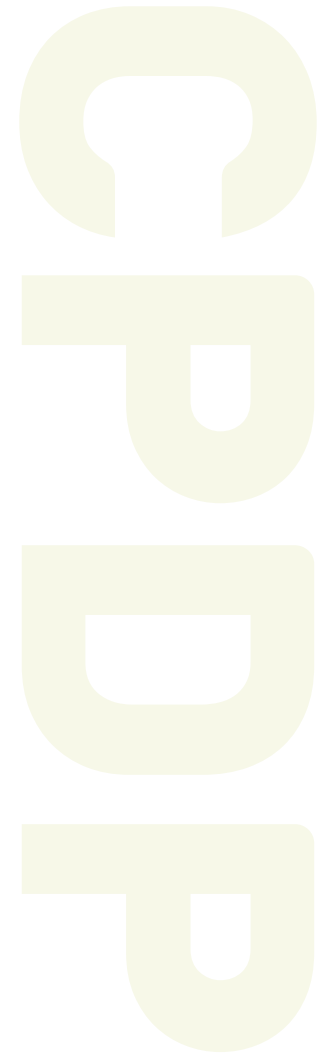
At the end of this seminar delegates will:

- Be more self aware and self assured
- Be more positive and focused
- Have increased confidence & self esteem
- Have developed a stronger self image
- Be more able to celebrate achievements
- Be able to think more creatively and become solution orientated
- Develop a future forecast and work towards goal attainment

## PRESENTER

Marion Graham, who is the Company Director of "Soul Success".

Marion is a fully qualified coach who graduated in 2002 with a distinction in coaching from The Coaching Academy, Europe's leading coaching organisation. She is a founder member of The Association for Coaching which is responsible for promoting excellence and ethics in coaching across the UK.





## INTRODUCTION

The day will be a relaxed, informal, comfortable and respectful learning experience for men. The sessions allow men to measure distance travelled, review progress to date and plan future developments. The seminar offers insight into motivation, positive planning and 21st century thinking, providing communication tools to enhance connections in the work place. You will end the day with a portfolio that clearly highlights unique abilities and strengths.

## CONTENT SUMMARY

The purpose of the day is to encourage delegates to understand their skills, highlight their unique abilities and celebrate their achievements. The sessions will be interactive, focused on group work and also include time to set future goals.

The seminar covers:

- Creating positive working environments
- Understanding learning styles
- Multiple intelligences
- How to remain positive under pressure
- Self reflection
- Goal attainment
- Measuring achievement

## DESIGNED FOR

Gender specific seminar for all male police officers and police staff who choose to take responsibility for their own personal development and are ready to unlock their potential.

## LEARNING OUTCOMES

The sessions are designed to ensure delegates are more:

- Self aware and self assured
- Positive and focused
- Able to maintain a strong self image
- Driven towards goal attainment
- Creative and productive
- Confident regarding change
- Able to balance life and work
- Effective team players

## PRESENTER

Marion Graham, who is the Company Director of "Soul Success".

Marion is a fully qualified coach who graduated in 2002 with a distinction in coaching from The Coaching Academy, Europe's leading coaching organisation. She is a founder member of The Association for Coaching which is responsible for promoting excellence and ethics in coaching across the UK.



Duration: 1 Day  
30 Delegates  
Court Room  
Thursday 28th October 2010



## INTRODUCTION

Informal conversations and 'banter' in the workplace can be important for good working relations but they can sometimes have a negative effect. Understanding the impact of language and communication on other people and the need to be more aware of the impact we have on others is important in maintaining dignity and respect in the workplace.

As part of the Equality and Diversity Strategy 2009-2012 The Association of Chief Police Officers in Scotland are dedicated to:

"Recruiting, developing and maintaining a skilled workforce that reflects and understands the diverse communities of Scotland, respects personal dignity, difference and individuality and actively promotes Equality and Diversity".

## CONTENT SUMMARY

The seminar will consist of a mixture of facilitated discussion, multi-media inputs and case studies. The day will cover:

- The importance of language as a communication vehicle
- Legislation
- How and why vocabulary changes over time
- The Allport Scale of prejudice and discrimination / hate speech
- "Gonnae No Say That!" Using the right terminology
- Disability and language
- Gender and language
- Race, ethnicity and language
- Religion and language
- Sexual orientation and language
- Age and language

## DESIGNED FOR

All police officers and police staff.

## LEARNING OUTCOMES

At the end of this seminar delegates will:

- Understand how to incorporate appropriate and acceptable language into their attitudes and work ethics
- Develop an appreciation of how equality and diversity affects our working practices
- Have knowledge of the legislation that is relevant to Equality and Diversity in the workplace
- Have greater confidence in addressing inappropriate language in the workplace

## PRESENTER

Frank Ritchie owns and manages two training consultancies; Millennium Training and Associates and Sensai Diversity Training. In his capacity as a training consultant, he has facilitated Equality and Diversity workshops for approximately 7000 employees from different local authorities, housing associations, colleges, NHS trusts and charities throughout the United Kingdom.



## INTRODUCTION

The number of young women, and men, who are the victims of 'Honour Based Violence' after bringing perceived shame on their family, continues to rise. Honour based violence is a collection of practices, which are used to control behaviour within families to protect perceived cultural and religious beliefs and/or honour. Such violence can occur when perpetrators perceive that a relative has shamed the family and/ or community by breaking their honour code.

Women are predominantly (but not exclusively) the victims of 'Honour Based Violence', which is used to assert male power in order to control female autonomy and sexuality. 'Honour Based Violence' can be distinguished from other forms of violence, as it is often committed with some degree of approval and/ or collusion from family and/ or community members.

Examples may include murder, unexplained death (suicide), fear of, or actual, forced marriage, controlling sexual activity, domestic abuse (including psychological, physical, sexual, financial or emotional abuse), child abuse, rape, kidnapping, false imprisonment, threats to kill, assault, harassment and forced abortion. This list is not exhaustive.

Such violence cuts across all cultures, nationalities, faith groups and communities. It transcends national and international boundaries.

## CONTENT SUMMARY

The day will examine the cultural aspect of 'Honour Based Violence' and focus on delivering the facts whilst dispelling myths. It will provide advice on managing instances of Honour Based Violence and the assistance available for victims in Scotland.

An interactive training day that is designed to encourage open and confidential discussion, inputs will be delivered by a mixture of different experts in the field of Honour Based Violence.

## DESIGNED FOR

This day would be most useful for operational police officers, staff working in public facing roles and policy writers.

## LEARNING OUTCOMES

At the end of this seminar delegates will have a greater understanding of:

- The cultural aspects of Honour Based Violence
- Investigations into Honour Based Violence
- The support provided to victims of Honour Based Violence

## PRESENTERS

Subject experts in this area of work.



**Strathclyde Police  
Muslim Association**  
Working Together - Building Bridges

Duration: 1 day  
30 Delegates  
Court Room  
Tuesday 16th November  
2010



## INTRODUCTION

The primary role for police in tackling drugs in our communities is to reduce the supply of drugs and robustly tackle drug traffickers. This seminar is intended to provide an opportunity for law enforcement colleagues to meet and learn about the successes and challenges faced by those involved in operational activity. The day will focus on the current drugs picture as well as potential threats whilst examining recent efforts to intervene at various points in the supply chain.

## CONTENT SUMMARY

The day will provide an opportunity for operational detectives involved in drug/ serious crime investigations to consider drivers such as:

- The Serious Organised Crime (SOC) strategy
- The Drugs strategy
- The Mapping and Control strategy
- Investigation techniques
- The impact of operations and harm in the community
- The use of technologies

It will allow law enforcement officers to highlight good practice and successes and examine opportunities where improvements can be made to increase effectiveness.

## DESIGNED FOR

Officers involved in drug enforcement and serious crime operations.

## LEARNING OUTCOMES

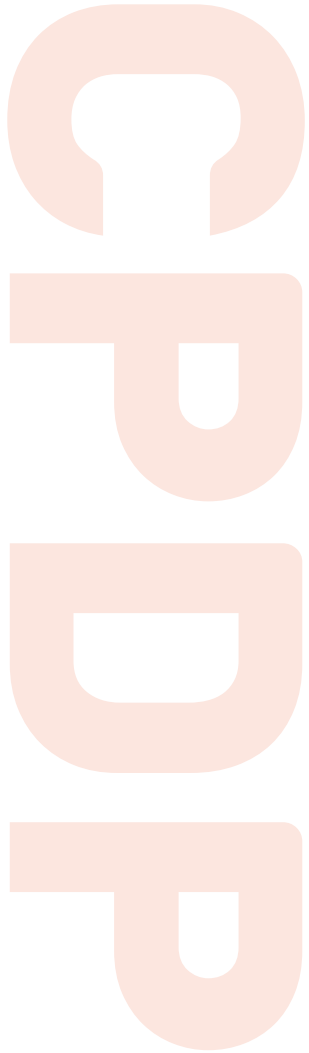
Delegates will have a better understanding of

- SOC and drugs strategy
- The threat and control strategy
- Good practice in enforcement and successes
- New investigative techniques and use of technology
- Impact on communities

## PRESENTERS

Subject experts in this area of work.





## INTRODUCTION

There is growing evidence to suggest that police officers and other emergency service personnel may be vulnerable to acquiring post traumatic symptoms through some of the varying tasks associated with modern day policing.

It is vital that we as individuals and as an organisation are aware of the risk factors associated with traumatic experiences and have an understanding of protective factors as well as knowledge of therapeutic intervention.

## CONTENT SUMMARY

The seminar will combine a PowerPoint presentation with practical exercises, video presentations of trauma victims and outlines of trauma scenarios to examine the nature of traumatic experience in adults and explain the differences between Post Traumatic Stress Disorder (PTSD), Secondary Traumatic Stress (STS), Vicarious Trauma (VT) and ordinary stress.

The signs and symptoms of PTSD, STS and VT will be explored along with therapeutic interventions.

The factors which contribute to resilience amongst emergency personnel will be outlined and the key methods and advantages of 'early intervention' for officers following exposure to traumatic experience will be discussed.

## DESIGNED FOR

Operational police officers of all ranks as well as other emergency service personnel.

## LEARNING OUTCOMES

This seminar will enable delegates to:

- Develop an understanding of contemporary attitudes to post-traumatic reactions
- Recognise the difference between normal and pathological reactions to trauma
- Identify the impediments in the police service to the appropriate recognition of and response to post-traumatic reactions
- Recognise the factors which contribute to resilience among officers
- Develop a critical awareness of the principals of early intervention

## PRESENTER

Professor David A Alexander is the Director of the Aberdeen Centre for Trauma Research, Robert Gordon University and Consultant in Charge of the regional Traumatic Stress Clinic. Since the Piper Alpha disaster in 1988 he has worked with survivors, rescuers and others affected by major incidents worldwide including the 2004 Sri Lankan tsunami and the 2005 Pakistan earthquake.

He is a regular visiting lecturer at the Scottish Police College where he teaches on trauma management, hostage negotiation and terrorism.

Professor David A Alexander is a member of the Scottish Institute for Policing Research.

The Scottish Institute  
for Policing Research

Duration: 1 Day  
200 Delegates  
Lecture Theatre  
Tuesday 30th November  
2010





## INTRODUCTION

Rape and sexual violence, including child sexual abuse, is a significant social problem. Criminal justice agencies are charged with providing suitable redress when individuals are victimised.

The conviction rate for rape and sexual violence remains disproportionately low compared to other crimes and as such victims are rarely guaranteed a positive outcome. It is therefore of vital importance that victims of sexual violence have a positive experience of the reporting process – so called ‘procedural justice’ – even when a positive outcome cannot be guaranteed. In order to achieve this, police officers who deal with victims of sexual violence require a thorough knowledge and understanding of the reporting process from the perspective of the victim and the likely responses to trauma that the victim may demonstrate and how this might impact on subsequent behaviour.

Sexually violent events can be particularly difficult to talk about and rape is characterised by a high rate of under-reporting. In order to support the investigative process, effective communication with victims is essential and police officers need a range of skills and knowledge to be able to discuss difficult, personal and/or traumatic events with victims.

## CONTENT SUMMARY

The training day is divided into two parts. The morning session will raise awareness of the key issues identified by the most up to date research and practice by way of a short presentation. This will cover relevant material concerning:

- Victim experiences of reporting
- Likely reactions to traumatic events
- Subsequent impact on victim behaviour
- Issues with victim communication and the investigative process

A practical session will follow that will aim to develop a deeper understanding of the experience of reporting and participants will be encouraged to put themselves in victims and police officers ‘shoes’ whilst participating in a number of exercises.

The afternoon session will provide participants with an understanding of the impact that crimes of sexual violence have on victims, families and communities. It will also look at male victims and the variation in the nature and effect of the sexual violence in boy and adult victims.

## DESIGNED FOR

This course is designed for all CID officers, Sexual Offence Liaison Officers, Family Protection Unit and Public Protection Unit officers.

Delegates should consider the sensitive nature of the subject being discussed and interactive nature of the day when applying to participate in this seminar.

## LEARNING OUTCOMES

At the end of this seminar delegates will:

- Have a greater understanding of the experience for the victim when reporting sexual crime to the police
- Develop a greater understanding of the difficulties victims may experience in describing the details of a sexually violent experience
- Understand the range of likely reactions to traumatic events and how this impacts on victim behaviour
- Critically assess and challenge individual perceptions about traumatic response and subsequent victim behaviour
- Learn practical skills and ‘tools’ for interacting with victims of sexual crime
- Understand the importance of a positive reporting experience for the victim
- Have an understanding of how a victim’s partner / family may react to the crime
- Have an understanding of the ‘ripple effect’
- Develop an awareness of the issues of male victimisation
- Develop an awareness of issues surrounding survivors of historical sexual abuse



## PRESENTERS

Dr Lesley McMillan is Senior Lecturer in Sociology at Glasgow Caledonian University. She was previously a Lecturer in Sociology at the University of Sussex from 2002-7. She has a degree in Sociology, an MPhil in Social Science Research, a Postgraduate Certificate in Higher Education Teaching, Learning & Assessment (PGCHE) from the University of Glasgow and a PhD in Sociology from the University of Edinburgh. Her research interests include the sociology of gender and the sociology of health and medicine.

Dr Lesley McMillan is a member of the Scottish Institute for Policing Research.

Pat Hewitson is a learning and development officer with Victim Support. She has been an employee of Victim Support for twenty years and is responsible for developing and delivering training courses for the organisation and for external agencies. She was instrumental in establishing the Witness Service that is currently present in all Sheriff and High Courts in Scotland. Pat is also the centre manager and internal verifier for Victim Supports Assessment Centre for the Scottish Vocational Qualification programme.

Tam Moore is a retired Military Police Officer with 23 years service in the Royal Air Force, during which time he served across the world primarily in the role of an investigator, gaining experience in specialist fields such as family protection. Later in service, Tam served at the Royal Air Force police school as a trainer, experience that he has taken into his current role with Victim Support Scotland where he has been employed since March 2009 as a learning and development officer.

The Scottish Institute  
for Policing Research

Victim Support

Duration: 1 day  
30 Delegates  
Court Room  
Tuesday 7th December 2010



## INTRODUCTION

An awareness of who is considered an adult at risk of harm, the relevant issues and associated legislation is essential to the Scottish Police Service in general; it is of particular importance to all police officers and police staff who, whilst carrying out their daily duties, have contact with the public.

There have been many changes and developments in the way that the police and partners deal with adult support and protection matters that have mainly been brought about by new legislation (Adult Support and Protection (Scotland) Act 2007). In addition to this, there is the constant need to understand the roles and responsibilities of all partnership stakeholders who carry out multi agency work in relation to adults at risk of harm.

## CONTENT SUMMARY

The seminar is designed to raise awareness of relevant legislation and the practice and procedures that underpin multi agency working in respect of adults at risk of harm.

The seminar will cover the new Adult Support and Protection (Scotland) Act 2007 and ancillary legislation; roles and responsibilities in investigations; the roles of Adult Support and Protection Committees and the purpose of Adult Support and Protection case conferences.

There will be presentations, interspersed with discussions on some real life examples, highlighting dilemmas and good practice from the viewpoint of health, social work and police professionals.

## DESIGNED FOR

The seminar is aimed at all police officers and police staff with a public interface who are likely to become involved in adult support and protection issues from initial reporting through to multi agency inquiry, investigation and policy decisions.

## LEARNING OUTCOMES

At the end of the seminar delegates will understand:

- How to act on relevant legislation in relation to adult support and protection
- How to implement generic adult protection procedures and guidance
- The roles and responsibilities of the appropriate agencies and professionals in implementing the relevant legislation
- The role and responsibilities of the relevant parties in an adult support and protection case conference
- The personal and professional duty to report, inquire and co-operate

## PRESENTERS

A team of subject experts from police, health and social work.



## INTRODUCTION

Most large organisations are likely to have new managers joining or being promoted on a regular basis. It is largely recognised that the first 100 days is the time when new managers are both in need of, and most receptive to, management development. Operational pressures, coupled with scheduling and budgetary constraints, often mean that several months, or even years, may pass before a new manager receives any focused management training. By then it may be too late.

## CONTENT SUMMARY

This seminar is a highly interactive and practical one day session which helps recently appointed managers or leaders to accelerate their effectiveness in their new role. The course will be a rich mixture of presentations, facilitated discussions, practical exercises and small group discussions. The day will focus on:

- The big picture
- Now I'm a manager
- Your team
- Leadership
- Providing a service
- Motivation
- Delegation
- Coaching
- Managing the under-performer

## DESIGNED FOR

Police officers and police staff who are likely to undertake a management role in the near future. This course will be of particular relevance for recently promoted Sergeants and Constables who have been identified for future promotion.

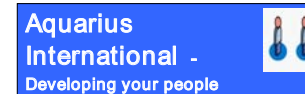
## LEARNING OUTCOMES

By the end of this seminar delegates will be able to:

- Cascade well defined goals, establishing 'line of sight' with corporate objectives
- Have a deeper understanding of themselves and their teams
- Know how to adopt a range of different leadership styles
- Know how to recognise and harness the power of hidden motivators
- Feel more confident to delegate tasks
- Be able to use a variety of coaching skills
- Know how to recognise, and confront in a positive way, under performance

## PRESENTER

Tony Bray of Aquarius International, is an experienced trainer and facilitator who has worked in a wide range of industries, in both public and private sectors world-wide. He is also a published author with 19 titles on business topics to his credit. One of them, 'A Manager's First 100 days' has been The Chartered Institute of Personnel and Development's (CIPD) best seller since it was published in 2007. He gained his management experience in British Telecom, having started his working life as an officer in the British Army.



## INTRODUCTION

A knowledge and understanding of employment law and how it relates to the workplace is vital for line managers and HR professionals. A failure to follow the law and policies can result in an employee making a claim to an employment tribunal. The removal of any upper limit for claims relating to discrimination or dismissal on the grounds of health and safety can result in mistakes having a large financial impact on an organisation.

## CONTENT SUMMARY

All aspects of employment law will be covered by means of a presentation with handouts containing updates on government and European legislation changes also being covered.

## DESIGNED FOR

For police officers and police staff who manage staff and HR practitioners.

## LEARNING OUTCOMES

At the end of this seminar, delegates will:

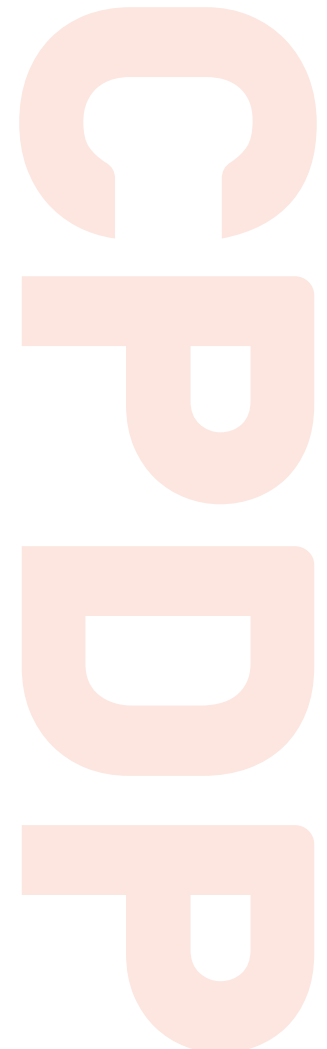
- Be aware of the legal obligations of managers
- Be able to identify what changes may require to be made to existing policy and practices to take account of changes in law

## PRESENTER

Antonia McAlindin, CCIPD, BA, LL.M is a qualified barrister, specialising in labour law. In addition to being an employment lawyer, Antonia is a Companion of the Chartered Institute of Personnel and Development.

[www.tonimcalindin.co.uk](http://www.tonimcalindin.co.uk)

Duration: 1 Day  
200 Delegates  
Lecture Theatre  
Tuesday 8th February 2011



## INTRODUCTION

Women aged 21-30 account for the largest number of custodial sentences given to women in Scotland. In addition to this, Government figures show that the total number of women given custodial sentences in Scotland is at the highest level on record, with an increase of 9% on the previous year. Criminologists believe that these increasing figures reflect the increasing trend of some women to adopt behaviours more commonly associated with men of hard drinking, drug taking and violence.

This increase in visible female criminality, which is regularly featured in the media, places this problem on the community and policing agenda as a result of its anti-social nature. It is therefore more important than ever to consider how gender bias and discriminatory behaviours can impact upon operational policing, policy creation and practice.

## CONTENT SUMMARY

The seminar will be an interactive session that mixes presentations, practical examples and facilitated round table discussions to challenge the possible (pre) conceptions delegates may have about gender relations and those relevant to policing. It will examine gender theory and give consideration of gender as something different to sex, looking at our personal considerations of gender and how this has impacted upon developments in social, political and economic policy and practice.

The use of CCTV is particularly interesting and important in illustrating the impact of gender theory. Preconceptions towards, and perceptions of, gendered criminality are remotely judged and have very real effects that impact upon resource management i.e. the deployment of personnel and thus crime statistics. Pro-action on the part of CCTV operatives impacts upon both time and financial resources, as well as crime itself.

## DESIGNED FOR

This programme would be useful for all policy makers and planners. It is particularly relevant for CCTV and Force Communication Centre managers and team members.

## LEARNING OUTCOMES

At the end of this seminar delegates will have an appreciation of gender theory that they can apply practically both in policy and practice.

## PRESENTER

Heather Morgan is currently a Ph. D student in Gender Studies/Sociology at the University of Aberdeen. Her academic interests lie in the conceptions and practices of gender and deviances.

Heather Morgan is a member of the Scottish Institute for Policing Research.

The Scottish Institute  
for Policing Research

Duration: ½ day  
30 delegates  
Court Room  
Tuesday 22nd February 2011





## INTRODUCTION

A seminar focused on empowerment, communication and success for mixed gender teams. The experience will allow open and honest sharing of views, values and ambitions, in a comfortable environment. Time will be given to examining the different styles of thinking that men and women can have and creating an understanding of their unique abilities and strengths. The day allows networking opportunities to encourage participants to share their secrets for success, and learn how to put balance back into business by contributing fully and confidently in their mixed gender teams.

## CONTENT SUMMARY

- Communication
- Cross Gender Thinking
- Time & Targets
- Limiting Beliefs
- Personal Values
- Negotiating & Influencing
- Leadership Roles

## DESIGNED FOR

Men and women who choose to examine and explore the differences between male and female roles in creating dream teams. A day to allow delegates to play to their strengths while complementing those with differing skill sets. The seminar is about celebrating their individuality and understanding how their qualities can contribute to and enhance their mixed gender teams.

## LEARNING OUTCOMES

At the end of the seminar delegates will be:

- Confident communicators
- Comfortable in mixed gender teams
- Congruent about personal values
- Focused on positive outcomes
- Better at maintaining a strong self image
- Driven towards success
- Competent leaders

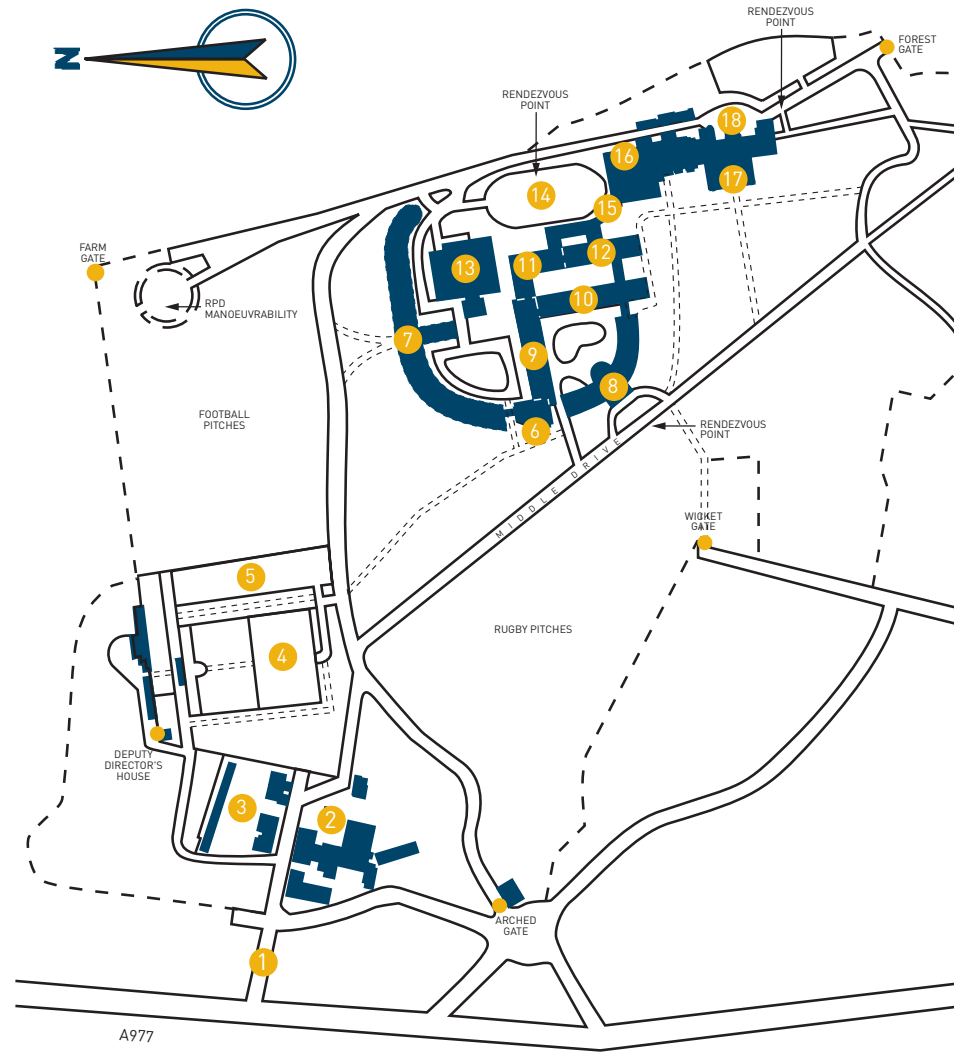
## PRESENTER

Marion Graham, who is the Company Director of "Soul Success".

Marion is a fully qualified coach who graduated in 2002 with a distinction in coaching from The Coaching Academy, Europe's leading coaching organisation. She is a founder member of The Association for Coaching which is responsible for promoting excellence and ethics in coaching across the UK.



# COLLEGE CAMPUS



- 1 Entrance
- 2 Road Policing Division
- 3 Blackhall Car Park
- 4 Walled Garden Car Park
- 5 Culzean Car Park
- 6 Library
- 7 Tantallon Building
- 8 Culzean Building
- 9 Craigievar Building
- 10 Caerlaverock Building
- 11 Dunvegan Building
- 12 Glamis Building
- 13 Recreation Block
- 14 Parade Square
- 15 Crush Hall
- 16 Dining Hall
- 17 Castle
- 18 Castle Reception



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