



## **SAPOL DISABILITY TRAINING**

### **Recruit Training**

SAPOL recruit training not only includes modules on communication, sexual offences and child abuse but involves sessions provided by Police Psychologists and staff from Yarrow Place, Rape and Sexual Assault Services (Yarrow Place) on how to effectively relate to victims and to cater to their specific needs.

Recruits are exposed to Equity and Diversity training, appropriate use of language particularly with person who have a disability or are hearing impaired, utilising interpreters, dealing with discrimination and how it feels to be a minority group.

SAPOL has adopted 'Investigative Interviewing' of witnesses which includes the 'cognitive interviewing model'. The Investigative Interviewing Course (IIC) involves five days of practical application and theory and is taught at an appropriate level to recruits.

*(Investigative interviewing principles are also provided during the Probationary Constables Assessment Workshop. A more advanced level of ICC training (2 weeks) is offered to members wishing to complete the Detective Training Course and Field Intelligence Course.)*

There are a number of other sessions within the *Constable Development Program Training* which includes components/elements that address the issues/needs of vulnerable persons:

- **Communicating with those with disabilities (1 session)**

*Disabilities discussed include:*

- *Hearing impairment and deafness*
- *Intellectual disabilities*
- *Medical disability*
- *Mobility impairment*
- *Vision impairment*
- *Autism spectrum disorders*

- *Behavioural disabilities*
- *Memory disorders*
- **Intellectual Impairments (1 session)**
  - *Develop a basic understanding and knowledge of intellectual disability*
  - *Provide members with appropriate techniques to intervene & deal with situations involving intellectually impaired persons*
- **Equity and Diversity (1 session)**
  - *Role of the Equity and Diversity Section*
  - *Principles, conflict, work place bullying*
  - *Equity Contact Officers, Gay and Lesbian Liaison Officers*
- **Diversity (2 sessions)**
  - *Working with a diverse community*
    - *Managing and understanding difference*
    - *Adaptability*
- **Intellectual Disability (2 sessions)**
  - *Defining disability*
  - *Barriers to communication with people with disabilities*
  - *Implications of intellectual disabilities as a victim or witness*
  - *Implications of intellectual disabilities as suspect or defendant*
  - *Resources available to SAPOL members to interact, communicate or assist people with disabilities*
- **Aboriginal Cultural Awareness (4 sessions)**
  - *Cultural awareness*
- **Valuing Diversity in a Community (3 sessions)**
  - *Diversity and impact of diversity on policing,*
- **Negating Defences (1 session)**
  - *Criminal law, negating defences, questing techniques*
- **Aboriginal Legal Rights Movement (3 sessions)**
  - *Aboriginal law, culture, language*
  - *Dispossession, Stolen Generations*
  - *Stereo types, racism*
  - *Role of ALRM*
  - *Link ALRM to SAPOL's role in the Justice System*
- **Women's Shelter Visit (8 sessions)**
  - *Domestic abuse on women and children*
  - *Aboriginal family violence*
  - *Professional practices*
- **Missing Persons (2 sessions)**
  - *Responsibilities, processes, completing a missing person report*
- **Yarrow Place (3 sessions)**
  - *Services provided*
  - *Key values and approaches in dealing with victims*
  - *Victim's rights, myths, effects of sexual assault*
  - *How to respond to sexual assault*
- **Victim Support Service (1 session)**

- Role of VSS
- Role of other support agencies
- **Victim Impact Statements (2 sessions)**
- **Victims of Crime (4 lessons)**
  - *Impact of being a victim*
  - *Victim's Rights*
  - *Vulnerable victims*
  - *Victim Contact Officers*
- **Public Order Tactics**

### **Probationary Constable Assessment Workshop**

Investigative interviewing principles are also provided during the Probationary Constables Assessment Workshop.

### **SAPOL General Training**

#### **Disability Awareness Course**

In 2008 SAPOL published an online Disability Awareness Course for all SAPOL employees to complete covering topics on:

- Customer service
- Communicating with person with disabilities
- Addressing physical barriers to people with disabilities
- Relevant legislation and understanding disabilities

#### **IMOST (Incident Management Operational Safety Training)**

IMOST 2015 is a mandatory two-day course for **all operational members** (from Constable to Superintendent).

Members **must** complete

- on-line component consisting of 4 modules
- two days face to face delivery.

Module One (1) includes training relative to Communication (The do's and don'ts)

Tactical communication relating to:

- Hearing impaired
- Psychotic persons
- An antisocial person
- Person's with intellectual communication
- Persons who may be suicidal

## **Detective Training Course**

### *Investigative Interviewing Course (IIC) – managed by Crime and Intelligence Training Section*

A more advanced level of IIC training (2 weeks) is offered to members wishing to complete the Detective Training Course and Field Intelligence Course.

The course includes discussions during the theory sessions about vulnerable persons including persons with disabilities and children under 7 years of age. (This includes persons with disabilities such as mental, visual and hearing impaired difficulties).

The Commissioner for Victims' Rights, Michael O'Connell provides a session during the course entirely on victim's rights which includes vulnerable victims.

The training also covers victims and volunteers under the Criminal Law (Forensic Procedures) Act including “**protected persons**” and their rights to have an appropriate person present.

### *Detective Training Course (DTC) – managed by Crime and Intelligence Training Section*

The DTC consists of 4 weeks of intensive training. During the DTC sessions are conducted in conjunction with the Office of the Director of Public Prosecutions, where course participants are taken through the District Court and shown 'where and how' vulnerable witnesses give evidence (video link up). This session is assisted by members from the Witness Assistance Section.

Guest presenters from the Child Protection Services (medical practitioners) discuss cases with participants in regards to vulnerable victims. This also include discussions on Sexual Assault Trauma (physical evidence gathering - medical procedures) and counselling services through Yarrow Place.

## **Interagency Practice in Child Protection Training Course**

This course is regularly available (4 to 5 times per calendar year) and has been developed for Families SA staff and SAPOL members, particularly those working in the country regions or in the investigations of child abuse and neglect. The program is based upon the Interagency Code of Practice which provides the framework for sound interagency processes and effective responses to meet the needs of children at risk of harm.

The Interagency Practice in Child Protection training course consists of 8 days and is conducted by SAPOL and TAFE. (This involves 2 days training for

SAPOL members only followed by the TAFE component which involves 6 days of training for both SAPOL and Families SA members)

During the TAFE component participants receive training on forensic interviewing of children which has been prepared by Professor Martine Powell and delivered by her team from the School of Psychology, Deakin University, Australia. This training is based on best practices and can be adapted for use on a wide range of respondent groups NOT just children.

*While the course focus is on interviewing children (aged 4 -12 years) of abuse, the skills can be applied to other groups (adults/persons with intellectual disabilities or other impairments) and to any situation where the task is to elicit accurate details of information.*

Since the beginning of 2012 the 4 units can be counted toward the Certificate IV in Child Youth & Family Intervention (Child Protection) a national award.

TAFE has responsibility for the on-going administration and delivery of four essential interagency subjects over 6 days to both SAPOL members and Families SA workers:

- Work collaboratively to maintain a child safe environment
- Develop and implement a multi-agency investigation and child risk assessment strategy
- Interview children for investigation of child protection concerns
- Interact with the legal system to protect children

The Interagency Practice in Child Protection Training Course is a 'condition of service' for those members holding positions at Special Crimes Investigation Branch, Family Violence Investigation Section and Child Abuse Investigators.

Any SAPOL member may apply to take part on this course however priority is given to those members in country and remote policing, Family Violence Investigation Sections and Special Crimes Investigation Branch.

### **Victim Management Training**

In the past members from the Victim Management Section - were given the opportunity to undertake the 'Advance Practice in Forensic Interviewing of Children' consisting of a 6 month distance training course with the School of Psychology, Deakin University, Victoria.– This course has been developed by Professor Martine Powell. (The VMS have not been involved in this course since about 2010. The course was off line for a short time due to modifications being made. VMS did not continue with the course because of the expectations of

receiving 'specialist training' resulting from the recommendations arising out of the Justice Disability Plan.)

All members from the VMS will undertake specialist training from January 2016

### **Training at MINDA for VMS**

*MINDA provides services and support to approximately 1,700 South Australians with an intellectual disability in the areas of accommodation, supported employment, lifestyle services and respite. (MINDA accommodates people on campus and adults in the community.)*

Members from the Victim Management Section (VMS) within the Special Crimes Investigation Branch have recently undertaken an accredited training course with the South Australian Learning Centre located at the MINDA Brighton site.

The course has been designed to provide skills and knowledge in supporting persons with disabilities.

VMS members were required to attend 7 full day sessions and will be awarded with a Nationally Recognised Statement of Attainment in the following units:

- Prepare for Disability Work
- Maintain an environment to empower people with disability
- Facilitate community participation
- Maximise participation in work with people with disabilities
- Support client management
- Support positive lifestyle

The course accounts for six units towards a Certificate IV in Disabilities:

### **Future training: Specialist training commencing in January 2016**

The specialist training is a key action in the Disability Justice Plan:

*2.11 Ensure all investigative interviewers undergo specific training in effective interviewing techniques with an evidence-based evaluation component for continuous improvement.*

The Disability Justice Plan:

- approved by Cabinet and launched on Tuesday 10 June 2014
- dedicated funding for the specialist training was included in the 2014-2015 State budget and forward estimates.

Scope – The specialist training will be provided to investigative interviewers working with vulnerable witnesses in:

- South Australia Police
- Child Protection Services
- SA Health
- Families SA, Department of Education and Child Development
- Department for Communities and Social Inclusion.

Specialist Training:

- will delivered by an external provider
- with input and assistance from the three agencies to integrate the training into their operational activities
- the Selection Panel include a representative from each participating agency
- an open market procurement has been undertaken to achieve best value for money in selecting a training provider
- Policy and Research, Attorney-General's Department (AGD), will act in a secretariat role in supporting the selection process and will ensure transparency and transparency and openness is maintained

The training will be delivered in conjunction with the implementation of the AGD published guidelines for investigative interviewers, *Supporting vulnerable witnesses in the giving of evidence: Guidelines for securing best evidence* (June 2014) developed under the Disability Justice Plan.

A tender evaluation team has been established, chaired by AGD and comprising of representation from SAPOL; Families SA; Child Protection Services – Children, Youth and Women's Health Service and Southern Adelaide Health Service, Yarrow Place and Office of the Director of Public Prosecutions.

It is estimated that up to 50 members from SAPOL will be selected to undertake specialist training each year over a four year period.

The recipients of the training will be selected from a range of areas within SAPOL who have a responsibility for conducting investigative interviews of vulnerable victims and witnesses.

This will include members from:

- Special Crimes Investigation Branch (including all members from the Victim Management Section)
- Family Violence Investigation sections
- Family Violence Intervention Officers
- Victim Contact Officers
- APY Lands Victim Management Officers and CIB Investigators
- Metropolitan and Country Local Service CIB Investigators
- Metropolitan and Country General Duty uniform members