160 GIRLS
Police Training
Results
KEY FINDINGS
“My eyes are now wide open. I can assure you that things will never be the same again.”
Overall Impression

“It was the best experience ever.”

“It is a noble course.”

“All that will be taught I'm ready for it.”
100% of trainees’ expectations were met, 98% rated the course as Excellent or Very Good, and 100% were satisfied with the experience and would recommend the course to a colleague.
The overall sentiment among trainees was gratitude.

“I am so grateful for having a chance to come and learn about defilement investigation.”
“It was a good lesson and also show how we as police do poor investigations when we do them in a hurry.”

“It has been so wonderful and an awakening call that will go along way to transform our way handling defilement cases.”

“The best ever. I have changed my attitude on the way to handle defilement investigations.”

“The course content is so much relevant to police officers therefore, there is need to train more officers to have knowledge on how to handle defilement cases.”

“From today at my station I promise that a change will be seen in matters relating to defilement.”
Before training, 92% of trainees were confident in their ability to manage defilement investigations, and 61% believed they had sufficient training to do so.

Do you feel confident in your personal ability to undertake prompt, proper, efficient and professional defilement investigations?

- Yes: 49%
- Yes, very much so: 43%
- Somewhat: 6%
- Not much: 3%

Through your policing education, do you believe you have received sufficient training about defilement investigation best practices?

- Yes: 44%
- Not much: 24%
- Yes, very much so: 17%
- Somewhat: 14%
- Not at all: 1%
Despite their confidence, 98% of trainees believed more training would be at least somewhat helpful, & 50% expressed interest in learning more about defilement procedures.

Based on your observations of how defilement cases have been handled in the past 6 months, how helpful would more training in responding to sexual violence incidents be to your team? Choose the statement that best describes your situation.

Which topics regarding defilement investigations are you interested in learning about?
After training, 100% of the trainees reported that they found the course useful & that their knowledge & skills had improved, having learned more about procedures, victims, general professionalism, ethics, & the law.

Did you find the 160 Girls course useful?

- Yes, very much so: 67%
- Somewhat: 33%
- Not at all: 0%

Do you feel that your understanding, knowledge, skills and attitude have improved by taking the 160 Girls Defilement investigations course?

- Yes, very much so: 78%
- Somewhat: 22%
- Not at all: 0%

Please identify 3 important concepts or ideas that you learned in this course:

- Procedures/Administration: 85%
- Victims: 48%
- General Professionalism: 32%
- Ethics: 27%
- Law: 23%
- Handling the Accused: 1%

% of respondents reflects only responses that could be coded
Most importantly, 94% of trainees will change how they conduct defilement investigation procedures, and 45% will change how they interact with victims.

Please identify 3 ways you will change how you conduct defilement investigations based on what you learned in this course.

- Procedures/Administration: 94%
- Victims: 45%
- General Professionalism: 34%
- Ethics: 10%
- Law: 7%
- Handling the Accused: 2%

% of respondents are not mutually exclusive.
Implications for Future Training & Research
Implications

General
- Maintain “Train the Trainer” model
- Include more police ranks/levels (i.e. offer training to more police)
- Consider extending training over longer time period with more content, and/or adding additional training courses

Structure
- Maintain group size and mix of presentations/activities, quizzes, case studies
- Keep lectures as the main training component
- Expectations of Trainees were set via courtesy calls before training – continue to do this to both gauge and manage expectations, while also informing course content and structure and prepping trainers

Content
- Keep the content mostly the same; at the very least, do not omit anything – if anything, look to expand range of topics; consider adding more content on ‘handling of victims’, ‘crime scene management’, and ‘how to handle the accused’
**Implications continued**

**Bonus Qualitative Insights & Benefits**

- Verbatims show that officers feel appreciated as a true partner in the law and in protecting victims
- Results indicated a much greater understanding of rights for girls and women as a result of the training
- The inclusions of more officers was a strong theme that emerged, demonstrating officers’ understanding of how much training is needed and how important it is

"Protect girls as our children."

"The police are the only hope for the victims."

"Am so humbled to be part of this training journey of 160 Girls."

"Wake up call course."

"Recommend to train all junior officers working in gender offices. Target the whole of criminal justice system."

- Officers were both empowered & humbled, appreciating the training and wanting more opportunities to learn
- Officers have a greater understanding and awareness of how to handle victims that is grounded in knowledge, empathy, and sensitivity; this results in improved victim-police relations
Appendix

Course Management, Structure, & Content – slides 15-22

Raw Data – Complete Survey Results
Pre Training – slides 23-29
Post Training – slides 30-44
“All officers in NPS to be included.”

“The course is good. It is timely as we approach the next year’s general election. This is the time when sexual offences are rampant.”

“Various methods of teaching were incorporated hence good understanding.”

“The training should cascade to lower ranks.”

“Timely and an eye opener.”

“Recommend to train all junior officers working in gender offices. Target the whole of criminal justice system.”
98% of trainees rated every aspect of the course as Very Good or Good

How would you evaluate the training methods used in this course?

How would you rate the quality of the course instructors, including content knowledge, organization and preparation, and enthusiasm?

How would you evaluate the administration of the course, i.e.: pace, organization of the program, etc.?

How would you evaluate the facilities used for this course?
Almost all trainees thought the group size & mix of presentations & activities was appropriate

Was the size of the training group appropriate? Why or why not?

- Yes: 96%
- Manageable Size: 19%
- Ease of communication: 16%
- Covid compliance: 3%
- No: 1%

Was the mix of presentations and activities suitable? Why or why not?

- Yes: 97%
- Engaging: 11%
- Easily understood: 8%
- No: 2%

% of respondents are not mutually exclusive
Lectures were by far the most favourite feature of the training.

Which feature of the course was your favourite feature? For example, lectures, scenarios, break out sessions, videos, role playing?
Both quizzes & case studies contributed to understanding of the course content

Please rate the quality of the questions asked in the quizzes.  
- Great: 52%
- Good: 46%
- Fair: 2%

Did the case studies help you gain a clearer understanding of the course content? 
- Yes: 99%
- No: 1%
75% of trainees enjoyed the content the most, demonstrating the need to address this topic.

Name three things you enjoyed the most about the 160 Girls Defilement Investigation Training.

- Content: 74%
- Trainers: 38%
- Collaboration: 27%
- Environment: 23%

(notable endorsement of the trainers who were the second most enjoyed aspect of the training)

% of respondents are not mutually exclusive
Handling victims & crime scene management were the two most popular lessons – both topics are related to the earliest steps in a defilement investigation.

Which 160 Girls lesson was your favourite lesson?

- Handling of victims: 29%
- Crime Scene Management: 22%
- Case file management/Compilation: 16%
- Evidence management: 16%
- All/General: 13%
- Legal overview/160 Girls: 11%
- Professionalism and ethical obligations: 9%

% of respondents are not mutually exclusive.
Trainees would like all levels of police to be included in training courses, and would like more opportunities to learn (more courses, more material).

How could the learning experience in this training be improved?

- Timelines (i.e. more training): 41%
- No Improvement: 19%
- Inclusion (i.e. of rank / more police): 16%
- Practical Examples: 10%
- Content/Materials: 9%
- Making program mandatory: 3%

% of respondents are not mutually exclusive

How could the content of the training be improved?

- Timelines (i.e. more training): 28%
- Offering more courses: 28%
- More material: 19%
- No improvements: 15%
- Real Case Studies: 10%
Pre Training Survey Results
Pre Training Demographic data

Do you identify as having a disability?
- 94% are not disabled
- 6% identify as disabled

Do you identify as female or male?
- 76% are male
- 24% are female

Which country do you work in?
- Nairobi: 21%
- Kiambu: 17%
- Kisumu: 9%
- Murang'a: 8%
- Kilifi: 8%
- Kwale: 8%
- Nyeri: 8%
- Embu: 7%
- Homa Bay: 5%
- Laikipia: 3%
- Kirinyaga: 3%
- Baringo: 3%
- Eastern: 1%
- MERU: 1%

% of respondents reflects only responses that could be coded
Pre Training Results

Based on your observations of how defilement cases have been handled in the past 6 months, how helpful would more training in responding to sexual violence incidents be to your team? Choose the statement that best describes your situation.

- Extremely helpful, there are areas of uncertainty or confusion: 36%
- Extremely helpful, as different team members handle things differently: 31%
- Somewhat helpful, most of the information is available but refreshing would be good: 16%
- Somewhat helpful, there are some areas where more guidance would be useful: 15%
- Not helpful, as I am very confident my team is handling cases accurately and efficiently: 2%

Do you feel confident in your personal ability to undertake prompt, proper, efficient and professional defilement investigations?

- Yes: 49%
- Yes, very much so: 43%
- Somewhat: 6%
- Not much: 3%

% of respondents reflects only responses that could be coded
Pre Training Results

Through your policing education, do you believe you have received sufficient training about defilement investigation best practices?

- Yes: 44%
- Not much: 24%
- Yes, very much so: 17%
- Somewhat: 14%
- Not at all: 1%

Do you prefer to complete professional training courses in-person or online?

- I prefer a combination of in-person and online courses: 45%
- In-person courses: 39%
- Online courses: 13%
- I don't have a preference: 3%

% of respondents reflects only responses that could be coded
Pre Training Results

Which topics regarding defilement investigations are you interested in learning about?

- Procedures/Administration: 50%
- Victims: 29%
- Law: 22%
- Ethics: 4%
- All Topics: 3%
- Handling the Accused: 3%

What do you think you will learn in this course about defilement investigations?

- Hard Skills: 80%
- Soft Skills: 21%
- Unable to Code: 7%

% of respondents reflects only responses that could be coded
Pre Training Results

Are you familiar with the 160 Girls High Court decision in Kenya?
- No: 69%
- Yes: 31%

Have you ever completed a professional training course about gender or sexual-based violence?
- No: 70%
- Yes: 30%

Up until this point, do you believe that you have received adequate training about the importance of centering children's rights and human rights in defilement investigations?
- No: 63%
- Yes: 37%

% of respondents reflects only responses that could be coded
Pre Training Results

Please share any other thoughts or feelings you have about the 160 Girls police training course at this point in time.

Not mutually exclusive
Post Training Survey Results
% of respondents reflects only responses that could be coded
Post Training Results

Thinking about all aspects of this training program, how would you rate it overall?

- Excellent: 42%
- Very Good: 56%
- Good: 1%
- Poor: 1%

On a scale of 1 to 10, how would you rate your overall learning experience in this training?

- 10: 18%
- 9: 4%
- 8: 26%
- 7: 51%
- No responses 1-6

Do you feel that your understanding, knowledge, skills and attitude have improved by taking the 160 Girls Defilement investigations course?

- Yes, very much so: 22%
- Yes: 78%

Did this training meet your expectations?

- Yes, very much so: 46%
- Yes: 54%

% of respondents reflects only responses that could be coded
Post Training Results

Please identify 3 important concepts or ideas that you learned in this course.

- Procedures/Administration: 85%
- Victims: 48%
- General Professionalism: 32%
- Ethics: 27%
- Law: 23%
- Handling the Accused: 1%

Please identify 3 ways you will change how you conduct defilement investigations based on what you learned in this course.

- Procedures/Administration: 94%
- Victims: 45%
- General Professionalism: 34%
- Ethics: 10%
- Law: 7%
- Handling the Accused: 2%

% of respondents reflects only responses that could be coded
Post Training Results

Did the content of the training meet your expectations? Why or why not?

- 92% Yes
- 30% Knowledge
- 18% Procedures/Administration
- 9% Materials
- 7% Facilitators
- 2% Timelines (i.e. more training over longer timeframe)

How could the content of the training be improved?

- 28% Timelines
- 28% Offering more courses
- 19% More material
- 15% No improvements
- 10% Real Case Studies

% of respondents reflects only responses that could be coded
Post Training Results

Was the size of the training group appropriate? Why or why not?

- Yes: 96%
- Manageable Size: 19%
- Ease of communication: 16%
- Covid compliance: 3%
- No: 1%

Was the mix of presentations and activities suitable? Why or why not?

- Yes: 97%
- Engaging: 11%
- Easily Understood: 8%
- No: 2%

% of respondents reflects only responses that could be coded
Please rate how confident you feel about your knowledge of how to conduct a "prompt, proper, efficient and professional" defilement investigation after completing this course.

- Really confident: 15%
- Fairly confident: 9%
- Confident: 76%

Did your knowledge of children's rights and human rights increase as a result of the 160 Girls course?

- Yes, very much so: 35%
- Yes: 65%

Did your understanding of how to conduct a "prompt, proper, efficient and professional" defilement investigation improve as a result of the 160 Girls course?

- Yes, very much so: 40%
- Yes: 60%

Did you find the 160 Girls course useful?

- Yes, very much so: 33%
- Yes: 67%

% of respondents reflects only responses that could be coded
Post Training Results

Please rate your enjoyment of the 160 Girls course.

- 78% Enjoyed it a lot
- 22% Enjoyed it

% of respondents reflects only responses that could be coded
How would you evaluate the training methods used in this course?

How would you rate the quality of the course instructors, including content knowledge, organization and preparation, and enthusiasm?

How would you evaluate the administration of the course, i.e.: pace, organization of the program, etc.?

How would you evaluate the facilities used for this course?

% of respondents reflects only responses that could be coded
Post Training Results

Which feature of the course was your favourite feature? For example, lectures, scenarios, break out sessions, videos, role playing?

![Bar chart](image)

- Lectures: 55%
- Scenarios: 11%
- Role playing: 9%

Is there a subject relating to defilement investigations that was not included in this course, that you would like to learn more about?

- No: 81%
- Indecent Act: 2%
- Yes: 2%
- Child in need of care and protection: 1%
- DNA SAMPLING PROCEDURES: 1%
- Include improperly handled exhibits as teaching Aids: 1%
- Judicial process in defilement: 1%
- Late Defilement Cases: 1%
- Murder case: 1%
- Police procedure: 1%
- Prevention/ community awareness: 1%
- Post rape care: 1%
- Role of Child Therapist: 1%
- Securing of semen as part of exhibit for analysis: 1%
- Unnatural offence: 1%

% of respondents reflects only responses that could be coded
Post Training Results

Which 160 Girls lesson was your favourite lesson?

- Handling of victims: 29%
- Crime Scene Management: 22%
- Case file management/Compilation: 16%
- Evidence management: 16%
- All/General: 13%
- Legal overview/160 Girls: 11%
- Professionalism & ethical obligations: 9%

Was the content of the course arranged in a clear and logical way? Why or why not?

- Yes: 97%
- Expected Flow: 28%
- No: 2%

% of respondents reflects only responses that could be coded
Post Training Results

How could the quizzes be improved?

- 36% No Improvement
- 11% Amount of Time
- 11% More exercises
- 8% Quiz Sequence
- 7% Degree of Difficulty
- 4% Practical examples
- 3% More questions

How would you summarize the goal of the 160 Girls Defilement Investigation course?

- 75% Positive
- 43% Hard Skills
- 22% Importance of Topic
- 19% Soft Skills

% of respondents reflects only responses that could be coded
Post Training Results

Name three things you enjoyed the most about the 160 Girls Defilement Investigation Training.

- Content: 74%
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How could the learning experience in this training be improved?

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- Inclusion (i.e. of rank; more officers): 16%
- Practical Examples: 10%
- Content/Materials: 9%
- Making program mandatory: 3%

% of respondents reflects only responses that could be coded
Is there anything else you would like to tell us about your experience with this training program?

- Appreciation: 36%
- Nothing to Share: 25%
- More Time/Training: 11%
- Inclusion: 11%
- Awakening: 6%
- Content: 6%
- Collaboration: 3%
- Commitment: 2%
- Capacity: 1%

*% of respondents reflects only responses that could be coded*
Post Training Results

Please rate the quality of the questions asked in the quizzes.

- Great: 46%
- Good: 52%
- Fair: 2%
- Poor: 1%
- Very poor: 1%

Did the case studies help you gain a clearer understanding of the course content?

- Yes: 99%
- No: 1%

Were you satisfied with your 160 Girls training experience?

- Yes, very much so: 69%
- Yes: 31%
- Somewhat: 0%
- Not Much: 0%
- Not at All: 0%

Would you recommend the 160 Girls course to a colleague?

- Yes: 100%
- No: 0%

% of respondents reflects only responses that could be coded

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