



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."

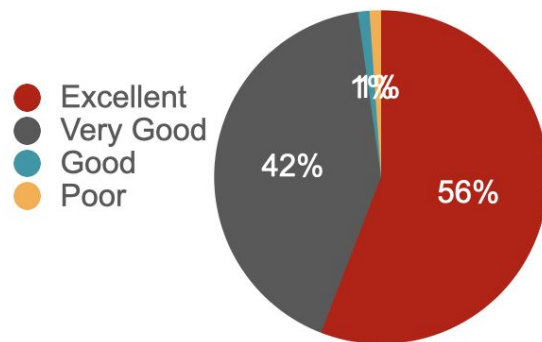


"All that will be taught i'm ready for it."

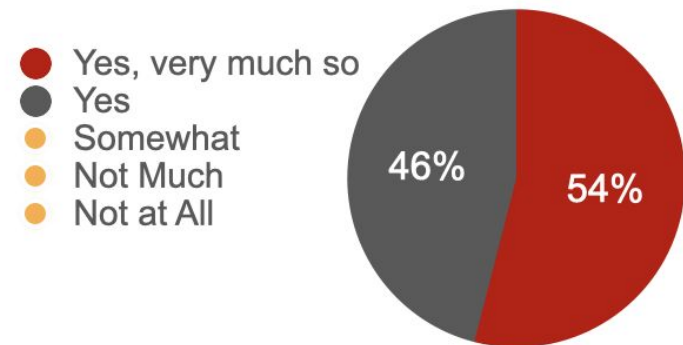


100% of trainees' expectations were met, 98% rated the course as Excellent or Very Good, and 100% were satisfied with the experience and would recommend the course to a colleague

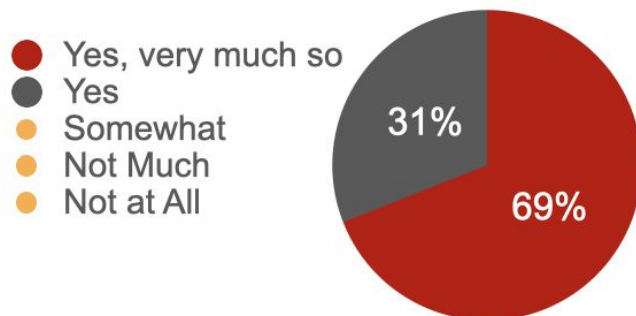
Thinking about all aspects of this training program, how would you rate it overall?



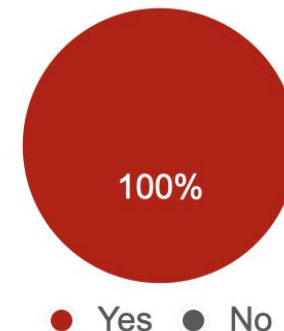
Did this training meet your expectations?



Were you satisfied with your 160 Girls training experience?



Would you recommend the 160 Girls course to a colleague?

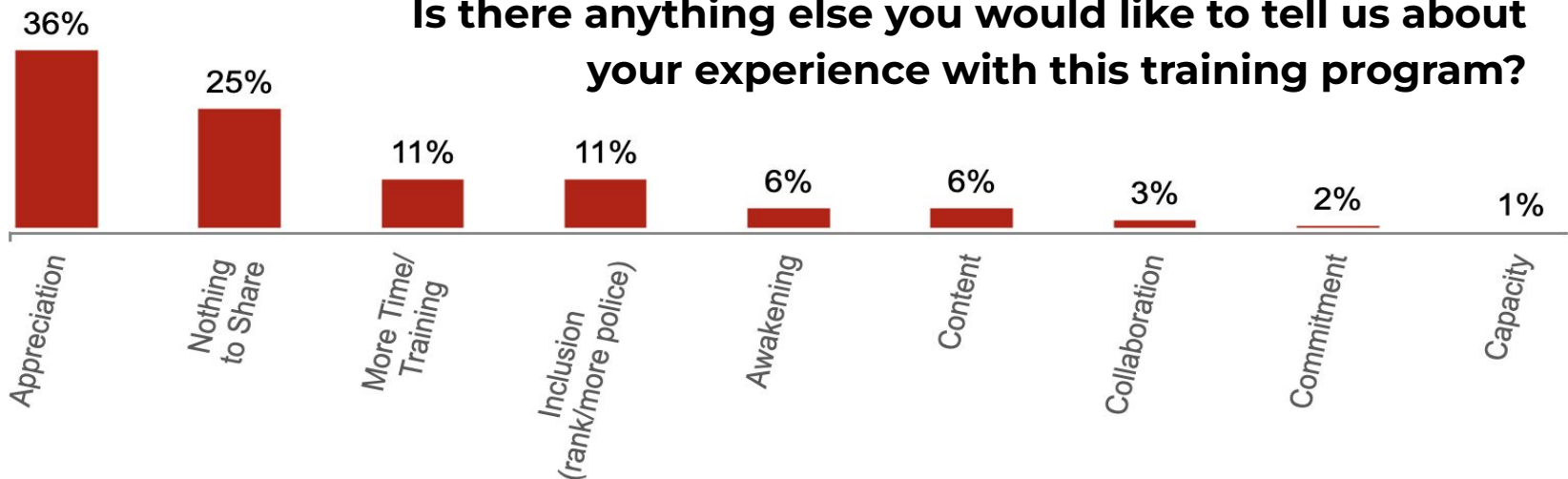


The overall
sentiment among
trainees was
gratitude



“I am so so grateful for having a chance to come and learn about defilement investigation.”

Is there anything else you would like to tell us about your experience with this training program?



“It was a good lesson and also show how we as police do poor investigations when we do them in a hurry.”

Training Impact

“From today at my station I promise that a change will be seen in matters relating to defilement.”

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

(Pre/Post Training Changes)

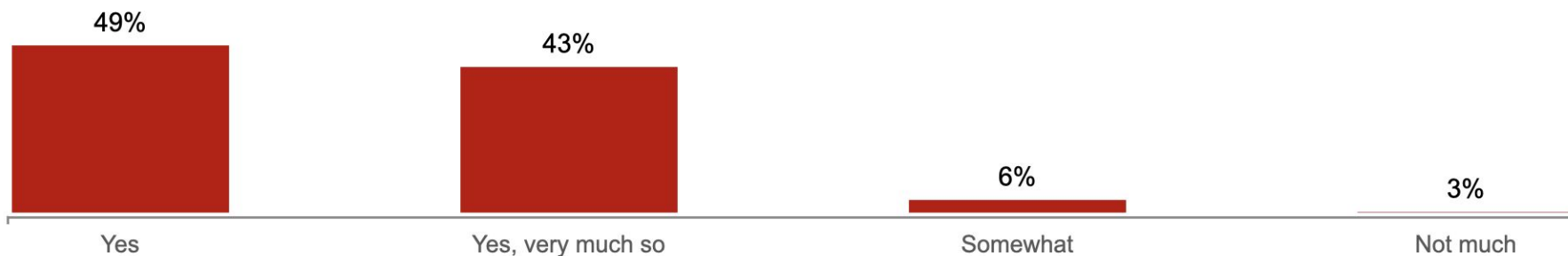
“The course content is so much relevant to police officers therefore, there is need to train more officers to have knowledge on how to handle defilement cases.”

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

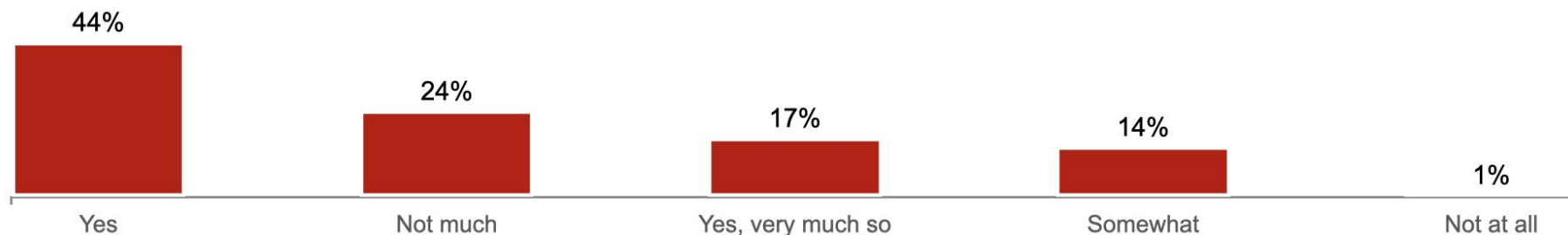


Before training, 92% of trainees were confident in their ability to manage defilement investigations, and 61% believed they had sufficient training to do so.

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

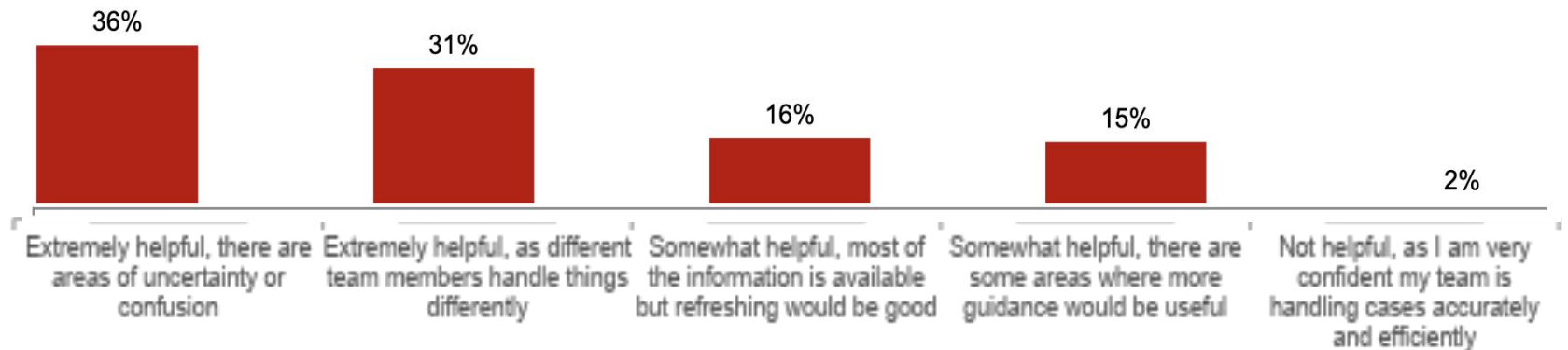


Through your policing education, do you believe you have received sufficient training about defilement investigation best practices?

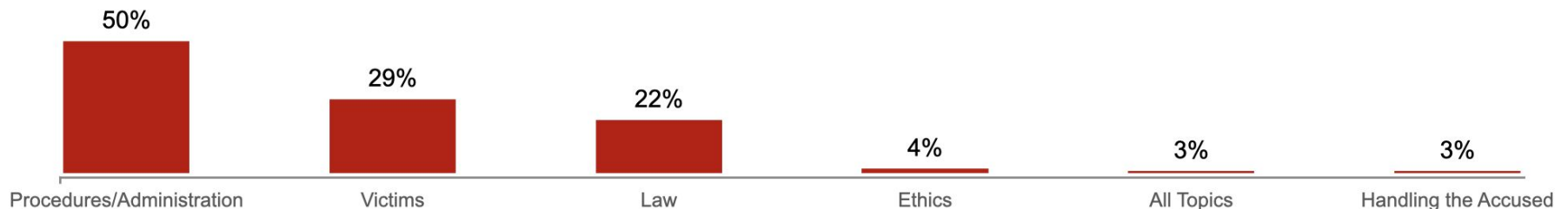


Despite their confidence, 98% of trainees believed more training would be at least somewhat helpful, & 50% expressed interest in learning more about defilement procedures

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.

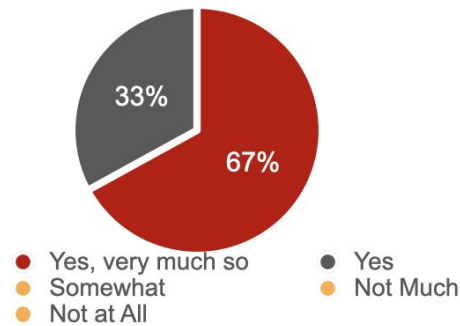


Which topics regarding defilement investigations are you interested in learning about?

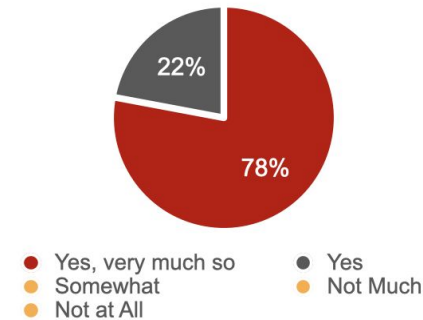


After training, 100% of the trainees reported that they found the course useful & that their knowledge & skills had improved, having learned more about procedures, victims, general professionalism, ethics, & the law

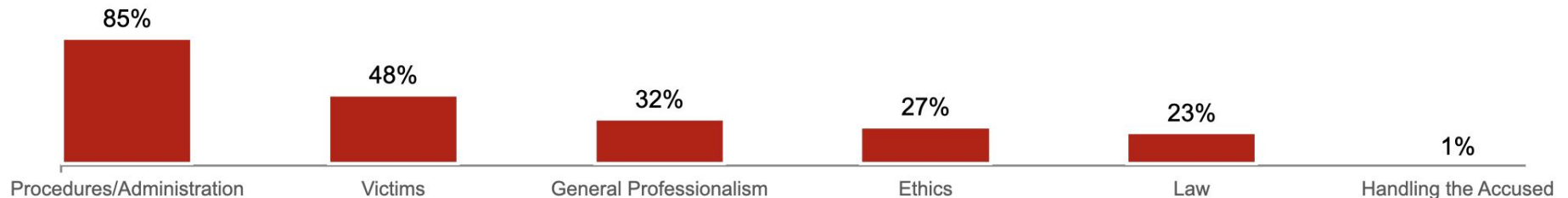
Did you find the 160 Girls course useful?



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



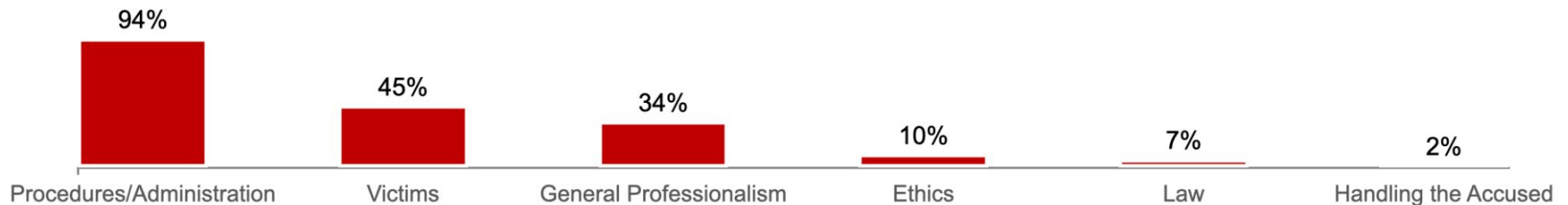
Please identify 3 important concepts or ideas that you learned in this course.



% 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.

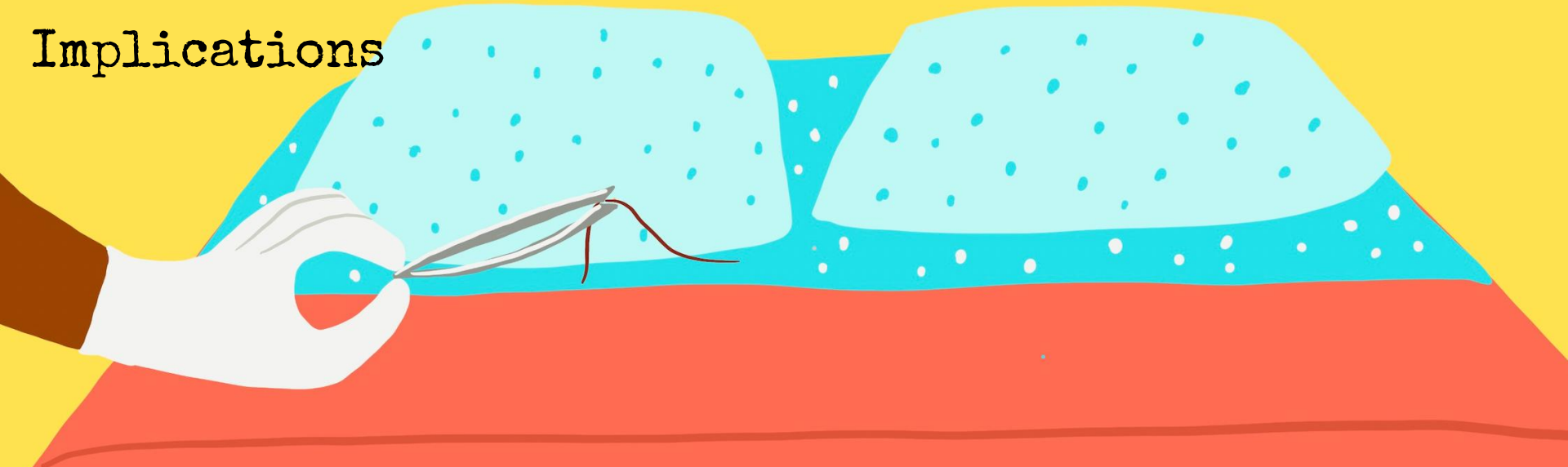


% of respondents are not mutually exclusive

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

- 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

"Protect girls as our children."

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

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

"Wake up call course."

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



Appendix

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

Raw Data - Complete Survey Results

Pre Training - slides 23-29

Post Training - slides 30-44

Course Management, Structure, & Content

“All officers in NPS to be included.”

“Timely and an eye opener.”

POLICE STATION

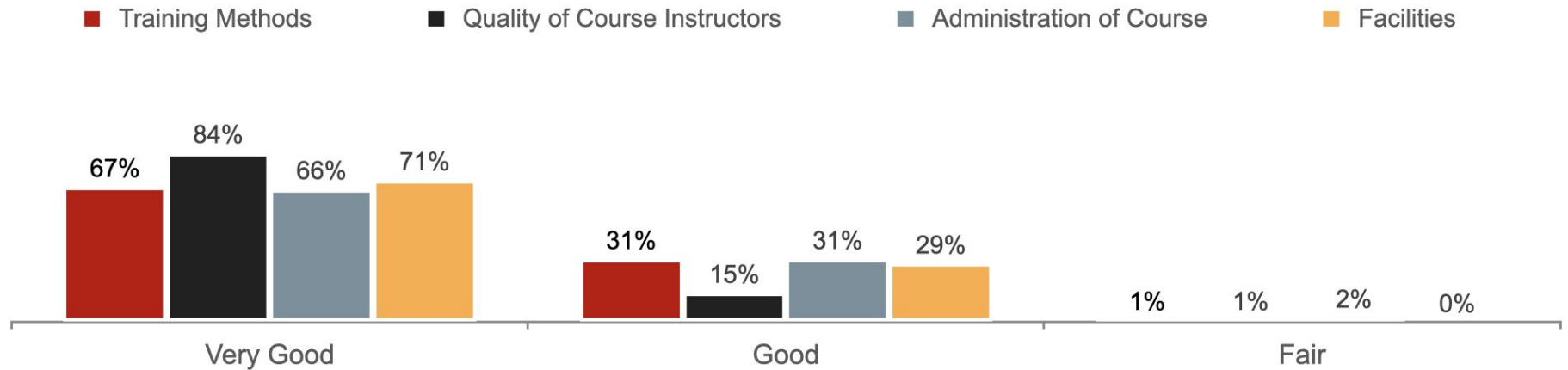
“The course is good. It is timely as we approach the next year's general election. This is the time when sexual offences are rampant.”

“The training should cascade to lower ranks.”

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

“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?

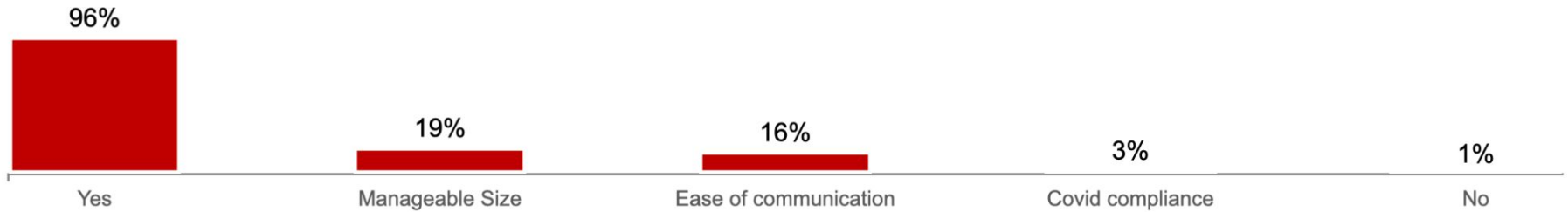
How would you rate the quality of the course instructors, including content knowledge, organization and preparation, and enthusiasm?

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

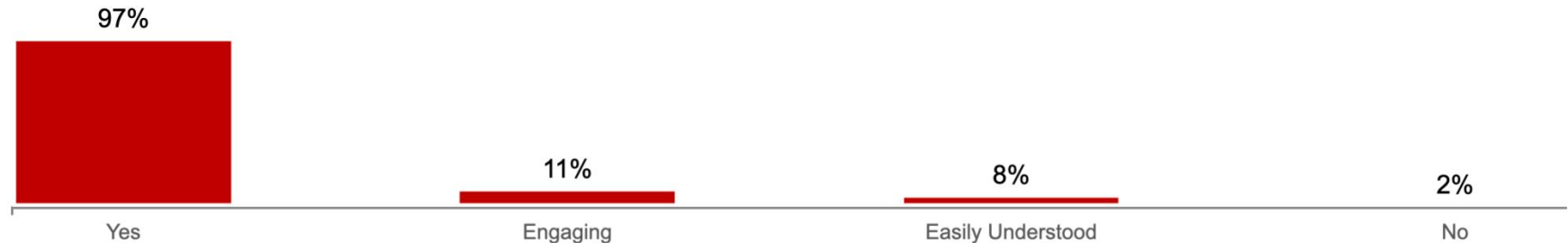
How would you evaluate the facilities used for this course?

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?

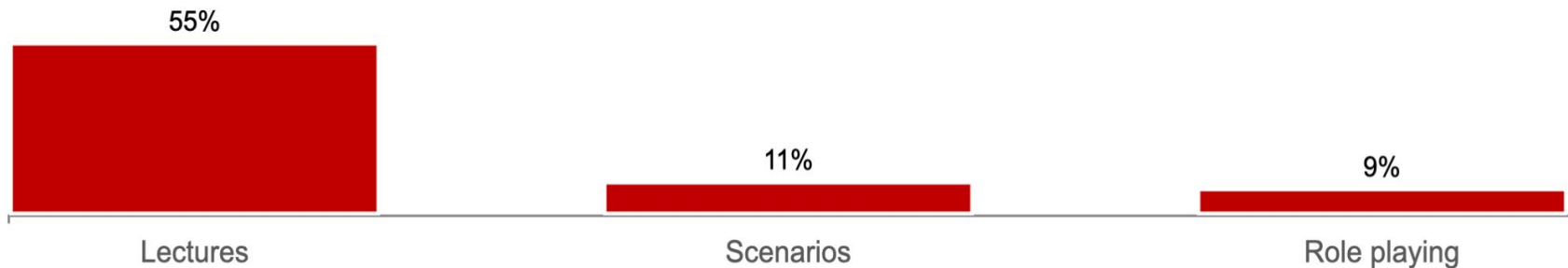


Was the mix of presentations and activities suitable? Why or why not?



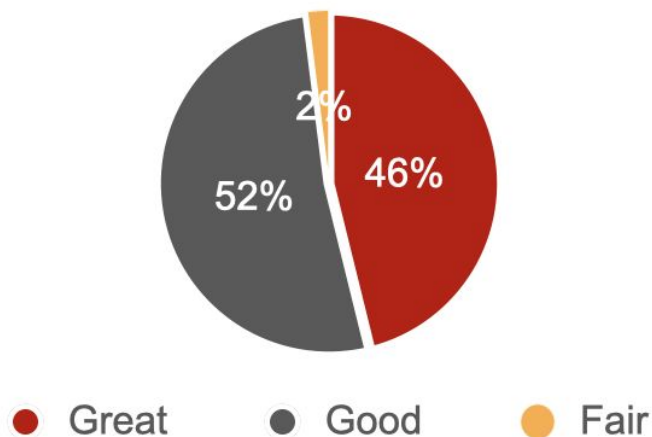
Lectures were by far the most favourite feature of the training

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

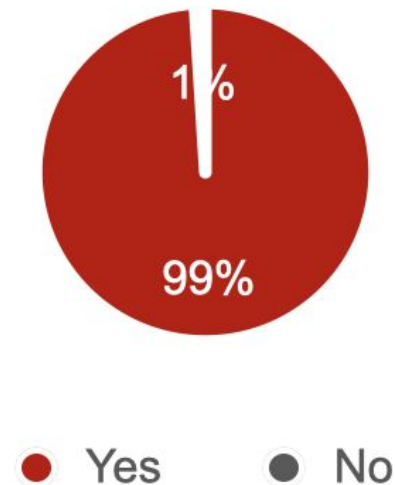


Both quizzes & case studies contributed to understanding of the course content

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



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



75% of trainees enjoyed the content the most, demonstrating the need to address this topic

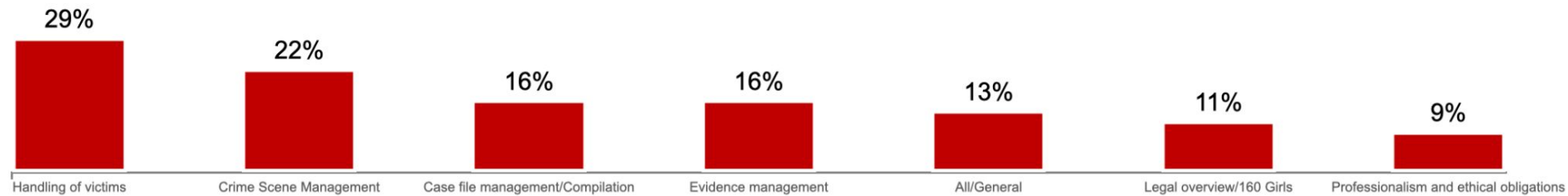
Name three things you enjoyed the most about the 160 Girls Defilement Investigation Training.



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

Handling victims & crime scene management were the two most popular lessons – both topics are related to the earliest steps in a defilement investigation

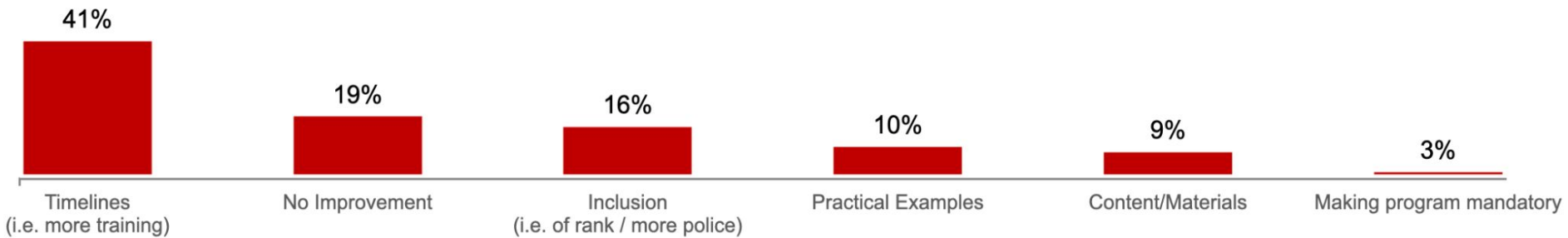
Which 160 Girls lesson was your favourite lesson?



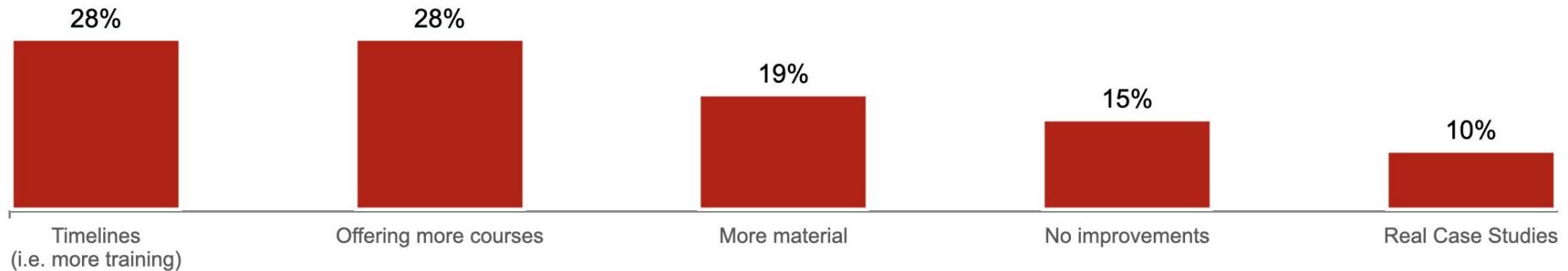
% of respondents are not mutually exclusive

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?



How could the content of the training be improved?



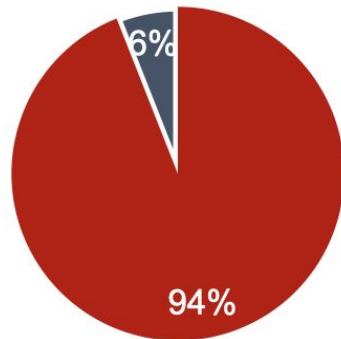
% of respondents are not mutually exclusive

Pre Training Survey Results

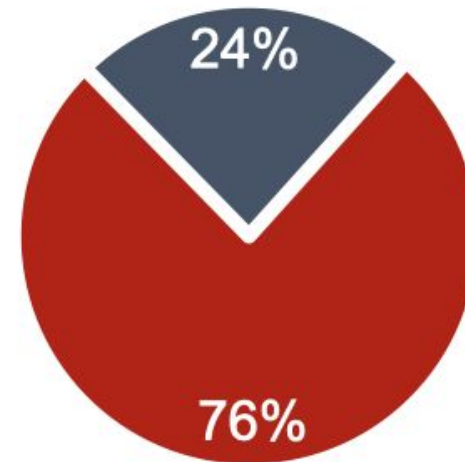


Pre Training Demographic data

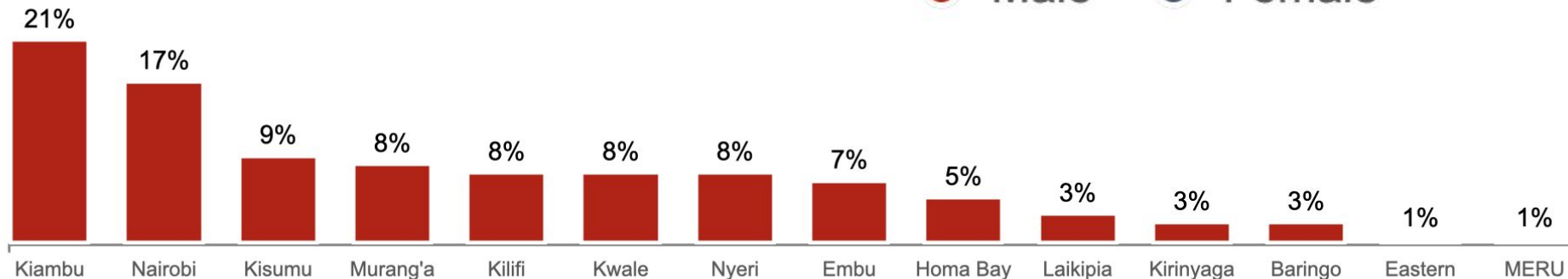
Do you identify as having a disability?



Do you identify as female or male?



Which country do you work in?

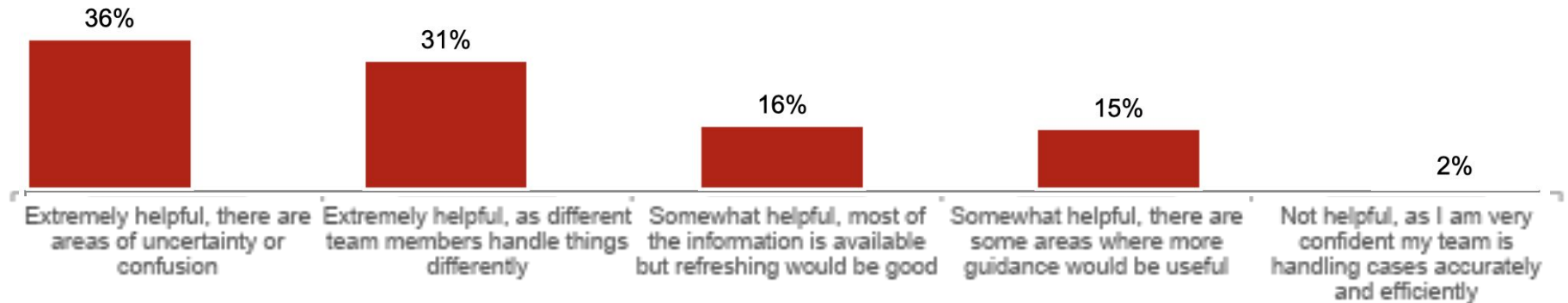


● Male ● Female

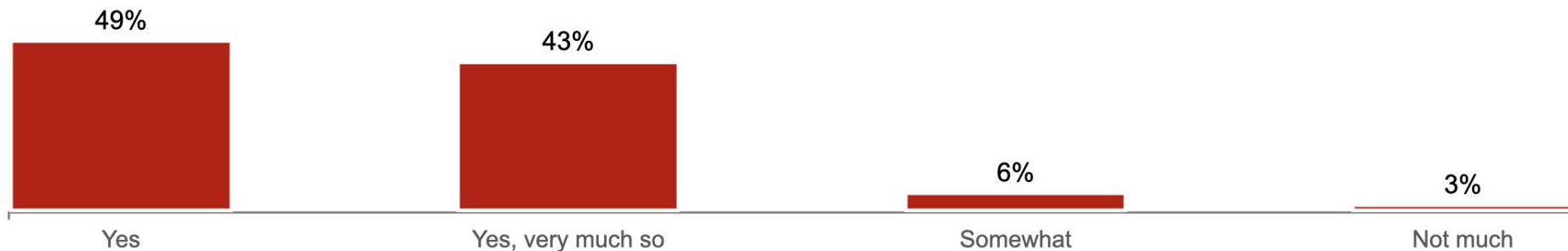
% of respondents reflects only responses that could be coded

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.

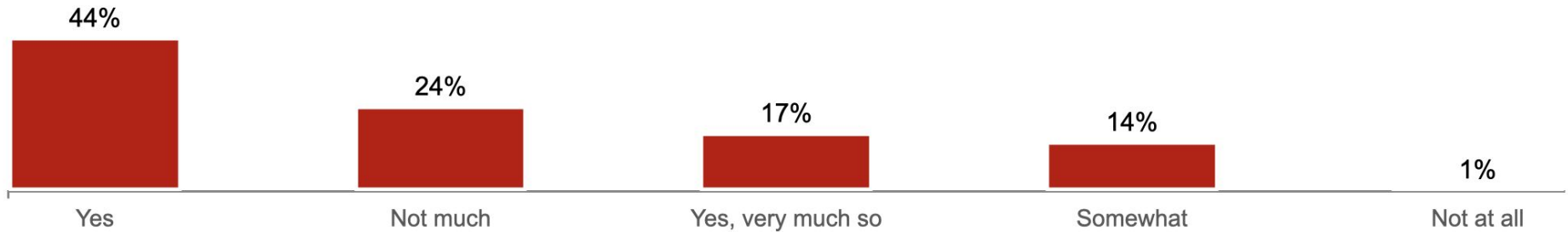


Do you feel confident in your personal ability to undertake prompt, proper, efficient and professional defilement investigations?



Pre Training Results

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

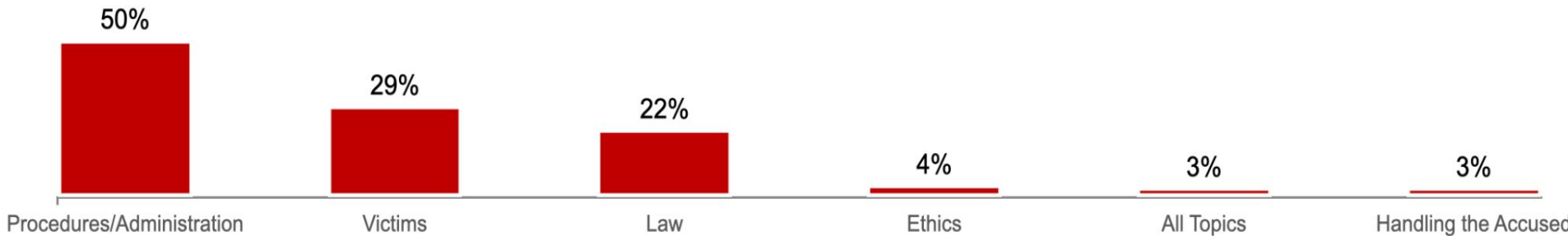


Do you prefer to complete professional training courses in-person or online?

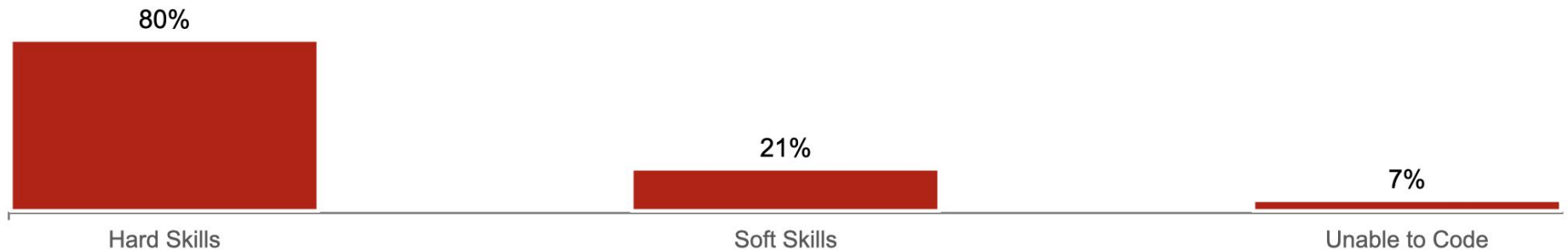


Pre Training Results

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



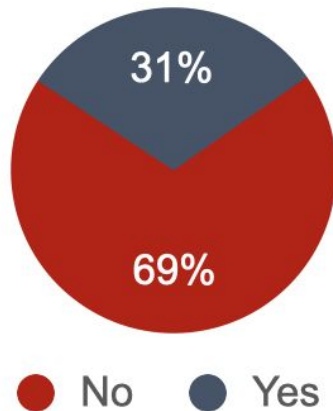
What do you think you will learn in this course about defilement investigations?



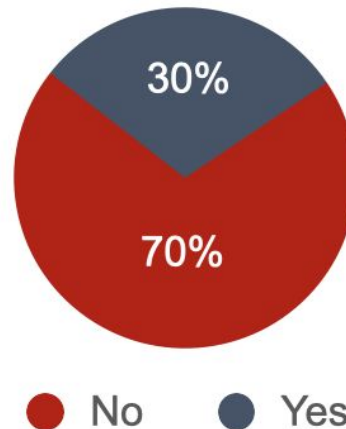
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Pre Training Results

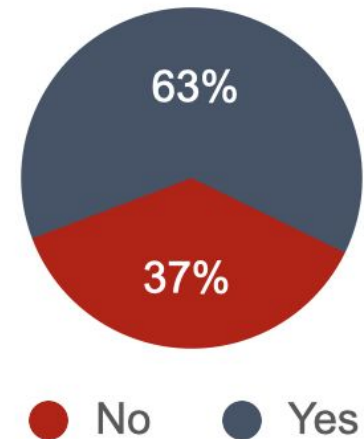
Are you familiar with the 160 Girls High Court decision in Kenya?



Have you ever completed a professional training course about gender or sexual-based violence?

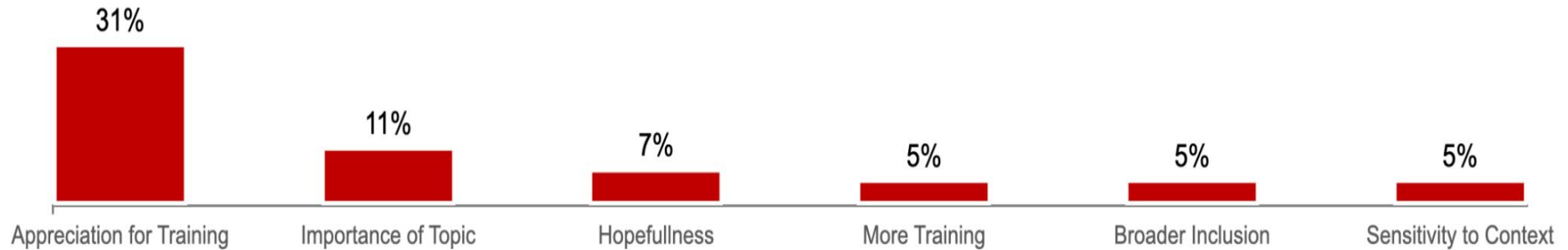


Up until this point, do you believe that you have received adequate training about the importance of centering children's rights and human rights in defilement investigations?



Pre Training Results

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



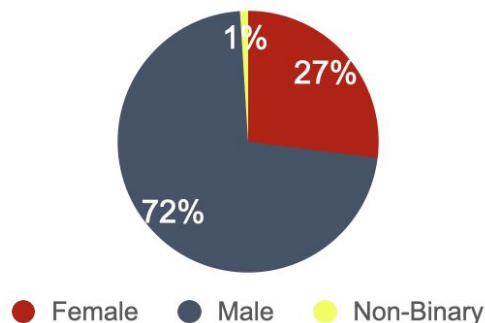
Not mutually exclusive

Post Training Survey Results

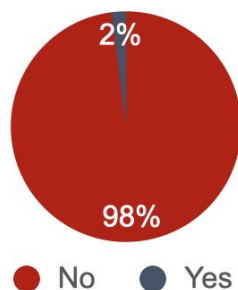


Post Training Demographic data

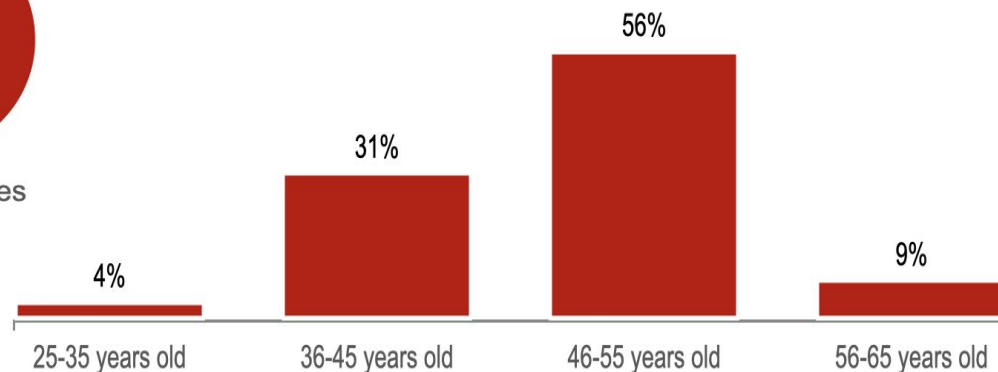
Do you identify as male or female?



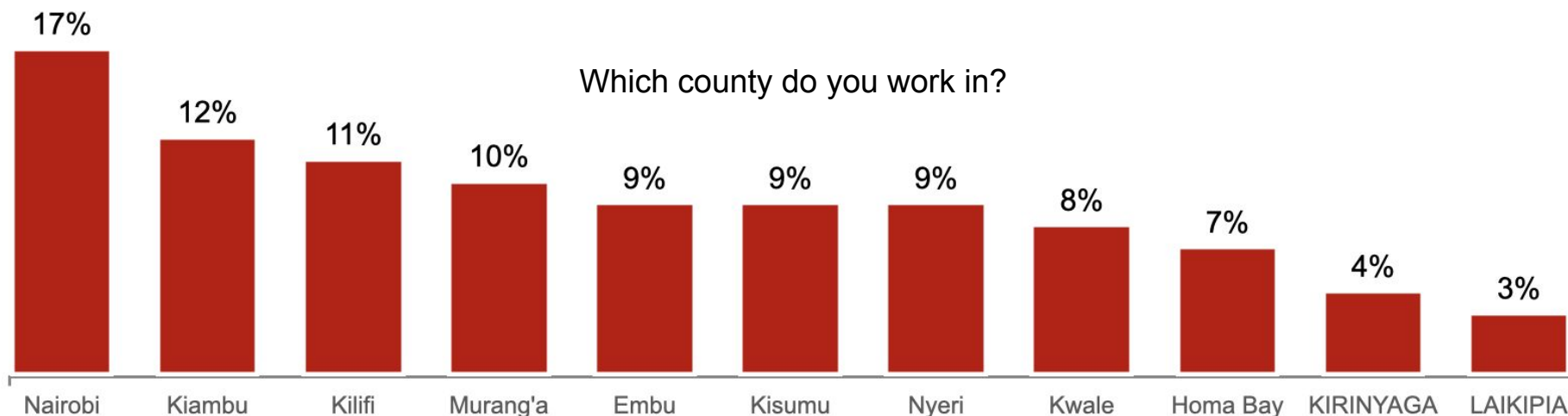
Do you identify as having a disability



How old are you?

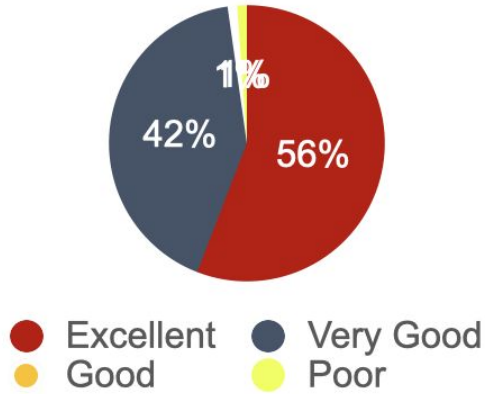


Which county do you work in?

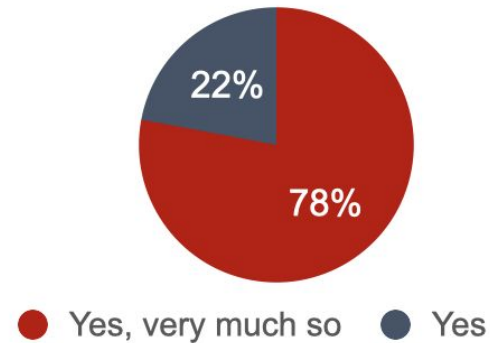


Post Training Results

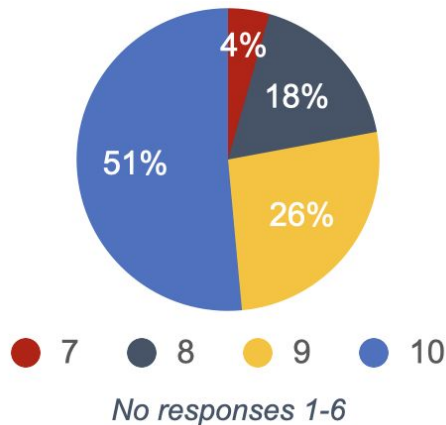
Thinking about all aspects of this training program, how would you rate it overall?



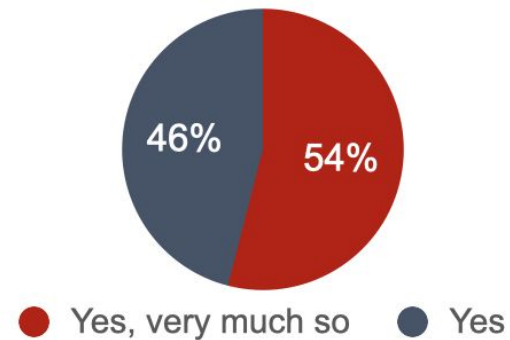
Do you feel that your understanding, knowledge, skills and attitude have improved by taking the 160 Girls Defilement investigations course?



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



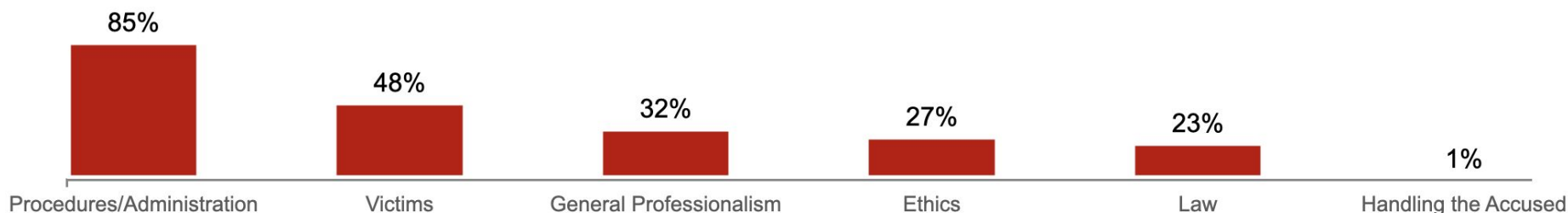
Did this training meet your expectations?



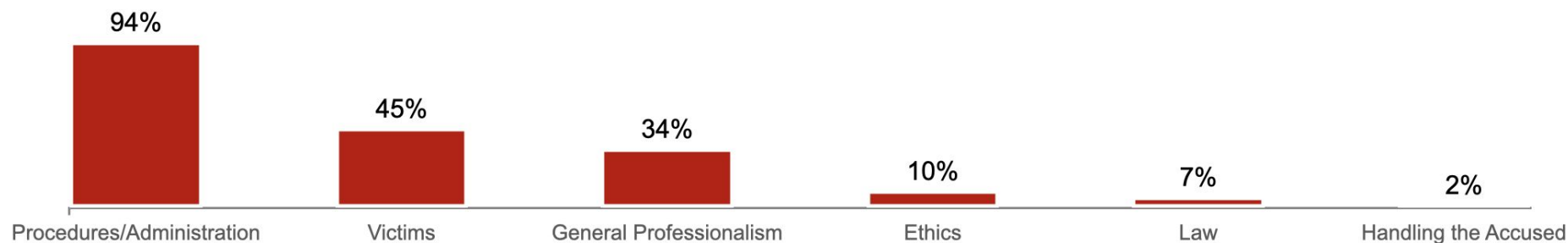
% of respondents reflects only responses that could be coded

Post Training Results

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

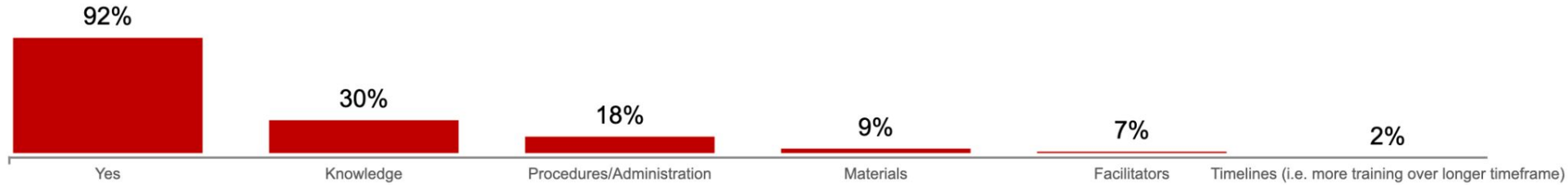


Please identify 3 ways you will change how you conduct defilement investigations based on what you learned in this course.

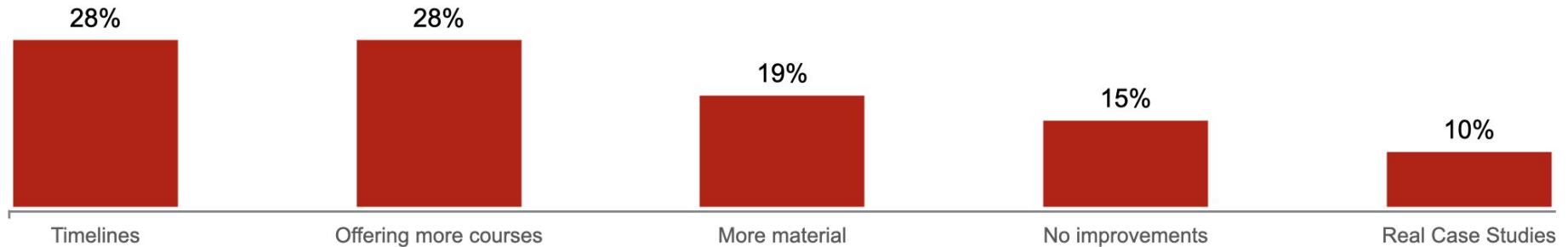


Post Training Results

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



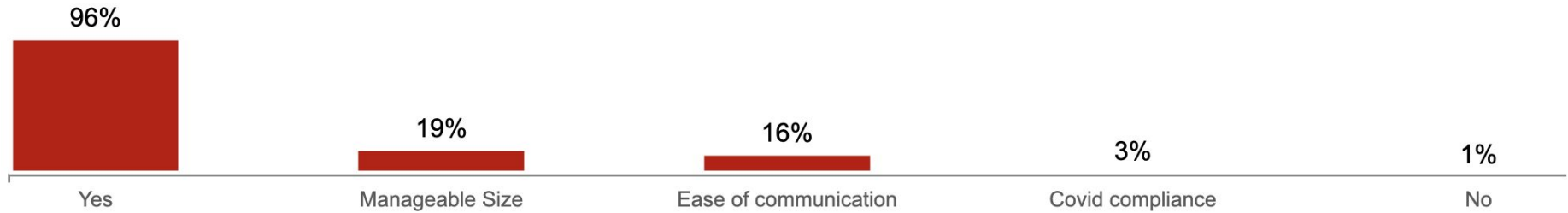
How could the content of the training be improved?



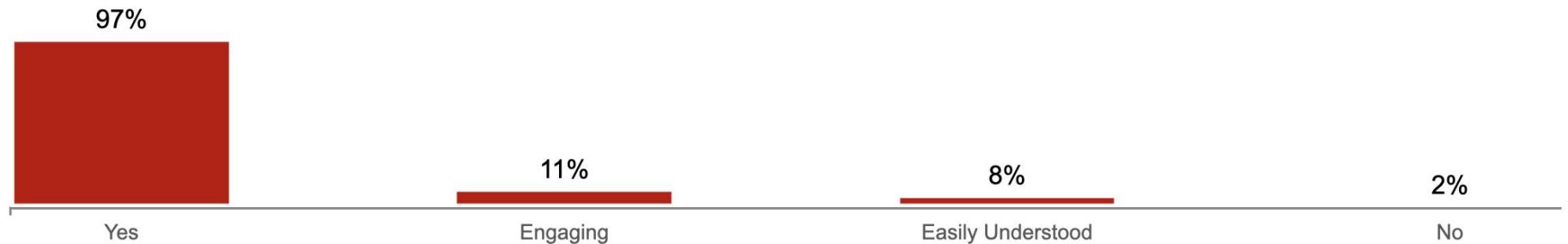
% of respondents reflects only responses that could be coded

Post Training Results

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

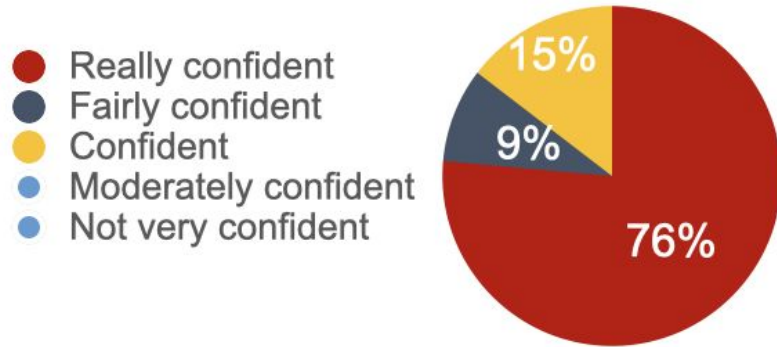


Was the mix of presentations and activities suitable? Why or why not?

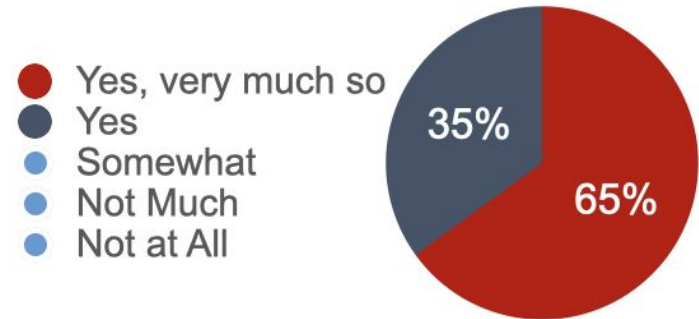


Post Training Results

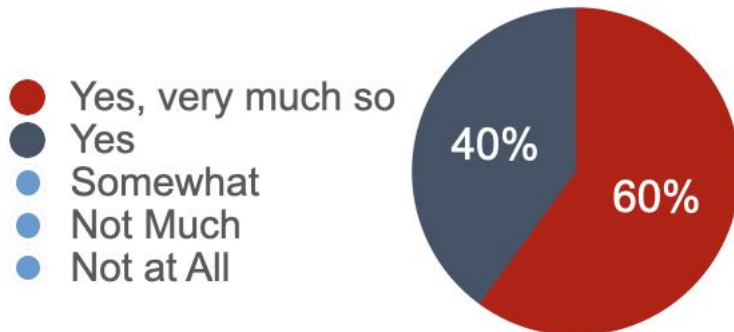
Please rate how confident you feel about your knowledge of how to conduct a "prompt, proper, efficient and professional" defilement investigation after completing this course.



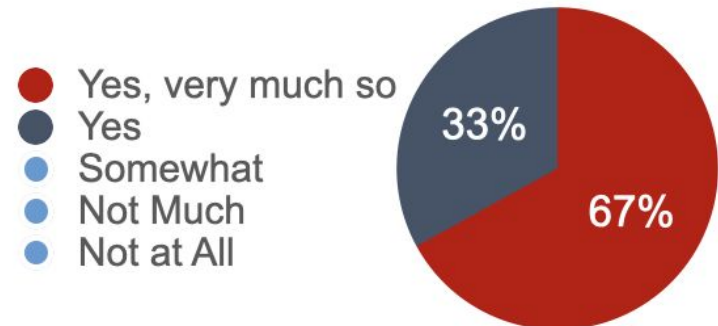
Did your understanding of how to conduct a "prompt, proper, efficient and professional" defilement investigation improve as a result of the 160 Girls course?



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

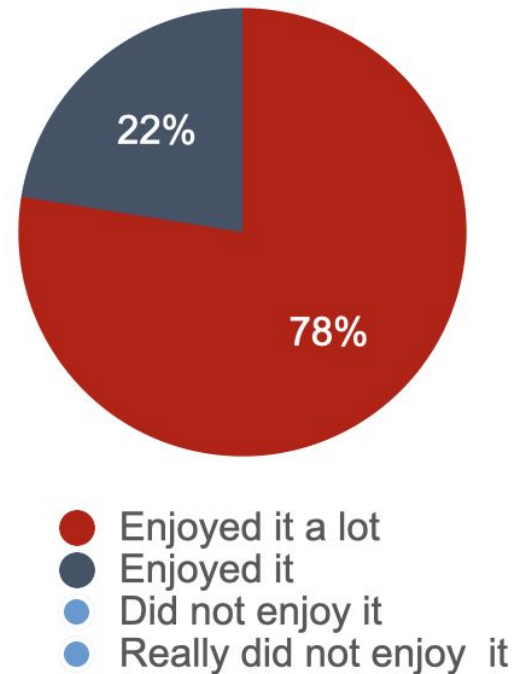


Did you find the 160 Girls course useful?

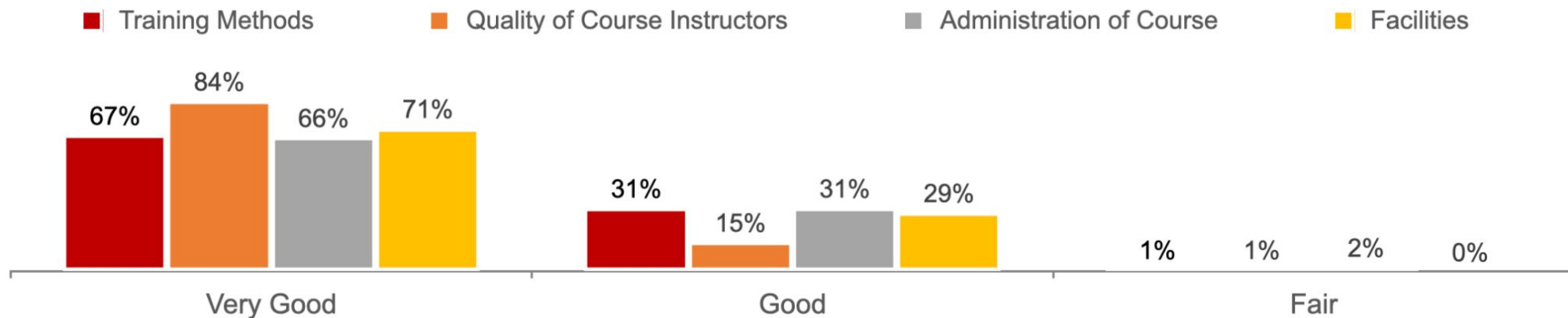


Post Training Results

Please rate your enjoyment of the 160 Girls course.



Post Training Results



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

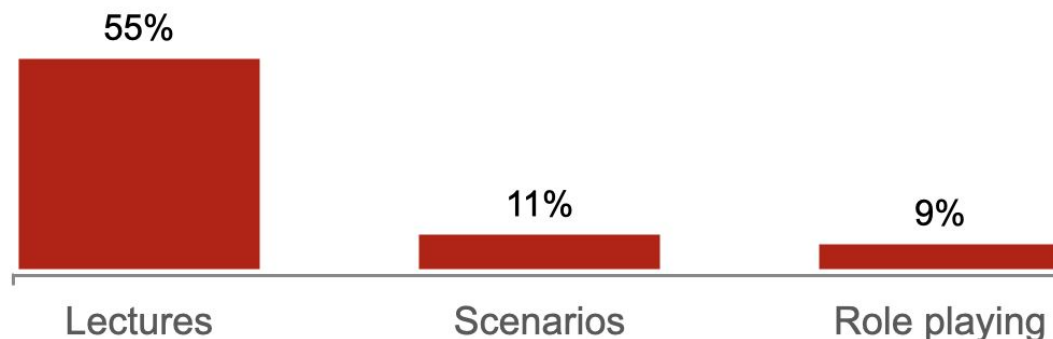
How would you rate the quality of the course instructors, including content knowledge, organization and preparation, and enthusiasm?

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?

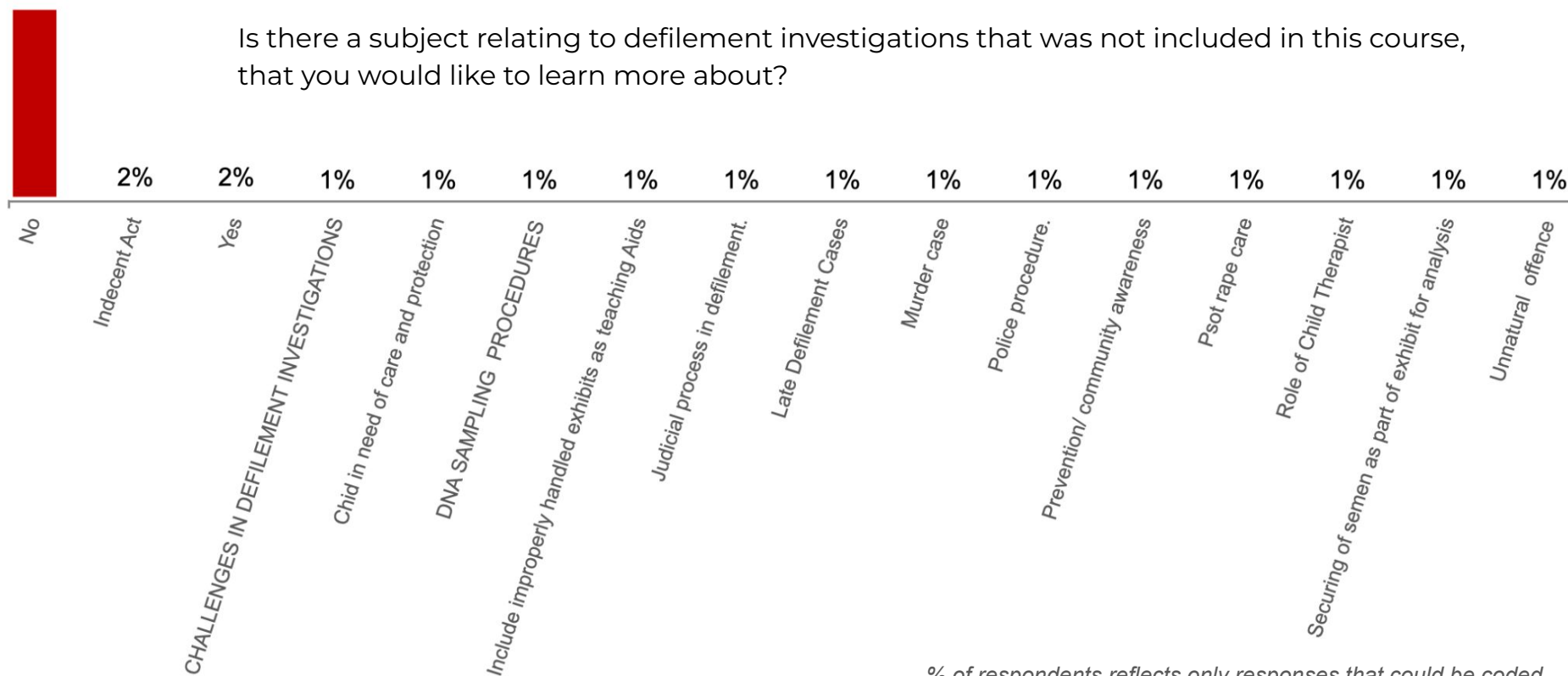
Post Training Results

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



81%

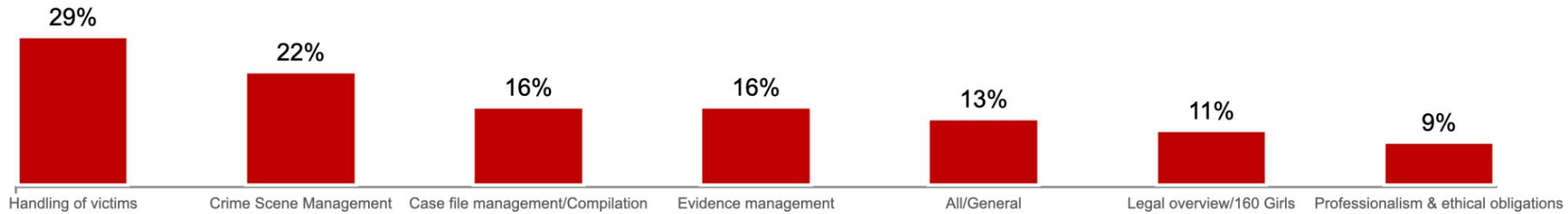
Is there a subject relating to defilement investigations that was not included in this course, that you would like to learn more about?



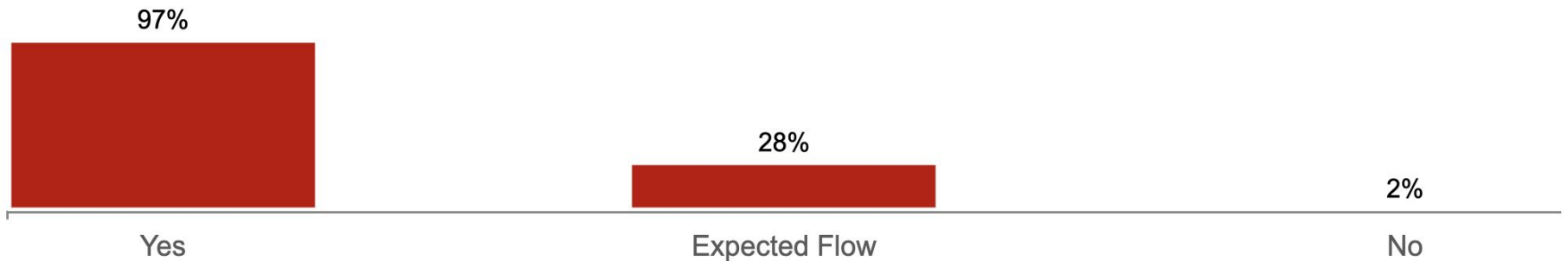
% of respondents reflects only responses that could be coded

Post Training Results

Which 160 Girls lesson was your favourite lesson?

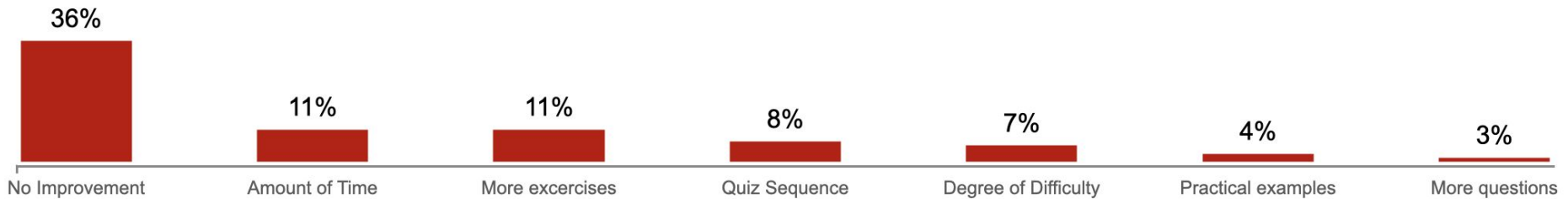


Was the content of the course arranged in a clear and logical way? Why or why not?

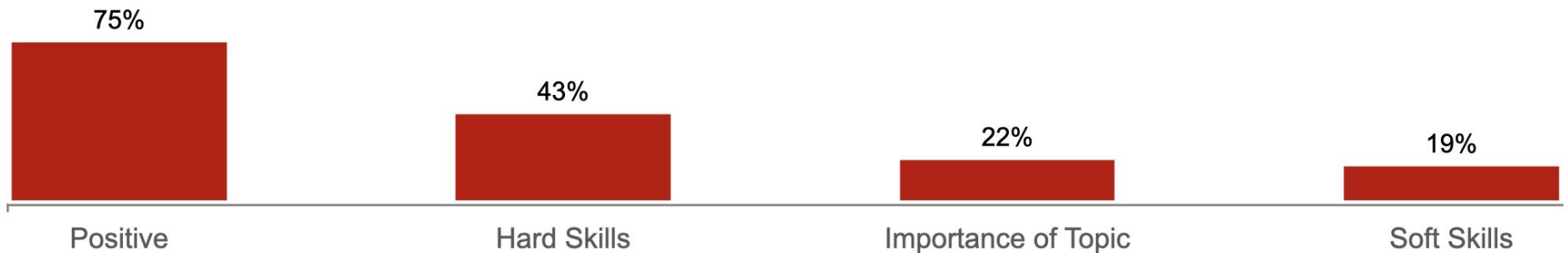


Post Training Results

How could the quizzes be improved?



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

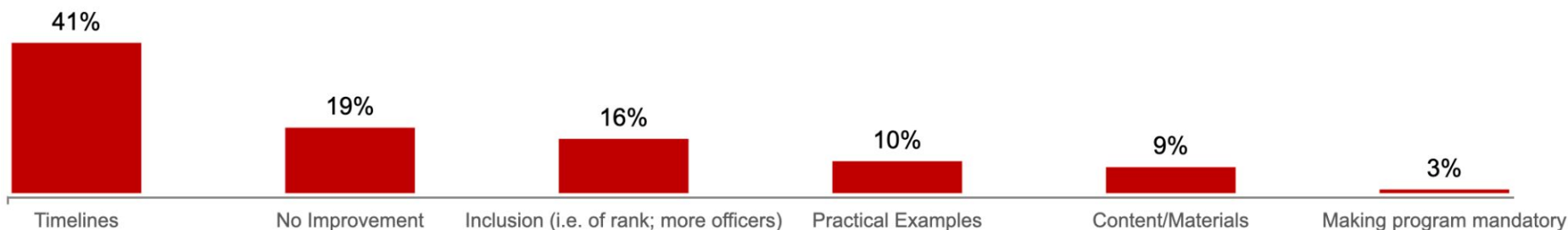


Post Training Results

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

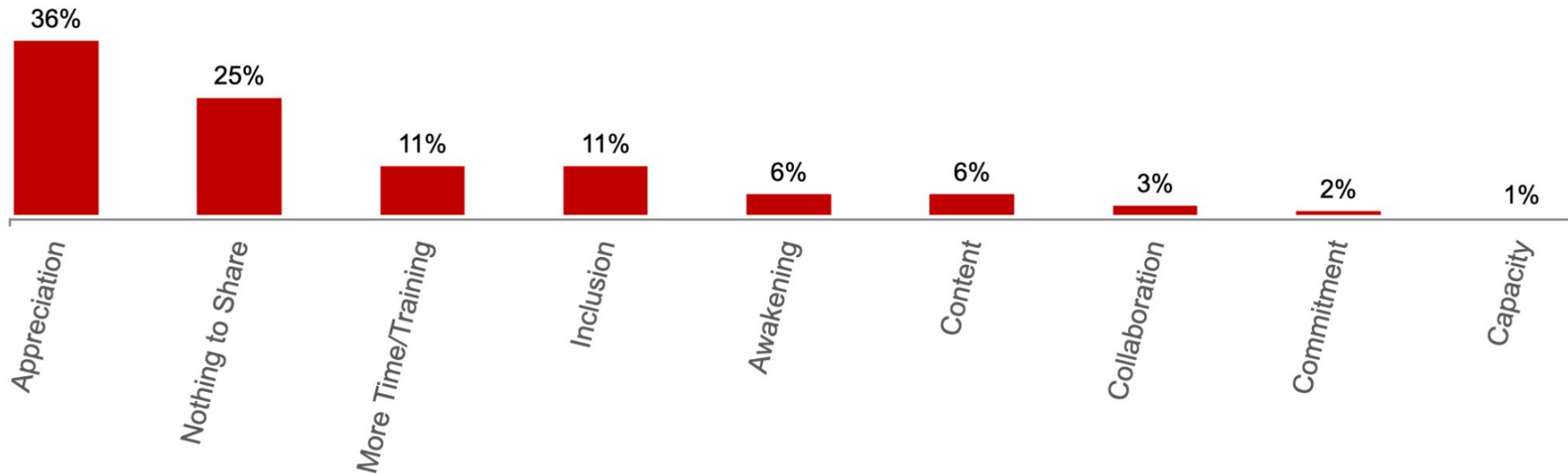


How could the learning experience in this training be improved?



Post Training Results

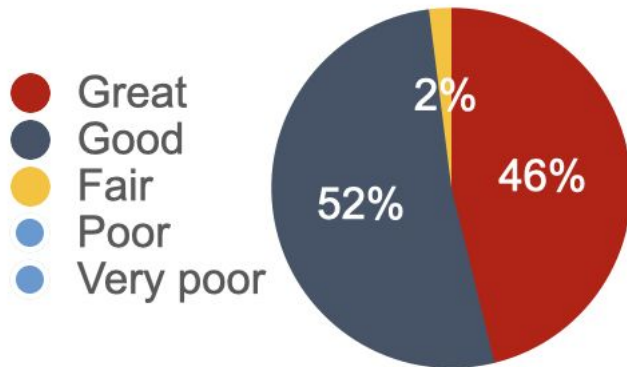
Is there anything else you would like to tell us about your experience with this training program?



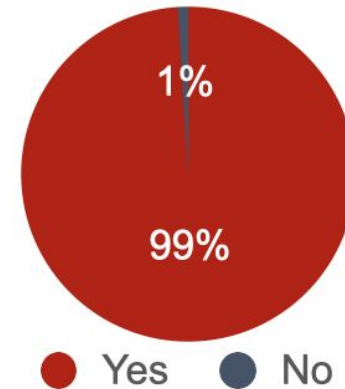
% of respondents reflects only responses that could be coded

Post Training Results

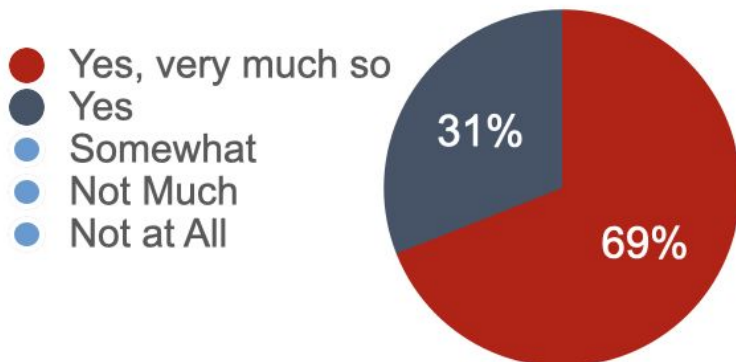
Please rate the quality of the questions asked in the quizzes.



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



Were you satisfied with your 160 Girls training experience?



Would you recommend the 160 Girls course to a colleague?

