



# SCJS

SUSTAINABLE CRIMINAL JUSTICE SOLUTIONS  
*Strengthening the Rule Of Law*

## CAPABILITY PORTFOLIO



A not-for-profit organisation

Anti-Corruption  
Not for Profit  
Courts  
Train the Trainer  
Flexible  
Policing  
Money Laundering  
Cyber Crime  
Project Delivery  
CBRNe  
Intelligence  
Training  
SCJS  
Criminal Justice  
Sustainable  
Intelligence  
Rule of Law  
Crime Scene  
Organised crime  
Research & Analysis  
Agile  
DVI  
Capacity Building  
Counter Terrorism  
Justice Reform  
Forensics  
Ballistics  
Crime  
Courts



# SCJS

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# SCJS

SUSTAINABLE CRIMINAL JUSTICE SOLUTIONS

## Introduction by Gary Linton, SCJS Managing Director

I am pleased to introduce the latest Sustainable Criminal Justice Solutions (SCJS) Capability Portfolio, which illustrates the comprehensive international rule-of-law services we now offer.

The creation of SCJS has been an exciting and rewarding endeavour. Established in November 2011, this not-for-profit, Community Interest Company (CIC) has drawn on my many years of police experience, which included founding a national UK based police organisation, that was voted as the Best Place to work in the Public Sector in 2010. Together with my experienced colleague and SCJS Director, Nicholas Apps, we are delighted to set out our Portfolio, which we hope you find useful and informative. Our rapid growth and delivery of missions across 50 countries worldwide, is credited to the passion and dedication of the SCJS Team to provide the best possible service. Primarily working for the UK Government and the EU Commission, SCJS has forged a highly effective and respected team of skilled individuals who care about their work and the professional relationships they develop.

Our experts include Judges, Lawyers, Prosecutors, Criminal Justice Advisors, Forensic Scientists, Academics, Crime Scene Investigators, Military and Public Health experts and Police Officers.

Through membership of professional bodies such as the 'Society of Evidence Based Policing' and with constant research, our qualified training team remain current. They are selected for their considerable operational experience and their ability to work effectively.

At SCJS, we are committed to providing sustainable programmes and we offer long-term support and mentoring as part of our engagement. Many of our projects are underpinned with academic rigour and we enjoy a close working relationship with



several UK Universities, including the Universities of Northumbria, Portsmouth and Southampton Solent.

Together with some of our partners, SCJS also delivers very specialised work, such as multinational CBRNe projects. We have also successfully engaged with several problem-solving exercises for the UK Government and the EU Commission, in Justice related areas.

In 2017, SCJS secured EU Commission 'Mandated Body Status', which is an important certification and means that SCJS is now able to deliver Twinning projects on behalf of the UK Government throughout pre-accession and European Neighbourhood countries. This recognition is a very significant development for SCJS and we look forward to providing international support in this context.

I hope you find our brochure useful and if you have any questions about our references, capability, training courses, or even new ideas that you would like SCJS to assist with, we would be very pleased to hear from you.



**Gary Linton**  
Managing Director



**Nicholas Apps**  
Director

Find out how we can support your organisation by contacting SCJS  
at [info@scjs.eu](mailto:info@scjs.eu) or call us on +44(0)2380 453 488

# Testimonials

## Bespoke Training Solutions

“NCA Nigeria have used SCJS for a number of bespoke courses designed and delivered by SCJS for Nigerian partners within the last year. We have found their course preparation and delivery to be extremely professional. Their ability to deliver a course that Nigeria needs, rather than courses that are designed and delivered for UK audiences, has been hugely refreshing. Nigerian partner agencies are full of praise for the trainers and the course content and we look forward to working with SCJS in the future. They are an exemplary UK training provider who we would recommend to other International donors seeking law enforcement type training.”

**Danny Murphy**

International Liaison  
Officer, National Crime  
Agency, Nigeria

“I have been working with SCJS for nearly two years on the Crime Analysis project. We are very satisfied with SCJS and their ongoing management of the project. The project suffered major delays and a number of issues that were out of our and SCJS’s control. They were able to overcome a number of problems and sustain project delivery in challenging circumstances. We value their work and the pragmatic approach they take to overseas project delivery. All services are provided in a timely and professional manner. Our ongoing work with SCJS gave us the confidence to work with them again to bid for another project in Turkey, a 2 mil. EUR project covering Crime Scene Investigation.”

**Riaz Patel**

International Programmes  
Team, International Project  
Director, UK Home Office &  
Ministry of Justice

**“I was so impressed with the instructors and course content I have requested the same courses to run again.”**

**S.Quinn**

Commander, Royal Navy  
British Military Advisory  
and Training Team (BMATT),  
Nigeria



Core Investigative Skills -  
“Modules 1 and 2 have  
been delivered to date,  
in a professional manner  
using highly experienced,  
competent and qualified  
trainers.”

**D.Cater**

National Crime Agency,  
Nigeria



“The International Funding Team has been working with one of our long-term delivery partners, Sustainable Criminal Justice Solutions, to design and deliver a two-day course...which will build the capability of Home Office staff to bid for and manage more EU funding.”

**Daniel Marks**

European Funding Policy Adviser, International Directorate, UK Home Office

“The differences in the way we formerly carry out our duties with the right way to carry it out was poles apart. My team and I were so excited when we had our first opportunity to use the training search techniques on a job. For the first-time, professionalism, consistent with hard work and total confidence in the team abilities was in display. Searches were done in a highly professional manner, teamwork was evident and better results were achieved.”

**Ronke Rashidat Oyeyeyin**

Principal Detective Superintendent (PDS), Economic and Financial Crime Commission (EFCC), Nigeria

**“I’ve not only learned what I was eager to learn but I also became more flexible and more self-confident.”**

**I. Malania**

Forensic Expert, Criminalistic Forensic Department, Georgia







# SCJS Problem Solving and Solutions

## Tackling high-risk and challenging problems

Members of the SCJS team have frequently been called upon to tackle high-risk and challenging problems in a criminal justice or rule of law context. SCJS has the skills and resources available to consider complex legal, operational or infrastructure arrangements, whilst not engaged in the heat of related operational demands.

Drawing on considerable public-sector experience, demanding projects designed to produce large-scale solutions have been steered through to a successful outcome. These have been delivered on behalf of a variety of Government Departments, including; the Home Office, the Ministry of Justice, the Foreign and Commonwealth Office, as well as the European Commission, UK Police Forces and the former Association of Chief Police Officers. Some examples to illustrate what has been achieved are listed below:

- The creation of a Criminal Records Office for the Police of England and Wales
- A Retention Policy for DNA and Fingerprint information
- Establishing a European Criminal Record Information System for all EU Member States
- An Exchange Mechanism for Foreign Convictions and Fingerprints for the UK
- The implications of Biometrically Identifying Third Country National Offenders for the EU Commission
- A System for Exchanging DNA and Fingerprints under the Prüm Arrangements
- A Modern Slavery and Human Trafficking Strategy for the UK
- An Arrangement for Identifying the Impact of Overseas Organised Crime on the UK
- De-Risking High Profile Government Rule of Law Strategies
- Investigating Large-Scale Data Losses
- Military Organised Crime Prevention Strategies



# Sustainable Competence and Capability

Supporting long-term personal and organisational performance

A capable workforce is built upon a foundation of competence and transferable skills delivered through a programme of continuous learning and development. SCJS acknowledges that whilst the transfer of knowledge and practical application forms part of that continuous education, the embedding of learning over a protracted period is essential to enhanced understanding and performance.

In addition to the delivery of classroom-based and field training, SCJS offers a Post-Training Programme (PTP) in order to support a sustainable approach to learning. This Programme encompasses a range of personal support, mentoring and technical services. Whether your organisation would like the ability for your trainees to access online technical support, or you require a structured remote learning application, SCJS can deliver a solution to meet these development needs. The PTP includes the following services:

- 24/7 Online Support
- Mentoring
- Coaching
- Remote Learning Support
- eLearning Solutions
- Technical Help Desk
- Access to Support Material
- Post-Training Expert Advice





# Hostile Environment Awareness Training (HEAT)

Providing employers and their staff with an enhanced awareness of the measures required to safely deploy into a challenging operational environment overseas

A global business platform often requires the international deployment of employees and this may require personnel to be deployed into challenging or hostile working environments. Risk factors may include issues concerning travel, location and the environment, as well as factors associated with effective operational delivery. In addition to the challenges that may impact upon individual staff, are the organisational responsibilities an employer has when resources are deployed overseas.

The SCJS team of internationally experienced trainers will design and deliver a course that meets your needs, which may cover any or all the following key themes:

- Risk Assessment
- Safe Travel and Hotel Practice
- Contingency Planning
- Equipment Considerations
- Technological Solutions
- Good Operational Practice
- Management Interventions
- Cultural Considerations
- Kidnap





# Court Room Skills

## Improving the quality of evidence presented in Court

The requirement to present accurate and powerful evidence in court is critical. Agencies and organisations can find themselves in a position of being specialists and occasionally that expertise requires explanation in a court of law. Justice personnel may find themselves ill-equipped regarding an understanding of the court process and, more importantly, how to effectively and confidently present evidence. The techniques used to undermine or discredit a witness are complex, but with careful instruction can be overcome. SCJS trainers will support and educate participants to develop the skills required to deliver high quality evidence in court.

Our team of experienced law enforcement, prosecutors and judicial trainers will design and deliver a course that meets your needs and may cover any or all the following key themes:

- The Courtroom
- Understanding Legal Processes
- Codes of Practice
- Examination in Chief
- Expert Evidence
- Evidence of Opinion
- Continuity of Evidence
- Statement Preparation
- Disclosure
- Public Interest Immunity
- Giving Evidence
- Cross Examination
- Practical Exercises
- Good Practice
- Human Rights



# Forensic and Crime Scene Investigation

Improving practitioner's skills to maximise the recovery of evidence at crime scenes

SCJS trainers can provide current and advanced expertise in forensic evidence gathering, from basic to advanced levels (including specialised situations).

Importantly, the training acknowledges the context of forensic evidence in the overall presentation process. We can deliver training programmes in the following specialist areas: search techniques, evidence collection, volume crime scenes and complex crime scenes.

- Crime Scene Recording and Photography
- Exhibit Handling, Continuity and Integrity
- Evidence Recovery
- Forensic Pathology
- Arson Investigation
- Firearms and Ballistics Forensic Recovery
- Post Blast Investigation
- Covert Forensics
- Blood Pattern Analysis
- Forensic Scientist Expertise
- Crime Scene Management and Co-ordination
- Mobile DNA Laboratories





# Forensic Investigation in Marine Environments

Providing specialised training for investigations in marine environments



The identification and recovery of forensic evidence from marine environments presents specific challenges to the Crime Scene Investigator. SCJS can deliver bespoke training packages tailored to the needs of Law Enforcement Agencies around the world. This provides practical training in the use of forensic evidence recovery techniques in marine environments such as lakes, rivers and oceans.



Our experts have substantial experience in the recovery of forensic evidence to meet the exacting demands of the criminal justice process. We understand the application of these processes in the adverse conditions, which the marine environment can present both above and below the waterline.

Themes from our marine courses include:

- Body Recovery from Water
- Underwater Evidence Recovery
- Imaging in High Humidity
- Fingerprint Techniques in High Humidity
- Potential DNA Recovery
- Forensic Limnology
- Water Sample Collection in Marine Environments
- Ante Mortem Injury Interpretation in Marine Environments
- Training for Coast Guard and Navy Personnel
- Use of 'On-Scene' Mobile Laboratories
- Mobile Evidential Drug Identification Testing



# Disaster Victim Identification

## Improving DVI capabilities in natural catastrophes, accidental disasters and acts of Terrorism

SCJS are experienced Project leaders in the field of Disaster Victim Identification (DVI). In order to ensure effective identification and recovery, any natural catastrophe, accidental disaster or act of Terrorism that involves a number of fatalities necessitates using the DVI process.

The overall objective of the SCJS DVI Programmes is to strengthen the ability of responsible bodies to respond to mass disaster incidents (MDI) in a fast and effective manner. This is achieved through the acquisition of specialist investigation/forensic knowledge and skills, together with experience exchange within the international environment. SCJS training programmes are delivered by the highest calibre of internationally experienced Forensic Scientists and Disaster Management experts, to meet current best practice. SCJS training can encompass the following components:

- Mission Planning
- Mass Fatality Co-ordination and Multi-Agency Response
- Role of the Senior Identification Manager (SIM)
- Management of the Casualty Bureau
- Understanding and Applying International DVI Standards
- Scene Investigation, Search and Recovery
- Recovery of Contaminated Victims (e.g. CBRNe incidents)
- Organisation and Co-ordination of the Ante-Mortem and Post-Mortem Processes
- Repatriation
- Forensic Co-ordination (including scene photography)
- Forensic Standard Operating Procedures
- Strengthening the Capabilities of Forensic Experts in the areas of Fingerprint Methods, DNA Analysis and Biostatistics
- The Role of the Identification Commission





# Chemical, Biological, Radiological, Nuclear and Explosives Preparedness and Response

Delivering CBRNe capacity building to improve safety and security

SCJS leads a number of core international CBRNe projects on behalf of the European Commission's Directorate-General for International Co-operation and Development (DEVCO). Working in partnership with the European Union (EU) CBRNe Centre of Excellence, SCJS supports the objective to strengthen the institutional capacity of countries outside of the EU to mitigate CBRNe risks. These risks may be created intentionally, accidentally or naturally.

The SCJS CBRNe project portfolio currently encompasses delivery in the Middle East, Central Asia, Southeast Asia and North Africa. These projects seek to strengthen National Legal Frameworks and provide specialised training to improve the management of CBRNe incidents and risk mitigation capabilities of countries in the field of Chemical and Biological safety and security. Critically, this includes outputs to disrupt the intentional and criminal use of chemicals to facilitate acts of Terrorism.

SCJS works with a number of key partners across the UK, Belgium, France, the Netherlands, Norway, the Slovak Republic and Sweden in the field of CBRNe, who hold world-leading expertise in the following areas:

- Legislation, International Standards and Best Practice
- The Prevention of Chemical Incidents and Risk Mitigation Strategies
- Incident Preparedness
- Incident Response, Recovery and Remediation
- National, Regional and International Operability
- Support to Achieve Laboratory Accreditations to International Standards
- Mobile Detection, Identification and Quantification
- Mobile Scene Laboratories
- Forensic Investigation Strategies
- Capacity Building Training
- CBRNe Forensics
- Identification, Provision and Training of Specialised Technical Equipment



# Training Delivery



Train the Trainer, Forensic Criminalistics Dept, Georgia



Search and Investigation Training, Nigerian Navy





Counter Terrorism Training Development Seminar, Kenya



Open Source Intelligence Training, Turkish National Police

# Counter Terrorism (CT) Investigations

Developing the capability of law enforcement and prosecution agencies to effectively respond to the threats posed by terrorist organisations and individuals



In recent history, acts of terrorism have become a global issue. Violent and extremist acts conducted in the name of a political, ideological or religious cause have grown in number and magnitude. The impact of such events is often elevated by global media coverage. SCJS has significant experience in the delivery of capability and capacity building initiatives to law enforcement agencies, prosecution agencies and government bodies to specifically deal with the threats posed by those who seek to destabilise the Rule of Law through acts of terror. Our experience and capability in this arena includes:

- Management of Complex and Regional CT Projects in Areas Including the Greater Horn of Africa
- Case Preparation
- CT Investigative Leadership
- Preventing Acts of Terrorism
- Compliance with Human Rights
- Developing Professional Relationships Between Intelligence, Investigative and Prosecution Bodies
- Forensic Recovery from Crime Scenes Including Explosives/Ballistics and CBRNe Devices
- Mutual Legal Assistance for CT Cases and Cross Border Cooperation Arrangements
- Development and Delivery of Bespoke CT Intelligence Gathering, Analysis, Management and Dissemination Training for Law Enforcement Agencies
- Human and Technical Intelligence Surveillance
- Interception of Communication
- Special Searching Operations and Tracking Devices
- Handling Informants, Witnesses and Witness Protection Programmes
- Cyber Security and Cyber Terrorism: Social/Virtual Networks and the Internet
- Specialist CT Training for Judges and Prosecutors





# Surveillance Training

Enhancing the capability and capacity to conduct covert surveillance and secure information of evidential standard

For Security and Law Enforcement organisations, the requirement to proficiently identify and secure data, information or evidence through lawful covert surveillance is a fundamental.

The SCJS Surveillance Programme is supported by experienced practitioners who can contextualise the learning so that it remains relevant to the needs of delegates. This interactive course underpins theory with live practical exercises, to ensure that learning is constantly reinforced and that skills can evolve, develop and mature during the training. This can be further developed by ongoing support and advanced training programmes.

SCJS trainers hold substantial experience in the field of surveillance strategy, regulations and operations and have delivered this training programme to large Police organisations. Bespoke training courses can include any or all of the following themes:

- Mobile Surveillance
- Foot Surveillance
- Critical Thinking
- Counter Surveillance
- Anti-Surveillance
- Observation Posts
- Photography
- Log Keeping
- Tradecraft
- Decision Making
- Risk Assessment
- Compromise
- Evidence Recovery
- Technical Surveillance



# Intelligence

## Enhancing the collection, handling, analysis and dissemination of information

Within the law enforcement and wider justice community, the collection, handling, analysis and dissemination of intelligence is critical to operational functionality. Key aspects of risk management and operational effectiveness within the commercial and private sectors require an understanding of the intelligence cycle and the business benefits that it can provide. Making sense of numerous data sources and the wealth of intelligence they offer, is a 'science' much sought after in any investigative process. Our specialist trainers, who possess significant experience in the research, management and analysis of intelligence, can design a programme to meet your organisation's requirements. Such a programme may include any, or all, of the following themes:

- The Intelligence Cycle
- Intelligence Management
- Source Management
- Source Handling
- Risk Assessment
- Decision Making
- Intelligence Evaluation
- Information Sharing Protocols
- Tradecraft
- Network Analysis
- Association Charts
- Timelines
- Subject Profiling
- Hypothesis
- Crime Pattern Analysis
- Problem Solving
- Market Analysis
- Statistics





# Core Investigative Doctrine

## Securing efficient and effective investigations

The fundamentals of conducting an efficient and effective investigation lie in the process and application of an established and credible doctrine. The SCJS team of expert trainers draw upon their practitioner knowledge and extensive experiences as senior investigators and crime scene managers to deliver a breadth of inputs that cover Core Investigative Doctrine. All SCJS training is underpinned by Authorised Professional Practice, current Guidance and Codes of Practice.

The SCJS team of internationally experienced trainers will design and deliver a course that meets your needs and may cover any or all the following key themes depending upon your requirements:

- Principles of Investigation
- Ethical Investigation
- Investigation Strategies
- Forensic Search Methodology and Practice
- Conventional Search Methodology and Practice
- Evidence Recovery
- Exhibit Handling and Packaging
- Investigative Evaluation
- Interview – Suspect and Witness
- Relevant Law and Practice
- Evidential Evaluation
- Case Management
- Case File Building



# Organised Crime

Enabling an enhanced law enforcement and judicial response to local, national and international organised crime

SCJS trainers will design and deliver an organised crime course that meets the bespoke needs of participants. This extends from understanding how Organised Crime Groups (OCG) operate, to enabling an effective response to transnational financial crime. SCJS training courses utilise the advanced skills of law enforcement and judicial practitioners.

The SCJS approach facilitates courses which respond to the individual requirements of each organisation, which takes into account the country context and operating environment. Course themes can include the following areas and other specialist subjects:

- Network Analysis
- OCG Business Profiling
- Market Analysis
- Commodity Analysis
- OCG Business Model
- Intelligence
- Intelligence Cycle
- Collection Plans
- Decision Making
- Operational Planning
- Investigative Interviewing
- Investigative Strategies
- Financial Crime



# Financial Crime

## Investigating and disrupting economic criminality

Over the last 25 years, Financial Crime has increasingly become a significant concern to Governments and Law Enforcement Agencies throughout the world. This arises from the devastating impact of financial crime on individuals and global firms. It is widely recognised that the prevalence of economically motivated crime in many societies is a substantial and organised threat to the stability of economies and the preservation of security.

SCJS Financial Crime training provides an overview of the different types of financial crime and their associated motives and methods. As this type of crime increasingly has an international dimension, SCJS training focuses on international as well as national legislation in this area. The course explores the different investigation and disruption methods that can be utilised and allows participants to consider these methods when examining various case studies and in practical exercises. The specific topics covered are:

- Money Laundering
- Terrorist Finance
- Financial Investigation Unit Role and Working Practices
- Bribery
- Corruption
- International Legislation
- Sources of Information
- Asset Recovery
- Digital Forensics



# Modern Day Slavery

## Disrupting criminality and reducing victim vulnerability

Ending all forms of modern slavery is an explicit Global Goal (no.8) of the United Nations 2015 Development Agenda. SCJS has been active in assisting countries where there are high numbers of vulnerable people falling victim of exploitation and human trafficking, for the purpose of modern slavery. SCJS works closely with Law Enforcement Agencies, Governmental Institutions and Non-Governmental Organisations (NGOs) to build the capacity and capability of investigators to effectively deal with perpetrators and, importantly, to reduce the vulnerability of victims.

SCJS training packages use case studies based on true events that are relevant to the countries in which we train. Students are immersed into an investigation that builds their knowledge incrementally as the course progresses and provides opportunities to examine current practice against their own legal frameworks. Our training can be adapted to the specific needs of foreign administrations and can include:

- Developing Multi-Agency Partnerships
- Prevention Strategies
- Community Engagement Strategies
- Communication and Awareness Raising
- Victim Assessments and Care
- Victim Empowerment and Poverty Reduction Initiatives
- Core Investigative Skills
- Search Techniques
- Cognitive Interviewing Techniques
- Suspect Management
- Conversational Management Interviewing



# Child Sexual Abuse and Exploitation

Enabling law enforcement bodies to adopt a robust and co-operative stance

*“Every day, more and more children around the world are subjected to sexual exploitation and sexual abuse. Concerted action is needed at the local, regional and international levels to bring an end to this phenomenon” (The Stockholm Declaration, 1996).*

To effectively respond to this threat to child protection, a co-ordinated and consistent approach must be developed across national capabilities. This encompasses the arenas of policy and governance, criminal justice, victim support, the media and the internet industry.

SCJS can provide training and organisational development specifically tailored to enable Law Enforcement Agencies to effectively combat all forms of child abuse. Our experts are security vetted to UK Security Clearance (SC) level or above and have extensive experience in developing strategic and tactical responses to child sexual abuse for UK and international law enforcements agencies. Courses can be tailored to develop training in any of the following areas:

- Safeguarding Children
- Investigating Child Abuse
- Managing Complex Child Abuse Investigations
- Child Sexual Exploitation
- Online Abuse and Indecent Images of Children
- Child Trafficking
- Travelling Sex Offenders
- Assessing and Managing Risk
- Managing Sexual and Violent Offenders
- Multi-Agency Roles and Arrangements
- The Role of Intelligence
- Preservation of the Crime Scene
- Mobile Examinations Suites
- Interviewing Child Victims
- Child Victim Support

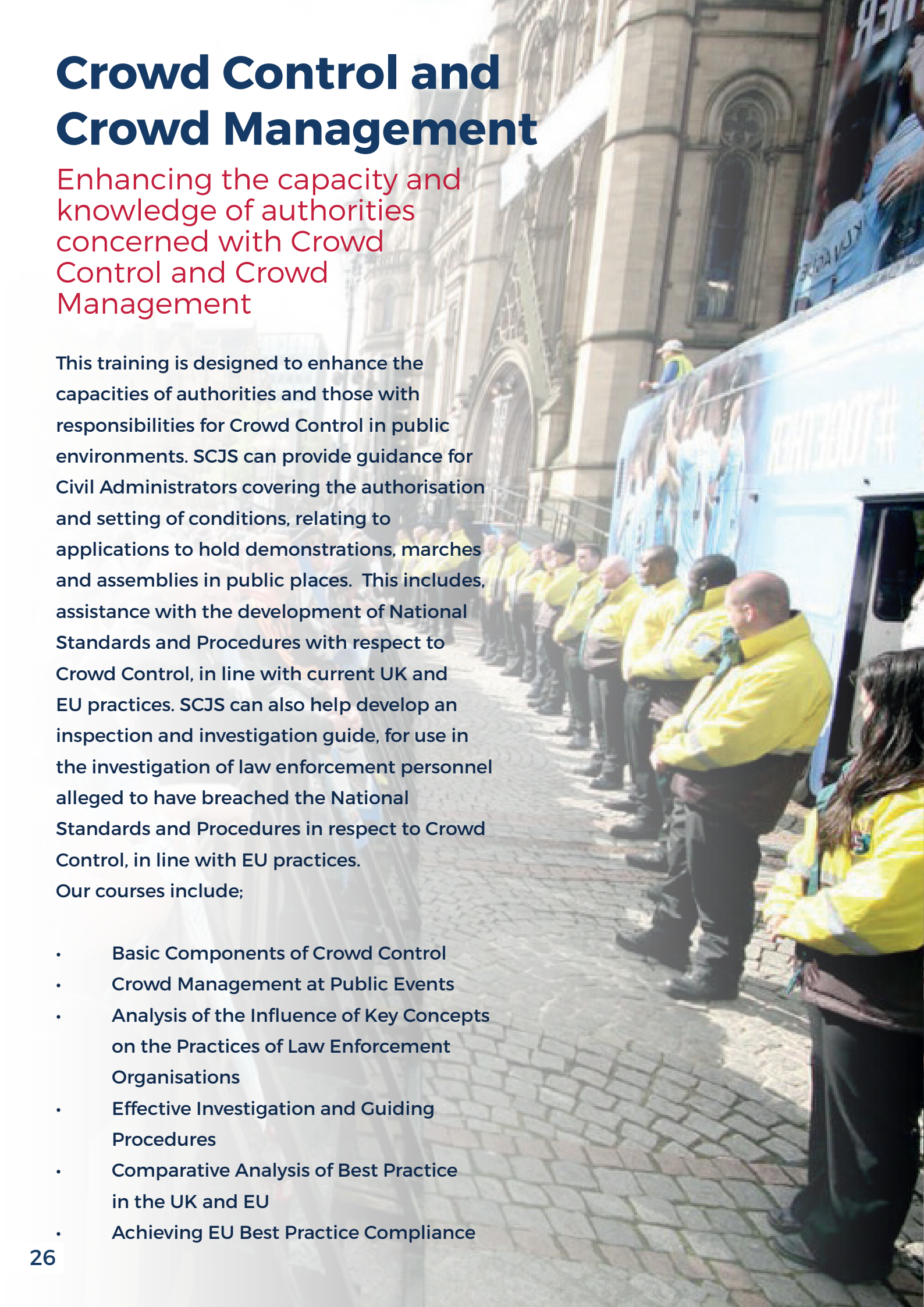
# Crowd Control and Crowd Management

Enhancing the capacity and knowledge of authorities concerned with Crowd Control and Crowd Management

This training is designed to enhance the capacities of authorities and those with responsibilities for Crowd Control in public environments. SCJS can provide guidance for Civil Administrators covering the authorisation and setting of conditions, relating to applications to hold demonstrations, marches and assemblies in public places. This includes, assistance with the development of National Standards and Procedures with respect to Crowd Control, in line with current UK and EU practices. SCJS can also help develop an inspection and investigation guide, for use in the investigation of law enforcement personnel alleged to have breached the National Standards and Procedures in respect to Crowd Control, in line with EU practices.

Our courses include;

- Basic Components of Crowd Control
- Crowd Management at Public Events
- Analysis of the Influence of Key Concepts on the Practices of Law Enforcement Organisations
- Effective Investigation and Guiding Procedures
- Comparative Analysis of Best Practice in the UK and EU
- Achieving EU Best Practice Compliance





# Professional Standards

## Maintaining trust and confidence in your organisation

The principle of policing by consent relies on the trust and confidence that the public has in the Police Service, wider Law Enforcement and Justice Authorities. Professional Standards play an important role in the maintenance of these principles. Trust, confidence and indeed reputation can be undermined by a failure to effectively manage misconduct, complaints and even misconduct within an organisation.

The SCJS Professional Standards training focuses on a number of key themes. These include the quality management of internal and external conduct by police and police staff; misconduct investigations relating to internal matters (such as corruption and improper use of police facilities); complaints against the police by people outside the organisation; internal investigations, including the most serious of investigations (to include deaths in police custody and shootings by police).

SCJS staff have a wide experience of managing and leading Professional Standards Units in police forces of England and Wales, as well as investigating allegations made against police officers, including criminal offences. Team members have experience organising the provision of Anti-Corruption Units in other countries and advising on operational practices and procedures. Our capability includes:

- Advising on Appropriate Structures and Systems for a Professional Standards Unit Within Existing Legal and Professional Frameworks
- Establishing Standard Operating Procedures
- Advising on Case Management and Related Processes
- Handling Allegations of Sensitivity
- Investigation of Criminal Offences against Police Officers and Staff
- Interviewing of Witnesses and Police Officers
- Searching, Seizing and Gathering Evidence
- Creation of Files for a Prosecuting Authority
- Standards of Professional Policing Behaviour, Codes of Conduct and Ethics





# Information Management

Developing legal frameworks and policies to capture, store and share personal data

SCJS staff have considerable experience in areas of Information Management. Their previous work with the Information Commissioner's Office from the UK, concerning data retention has also extended across all EU Member States authorities. This has included developing policy relating to the retention of sensitive personal data. Experience across these areas and related matters enables SCJS to provide courses, workshops and training across any of the following:

- Biometric Information Sharing, Retention and Storage
- Capture of Suspect Information, including Biometrics
- Cross Border Information Sharing
- Policy Formulation
- Public Accountability and Acceptance
- Human Rights and Freedom of Information
- Data Protection Legislation
- Criminal Record Storage
- Relevant Legislation





# Leadership and Management

## Personal development and professional capability

Leadership is an important function of management which can maximise efficiency and achieve organisational goals. Proficient management is essential to securing operational effectiveness and success in any business or public department. Highly capable leaders and managers are shaped through investment in their learning, development and capability. Only then can they be fully equipped to perform their demanding roles, whilst inspiring and empowering others.

SCJS trainers have worked at the highest levels in their professional fields. As successful and experienced leaders and curriculum designers, they are able to offer advice, guidance and practical solutions to enhance the holistic competence of leaders and managers. Offering a range of psychometric, behavioural and business models, our trainers contextualise training content to make sure it is relevant for all delegates attending SCJS courses.

Your training course can contain any or all of the following themes.

- Critical Thinking
- Problem Solving
- Team Dynamics - Belbin
- Psychometric Tools – MBTI
- Transactional Analysis
- Conflict Resolution
- Change Management
- Performance Management
- People Development
- Decision Making
- Creativity and Innovation
- Facilitation
- Time Management
- Negotiation and Influence

# Training Theory, Design and Delivery

Enabling the continued transfer of knowledge

Our team of internationally experienced trainers will design and deliver a course that meets your needs and may cover any or all the following key themes depending upon your requirements:

- Adult Learning Theory
- Types of Learners
- Experiential Learning Cycle
- Learning Styles
- Domains of Learning
- Conflict Resolution
- Transactional Analysis
- Group Dynamics
- Needs Analysis
- Training Design
- Learning Aims, Objectives and Outcomes
- Lesson Plans
- Train the Trainer



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# SCJS

SUSTAINABLE CRIMINAL JUSTICE SOLUTIONS

Sustainable Criminal Justice Solutions (SCJS)

1st Floor, Chandlery Building,

School Lane, Southampton, SO31 4NB, UK



@SCJS\_UK

**Email: [info@scjs.eu](mailto:info@scjs.eu)**

**Tel: +44(0)2380 453 488**

**[www.scjs.eu](http://www.scjs.eu)**



A not-for-profit organisation