

BACK TO BASICS

TOWARDS A SAFER TOMORROW



SAPS/COC DIVERSITY, DIGNITY AND POLICING

#CrimeMustFall

BACKGROUND



- The South African population is becoming increasingly diverse, which challenge police officials to examine their personally held stereotypes, biases and misinformation about specific groups of people.
- All people have the right to be treated fairly, regardless of race, gender, ethnicity, national origin, sexual orientation or religion.
- The reality though is that many vulnerable groups, including LGBTIs, sex workers and people who use drugs (PWUD) experience stigma, discrimination and abuse. Sometimes, police officials and law enforcement officers commit this abuse.
- Understanding the impact of stigmatisation and discrimination faced by marginalised populations is a critical component of being able to work with all groups in a community and to improve the quality of service delivery.



- As members of South African Police Service (SAPS), we have a duty to learn about sexual orientation, gender identity and expression and the facts surrounding LGBTIs, sex workers and PWUD.
- The SAPS has been inundated with reports and allegations of the failure of members to provide services to victims of crime, especially the above mentioned groups.
- SAPS through Employee Health and Wellness (EHW), has partnered with (NGO) COC Netherlands to develop a training manual for members to deal with issues of LGBTIs, sex workers and PWUD.



- To ensure that SAPS members provide a service that is non marginalising and non judgemental to LGBTIs, sex workers and PWUD.
- To ensure the safety of LGBTIs, sex workers and PWUD who are victims or in conflict with the law and that they are treated with dignity and respect.
- To ensure that members are well informed on what is expected from them when dealing with the above groups.



Aim

To improve police and law enforcement attitudes towards LGBTIs, sex workers & people who use drugs

IMPLEMENTATION



- Obtain formal approval for implementation of programme in SAPS (MoU)...protocols followed
- Coordination of activities --SAPS EHW: Quality of work life
- **ACTIVITIES**
 - Needs analysis/assessment (Included literature review, in-depth interviews and focus groups discussions)- 3 Metros- Aug 2016
 - Meeting different SAPS groups:
 - *Public order policing(POP),
 - *Social crime unit,
 - *Human Resource Development (HRD),
 - *EHW functionaries,
 - *Certain clusters and stations with operational members including their commanders
 - Needs analysis report finalised, signed and approved by the Deputy National Commissioner of Human Resources management (DNC-HRM)- Dec-2016

IMPLEMENTATION



-Integrated Manual review and approval process- done in conjunction with HRD-2016

-Training manual developed- 2017

-Training of the Trainers conducted-- comments from the training

- *Enlightening/eye opener,*
- *First time to be exposed to such a training,*
- *It will give a better understanding to operational members,*
- *A need for further mentoring,*

- Design, layout and printing of Manual

- Sensitization of Senior management on manual development -July 2017

-Roll-out of the training -300 members Sept-Oct 2017

BENEFITS OF TRAINING



Benefit for SAPS	Mechanism
Improved SAPS employee wellness	Improved strategies to support sexuality, drug use and gender based violence
Reduction in HIV infections among law enforcement officers	Training includes overview of HIV risks (violence, safer sex, preventing sharps injuries etc.) and prevention and treatment methods
Reduction in civil complaints and law suits against law enforcement	Improved skills to manage challenging situations (verbal abuse, intoxication, engaging with gender non-confirming people, managing withdrawal and overdose etc.)
Reduction in deaths within police custody	Increased knowledge around drug use and health issues, and benefits for increasing access to health services while in custody
Improved quality of law enforcement services	Deepen understanding of sex work, drug use, sexuality and rights and how these link to everyday police work. Provision of practical skills for addressing gender based violence and empowering victims.
Improved relationships with community	Improved understanding of rights and of ways to respect all people, and to work towards improving community health and safety
Adaptation to changing legal environment	Knowledge and skills around hate crimes legislation (pending), and awareness of efforts around sex work decriminalization
Networking and capacity building	Linkages with International Policing organizations.

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Thank you
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