



# SCJS

SUSTAINABLE CRIMINAL JUSTICE SOLUTIONS  
*Strengthening the Rule Of Law*

CAPABILITY PORTFOLIO



## Contents

Introduction	1
Testimonials	3
SCJS Problem Solving and Solutions	5
Programmes:	
Sustainable Competence and Capability	6
Training Theory, Design and Delivery	7
Hostile Environment Awareness Training	8
Forensic and Crime Scene Investigation	9
Forensic Investigation in Marine Environments	10
Disaster Victim Identification	11
CBRN	12
SCJS Delivery	13
Counter Terrorism Investigations	15
Organised Crime	16
Cyber Crime	17
Financial Crime	18
Surveillance Training	19
Intelligence	20
Modern Day Slavery	21
Child Sexual Abuse and Exploitation	22
Core Investigative Doctrine	23
Crowd Control and Crowd Management	24
Court Room Skills	25
Justice and Judicial Reform	26
Leadership and Management	27
Information Management	28



# SCJS

SUSTAINABLE CRIMINAL JUSTICE SOLUTIONS

## Introduction

*Welcome to Sustainable Criminal Justice Solutions, or SCJS as it is better known. The team at SCJS is very pleased to present our latest Capability Portfolio, which sets out the services we offer.*

*SCJS is now in its tenth year and working together with my fellow Director, Nick Apps, a very capable Management Team and a group of committed staff and experts, we have built a first-class capacity building resource. SCJS remains hugely grateful for the support of a wide range of criminal justice and medical experts. With their help, SCJS has successfully delivered numerous projects in more than 60 countries, mostly on behalf of UK Government and EU Commission*

*I acknowledge that the world around us has dramatically changed. As an international delivery organisation, Brexit profoundly influences our relationship with partner countries, with whom we regularly work. In recent years, SCJS has worked in partnership with Institutions and Government agencies from several Member States including France, Hungary, Italy, The Netherlands, Romania, Spain and Sweden. This approach has broadened our capacity, skill set and understanding and enriched our ability to successfully deliver sustainable programmes in Africa, Asia, Europe and elsewhere.*

*Brexit has required SCJS to adapt. Our solution has been to create SCJS Europe, a Belgian organisation. This is an Association Internationale Sans But Lucratif, or AISBL for short. As well as being recognised by Royal Decree within Belgian legislation, it retains the same not-for-profit status as SCJS in the UK.*

*The Brexit challenges pale into insignificance compared with the impact of the global COVID pandemic, which we are now all facing. As an organisation, which predominantly works overseas, the pandemic and the restrictions it places on travel has prevented most of our face-to-face delivery taking place.*

*A strength of SCJS is our ability to adapt and innovate as the world around us changes. A project led by one of our managers, Bob Maker, has successfully created a virtual resource with on-line training platforms. This approach has already facilitated SCJS training in countries including Kenya, Pakistan and Trinidad and*

*Tobago. The learning has also been diverse, ranging from training Crime Scene Management skills, to developing Financial Investigation techniques. We now anticipate a permanent place within our portfolio for this online delivery platform, as we begin to emerge from the pandemic.*

*As always, SCJS remains optimistic about the future and we hope we can be of assistance in supporting you with your future plans and aspirations. Please do get in touch and we will be happy to discuss your specific requirements.*

*Gary Linton*



**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

*"SCJS have been brilliant so far. Really responsive, flexible and adaptive. The key strengths so far have been really quick relationship building with the LEAs which is truly impressive. The team has been adaptive. Really quick turnaround which is what we were really hoping for in the run up to the first review point. All in all - a real pleasure working with your team and we look forward to hopefully a long term relationship on this project. "*

**Sana Zia**  
FCDO Islamabad

*"We are grateful to SCJS for their expertise in helping achieve a successful outcome, during the four year EU funded rule of law project in the Greater Horn of Africa. During this time SCJS also made helpful contributions to the Global Counter Terrorism Forums, presenting at a number of events in Africa."*

**Jesper Steen Pedersen**  
Deputy Head of Unit, European Commission Service for Foreign Policy Instruments (FPI) FPI.1 – Peace and Stability – Global Threats

*"I am delighted to have been associated with SCJS during the last decade. The relationship has been mutually beneficial and we have welcomed the opportunity to place our students on several internships within SCJS. I continue to enjoy our collaboration on matters of Justice and law. The SCJS team have contributed to our legal and criminological courses on many occasions and their knowledge, experience and expertise has always enriched and inspired."*

**Dr Simon Fox PhD, FRSA**  
Associate Professor of Criminal Justice and Legal Education Head: Law and Criminology. Solent Law School  
Solent University

*Staff Nurse Dardus, reported upon the importance of hospital staff being informed about the nature and risk of CBRN instances "particularly in Jordan.... a country surrounded by countries at war, meaning we receive refugees that could have been contaminated by CBRN incidents.... The training has increased our awareness of CBRN and how to deal with it....in order to decrease the risk and handle it appropriately"*

**Staff Nurse Khulod Dardus**  
New Zarqa Governmental Hospital,  
Jordan Delegate of Project 54

*"I am grateful for the work of SCJS, in helping establish a CID Database Management System for the Police of Somalia. I have found SCJS to be reliable and professional in their support"*

**General Salad M Gouled**  
Security Advisor - Ministry of Internal Security Federal Government of Somalia Mogadishu, Somalia

*"I have been delighted to work alongside SCJS from the UK on the 4 year rule of law and CT EU funded project, "Regional Law Enforcement in the Greater Horn of Africa and Yemen". I have found SCJS, who delivered a significant part of this challenging project to be hugely proficient and supportive throughout the duration of the project.*

*From our various approaches and lenses, we have been providing and delivering our best expertise and for that I would like to thank you all. We faced numerous challenges together, we also had sometimes different approaches but I would like to recognize your loyalty and commitment over these 4 plus years."*

**Javier VEGA**  
Institutional Coordinator  
FIIAPP

*"SCJS provided great customer care, great flexibility and willingness to work with ITSC to achieve the deliverables as outlined in the terms of reference, as such it greatly contributed to the many success stories of project 53".*

**David Cleave**  
ISTC Executive Director

*"SCJS has been a key delivery organisation for the Home Office and Ministry of Justice. In recent years it has successfully delivered several rule-of-law projects in Turkey, on behalf of the UK Government. This has included projects relating to Crowd Control, Criminal Court Administration and Illicit Drug Profiling."*

**Home Office**

*"I have been a member of the SCJS Advisory Board for the last 10 years. During that time I have been impressed by the seriousness with which ethical considerations have been central to the organisation's strategic planning. As a result their successful growth has been underpinned with integrity and professionalism, and I am particularly impressed with the ongoing desire to underpin projects with appropriate research and academic rigour."*

**Tim J Wilson, FCSFS**  
Professor of Criminal Justice Policy  
Northumbria University Law School

# 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 the criminal justice or rule of law arena. SCJS has the skills and resources available to review complex legal, operational or infrastructural arrangements. Projects have been delivered on behalf of a variety of institutions, including the UK government and police forces, the European Commission and overseas authorities. Some examples to illustrate what has been achieved are listed below:

### Strategy and Risk

- Investigating Large-Scale Data Losses.
- De-Risking Government Rule of Law Strategies.
- Contributing to a Modern Slavery and Human Trafficking Strategy for the UK.
- Creating an Arrangement for Identifying the Impact of Overseas Organised Crime on the UK.
- Conducting Military Organised Crime Prevention Strategies.

### Research, Learning and Development

- Conducting Forensic Capability Research on Behalf of Foreign Administrations and Providing Roadmaps, Training and Support to Assist Development.
- Developing and Delivering a Multi-Agency Development Programme on Behalf of the FCDO in Pakistan to Reduce the Risk Presented to the UK Through Illicit Financial Flow and Money Laundering.
- Conducting Research and Delivering Solutions on Behalf of the Home Office to Improve Fairness and Transparency in the Awarding of Criminal Justice Project Awards for Small and Medium Enterprises (SMEs).
- Organising and Hosting UK Study Visits for Foreign Administrations to Establish and Promote Better Working Arrangements and Align Practice to the UK.
- Developing an Online Training Platform to Continue Service Delivery at Times of Restricted Travel.
- Delivering International Good Practice Conferences, to Enable the Sharing of Learning and Development Opportunities Amongst Criminal Justice Professionals.

### Criminality and Biometric Information

- The Creation of a Criminal Records Office for the Police of England and Wales.
- Implementing a Retention Policy for DNA and Fingerprint Information.
- Establishing a European Criminal Record Information System for All EU Member States.
- Creating an Exchange Mechanism for Foreign Convictions and Fingerprints for the UK.
- Providing a System for Exchanging DNA and Fingerprints Under the Prüm Arrangements.

# Sustainable Competence and Capability

## Supporting long-term personal and organisational performance

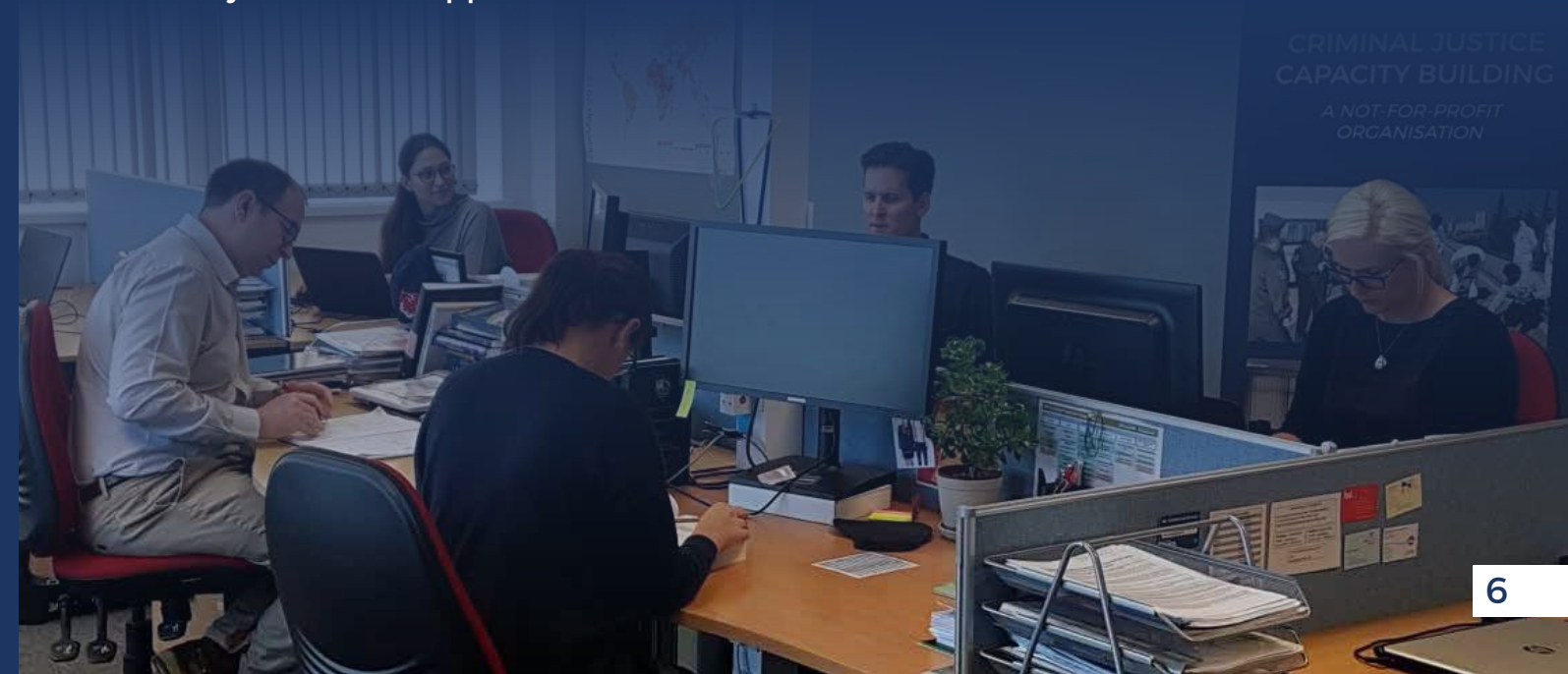
A capable workforce is built upon a foundation of competence and transferable skills, achieved through a programme of continuous development.

The transfer and practical application of knowledge is a key part of this continuous process. Learning over a protracted period is essential to ensure enhanced educational understanding and performance.

In addition to the delivery of in-country classroom-based training and field exercises, SCJS is experienced in the planning and provision of distance learning through Virtual Learning Environments (VLE). The delivery of high-quality VLE solutions is facilitated by two dedicated SCJS Recording Studios. Using a variety of learning methods (to include live teacher-student webinars, discussion forums and pre-recorded training modules), SCJS trainers are supported by the latest technology in the filming and delivery of interactive distance learning.

Whether your organisation would like the ability for trainees to access online technical support or a structured remote learning application, SCJS can deliver solutions to meet these development needs. The PTP offers the following services:

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





# 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.

SCJS has increased its capacity to deliver effective remote learning solutions. Designated in-house recording studios provide high quality material and lessons that can be streamed live or taken at the pace of the pupil. Pre-recorded training seminars are utilised to facilitate effective learning across multiple time zones and can overcome challenges associated with poor internet connection (interrupted learning). SCJS has developed facilitated, inclusive and engaging training inputs using online learning platforms' .

SCJS Training Theory, Design and Delivery courses may cover any of the following key themes depending upon your requirements:

- Adult Learning Theory
- E-Learning Solutions
- 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
- Exit Strategies

Remote Crime Scene Investigation Train the Trainer Course being delivered by SCJS Experts to the National Security Training Academy - Trinidad and Tobago



# Hostile Environment Awareness Training (HEAT)

Providing enhanced awareness to safely deploy into challenging environments overseas

A global business platform often requires the international deployment of employees, which may require personnel to work in challenging or hostile environments.

Risk factors can include travel, location and environmental issues, as well as factors associated with effective operational delivery.

In addition to the challenges that individual staff may face, there are also the organisational responsibilities an employer must meet when resources are deployed overseas.

The SCJS team of internationally experienced trainers will design and deliver a course that meets your needs, providing back office support and prioritising employee welfare across all operations. Courses may cover:

- Heat Risk Assessments
- Technological Solutions
- Safe Travel and Hotel Practice
- Contingency Planning
- Good Operational Practice
- Kidnap Awareness Training
- Crisis Management Teams
- Lines of Communication
- Equipment Considerations
- Cultural Factors



# Forensic and Crime Scene Investigation

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

SCJS understands the importance of effective forensic evidence gathering in the overall criminal investigation process. SCJS forensic trainers are highly experienced in providing bespoke courses to a breadth of learners in multiple regions across the world.

SCJS is able to provide both e-learning solutions and in-country training in Forensic and Crime Scene Investigation. Each course will be designed in accordance with the experience and professional learning needs of each student group. This can include basic forensic awareness for first responders, to advanced training for existing Crime Scene Managers.

SCJS deliver training programmes in specialist areas such as search techniques, evidence collection, volume crime scenes, complex crime scenes and also drugs analysis and profiling. Topics include

- First Responder Forensic Awareness
- Forensic Awareness and Initial Scene Management for Supervisors and Managers
- Crime Scene Management and Co-ordination
- 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
- Mobile DNA Laboratories
- Illicit Drug Analysis
- Establishing Drug Profile Data Systems for Investigators



Police Drug Profiling Training Delivery in Turkey



CSI Training delivered to the Nigeria Air Force

# 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 (CSI).

This includes the application of forensic recovery processes in the adverse conditions which the marine environment presents both above and below the waterline.

Our experts can deliver bespoke training packages tailored to the needs of law enforcement agencies around the world. These packages will provide practical training in forensic evidence recovery techniques for 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. 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 Coastguard and Navy Personnel
- Use of 'On-Scene' Mobile Laboratories
- Mobile Evidential identification Testing



CSI Coastguard training in Turkey



Body recovery training



# 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).

The overall objective of the SCJS DVI programmes is to strengthen the ability of responsible authorities 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 international experience exchange.

SCJS training programmes are delivered by the highest calibre of forensic scientists and disaster management experts to meet current best practice. SCJS DVI 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 CBRN Incidents)
- Forensic Organisation and Co-ordination (Including Scene Photography)
- Forensic Standard Operating Procedures
- Strengthening Fingerprint Methods, DNA Analysis and Biostatistics
- Role of the Identification Commission



DVI training in Croatia



Mortuary processes following body recovery

# Chemical, Biological, Radiological and Nuclear (CBRN) Preparedness and Response

## Delivering CBRN capacity building initiatives to improve safety and security

SCJS leads a number of core international CBRN projects on behalf of the European Commission's CBRN Centres of Excellence (CoE). Through the effective management of sustainable multi-country capability building projects, SCJS actively supports the CoE's objectives to strengthen the institutional capacity of countries outside the EU to mitigate CBRN risks which may be created naturally, accidentally or intentionally.

SCJS projects seek to strengthen national legal frameworks, enhance operational best practice and deliver specialised training to improve the management of and preparedness for CBRN incidents. SCJS works with a portfolio of technical partners across Belgium, France, Norway, the Netherlands, the Slovak Republic, Sweden, Thailand and the UK across the field of CBRN specialisms.

SCJS is experienced in delivering capability building initiatives in the following areas:

- Legislation, International Standards and Best Practice
- E-learning and Train the Trainer courses
- CBRN Incident Preparedness
- Incident Risk Mitigation Strategies
- Incident Response, Recovery and Remediation
- National, Regional and International Operability
- CBRN Forensics and Forensic Investigation Strategies
- Biosafety, Biosecurity and Biorisk Management
- Strengthening Health Emergency Management Capabilities During Pandemics
- CBRN Waste Management
- Protection of Critical Infrastructure
- Identification, Provision and Training of Specialised Technical Equipment
- Mobile Detection
- Mobile Scene Laboratories
- Laboratory Accreditations

Project 61 National Training in Myanmar





# SCJS Delivery



Project 81 CoE ASEAN Conference in Malaysia



Third Steering Committee Meeting for the Judicial Notifications Project in Turkey



Training Delivery for the Forensic Drugs Project in Turkey



Project 61 delivery in Cambodia



# Counter Terrorism (CT) Investigations

Developing effective responses to threats posed by terrorist organisations and high-risk radicalised individuals.

SCJS has significant experience in the delivery of Counter Terrorism (CT) capability building initiatives across the Greater Horn of Africa, North Africa and Asia. Training has been provided to law enforcement, financial investigation and prosecution agencies, along with government bodies that manage the threats associated with acts of terror. SCJS training supports the stabilisation of the rule of law. Experience and capability in this arena include:

## CT investigations and Intelligence

- Case Preparation and Effective Investigations
- Investigative Leadership
- Intelligence Gathering, Analysis, Management and Dissemination Training
- Human and Technical Intelligence Surveillance
- Interception of Communication
- Special Searching Operations and Tracking Devices
- Handling Informants, Witnesses and Witness Protection Programmes

## Specialist training

- Forensic Recovery Including Explosives, Ballistics and CBRN Devices
- Cyber Security and Cyber Terrorism
- Counter-Terrorism Financing and Anti-Money Laundering

## Justice

- Mutual Legal Assistance for CT Cases and Cross-Border Co-operation Arrangements
- Specialist CT Training for Judges and Prosecutors
- Developing Professional Relationships Between Law Enforcement (Intelligence & Investigative) and Prosecution Teams



SCJS delivers Counter Terrorism training globally



SCJS Managing Director Gary Linton  
Global Counter Terrorism Forum in Kenya

# Organised Crime

Enhancing responses to local, national and international organised crime

SCJS has significant experience in supporting law enforcement and justice agencies across the globe in understanding and tackling the complex nature of organised criminality. Critically, this includes enhancing capabilities to identify, investigate and prosecute organised crime groups (OCGs). This can extend from understanding how to gather effective intelligence, how OCGs operate, to the links between types of organised criminality.

SCJS trainers will design and deliver a course that meets the varied needs of its participants, which is relevant to the operating environment of the beneficiary country/region. Courses can focus upon any of the following organised crime types:

- Financial Crime and Money Laundering
- Drugs Crime- including identification and testing
- Firearms Trafficking
- Human Trafficking/Smuggling of Migrants
- Anti-Corruption
- Organised Crime and Terrorism
- Child Sexual Exploitation
- Cybercrime
- Wildlife Crime

Key themes within each course may include:

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



Countering organised immigration crime training delivery in Pakistan



The smuggling of migrants is an increasing phenomenon exploited by organised criminals



# Cybercrime

## Preventing and investigating cyber crime

In the fast-changing world of information technology, organised crime groups and specialist criminals increasingly utilise the internet and online technology to commit crime and identity fraud. As one of the highest threats to national security, critical infrastructure and the global economy, cyber crime is of pivotal concern to government, security and enforcement agencies.

Criminals are constantly adapting their techniques and attack methods to target individuals, small businesses, large corporate networks and public service organisations to steal information and data for criminal purposes and financial gain. Using a highly experienced team of experts, the SCJS Cyber Crime training course provides a comprehensive training programme. Course composition can include the following themes:

### Theory:

- Types of Cyber Criminality
- Criminal and Victim Characteristics
- Attack Methods
- Threat Analysis

### Specialist areas:

- Identity Theft
- Digital Forensics
- Ransomware
- Technology Facilitated Sexual Violence
- Online Child Sexual Exploitation
- Managing the Victims of Crime

### Investigation:

- Incident Response and Investigation
- Preservation of Evidence
- Seizure of Devices
- Case File Preparation
- Investigation Using Internet Protocol (IP Addresses, the World Wide Web, the Dark Web, Social Media and Open-Source Material.
- Online Security and Prevention of Cyber Related Crimes

*Cybercrime is one of the most prominent crimes affecting all countries, resulting in significant loss of money and personal data*

# Financial Crime

## Investigating and preventing economic criminality

Although often perceived to be a standalone area of criminal investigation, Financial Investigation is, and must be, an integral part of a law enforcement strategy to tackle serious and organised criminality. The term 'Financial Investigation' is used to cover a broad range of investigative techniques employed by law enforcement investigators to target specific, illicit activities including Fraud, Corruption, Money Laundering and Terrorist Funding.

However, the investigation of a person's financial affairs also offers an opportunity to gather information, intelligence and evidence in all types of criminal investigation, not just acquisitive crime types. For example, as reported by the United States Security Council report on the investigation into the 9/11 terrorist attack, 80 – 90% of the intelligence that led to the identification of the 19 hijackers came from financial investigation enquiries.

Through our highly experienced and word removed qualified team of Financial Investigators SCJS are able to offer capacity and capability building in all aspects of financial investigations including;

- Anti-Money Laundering (AML)
- Counter Funding of Terrorism (CFT)
- Anti-Corruption
- International Legislation and Mutual Legal Assistance (MLA)
- Sources of Financial Information
- Financial Analysis
- Asset Recovery
- Suspicious Transaction Reports (STR)



*Financial investigation training in Kenya delivered through Virtual learning Platform during the COVID-19 Pandemic*



*Financial Crime has become a growing threat to economic and social stability*



# Surveillance Training

## Enhancing the capability to conduct covert surveillance and secure evidential information

For security and law enforcement organisations, the proficient identification and securing of data, information or evidence through lawful covert surveillance is a fundamental requirement.

The SCJS Surveillance Programme is supported by experienced practitioners who can contextualise their teaching to remain relevant to the needs of delegates.

This interactive course underpins theory with live practical exercises to ensure the reinforcement of skills developed during the training. This training can be further sustained by ongoing support and advanced training programmes.

SCJS trainers have 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 cover:

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



# Intelligence

## Enhancing the management 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 both the public and private sectors require an understanding of the intelligence cycle and the business benefits it can provide.

Making sense of numerous data sources and the wealth of intelligence they offer is considered 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:

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



*The Intelligence Cycle*



# Modern Day Slavery

## Disrupting criminality and reducing victim vulnerability

SCJS actively delivers capability building initiatives in countries affected by modern day slavery. Influenced by poverty and a lack of access to employment opportunities, these are nations where high numbers of vulnerable people fall victim to exploitation and human trafficking.

SCJS courses build the capacity and capability of investigators to effectively identify perpetrators, build a thorough prosecution case and reduce the vulnerability of victims to become involved in modern day slavery.

To achieve this, SCJS works closely with law enforcement agencies, governmental institutions, non-governmental organisations (NGOs) and local charities which focus on empowerment and social development.

SCJS tailor training packages using country specific case studies. Students are immersed into an investigation that sustainably builds their knowledge as the course progresses. Core themes will include:

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



*Modern slavery is all around us, but often just out of sight*

# Child Sexual Abuse and Exploitation

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

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

SCJS can provide specifically tailored training to enable law enforcement agencies to combat all forms of child abuse.

SCJS specialist trainers are security vetted to a UK Security Clearance (SC) level or above. They have extensive experience in developing strategic and tactical responses to child sexual abuse for both UK and international agencies.

Training courses can be developed in the following areas:

- Safeguarding Children
- Investigating Child Abuse
- Managing Complex Child Abuse Investigations
- Child Sexual Exploitation
- Gender-Based Violence
- 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
- Interviewing Child Victims
- Child Victim Support
- Mobile Examinations Suites



*Co-ordinated and consistent approach must be developed to effectively respond to the threat of child abuse and exploitation*



# 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 experience as senior investigators and crime scene managers to deliver a breadth of inputs that cover the Core Investigative Doctrine.

All SCJS training is underpinned by Authorised Professional Practice (APP) and current guidance and Approved Codes of Practice (ACOP).

The SCJS team of internationally experienced trainers will design and deliver a course that meets your needs. It may cover:

- 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

SCJS training the Nigerian Navy in search and investigation techniques



# Crowd Control and Crowd Management

## Enhancing the capacity and knowledge of authorities

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. This can be used 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 current practices.

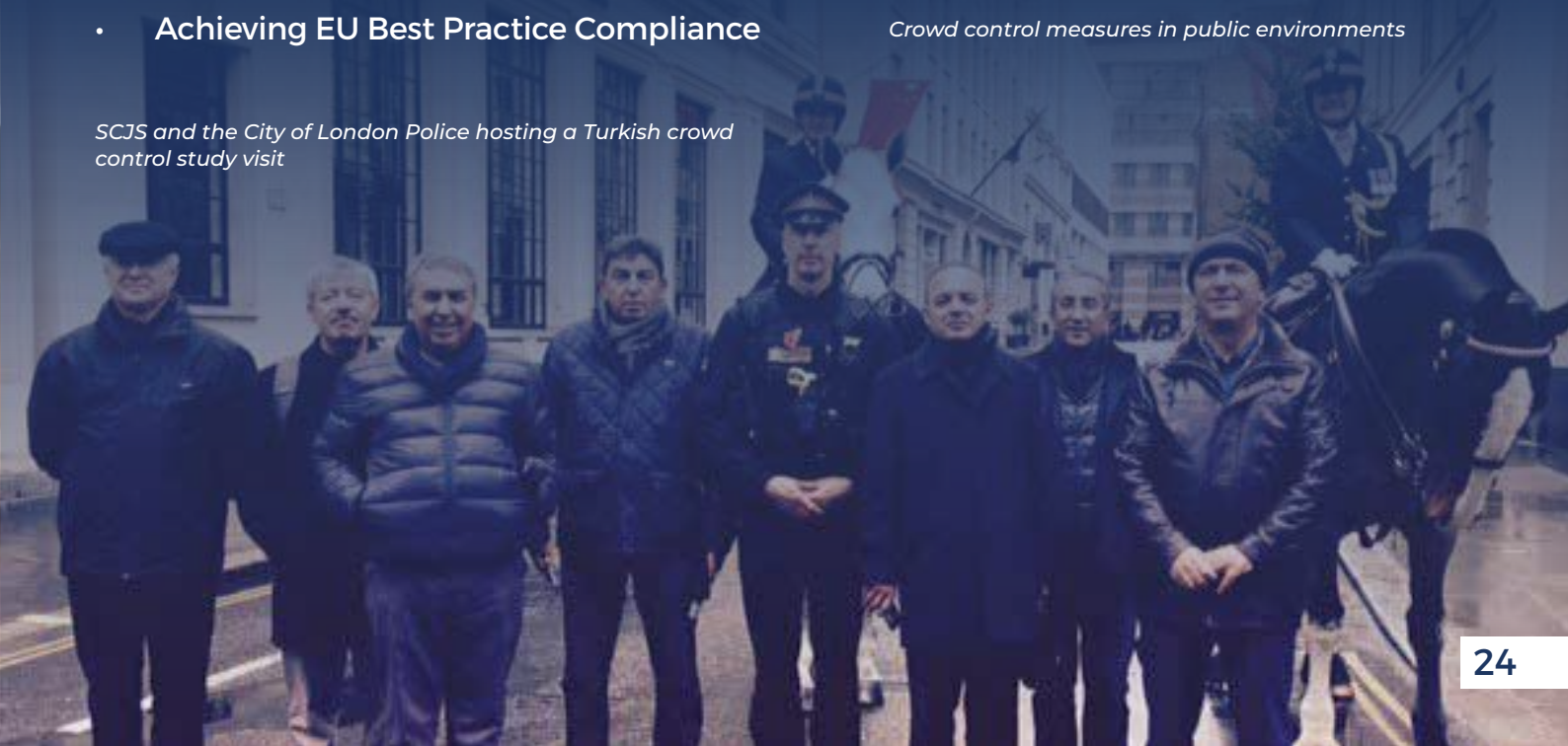
Courses include:

- 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



Crowd control measures in public environments

SCJS and the City of London Police hosting a Turkish crowd control study visit





# Court Room Skills

## Improving the quality of evidence presented in court

The requirement to present accurate and powerful evidence in a court of law is a critical part of the criminal justice process. Agencies and organisations can find themselves in the position of being 'specialists', and occasionally this expertise will require the provision of an expert or witness testimony in court.

Specialists may lack the knowledge or experience to effectively perform what is a critical role in the justice process. They may feel ill-equipped to confidently present evidence and fully understand the court process. While complex techniques may also be used to undermine or discredit an expert or witness, with careful instruction and training, these challenges can be overcome.

SCJS trainers will support and educate trainees to develop the skills required to deliver high quality evidence in court in a professional and competent manner. Training can either be provided as a standalone course, or may be integrated as a module into wider training programmes.

The SCJS team of experienced law enforcement prosecutors and judicial trainers will design and deliver training that meets your needs. This may cover the following topics:

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



SCJS will provide court room training to suit the needs of the individual



Court Room Skills training in Georgia

# Justice and Judicial Reform

## Strengthening the accountability and functionality of justice institutions

SCJS have proven experience in judicial reform projects internationally, drawing on expertise which includes Senior Police Officers, Chief Crown Prosecutors and other Senior Judicial Officials. In order for a judicial system to be effective, it needs to have robust processes in place, supported by appropriate IT solutions and buildings which are fit for purpose.

SCJS have recently delivered substantial Judicial Reform projects and can offer the following:

- Pre-Service and In-Service Training of Court Auxiliary Staff and Developing Performance and Promotion Criteria.
- Streamlining Judicial Processes to Reduce Workload of Judges and Public Prosecutors.
- Training Needs Analysis of Existing Staff to Improve Capability.
- Development or Restructure of Existing Judicial IT Systems and Databases.
- Strategic Planning.



SCJS conducting a Training Needs Analysis as part of the Judicial Notifications Project in Ankara, Turkey



Pilot Courthouse visit - Ankara West Courthouse: Increasing Efficiency of Auxiliary Staff in Judicial Services and the Quality of Trainings



# 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 ensuring success in any business or public department. Leaders also play a crucial role in maintaining trust and confidence in an organisation. SCJS therefore incorporates key elements of professional standards within all leadership training curricula

SCJS trainers have worked at the highest levels in their professional fields. As successful and experienced leaders and curriculum designers, they can offer advice, guidance and practical solutions to enhance the holistic competence of leaders and managers.

Offering a range of business, behavioural and psychometric models, our trainers contextualise training content to make sure it is relevant for all delegates attending SCJS courses. Key learning modules includes:

- Strategic Planning
- Critical Thinking
- Problem Solving
- Ethical Decision Making
- Ethical Leadership
- Handling Complaints and Sensitive Allegation
- Management of Misconduct
- Anti-Corruption
- Negotiation and Influencing
- Conflict Resolution
- Change Management
- Facilitation
- Transactional Analysis
- Performance Management
- People Development
- Team Dynamics (Belbin's Theory)
- Psychometric Tools (MBTI)
- Creativity and Innovation
- Reflective Practice

SCJS ensure effective training delivery throughout all aspects of our training courses



# Information Management

## Developing legal frameworks around the use of personal data

SCJS staff have considerable experience in the area of information management.

Our previous work with the UK Information Commissioner's Office concerning data retention has extended across all EU Member States authorities.

This has included developing policy relating to the retention of sensitive personal data.

Experience across these areas enables SCJS to provide courses, workshops and training for 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
- Risk Appetite
- Senior Information Risk Owner (SIRO)

Information management enables teams and stakeholder to effectively fulfil their roles







# SCJS

SUSTAINABLE CRIMINAL JUSTICE SOLUTIONS

Sustainable Criminal Justice Solutions (SCJS)  
1st Floor, Chandlery Building,  
School Lane, Southampton, SO31 4NB, UK



# SCJS EUROPE

SUSTAINABLE CRIMINAL JUSTICE SOLUTIONS

Sustainable Criminal Justice Solutions Europe  
(SCJS Europe)  
Square de Meeûs 35, 1000 Bruxelles, Belgium



# SCJS ASIA

SUSTAINABLE CRIMINAL JUSTICE SOLUTIONS

Sustainable Criminal Justice Solutions Asia  
(SCJS Asia)  
Synergy Business Consulting, Office No.02,  
Block-15-C, Main IBN-E-SINA Road, G-11/3

Email: [info@scjs.org.uk](mailto:info@scjs.org.uk)

Tel: +44(0)2380 453 488

[www.scjs.org.uk](http://www.scjs.org.uk)



A not-for-profit organisation