

Terms of Reference – Consultancy for Police Training Needs Assessment

Background

The training of police officers to equip them with the necessary skills to perform their duties is an integral part of the enhancement for professional and institutional growth of the Force. In this new democratic dispensation, the Gambia Police Force (GPF) is greatly challenged to serve the people with utmost professionalism and diligence, taking into consideration the ethical demands for transparency and accountability.

With the development of a new Training Curriculum supported by the German Police Support Team (GPST), coupled with the launching of GPF's new Strategic Plan 2024-2028, there is need to align the training packages of the GPF with the strategic intent to consolidating democratic policing and achieving effective service delivery.

This could be better informed by conducting a comprehensive Training Needs Assessment (TNA), targeting all areas and facets of police work. The findings of the exercise will be used to design appropriate training plan and modules for all officers at the different levels.

The TNA will identify all training needs that could be deployed to improve the performance gaps identified among the personnel of the Force. In this regard, the opted trainings will not only enhance the knowledge and skills of the police personnel and quality service delivery of the GPF, but also strengthen trust and respect from members of the public.

Main expected outcomes

- Conduct interview and data collections to identify training gaps and improve response of the police force with communities
- Map the trainings already delivered and assess their impact on the police personnel trained
- Ensure alignment between stakeholders/partners intervention supports and GPF's performance gaps and need.
- Design recommendations for training delivery programmes to be implemented
- Develop a comprehensive training plan/calendar targeting personnel at the tactical, operational and strategic levels.

Role and responsibilities of the Consultant

1. Collection of data in police facilities:
 - Random sampling of police stations, units and facilities in all the Regions
 - Develop and administer Questionnaire
 - Conduct in-depth interview with selected/targeted officers
 - Elements to take into consideration during the data collection:
 - Conduct interviews with police officers at all rank levels; at all layers of police force (Community/ward, Regional and National).
 - Select interview participants ensuring diversity of ranks, seniority, location and including a strong set of female police officers and

particular units such as the Gender and Child Welfare Unit (Children and Women units).

- Data collected should cover a wide range of information such as recruitment and promotion/retention; procurement; interaction with population, inclusive of most vulnerable ones (women, children etc.); perception of training gaps; facilities assessment (availability of child/woman- friendly detention facilities in stations); availability of guidance and training material on selected topics (Gender-based violence cases; child abuse, human trafficking, Community Policing, Human Rights and Professional Standards and other topics).
 - Inquire about implementation of previous training into their work
2. Collection of data with partners to understand training held in the past and that are being planned for 2024-2025
 3. Collection of data with communities to understand police perception and main issues related to peacebuilding and police force intervention
 - Random sampling of communities in all the Regions
 - Develop and administer a Questionnaire
 4. Develop an analysis of the findings, draft recommendations of trainings needed for the GPF as well as to design appropriate training plan and modules for all officers at the different levels.

Profile of the national consultant

- An advanced University degree or a first degree with relevant years of experience in conducting research.
- Experience in data collection and analysis is required
- Solid drafting skills in English
- Strong knowledge of English and other local language(s)
- A sound understanding of the Gambia law enforcement architecture.
- Knowledge in gender equality, child protection and/or peace-building issues in The Gambia is desirable