The overarching guiding principle for police reform is democratic policing, the idea that a police force enforces the law to provide safety and order for the individual citizen. Hence, international missions of all sorts include a component to strengthen the capacity of the police force to serve and protect the population on behalf of the government. These efforts represent an array of significant challenges inherent in the support of a mindset shift from repressive “law” enforcement practices to a serve and protect mantra. Such efforts require a significant level of understanding of the components of police reform. This course offers insight on the actors, dynamics and processes that foster the development of a police that is responsive and accountable to the entire population systematically and reliably.

Learning objectives:

- Understand the key components of an effective public security police
- Facilitate the shifts that have to take place in police reform efforts
- Mitigate for principal obstacles to creating a service-oriented police

Audience

This course is designed for program directors, police trainers, policy analysts, planners and implementers of the police reform efforts of the US government and other donor governments as well as international organizations and non-governmental organizations in any reform environment including post-conflict and transitioning democracies.
DAY ONE

9:00 – 12 noon:  *The role of the police*

- Defining and contextualizing policing
- The role of the police (lecture)
- A brief snapshot of the history of policing

1:00 – 4 pm:  *The reform environment*

- Actors and contexts of transitioning/post conflict police structure
- A framework for effective reform of the police service
- A discussion of transition from military order maintenance

DAY TWO

9:00 – 12 noon:  *Key systems, norms and practices*

- Fair and responsive police
- The security continuum and the police structure
  
  **Exercise:**
  
  Use of police in highly insecure environments – a good or a bad idea?

1:00 – 4 pm:  *A service-oriented approach*

- Community engagement and mindset shift
  
  Movie: OSCE Tajikistan
  
  The police “we want”
- Facilitated discussion: pitfalls of community dialogue

DAY THREE

9:00 – 12 noon:  *Strengthening policing capacity holistically*

- Institution building for sustainable reform

1:00 – 4 pm:  *Operational development and adaptation to reform*

- Developing a deployable core police
- Training the police: pitfalls and opportunities
Exercise:

Develop a training curriculum for new police recruits in South Sudan and devise a strategy to develop a proposal to strengthen capacity for the Minister of Interior and district police commissioners.