



UNITAMS Specialized Police Team
Community Policing / Sexual and Gender Based Violence
PROJECT PLAN

Project Owner: UNITAMS Police Commissioner

Project Steering Committee:

- UN Police Division (represented by the desk officers of respective sections)
- UNITAMS Capacity Building Coordinator
- UNITAMS Rule of Law Advisory Section
- OROLSI Justice and Correction Service.
- UNDP Office in Darfur/Kadugli, Sudan, under consultation with the Global Focal Point for the Rule of Law (GFP) arrangement
- Sudan Police Force (SPF)
- Sudan Ministry of Justice and Constitutional Affairs
- Stakeholders and donors may be included after decision of the Project Owner

1. Background – Context

The Security Council in resolution 2425 of 4 June 2020 established a political mission in Sudan to assist the country in its transition towards democratic governance, provide support for peace negotiations and bolster efforts to maintain accountable rule of law and security institutions.

Unanimously adopting the resolution, the Council decided that the new United Nations Integrated Transition Assistance Mission in Sudan (UNITAMS) will provide technical assistance to the Constitution drafting process, supporting implementation of all human rights, equality, accountability, and rule-of-law provisions in the Constitutional Document.

2. Background – Specialized Police Teams (SPT)

The complexity of tasks assigned to the United Nations Police (UNPOL) in supporting global security has evolved over the 10 years ranging from day-to-day mentoring and advising host-state police and other law enforcement entities to reform and restructure, strategic planning, institution building, enhancing police capacity, and protection of civilians under imminent threat of physical violence. These tasks are performed through the implementation of various projects designed to bridge the gaps between the operational requirements and the lack of capabilities of the Host States' security institutions to respond efficiently to these requirements.

In this regard, the Police Division (PD) announced the re-launch of the recruitment initiatives of Specialized Police Team (SPT) of UNPOL officers for service in peacekeeping missions in April 2018.

Determined Police Contributing Countries (PCCs) will commit to provide qualified personnel for the SPT in coordination with the Police Division and UNITAMS Police Component, according to the present guidance on SPTs. When initiated, SPT members will be deployed according to the initial planning. In addition to the SPT experts, the team may also include IPOs from other PCC(s) as to ensure regional perspectives and provide the necessary language capacity, preferably in Arabic. In this regard, possibilities to cooperate with additional PCCs will be explored.

The SPT will perform its activities in accordance with the Police Division Strategic Guidance Framework. It is a project-oriented policing model with defined goals, progression plan, deliverables, human resources management, communication management, risk management with possible as mentioned in the attached matrix.

3. Objective

The overall objective of this project is to enhance capacity of the SPF in addressing sexual and gender-based violence (SGBV), conflict-related sexual violence (CRSV), and assisting them in adopting community oriented policing as a main modality of SPF's interaction and cooperation with population in Sudan.

4. General Activities

Provide Technical Assistance and Advice (TAA) on the following:

- Development of guiding documents such as SOPs, policies and guidelines.
- Development of referral pathways as well as enhancing victims support mechanism.
- Development of training curriculums.
- Facilitation of training on SGBV/CRSV.
- SGBV/CRSV crime investigations and prosecution with focus on operational level as well as mid-level management.

- Establishment of gender desk in SPF Police stations
- Establishment of SGBV/CRSV statistics and analysis tools.
- Facilitate the operationalization of Community Policing initiatives at State Level.
- Assisting and supporting the development of robust monitoring and reporting procedures for the traditional governance system to facilitate reconciliation.
- Establishing close liaison with the Sudan Police Force, community and authorities to enhance building of mutual trust and spirit of cooperation among all stakeholders.
- Analyzing, developing and implementing a strategic training plan for the SPF in Darfur, particularly with reference to community policing.
- Advice and mentor local police on the concept of community policing.
- Collaborate with Gender Advisory Unit to implement gender mainstreaming activities in all programs at sector level.
- Monitor gender mainstreaming in the implementation of community-based programs.
- Coordinate and collaborate with all stakeholders for implementation of gender perspectives in projects/programs.
- Conduct periodic evaluation of the implementation of gender perspective in mandated activities within the Sector.
- Liaise with Sudanese Police Women Network and relevant units of UNITAMS to create awareness on gender perspective in their activities.
- Capacity building of SPF on Community Policing.
- Creation of community safety committees, zonal committees, CPVs, and SPF community policing focal points.
- Creation of community policing volunteer schemes in pilot communities.

5. Expected Outcomes

SGBV:

- Sudan Police Force has enhanced capacity in the number of personnel trained with adequate and requisite knowledge and experience to address SGBV/CRSV cases including for advisory and management, investigations, and prosecution.
- Protection of Civilian strategic framework is developed with clear strategies on community-oriented policing.
- SPF has established an effective chain for the facilitation of legal aid and access to justice through referral pathways for victim support identified and coordinated through the local courts and state authorities, UNCTs, GBV Sub-Cluster coordination and UNICEF.
- Establishment of case monitoring and management system developed by UNDP with support by the SPT and UNITAMS RoL and used by at least the specialized investigation units and other SPF units involved in SGBV/CRSV investigations as well as the prosecutors leading in the courts.

- Investigations of Sexual and Gender based Violence/Conflict related sexual violence by SPF is conducted through standardized and well-equipped investigations techniques, aided by effective forensics-based laboratory equipment.
- Training activities for SPF personnel will be registered and mapped on individual basis in a database so that the right SPF officers are trained with possibility to see geographical spread, gender percentage and to follow up if the officers receiving training utilizes their knowledge to train other officers and contribute to enhance the quality of SGBV investigations.
- Operationalized special investigation unit in at least the Area of Responsibility of SPF, including presence of qualified women police investigation officers in all locations for prevention, facilitation of victim support and recuperations of survivors through advisory and counselling.
- Developed central database and information management system that provides all related facts, details and matters involving sexual and gender-based violence's cases

Community Policing:

- Enhanced SPF capacity to address crime and fear of crime in the communities, including establishment of community policing committees, zonal committees, community policing volunteers, schemes and nomination of SPF community policing focal points in all police districts.
- Enhanced cooperation between the SPF and the community to address community crime issues and other anti-social activities.
- Establishment of a directorate of community policing at the SPF headquarters.
- Develop and implement a community policing training manual.
- Implementation of the respective Action Plans in addressing community policing issues in the communities.
- Trained SPF personnel will be registered and mapped on individual basis in a database so that the right SPF officers are trained with possibility to see geographical spread, gender percentage and to follow up if the officers receiving training utilizes their knowledge to train other officers and contribute to enhance the quality of community policing training.

6. Scope, Limitations and Interface with Other UNPOL Activities

- The SPT will focus on TAA activities supporting the SPF in its fight against SGBV and initiatives promoting community policing in Sudan. All planned activities will be coordinated by UNPOL and other stakeholders, to ensure complementarity as well as avoid duplication.
- The SPT will not be directly involved in investigations, or any aspect of law enforcement within the jurisdiction of the SPF, except for giving advice and provide technical assistance.
- The project will be sequenced as outlined in section 14, "Phases and Timelines". Activities and indicators are indicated in the action.

- There are basic medical services and reports prepared that are admissible as evidence in SGBV cases to corroborate reports. Basic SGBV crime scene management and documentation will however be within the scope of the SPT.
- The SPT will function as the UNPOL focal point on SGBV and community policing and liaise/coordinate with partners through the Technical Working Group for TAA.

7. Planning Assumptions

- The SPF leadership are cooperative and supporting the project, ensuring relevant contacts and access to necessary personnel, information and documents.
- UNCT and relevant UNITAMS components will support the project by coordinating activities, forwarding relevant information and assisting in joint TAA ventures (and vice versa).
- All relevant stakeholders (especially the TWG platform) will come forward and contribute to a complete mapping and coordination of activities.
- When selecting officers for receiving targeted TAA, the SPF will select officers who will continue to train and/or work addressing SGBV and hence capitalize on their training.
- Resources described in section 10 and 11 are available.

8. Possible challenges for the Project

- Mission mandate renewal that might draw UNPOL resources onto other assignment.
- Mission Budget and absorption capacity.
- Skill set selection and recruitment, acquisition of skilled officers from member states.
- Bureaucracy.
- Unpredictable security situation.

9. Project Organization – Hierarchy and reporting line

- The UNITAMS Police Commissioner is the Project Owner.
- The Steering Committee provides advice and assistance to the SPT as well as recommendations to the project owner.
- The SPT will be led by a Team Leader who reports to the UNITAMS Police Commissioner through the Capacity Building Coordinator.
- The Team Leader is responsible for SPT operational planning including administrative issues.
- The unit will be led by a Team Leader who reports directly to the designated officer.
- Team Members will report directly to Team Leader.

10. Human Resources

The team will be staffed with seconded police officers nominated by PCCs, and will have a status of experts on mission. In addition to the targeted nominations, officers from regional PCCs can be included in the team to provide regional/cultural knowledge. Proficiency in Arabic should be of priority when selecting additional members. Offices from other PCCs might be part of the team on a temporary, non-committing basis to fill gaps that might occur during recruitment.

In compliance with authorized mandated strength and skills set requirement of the UNITAMS, the SPT shall comprised of AMS/SAAT cleared IPOs who must adequately satisfy deployment guidelines procedures of Police Division and nomination and selection procedures by the respective PCCs. The team will comprise of the following functional areas and shall be adequately fulfilled to specification of the SPT project.

- i.** One Team Leader who will serve as both Team leader and Project manager:
- ii.** Minimum of two team members with expertise in Community Policing.
- iii.** Minimum of two team member with expertise in SGBV
- iv.** Minimum of one team members with expertise in training and curriculum development.
- v.** One team member with expertise of data base development and management.
- vi.** One team member with expertise in Prosecution.

11. Resources Provided by the Mission

- The SPT will be provided an office with sufficient workspaces for the members of the team. Each work place is equipped according to Mission standards with desk, office chair, laptop and screen, including necessary connection to network, Wi-Fi and printer.
- For workshops, etc., the Mission will provide equipment for training, such as projector, screen and audio equipment. The mission will assist in printing training documents.
- The SPT will be assigned vehicles according to the Mission's regulations. For an SPT of 8 officers, three vehicles would be necessary.
- The Mission will provide standard equipment such as blue items, Tetra radio and office supply.

12. Project Stakeholders and Partners

- Host Country
- Host State Police, SPF
- Mission (UNITAMS)
- UNITAMS Rule of Law / Justice and Corrections
- Women Peace and Security Unit
- Human Rights Division
- Police Division, Department of Peace Operations (DPO)
- Justice and Corrections Service, OROLSI, DPO
- UNCTs and NGOs

13. Communication Plan and Reporting

- TL to report weekly on progress of the unit.
- TL to participate in weekly TL meetings and coordinate with other sections.
- TL to provide monthly report.
- TL to report annual assessment and evaluation report.
- Team Members to report on daily and weekly progress to TL.

14. Phases and Timelines

- This initial phase of the project is planned for 12 months with possible extension.
- The UNPOL Action Plan will allow mutual quarterly follow up of activities and results in phases. Outputs/ activities are described in the Action Plan.

Phase I

- Develop the SOP and Guidelines
- Conduct trainings

Phase II

- Establishment of Community policing and SGBV desk at the police stations and communities.

Phase III

- Set up community policing centers, zonal committees and community policing volunteers in pilot communities.
- Set up Gender desk and deploy focal points in the pilot communities.
- Nominated Community Policing Focal points in all police stations.

Phase IV

- Visiting and mentoring by training of operatives on community policing and SGBV outreach to the affected population.
- Victim and livelihood support projects

15. Monitoring and Evaluations

Implementation of the strategy will be monitored and evaluated in accordance with the Comprehensive Assessment System and other existing monitoring and reporting systems currently in use by the Mission. If applicable, a final evaluation of the project should be conducted by an independent third party.

Monthly:

Evaluations including decision of adjustment of project plan if necessary, to be done by Steering Committee based on the SPT reports.

After 6 months:

Team Leader to identify recommended profiles for next rotation and include this in the bi-annual report.

After one year:

The Project Owner, advised by the Steering Committee, to decide on continuation of project after each budget year.

Approved by

UNITAMS Police Commissioner

Date signed

