

An Garda Síochána

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an Choimisinéara
An Garda Síochána
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CMR_67-32754/15

CONFIDENTIAL

Ms Anne Barry
Secretary to the Working Group
Timberlay House
79-83 Lwr Mount Street
Dublin 2

Re: Working Group on the Protection Process – Invitation to Make a Written Submission

Dear Ms Barry

I am directed by the Commissioner to refer to your correspondence of 27 January 2015 in the above and to provide the following by way of response.

Question 1 – Does the training provided to Trainee Gardaí in the Garda College Templemore include training on multicultural/diversity issues? What is the nature of this training?

The new B.A. in Applied Policing Programme is being delivered in modular format to Trainee Gardaí. In the Foundation module Trainee Gardaí are introduced to the concept of Diversity, the Intercultural Model and the Diversity Strategy and Implementation Plan. There is also a module entitled “Policing with Communities” which aims to equip the Trainees with the personal and professional expertise to proactively police a modern, diverse and bilingual community whilst being responsive to the needs of its vulnerable members. Unit 3 of this module is entitled “Diversity” and covers areas such as Trainees identifying and analysing their own prejudices and biases, examining the different religious groups and minority groups such as LGBT, Travellers and the Disabled. The Criminal Law and Garda procedures in this area, including the Incitement to Hatred Act 1989, are also referred to. Trainees have to demonstrate their ability to engage with diverse issues prevalent in modern Irish society through the skills based Behavioural Competency Assessments (B.C.A’s).

Question 2 – Is refresher training provided to members on these issues? How often/by what means?

There is no specific refresher training provided but human rights and an awareness of diversity issues are threaded through all training interventions facilitated by the Garda College.

Question 3 – Is refresher training provided to members assigned to districts in which RIA accommodation centres are located in order to ensure they are equipped to respond appropriately to issues affecting residents?

There are Ethnic Liaison Officers trained and appointed in every Garda District to deal with any issues that become apparent within their area of responsibility.

Question 4 – Is any specific training provided to members assigned to GNIB on multicultural/diversity issues or other issues affecting those in the protection system?

GNIB provides training relating to immigration related matters to all personnel within An Garda Síochána who are appointed as Immigration Officers. A particular training course is provided to personnel upon appointment to GNIB which includes an input from the Garda Racial Intercultural & Diversity Office at the Garda Community Relations Bureau, regarding issues pertaining to multiculturalism and diversity.

Enactment of the provisions of the Immigration, Residence & Protection Bill, 2010, will introduce significant changes to existing immigration related legislation and practices. In this regard, GNIB intends to provide training to all personnel within the Bureau and to other members of An Garda Síochána who are appointed as Immigration Officers, to ensure they are made aware of the provisions of the Bill. It is planned that the training, which will be provided upon enactment of the said Bill of 2010, will include an input from the Garda Racial Intercultural & Diversity Office regarding issues pertaining to multiculturalism and diversity.

Also, GNIB engages with the UNHCR with a view to ensuring that all members of An Garda Síochána who are appointed as Immigration Officers are provided training of a nature that ensures they have an appreciation of all human rights issues which impact on the functions fulfilled by such officers. In fact, UNHCR Ireland has ‘trained a trainer’ within GNIB, who holds the rank of Sergeant and delivers training of this nature to personnel within GNIB and other members of An Garda Síochána who are appointed as Immigration Officers.

GNIB is assigned particular responsibility regarding the investigation of human trafficking. For this purpose GNIB, in conjunction with the International Organisation for Migration (IOM), has developed a training course titled “Tackling Trafficking in Human Beings: Prevention, Protection, Prosecution and Partnership”, which is delivered to members of An Garda Síochána at the Garda College.

Input from the Garda Racial Intercultural & Diversity Office regarding issues pertaining to multiculturalism and diversity, is included in this training course also. Representatives from relevant NGO’s, such as Migrant Rights Centre Ireland (MRCI), Ruhama, Immigrant Council of Ireland (ICI) and State Agencies such as the National Employment Rights Agency (NERA), the Health Service Executive (HSE) and the Department of Justice and Equality contribute to the three (3) day training course, delivering detailed presentations to the victim centered training programme.

In 2014, one hundred and thirty-one (131) members of An Garda Síochána received this **intensive three-day awareness training course on combating Human Trafficking, bringing the** number of personnel to whom this training has been delivered to over nine hundred people

(900), the majority of whom are members of An Garda Síochána, but also includes personnel attached to the Police Service of Northern Ireland (PSNI).

Question 5 – What role is played by Ethnic Liaison Officers in ensuring that those residing in RIA accommodation system are aware of Garda services?

The role of Ethnic Liaison Officers (ELOs) is to liaise with representatives of the various minority communities in their Division, and to establish communication links with each of these communities. They also inform and assure the ethnic communities of Garda services. It is important to note that all members of An Garda Síochána and not just Ethnic Liaison officers can deal with racist incidents that are reported to them.

One of the responsibilities assigned to ELOs is to visit Reception Centres for Asylum Seekers and Refugees to ensure that residents are aware of Garda services and the role of Garda Ethnic Liaison Officers.

Question 6 – Are there any proposals to enhance the training provided to members on these issues?

As stated above, human rights and an awareness of diversity issues are threaded through all training interventions facilitated by the Garda College.

Question 7 – Are there any issues that you wish to bring to the attention of the Working group in relation to these issues.

Not at the present time.

Yours sincerely


MARIE BRODERICK
SUPERINTENDENT FOR
PERSONAL ASSISTANT
TO COMMISSIONER

 February 2015