



Protection

Child centred

Justice



National Joint Investigative Interviewing Project

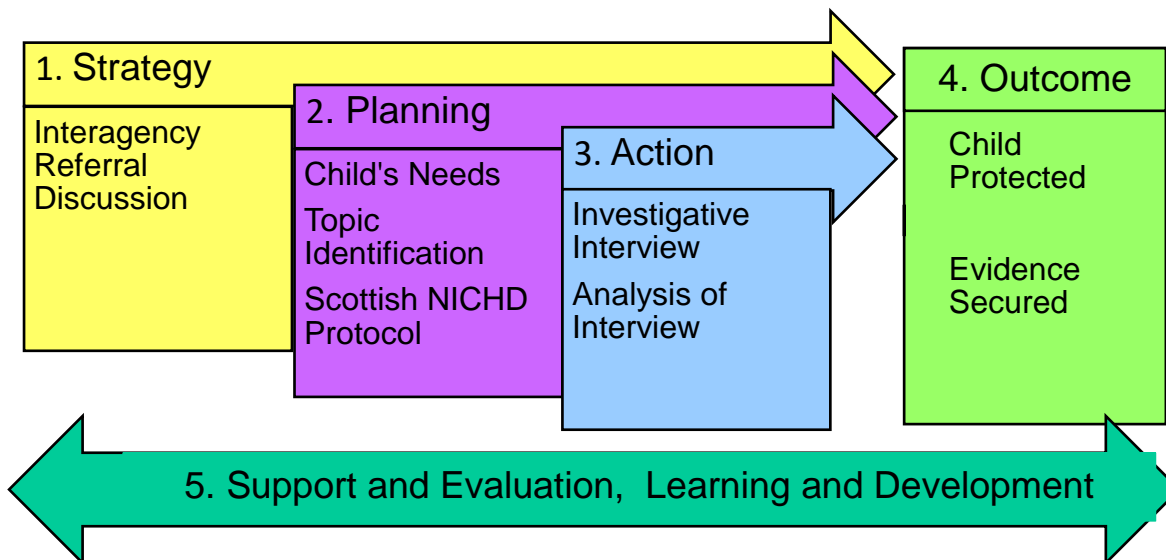
Initial Information Pack

This information pack has been developed by the National JII Project Team. It contains introductory information about the new model for joint investigative interviewing of children in Scotland – the Scottish Child Interview Model.

This pack contains the following:

1. A description of the new, five component model
2. A summary outline of the new, five module training programme for joint investigative interviewers
3. Readiness criteria to help support local consideration around implementing this new model
4. Selection criteria for use by local areas in recruiting their specialist cadre of interviewers
5. Some key messages that have emerged from the first two pilot sites

Scottish Child Interview Model



1. Strategy

The strategy for the Child Protection Investigation is determined by the Interagency Referral Discussion (IRD). It identifies the aims and objectives of the Joint Investigative Interview and should oversee and coordinate all stages of the child protection investigation.

2. Planning

The Plan for the **Child's Needs** is developed by interviewers based upon information provided by IRD participants and people who know the child well. The plan for the Child's Needs should set out any necessary adjustments which are required to help the child participate fully in the interview.

The **Topic Identification** Plan developed by interviewers sets out required information relevant to during, before and after the suspected incident. Taking account of essential elements of crimes and the grounds for referring to a children's hearing, and what is known about the child's circumstances, it sets out the topics to be explored during the course of the interview.

The **Scottish NICHD Protocol** is the approach being adopted for Joint Investigative Interviews of children in Scotland. The Protocol provides a flexible framework to structure the interview and phrase appropriate questions.

These planning elements are combined to develop a bespoke and dynamic **Interview Plan**, individual to the child and their circumstances.

3. Action

Developing a plan in this way will lead to a child-centred **Joint Investigative Interview** that secures the child's best evidence at the earliest opportunity and minimises the risk of further traumatisation.

Following the interview, it is essential that interviewers undertake an **analysis** of what the child has said and their presentation during the interview to inform further decision making and arrangements to protect the child.

4. Outcome

The detail and quality of the analysis is crucial for the outcome for the child. Good analysis ensures the **child [is] protected** (and other children) and informs whether there is sufficient **evidence secured** to progress a criminal investigation and/or to establish a ground for referring to a children's hearing.

5. Support and Evaluation

To ensure that there is ongoing **learning and development** of Joint Investigative Interview practice the provision of regular **support and evaluation** of interviewer practice is a key component of the Model.

Quality assurance and rigorous review, ensuring lessons are learnt from practice, are necessary if interview practice is to develop to such a consistently high standard that Joint Investigative Interviews can be used as Evidence in Chief or hearsay evidence.

The National Joint Investigative Interviewing Programme

The Scottish Joint Investigative Interviewing training programme consists of 5 modules, each comprising a number of units and lessons. This paper provides a brief summary of each module content, plus requirements of learners. Further information is available on request.

Module 1: Child Development and Trauma Informed Interviewers

Module 2: Planning the Response

Module 3: The Interview

Module 4: Evidence from the Joint Investigative Interview

Module 5: Evaluation and Critical Reflection

Module 1: Child Development and Trauma Informed Interviewers

This module is made up of pre-read material and 5 units.

- Pre-read material
- Unit 1 - Child Development
- Unit 2 - The Impact of Trauma and Adversity
- Unit 3 - Supporting Speech, Language and Communication Needs of Children in Joint Investigative Interviews
- Unit 4 - Trauma Informed Interviewers
- Unit 5 - Support in the Role of Interviewer

Module Requirements

Pre-read 13 hours reading and completion of online exercises.
Direct teaching: 8 days
Post Course Exercise: 8 hours

Module 2: Planning the Response

This module is made up of pre-read material and 4 units:

- Pre-read material
- Unit 1 - Forensic Considerations
 - Lesson 1 - Forensic Opportunities and Considerations Relating to Crimes Reported by Children
 - Lesson 2 – Medical Examination and the Joint Investigative Interview
 - Lesson 3 – Cyber Awareness
- Unit 2 - Essential Elements
- Unit 3 - Topic Identification and the Role of the Interview Advisor
 - Lesson 1 - Topic Identification
 - Lesson 2 - The Role of the Interview Advisor
- Unit 4- Recording equipment

Module Requirements

Pre-read 10 hours reading and completion of online assessment.
Direct teaching: 5 days
Post Course Exercise: 4 hours

Module 3: The Interview

This module is made up of pre-read material and 4 units.

- Pre-read material
- Unit 1 – Prompts and Question Types
- Unit 2 – The Scottish NICHD Protocol
 - Lesson 1 - Introduction and Rapport Building
 - Lesson 2 - Ground Rules
 - Lesson 3 - Further Rapport Building and Episodic Memory Training
 - Lesson 4 - Reluctance and Support
 - Lesson 5 - Substantive Phase
 - Lesson 6 - Ending the Interview
- Unit 3 – Interview Planning
- Unit 4 – Undertaking the Joint Investigative Interview
- Unit 5 - Analysis of Evidence and Information

Module Requirements

Pre-read 14 hours reading.
Direct teaching: 17 days
Post course exercise: 18 hours

Module 4: Evidence and information from the Joint Investigative Interview

This module is made up of pre-read material and 3 units:

- Unit 1 - Criminal and Civil Legal Processes
 - Lesson 1 - Joint Investigative Interview - Crown Office Procurator Fiscal Service
 - Lesson 2 - Using Joint Investigative Interviews in the Children’s Hearing System
- Unit 2 - Court Proceedings & Giving Evidence
 - Lesson 1 - Practical Preparation for Witnesses at Court
 - Lesson 2 - Giving Evidence as a Joint Investigative Interviewer

Module Requirements

Pre-read 8 hours reading
Direct teaching: 3.5 days

Module 5: Evaluation and Critical Reflection

This module is made up of pre-read material and 2 units.

- Pre-read material
- Unit 1 Evaluation
- Unit 2 Learning from the Child’s Experience of the Joint Investigative Interview

Module Requirements

Pre-read	4 hours reading.
Direct teaching:	1.5 days
Post Course Exercise:	40

Readiness Criteria for Areas Considering Implementation of the Scottish Child Interview Model (a new approach to Joint Investigative Interviewing)

The new model of joint investigative interviewing is set more firmly within the multiagency child protection system, with a clear connection to local interagency referral discussion (IRD) process and practice. The new model is predicated on a small, specialist cadre of child interviewers, likely to be shared across more than one local authority. On this basis, the following criteria are suggested for areas considering their readiness for implementation:

1. The local authority and local police division can evidence that they have a sufficiency of the correct calibre of staff to fulfil the recommended selection criteria. Sufficiency means six police officers and six social workers per cohort.
2. The local authority(authorities) and local police division(s) are not involved in any planned inspection activity or other significant change project, in order to protect capacity for implementing this change.
3. The local authority and police division are explicitly committed to investing in a small, specialist cadre of joint investigative interviewers. This includes releasing staff to attend all 7 weeks of the classroom teaching, protected time for pre-reading and written tasks linked to the course, protected time for ongoing evaluation and professional development post training and to accommodate their changed roles more generally.
4. There is multiagency commitment to joint evaluation of the local child protection system.
5. Partners are able to negotiate cross-authority arrangements to implement the new model of joint investigative interviewing.
6. Data is available locally to inform decision making in relation to the new model of joint investigative interviewing (for example, numbers of JIIs undertaken).
7. There is a history of successful multiagency change and improvement activity in relation to the local child protection system.
8. Senior leaders within the local authority and local police division are committed to continuous quality improvement of joint investigative interviewing of children and young people.
9. Senior leaders within the local authority and local police division can commit, in principle, resource to support implementation of a new model of joint investigative interviewing.
10. Senior leaders within the local authority, local police division and local health board are committed to continuous quality improvement of interagency referral discussion (IRD) processes and practice, particularly with reference to the IRDs connection to the new model of joint investigative interviewing.

11. Other key local partners such as relevant Third Sector organisations, SCRA and COPFS can be involved as appropriate in aspects of implementation of the new model, for example, capturing the experience of children and ongoing quality assurance processes.

Selection Criteria for Social Workers wishing to apply for the role of a Scottish Child Interviewer for Joint Investigative Interviewing

In order to apply for the above role, it is recommended that Social Workers should meet the following minimum criteria:

- Demonstrate a sound understanding of the child protection process, from IRD to conclusion and how Joint Investigative Interviews inform this
- Have significant experience of child protection work (A minimum of 2 years post qualifying child protection experience)
- Support the strengthening of IRD practice in order to support the preparation, planning and de-briefing for joint investigative interviews
- Demonstrate that their practice is trauma-informed
- Demonstrate the ability to work well in a multi-agency partnership to keep children safe
- Demonstrate leadership capacity and confidence in being an active participant in the planning, briefing and de-briefing for joint investigative interviews
- Demonstrate a commitment to continuous professional development
- A participant in the course does not have to have previously been trained to undertake joint investigative interviews but should demonstrate a commitment to learning and ongoing development of their practice
- Available to attend all five modules of the training programme (7 weeks classroom teaching over 4 to 6 months, plus pre-reading and written tasks. Overall duration of course is impacted by availability of training venue)
- Learners should be committed to remaining in the role for a minimum of three years

Selection Criteria for Police Officers wishing to apply for the role of a Scottish Child Interviewer for Joint Investigative Interviewing

In order to apply for the above role, it is recommended that Police Officers should meet the following minimum criteria:

- Although criteria for the course will not be rank or grade specific, Police Officers will be expected to have completed their probationary period
- Successful completion of the National Investigators Exam
- Successful completion of the Initial Investigative Interview Skills Course
- Successful completion or currently enrolled in the Initial Investigators Programme

- Successful completion of the Sexual Offences Liaison Officers course
- Available to attend all five modules of the training programme. (7 weeks classroom teaching over 4 to 6 months, plus pre-reading and written tasks. Overall duration of course is impacted by availability of training venue)
- The course will only be for Police Officers who have the responsibility to carry out child interviews as part of their professional role. In essence, this training course will expect the learners to utilise this training on a regular basis for ongoing evaluation
- Demonstrate a commitment to continuous professional development
- A participant in the course does not have to have previously been trained to undertake joint investigative interviews but should demonstrate a commitment to learning and ongoing development of their practice
- Learners should be committed to remaining in the role for a minimum of three years

Key Messages from Joint Investigative Interviewing Pilots – February 2020

The new model for joint investigative interviewing of children in Scotland is the Scottish Child Interview Model.

Two pilot sites began to prepare for implementation of this new model in Autumn 2019. Based on their learning from the period in which they were preparing to implement the new model in practice, these are the key messages.

1. It is important to fully understand that this is a ***change in practice*** (the Scottish Child Interview Model) and not just a change in JII training.
2. All five components of the new model are inextricably linked, and all must be implemented for the new model to work as intended.
3. The scope of how the new model links to other work streams may be much wider than initially anticipated.
4. The organisation around the implementation of the new model and information sharing with partner agencies requires significant planning and organisation.
5. The information needs of multi-agency professionals in the wider system are considerable.
6. A Strategic Oversight Group and an Operational/Implementation Group, each with clear terms of reference, are invaluable in overseeing, managing and guiding the implementation of the new model.
7. Reliable data is critical. Consider what JII data you currently have, or could begin to capture, at the earliest opportunity. Lack of baseline data could impact on your ability to effectively track improvement.
8. The specialist interviewer cadre is your most critical resource within the context of the new model – select well.

For general enquiries about the new model and the training programme, contact:

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For enquiries related to implementing the new model in your area, contact:

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