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**[CITIZEN INSECURITY  
THROUGH INCREASED  
PROSECUTION CAPACITY,  
COMMUNITY LEADERSHIP AND  
YOUTH ENGAGEMENT  
REPORT]**

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## **Training Curriculum**

The training curriculum contains the basis for the two day workshops conducted in this project. The curriculum has previously been submitted to the three organizations collaborating on this consultancy, the Community Rehabilitation Department (CRD), the National Committee of Families and Children (NCFC), and UNDP. The curriculum may be used as the basis for future trainings of justice operators in the area of juvenile justice.

The curriculum includes three training modules. The first module covers the definition of a child, teenage brain development, why children commit crimes, and children's rights. The inclusion, albeit minimal, of the study of brain development is important for participants. It provides them a beginning understanding of the scientific underpinnings of why children should be treated differently than adults who commit criminal offences. The second module teaches the international standards of juvenile justice, including articles 37 and 40 of the Convention on the Rights of the Child (CRC), the Standard Minimum Rules on the Administration of Juvenile Justice called the Beijing Rules, and the Rules for the Protection of Juveniles Deprived of their Liberty (the Havana Rules). This module provides trainees with the global consensus on what a juvenile justice system should look like and what its aims are. It also gives participants a point of comparison with the Belize juvenile justice system. The final module deals with Belize's domestic laws on juvenile justice, including the Juvenile Offenders Act and constitutional provisions touching upon juveniles in conflict with the law. The module also examines sections in Belize's Criminal Code, Indictable Procedure Act, and Families and Children Act.

The curriculum includes the pre and post survey that were used in these training workshops to help the consultant and sponsoring organizations learn, to some degree, what participants knew about different areas of juvenile justice coming into the sessions and what they knew at the close of the workshops. The surveys, to a lesser degree, also attempt to assess attitudinal views about juveniles in conflict with the law.

During the course of this consultancy, the consultant learned of a new resource book entitled: "Protecting children's rights in criminal justice systems" published by Penal Reform International (PRI). The publication has been ordered so that the CRD and NCFC will have copies of this resource to supplement the curriculum.

## **Workshops**

### **1. Police and Prison Officers**

The first workshop held in this project was for Police and Prison Officers. Approximately 25 persons attended the two day workshop held on the 11<sup>th</sup> and 12<sup>th</sup> of November 2013 at the Mercy Center on St Catherine's campus in Belize City. Antoinette Moore, consultant, facilitated the workshop with the assistance of NCFC Director Luwani Cayetano. The workshop agenda is

attached along with the pre and post survey and a summary of the evaluations from these sessions.

The participants all have direct dealings with juveniles who are in contact with the justice system. In fact, the police are the initial contact with the system for these young people. These police participants had varying points of view on how to deal with the young people they encounter. Most seemed to have attitudes in conformity with juvenile justice norms, that is, that juveniles are children, should not be treated harshly by the system, are entitled to enjoy certain rights and should be treated differently than adults in the system with the primary goal of rehabilitation. There were however a few very vocal officers in the training who expressed opinions adverse to basic juvenile justice standards and had primarily a punitive perspective. The participants were encouraged to discuss issues so it was healthy that there was honest exchange even where views clearly went counter to the standards being taught.

Among the exercises in the workshop was an activity in which participants were asked to state why children and young people commit crimes. Poverty, lack of education, poor parental guidance and other reasons were mentioned. Interestingly, however, the most often repeated and common reason given for why youth committed crimes was “peer pressure.” We would see this echoed in the subsequent workshops. It would be interesting and informative to compare these results with what young people themselves believe the main reasons crime is committed by youth.

One of the things that arose during the workshop was that when children and young persons were detained for serious offences in the evening, the social worker (from DHS) that is supposed to be on duty does not respond or says that such matters are CRD’s responsibility. Since no CRO is on duty at night, no one takes up the matter until the morning. This needs to be pointed out to DHS and CRD and remedied. The NCFC Director agreed to communicate this problem to the parties in an attempt to rectify it. This was raised also in the last workshop among the senior police officers.

Another issue discussed was that when the Ombudsman or any other official inspects the Wagner Youth Facility (WYF), the inmates detained there are not given an opportunity to speak confidentially with the inspectors, as is dictated by the Havana Rules (the UN Rules for the Protection of Juveniles Deprived of their Liberty). The head of WYF who participated in this workshop said now that he is aware of this international standard, he will ensure that this rule is put in place at WYF. It seemed to strike a particular chord with him that this was something he could remedy without much difficulty since it called for no investment of additional resources but could possibly make a real difference for the young persons in his charge.

## **2. Magistrates and Legal Aid Lawyers**

The workshop for Magistrates and Legal Aid officers was on the 25<sup>th</sup> and 26<sup>th</sup> of

November 2013 also at the Mercy Center in Belize city. A legal draftsman also attended this workshop. The district magistrates function in the role of Family Court magistrates and thus routinely deal with juveniles who have been accused of crimes so it was hoped that most of the district magistrates would attend this workshop. As it turned out for a variety of reasons, only two district magistrates attended along with two Family Court magistrates and one Belize city magistrate. One of the district magistrates did not return the second day after expressing some difficulty with transportation. The deputy director of the CRD attended the session both days which allowed for good exchange between her and the trainees.

During the two days, various issues were discussed at length by the magistrates. There was a debate as to who is responsible when the media publishes a name, photo or other identifying information about a juvenile in contravention of the Juvenile Offenders Act. The need for a child advocate in juvenile cases was raised by the director of Family Court. The group discussed the role and limitations of the CROs. There was extensive discussion of the various experiences of the participants.

The Legal Aid lawyer discussed the resource challenges in her office. Participants agreed there should be a link between the Courts and the Legal Aid office in order to provide a greater opportunity for juveniles to be legally represented. A participant suggested that the Association of Justices of the Peace might be able to assist in supervision for Community Services when it was raised that there is insufficient supervision for juveniles sentenced to Community Service. It was also suggested to the CRD that they seek more support from Community Policing in the role of supervision of young people given community service as a sentence.

Legislative changes are needed and it is good that they are being considered however changes in the law are not enough, said one participant. The will of the government is needed for the resources to support the proposed changes. One magistrate commented that all of the juveniles accused of crimes that appear in her court are not in school and this (numbers of out of school youth) is an obvious issue that should be addressed. Mandatory sentences and the inability to grant bail as they affect juveniles were discussed. It was not a universal view that the JOA should take precedence over other laws that mandate sentencing or specified treatment. The participants agreed that there is a need for continuous sensitization for all members of the justice sector because there are always new persons coming on-board and also more experienced persons need refresher courses. The Beijing Rules call for research as a basis for planning, policy formulation and evaluation in the area of juvenile justice. It was acknowledged that this is sorely lacking in Belize but much needed in order to chart a meaningful way forward. One magistrate commented that we have insufficient data to know if more juveniles are going through the justice system than in previous years and, if so, for what types of offences.

The international standards, as well as, our local legislation say that all matters involving juveniles should be deal with promptly by the courts. The participants were aware that they should expeditiously handle juvenile cases but stated that factors out of their control delay prevent them from always doing so. One of the magistrates noted that often she is delayed in disposing of juvenile cases because the social inquiry report from the CRO is not promptly submitted. It was particularly helpful that the CRD deputy director was present for these discussions to hear these concerns that directly relate to her Department.

One of the observations here as well as in the last workshop that also included several magistrates was the inconsistent approach to juveniles in their courts and the different interpretations they had of what the domestic law permitted them to do in instances involving juveniles. Taking into account discretion, guidance to magistrates on certain issues would be helpful. At present, juveniles may receive better or worse treatment depending on who they end up appearing before.

### **3. Police Prosecutors, Senior Police Officers & Magistrates**

The final workshop was for Police Prosecutors Magistrates and Senior Police Officers. It was conducted on the 9<sup>th</sup> and 10<sup>th</sup> of December 2013 at the Costal Zone conference room in Belize city. Three magistrates attended this training also. One of the magistrates who attended the training presides in Orange Walk, one in San Pedro and one in Independence village. Two of the three magistrates who participated are senior magistrates and one a rather new magistrate. Unfortunately, the least experienced magistrate attending was ill and did not participate on the second day of the training.

It was suggested that the involvement of a social worker with family when “uncontrollable” complaint is made by parents. Concerns were raised about young children (one aged 7 and one aged 9) who are runaways from both home and hostel and repeat burglars. Because of their age, they cannot be charged. One case involves a parent who is clearly unfit but the Social Worker seems to have taken no helpful action with respect to the children. The police expressed a feeling of helplessness in these situations.

In learning about the CRC (article10), one Magistrate asked in relation to family unification how should they practically with parents who are brought before them for immigration violations yet these persons have Belizean born children.

When discussing the right an accused or remanded juvenile has to mental health services, it was mentioned that there is no psychiatric nurse in San Pedro so the authorities are left without recourse when there are juveniles presenting mental problems in police custody or before the court.

It was suggested that all files involving juveniles should go to the DPP with priorities on indictable matters. The complaint was again made, this time by a senior officer, that there is no social worker available at night.

With respect to the JDL standard for independent inspectors of Wagner Youth Facility at the Prison, it was noted that provisions for Visiting Justices are still on the books but yet the practice is no longer used.

Media reporting of juveniles names or identifying information is a breach of privacy. These participants agreed with the previous two groups of trainees that this standard that is domestically codified, is routinely breached and the fines for breach are hardly imposed, if ever.

A senior magistrate commented that in order for the international juvenile justice standards to be applied in Belize, there is need for a cultural change in how we think about these matters. We should start putting in place now so that at some point in the future, it will be accepted as the norm to treat juveniles more humanely and in accordance with international standards.

Portions of a documentary entitled “Central Park Five,” about juveniles wrongly convicted, was shown at each workshop. It appeared to have a very sobering effect on participants. The consultant recommends the use of this type of visual aid in bringing home the message of juvenile justice.

## **Evaluation of Pre& Post Surveys**

The National Committee for Families and Children (NCFC) in partnership with the Community Rehabilitation Department (CRD) received funding from the United Nations Development Programme (UNDP) in order to implement a project called, ‘Increased Prosecution Capacity, Community Leadership and Youth Engagement’. This project aims to strengthen the criminal justice system to safeguard the rights of young people who come in conflict with the law. The project aims to strengthen the technical capacity of prosecutors, magistrates, police and prison officers in implementing domestic law and international standards dealing with youth rights.

Based on the three Juvenile Justice Trainings conducted with Police and Prison Officers, Magistrates and Police Prosecutors; a comprehensive meta-analysis of the individual training evaluation has been compiled and presented in this report for review. The rationale of these evaluations is to ensure that organizers can capture successes, challenges, lessons learnt in an effort to improve the training modules and provide a comprehensive training package to partners interacting with adolescents and youth in conflict with the law.

## **Methodology**

Two of the three trainings took place at the Guadalupe Mercy Center, while the last training in this series took place at the Coastal Zone Management Institute. The trainings were facilitated by Antoinette Moore, with co-facilitation assistance by Luwani Cayetano and Miriam Daley. The trainings were over a two day period (full days). The training was broken into four modules. Module one sets the foundation for the entire trainings, therefore it deals primarily with who is a child, how a child develops and children’s rights. Module two focuses on

international juvenile justice standards while Module three discusses Belize’s law governing juvenile offenders. The final module objective is to increase sensitivity of participants when dealing with children in trouble with the law.

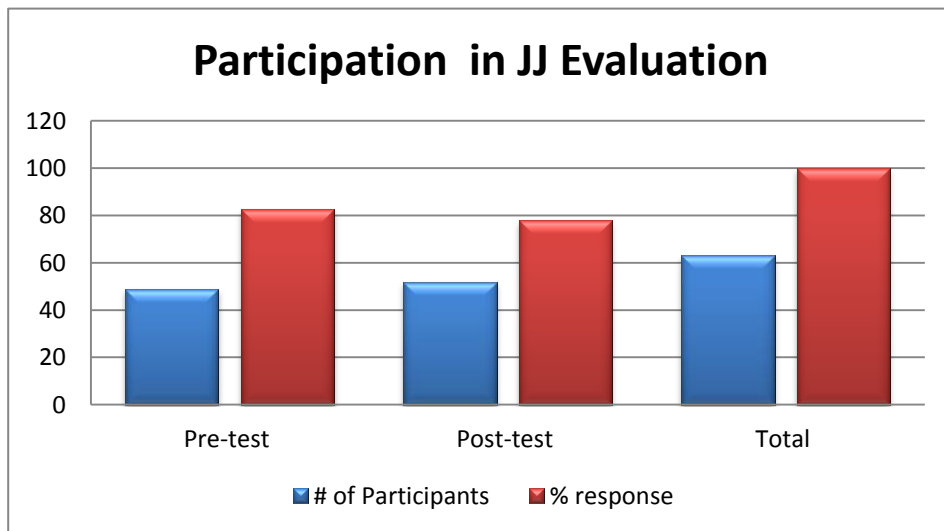
Trainings were individually analysed and the results for each survey question were presented based on the questionnaire distributed to participants. A pre-survey, post-survey and a training overview questionnaire were distributed to participants to capture changes in knowledge and attitudes based on having received the modules and views on the overall training structure and logistics. Data captured from the questionnaires were entered into an Excel Spread-sheet template and basic quantitative and qualitative analysis was conducted. Further analysis across trainings was conducted and the results of that analysis are also presented below.

### Findings and Results

Participation in the training evaluation reflected specific number of participants from the training. Figure 1 below demonstrates the number of participants and the participation rate in the pre and post survey conducted.

These trainings, as stated above, were conducted at different dates; training one with twenty four (24) Police and Prison Officers, training two with nine (9) Magistrates, and final training with thirty (30) Senior Police and Prison Officers, Police Prosecutors and Magistrates. Therefore a total of fifty-two (52) participants responded to the pre-survey questionnaire (Response rate = 82.5%) and forty-nine (49) participants responded to the post-survey questionnaire (Response rate = 77.8%).

Figure 1: demonstrates # of participants and the response rate in pre and post survey conducted.





## Training Overview

Participants were asked to express the degree to which the training was valuable, relevant and well organized. 88% responded “Very Much” regarding the organization and execution of the training. 78% of respondents reported the information was “Very Much” relevant to their work. Additionally, participants were also tested on the degree to which the knowledge they had changed as a result of the training. All respondents reported an increase in knowledge during the two days ranging from “Very Much” at 70% and “Quite a Bit” at 22%.

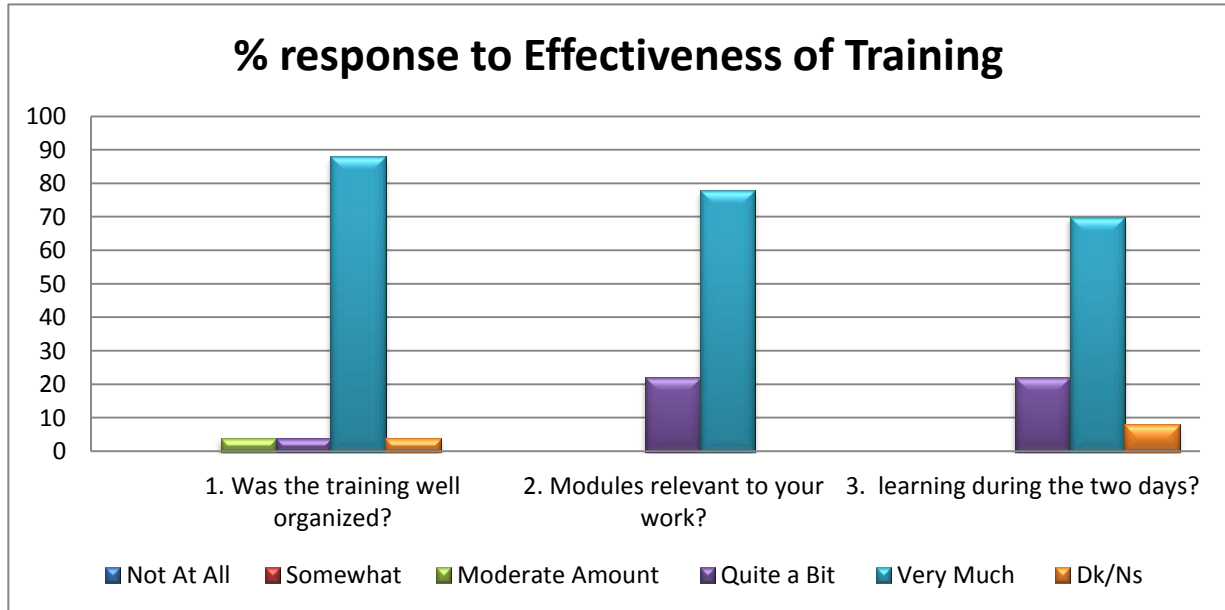


Figure 2: demonstrates % response to effectiveness of training based on organization, relevance and increase knowledge.

## Module 1: Children, their development and their rights

The intent of this module was to provide participants with a greater understanding of who is a child, the development of a child into adolescence, the rights of a child and some of the reasons why children engage in crime.

The Convention on the Rights of the Child (CRC)<sup>1</sup> is the globally accepted document that codifies the rights of the child, and highlights the main fact that children have the same basic rights of all people; however, because they are vulnerable and viewed as powerless, the CRC aims to safeguard their development by articulating that until children are 18 they need special protection and provisions in order to become productive adults.

Qualitative responses on the meaning of the abbreviation CRC was analyzed; most popular responses included Convention on the Rights of the Children, Community Rehabilitation Center, Children Rights Commission and number of non-responses. Of the total respondents from the three trainings conducted only 39% stated Convention on the Rights of the Child as the correct meaning; however, 100% of participants stated Convention on the Rights of the Child as the meaning of CRC in the post test as demonstrated in the Figure 3 above.

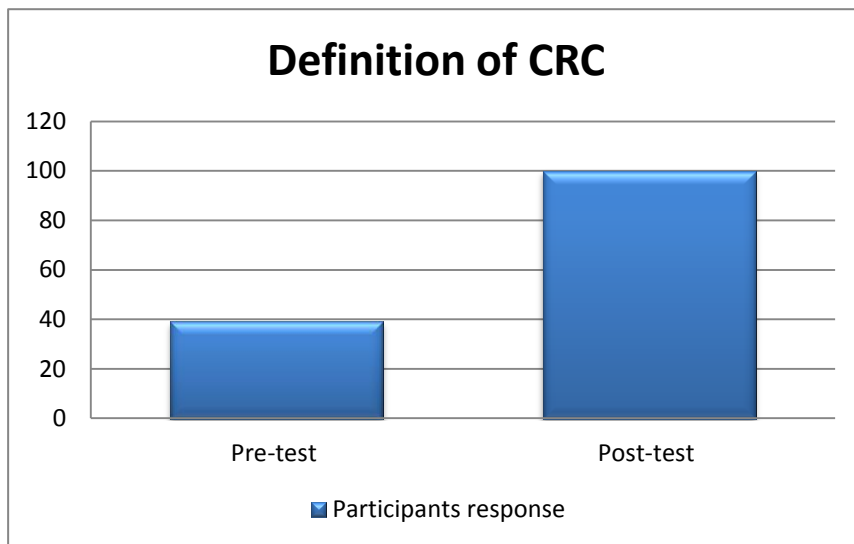


Figure 3: demonstrates participant’s response to definition of abbreviation CRC.

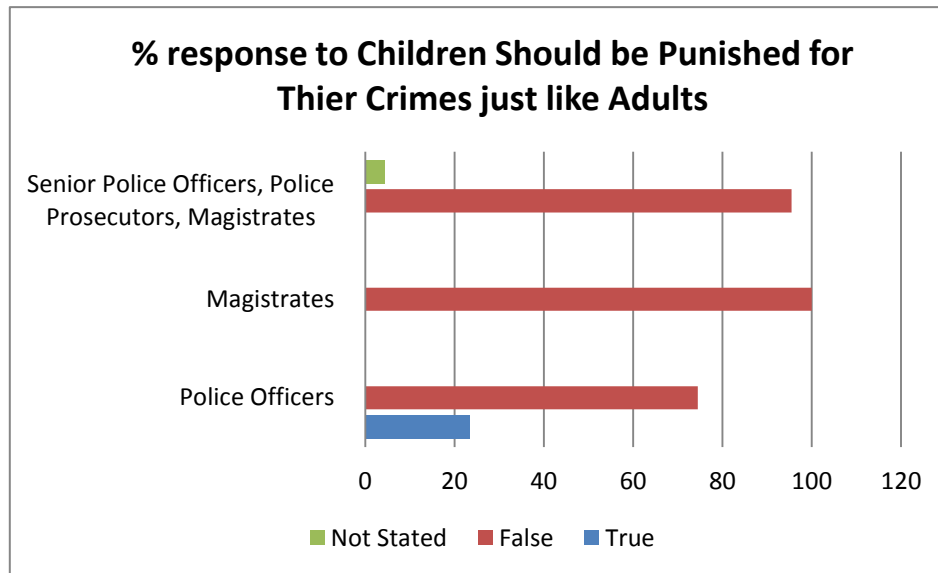
Those qualitative responses were further analyzed in Question 15 where participants were asked to identify any two rights. Education, Shelter and Life were the most frequent responses with 35%, 11% and 8.5% respectively in the pre-test; in contrast to post-test which highlighted Education with 35%, Life at 17% and Freedom and Protection attaining both 6.25% of responses. Participants in their overall responses shared ten of existing rights in the pre-test and increase to fifteen possible rights in the post test. These responses, whilst not articulated based on CRC language, demonstrates a fundamental understanding of the rights and freedoms outlined in the CRC.

In their demonstration of knowledge gained of these universally agreed standards relating to children, participants responded to basic True/False question on the right to their development included as part of the child’s right. On average, 91% of participants responded as a True statement in the pre-test and only a 3% increase to 94% in the post test. Interesting note to mention is the above minimal increase can be attributed to a 12% increase to a true statement in the Police and Prison Officers Training, however, a 5% decrease and 9% non-statement from the training conducted with the Senior Police Officers, Police Prosecutors and Magistrates. The increase in Police and Prison Officers knowledge demonstrated a grasp of the information shared in the training; and the decrease in Senior Police Officers training that there may be the need further sharing of more information and discussion on rights in order to grasp the content fully.

Question 2 asked if children should receive the same punishment as an adult for a crime, and before the training 86% of trainees answered that they shouldn’t. This increased noticeably to 94% - which is an increase of four persons. The majority of those trainees who changed their mind came from the Police and Prison Officer training group (from 67% to 82%) as demonstrated in Figure 4 below. A broader point to note is that a large percentage of Police

Officers did not see any difference between children and adults in terms of punishment, and this likely extends to their general treatment of juveniles who come in conflict with the law.

**Figure 4: Demonstrates Question 2 True/False responses on punishment of children.**



Involvement in criminal activity by children often flows from the violation of children's rights, in addition to fact that children also engage in criminal activity because they do not consider consequences in the way an adult would<sup>1</sup>. Participants were asked to provide qualitative responses on the reasons children become involved in criminal activity. Frequent reasons provided were peer pressure representing just about 32% in both test, poverty with an 8% increase from 15% to 23% between pre and post-test, and parental guidance representing about 15%. An interesting point to note is that 4% of respondents thought that lack of opportunities and education were reasons juveniles engage in criminal activity.

## Module 2: International Standards and Norms in Juvenile Justice

At the end of this module participants were expected to list reasons why there is a separate system from adults for children accused of crimes, recognize CRC provisions that deal with juvenile justice, identify basic principles in the Beijing Rules and be familiar with basic UN Rules for Juveniles Deprived of their Liberty.

In a system where persons who come in conflict with law, must deal with the consequences through the Justice system no matter their age, colour, ethnicity or creed; the approach must be tailored based on various populations that interact with the system. To that end, juveniles who come in conflict with the law who are accused of committing crimes should be approached by the system differently as there is an appreciation that children deserve special protection. This is so notwithstanding that they must be held accountable for the crime they are accused of committing there must also be an inherent spirit of rehabilitation.

When initially tested on these questions relating to their understanding of Juvenile Justice System, 27% of participants stated that the goal of the juvenile justice system was to rehabilitate juveniles, with an even distribution of 19% of participants responding that the goal was to either protect juveniles or provide an alternative lifestyle to crime. In contrast, in the post-test 36% of participants stated that the goal of the Juvenile Justice System was to protect juveniles; 22% stated that the system’s goal was to ensure the rights of juveniles and 20% stated that it was established to rehabilitate juveniles.

The Criminal Justice System is set up to punish, rehabilitate and deter; in the case of a child who commits a crime, rehabilitation is the main purpose of the justice system as the values of children are still in formation and they can be more easily influenced. This is reinforced by the Juvenile Offenders Act (Chapter 119)<sup>2</sup> which provides that juveniles who are detained should not associate with adults (other than a relative) in detention.

To that end, when participants were asked to give one reason juveniles are separated from adults in prison 42% responded for protection purposes, 29% responded because they can be influenced and 11% highlighted reasons of maturity. To correlate the above question to further demonstrate participants understanding of the Juvenile Justice System, participants were asked the definition of diversion; interestingly in the pre-test 75% of participants did not provide an answer to this question and only 17% stated diversion as an alternative means of dealing with children outside of the court system. However, an increase in the understanding of diversion was demonstrated in the post test as 85% of participants responded to the question as other methods of rehabilitation instead of punitive measures.

The CRC Article 40 states that countries that have ratified the Convention must treat child who are accused of violating the law in a way that is consistent with promotion of the child’s dignity and that reinforces the child’s respect for human rights.<sup>1</sup>

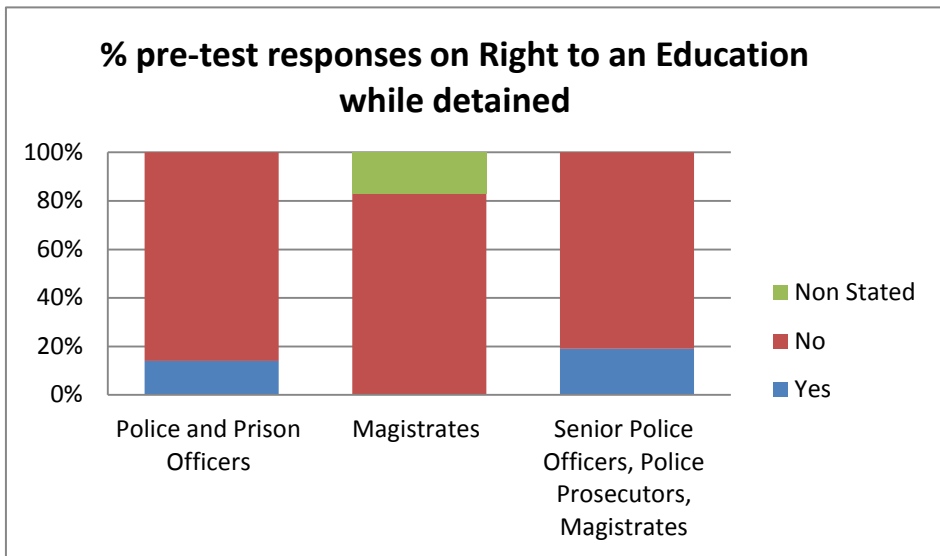


Figure 5 below demonstrates the variation in responses based on the three trainings conducted.

Since Belize ratified the CRC in 1990, it is a duty bearer dealing with youth who come in conflict with the law and should be a champion of that Convention. Participants were asked if while being detained, a juvenile should have the right to an education. In their initial response 82% stated yes whilst in the post-test 100% did. As highlighted in Figure 5 above, four out of

every five participants in their initial survey believed that regardless of being detained, juveniles still had the right to an education.

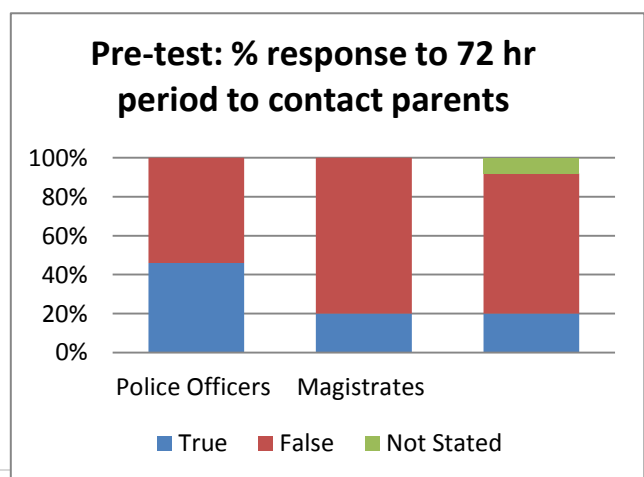
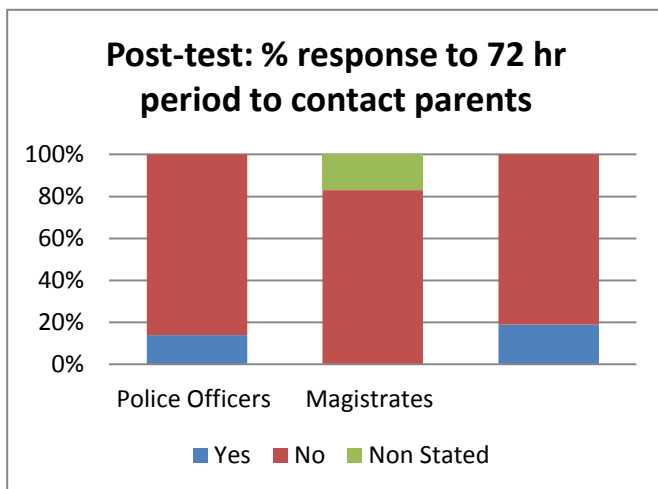
### Module 3: Domestic Law of Belize that relates to juvenile in conflict with the law

The level of participants learning was tested through a variety of questions relating to the age of criminal responsibility in Belize, the significant provisions in the Juvenile Offenders Act, and other domestic laws relating to juveniles in conflict with the law.

A crime requires both that an action is done and a mental element is present while doing the action. If you do the action but do not have the mental element required, you cannot be found guilty of the crime. Those who are mentally ill or under age do not have the mental capacity to form the necessary *mens rea* of a criminal act. The age of criminal responsibility in Belize is 12 years old. This means that a child under the age of 12 cannot be charged with a criminal offence because anyone under that age is deemed incompetent to form the mental capacity required to commit a crime.

Participants were tested from two different perspectives, in the first question participants were asked to state true or false to the statement “for the purpose of criminal law, an 18 year old is an adult”. In their responses, 94% of participants stated a TRUE response. In the second approach, participants were also asked through a true/false question of the age of criminal responsibility is 9 years old. The responses highlighted that 88% said false, 7% said True response and 5% did not respond.

Belize’s Juvenile Offender’s Act (Chapter 119)<sup>2</sup> sets out how juveniles who are charged with a crime should be treated. Additionally, the Families and Children Act (FACA) Chapter 173 states that all decisions related to children must be made with the best interest of the child as the primary consideration and that there should be no delays in determinations relating to children<sup>4</sup>. Participants were asked if within 72 hours of arrest, a juvenile is entitled to call his/her parents; 68.6% stated False, 28.7% stated True and 2.7% did not respond. There were significant variations in responses across groups with this question and is further demonstrated in Figure 6 and 7 below.



**Figure 6: demonstrates pre-test responses by cohorts & Figure 7: demonstrates post-test responses by cohorts**

The Constitution of Belize as the Supreme Law of the Land includes Part 2 of the Belize Constitution, the Protection of Fundamental Rights and Freedoms. These rights and freedoms include the right to life, liberty, equality, privacy, assembly, expression, conscience, movement, and work<sup>3</sup>. Children are covered by these rights unless otherwise stated. Participants when tested on whether they thought that most of the rights we have in the Belize Constitution cover children as well as adults. From the pre-test, an average of 66.3% believed it did, with a moderate increase to 81% in the post-test. Most of the reasons provided were that children require special attention, the rights in the Constitution are applicable to all persons not only adults and the fact the Constitution talk about equal protection.

When analysing the numbers further, the data demonstrated that the training with Senior Police and Prison Officers, Police Prosecutors and Magistrates and the training with Magistrates there was a 60/40 split in response in the pre-test. In contrast, there was a 60/40 split on response in the Police and Prison Officers training in the post test. Significant to note though, is that the 60/40 split for Senior Police and Prison Officers, Police Prosecutors and Magistrates and the Magistrates also indicates that these higher level officials that interact and safeguards the Constitution also have room for growth and understanding of these domestic laws that governs our nation. To that end, continuous training and information sharing on best practices can assist in building the capacity all persons working for and with juveniles coming in conflict with the law.

#### **Module 4: How to treat juveniles in conflict with the law**

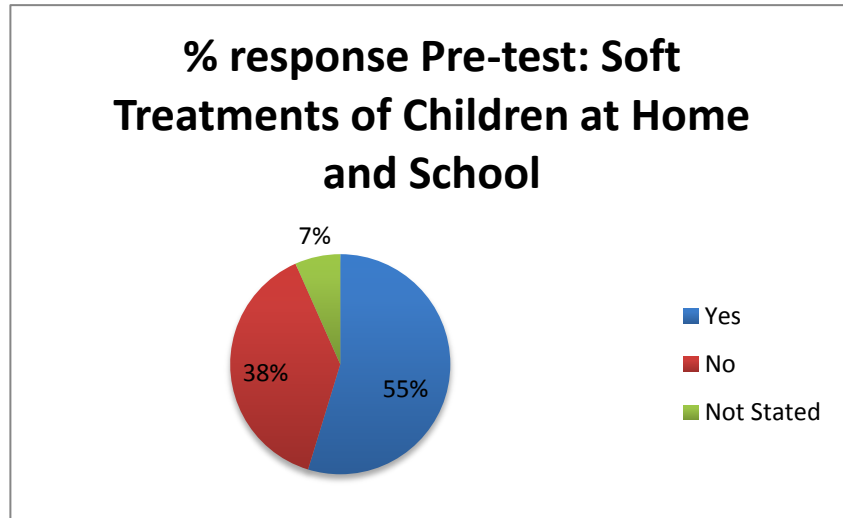
The intent of this module was to provide participants to increase sensitivity towards children in the justice system, learn how to speak with children in trouble with the law and better understand how children communicate.

The Constitution of Belize, the Juvenile Offenders Act and the Family and Children's Act are all legislation that talks about how juveniles must be treated whilst in custody of the various aspects of the law. In testing participant's knowledge and understanding on how to treat juveniles in conflict with the law, participants were asked to respond to the True/False question – Children should be detained as a last resort and for the least time possible. Participants in general were in agreement that detention should be the last resort and for the least time possible as 80% stated true in the pre-test and 98.3% stated true in the post test, demonstrating an increase in understanding of such treatment.

Participants by their very nature and post interact with juveniles that come in conflict with the law, and it is the belief that their perception of how juveniles should be treated also informs their action and choice of discretion. As stated, participants were asked if they agreed that children these days are treated too softly at home and school and that is the reason many get in trouble. Only 55% agreed and 38% in disagreement and 7% not providing a response to the question as demonstrated in Figure 7 below. However, in the post test an slight increase to 65%

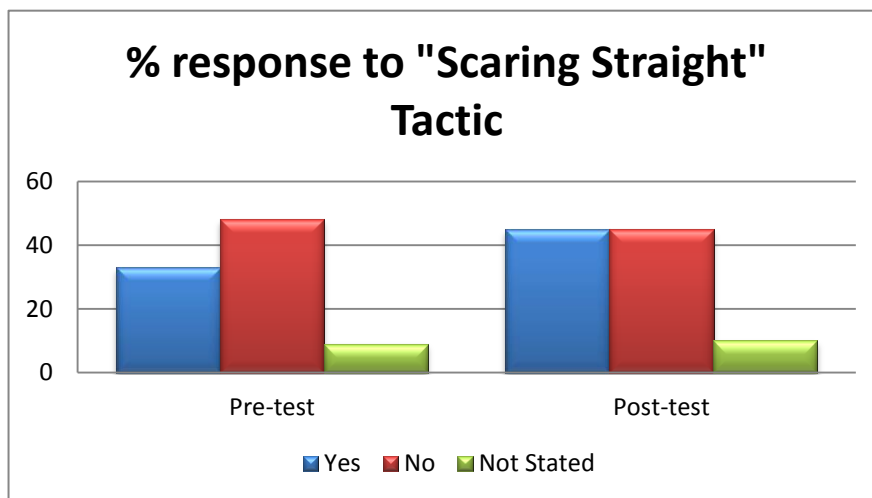
stating that discipline has fell in both schools and at home, children are being neglected and thus they become delinquent and because they have too much rights they feel like they are untouchable.

**Figure 8: demonstrates % response in Pre-test to soft treatment of children at home and school.**



In comparison to the question stated above, participants were asked if they believe that some children are “born bad” and there is nothing that can be done to change them; there were not much difference across groups as on average 93% denied the above statement in the pre-test. On the other hand, in the post test there was a 2% decrease to 91% rejecting the statement. It can be observed from the data that the Magistrates out rightly rejected the statement, whilst there was a progression in knowledge and awareness between the pre and post-test with the Senior Police officers, Police Prosecutors and Magistrates from 13% to 17% agreeing to the above statement.

**Figure 9: demonstrates the % response between pre and post test to “Scaring straight” tactic.**



Parents, teachers, principals, Police and Prison Officers and any other authority figure often seek to apply a variety of disciplinary measures that are alternative measures to corporal punishment on children and adolescents in an effort to deter them from negative activities. Participants were also assessed on whether they think that young people should be “scared straight”, when they misbehave in an attempt to curb their conduct. This question resulted in different results between pre and post-test. In the pre-test, 33% stated yes, 48% stated no and 9% did not provide a response. In comparison, the post-test participants were split evenly between Yes and No at 45% with a 10% non-response. Figure\_\_\_ above assist us to further understand the breakdown of responses provided.

When reviewing the qualitative responses related to above question it can be seen that the respondents thought the better approach would be counselling, in extreme cases it may work, it will provide and understanding of the real world, and others believe that dialogue and guidance and being friend and firm in speech can be helpful. The group that demonstrated the most positive respond after training was the Magistrates as compared to the other to group that was still split after training activities.

## Follow Up Recommendations

Follow up to the many excellent workshops conducted in Belize is uniformly seen as lacking. Generally, participants agreed that the workshop content was good, the targeted audience is available, and the materials appropriate but at the end of the day applying and sustaining in a meaningful way the lessons learned is consistently seen as a problem.

### Recommendations based on Pre & Post-test

#	Issue	Recommendation
1	Participants stated that trainings were effective, relevant and well organized. Additionally, requested for additional information and sessions as such.	Training should be replicated to other duty bearers (social workers, Police Officers, Prison Officers, Senior Police Officers, magistrates, public prosecutors, and teachers) that work with adolescents that come in conflict with the law.
2	Participants stated that the training modules and length of training were suitable.	Training modules and length of training were suitable and should be continued.
3	Participants requested that more activities be incorporated in sessions and the use of visual aids outside of the Power point and poster boards used.	Facilitators to consider more activities and visuals aids.
4	Participants stated that time to copy	Facilitators to consider sharing of materials at



	information from presentations were insufficient.	start of session to ensure more focus on exchanges rather than note taking.
5	Participants requested additional information in all forms to further their understanding and also that can be use when interacting with Juveniles.	Facilitators to share additional resource information (case studies, websites, and articles) for advance clarity and understanding.
6	Participants request further networking and visit to partner agency as a part of the training to further understand what other agencies do in order to build better referral and working relationships.	Development of a referral system for networking that deal with juveniles that comes in conflict with the law for increased efficiency in dealing with Juvenile Justice Cases
7	Participants rate needs to increase and effectiveness of training is reliant upon participation in evaluation.	Pre-test and post test evaluation to be a mandatory action part of the training technical assistance.
8	Evaluation questions to be reviewed for improvement in wording eg. CRC question placed in context of a Convention.	Evaluation Questionnaire to be revised to ensure further training effectiveness.

## Conclusion

A response rate of 82.5% and 77.8% demonstrate a significant response to participant's engagement in the two day workshop. 99% of participants indicate a positive increase in knowledge and highlights training effectiveness. Furthermore, 99% of participants considered the information to be valuable and relevant to their work with juveniles in conflict with the law.

Respondents said that further sessions should focus on recruiting additional participants that work with juveniles that come in conflict with the law. Key stakeholders involved in improving the Juvenile Justice System can benefit significantly by receiving basic information about international standards and norms, domestic laws and understanding the rights of children in Belize.

NCFC Director and the consultant discussed this issue prior to the commencement of the workshops and with helpful input from NCFC, they agreed upon the contents of a pre and post survey that would not only give a snapshot of what participants knew before the workshops and what they learned as a result of the workshop but also hopefully stir on-going work in this area. The NCFC Director suggested that after 6 months another survey be sent to participants as a follow-up. It was also suggested that monthly reminders could be sent to keep participants involved and remind them of what was discussed in the trainings.

There should be follow up with the Police Training Academy to ensure that all recruit classes receive basic juvenile justice training. We should learn what is presently included in the

Training Academy juvenile justice module and speak with whoever facilitates that portion of the recruits' training. I recommend that CRD and NCFC offer to assist and help buttress the training, depending on an assessment of what is being done. Follow up with training of senior officers should also be done. Since the workshops, the consultant was informed that it is the Family Court that conducts the juvenile justice training of police recruits at the Police Training Academy. The director of Family Court attended the two day workshop so we can collaborate with her to ensure that the standards are incorporated into the training provide recruits.

Each police station should have signs with the fundamental rights of juveniles posted in a visible location. These posters should be colourful and attractive so as to be easily noticed. Also, similar posters should be at the Family Court in Belize city, as well as, at each Magistrate Court in the districts and in the city. In addition to these signs, there should be flyers available at the Clerk of Court that provides contact numbers to families in need of help for children in trouble. Numbers should include CRD, NCFC, Legal Aid, Ombudsman, Professional Standards Branch of the Police Department (Internal Affairs), and volunteer lawyers. If a juvenile justice legal aid project is undertaken, that contact number should be included as well.

This series of workshops focussed on increasing the prosecutorial and judicial capacity in cases involving juveniles. The community and youth engagement aspects of the project are separate components. The entire project will be meaningful if ultimately, after the work is concluded with each sector, some amount of cross fertilization of the three sectors occurs: justice operators, community and youth. This could be done on an on-going basis by forming a tri-party committee that will review the progress of juvenile justice in Belize, including trainings and community and youth sensitization. The cross-fertilization may also be accomplished by having an annual conference with representation from each sector and a rapporteur to ensure that the outcome of the meetings is properly recorded and that there is sufficient follow up.

It is strongly recommend that young people play active leadership roles in the preparation and implementation of the proposed conferences and any committee that may be created.

## References:

### Convention:

<sup>1</sup> and <sup>3</sup> UN General Assembly, *Convention on the Rights of the Child*, 20 November 1989, United Nations, Treaty Series, vol. 1577, p. 3, available at: <http://www.refworld.org/docid/3ae6b38f0.html> [accessed 17 January 2014]

### Legislation:

<sup>2</sup>Juvenile Offenders Act, chapter 119 of the Laws of Belize, Revised Edition 2000

<sup>3</sup>Constitution of Belize, chapter 4 of the Laws of Belize, R.E. 2000

<sup>4</sup>Families and Children Act (FACA), chapter 173 of the Laws of Belize, R.E.2000

### Reports:

<sup>5</sup>UN Study on Juveniles Justice in the Caribbean