

Applying the PEACE model to disciplinary interviews

One day workshop • 2-10 delegates • delivered at your venue

PEACE

PEACE is an established interviewing model which has been used by law enforcement agencies throughout the UK over the past 25 years. It has significantly improved the effectiveness of investigative interviewing and provides a methodical structure for interviewers to plan and conduct disciplinary interviews/hearings.

Who should attend?

This workshop has been designed for managers and HR staff who regularly carry out internal disciplinary investigations and interviews.

Learning outcomes

By the end of the workshop delegates will be able to:

- understand the PEACE model
- prepare interview plans
- apply the 5 PEACE elements during an interview
- understand conversation management skills
- apply recall techniques
- effectively challenge discrepancies

Key benefits

- ✓ provides assurances that interviews are conducted in an open and fair manner with well documented planning and interview records
- ✓ enables staff to confidently approach and undertake potentially challenging interviews
- ✓ maximises the ability to successfully challenge discrepancies and/or untruthful accounts during the course of the interview
- ✓ can assist in countering post interview challenges to evidence obtained during the course of an investigation

Workshop

9.30am

Introductions
Interviewing experiences
Personal objectives

9.50am

PEACE - background
- benefits
- the model
- practical application

11.00am

Break

11.15am

Practical scenarios
Interview planning and prep

12.15am

Interviews
Initial debrief

1pm

Lunch

1.45pm

Debrief interviews
Other points to consider
Personal objectives and goals

3pm

Close