



Reconciliation

South Australia Police's (SAPOL) Statement of Reconciliation and Reconciliation Action Plan (RAP) continue to guide the organisation's commitment to reconciliation and meaningful engagement with First Nations peoples and communities.

During 2025-26, SAPOL continued implementation of its Innovate RAP, comprising 118 actions that strengthen relationships, respect, opportunities and governance across the organisation. As SAPOL's third RAP approaches completion, planning has commenced for the development of our next RAP, ensuring our reconciliation journey continues to evolve in partnership with First Nations employees, communities and stakeholders.

SAPOL's Reconciliation Working Group remains central to advancing reconciliation across the organisation. The group comprises sworn and un-sworn First Nations and non-First Nations employees from across South Australia and includes First Nations representatives from external government agencies, ensuring that diverse perspectives inform SAPOL's reconciliation efforts.

Throughout the reporting period, SAPOL continued its commitment to the National Agreement on Closing the Gap through participation in state and national forums focused on Aboriginal affairs, justice outcomes and system reform. SAPOL also maintained strong partnerships with Aboriginal Community Controlled Organisations, communities and government stakeholders, supporting initiatives that improve community safety, wellbeing and culturally responsive policing. This included ongoing involvement in the Port Augusta and Davenport Community Alliance and support for community-led initiatives such as the Mangrove Court and Education Wellbeing Hub.

Investing in a strong and culturally responsive First Nations workforce remains a priority. As at 30 June 2026, SAPOL employed 93 First Nations employees across sworn and unsworn roles. New recruitment initiatives, career development opportunities and culturally responsive training programs continue to support the attraction, retention and career progression of First Nations employees.

A significant milestone during the year was the inaugural SAPOL First Nations Staff Forum, which brought together a range of sworn and unsworn First Nations employees across rank and classification from across the state. The forum enabled strengthened cultural and professional connections, identification of workforce priorities and direct contributions to future organisational initiatives. Feedback from participants highlighted the value of culturally safe spaces, mentoring opportunities, career development pathways and a stronger sense of belonging within SAPOL. Insights from the forum will help inform future workforce and reconciliation initiatives.

The contribution of First Nations employees to community safety and reconciliation was recognised nationally, with Senior Community Constable First Class Gregory Smith awarded the Australia Police Medal in the 2026 King's Birthday Honours for his outstanding leadership and culturally informed service to First Nations communities.

SAPOL recognises that reconciliation is an ongoing journey. We remain committed to listening, learning and working in partnership with First Nations people to build trust, strengthen relationships and contribute to positive outcomes for communities across South Australia.

