



## Reconciliation

South Australia Police (SAPOL) Statement of Reconciliation and SAPOL Reconciliation Action Plan (RAP) remain the guiding documents for the organisation's engagement with First Nations people.

While SAPOL's current RAP formally concluded in 2020, it remains a live document while a new and ambitious RAP is being developed.

The SAPOL RAP Working Group (RWG) consists of Aboriginal and non-Aboriginal SAPOL members and Aboriginal persons from external agencies. The group is supported by the newly appointed First Nations Strategy Project Manager.

The 2017-2020 RAP has been assessed against its deliverables and we continue to report against those deliverables to Reconciliation Australia.

A draft of the new RAP has been made available to the RWG and once feedback from the group internal and external stakeholders is incorporated will be sent for review to Reconciliation Australia. It is expected to be released in early 2024.

During the 2022–23 reporting year, SAPOL maintained a dedication to working with First Nations people, government and non-government agencies at state and national levels to address our commitments to the National Agreement on Closing the Gap. Across government this commitment is apparent through the Commissioner of Police's membership on the Chief Executives Group on Aboriginal Affairs, the Assistant Commissioner State Operations Service's representation on the South Australian Senior Management Council and SAPOL's high level representation on the Aboriginal Affairs Executive Committee working group on the Over Representation of Aboriginal People in the Justice System and Supporting Growth in Aboriginal Community Controlled Agencies (ACCOs).

SAPOL continues to build strong working relationships with key ACCOs and create opportunities to develop important partnerships that contribute to Closing the Gap.

SAPOL maintains close working relationships with key employment stakeholders including the Office of the Commissioner for Public Sector Employment (OCPSE), through use of the Aboriginal Employment Register and accessing the Aboriginal Leadership Program. We continue to attend community events across the State where employment and engagement with our organisation is promoted and scout talent from within First Nations communities through direct liaison between our First Nations members and communities.

As at 30 June 2023, SAPOL has 79 First Nations employees working as sworn police officers, community constables, police Aboriginal liaison officers, cadets, Police Security Officers and administrative support officers, an increase of 5 employees in the reporting year.

The Assistant Commissioner State Operations Service remains the sponsor of the First Nations Focus Group, a working group that provides operational and organisational guidance regarding SAPOL staff and the wider community.

Service

Integrity

Leadership

Collaboration

Courage

Respect

