



**SOUTH AUSTRALIA POLICE**  
KEEPING SA SAFE

**South Australia Police**

**Reconciliation  
Action Plan**

**May 2017 – July 2020**







# 2017-2020 Reconciliation Action Plan

## Our vision for reconciliation

South Australia Police (SAPOL) is committed to engaging with Aboriginal and Torres Strait Islander peoples to deliver police services and create genuine relationships that recognise the importance of reconciliation and acknowledge their cultural rights.

## Our business

SAPOL is a statewide public service organisation with more than 5,600 employees, including sworn and non-sworn members providing a 24-hour, seven-day per week visible, responsive police service for all South Australians.

As of May 2017, SAPOL had 74 Aboriginal and Torres Strait Islander employees working as sworn police officers, community constables, police Aboriginal liaison officers (casual) and administrative support officers.

To achieve our Vision of a visible, responsive police service for all South Australians, we need to ensure our culture reflects the best personal and professional qualities for trusted and sustainable working practices.

The qualities of our Values are summarised below, underpinning everything we do in giving the best possible service to the community, the government and each other.

These values underpin the SAPOL Reconciliation Action Plan (RAP) and SAPOL's commitment to Aboriginal and Torres Strait Islander reconciliation.

## SAPOL's Values

### Service:

- Strive for service excellence, providing professional, reliable and respectful services.
- Conduct yourself in a manner that deserves the respect of the wider community.
- Remember why we are here, and be motivated to enhance public safety.
- Embrace technology and innovate ways to improve responsiveness and access to police services.

### Integrity:

- Maintain and enhance the consent and support of the community by being truthful and open.
- Be accountable for behaving in a fair and objective manner, without prejudice.
- Demonstrate honest and ethical behaviours in all interactions.
- Stop and consider how your actions will be viewed by others and welcome public scrutiny.

### Courage:

- Maintain strength in the face of adversity, protecting those who cannot protect themselves.
- Have the courage to try something different in keeping the community safe.
- Stand up for personal accountability, fairness and equality.
- Never excuse or allow any inappropriate behaviour.

### Leadership:

- Act as a role model, inspiring and motivating others to be the best they can be.
- Be flexible and adoptive to new situations and changing needs of the community and SAPOL.
- Be constructive and supportive in your dealings with others.
- Recognise the contributions and achievements of others.



# 2017-2020 Reconciliation Action Plan

## Collaboration:

- Work cooperatively with others, building community safety partnerships.
- Value, develop and maintain internal and external networks for wider community benefits.
- Encourage teamwork for continuous improvement, efficiency and productivity.
- Support volunteers and others working to improve our community.

## Respect:

- Acknowledge and value the opinions and contribution of others.
- Show concern, compassion and empathy for everyone.
- Act with tolerance and dignity, recognising cultural diversity within our community and service.
- Be professional at all times, ensuring vulnerable members of our community are treated with dignity.

## SAPOL Reconciliation Action Plan

The inaugural *SAPOL RAP 2014 – 2016* provided an opportunity to build relationships with Aboriginal and Torres Strait Islander peoples and to gain an understanding of the cultures. An innovative training video provided cultural learning for all of SAPOL, with positive feedback received from staff for this video.

This RAP has enabled SAPOL members to recognise Aboriginal and Torres Strait Islander cultures in everyday interactions, with attendance at cultural events and in support of Aboriginal and Torres Strait Islander businesses through procurement.

SAPOL is committed to developing relationships, respect and opportunities with Aboriginal and Torres Strait Islander peoples.

SAPOL's Blue Light program is a proven engagement tool providing positive interaction with youth. The *SAPOL RAP 2017 – 2020* aims to further capitalise on positive interaction with Aboriginal and Torres Strait Islander youth through the Blue Light program.

SAPOL's volunteer program provides positive engagement with the broader community. The *SAPOL RAP 2017 – 2020* aims to provide a greater cultural opportunity for Aboriginal and Torres Strait Islander peoples by increasing their volunteer participation in the program.

Justice Reinvestment has provided positive results for the police and community in other jurisdictions. A proposed trial of Justice Reinvestment in the Port Adelaide area is supported by SAPOL who will seek to actively participate in the program. The *SAPOL RAP 2017 – 2020* supports this trial.

The *SAPOL RAP 2017 – 2020* aims to continue to enhance strategies for engagement with Aboriginal and Torres Strait Islander peoples in all levels of everyday business across the organisation.

The SAPOL RAP has been developed by a working group from the SAPOL Aboriginal and Torres Strait Islander Focus Group and other members of the community to outline SAPOL's commitment to improving relationships with the Aboriginal and Torres Strait Islander communities, employees and the public. To align with *SAPOL 2020*, SAPOL's strategic direction document, the RAP will also run to 2020, and will be re-evaluated in 2018 to ensure it remains relevant. SAPOL commits to being fluid in its approach to reconciliation.

SAPOL's RAP is championed by the Commissioner of Police and supported by every member of the Executive Leadership Team. The Assistant Commissioner, State Operations Service is corporately responsible for preparing, coordinating and monitoring activity within the RAP.

The intention of the SAPOL RAP is to ensure it is ingrained into the everyday business of all SAPOL members.

# 2017-2020 Reconciliation Action Plan

## Legend

A/C	Assistant Commissioner
CSB	Commissioner's Support Branch
ELT	Executive Leadership Team
HR	Human Resources Service
LSA	Local Service Area
MOS	Metropolitan Operations Service
NRW	National Reconciliation Week
RAP	Reconciliation Action Plan
RWG	Reconciliation Action Plan Working Group
SOS	State Operations Service
SAPOL	South Australia Police



Front cover image and inside artwork:

Aboriginal artist Rene Kulitja's painting hangs proudly in the foyer of South Australia Police's headquarters. It was painted for SAPOL to explain the story of the Cross Border Justice Act. The canvas has two themes – one is about times long ago and the other is about the present day – and how the children who have followed on have the knowledge of the old days and are also experiencing and learning in the present time. The three circles represent the east, west and north (Western Australia, Northern Territory and South Australia) and the desire to join together, work together and support each other.



# 2017-2020 Reconciliation Action Plan

## Relationships

Policing is a service delivered by people for people with a specific focus on community safety, by building community relations, inclusive of Aboriginal and Torres Strait Islander peoples and communities, where SAPOL will take a leadership role in the reconciliation process.

Focus area: *Maintaining and inspiring public confidence*

Action	Deliverable	Timeline	Responsibility
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting.	<ul style="list-style-type: none"> <li>RWG oversees the development, endorsement and launch of the RAP.</li> <li>Ensure Aboriginal and Torres Strait Islander peoples are consulted with and represented on the RWG.</li> <li>Establish and review Terms of Reference for the RWG.</li> <li>Meet at least twice per year to monitor and report annually on RAP implementation.</li> </ul>	<ul style="list-style-type: none"> <li>July each year</li> <li>July each year</li> <li>July each year</li> <li>March &amp; September</li> </ul>	A/C SOS
2. Celebrate and participate in National Reconciliation Week (NRW) to provide opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	<ul style="list-style-type: none"> <li>Encourage each LSA to hold one event for NRW each year. Invite representatives from Aboriginal and Torres Strait Islander communities to attend.</li> <li>Register our NRW events via Reconciliation Australia's NRW website.</li> <li>Provide a stall at an external NRW event. Promote internally NRW events and encourage staff to participate in events to recognise and celebrate NRW.</li> <li>Ensure our Working Group participates in an external event to recognise and celebrate NRW.</li> </ul>	27 May - 3 June, each year	A/C SOS
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	<ul style="list-style-type: none"> <li>Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.</li> <li>Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.</li> <li>Meet twice yearly with Aboriginal and Torres Strait Islander organisations or Elders to monitor engagement.</li> </ul>	July each year	Aboriginal Policy Officer to implement engagement plan and disseminate to LSA Commanders.
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	<ul style="list-style-type: none"> <li>Implement and review a strategy to communicate our RAP to all internal and external stakeholders.</li> <li>Promote reconciliation through ongoing active engagement with all stakeholders.</li> </ul>	July 2017	A/C SOS
5. Participate in community events and programs to enhance partnerships between SAPOL and Aboriginal and Torres Strait Islander communities.	<ul style="list-style-type: none"> <li>At the Aboriginal Power Cup, provide a stall at the Careers Expo and participate in management of the Cup.</li> <li>At the Don McSweeney Lands Cup, provide management support for the cup.</li> <li>Ensure appropriate referrals are made for the Department for Communities and Social Inclusion's programs, supervision, case management and offence specific and therapeutic programs, and participate in diversion programs.</li> <li>Through the Blue Light program:               <ul style="list-style-type: none"> <li>Encourage Aboriginal and Torres Strait Islander youth participation in camps.</li> <li>Provide for Aboriginal and Torres Strait Islander youth participation in activities.</li> </ul> </li> <li>Increase the number of Aboriginal and Torres Strait Islander volunteers in the SAPOL volunteer program.</li> <li>Provide Road Safety awareness programs in remote communities.</li> <li>Support trial of the Port Adelaide Justice Reinvestment program.</li> </ul>	July each year	A/C SOS O/C CSB

# Reconciliation 2017-2020 Action Plan

## Respect

By recognising, respecting and celebrating the contribution made by Aboriginal and Torres Strait Islander peoples to Australia, great strides forward can be made together for a safe and harmonious future for all.

Focus area: *Understanding and meeting community needs*

Action	Deliverable	Timeline	Responsibility
6. Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	<ul style="list-style-type: none"> <li>Develop and implement a cultural awareness training strategy for SAPOL staff which explains cultural learning to all employees of SAPOL.</li> <li>Work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.</li> <li>Consider alternative ways cultural learning can be delivered, e.g. online, face-to-face workshops or cultural immersion.</li> </ul>	July 2018	A/C HR
7. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.	<ul style="list-style-type: none"> <li>Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.</li> <li>Maintain respectful partnerships with key contacts to provide a Welcome to Country.</li> <li>Invite a Traditional Owner to provide a Welcome to Country for at least one significant event.</li> </ul>	July each year	A/C SOS
8. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Ensure procedures are in place to enable Aboriginal and Torres Strait Islander staff to connect with their cultures and communities during NAIDOC celebrations.</li> </ul>	July each year	A/C HR

# 2017-2020 Reconciliation Action Plan

## Opportunities

Liaison and engagement with Aboriginal and Torres Strait Islander peoples and communities is integral to providing access to police services relevant to the needs of Aboriginal and Torres Strait Islander communities in ensuring public safety, crime prevention and road safety.

Focus area: *Collaborating and engaging for effective communication*

Action	Deliverable	Timeline	Responsibility
9. Investigate opportunities to increase Aboriginal and Torres Strait Islander employment within our workplace.	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy, including marketing activities and content on SAPOL's recruitment website.</li> <li>Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.</li> <li>Review HR and recruitment procedures and policies to reduce barriers to Aboriginal and Torres Strait Islander applicants joining our workplace.</li> </ul>	July each year	A/C HR
10. Create opportunities to support Aboriginal and Torres Strait Islander staff and increase employment pathways and outcomes within our workplace.	<ul style="list-style-type: none"> <li>Seek expressions of interest from Aboriginal and Torres Strait Islander members of other government agencies to mentor SAPOL Aboriginal and Torres Strait Islander members.</li> <li>Maintain and support the SAPOL Aboriginal and Torres Strait Islander traineeships and pre-employment programs.</li> <li>Support SAPOL Aboriginal and Torres Strait Islander employees wishing to transition towards general duties policing by providing training and career paths.</li> </ul>	July each year	A/C HR
11. Maintain a stance against Racism.	<ul style="list-style-type: none"> <li>Continue to support the "Racism – it stops with me" campaign.</li> <li>Regularly review intranet content for the Aboriginal portfolio including the educational "Interactive Ochre" link.</li> </ul>	March & September each year	A/C HR A/C SOS
12. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	<ul style="list-style-type: none"> <li>Review procurement policies and procedures to reduce barriers to Aboriginal and Torres Strait Islander businesses supplying SAPOL with goods and services.</li> <li>Identify Aboriginal and Torres Strait Islander service providers and consider opportunities for them to engage with SAPOL.</li> </ul>	July each year	Director Business Services



# 2017-2020 Reconciliation Action Plan

## Tracking progress and reporting

Action	Deliverable	Timeline	Responsibility
13. Report RAP achievements, challenges and learnings to Reconciliation Australia.	<ul style="list-style-type: none"><li>Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.</li><li>Investigate participating in the RAP Barometer, a national research study conducted every two years.</li><li>Develop and implement systems and capability needs to track, measure and report on RAP activities.</li></ul>	<ul style="list-style-type: none"><li>30 September</li><li>July 2018</li><li>January &amp; July</li></ul>	A/C SOS
14. Report RAP achievements, challenges and learnings internally and externally.	<ul style="list-style-type: none"><li>Publicly report our RAP achievements, challenges and learnings through appropriate channels, such as the annual report, SAPOL intranet and through communication with key stakeholders.</li></ul>	July each year	A/C SOS
15. Review, refresh and update RAP with Reconciliation Australia in July 2018.	<ul style="list-style-type: none"><li>Review, refresh and update RAP based on learnings, challenges and achievements.</li><li>Send draft RAP to Reconciliation Australia for formal feedback and endorsement.</li><li>State Operations Service to review and monitor progress.</li></ul>	July 2018 July each year	A/C SOS

### Contact details

Coordinator, State Operations Service, South Australia Police  
7322 4463