

SOUTH AUSTRALIA POLICE – ANNUAL REPORTING 2020-21

Aboriginal Reconciliation

South Australia Police (SAPOL) Statement of Reconciliation and SAPOL Reconciliation Action Plan (RAP) remains the guiding document for engagement with Aboriginal and Torres Strait Islander (ATSI) people. Of note, SAPOL's revised RAP is currently being considered for review by Reconciliation Australia and is to be released in the latter half of 2021.

During the review period, the SAPOL RAP moved into its fourth year. It was assessed against its deliverables, adjusted to meet community needs and exceeded the outcomes as defined within this document by way of establishing meaningful and resilient partnerships with major stakeholders and organisational cultural inclusion.

SAPOL's commitment to prevention, early intervention, and engagement with ATSI people is supported through liaison with Federal and State Government and non-government agencies.

SAPOL, through the Commissioner of Police, as a member of the Chief Executive's Group on Aboriginal Affairs; additional SAPOL representation also forms a part of the South Australian Chief Executive Council, *Over Representation of Aboriginal People in the Justice System* working group.

SAPOL are further represented at numerous community engagement events where employment and engagement with the organisation is promoted. Due to COVID 19 many events in 2020-21 were cancelled. Regardless of this, SAPOL maintained close working relationships with key employment stakeholders including the Office for the Public Sector (OPS) vide the OPS Aboriginal Trainee Program and Aboriginal Employment Register. SAPOL have continued to scout existing talent from within the ATSI community to increase our employment of ATSI people through direct liaison between our Aboriginal members and the community.

As at 30 June 2021, SAPOL comprised of 82 Aboriginal employees working as sworn police officers, community constables, police Aboriginal liaison officers (casual), cadets, Police Security Officers and administrative support officers.

Assistant Commissioner State Operations Service is the sponsor of the ATSI Focus Group which functions as a working group to provide operational and organisational guidance on Indigenous issues that will impact on SAPOL, its staff and the wider community.

During the reporting period SAPOL launched the *Cultural Capability Development Program* (the program). The program is designed to bring together cultural awareness, cultural sensitivity and cultural safety to develop cultural capability across the organisation. The program was launched in August 2020 with an introductory course developed by SBS and delivered online. Steps two and three will be delivered face to face and rolled out to all staff over a period of time with the final step incorporating practical elements of policing tailored to individual workplace requirements.

Building upon our existing SAPOL RAP, the succeeding RAP will see our organisation increase its commitment to reconciliation through the inclusion of progressive, contemporary initiatives that are reflective of the respect we have for our First Nations People and SAPOL's commitment to reconciliation.



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SAFER COMMUNITIES



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South Australia**