



SAPOL Reconciliation Action Plan

Progress Report July 2024 – December 2025



RAP Learnings & Recommendations



Relationships

Engagement with First Nations communities is becoming stronger and more consistent across local, regional and whole-of-government partnerships.

→ Improved reporting and a stronger leadership focus on NRW will further support progress.



Respect

Cultural capability is increasing, supported by strengthened protocols, NAIDOC engagement and internal support for First Nations employees.

→ Finalising strategic frameworks and improving organisation-wide coordination and resourcing remain key priorities.



Opportunities

Foundations for First Nations employment and procurement continue to strengthen, with positive momentum across initiatives.

→ Formalising employee strategies, enhancing cultural safety and expanding recruitment and procurement pathways will build on this progress.



Governance

Governance structures are maturing, supported by a commitment to continuous learning.

→ Strengthened internal communication, accountability mechanisms and public reporting will improve transparency and effectiveness.

RAP Reporting Highlights

‘Lunch & Learn Sessions a Hit Across IS&T!’ *Action 3.1 NRW 2025*

‘SBS Cultural Awareness Reaches 9,000+ Completions!’ *Action 6.5 2025*

‘New First Nations Recruitment Collateral Now Live!’ *Actions 10.2 – 10.3 Dec 2025*

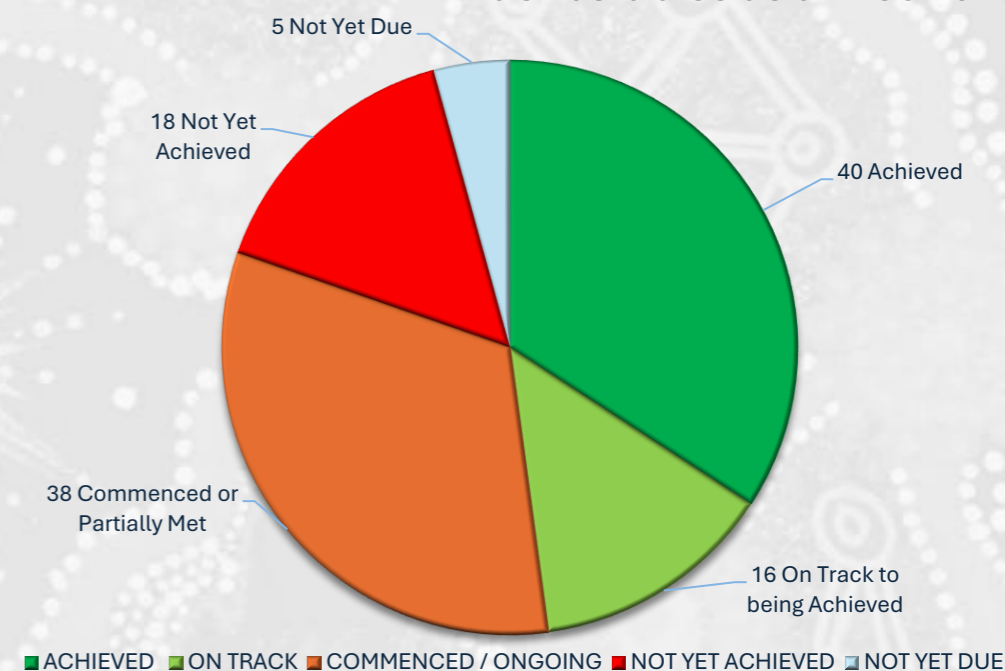
‘Relationships Driving Real Impact Across SA Communities!’ *Actions 1.2 – 1.6 2025*

‘Women’s Business strengthening family & domestic violence responses’

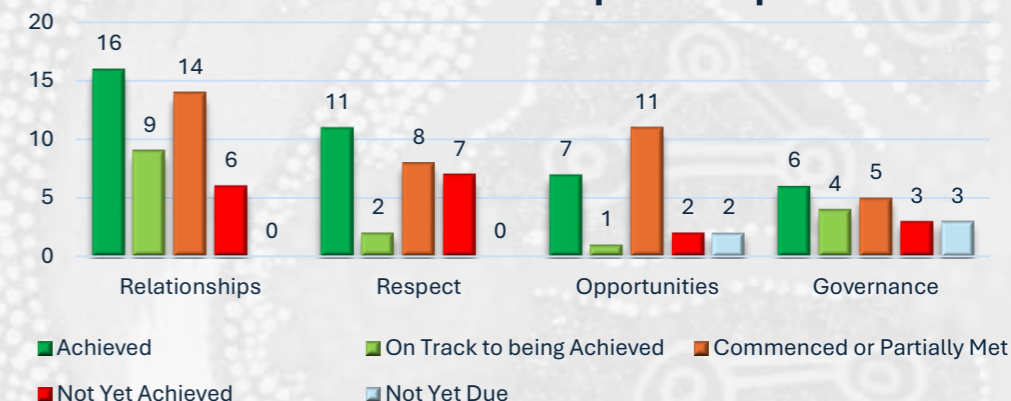
Action 1.5 Jul 2025

RAP DELIVERABLES - STATUS

117 deliverables as at Dec 2025



Deliverables per RAP pillar



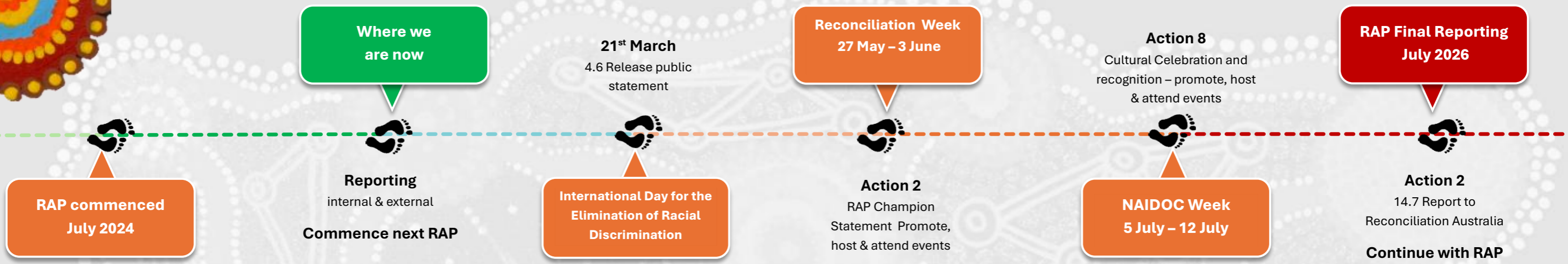
Deliverables are advancing. Improved coordination and accountability will help drive stronger outcomes.



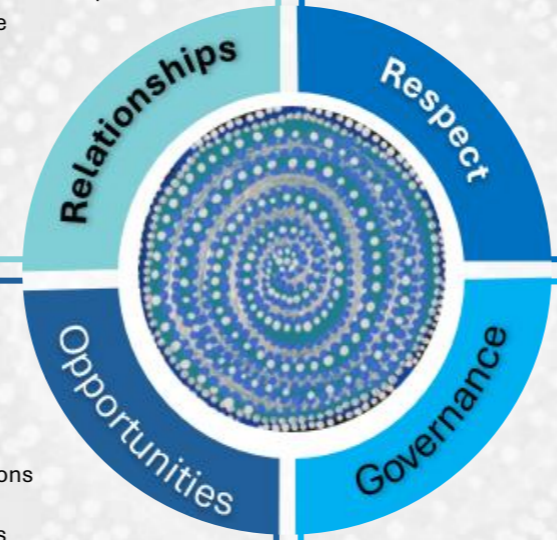
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KEY RAP ACHIEVEMENTS



Action 1 – Relationships with First Nations stakeholders

- Consistent engagement through Working Groups, cultural events, Elders, Yarning Circle use, translated resources, and harm-reduction partnerships.
- Collaboration in the APY Lands, secondments, community education trips, youth programs, and working with Elders.
- Strong partnerships with Aboriginal Community Controlled Organisations and community councils (e.g., Ceduna Services Collaboration, ALRM, consultation services, art projects).
- Active cross-government collaboration (DHS, DCP, SA Health) and community connections (e.g., Santos Aboriginal Power Cup, Blue Light programs, Nunga Carnivals, outreach and network programs).

Action 2 – National Reconciliation Week (NRW)

- RAP Working Group and leaders attended NRW events.
- Internal and external communications promoted NRW activities.
- IS&T delivered structured internal NRW programs with Districts and Regions actively participating in events and activities.
- SAPOL publicly promoted involvement in NRW events.

Action 3 – Promoting reconciliation

- Visible public commitments through RAP banners and acknowledgements.
- RAP and cultural content embedded across training programs.
- Staff participation in external RAP groups.
- Strong cross-agency collaboration, including with the Department for Correctional Services.

Action 4 – Anti-discrimination strategies

- Draft Anti-Racism General Order developed, aligned with state and ANZPAA principles.
- Consultation with First Nations staff completed.
- Senior leaders endorsed anti-racism.
- Internal campaigns supported anti-racism observances.

Action 5 – Whole-of-government participation

- Active involvement in state and national partnerships.
- Senior representation in Aboriginal Justice Policy Partnerships.
- Leadership in ANZPAA Police Closing the Gap Network.
- Consistent contributions to justice and wellbeing initiatives.

Action 6 – Cultural understanding

- Organisation-wide cultural capability initiatives delivered across multiple areas.
- Activities include place-based cultural inductions, training, cultural immersion and educational sessions on significant cultural days.
- Review of cultural learning needs underway.
- On-country mentoring provided by First Nation employees.

Action 7 – Respecting First Nations cultures

- Updated General Order on cultural protocols, strengthening use of Acknowledgements.
- Traditional Owners engaged for Welcomes and smoking ceremonies (e.g., graduation ceremonies, Port Pirie cells, use of yarning circle for ELT visit to the Limestone Coast).
- Improved access to cultural protocol guidance updated via the First Nations Info Hub.

Action 8 – Cultural celebration and recognition

- Strong participation across all districts in NAIDOC events.
- Extensive operational and community support for marches, flag-raising, BBQs, youth activities, Power Cup, colour runs.
- Regular communication through newsletters and Info Hub updates.

Action 9 – Supporting First Nations employees

- Development of a First Nations events calendar.
- Review commenced on improved engagement and consultation with First Nations employees.
- Work underway to refresh the First Nations Employee Focus Group for 2026.
- Engagement with local and executive-level Voice representatives.

Action 10 – Employment outcomes

- Strengthened employment pathways through the Community Constable Program and PALO recruitment.
- New First Nations recruitment collateral launched.
- Investment in staff development (e.g., Cert IV TAE, leadership programs, OCPSE First Nations forum).
- Expanded use of First Nations job advertising channels.
- Improvements made in probity, contracts, and progression pathways.
- Representation at 1.5%, establishing solid foundations for future growth.

Action 11 – First Nations procurement

- Procurement framework updated to embed First Nations supplier considerations.
- Procurement and Contract Management Services (PCMS) staff trained in First Nations contracting.
- Increased procurement from First Nations suppliers for artwork, cultural services, consultancy, and catering.
- Progress made on Procurement Strategy and Supply Nation analysis.
- Aboriginal Business Register made available via the PCMS page.

Action 12 – RAP governance

- RAP Working Group maintains 20%+ First Nations representation.
- Updated Terms of Reference and regular, structured meetings in place.
- Membership refreshed and governance visibility strengthened.
- Funding, administrative support, and RAP banners provided.

Action 13 – Implementation support

- Systems and leadership structures strengthened; workshops delivered.
- RAP Champions providing ongoing ELT updates.
- Funding allocated for key activities.
- RAP embedded as a standing item in several regional meetings.
- Revised reporting system implemented in December 2025.

Action 14 – Transparency and accountability

- Ongoing communication with Reconciliation Australia, including the Impact Survey.
- Annual RAP Survey completed (Dec 2025).
- Rolling traffic-light reporting underway for July 2026 end-of-RAP report.
- Some areas embedding RAP into local governance processes.

Action 15 – Next RAP development

- Early planning commenced with Reconciliation Australia.
- Initial RAP Working Group discussions underway.
- Approval process commenced for RAP development.