

SOUTH AUSTRALIA POLICE – ANNUAL REPORTING 2017-18

Disability Access and Inclusion Plan

SAPOL's Disability Access and Inclusion Plan (DAIP) 2017-2020 was launched on 5 July 2017 along with a significant communication strategy delivered to all employees. The structure of the DAIP aligns with the specified outcomes under the South Australia Government's DAIP strategy.

Work has commenced on implementing the actions outlined in the DAIP. In 2017, the SAPOL Executive Leadership Team approved the establishment of a Diversity and Inclusion Branch to oversee and focus on the priorities and actions of the DAIP.

Some actions, which support the DAIP, are already underway and include:

- A Flexible Work Team has been established to support SAPOL's commitment to an 'If Not, Why Not' approach to Flexible Working Arrangements;
- The Police Volunteer Manual was reviewed in May 2018. The manual specifies that volunteers have the right to be interviewed and engaged in accordance with equal opportunity and anti-discrimination legislation. This includes an interview process for volunteers which enables applicants and interviewer to discuss any special requirements that applicants may have;
- People with cognitive or communication impairment face numerous barriers when participating in investigative interviews with police. SAPOL has recognised the interviewing of vulnerable witnesses is a highly complex task and specialist skills are required where the purpose is to elicit accurate and detailed information. Such interviewing requires highly specialised training. Priority Action 2.11 of the Disability Justice Plan called for the provision of specialist training for the interviewing of vulnerable persons. The acquisition of specialist training across government was through a tender process and the successful applicant was Professor Martine Powell from the Centre for Investigative Interviewing. Since 2016 SAPOL has enrolled 132 members with 96 having successfully graduated to date and 36 currently completing studies. The training has improved investigative interviewing skills of members across the organisation by enabling them to obtain comprehensive and reliable testimonies from vulnerable witnesses. It has also been instrumental in removing communication barriers for persons with a disability and children affording them their right to dignity, respect and a voice when accessing the justice system.
- SAPOL has collaborated with the Legal Services Commission on their new legal education resource 'Rights on Show' about key rights when first making contact with the police and the criminal justice system. The resource was specifically made for people with an intellectual disability and cognitive impairment who may have complex communication needs.

In the coming year, SAPOL's Diversity and Inclusion Branch will advise and collaborate with stakeholders both within SAPOL and externally to continue the implementation of the DAIP.



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