



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.

During the 2023–24 reporting year the SAPOL RAP Working Group (RWG) has formulated our 2024-2026 Innovate RAP which contains 118 actions with agency wide commitments. The RWG is comprised of Aboriginal and non-Aboriginal SAPOL members and Aboriginal persons from external agencies. The group is supported by the First Nations Strategy Project Manager. An ambitious document, our third RAP will be launched at the start of the 2024-2025 reporting year and we will continue to report against the deliverables to Reconciliation Australia quarterly and through the annual RAP Impact Survey.

During the 2023–24 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, Assistant Commissioner Governance and Capability Service representation on the SA Justice Partnership Committee 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 the Closing the Gap Priority Reform Two Working Group.

SAPOL continues to build strong working relationships with key Aboriginal Community Controlled Organisations (ACCOs) and create opportunities to develop important partnerships that contribute to Closing the Gap. Our recent focus has been on establishing partnership principles and jointly identified outcomes with ACCOs in the western suburbs in alignment with the Place-based Partnerships Agreement model.

SAPOL maintains close working relationships with key employment stakeholders including the Office of the Commissioner for Public Sector Employment, 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 2024, First Nations employees represent 1.3% of the SAPOL workforce, working as sworn police officers, community constables, police Aboriginal liaison officers, cadets, Police Security Officers and administrative support officers.

The Assistant Commissioner State Operations Service remains the sponsor of the First Nations Focus Group. This working group, designed to provide operational and organisational guidance regarding SAPOL staff and the wider community has faced challenges gaining traction and is the model is currently being reviewed.

