



Aboriginal Reconciliation

South Australia Police (SAPOL) Statement of Reconciliation and SAPOL Reconciliation Action Plan (RAP) remain the guiding documents for engagement with Aboriginal and Torres Strait Islander people. SAPOL’s revised RAP is being drafted for review by Reconciliation Australia and is expected to be released in the latter half of 2022. A working group consisting of people both internal and external to SAPOL, has been formed to provide the broadest input in the hope of achieving the best result in improving outcomes for Aboriginal and Torres Strait Islander people.

During the review period, the SAPOL RAP moved into its fifth year, with the delay in releasing the new RAP predominantly due to COVID-19. SAPOL has been working closely with Reconciliation SA and Reconciliation Australia in an effort to achieve a ‘stretch’ RAP for the coming period.

The existing RAP has been 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 Aboriginal and Torres Strait Islander 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 Senior Management 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. Many events in 2021-22 were cancelled or postponed due to continuing issues related to COVID-19. 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 Aboriginal and Torres Strait Islander community to increase our employment of Aboriginal and Torres Strait Islander people through direct liaison between our Aboriginal members and the community.

As at 30 June 2022, SAPOL comprised of 74 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 Aboriginal and Torres Strait Islander 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.

The Cultural Capability Development Program (the program) continues to provide ongoing learning opportunities for SAPOL employees. 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.

Service Integrity Leadership Collaboration Courage Respect



Steps two and three have commenced with face to face sessions being 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.

