

This EAPS brochure is intended as an overview or summary of the *NSWP EAPS Forward Plan 2006-2009*. It can be included in information packages for advertised positions and other administrative purposes. A complete pdf version of the *NSWP EAPS Forward Plan 2006-2009* will be available via the Police Intranet in 2006 or by contacting the Cultural Diversity Team in the Commissioner's Inspectorate.

The *NSW Police EAPS Forward Plan 2006-2009* acknowledges Aboriginal people as the owners of this land and reinforces their priorities in terms of policing services as being of primary importance. The Plan is concerned with the policing needs of migrant and non-English speaking non-Aboriginal communities in NSW but qualifies them as secondary to the experiences and struggles of Aboriginal communities.

It falls upon every employee of NSW Police, sworn and civilian alike, to give meaning to the principles and priorities outlined in this EAPS summary in the course of their everyday work.

EAPS – What is it?

The Principles of Multiculturalism are enshrined in legislation under the *Community Relations Commission and Principles of Multiculturalism Act 2000*.

All government agencies, including NSW Police (NSWP), are required to have an annual Ethnic Affairs Priorities Statement (EAPS) demonstrating how the Principles of Multiculturalism are implemented within their agency. They must report on EAPS through their Annual Reports and the compliance of each agency is reported to Parliament through the Community Relations Commission For a multicultural NSW.

In their EAPS forward plan, agencies are required to provide information on planned initiatives that will align their core business more effectively with the needs of a culturally, linguistically and religiously diverse society. NSW Police has adopted a three-year planning process.

Key agencies, identified by the Premier, are also required to submit annual reports to the CRC on their achievements in terms of culturally appropriate service-provision. This report is based on self-assessment criteria outlined in the EAPS Standards Framework issued by the CRC.

The Principles of Multiculturalism

All Government agencies must observe the four Principles of Multiculturalism in their work:

- 1 All individuals in New South Wales should have the greatest possible opportunity to contribute to, and participate in, all aspects of public life in which they may legally participate.
- 2 All individuals and public institutions should respect and make provision for the culture, language and religion of others within Australia's legal and institutional framework where English is the common language.
- 3 All individuals should have the greatest possible opportunity to make use of and participate in relevant activities and programs provided or administered by the Government of New South Wales.
- 4 All institutions of New South Wales should recognise the linguistic and cultural assets in the population of New South Wales as a valuable resource and promote this resource to maximise the development of the State.

These Principles are designed to address the needs of the people of NSW who are all customers of policing services.

According to the recent edition (2003) of the People of New South Wales, based on the 2001 Census, New South Wales has the largest number of overseas-born residents. The number of NSW residents who speak a language other than English at home has increased by 9.6 per cent from 1,092,219 in 1996 to 1,197,071 in 2001.

NSW has a more diverse grouping of Aboriginal and Torres Strait Island people than any other state and the largest group of Aboriginal people located in one area.

There are approximately 500 Aboriginal and 241 other language groups recorded in NSW, making it one of the most linguistically diverse societies in the world.

NSWP EAPS Forward Plan 2006-2009

Diversity is a broad concept, but the NSWP EAPS Forward Plan focuses primarily on issues of culture, ethnicity, language and religion, consistent with current legislation in New South Wales.

The *NSWP EAPS Plan 2006-2009* was the result of extensive consultations, forums, focus groups and surveys with our internal and external stakeholders. It reflects the voices and experiences of frontline police, police managers, other government departments and community stakeholders. It identifies key priorities and future strategies for enhancing the capability and confidence of our police to operate in a culturally diverse society.

Competent service delivery requires us to understand diversity, to confidently manage it, to reflect it and to draw on it. Diversity of people, languages, backgrounds, education and opinions is perhaps the most valuable resource available to a police officer. It is valuable in terms of all core police functions – investigations, victim support, crime prevention, intelligence gathering, tasking and deployment, prosecution and supervision.

Oversight of the EAPS process rests with the Commissioner of Police and his Police and Ethnic Communities Advisory Council (PECAC) was reviewed in 2004. A new Council with revised Terms of Reference will be announced in early 2006.

The NSW Police Corporate Spokesperson for Cultural Diversity, a key stakeholder in the EAPS process, plays a pivotal role in brokering internal and external support and commitment towards the achievement of more culturally competent policing through innovative partnerships and promotions.

Together, the Commissioner of Police, PECAC, Corporate Spokesperson for Cultural Diversity, the Cultural Diversity Team and our Ethnic Community Liaison Officers are directly tasked with the development, implementation, reporting and ongoing evaluation of the cultural appropriateness of policing in New South Wales.

Also known as NSW Police Priorities for Working in a Culturally, Linguistically and Religiously Diverse Society 2006-2009

Ethnic Affairs Priorities Statement 2006–2009

The 2005 EAPS consultations revealed the following emerging themes:

- Recognition that there are many existing and positive NSW Police initiatives, at both corporate and local levels. The importance of building on existing initiatives in moving towards the future was emphasised.
- EAPS currently sits in isolation from the general way in which NSW Police plans its business and corporate priorities. Consultations emphasised the need to articulate links between the EAPS Forward Plan and other relevant corporate and governance plans within NSW Police.
- A range of critical gaps exist in the actual and perceived services that police deliver and the ways in which they work with culturally and linguistically diverse communities.

The *NSW Police EAPS Forward Plan 2006-2009* flows from the *NSWP Corporate Plan 2004-2007*, translating the emerging themes from the 2005 consultations in the light of Aboriginal history into key activity areas. In this spirit, these activity areas have then been distilled into 5 priority areas to form the basis for the EAPS Forward Plan. The priority areas are:

- 1 Building trust and partnership within NSW Police and with culturally diverse communities through respect, dialogue, cooperation, appropriate and effective consultation and communication;
- 2 Reduced crime and violence, particularly in areas with new and emerging communities and/or relatively large numbers of residents of non-English speaking backgrounds - to lessen the community's fear of crime and to address contentious issues as they arise;
- 3 Our values will reflect the principles of cultural diversity, which will drive our organisational performance, compliance and accountability standards at all levels of the organisation;
- 4 Our people deserve a workplace free of discrimination which values the skills and leadership attributes required for culturally appropriate policing and police management at all levels of the organisation;

- 5 Build a committed and confident workforce by recruiting and retaining the right people, and fully developing the talents of people we have by providing career and development opportunities as well as reward and recognition for competent performance.

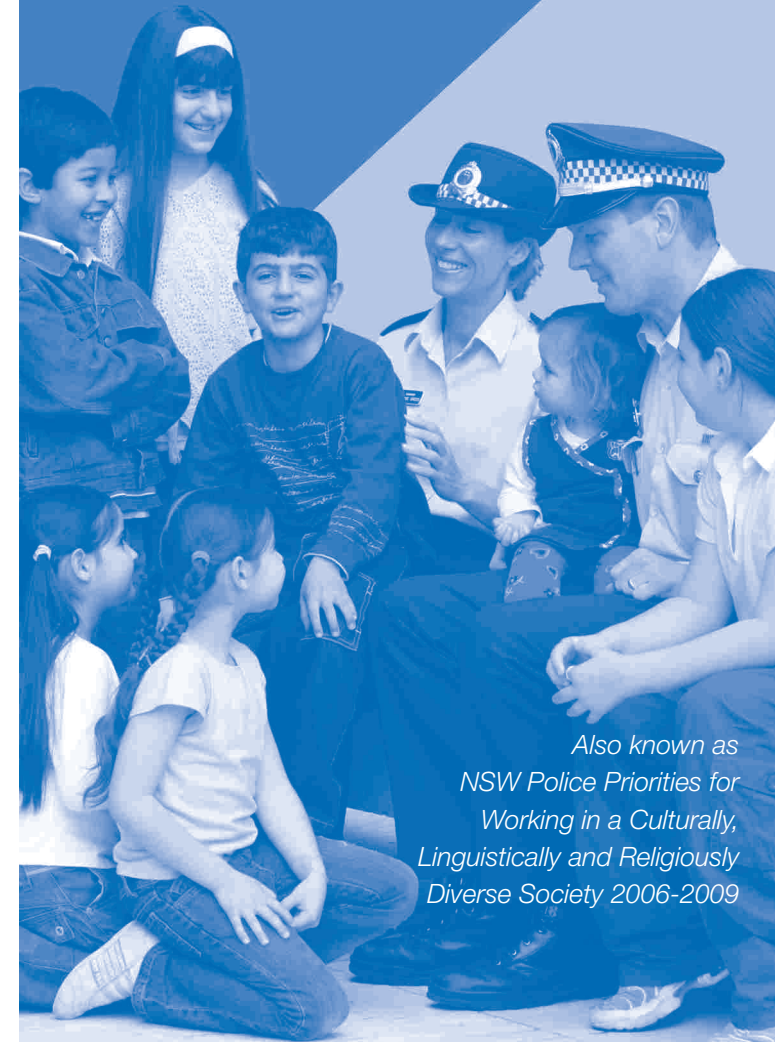
It is under these priority areas that corporate and local initiatives constituting the NSWP EAPS Forward Plan 2006-2009 emerge.

The *2004 NSWP EAPS Standards Framework* report to the CRC highlighted the existing capacity of police to operate successfully and with respect in a challenging and complex environment. Specific initiatives that were mentioned include:

- Depth and breadth of consultations initiated by Local Area Commands (LACs) particularly to engage specific groups who are otherwise not represented in government decision-making processes.
- Community volunteers facilitating dialogue between police and people from language backgrounds other than English through a new system of language assistance registers.
- Ethnic Community Liaison Officers (ECLOs) supporting LACs in a range of ways, from building police-community partnerships through to facilitating better operational and investigative outcomes.
- Initiatives by the NSWP Cultural Diversity Team e.g. Workplace Diversity Training, Innovative Models for Police and Community Training, Recruitment and retention of police from culturally diverse backgrounds.

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