The Painting

The design is painted in the style of contemporary Aboriginal art and is not traditional art to a certain tribe or area. This painting represents all Aboriginal people throughout the State and symbolises the NSW Police Force and the Aboriginal Community’s continuous efforts to work together in unity.

The earthy reds and ochre colours represent Aboriginal people and their connection to country, coming together and meeting on country.

The circles represent different tribes and meeting places. The blue ties in with river systems flowing through the land, symbolising the positive flow of the NSW Police Force working with Aboriginal communities to build stronger relationships.

The meeting place on the cover represents police and Aboriginal people meeting on common ground and working towards breaking down barriers and building a positive future.

The Artist

The artwork used for the cover of the Aboriginal Strategic Direction was painted by Rachel Treacy, a proud Kija and Ngarinyin woman from the East Kimberley, Western Australia.
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Key acronyms used in this document
I proudly welcome the development of the *Aboriginal Strategic Direction 2018-2023* (ASD), which builds on the achievements of the previous ASD, and provides the blueprint for the NSW Police Force’s long-term, positive engagement with Aboriginal communities throughout NSW.

Guided by the ASD, the NSW Police Force has established Police Aboriginal Consultative Committees, supported Crime Prevention Grants for the development of community development programs, and developed a compelling new training package for police drawing on lessons from the Bowraville murder investigation.

The new ASD identifies critical opportunities for police to foster strong and cohesive partnerships with Aboriginal communities and key agencies.

Through these partnerships, the NSW Police Force will work to reduce crime and violence; build safer Aboriginal communities, particularly for women and young people; and focus on the early diversion of Aboriginal young people away from the criminal justice system and towards support services.

The successful implementation of the ASD is a responsibility shared by every member of the NSW Police Force.

I am encouraged by our achievements so far as we embark on the new ASD; with a renewed focus on delivering effective, appropriate and trusted police responses to Aboriginal communities across the State.

M J Fuller APM
Commissioner of Police
The new Aboriginal Strategic Direction 2018 - 2023 (ASD) builds onto the solid foundation laid by the previous document the ASD 2012-2017. Our present framework provides a springboard to further develop and grow the already established relationships with the Aboriginal community and enhances the process of accountability.

The new ASD has maintained the four key priorities but has more flexible strategies under each objective so that more innovative solutions and programs can evolve. Importantly we have strengthened our response to youth, early intervention, family violence and crime prevention.

We will continue our focus of community policing by consulting with Aboriginal people regarding offences of concern to them and work in partnership to achieve outcomes that reduce crime and the fear of crime. We will also continue to focus on crime prevention and diversion initiatives for Aboriginal youth in recognition that the Aboriginal Community has a younger population base than mainstream Australia.

We have established a process within NSW Police Force that ensures Aboriginal engagement has a coordinated focus and that officers are held accountable at all levels to implement Aboriginal policy. I believe that this policy and the work we are currently undertaking will see further enhancement in the organisation’s approach of Aboriginal engagement. We look forward to furthering our collaborative partnerships with the Aboriginal Community and service providers.

Peter Barrie APM
Assistant Commissioner
Commander Southern Region
Governance framework and important Cultural procedures/information

a. New South Wales Constitution

Amendment to NSW Constitution Act 1902 - Section 2

Recognition of Aboriginal people

In 2010 the New South Wales Parliament gave recognition to the Aboriginal people in the following words:

(1) Parliament, on behalf of the people of New South Wales, acknowledges and honours the Aboriginal people as the State’s first people and nations.

(2) Parliament, on behalf of the people of New South Wales, recognises that Aboriginal people, as the traditional custodians and occupants of the land in New South Wales:

(a) have a spiritual, social, cultural and economic relationship with their traditional lands and waters, and

(b) have made and continue to make a unique and lasting contribution to the identity of the State.

b. NSW Premier’s Priorities

The Premier’s Priorities set New South Wales Government goals for the NSW Police Force (NSWPF).

They include:

- prevent and reduce the level of crime
- prevent and reduce the level of reoffending
- improve community confidence in the justice system.

c. Aboriginal Cultural Protocol

In keeping with Aboriginal Cultural Protocols and Practices recognised by the NSW Government as is required by and is consistent with the Premier’s Department Circular No. 2004-39, ‘Recognising Aboriginal cultural Protocols and Practices’ as well as our own Statement of Aboriginal Reconciliation NSWPF will pay respect to traditional Aboriginal owners of country by undertaking the following protocols. This is not open to interpretation or exercise of personal opinion.

d. Welcome to Country

This observance, whereby the traditional Aboriginal owners (usually an Elder or other respected person), welcome people to their land/country.

This occurs at events and formal functions and should precede the commencement of the formalities that may be associated with the event/function.

The wording, conduct or format of these ceremonies is at the discretion of the traditional owners / Elders who are providing the ‘welcome’.

e. Acknowledgement of Country

At organised functions, meetings and/or forums where a local custodian is not available the facilitator should proceed with an acknowledgement of the traditional owners. The acknowledgement can be given by an Aboriginal or non-Aboriginal person.

The following is an example of an Acknowledgement of Country statement that could be utilised by NSWPF personnel:

“I wish to acknowledge that this meeting (event) is being held on the traditional lands of the (relevant) people. I recognise their continuing ownership and association with these lands and pay respect to the (relevant) people past, present and future.”

f. Using correct terminology

The use of terms such as ATSI or Aborigine is offensive and outdated when referring to Aboriginal people. Use either Aboriginal or Torres Strait Islander. Indigenous is another term that
many Aboriginal people find offensive. However, as it is a term used by the Federal Government it has to be tolerated but always ask if it is acceptable to the people you are dealing with.

It is also offensive to spell Aboriginal with a lowercase ‘a’, always ensure the word Aboriginal is spelt with a capital ‘A’ as you would other designations like ‘Australian’, or ‘English’.

The term Indigenous is one that was imposed by governments on Aboriginal people it should be noted that in terms of individual’s identification it is appropriate and necessary for police processes and data collection to determine if the person is Aboriginal, Torres Strait Islander or both by asking the person.

g. Relationships
It must be remembered that Aboriginal people have both direct family ties and kinship ties that both carry obligation and connection.

Kinship and family ties can be defined through blood relationships, adoption, or marriage and household economies.

An understanding of the closeness of familial and kinship relationships is essential especially in relation to the consorting laws.

SECTION 1
Overview of the Aboriginal Strategic Direction

1.1 Challenges facing Aboriginal communities

Aboriginal people continue to be the most disadvantaged group in Australian society. The over-representation of Aboriginal people in the criminal justice system has been a challenge for policy makers and a source of advocacy and concern for many, particularly the Aboriginal community themselves.

Policy makers are focused on taking steps to reduce the level of Aboriginal incarceration in New South Wales. The NSWPF has worked with policy makers to develop strategies to meet these challenges, during the past 20 years.

Currently, Aboriginal men make up approximately 24% of the adult male prison population.
Aboriginal women make up approximately 30% of the female prison population.
Young Aboriginal people constitute approximately 50% of youth in custodial care.

Approximately one in 10 Aboriginal young people involved with the New South Wales criminal justice system were in Out Of Home Care.

There are currently more than 6,000 Aboriginal children and young people in out-of-home care in New South Wales.

In recent times the Department of Family and Community Services has handed responsibility for the supervision and control of young Aboriginal people in care to community providers.

The peak body representing these community providers is the Aboriginal Child, Family and Community Care State Secretariat.

The Australia New Zealand Policing Advisory Agency ‘Community Policing Model (Indigenous Communities)’ identifies the ‘key drivers’ that impact on policing in Aboriginal communities and ways in which better relationships between police and Aboriginal communities can be facilitated.

It is acknowledged that building trust is a key component for police to uphold their primary responsibility of maintaining a safe and secure environment.

The Aboriginal Strategic Directions 2018 – 2023 is a demonstration of the continuing commitment of the NSWPF to achieving these outcomes by supporting the engagement of Aboriginal communities in the resolution of issues arising from a changing environment.
1.2 Outcomes from the Aboriginal Strategic Direction 2012 - 2017

In reviewing the outcomes of ASD 2012 - 2017 and the formulation of the draft ASD 2018 - 2023 a range of consultations were undertaken both internally and externally.

The ASD is a living document subject to ongoing review to ensure its relevance and currency to reflect emerging issues and to enable the development of innovative solutions.

Information sessions were conducted in Aboriginal communities in urban, regional and remote locations. A survey was also undertaken in 2015 with a view of gauging Aboriginal community awareness and understanding of the ASD.

As a consequence of this survey a further round of community engagements provided a forum for Aboriginal community feedback on the ASD 2012 – 2017. This feedback will be reflected in the priorities and their outcomes within this document.

Key achievements of the ASD 2012-17 include:

- Establishment of Police Aboriginal Consultative Committees (PACCs) in the 34 Police Area Commands (PACs) and Police Districts (PDs) reporting under the ASD.
- Continued provision of funding from the NSWPF to supplement the budgets of PACs and PDs to undertake Crime Prevention and Community Development Programs devised in consultation with Aboriginal communities and targeting the priorities of the ASD.
- Ongoing provision of Aboriginal Awareness Training, known within NSWPF as Working with Aboriginal Communities Training, to police trainees at the NSW Police Academy and continued training to all NSWPF staff.
- Incorporate into police training at all levels, the findings of the Legislative Assembly Standing Committee on Justice relating to the inquiry into the investigation of the murders at Bowraville.
- Improved monitoring of performance by individual commands against the four priorities of the ASD (pages 18-21).
- Establishment of Aboriginal Community Liaison Officer (ACLO) Program Support Officer position and the transfer of the Aboriginal Lecturer position from the Education and Training Command to the Aboriginal Coordination Team (ACT).
- The review and redistribution of ACLO positions to reflect Aboriginal community need.
- Development and delivery of the ACLO Course aimed at updating personal skills and information relevant to their positions.

The ASD 2012 – 2017 was the fourth version of a document which commenced as the Aboriginal Policy Statement in 1992.

The collaboration and partnership with the Aboriginal community and the NSWPF since that time has built a strong platform for the police and Aboriginal community to continue to work together with an improved level of trust, community safety and removal of barriers.

The Aboriginal Strategic Direction 2018 – 2023 is the latest demonstration of the ongoing commitment of the NSWPF to continue development of this positive relationship for the future.
SECTION 2
2.1 Policy Framework

a. The NSWPF Corporate Plan 2016-2018

Vision:
A safe and secure New South Wales

Purpose
Police and the community working together
to increase public safety, reduce violence,
crime and fear of crime through engaging
communities as partners.

This Corporate Plan provides a framework
for the NSWPF to implement NSW 2021. The
Plan creates opportunities for NSWPF to work
together with the community and our inter-
agency partners to further reduce crime, fear of
crime and antisocial behaviour.

NSWPF and the ASD 2018-2023 has a strong focus
on effective sustainable community engagement.

2.2 Other Plans and Strategies

a. OCHRE (2016 – 2019)

Aboriginal Affairs NSW, oversees OCHRE
2016-2019, the acronym stands for Opportunity,
Choice, Healing, Responsibility, Empowerment.

OCHRE commits the New South Wales
Government to a different way of working with,
and in support of, Aboriginal communities
by building strong working partnerships that
have at their heart respect for local Aboriginal
culture, leadership and decision making.

For more information about OCHRE go to the
following website:
http://www.aboriginalaffairs.nsw.gov.au

b. The Aboriginal and Torres Strait
Islander Social Justice Commission

The Commission was established in response
to the findings of the Royal Commission into
Aboriginal Deaths in Custody and the National
Inquiry into Racist Violence.

The Commission’s role includes reviewing
the impact of laws and policies on Aboriginal
people, reporting on Aboriginal social justice
and native title issues and promoting an
Aboriginal perspective on issues as well as
producing an annual Social Justice and a
Native Title Report.

For more information go to:
https://www.humanrights.gov.au

c. Legal and Safe Driving by
Aboriginal people.

The Audit Office of NSW undertook an audit
that examined how well government responses
to improve legal and safe driving among
Aboriginal people have worked.

They looked at the issues impacting upon
compliance with traffic legislation by Aboriginal
people in New South Wales as Aboriginal
people continue to be over represented in
traffic related infringements resulting in fines
and imprisonment.

A number of things were identified and
recommendations made. One of these
recommendations was the establishment of a
working group to guide the implementation of
the recommendations that flowed from the audit
report. NSWPF are members of this committee.

In working toward improved legal and safe
driving for Aboriginal people driver education
programs are very important and should be
strongly considered when planning the type of
program to implement at your command.
d. Victims of Crime

The NSWPF plays a vital role in responding to and providing support for victims of crime. The NSWPF acknowledges that the response to victims of crime involves the participation of other government and non-government agencies and cannot be achieved by police on their own. In many cases a number of service providers might have key responsibility in the provision of services.

The Victims Rights and Support Act 2013 recognises and promotes the rights of victims of crime. It defines a victim of crime as being a person who suffers harm as a direct result of an act committed, or apparently committed by another person in the course of a criminal offence in NSW.

A person suffers harm if, as a result of such an act; the person suffers actual physical bodily harm or psychological or psychiatric harm, or, the person’s property is deliberately taken, destroyed or damaged.

If a person dies as a result of the act concerned, a member of the person’s immediate family is also a victim of crime for the purposes of the Victims Rights and Support Act 2013.

The Charter of Victims Rights (the Charter) is a part of the Victims Rights and Support Act 2013 and sets out the way in which victims of crime should be treated. The NSWPF and other service providers have minimum levels of service required to be provided to victims of crime under the Charter.

These minimum levels of service under the Charter are set out in the NSW Code of Practice for the Charter of Victims Rights and clarify how service providers meet their obligations under the 18 Charter Rights. Whilst the Charter applies to all victims of crime, some Charter rights only apply to victims of serious personal violence offences.

For further information on the Charter of Victims Rights and the NSW Code of Practice for the Charter of Victims Rights, please visit:
http://www.police.nsw.gov.au

SECTION 3

The Aboriginal Strategic Direction in Action

The Aboriginal Strategic Direction 2018 – 2023 is the key component in strengthening the ongoing commitment to constructive communication and engagement between the NSWPF and the Aboriginal community.

This is complemented with streamlined reporting structures.

3.1 Police Area Command

Aboriginal Environmental Scans

Each year reporting Police Area Commands (PACs) and Police Districts (PDs) are required to undertake an Aboriginal Environmental Scan, which is a community profile of local Aboriginal cultural groups, population, crime stats and service providers.

This Scan provides important information to the PACs and PDs to assist in practical decision making for future policing strategies and objectives. The process will assist in monitoring and analysing the external environment to establish the nature of the influences, either direct or indirect, which will affect the delivery of policing services to the Aboriginal community.
3.2 Aboriginal Action Plans

Another key focus of the ASD will be continuing to actively engage the Aboriginal community in the development and implementation of PACs and PDs Aboriginal Action Plans that will guide police / Aboriginal interventions and focuses on ‘local solutions for local issues’.

The Action Plans provide Aboriginal people a voice in how their community is policed. It is essential that all Police Aboriginal Consultative Committees (PACCs) within a PAC or PD should be consulted and have input into the identification of aims to be included in the PAC or PD Aboriginal Action Plan and their agreement secured and recorded in PACC minutes before implementation.

The Aboriginal Environmental Scan should be provided to Police Aboriginal Consultative Committee (PACC) members so as to properly inform all members (police and community) before the development of the Aboriginal Action Plan.

Once the Aboriginal Action Plan is finalised it is appropriate, to signify the level of cohesion in decision making by being signed jointly by the Police Area Commander or Police District Commander and a member of the PACC nominated by the community members present.

This document should be an amalgam of both policing priorities and those key aims identified by the Aboriginal community, e.g. prevention of Elder abuse, truancy, and unsupervised children being at risk.

3.3 PACs and PDs Roles and Responsibilities

The Aboriginal Engagement Officer at each PAC or PD will ensure that the Aboriginal Action Plan priorities are addressed regularly with the Aboriginal community and are a feature of Senior Management Team meetings.

The Aboriginal Coordination Team will assist and support the Aboriginal Engagement Officer by providing training and ongoing support.

An ACLO/Aboriginal Engagement Officer conference will be held bi-annually to discuss best practice, programs and innovative ideas to address the high rates of offending and recidivism in Aboriginal communities.

3.4 Three Tiers of the Aboriginal Strategic Direction

The three tiers include:

1. Police Aboriginal Consultative Committee (PACC);
2. ASD Steering Committee (ASDSC); and
3. Police Aboriginal Strategic Advisory Council (PASAC).

These committees aim to:

- continually address and support ongoing activities and programs aimed at eliminating any barriers between police and Aboriginal people
- provide a forum for Aboriginal people and police to jointly participate in decision making as equal partners
- identify strategies and social issues (funerals, sporting events) with a potential impact on operational priorities in the action plans
- address Aboriginal issues at a local, regional and state level
- bring the consultative process to individual Aboriginal communities within the PAC or PD boundaries.
3.5 Police Aboriginal Consultative Committee (PACC)

– The First Tier

The PACC is the first tier of the advisory bodies and meets quarterly in the commands reporting under the ASD.

PACCs are forums that permit both police and the Aboriginal community to address Aboriginal issues associated with crime, crime prevention and community safety.

It should be noted that the PACC is not to be used as a consultative committee for broader community issues e.g. housing, employment or by other agencies for their own agendas or complaints about police or other government agencies.

The Commander will generally chair the PACC meeting where available but he/she may be represented by the Aboriginal Engagement Officer or sector supervisor. In any case, minutes of the meeting are to be provided to the Commander within five working days of the PACC meeting.

The Commander will ensure that appropriate specialist police officers or units attend these meetings as required to address specific issues, e.g. domestic family violence, youth issues, sexual offending, child abuse, crime prevention and licensing officers.

Terms of Reference, Standard Operating Guidelines and templates such as PACC meeting notification, minutes etc have been developed to support the implementation of the PACC.

The attendance of all members of the Aboriginal community, including young Aboriginal people and all genders, should be invited via letterbox drop, posters in community organisations and, where available, Aboriginal Inter-agency Committee via social media.

Consideration should be given to the venue being disability friendly and one that is considered neutral by all parties, e.g. PCYC, high school or local government council rooms.

While other government and non-government agencies should be welcome to attend the PACC meeting is specifically for the consideration and debate of local policing and community issues not a forum for other agencies or organisations to use as a platform for issues specific to that agency.

Commands should note that while utilising the attendance at an existing Aboriginal Community Justice Group meeting by community members as a basis for a PACC meeting it should not replace the work required to actively inform the broader Aboriginal community of the meeting.

Not all members of the Aboriginal community are members of the Aboriginal Justice Group or Community Working Party and may not be aware that they are able to attend.

3.6 Aboriginal Strategic Direction Steering Committee (ASDSC)

– The Second Tier

The Aboriginal Strategic Direction Steering Committee (ASDSC) will monitor and drive the implementation of the ASD across the organisation, monitor PAC or PD progress against the ASD, provide review/guidance/advice for Aboriginal Action Plans and identify issues for further consideration at Police Aboriginal Strategic Advisory Council (PASAC). The committee, chaired by the Corporate Sponsor for Aboriginal Engagement, will also monitor and make recommendations on crime prevention strategies and operational procedures.

Its membership includes the Regional Sponsors for Aboriginal Engagement, Education and Training Field Support Command, a nominated representative of the Child Abuse Squad and specialist representatives such as the Drug and Alcohol Command (DAC) and Youth Command.

The Corporate Sponsor for Aboriginal Engagement will seek advice from the Regional Sponsors through their quarterly reports to identify issues based upon Command
Performance Accountability System (COMPASS) reports, analysis of PACC minutes, Command management framework crime statistics and information.

Each Regional Sponsor for Aboriginal Engagement would also be required to convene an Aboriginal Engagement Forum in order to liaise with AEOs and ACLOs within the region before meetings of the ASDSC.

Through this forum the Regional Sponsor will be able to hear from the AEOs and ACLOs what is occurring across the region in order to provide the Corporate Sponsor with a comprehensive report on existing or emerging issues within their Region. Based on these reports the Corporate Sponsor may refer key issues for further discussion to PASAC.

Terms of Reference, membership and templates for the ASDSC have been developed and can be viewed on the Aboriginal Knowledge Map.

3.7 Aboriginal Engagement Forums

As previously stated the Aboriginal Engagement Forum will be chaired by the Regional Sponsor for Aboriginal Engagement and the membership will include all the Aboriginal Engagement Officers and Aboriginal Community Liaison Officers from the region. It is the responsibility of the Regional Sponsor to identify concerns consistent with the priorities of the ASD but also address Regional priorities, e.g. child abuse, domestic violence, drug and alcohol fuelled crime etc, in order to gather data for the Corporate Sponsor’s Report that is tabled at PASAC which is chaired by the Commissioner.

The AEOs will be required to table a report on Aboriginal concerns and activities undertaken to address the targets identified by the Regional Sponsor and other activities such as Crime Prevention Programs as well as the progress and outcomes from their PACCs.

The Aboriginal Engagement Forums will be held a minimum of two per year. The conduct of these Forums will be recorded as part of the reporting by Regions against the ASD in COMPASS.

3.8 Police Aboriginal Strategic Advisory Council

– The Third Tier

The final tier is the Police Aboriginal Strategic Advisory Council (PASAC), which is an advisory body chaired by the Commissioner of Police and comprising senior representatives of the New South Wales Government agencies, Aboriginal peak bodies and senior members of the NSWPF.

It considers all relevant concerns of Aboriginal communities across the State. It has a key role in monitoring progress against the ASD 2018 – 2023 and other areas associated with service delivery to Aboriginal people and communities.

3.9 Training and Ongoing Education in relation to Aboriginal Engagement.

Working with Aboriginal Communities

Performance, Programs and Support command has the corporate responsibility to ensure that Working with Aboriginal Communities Training is delivered within the NSWPF.

As an officer progresses through the ranks, the Aboriginal training moves from an ‘awareness’ of Aboriginal culture, history and society to ‘practical application’ of this knowledge in the workplace to build a level of cultural proficiency and credibility. Further training of officers will enhance skills to identify how they apply their knowledge of Aboriginal culture within their level of responsibility. This training will be reviewed by the Aboriginal Coordination Team and approved by PASAC.
Working with Aboriginal Community Training (formally Policing Aboriginal Communities Training) has evolved to more accurately reflect the needs of both police and the Aboriginal community. The previous training set the foundation of knowledge for officers, the reviewed and upgraded training further raises awareness and understanding of the trauma and intergenerational grief suffered by Aboriginal communities as well as focusing on the importance of understanding and developing a sensitivity to the differences in the culture and language of Aboriginal people when gathering information and interviewing victims of crime especially women and children who are victims of sexual assault and abuse.

Ongoing review and monitoring will be the responsibility of the ASDSC and PASAC.

The Commissioner of Police has deemed the delivery of this training to be mandatory for all NSWPF recruits and to all NSWPF personnel performing duty in communities with high Aboriginal populations (the reporting commands in particular).

In addition locally based Aboriginal Awareness Training should be an ongoing feature in PAC and PD training calendars. This local training should involve the ACLO, the Aboriginal Engagement Officer (Duty Officer (D/O) with responsibility for Aboriginal Engagement) and Aboriginal community representatives, e.g. the Local Aboriginal Land Council, members of the PACC etc in the delivery of this locally focused version of Aboriginal Awareness.
SECTION 4
Measuring Performance

4.1 Monitoring outcomes of the ASD

Formal reporting against ASD achievements and outcomes will be undertaken quarterly by reporting commands utilising COMPASS. Regional performance will be monitored and reported against by Regional Sponsors at the quarterly ASD Steering Committee meetings. An annual report will be produced on the progress by reporting commands against outcomes in the ASD. The progress of the NSWPF will be monitored by the Law Enforcement Conduct Commission.

4.2 Quarterly Reporting

Commands will provide Aboriginal Action Plans and the minutes of PACC meetings addressing the priorities identified in the action plans to Regional Sponsors for Aboriginal Engagement subsequent to annual update. The nature of these plans should be included in Regional Sponsor’s report to the Corporate Sponsor at quarterly ASD Steering Committee meetings.

Quarterly reports by Regional Sponsors for Aboriginal Engagement should include:
- how the key ASD objectives are being met against the Aboriginal Action Plans
- the details of crime prevention and diversionary strategies being implemented by the Command
- if crime prevention strategies are not being developed, an explanation of why they are not
- partnerships with Government and Non-Government agencies, Aboriginal community organisations or community members
- programs being implemented in the PAC or PD
- what is working well (good news stories)
- problem areas requiring advice or assistance
- activities of the ACLO against the Aboriginal Action Plan.

Commanders are required to submit their PAC or PD Aboriginal Action Plan, forecasting activities for the next 12 months, to the Corporate Sponsor for Aboriginal Engagement via the Aboriginal Coordination Team before the end of September of each year.

Aboriginal Action Plans must be reviewed and updated annually.

The Aboriginal Coordination Team will, from time to time, assess community satisfaction and seek feedback by way of community surveys, community engagement and other tools, including the Mystery Shopper and forums.

SECTION 5
Key Community Support and Participation in the ASD

5.1 Men’s and Women’s Business

Men’s Business and Women’s Business refers to cultural knowledge, history, stories and traditions that are shared or passed down to others based on gender. It is forbidden to discuss men’s business in the company of women and vice versa. Not all gender issues are deemed men’s and/or women’s business.

If any doubt exists, PACs or PDs should consult with local Elders, ACLOs or the Aboriginal Coordination Team.

It is important for police to understand this when they are interacting with Aboriginal people such as victims, offenders or through any other form of consultation or contact with the Aboriginal community.
It is sometimes appropriate to have female officers interact with female victims and even perpetrators, to elicit the information necessary to investigate an incident thoroughly. However, while sensitivity to this cultural consideration is important and respectful, the business of policing and the investigation of crime have priority that should not be limited by this consideration.

As a general rule police should be conscious of the inappropriateness of Aboriginal people using culturally-based arguments as a shield to the effective investigation and prosecution of crime.

5.2 Aboriginal Custody and Victim Support Groups

Aboriginal Custody and Victim Support Groups primary function is to provide support to Aboriginal offenders held in NSWPF custody and Aboriginal victims of crime.

Members of Aboriginal Custody and Victim Support Groups are volunteers who can be called on by police on a 24 hour basis. It is the responsibility of the PAC or PD to ensure that these volunteers receive appropriate education and practical support, such as assistance with transport if necessary. NSWPF must ensure that the Aboriginal community is aware of the Custody and Victim Support Group and gather support from the community to convene a group in their PAC or PD. All potential members must undergo a police and Working with Children check.

For information please contact the Aboriginal Engagement Officer at your PAC or PD.

The establishment of such a group may also contribute to achieving compliance with obligations under the Charter of Victims Rights.

5.3 Aboriginal Crime Prevention Grants Program

Crime Prevention Grant Purpose

The Aboriginal Strategic Direction - Crime Prevention Grants commenced in January 2008 and are designed to support the implementation of the NSWPF ASD. Grants are to be provided for PAC or PD based crime prevention and community safety initiatives that seek to identify and promote innovative ways of decreasing the over-representation of Aboriginal people in the criminal justice system and building safer communities.

Grants are discretionary and are awarded by the Commissioner to Police Area Commands and Police Districts.

Grants must be aligned to one or more of the ASD four Priorities (pages 18-21) or a range of strategies under each objective.

Applicants

Only Police Area Commands and Specialist Commands are eligible to apply for funding grants however, it is strongly encouraged that the application is done in partnership and approved by the PACC. Applications must be signed by Police Area Commanders or Police District Commanders and supported by the relevant Region Commander, Aboriginal Engagement Officer and the Aboriginal Liaison Officer.

Grant features

Grants are intended to fund initiatives negotiated by the PAC or PD in consultation with the Aboriginal community. Grant funds are not provided to fund the programs or initiatives of other agencies or Aboriginal community organisations. However collaborative or joint funding initiatives with other agencies or organisations are possible and encouraged.

Grants must be linked to the ASD Objectives and will be monitored through the Corporate Sponsor for Aboriginal Engagement, the ASD Steering Committee and the Aboriginal Coordination Team.
Grants cannot be used for the following:

- salaries
- meeting costs
- venue hire, rent and utilities (unless directly related to the Crime Prevention Initiative)
- catering (unless directly related to the Crime Prevention Initiative)
- transportation costs (cab charges)
- staff travel allowances
- conference attendance
- private security
- community awards

**Assessment process and criteria**

Crime prevention approaches are based on the premise that the development of local solutions to local issues can lead to significant reductions in crime.

Grant applications will be assessed by Grant Application Committee chaired by the Corporate Sponsor for Aboriginal Engagement (or delegate) and the Manager, Aboriginal Coordination Team, Program Liaison Officer and several Regional Sponsors.

Grants will be assessed against the following criteria:

1. Relationship to the ASD.
2. Community safety and crime prevention benefits.
3. Alignment of the grant to the PAC or PD Aboriginal Action Plan.
4. Able to demonstrate Aboriginal community consultation and support (PACC).
5. Signed off by the Police Area Commander or Police District Commander and Region Commander.

**Grant management**

Once approved the PAC or PD making an application can commit its own funds to the project. On completion of the program and submission of a Closure Report approval for journaling of costs can be sought from the Manager, Aboriginal Coordination Team. **NO BULK JOURNALS UNDER ANY CIRCUMSTANCES.**

**Terms and conditions**

Applications are not an agreement or contract and can only be submitted by the Police Area Command and not members of the community individually. Meeting the grant selection criteria does not guarantee funding.

Applications must be:

- submitted on the official application form
- Must be received in soft copy (TRIM)
- received in full and completed correctly.
**Priority 1: ENSURE COMMUNITY SAFETY**

Develop and implement innovative, sustainable crime prevention and proactive policing projects/programs, to improve safety in Aboriginal communities across NSW.

<table>
<thead>
<tr>
<th>Key Area</th>
<th>Outcome</th>
<th>Action</th>
<th>Indicators of success</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Safety</td>
<td>Crime prevention partnerships with Aboriginal communities to improve community safety, reduce crime and reoffending.</td>
<td>Contribute to interagency and whole of government strategies to protect those at risk of domestic violence, sexual assault and child abuse. Work collaboratively with Registered Training Organisations and to deliver driver education programs in disadvantaged communities to promote road safety. Utilise PACC meetings, in addition to other strategies, as forums for community education in the following:• encourage the Aboriginal community to identify and report children and adults at risk• raise awareness of the resources available to NSWPFe.g. AOD, mental health, youth suicide and child abuse• Elder safety in the community and in their homes.</td>
<td>Reduction of crime. Increase in Youth diversion. Increased level of reporting by community and individuals. Number of Aboriginal people completing driving program. Number of Aboriginal people involved in road crashes / fatalities or crashes involving serious injury. Reduction in driving and unlicensed offences. Number of ASD Crime Prevention Grants applied for. Provide education, information and support about key issues and the number of forums held, resources distributed, social media metrics can be used as a measurement. Content of Aboriginal Action Plan.</td>
</tr>
<tr>
<td>Legal and Safe Driving by Aboriginal people.</td>
<td></td>
<td>Identify and target repeat victims of Aboriginal Family Violence in order to refer and follow up as appropriate. ACLOs to undertake Crime Prevention Training (Safer by Design) to assist in the identification of safety issues in the Aboriginal community.</td>
<td>Number of referrals made. Number of follow up contacts with victim. Rise in the number of DV victims reporting. Number of ACLOs trained.</td>
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<td>Police understanding of Aboriginal culture and the challenges.</td>
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Priority 2: **ENHANCE COMMUNICATION AND UNDERSTANDING BETWEEN POLICE AND ABORIGINAL PEOPLE.**

Work collaboratively with Aboriginal people to improve relationships, police service delivery and community outcomes.

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<tr>
<th>Key Area</th>
<th>Outcome</th>
<th>Action</th>
<th>Indicators of success</th>
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</thead>
<tbody>
<tr>
<td>Engagement</td>
<td>Constructive relationships between police and Aboriginal people and communities exist.</td>
<td>Establish a Police Aboriginal Consultative Committee (PACC). Collaborative development of Police Area Command or Police Districts Aboriginal Action Plans and Environmental Scans. Identify local crime issues through police data and community feedback. PAC or PD Aboriginal Action Plan developed and endorsed by the Commander and endorsed by a PACC member.</td>
<td>Police Aboriginal Consultative Committees active in all ASD commands. Environmental Scan Completed.</td>
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<td></td>
<td>Police understanding of Aboriginal culture and the challenges.</td>
<td>Working With Aboriginal Communities training conducted corporately. Conduct local cultural awareness training in collaboration with the local Aboriginal community to maintain professional currency as part of programmed PAC or PD training days.</td>
<td>Aboriginal Action Plan completed. Number of officers trained. Local cultural awareness included in Command training days.</td>
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<td>Police involvement in Aboriginal celebration days e.g. NAIDOC, Sorry Day, Reconciliation Day.</td>
<td>Police to partner the community in organising NAIDOC events eg. Touch football days.</td>
<td>Activities to be reported in both the Environmental Scan and COMPASS reporting.</td>
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</table>
**Priority 3: COLLABORATE WITH OTHER AGENCIES TO REDUCE ABORIGINAL OVER-REPRESENTATION IN THE CRIMINAL JUSTICE SYSTEM**

Explore diversionary opportunities with local Aboriginal communities and other Justice Agencies.

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<tr>
<td><strong>Diversion</strong></td>
<td>Where possible Aboriginal people are diverted from the criminal justice system utilising diversionary options. Safe, secure and humane management of Aboriginal people in custody is provided. Custody Notification Service</td>
<td>Enhance utilisation of police discretion when considering warnings and cautions for minor offences. Increased referral to MERIT. Establishment of Custody and Victim Support group. Aboriginal Lecturer participation in the Safe Custody Course. Ensure currency of Working with Aboriginal Communities training for Custody Managers. All police to be made aware of the existence of the Custody Notification Service (CNS) operated by the ALS (NSW/ACT), to enquire as to the Aboriginal status of a detainee, to contact the CNS when an Aboriginal person is detained and investigated, and to provide further opportunity for the Aboriginal person to contact the CNS after initial contact. PACC to play an active role in influencing Alcohol Outlet Density in communities, particularly those with high levels of alcohol-related assault / DV. Licensing officers to prepare submissions on behalf of the PACC where there are concerns that applications to establish new licences or packaged outlets may adversely affect communities. Identify and reduce recidivism within the Aboriginal Community.</td>
<td>Percentage of Youth/Adult diversions e.g. YOA, MERIT, Cannabis Cautioning Scheme (CCS). Increase in Youth diversion. No fatalities or incidence of self-harm in police custody. Custody Notification Service number to be clearly displayed in interview rooms and Charge Room areas. Number of referrals received by the Aboriginal Legal Service (NSW/ACT). Proportion of applications commented on by PACC. Development of appropriate plans. Via PACC consult with the Aboriginal community to encourage cooperation with local strategies.</td>
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## Priority 4: IMPROVE THE SAFETY AND WELLBEING OF YOUNG ABORIGINAL PEOPLE

Partner with Aboriginal communities, other agencies, and service providers to achieve positive outcomes for Aboriginal youth.

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<tr>
<td>Youth</td>
<td>Positive outcomes for Aboriginal youth are achieved.</td>
<td>Encourage participation in programs developed in consultation with the Aboriginal community (ASD Crime Prevention Grants).</td>
<td>Number of Youth focused crime prevention programs run.</td>
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<td>Reduce drug and substance (including alcohol) misuse by Aboriginal Youth.</td>
<td>Utilise available funding including ASD Crime Prevention Grant funds to deliver appropriate programs that target Aboriginal youth at risk.</td>
<td>Number of Aboriginal youth participants in these programs.</td>
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<td>Examine innovative options for the diversion of Aboriginal youth from the criminal justice system.</td>
<td>Examine options for partnerships to target underage substance abuse.</td>
<td>Number of Commands providing programs.</td>
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<td>Partner with health professionals (including Aboriginal Medical Service) to reduce incidents of self harm and suicide among Aboriginal young people.</td>
<td>Provide on-going support to the Aboriginal community to assist in the identification of young Aboriginal people using alcohol and illegal drugs. Raise awareness and promote the use of cautioning and Protected Admissions Scheme among police and Aboriginal communities. Respected persons provided with training to assist police in the cautioning process.</td>
<td>Number of Crime Prevention Grants applied for. Participation of NSWPF in programs with other agencies.</td>
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<td>Establish partnerships and utilise existing partnerships to improve the safety and wellbeing of young Aboriginal people. Increased awareness amongst police and the Aboriginal community regarding Cyber Bullying, school place bullying and associated behaviours.</td>
<td>Number of information sessions provided at interagency meetings, school visits and community engagement days.</td>
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Annexure 1:

EXPLANATION OF KEY NSW POLICE STAKEHOLDERS AND THEIR RESPONSIBILITIES

1. Police Area Commands (PAC) and Police Districts (PD)

Police Area Commanders and Police Districts are responsible for PAC or PD Aboriginal Action Plans; and the establishment of the Police Aboriginal Consultative Committees and reporting on progress against the ASD 2018 – 2023.

The Commander is responsible for appointing portfolio responsibilities to an Aboriginal Engagement Officer (AEO) as a Duty Officer (Inspector) within the PAC or PD. They will provide a key role in the support, implementation and establishment of the Aboriginal Action Plans, PACCs and liaison with the Regional Sponsor on Aboriginal Engagement.

Aboriginal Community Liaison Officers (ACLOs) are employed at specific Police Area Commands or Police Districts that have higher populations of Aboriginal people. Their role is to liaise, develop and maintain open communication with the Aboriginal community. The ACLO assists in the development of Aboriginal Action Plans and other crime prevention initiatives within their community.

They are also required to assist with the facilitation of community workshops to inform the community of policing issues, specialist positions such as Domestic Violence Liaison Officers (DVLO) and inform the community of the ASD and the Aboriginal Action Plan developed for the community itself.

ACLOs are not police officers; they are field-based unsworn employees and are provided ongoing training and development that enables them to offer appropriate advice and assistance to the community and police in their day to day interactions. The Aboriginal community should have an understanding of the role of the ACLO within the PAC or PD structure.

2. Regional Sponsors for Aboriginal Engagement

Regionally based Sponsors for Aboriginal Issues are Superintendent level police officers whose role is to monitor the progress of the region against the outcomes identified in the ASD and report to the ASDSC. They are responsible for coordinating and promoting the Aboriginal Strategic Direction within their region.

3. Corporate Sponsor for Aboriginal Engagement

The Corporate Sponsor for Aboriginal Engagement is an Assistant Commissioner level officer. The Sponsor Program gives nominated senior officers the corporate responsibility to develop an overview of strategy, policy and operational practice in a particular portfolio; to maintain the corporate profile for the portfolio; and to be an advocate for the area when required. The Corporate Sponsor is the chairperson of the ASDSC and will review all reports, minutes and other data submitted by PAC or PD.

Sponsors work closely with, and are advised by, identified subject specialists in the organisation. The program is coordinated centrally by the Capability, Performance and Youth Command in collaboration with the subject specialists, providing induction and administrative, subject research support (as required) and program monitoring.
3a. Regional Sponsors for Aboriginal Engagement

Regional Sponsors advocate for best practice regionally through Aboriginal Engagement Forums and report to the outcomes to the Corporate Sponsor for Aboriginal engagement.

4. Capability, Performance and Youth Command

The Capability, Performance and Youth Command which was established in 2017 by the Commissioner to capitalise on the integration of Operational Programs, Performance Improvement and Planning, Youth Command and Public Affairs.

The focus of the Command is crime prevention, safer communities, early intervention, youth engagement, organisational planning and performance and public communications.

The Command delivers a range of interrelated services with our partner agencies that support police and the diverse communities we serve. The Command will foster positive engagement with Aboriginal communities to enhance the relationship between police and Aboriginal communities; strive for safer and inclusive communities and partner with other agencies and Aboriginal communities to address the rate of Aboriginal people entering the Criminal Justice System, particularly Aboriginal youth.

Capability, Performance and Youth Command provides support and assistance to the NSWPF executive and the field to ensure new initiatives, policies, programs and legislative changes have a positive impact on the delivery of frontline services.

5. Aboriginal Coordination Team

The Aboriginal Coordination Team (ACT) develop and implement corporate policy and respond to legislation in relation to Aboriginal issues and to support / lead the various structures that manage Aboriginal issues across the organisation.

The ACT team provides secretariat support to the ASDSC and PASAC. It also plays a key role in the training and up-skilling of PAC and PD based Aboriginal Engagement Officers; supporting the PACCs; and compiling reports for the information of the Corporate Sponsor and the ASDSC based upon the minutes of PACCs, crime statistics and quarterly reports. Employees of the ACT team are administrative officers and are Aboriginal. They are available to assist PACs and PDs with any aspect of the requirements of the ASD in its delivery to Aboriginal communities across the State.

6. Aboriginal Lecturer

NSWPF employs an Aboriginal Lecturer to deliver the Aboriginal Issues component of the Associate Degree in Policing Practice / Constable Education Program. Students undertake lectures in Policing and Public Order, Society and Law in Practice, and Vulnerable Populations as they relate to Aboriginal people or communities. The Aboriginal Lecturer is responsible for the delivery of Working with Aboriginal Communities training. Additionally, information is presented at a range of specialised professional policing training, including childs abuse squad.
### Annexure 2:
LIST OF PACs, PDs, ACLOs AND SECTORS WITH POLICE ABORIGINAL CONSULTATIVE COMMITTEES REPORTING UNDER THE ASD BY REGION

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### Annexure 3:
### KEY ACRONYMS USED IN THIS DOCUMENT

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<td>Command Management Framework</td>
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<td>CP&amp;YC</td>
<td>Capability Performance and Youth Command</td>
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