



# Queensland Police Service

## Aboriginal and Torres Strait Islander Action Plan 2011-2012



**Our Vision is to** help make Queensland a safe and secure place to live, visit and do business

**Our Purpose is to** deliver quality policing services 24 hours a day

### QPS values:

**Professionalism**

Providing quality policing services with integrity and accountability for outcomes

**Performance**

Providing efficient and effective services and pursuing continuous improvement

**People**

Developing and supporting our workforce, responding to the needs of our clients and recognising diversity and culture

**Partnerships**

Engaging communities and working collaboratively to provide policing services

### Influences:

The Queensland Police Service (QPS) Aboriginal and Torres Strait Islander Strategic Directions and associated annual Action Plans complement and contribute to a range of national, state and local initiatives including the Australian Government's Closing the Gap on Indigenous Disadvantage and Queensland Government strategies including the Reconciliation Action Plan (RAP), the response to the Crime and Misconduct Commission report: *Restoring Order: Crime prevention, policing and local justice in Queensland's Indigenous communities* and the *Justice Strategy*.

The QPS acknowledges the special place of Aboriginal and Torres Strait Islander Queenslanders in this State. We are committed to promoting the safety and wellbeing of Aboriginal and Torres Strait Islander peoples through the provision of policing services.

### What we do:

- Ensure QPS corporate policies and procedures reflect broader Queensland Government strategic directions in addressing Indigenous issues
- Maintain and support personnel to work with Indigenous communities to improve relationships, implement crime prevention initiatives and support the development and implementation of innovative strategies to address issues
- Support current local initiatives through problem oriented partnership policing practices relating to Indigenous communities
- Support and develop existing recruitment strategies to increase the attraction and retention of people from the Indigenous community as police or staff
- Review existing training material for ongoing relevance e.g. Competency Acquisition Program and maintain and update the internal Community Specific Profiles of the Cultural Appreciation Project (CAPro)
- Ensure issues highlighted through the Indigenous/Police Review and Reference Group are addressed in a timely manner
- Promote a work environment that is supportive and culturally appropriate
- Collaborate with other agencies to advance Indigenous policies and partnerships
- Support participation of personnel in Aboriginal and Torres Strait Islander cultural events
- Identify, monitor and respond to issues affecting the delivery of policing services to Queensland's Indigenous peoples through the Indigenous Policing Reference Group (IPRG).

# Queensland Police Service Aboriginal and Torres Strait Islander Action Plan 2011–2012

Priorities	Actions	Performance Indicators
<p><b>1. Strengthening partnerships</b> Strengthen organisational capacity to respond to matters involving the Indigenous community through development of long term initiatives to improve relationships with Indigenous communities</p>	<ul style="list-style-type: none"> <li>• Improve engagement with Indigenous community based organisations including Community Justice Groups (CJGs)</li> <li>• Improve the capacity of personnel to work with Indigenous communities to reduce domestic and family violence and alcohol incidents</li> <li>• Engage with youth and school aged Indigenous students fostering long term relationships</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in the number and/or scope of locally/regionally based engagement mechanisms</li> <li>• Relevant strategies implemented at a local level to reduce incidents and/or recidivism</li> <li>• Number and scope of activities, projects and programs designed to engage youth from Indigenous communities</li> </ul>
<p><b>2. Crime prevention</b> Strengthen engagement and support of Indigenous peoples and communities, through working in partnership to prevent crime and disorder using contemporary policing strategies, analysis and information systems</p>	<ul style="list-style-type: none"> <li>• Work collaboratively with Aboriginal and Torres Strait Islander Services (ATSIS) and other stakeholders to support the development of community safety plans</li> <li>• Expand the role of the Indigenous/Police Review and Reference Group to include regional engagement mechanisms</li> <li>• Improve the capacity to support Indigenous community diversionary options including specialist courts, mediation, and community conferencing</li> <li>• Support regional development and implementation of innovative strategies to address issues affecting Indigenous communities and people</li> </ul>	<ul style="list-style-type: none"> <li>• Extent of QPS input into individual Community Safety Plans</li> <li>• Range of regional engagement mechanisms supported by the Indigenous/Police Review and Reference Group</li> <li>• Number and extent of internal awareness strategies to promote diversionary options</li> <li>• Number and scope of regional programs, projects and other initiatives targeted at Indigenous issues</li> </ul>
<p><b>3. Promoting equity and diversity</b> Increase Indigenous employment</p>	<ul style="list-style-type: none"> <li>• Investigate and develop initiatives designed to increase the number of Aboriginal and Torres Strait Islander police and staff within the QPS including participation in the aims and objectives of Campaign 2800</li> </ul>	<ul style="list-style-type: none"> <li>• Number and scope of initiatives targeted at improving employment and participation of Indigenous community within the QPS</li> </ul>
<p><b>4. Improving skills (Cultural appreciation training)</b> Increase the knowledge and skills of QPS employees in working with Indigenous people and communities</p>	<ul style="list-style-type: none"> <li>• Consider the recommendations of the review of cross cultural training and implement relevant recommendations</li> <li>• Complete an additional five CAPro community specific profiles</li> <li>• Review and implement a revised Indigenous identifier awareness strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Number of endorsed recommendations implemented</li> <li>• Number of new community specific profiles completed and available online</li> <li>• Completion of Indigenous identifier awareness strategy and implementation/roll out</li> </ul>
<p><b>5. Ensuring accountability</b> Report annually on QPS planning and progress against government priorities and Annual Action Plan</p>	<ul style="list-style-type: none"> <li>• Provide input into relevant reports relating to Indigenous issues</li> <li>• IPRG to monitor action and develop a progress report for the Senior Executive Conference</li> </ul>	<ul style="list-style-type: none"> <li>• Number and scope of responses</li> </ul>