



Queensland Police Service Belonging & Inclusion Plan 2026 - 2030

QPS Vision

A safer, more resilient Queensland.

QPS Purpose

Keeping our community safe and feeling safe.

The Queensland Police Service is responsible for the functions of:

- Policing and community safety
- State Emergency Service (SES)
- Marine Rescue Queensland (MRQ)



Our Vision for Belonging & Inclusion

Together, Side by Side

A Queensland Police Service where everyone experiences a genuine sense of belonging and inclusion, collectively united by our shared purpose of keeping Queensland's communities safe and feeling safe.

Acknowledging the Voices of our Workforce

Belonging and inclusion are collective responsibilities that we create through our everyday actions. This plan is shaped by the voices of our workforce, including frontline officers, staff members, and volunteers, and those with lived intersectional experiences. We thank every member of our workforce for their insights and honesty, which have guided and grounded this work.

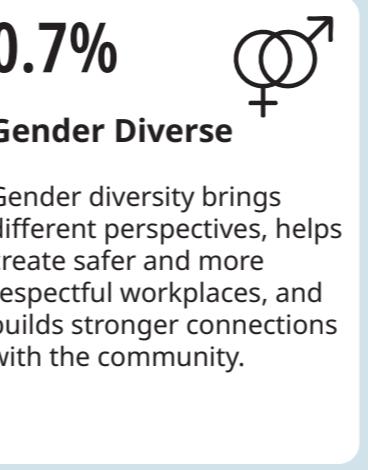


Acknowledgement of Country

The Queensland Police Service respectfully acknowledges First Nations peoples as the Traditional Owners and Custodians of Queensland. We recognise their connection to land, sea, and community. We pay our respects to them, their cultures, and to their Elders, past, present and emerging.

Our Human Rights Commitment

The Queensland Police Service is committed to respecting, protecting and promoting human rights in our decision-making and actions.



Source: Working for Queensland 2025 | Volunteer for Queensland 2025 | QPS Workforce Data as at 30/06/2025

Benefits of Belonging & Inclusion

Safer, Healthier Workplaces

Belonging and inclusion build trust, improve wellbeing, and reduce workplace harms.

Stronger Retention & Recruitment

Inclusive workplaces attract, engage, and retain talented people.

Better Operational Outcomes

Diverse and inclusive teams can work smarter and more effectively.

Greater Community Trust

When communities see themselves reflected, it fosters trust, safety, and cooperation.

Opportunities

- Embed belonging and inclusion as core principles for meaningful, sustainable change.
- Empower our workforce by including their voices and their lived experience in decisions.
- Align leadership and professional development programs with safety, wellbeing, and inclusion.
- Recognise individuals and teams who exemplify belonging and inclusion to inspire others.

Risks

- Competing organisational priorities may reduce the focus on belonging and inclusion efforts.
- Limited data and ineffective systems make it harder to measure progress and identify improvements.
- The workforce perceive belonging and inclusion as top-down initiatives, with limited relevance at the local level.
- Differences in leadership skills and operational pressures result in inconsistent application.
- Expansion of AI technologies amplifies inherited biases and creates unintended inequity.

Our Framework for Belonging & Inclusion

This plan is grounded in our Belonging & Inclusion Framework which places people at the centre of everything we do.

It is built on shared accountability, recognising that belonging is achieved through the collective actions of individuals, teams, supervisors, and the organisation.

Belonging & Inclusion Domains

Where we act to make belonging and inclusion real:

- **Attraction & Recruitment.** Welcoming diverse talent and setting people up for success from day one.
- **Health, Safety & Wellbeing.** Creating safe, respectful, and supportive workplaces for all.
- **Ways of Working & Workspaces.** Building inclusive and accessible environments where everyone can thrive.
- **Growth, Development & Career Progression.** Ensuring fair access to learning and advancement.
- **Performance & Recognition.** Valuing every contribution and fostering motivation through fairness.
- **Transitions & Beyond.** Supporting people with care through all types and stages of change.

Enablers of Success

How we approach our strategies and activities to ensure belonging and inclusion succeed:

- **Inclusive Leadership & Governance**
- **Data, Evidence & Insights**
- **Capability & Learning**
- **Systems, Processes & Policies**
- **Communication & Everyday Engagement**

Our Belonging & Inclusion Objectives



Strength in Diversity

A workforce that reflects Queensland's diverse communities and values the unique strengths, perspectives, and experiences that everyone brings.

Strategies

- A1. Create inclusive recruitment campaigns that showcase QPS as a place where everyone belongs.
- A2. Identify and remove barriers in recruitment to ensure fairness for all applicants.
- A3. Partner with diverse communities to attract talent and build trust.



Healthy & Inclusive Workspaces

A workplace where everyone – police, staff members, and volunteers – feels safe, valued, supported, and empowered to be and do their best.

Strategies

- B1. Make safety, wellbeing, and inclusion a shared responsibility across the QPS.
- B2. Provide culturally safe and inclusive mental health and wellbeing support.
- B3. Ensure workspaces and practices are inclusive, accessible, and flexible to meet individual needs.
- B4. Build a culture of inclusion and belonging by celebrating diversity and supporting each other.



Fair & Accessible Systems

Our systems, policies, and processes are inclusive, equitable, and deliver fair outcomes for everyone.

Strategies

- C1. Incorporate a person-centred, culturally informed approach to policy and process design.
- C2. Use workforce data, diverse voices, and lived experiences to guide decisions, track progress, and drive reform.
- C3. Include belonging and inclusion in governance, reporting, and planning cycles.



Leadership with Care & Accountability

Our leaders model inclusive, fair, and authentic leadership, creating a QPS where everyone feels valued and respected.

Strategies

- D1. Build a leadership culture that prioritises respect, inclusion, safety, and wellbeing.
- D2. Include inclusive leadership in training programs and support ongoing growth and development.
- D3. Incorporate inclusive leadership into performance expectations.

Performance Measures



Employee Engagement



Volunteer Engagement



Delivery of Outcomes & Initiatives



Workforce Data & Analytics

QPS Values



INTEGRITY

We are honest, trustworthy and serve the community with the highest standards of professional conduct at all times.



RESPECT

We treat everyone fairly and with dignity, embrace diversity, and consider and value all perspectives.



COURAGE

We serve in the face of adversity and lead by example.

**DELIVERING
FOR QUEENSLAND**



**Queensland
Government**