LECC recommendation to NSWPF	NSW Police Force Comment
1) The NSWPF should Support Commands and Police Districts to develop localised approaches to working with communities that are aligned with the principles of Closing the Gap.	The NSW Police Force (NSWPF) continue to deliver Police and Aboriginal Advisory Committee (PAACs) meetings, with a renewed focus on actionable initiatives resulting from shared-decision making. This more closely aligns with closing the gap priority reforms one and three. The Aboriginal Strategy Coordination Team (ASCT) has designed purpose-built technological enhancement to record and track actionable items from PAAC meetings within the ENGAGE system, further supporting accountability across shared decision-making activities by PACs and PDs. In addition, the ASCT has developed and delivered two online training programs to support local PACs and PDs: 1. *Engaging with Aboriginal Communities* 2. *Working with Aboriginal Communities – Level 2* The latter program is specifically designed for Police Officers to consult with Aboriginal Community Elders and Aboriginal Community Liaison Officers within each PAC/PD to develop and adapt the training to the individualised needs of each PAC/PD. Corporate reporting is conducted on a quarterly basis, which also examines challenges that are reported by regions which are linked to a strategic action plan. This provides a structured opportunity for regions to raise issues of concern to the Deputy Commissioner Regional NSW Field Operations which are then reviewed for targeted support to be provided to address those issues. This reporting informs Aboriginal Strategic Direction annual reporting and assists with the development of the Aboriginal Engagement Portfolio Strategic Action Plan. Actions from this plan are realised through the work of local PACs and PDs. For example, there has been 846 recorded community engagements between police and Aboriginal communities statewide in 2026.

2) The NSWPF should Work with local Aboriginal community representatives to review the information included in environmental scans. This should include community input to segments of the scan detailing community history	Aboriginal Community Profiles are a valuable local resource for Commanders and staff to gain an important understanding of historical and contemporary matters relevant to local Aboriginal communities, sourced from Aboriginal Community Liaison Officers, members of the local Aboriginal community, Police Aboriginal Advisory Committee meeting members, local Aboriginal organisations, and service providers. Since the NSWPF transitioned from the 'Environmental Scan' to the 'Aboriginal Community Profiles' in 2021, the approach has proven effective and is ongoing.
3) The NSWPF should Provide the Working with Aboriginal Communities training to all sworn and unsworn employees state-wide.	NSW Police Force provides a structured, three-tiered Working with Aboriginal Communities training framework that is delivered state-wide to sworn and administrative employees. • All student police at the NSW Police Academy complete *Working with Aboriginal Communities – Level 1*, delivered face-to-face by the Aboriginal Training Coordinator from Crime Prevention Command. • *Engaging with Aboriginal Communities* is a mandatory online training package and is compulsory for all NSW Police Force staff with over 21,200 completions in the 2024-25 training year. • *Working with Aboriginal Communities – Level 2* is mandatory for all personnel performing duties within Aboriginal Strategic Direction (ASD) reporting commands. This framework ensures that Aboriginal cultural awareness and engagement capabilities are embedded across the organisation, with enhanced requirements for staff working in community-facing and ASD reporting roles. • An online cultural webinar for Executive level (Assistant Commissioner and above) allyship was implemented in 2025-26 covering cultural safety, interrupting racism, lateral violence, cultural load, beliefs, attraction and retention, championing staff.

4) The NSWPF should Work with local communities and Aboriginal Community Liaison Officers to develop Region- or Command- specific training materials that reflect the history of the local Aboriginal communities, as well as current challenges and strengths.	NSW Police Force supports the development of Region and Command specific Aboriginal community awareness training through the *Working with Aboriginal Communities – Level 2* program. This program encourages Police Area Commands and Police Districts to engage directly with local Elders, community leaders, Aboriginal Community Liaison Officers (ACLOs), local health professionals, and Aboriginal Community Controlled Organisations to inform the development and delivery of locally appropriate training content. These locally tailored packages are being developed collaboratively by ACLOs, Education Development Officers, and Aboriginal Engagement Officers across all 35 Aboriginal Strategic Direction (ASD) reporting commands, ensuring training reflects local histories, contemporary challenges, and community strengths.
5) The NSWPF should Review the Aboriginal Community Liaison Officer role, including remuneration, career development, responsibilities, and cultural support available to the role.	Following a review of the ACLO role the ASCT has developed and advanced a submission proposing a revised ACLO structure which takes into consideration • Clarification of role scope and responsibilities across ACLO classifications • Provide sustainable career pathways and progression opportunities within the ACLO and ASCT stream. • Better align remuneration and role expectations with responsibilities • Increase support structures that recognise the cultural load and community expectations placed on ACLOs.

6) The NSWPF should Increase the staffing and funding provided to the Aboriginal Coordination and Strategy Team.	ASCT has proposed a new workforce design and has advanced a submission for consideration that highlights the increasing strategic complexity and organisational reliance upon the team. The new workforce design includes: • Support for in field deployment and coordination • Delivery of cultural awareness education • Development of the proposed ACLO restructure and program oversight • Supports recruitment and retention strategies
7) Review all guidance in the Bail Law Reform Standard Operation Procedures in relation to bail determinations for Aboriginal people.	
8) 8. Work with the NSW Bureau of Crime Statistics and Research (BOSCAR) to publish state-wide and local statistics about policing of Aboriginal people.	
9) Review its operational training and procedures relating to pro-active policing and other day-today policing actions that involve the use of discretion.	
10) The NSWPF should Consider adding a component to the mandatory Aboriginal cultural training dedicated to the impacts, opportunities, and risks of proactive and operational policing in Aboriginal communities and options for diversion.	*Working with Aboriginal Communities – Level 1*, Engaging with Aboriginal Communities (online), *Working with Aboriginal Communities – Level 2, Advanced Custody, Custody & Victims Support and bespoke content, such as Youth Connect Forum* training programs embed core communication and engagement principles from real-life learnings. Training content is developed with regard to coronial, judicial and oversight body findings, standing committee, and other government reports that relate to operational policing. These programs focus on effective communication, understanding Aboriginal English, and building awareness of intergenerational trauma through a trauma-informed approach to engagement with Aboriginal communities. The intent of this training is to strengthen and support respectful and culturally informed working relationships between police and the broader community, by improving understanding of diversionary

	options and processes. This supports efforts to reduce the over-representation of Aboriginal people within the criminal justice system and to promote safer, more collaborative community outcomes.