

SOUTH AUSTRALIA POLICE

OUR STRATEGY 2030

SAFER COMMUNITIES



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Government
of South Australia



FOREWORD

As we move towards 2030, interconnected trends and new challenges will impact SAPOL and shape the context of our operating environment and strategic focus. Our environment will be influenced by issues such as changes in the demography of our community; population growth; generational change of our workforce; social cohesion; economic conditions and rapid technological advancement.

While context may change, building safer communities will remain our vision. Policing priorities of public safety, crime and criminal justice services, and road safety are integral to achieving our vision.

New crime types will emerge, requiring us to be agile in adapting our skills, systems and effort in an environment more dynamic than the one in which we currently operate.

Our core drivers of **People**, **Operations** and **Technology** will ensure we remain capable of meeting community needs.

We remain committed to living our organisational values, and building on the high level of trust and confidence the community has in us and the services we deliver. Ensuring the community feels safe and secure requires us to understand and embrace our role as leaders and partners in the local, national and global policing environment.

Our future policing strategies will position us to effectively anticipate change, develop capabilities to meet change, and be an active participant in the change process so that we can continue to meet the expectations and demands of the community we serve.

I commend this strategy to you as our pathway towards 2030. Our shared commitment to this strategy is an important step towards achieving our vision of building safer communities.

*2030 is our
guiding strategy*



Grant Stevens APM
Commissioner of Police

SAPOL's vision for 2030 is 'Safer Communities'

As a policing service we remain accountable to the community we serve. We will uphold the law; preserve the peace; prevent crime; assist the public in emergency situations; co-ordinate and manage responses to emergencies; regulate road use; and prevent vehicle collisions.

Critical to the provision of quality policing services is the need to develop confident and high performing people whom are representative of our diverse community and are prepared for future policing challenges.

Technology and social change will require policing to remain dynamic and prepared to evolve. From traditional, to new and emerging crime types, to the changing nature of emergency management and road safety, each will impact upon community safety, how we perform and how we are perceived.

Our *Safer Communities* vision recognises our focus on and commitment to the community of South Australia. Community is no longer contained by geography, our vision compels us to look beyond the immediate to respond to crime that is increasingly borderless, presenting significant challenges in the virtual and physical environment.

We will continue to build on the strong foundations that have seen us remain contemporary and highly regarded. To achieve our 2030 vision we will be guided by **five principles** that provide the foundation for organisational growth and quality service delivery:



OUR PEOPLE,
OUR STRENGTH



PREVENTION
FIRST



COMMUNITY CENTRED,
SOCIALLY MINDED



COLLABORATIVE
PARTNERSHIPS



TECHNOLOGY
ENABLED POLICING

Achievement of our vision will contribute to a South Australian community where people feel safe and secure; and recognise SAPOL as a valued contributor to prosperity through the prevention, disruption, detection and prosecution of crime and preventing road trauma.

OUR VALUES

To achieve our vision of *Safer Communities*, we need to ensure our culture reflects the best personal and professional qualities for trusted and sustainable working practices.

SERVICE

We are committed to service excellence, delivered in a manner that earns the respect of the wider community.

INTEGRITY

We will consider how our actions will be viewed by others and welcome public scrutiny. We demonstrate honest and ethical behaviour.

LEADERSHIP

We will inspire and motivate others to achieve our shared goals.

COLLABORATION

We will accomplish more together. We put the team ahead of our personal success and commit to building its capability.

COURAGE

We will maintain strength in the face of adversity, protecting those who cannot protect themselves. We will forge new paths and challenge accepted wisdom.

RESPECT

We treat everyone with consistent and inclusive behaviour and show concern and compassion when interacting with each other and our community.



OUR PEOPLE, OUR STRENGTH

Our values underpin everything we do, providing a foundation to achieve our 2030 vision

We will focus on continuing to build a diverse and values driven, future ready and highly capable workforce to meet the changing needs of our people and our community.

Our organisational strength is maintained through a strong sense of culture and sense of community pride. We will continue to invest in developing our people as leaders in the business of policing.

We will be innovative and flexible in recruitment and training strategies to ensure we have the right workforce mix, inclusive of the needs and expectations of our people and the community.

Traditional skills will always be an essential part of keeping the community safe. We will build capability and capacity with a focus on the future policing environment and emerging crime trends.



PREVENTION FIRST

Take every opportunity to prevent crime, disorder and road trauma

We will contribute to enhancing the quality of life and resilience of the community through an effective and responsible prevention first focus with respect to crime, disorder and preventing road trauma.

Our approach is underpinned by education, enforcement, intelligence based resource allocation, evidence based research, partnerships, and being at the forefront of innovation and technological advances. We will build predictive insights and develop new strategies to efficiently use resources and enhance service delivery.



COMMUNITY CENTRED, SOCIALLY MINDED

*Enhancing
transparency
and
engagement
to build
trust and
confidence*

We will shape community interaction and engagement in transparent ways that complement our service delivery, looking beyond established policing methods, to deliver greater accessibility. This will include more options for the community to obtain information and assistance when and how they need it.

Active engagement with the community to better understand how we can work together will remain a high priority. We cannot assume we know what our communities want, nor can we assume what was relevant yesterday will be relevant tomorrow. We will expand our communication channels to engage with and listen to our community, we will test our innovative strategies with them and listen to their feedback.

We will remain aware of broader societal concerns and continue to act as an exemplar of social and corporate responsibility.



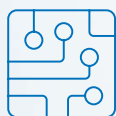
COLLABORATIVE PARTNERSHIPS

*We will identify
external
expertise and
build these
insights and
learnings into
our operational
and business
strategies*

We will focus and expand on our valuable partnerships as a practical way to build trust and capitalise on the shared use of resources. We will reach out to the community and other agencies to enhance our prevention first focus.

Partnering with the community, government and non-government agencies, academia, and the private sector, will push us to evaluate and innovate across all areas of policing. We will work collaboratively with existing partners while seeking new opportunities.

New ways of doing business will be developed and we will be willing to take educated risks and test innovative approaches.



TECHNOLOGY ENABLED POLICING

Optimising the use of technology provides new opportunities for disruption, enforcement, criminal investigation and prosecution

We will harness technology to support policing and community needs and innovate to enhance business practices.

The last 20 years has brought unprecedented levels of social, behavioural and technological change to communities and individuals. The pace of change is forecast to increase.

People are interconnected with smart phones, computers, and other devices capturing and disseminating images, video and other information; and disinformation instantly. Inevitably this has changed and will continue to change the nature of crime and criminal behaviour. Those that seek to do us harm have embraced technology to support their enterprises.

Technology is inseparable to contemporary policing as it provides new opportunities for disruption, enforcement, criminal investigation and prosecution.

We will engage with industry, academia and the broader community to seek out and pursue opportunities. It is not just about being more efficient, but getting the right information at the right time so optimal decisions can be made whenever and wherever they are required.

SAPOL 2030 is derived from our unified sense of purpose; it provides clear understanding as to what is expected from each and every one of us.

Our principles, values and core drivers are the enablers that will see us achieve our vision of 'Safer Communities' and our commitment to those we serve.

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