



Anti-Racism Action Plan Northern Territory Police Force

Phase One 2025–2027



Priority

Serve and Protect

Priority Statement: The Northern Territory Police Force serves and protects Aboriginal Territorians.

NORTHERN TERRITORY POLICE FORCE COMMITTS TO:

ACTIONS:

Deliver a stable, trusted and professional policing presence for all Territorians that serves and protects Aboriginal Territorians with respect and empathy.

- Develop and deliver anti-racism training for all employees.
- Strengthen localised cultural competency training for all employees.
- Cultural Reform Command to develop and implement induction packages that are reviewed annually with local community members for all police locations.
- Review police recruitment policies, processes and practices to identify and eliminate racist, discriminatory or negatively biased attitudes, beliefs, behaviours and actions.

Ensure support and information is accessible to Aboriginal victims who are under-served and over-represented in the justice system.

- Build into our training instructions how to identify misidentification of Aboriginal women as perpetrators when they are victims of domestic, family and sexual violence.
- Train all employees to improve police responses to Aboriginal Territorians in domestic, family and sexual violence incidents to avoid escalation, re-traumatisation, misidentification, criminalisation and harm to victims.

Be conscious and willing to address racism in all its forms.

- Improve processes that protect victims and whistle-blowers of racism.
- Conduct localised cultural competency training and compliance audits.
- Review and update our policies, procedures and practices to identify and then eliminate, deficit, racist language and misaligned outcomes.
- Educate all employees on Positive Duty.

Empower Aboriginal communities to address and reduce crime.

- Actively engage in community-based policing to address and prevent crime by developing mutually respectful agreements.
- Strengthen collaborative relationships with Neighbourhood Watch, Community Night Patrol and Crime Stoppers to engage and strengthen relationships and partnerships with Aboriginal Territorians and Communities in crime prevention strategies.
- Place Aboriginal language speakers in the 000-Joint Emergency Services Communication Centre.

Strengthen processes to receive and investigate racism complaints from Aboriginal Territorians.

- Review and restructure our policies, procedures, structures and practices for the management of racism complaints involving Aboriginal Territorians.
- Maintain our ethical and professional standards by addressing systemic issues that may misrepresent or conceal racism within our agency by reviewing and amending training for complaint investigators.

Partner with Aboriginal Territorians to rebuild and strengthen relationships.

- Facilitate collaborative relationships between police and community organisations for community-based solutions.
- Strengthen messaging within our leadership on the importance of personal and professional responsibility and the need to eliminate racism.
- Reduce criminalising Aboriginal Territorians by applying early intervention, prevention and diversion practices in everyday policing.
- Review all complaint investigations and operational policing models with an anti-racist lens.
- Promote our compliment and complaint processes.

Priority Statement: The Northern Territory Police Force applies the law without fear, favour or racism.

NORTHERN TERRITORY POLICE FORCE COMMITTS TO:

ACTIONS:

Prioritise engagement first and enforcement second, to deliver on community policing.

- Reinvigorate community policing including discussing circumstances when police openly carry firearms in Aboriginal communities.
- Inform Aboriginal communities and relevant organisations on our Corporate Plan.
- Embed community policing into recruit training.
- Evaluate the effectiveness of Policing Mindset training.

Strengthen our partnership with Aboriginal Territorians to develop community-based solutions to keep communities safe and reduce crime.

- Partner with decision makers to find community-based solutions to address community safety.
- Examine opportunities for police officers to experience remote policing in Aboriginal communities.

Improve our understanding of the impacts of disadvantage and intergenerational trauma.

- Provide specialist evidence based, unbiased data and statistics to inform police decisions.
- Deliver training on all forms of racism and its link to intersectionality and causes of criminalisation.
- Embed into police training the experiences and relationships of Aboriginal Territorians, police and the justice system.
- Provide information to employees on the underlying causes of disadvantage, poverty and intergenerational trauma and their impacts on over-policing and lack of trust and confidence in police by Aboriginal Territorians.

Apply the law without fear and favour to eliminate systemic racism, racial profiling and other forms of discrimination in policing towards Aboriginal Territorians.

- Provide tools to identify racist employees, including who may be a risk to be red flagged in our recruitment, promotions and transfer processes.
- Audit and analyse patterns of complaints alleging racism against police.
- Ensure Professional Standards Command employees are trained to identify racism in any use of force or police complaint.

Review our data and intelligence, its collection and analysis to identify how it contributes to systemic racism and over-policing.

- Review and reform how data and statistics are collected, stored, and analysed by our agency to eliminate racism.
- Implement changes to address data systems and analytics that contribute to racism.
- Implement mechanisms to collect, use and manage data on experiences, reports and the impacts of racism across our agency.

Develop tools and skills for our employees to identify racism and understand the role and intent of police discretion.

- Review police training to reduce racial profiling and enforce appropriate interactions with Aboriginal Territorians.
- Critically review and evaluate any cultural awareness training currently offered to police, including its effectiveness to change attitudes and challenge racism.
- Increase the use of cautions by police for Aboriginal Territorians where appropriate, using informed decision-making and discretion.
- Encourage the use of alternatives to custody for intoxicated Aboriginal Territorians.

Deliver anti-racism training to all employees.

- Ensure all employees receive anti-racism training.
- Ensure anti-racism training is relevant and informed by the National Anti-Racism Framework.

Priority Statement: The Northern Territory Police Force reflects and understands all Territorians it serves.

NORTHERN TERRITORY POLICE FORCE COMMITTS TO:	ACTIONS:
Create, strengthen and maintain a workplace that is safe and inclusive especially for Aboriginal employees.	• Showcase Aboriginal designed police uniforms. • Invest in Aboriginal Police Service Medals. • Ensure our Early Intervention policy is evaluated and supported and that any affected members are offered professional, or welfare support.
Develop and deliver an Aboriginal Employment and Leadership Strategy.	• Deliver an Aboriginal Employment and Leadership Strategy, with a focus on retention, that achieves 30% Aboriginal employment across all levels, including public servants in our agency and track the progress of recruiting, training and the retention of our Aboriginal employees. • Explore opportunities to develop non-standard recruitment strategies to allow for greater inclusion of Aboriginal Territorians during routine selection processes. • Develop a leadership program for non-Aboriginal employees on how to work well with and how to support Aboriginal employees in the workplace. • Work with the Australian Institute of Police Management to develop a leadership program for Aboriginal employees. • Establish appropriate and ethical data to inform policies, procedures and practices to support the recruitment, retention and leadership of Aboriginal employees. • Establish career pathways and opportunities for Aboriginal employees including professional career support and mentoring.
Provide opportunities for Aboriginal employees to thrive and lead within our workforce.	• Revisit the Northern Territory Government Special Measures policy. • Embed an understanding of ‘cultural load’ in anti-racism training. • Develop and deliver a marketing campaign to attract Aboriginal employees.
Increase opportunities for young Aboriginal Territorians to access our Cadet and Junior Police Ranger Programs.	• Partner with schools and community organisations to promote and increase Aboriginal participation in the Police Cadet and Junior Police Ranger programs.
Ensure Aboriginal employees cultural needs are respected.	• Review our policies, procedures, practices and training for racism to ensure Aboriginal employees are not disadvantaged in the workplace. • Deliver to our employees Positive Duty training in partnership with the Northern Territory Anti-Discrimination Commission.
Accept that previous policing practices have led to distrust of police by Aboriginal Territorians.	• Ensure the delivery of anti-racism training accepts and acknowledges the history of past policing practices and actions towards Aboriginal Territorians. • Ensure recruit training incorporates the principle of ‘officer induced jeopardy’.
Restore and build trust and confidence with Aboriginal Territorians to deliver an effective and professional Northern Territory Police Force.	• Continue to offer the transition of Aboriginal Community Police Officer to the rank of Constable. • Ensure our employees value and use the skills and talents of our Aboriginal Liaison Officers, Aboriginal Community Police Officers, especially for critical incidents including planned interactions or arrests of Aboriginal people. • Review General Orders for deaths in custody to outline clear investigative structures and procedures when criminal and coronial investigations are run consecutively. • Develop a debrief and welfare policy to protect police witnesses when there is a death in custody to ensure the integrity of the investigation.
Implement intergenerational trauma informed practices into our workforce.	• Deliver and evaluate intergenerational trauma training. • Audit our policies, procedures, practices and training to be trauma informed.

Priority Statement: The Northern Territory Police Force is accountable for delivering on its Anti-Racism Strategy.

NORTHERN TERRITORY POLICE FORCE COMMITTS TO:	ACTIONS:
Engage and inform our employees and all Territorians on our Anti-Racism Strategy.	• Publish the Anti-Racism Strategy on our website and establish a dashboard that tracks every 6 months the progress of our Aboriginal Employment and Leadership Strategy. • Distribute the Anti-Racism Strategy and Action Plan to other Northern Territory Government agencies and relevant stakeholders with consideration to be given on how input from the Aboriginal Community and legal service sector can shape our policies, procedures, training and recruitment. • Include opportunities for our Aboriginal employees to participate in reviewing progress reports and future phases of the Anti-Racism Strategy and Action Plans.
Remodel Cultural Reform Command to ensure ownership and transformation of the entire Northern Territory Police Force with our Anti-Racism Strategy and Action Plans.	• Establish a governance, monitoring and evaluation framework for the Anti-Racism Strategy. • Develop a communication strategy for internal and external stakeholders for the Anti-Racism Strategy. • Restructure Cultural Reform to enable delivery on the Anti-Racism Strategy and Action Plans.
Facilitate opportunities for Aboriginal Territorians to provide feedback to our police force.	• Include in the governance structure of the Anti-Racism Strategy a feedback process from Aboriginal people and its progress.
Improve Aboriginal Territorians’ access to and confidence in our complaint systems.	• Review and strengthen whistle-blower protections for complaints of racism. • Establish clear and consistent processes for all complaints alleging racism, including the use of force, in policy with these investigations led by Cultural Reform to enable timely and culturally appropriate handling of the complaint. • Link complainants of racism with relevant agencies for support. • Urgently implement reform of our approach to the use of force and the handling of racism complaints by simplifying the system of file classifications, determinations and recommendations to increase clarity and transparency of complainants. • Review our policies, including General Orders, to ensure that Professional Standard Command liaises and consults with Cultural Reform before finalising any investigation.
Work with other agencies, service providers and stakeholders to reduce racist interactions with Aboriginal Territorians and police.	• Partner with the Department of Education to implement Aboriginal Liaison Officers in government schools to identify at risk behaviours for early intervention and successful diversion of youth away from the justice system. • Establish a working group with senior representation from Cultural Reform, Professional Standards Command, NAAJA, NT Legal Aid, the Ombudsman and the Anti-Discrimination Commission to develop and implement improved procedures for addressing complaints made by Aboriginal people about police use of force and/or allegations of racism, including a review of time frames and communication protocols. • Share our learnings from our Anti-Racism Strategy and Action Plans with other government agencies and service providers.
Embed anti-racism into our decision-making.	• Identify and address learned and unconscious biases in decision-making processes. • Partner with Aboriginal communities to eliminate racism and to address and reduce crime.
Be accountable for anti-racism in our agency by adhering to the Northern Territory Police Force Code of Conduct and Ethics and Public Service Code of Conduct in our interactions with Aboriginal Territorians.	• Establish an internal dashboard to register and record racism complaints including the outcome. • Enhance complaint and redress mechanisms to be person-centred and trauma informed. • Review and improve sanctions of our employees when engaging in racism towards Aboriginal people. • Review and strengthen the Northern Territory Police Force Code of Conduct and Ethics and the Public Service Code of Conduct to ensure they adequately address racism particularly for promotions.