

Approved Police response to Phase 1 UPD Recommendations

This A3 outlines a proposed response for Police to the Phase 1 UPD Recommendations, where Police would commit to delivering on 8 actions over the next 6 months. These actions are aligned to 9 of the 40 Phase One UPD Recommendations and includes 4 of the Photographing Rangatahi Recommendations. This would see Police through to the publishing of Phase 2 of the UPD Report Recommendations, which would then enable a more holistic Police approach.

PROPOSED RESPONSE (6-months)			RELEVANT RECOMMENDATIONS AND RATIONALE	
Priorities	Proposed Actions	Executive Lead	Relevant Phase One Recommendations	Investment
Enabling the frontline	1 Pilot district Operational Advisory Groups (OAG) in two districts.	Frontline Operations	R34 - Roll out the OAG model into Police districts.	Progress within BAU.
	2 Review previous advice and consider the value of a professional registration system for Police officers	People, Leadership and Culture	R24 - Consider introducing new policy/legislation to require registration and practising certificates are held by police officers.	Progress within BAU.
	3 Build cultural capability and capacity into training and leadership development programmes for staff	People, Leadership and Culture Iwi and Communities	R23 - Build capability and capacity in Te Tiriti o Waitangi analysis and mātauranga Māori in line with Te Arawhiti organisational capability framework (including in Policy, Media and Comms, Data and Research).	Progress within BAU.
Community Reassurance	4 Build an enterprise platform to centralise insights and better equip Police to consider insights in decision-making.	Operational Services and Road Policing	R1 - Include a thematic analysis of equity issues to understand patterns across all data over time when analysing praise, dissatisfaction and complaints data. R12 - Use statistical surveys to a greater extent obtain insights that cannot be obtained with current data gaps.	Progress within BAU.
	5 Understand our baseline offering for de-escalation training and identify opportunities to strengthen training.	People, Leadership and Culture	R40 - Increase training in de-escalation for Police to respond to individuals experiencing a mental health crisis.	Progress within BAU.
	6 Implement recommendations on photographing and fingerprinting of rangatahi.	Operational Services and Road Policing Iwi and Communities People, Leadership and Culture	R19 Implement UPD Panel Recs on Photographing and Fingerprinting of Rangatahi. PRR1 - Adopt principles to guide police interactions with children under 18 outside of arrest and detention. PRR2 - Develop child engagement guidelines from these principles for frontline officers based informed by the that uphold: Te Tiriti o Waitangi, Children’s Convention, UN Convention on the Rights of Persons with Disabilities, Oranga Tamariki Act 1989 and Child and Youth Wellbeing Strategy. PRR3 - Develop a restorative practice approach for the resolution of complaints against Police. PRR7 - In line with obligations under s14(2)(a) of the Public Service Act 2020: Build cultural competence into ongoing training for all staff; Develop Te Tiriti o Waitangi responsiveness capability in the areas of policy, research and communications.	Progress within BAU.
Focus on Core Policing	7 Re-set our response model to non-emergency mental health demand working closely with partners.	Iwi and Communities	R32 Withdraw Police from routinely responding to mental health crises and work with agencies and communities on a transition to a cross-agency mental health response model.	Completed within existing work
	8 Build provisions into the Data Strategy for an NZP Data Catalogue	Strategy and Performance	R15 - Develop an NZP Data Catalogue that sits alongside the National Recording Standards, to inform what data the Police currently have, where it can be found and accessed.	Re-prioritisation within BAU