

Youth Strategic Action Plan 2025



COMMISSIONER'S INTENT

Reduce the number of young people engaging in anti-social behaviour, criminal offending and coming into contact with the criminal justice system.

- Develop, establish, and maintain youth policing strategies that are flexible, agile and adaptable.
- Maintain a tiered approach to policing youth, ranging from prevention, diversion, and early intervention; through to appropriate disruption and response of criminal behaviour where appropriate to ensure community safety.
- Work with partner agencies to develop and deliver meaningful programs aimed at identifying and supporting at risk youth and encouraging their participation in diversion programs – always noting the role of police and primacy of other appropriate agencies in youth justice matters.

CORPORATE SPONSOR MESSAGE

The NSW Police Force is committed to prevention, intervention and partnerships and recognises the importance of working with the community to reduce violence, crime, and fear. The vision for the NSW Police Force emphasises a commitment to the Next Generation by contributing to the lives of young people. This includes providing them with opportunities and tools to enhance their safety and wellbeing, as well as fostering healthy and positive life-choices, minimising their contact with the criminal justice system.

The approach we take to contend with the issues that impact our youth must include strategies that are sufficiently flexible, agile, and adaptable to ensure they are able to be applied to a range of circumstances and the individuals involved. The NSWPF will adopt a tiered approach and include initiatives ranging from prevention focused educational programs through to proactive and compliance based policing initiatives. Encompassing a range of strategies that are both responsive and adaptable, the tiered model ensures we are able to effectively address the shifting challenges of youth offending in balance with the need to ensure community safety.

With an emphasis on prevention and early intervention, we will work with partner agencies to develop and deliver meaningful programs aimed at identifying and supporting at-risk youth and encouraging their engagement with diversionary platforms. Through these programs we will work to decrease youth involvement in anti-social and criminal behaviour and build resilience and knowledge to reduce the likelihood of young people becoming victims of crime. We will continue to build effective, meaningful relationships with partner agencies and the community to generate better outcomes for at-risk youth and reduce crime committed by and against young people. Disruption and consequence-based policing response strategies will also be deployed where needed, to ensure young offenders are dealt with appropriately and community safety is maintained.

The Corporate Sponsor for Youth and the Youth Command play a critical role in the development and delivery of the programs and policies that underpin this portfolio. The collaboration and support provided to the field is pivotal to our success and allows us to tailor the NSW Police Force crime prevention approach and measures we take to address youth-related crime and anti-social behaviour. To ensure we future proof our capacity to respond effectively, I expect all Region Sponsors to champion the Youth Strategy including its initiatives to improve knowledge, skills, and expertise in conjunction with technological enhancements which will better inform our approach to policing our next generation.

Assistant Commissioner Gavin Wood APM

Corporate Sponsor for Youth

Commander - Capability, Performance and Youth Command

RISKS / OPPORTUNITIES

- **[R.1]** - A failure to develop a flexible, agile, and adaptable strategy to manage youth crime and youth involvement in the criminal justice system.
- **[R.2]** - The failure to develop a fit-for-purpose youth engagement information management system.
- **[O.1]** - Continue to encourage and promote other agencies who have primacy for youth intervention.
- **[O.2]** - Continue to explore opportunities to improve and expand youth focused programs and engagement.

FOCUS AREA	COMMUNITY & STAKEHOLDER CONCERNS	ACTIONS	EXPECTED OUTCOMES	TIME FRAME
1. NSWPF has a Youth Strategy.	1.1 No strategic approach by NSWPF to manage youth crime.	1.1.1 – NSWPF Youth Strategy is developed, published, and reviewed.	1.1.1.1 – The NSWPF Youth Strategy is contemporary and relevant.	2 years
		1.1.2 – Youth Region Sponsors and Youth Portfolio Holders continue to champion the initiatives under the Youth Strategy.	1.1.2.1 – Staff implementing appropriate strategies to engage with young people.	2 years
2. NSWPF has a fit-for purpose youth engagement information management system.	2.1 Accountability of actions by NSWPF.	2.1.1 – Interim measures are put in place to capture and record engagement and intervention with young people.	2.1.1.1 - Appropriate records are maintained.	12 months
			2.1.1.2 Privacy of children and young people is upheld through safe information sharing culture and transparent regulation practices.	12 months
	2.2 Reporting limitation and constraints for NSWPF regarding interactions with young people.	2.2.1 – Develop an information management system.	2.2.1.1 – Creation of a bespoke youth information management system.	12 months

FOCUS AREA	COMMUNITY & STAKEHOLDER CONCERNS	ACTIONS	EXPECTED OUTCOMES	TIME FRAME
	2.3 The privacy of personal and health information of young people.	2.3.1 – Ensuring information is shared and stored within legislative and policy requirements.	2.3.1.1 – Alignment and adherence with legislation, MOUs, etc.	12 months
		2.3.2 – Education and training provided to employees regarding information sharing and retention of records requirements.	2.3.2.1 – All staff are aware of their legislative requirements.	18 months
3. Maximise opportunities for interagency collaboration and accountability.	3.1 Lack of quality interaction, collaboration, and accountability of youth service providers, including NSWPF.	3.1.1 – Continue to explore opportunities to implement and expand with interagency collaboration and accountability.	3.1.1.1 – Increased Youth Action Meetings [YAMs] coverage across NSW.	6 months
			3.1.1.2 - Children, young people and their families / carers have ongoing access and consistently utilise person-centred and culturally safe support services.	Ongoing
		3.1.2 - Widespread engagement to build trust, and shared understanding of NSWPF initiatives among all stakeholders, including partner organisations, communities, children, young people and their families.	3.1.2.2 - Staff from program partnership network and services engaged in ongoing two-way communication.	Ongoing
	3.2 Overreach of NSWPF	3.2.1 - Effective governance structures established to define partnership agreements, standards, and practices.	3.2.1.1 - Governance structures provide appropriate support, resourcing and authorisation for effective implementation.	12 months
4. Enhance Police Capabilities in working with at-risk youth and young offenders	4.1 Police are inadequately trained & resourced (HR)	4.1.1 – Identify opportunities to develop the skill and confidence of NSWPF engaging and interacting with young people.	4.1.1.1 – Police performing youth specific roles have completed approved NSWPF youth training.	18 months
		4.1.2 – Review current internal youth specific training.	4.1.2.1 - NSWPF training is aligned with current legislation and specific to role requirements.	Dependent upon outcome of YOA review.
		4.1.3 – Ensuring adequate numbers of police in youth specific roles.	4.1.3.1 – Deployment and allocation of resources meets demand	Ongoing
	4.2 Over exposure of youth to the criminal justice system.	4.2.1 – Collaboration with external partners and community in the creation and implementation of youth crime prevention initiatives under the Youth Strategy.	4.2.1.1 – Youth crime initiatives focus on Prevention, Disruption and early intervention.	Ongoing
		4.2.2 – Young people are provided with appropriate and culturally safe education and provisions to empower them to make informed decisions.	4.2.2.1 – An increase of eligible young person’s being diverted from the criminal justice system.	12 months
			4.2.2.2 – Young people involved in prevention and diversion programs have made informed decisions to participate.	Ongoing

Policy Statement Developed by:	Youth Command	RMS No.	D/2025/78349
Policy to be reviewed:	January 2026	Publicly Available	YES
Linked RMS	D/2024/957210		