

**MUSEUM OF NEW  
ZEALAND  
TE PAPA  
TONGAREWA**

Cable St  
PO Box 467  
Wellington  
New Zealand

Telephone  
64-4-381 7249  
[www.tepapa.govt.nz](http://www.tepapa.govt.nz)



5 February 2024

Tēnā koe,

**Re: Official Information Act (OIA) Request – protest query (security review)**

I am writing in response to your email dated 15 December 2023 in which you requested the following:

- *All documents and correspondence prepared in relation to a review of security following Treaty of Waitangi protest action.*
- *A complete and final review of security protocols following Treaty of Waitangi protest action.*

The documents within scope of your request are attached. Where relevant, withholding grounds are noted on each page.

If you are not satisfied with this response you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

If you wish to discuss any aspect of your request with us please contact [OIA@tepapa.govt.nz](mailto:OIA@tepapa.govt.nz).

Yours sincerely

A handwritten signature in black ink, appearing to be 'FL' or similar initials.

Frances Lawrence  
**Principal Advisor Strategy, Planning and Performance**

**From:** s 6(d)  
**To:** [Peter Cunninghame](#)  
**Subject:** FW: Risk Assessment: Protest and Demonstration  
**Date:** Wednesday, 13 December 2023 11:16:00 am  
**Attachments:** [Risk Assessment - Protest and Demonstration.docx](#)

---

Kia ora Pete,

Please see attached an updated risk assessment which includes an emerging risk of counter-protest which be directed at or impact Te Papa.

I have updated my recommendations to reflect this emerging risk.

Noho ora mai,

s 6(d)

---

**From:** s 6(d)  
**Sent:** Tuesday, December 12, 2023 10:02 AM  
**To:** Peter Cunninghame <Peter.Cunninghame@tepapa.govt.nz>  
**Subject:** Risk Assessment: Protest and Demonstration

Morena Pete,

Sorry to hear that you're unwell, I hope you feel better soon.

Please see attached a risk assessment which reviews the risks Te Papa is exposed generally by protest and demonstration.

I have made several recommendations for your consideration.

Noho ora mai,

s 6(d)

# Security Risk Assessment Table – Protest and Demonstration

## Risk Assessment and Management Table

**15-25: Extreme risk**

**10-14: High risk**

**5-9: Medium risk**

**1-4: Low risk**

High or Extreme risks must be reported to Senior Management and require detailed treatment plans to reduce the risk to Low or Medium.

	Consequence				
People	Injuries or ailments not requiring medical treatment.	Minor injury or First Aid Treatment Case.	Serious injury causing hospitalisation or multiple medical treatment cases.	Life threatening injury or multiple serious injuries causing hospitalisation.	Death or multiple life threatening injuries.
Reputation	Adverse local public attention e.g. minor complaint	Adverse local media coverage	Some damage to Te Papa's reputation Adverse National media coverage & Parliamentary questioning	Major damage to Te Papa's reputation. Sustained national or short term international adverse media coverage, direct ministerial questioning	Highly visible internationally. Irreversible damage to Te Papa's reputation Sustained national and international adverse media coverage leading to government or public enquiry
Business Process & Systems	Minor errors in systems or processes requiring corrective action, or minor delay without impact on overall schedule.	Policy procedural rule occasionally not met or services do not fully meet needs.	One or more key accountability requirements not met. Inconvenient but not client welfare threatening.	Strategies not consistent with Government's agenda. Trends show service is degraded.	Critical system failure, bad policy advice or ongoing non-compliance. Business severely affected.
Financial	Less than \$100	Greater than \$1,000	Greater than \$10,000	Greater than \$50,000	Greater than \$100,000

	Numerical:	Historical:
Likelihood ↑	Greater than 50%	It is almost certain that the risk event will occur
	1:2 chance [less than 50%]	Will probably occur
	1:10 chance [less than 10%]	There is reasonable possibility that the risk event may occur
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		Insignificant	Minor	Moderate	Major	Catastrophic
		1	2	3	4	5
Almost Certain	5	5	10	15	20	25
Likely	4	4	8	12	16	20
Possible	3	3	6	9	12	15
Unlikely	2	2	4	6	8	10
Rare	1	1	2	3	4	5

## Security Risk Assessment Table – Protest and Demonstration

### RISK MANAGEMENT PRIORITISATION & ESCALATION

Risk Score		Description
1 – 4	Low	No Risk Treatment Plan required. Managed and monitored by Supervisors/ Team Leader.
5– 9	Medium	Risk Treatment Plan implemented if reasonable / practical to do so. Managed and monitored by Managers
10 – 14	High	Work will not commence until action has been taken to reduce the risk. Develop a risk treatment plan and implement where practical. If not possible to reduce Risk Rating below High, then the risk is to be referred to the Directorate Manager for approval prior to continuing with the activity at this level of risk.
15 – 25	Extreme	Work will not commence until all practical action has been taken to reduce the risk. Develop a risk treatment plan and implement where practical. If not possible to reduce Risk Rating below Extreme, then the risk is to be referred to the for CEO approval prior to continuing with the activity.

# Security Risk Assessment Table – Protest and Demonstration

## Introduction

Te Papa is no longer solely focused on collection, conservation and research, Te Papa is a cultural hub which generates and serves as a platform for open and safe discussion.

This discussion invites a broad spectrum of experiences, beliefs and opinions from our sector and the communities we serve, this may involve strong minded visitors, protest and demonstration, or activism.

New Zealand's political climate is currently unsettled with single issue extremists, activist organisations and protest groups communicating grievances relating to several issues but notably Palestine, Climate Change, Treaty of Waitangi, and Co-Governance.

This risk assessment is being prepared following significant protest activity that occurred at Te Papa on Monday 11<sup>th</sup> December 2023, and during which a large group of protesters accessed the museum.

A member of the protest group climbed the English version of the Treaty of Waitangi using abseil equipment and defaced the display using both paint and a power tool. The protest activity was disruptive and resulted in damage to an exhibition item, police responded, and several arrests were made.

The protest group and other parties have made comments which allude to further action being carried out and directed toward Te Papa. Open-source information is being actively monitored, this includes news articles, websites, social media and feedback received by Te Papa.

Several individuals, and groups have made comments on social media reacting to protest activity and alluding to counter-protest or activism being directed toward Te Papa and some comments have threatened to disrupt and damage taonga these individuals and groups appear to be connected to alt-right movements.

Security Risk Assessment Table – Protest and Demonstration



Te Papa get that English Version of the Treaty cleaned up or replaced or face the wrath of the people and many are now threatening to deface Maori artefacts.

8 h

Reply

Message

Hide



Oh well time to vandalise tikis and maori things.



Like 10 h

## Security Risk Assessment Table – Protest and Demonstration

The image shows a screenshot of a social media interface on a dark background. At the top left is a circular profile picture of a landscape. To its right is a comment bubble with a redacted name and the text "Inside job - hire a thug". Below this is a screenshot of a social media post from a user with a redacted name. The post contains two paragraphs of text and a photograph of a man and a woman sitting on a grassy hill. The text in the post reads: "I saw it was the Antisemitic Liberation League who were in Te Papa yesterday. In other words, this guy & his trag wife. Extreme Jew-haters & discrimination advocates." and "I believe Chris Hurwood is one for the NZDF to keep a close eye on. I have some deeply personal reasons for this." Below the post screenshot are icons for like, comment, share, and repost. Underneath the post is a "Like 14 h" button. At the bottom of the main screenshot is another comment bubble with a redacted name and the text "The Wolfpack Now Have An Eye On Him!!". To the right of this comment is a blue thumbs-up icon with the number "2" next to it, and a three-dot menu icon.

Inside job - hire a thug

I saw it was the Antisemitic Liberation League who were in Te Papa yesterday. In other words, this guy & his trag wife. Extreme Jew-haters & discrimination advocates.

I believe Chris Hurwood is one for the NZDF to keep a close eye on. I have some deeply personal reasons for this.

Like 14 h

The Wolfpack Now Have An Eye On Him!!

Like 13 h

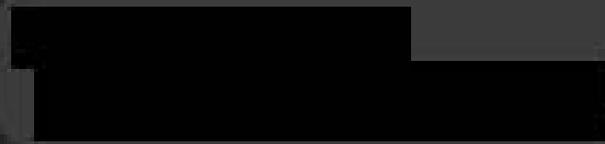
## Security Risk Assessment Table – Protest and Demonstration

   
If the natives believe that destroying a document nullifies it then they are displaying their ignorance and just like the statues of the colonists which were removed or damaged and the names of so many places altered to meet their demands it can go both ways and let's not hear any more whingeing about how hard done by they are. Some of those totem poles look a likely target for vandals. 

Like 14 h  9

   
Should've burned it!! 

Like 35 m

  absolutely 

Like 35 m 

## Security Risk Assessment Table – Protest and Demonstration

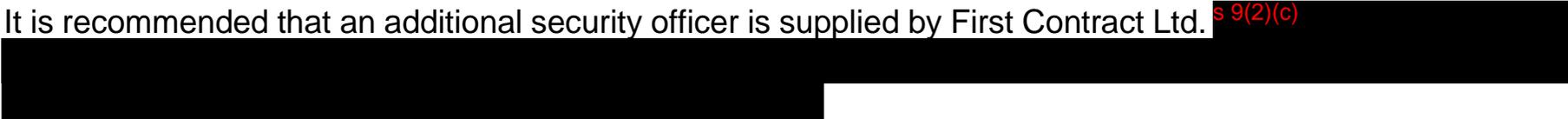
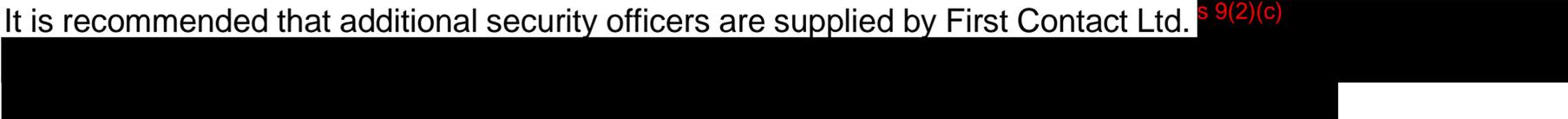
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1	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protest occurs within the surrounds of Te Papa which is not aimed at Te Papa</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security liaise with protesters to define protest activity and determine safe facilitation of protest.</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6
2	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to enter Te Papa or begin an internal protest</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security liaise with protesters to define protest activity and determine safe facilitation of protest.</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6
3	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to obstruct the public from moving freely throughout the museum.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6

## Security Risk Assessment Table – Protest and Demonstration

4	•	<b>Protesters attempt to alter or damage property, exhibition, or collection item.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	<b>3</b>	<b>4</b>	<b>12</b>
5	•	<b>Protesters do not comply with instructions from Security Officers or Staff.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	<b>3</b>	<b>2</b>	<b>6</b>
6	•	<b>Protesters direct hostile behavior toward Security Officers, Staff or Visitors.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	<b>3</b>	<b>2</b>	<b>6</b>
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## Security Risk Assessment Table – Protest and Demonstration

### Operational Recommendations

1. It is recommended that an additional security officer is supplied by First Contract Ltd. s 9(2)(c)  

2. It is recommended that additional security officers are supplied by First Contact Ltd. s 9(2)(c)  

3. It is recommended that Te Papa security increase visibility of Security operations within our front of house spaces, and to deter any possible disorderly or illegal activity, by adopting hi-visibility uniform.
4. It is recommended that Te Papa staff and contractors are reminded to and adopt wearing of identification to support the detection and deterrence of unauthorised access to our back of house or restricted areas.
5. s 9(2)(c)  

6. s 9(2)(c)  

7. It is recommended that Police are proactively informed about perceived risks such as continued, or counter protest movements targeting, or impacting Te Papa.

## Frances Lawrence

---

**From:** s 6(d)  
**Sent:** Monday, 11 December 2023 5:39 pm  
**To:** s 6(d)  
**Subject:** Fwd: Protest Activity

Please drive 'back to basics' focus points.

Get [Outlook for Android](#)

---

**From:** s 6(d)  
**Sent:** Monday, December 11, 2023 5:37:07 PM  
**To:** Te Papa Security <TePapaSecurity@tepapa.govt.nz>  
**Subject:** Protest Activity

Kia ora e te iwi,

I wanted to provide feedback related to this afternoons protest activity and confirm actions that are underway.

The protest group carried out a coordinated and well planned action, this involved two separate groups of protestors, one in the entrance foyer and another on level four.

The protest group sought to distract and obstruct responding Security Officers.

A single member of the protest group climbed the treaty display on level four and defaced this display with paint and tools.

Security Officers responded to this quickly (less than two minutes) and attempted to deescalate the situation.

When the safety of our visitors was compromised Police were notified immediately.

Security Officers worked tirelessly to contain the protest activity and were able to successfully move on the vast majority of protestors from the scene within ten minutes.

Security Officers were subjected to some degree of hostility but did not react to this, remaining professional and courteous at all times.

You should be proud of your efforts and acknowledging that situations like this affect everyone differently reach out if you need any support.

We have implemented several actions following this protest activity -

1) Additional Security

A Security Officer will be supplied and positioned in SOAN until further notice.

2) Increased Security

s 9(2)(c)

3) Further Activity

Protestors have warned of further activity and we need to be aware if suspicious activity and respond as defined in our procedures.

A risk assessment will be completed tomorrow morning.

Noho ora mai,

s 6(d)

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## Frances Lawrence

---

**From:** s 6(d)  
**Sent:** Tuesday, 12 December 2023 11:51 am  
**To:** HealthandSafety  
**Subject:** Fwd: Risk Assessment: Protest and Demonstration  
**Attachments:** Risk Assessment - Protest and Demonstration.docx

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---

**From:** s 6(d)  
**Sent:** Tuesday, December 12, 2023 10:04:28 AM  
**To:** s 6(d)  
**Subject:** FW: Risk Assessment: Protest and Demonstration

Kia ora kōrua,

Please review the attached risk assessment, in particular the recommended actions and specifically the requirement for Security to attend upcoming host briefings.

Please champion this requirement and ensure that Security attend and provide updated information and advice, reinforcing the 'basics' such as challenging members of the public who are seen to carrying large bags, tools or equipment.

Noho ora mai,

s 6(d)

---

**From:** s 6(d)  
**Sent:** Tuesday, December 12, 2023 10:02 AM  
**To:** Peter Cunninghame <Peter.Cunninghame@tepapa.govt.nz>  
**Subject:** Risk Assessment: Protest and Demonstration

Mōrena Pete,

Sorry to hear that you're unwell, I hope you feel better soon.

Please see attached a risk assessment which reviews the risks Te Papa is exposed generally by protest and demonstration.

I have made several recommendations for your consideration.

Noho ora mai,

s 6(d)

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## Security Risk Assessment Table – Protest and Demonstration

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## Security Risk Assessment Table – Protest and Demonstration

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## Security Risk Assessment Table – Protest and Demonstration

### Recommendations

It is recommend that additional security personnel are deployed to increase security visibility and capability until the exhibition restored, removed, or replaced.

It is recommend that security personnel within our front of house increase their visibility and deterrence by adopting hi-visibility vests until a more permanent solution can be identified.

It is recommended that Te Papa staff and contractors are reminded to and adopt wearing of identification to support to detection and deterrence of suspicious, disorderly or illegal behaviours.

s 9(2)(c)



It is recommended that Security attend upcoming host briefings to support a security focused culture within our front of house spaces, to provide updates on Security risks and information, and to advise hosts on Security procedures.

## Frances Lawrence

---

**From:** s 6(d)  
**Sent:** Thursday, 14 December 2023 12:47 pm  
**To:** Te Papa Security  
**Cc:** Security Managers  
**Subject:** FW: Security Visibility

**Importance:** High

Kia ora e te iwi,

I have received instructions that Security are required to wear hi-visibility vests within our Front of House.

This is likely to be a permanent measure and remain in effect for the foreseeable future.

Noho ora mai,

s 6(d)

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**From:** s 6(d)  
**Sent:** Tuesday, December 12, 2023 3:21 PM  
**To:** Te Papa Security <TePapaSecurity@tepapa.govt.nz>  
**Cc:** Security Managers <securitymanagers@tepapa.govt.nz>  
**Subject:** RE: Security Visibility

Kia ora e te iwi,

Thank you for supporting this initiative,

It was important that we demonstrated to our colleagues and the public that Security is present and active.

Tomorrow we'll scale back this approach and only personnel staffing the main entrance are required to wear hi-viz.

Noho ora mai,

s 6(d)

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**From:** s 6(d)  
**Sent:** Tuesday, December 12, 2023 10:09 AM  
**To:** Te Papa Security <[TePapaSecurity@tepapa.govt.nz](mailto:TePapaSecurity@tepapa.govt.nz)>  
**Cc:** Security Managers <[securitymanagers@tepapa.govt.nz](mailto:securitymanagers@tepapa.govt.nz)>  
**Subject:** Security Visibility

Kia ora e te iwi,

As we recover from yesterday's protest activity it's a good opportunity to identify areas of our operation which may require improvement or support.

It is required that all Security Officers within our front of house wear hi-visibility vests until further notice.

This serves to increase visibility, enhance the perception of Security and deter activity.

Noho ora mai,

s 6(d)

I am a big fan of yours s 6(d) - you always consider things well, and your expertise and training means I learn something every time!

[Friday 8:31 AM] Lisa Tipping

Mōrena. It is looking likely I will facilitate a post-IMT review next week.

Have done it before and I find the best way is a timeline and get everyone who was on IMT to get the facts up before we discuss.

Would be great if you could send me a copy of the security report so I can get a bit of a high level timeline in my head.

Don't know when session will be. I've said I could do it Wednesday. Relying on Dean to set it up.

[Sunday 9:07 PM] s 6(d)

Hi Lisa, I hope you've had a good weekend, I have set aside some time tomorrow morning to review the preliminary report and prepare a final report for the IMT session on Wednesday. I will send this through to you once I have finalised it.

like 1

[Sunday 9:09 PM] Lisa Tipping

Yes thanks

Let's touch base tomorrow



# Security Report

#874087689

Museum of New Zealand Te Papa Tongarewa

## Issue Type

Incident: Protest Activity

## Status

Closed

## Property

Cable Street  
55 Cable Street  
Wellington, NZ 6011

## Location

Default

## Reported By

55 Cable Street

## Issue Timeline

Created	Mon 12/11/23 12:10 PM	s 6(d)
Assigned To	Mon 12/11/23 12:10 PM	s 6(d)
Acknowledged		
Arrived At		
Closed	Mon 12/11/23 12:10 PM	s 6(d)

## Additional Details

Assigned By	s 6(d)
Reported Address	55 Cable Street
Reported Unit	Level 4
Problem Address	
Problem Unit	

## Reported Detail

Protesters on L1 and L4, multixts have been sent and police are onsite. They have asked us to clear L4 so they can arrest the protestors. More to follow.

## Notes

Mon 12/11/2023 2:37 PM - s 6(d)

On Monday 11th December 2023, at 11:50hrs approximately Security Officer (SO) staffing the main entrance observed a group of approximately 10 - 15 people gathering on the stairs.

The group were observed to open and display a banner which referenced colonisation, exploitation, Treaty of Waitangi and climate.

Senior Security Officer (SSO) s 6(d) has approached the group and asked them to confirm the following -

- 1) What was the nature of the protest activity?
- 2) What was the expected duration of the protest activity?

A spokesperson for the group informed s 6(d) that the protest was peaceful, that there would be limited impact on the museum and that the protest was not expected to last more than 10 minutes.

s 6(d) has agreed to allow the protest to continue providing that members of the public could safely move from Level 2 to Level 1.

At 11:55hrs approximately s 6(d) was staffing the control room and has received a call from an AV Technician who reported observing a member of the public climbing the English version of the Treaty of Waitangi display within Signs of a Nation.

AV Technician has reported that the member of the public was using a angle grinder and spraypaint to deface the display.

It was confirmed by reviewing CCTV that the member of the public had erected a pole and looped climbing equipment over a lighting fixture before climbing the display.

s 6(d) and s 6(d) have responded and moved to Level 4.

s 6(d) has approached a group of approximately 20 people who were wearing hi-visibility clothing and hard hats. The group had formed a cordon around Signs of a Nation.

s 6(d) has expressed concerns regarding safety but specifically -

- 1) Paint fumes, being inhaled and/or activating fire detection system within the space.

A member of the group has encouraged s 6(d) to move away and stated that the English version of the Treaty of Waitangi could fall.

At this time s 6(d) has relayed the instruction to notify Police to the Security Control Room who have contacted Police on 111.

At 12:00hrs approximately Police arrived at Te Papa and moved to Level 4.

Police spoke with s 6(d) and advised s 6(d) that Level 4 should be cleared to ensure the safety of the public.

s 6(d) has at this time informed members the public within Signs of a Nation that they were subject to a Trespass warning and would need to leave the area.

Police have at this time begun to arrest members of the public within Signs of a Nation.

s 6(d) and s 6(d) have at this time instructed members of the public within Level 4 to leave the area.

At 1245hrs approximately Level 4 was confirmed to be clear of members of the public.

At 1300hrs approximately Police had removed all members of the public associated with protest activity.

Mon 12/11/2023 4:04 PM - s 6(d)

Email To: s 6(d)  
Email From: s 6(d)  
Email Subject: Cable Street - (S) Incident: Protest Activity  
Email Body:  
Attaching Issue with Email

Mon 12/18/2023 11:02 AM - s 6(d)

Email To: s 6(d)  
Email From: s 6(d)  
Email Subject: Cable Street - (S) Incident: Protest Activity  
Email Body:  
Attaching Issue with Email

## Frances Lawrence

---

**From:** s 6(d)  
**Sent:** Tuesday, 12 December 2023 3:21 pm  
**To:** Te Papa Security  
**Cc:** Security Managers  
**Subject:** RE: Security Visibility

Kia ora e te iwi,

Thank you for supporting this initiative,

It was important that we demonstrated to our colleagues and the public that Security is present and active.

Tomorrow we'll scale back this approach and only personnel staffing the main entrance are required to wear hi-viz.

Noho ora mai,

s 6(d)

---

**From:** s 6(d)  
**Sent:** Tuesday, December 12, 2023 10:09 AM  
**To:** Te Papa Security <TePapaSecurity@tepapa.govt.nz>  
**Cc:** Security Managers <securitymanagers@tepapa.govt.nz>  
**Subject:** Security Visibility

Kia ora e te iwi,

As we recover from yesterday's protest activity it's a good opportunity to identify areas of our operation which may require improvement or support.

It is required that all Security Officers within our front of house wear hi-visibility vests until further notice.

This serves to increase visibility, enhance the perception of Security and deter activity.

Noho ora mai,

s 6(d)

## Frances Lawrence

---

**From:** s 6(d)  
**Sent:** Wednesday, 13 December 2023 9:08 am  
**To:** s 6(d) Heather Byrne  
**Cc:** Kate Camp; Adrian Kingston  
**Subject:** RE: Security Summary/Debrief

Kia ora s 6(d)

Thank you for sharing that comment, we're monitoring counter movements and assessing the risks that 'alt-right' groups or individuals may pose in response to Monday's protest.

Noho ora mai,

s 6(d)

---

**From:** s 6(d) @tepapa.govt.nz>  
**Sent:** Wednesday, December 13, 2023 9:00 AM  
**To:** s 6(d) >; Heather Byrne <Heather.Byrne@tepapa.govt.nz>  
**Cc:** Kate Camp <Kate.Camp@tepapa.govt.nz>; Adrian Kingston <AdrianK@tepapa.govt.nz>  
**Subject:** Re: Security Summary/Debrief

Thank you for passing this on for our reference.

After monitoring our social media channels - I came across this comment on our Te Papa Facebook page this morning. To prevent further reaction the comment has now been hidden from the public view.

Ngā mihi

s 6(d)

---

**From:** s 6(d)  
**Sent:** Tuesday, December 12, 2023 12:48:42 PM  
**To:** Heather Byrne <[Heather.Byrne@tepapa.govt.nz](mailto:Heather.Byrne@tepapa.govt.nz)>; s 6(d) @tepapa.govt.nz>  
**Subject:** Security Summary/Debrief

Kia ora kōrua,

Please see attached a copy of the incident report that was completed yesterday afternoon, this report forms the basis of our debrief in conjunction with a risk assessment which ahs proposed next steps and actions.

The risk assessment has been forwarded to Peter Cunninghame for consideration and approval.

Noho ora mai,

s 6(d)



[REDACTED]

Te Papa get that English Version of the Treaty cleaned up or replaced or face the wrath of the people and many are now threatening to deface Maori artefacts.

8 h

[Reply](#)

[Message](#)

[Hide](#)

# Security Risk Assessment Table – Protest and Demonstration

## Risk Assessment and Management Table

**15-25: Extreme risk**

**10-14: High risk**

**5-9: Medium risk**

**1-4: Low risk**

High or Extreme risks must be reported to Senior Management and require detailed treatment plans to reduce the risk to Low or Medium.

	Consequence				
People	Injuries or ailments not requiring medical treatment.	Minor injury or First Aid Treatment Case.	Serious injury causing hospitalisation or multiple medical treatment cases.	Life threatening injury or multiple serious injuries causing hospitalisation.	Death or multiple life threatening injuries.
Reputation	Adverse local public attention e.g. minor complaint	Adverse local media coverage	Some damage to Te Papa's reputation Adverse National media coverage & Parliamentary questioning	Major damage to Te Papa's reputation. Sustained national or short term international adverse media coverage, direct ministerial questioning	Highly visible internationally. Irreversible damage to Te Papa's reputation Sustained national and international adverse media coverage leading to government or public enquiry
Business Process & Systems	Minor errors in systems or processes requiring corrective action, or minor delay without impact on overall schedule.	Policy procedural rule occasionally not met or services do not fully meet needs.	One or more key accountability requirements not met. Inconvenient but not client welfare threatening.	Strategies not consistent with Government's agenda. Trends show service is degraded.	Critical system failure, bad policy advice or ongoing non-compliance. Business severely affected.
Financial	Less than \$100	Greater than \$1,000	Greater than \$10,000	Greater than \$50,000	Greater than \$100,000

Likelihood ↑	Numerical:	Historical:
	Greater than 50%	It is almost certain that the risk event will occur
	1:2 chance [less than 50%]	Will probably occur
	1:10 chance [less than 10%]	There is reasonable possibility that the risk event may occur
	1:100 chance [less than 1.0%]	It is unlikely that the risk even will arise
	1:1000 chance [less than 0.10%]	It is rare that the risk event will occur

		Insignificant	Minor	Moderate	Major	Catastrophic
		1	2	3	4	5
Almost Certain	5	5	10	15	20	25
Likely	4	4	8	12	16	20
Possible	3	3	6	9	12	15
Unlikely	2	2	4	6	8	10
Rare	1	1	2	3	4	5

## Security Risk Assessment Table – Protest and Demonstration

### RISK MANAGEMENT PRIORITISATION & ESCALATION

Risk Score		Description
1 – 4	Low	No Risk Treatment Plan required. Managed and monitored by Supervisors/ Team Leader.
5– 9	Medium	Risk Treatment Plan implemented if reasonable / practical to do so. Managed and monitored by Managers
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15 – 25	Extreme	Work will not commence until all practical action has been taken to reduce the risk. Develop a risk treatment plan and implement where practical. If not possible to reduce Risk Rating below Extreme, then the risk is to be referred to the for CEO approval prior to continuing with the activity.

# Security Risk Assessment Table – Protest and Demonstration

## Introduction

Te Papa is no longer solely focused on collection, conservation and research, Te Papa is a cultural hub which generates and serves as a platform for open and safe discussion.

This discussion invites a broad spectrum of experiences, beliefs and opinions from our sector and the communities we serve, this may involve strong minded visitors, protest and demonstration, or activism.

New Zealand's political climate is currently unsettled with single issue extremists, activist organisations and protest groups communicating grievances relating to several issues but notably Palestine, Climate Change, Treaty of Waitangi, and Co-Governance.

This risk assessment is being prepared following significant protest activity that occurred at Te Papa on Monday 11<sup>th</sup> December 2023, and during which a large group of protesters accessed the museum.

A member of the protest group climbed the English version of the Treaty of Waitangi using abseil equipment and defaced the display using both paint and a power tool. The protest activity was disruptive and resulted in damage to an exhibition item, police responded, and several arrests were made.

The protest group and other parties have made comments which allude to further action being carried out and directed toward Te Papa. Open-source information is being actively monitored, this includes news articles, websites, social media and feedback received by Te Papa.

Several individuals, and groups have made comments on social media reacting to protest activity and alluding to counter-protest or activism being directed toward Te Papa and some comments have threatened to disrupt and damage taonga these individuals and groups appear to be connected to alt-right movements.

Security Risk Assessment Table – Protest and Demonstration



Te Papa get that English Version of the Treaty cleaned up or replaced or face the wrath of the people and many are now threatening to deface Maori artefacts.

8 h

Reply

Message

Hide



Oh well time to vandalise tikis and maori things.



Like 10 h

## Security Risk Assessment Table – Protest and Demonstration

The image shows a screenshot of a social media post on a dark background. At the top left is a circular profile picture of a landscape. To its right is a grey comment bubble with a redacted name and the text "Inside job - hire a thug". Below this is a white-bordered screenshot of a social media post. The post's text reads: "I saw it was the Antisemitic Liberation League who went in To Papa yesterday. In other words, this guy & his trap wife. Extreme Jew-haters & discrimination advocates. I believe Chris Hurwood is one for the NZDF to keep a close eye on. I have some deeply personal reasons for this." Below the text is a photo of a man and a woman sitting together. Underneath the screenshot is the text "Like 14 h". At the bottom of the main screenshot is another grey comment bubble with a redacted name and the text "The Wolfpack Now Have An Eye On Him!!". To the right of this comment is a blue thumbs-up icon and the number "2".

Inside job - hire a thug

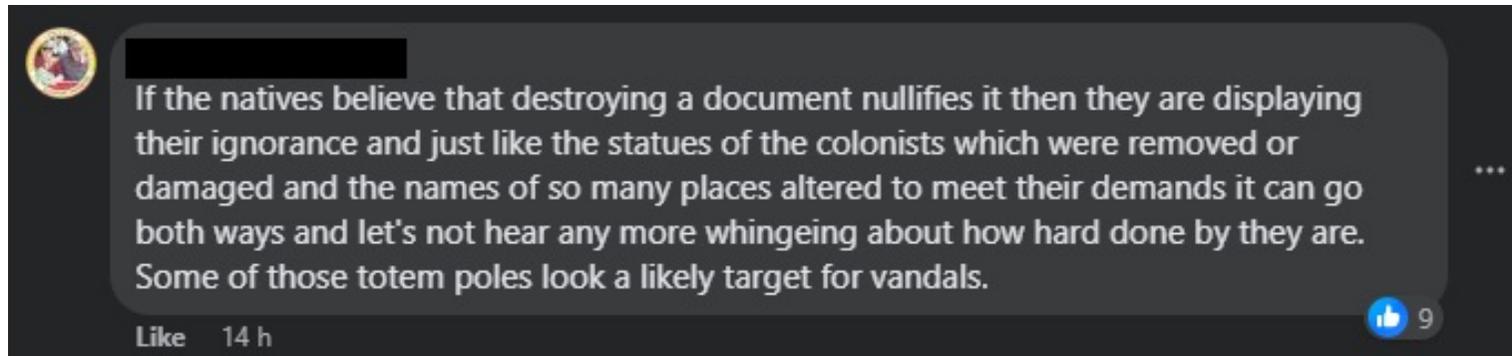
I saw it was the Antisemitic Liberation League who went in To Papa yesterday. In other words, this guy & his trap wife. Extreme Jew-haters & discrimination advocates. I believe Chris Hurwood is one for the NZDF to keep a close eye on. I have some deeply personal reasons for this.

Like 14 h

The Wolfpack Now Have An Eye On Him!!

Like 13 h

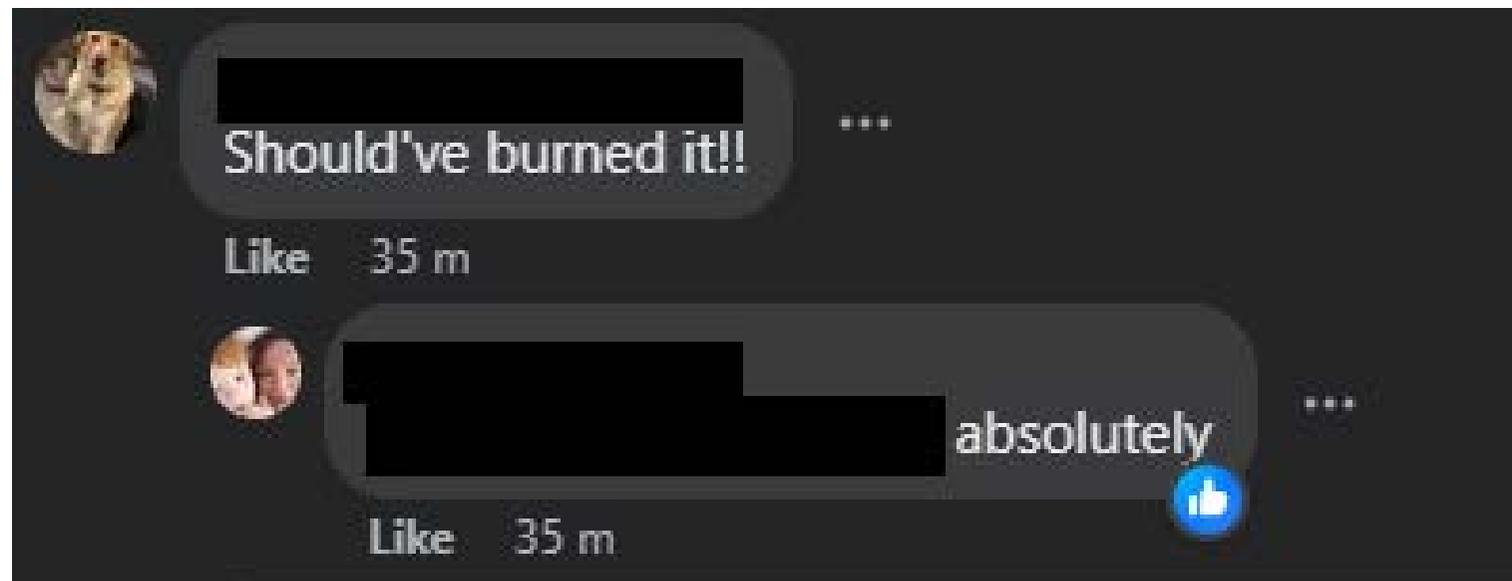
## Security Risk Assessment Table – Protest and Demonstration



A screenshot of a Facebook post. The post is from a user whose profile picture is a circular icon with a colorful design. The text of the post reads: "If the natives believe that destroying a document nullifies it then they are displaying their ignorance and just like the statues of the colonists which were removed or damaged and the names of so many places altered to meet their demands it can go both ways and let's not hear any more whingeing about how hard done by they are. Some of those totem poles look a likely target for vandals." Below the text, there is a "Like" button and a timestamp "14 h". To the right of the text, there is a blue thumbs-up icon and the number "9".

If the natives believe that destroying a document nullifies it then they are displaying their ignorance and just like the statues of the colonists which were removed or damaged and the names of so many places altered to meet their demands it can go both ways and let's not hear any more whingeing about how hard done by they are. Some of those totem poles look a likely target for vandals.

Like 14 h 9



A screenshot of a Facebook comment thread. The first comment is from a user with a profile picture of a dog. The text of the comment reads: "Should've burned it!!". Below the text, there is a "Like" button and a timestamp "35 m". The second comment is from a user with a profile picture of a woman. The text of the comment reads: "absolutely". Below the text, there is a "Like" button and a timestamp "35 m".

Should've burned it!!

Like 35 m

absolutely

Like 35 m

## Security Risk Assessment Table – Protest and Demonstration

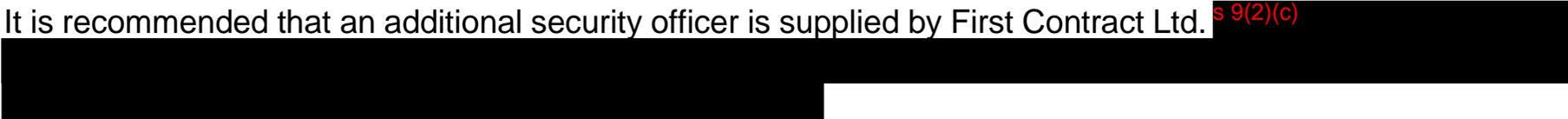
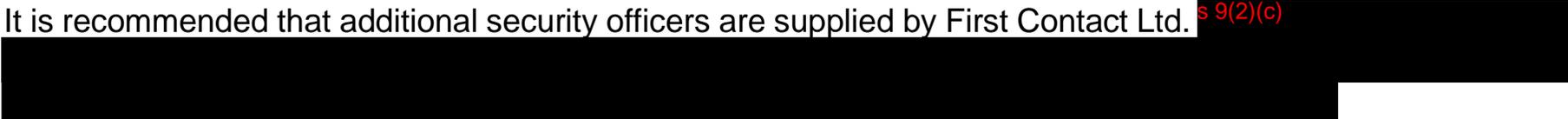
No.	Risk Owner	Risk and Description	Mitigation Strategies	L	C	Risk Score
1	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protest occurs within the surrounds of Te Papa which is not aimed at Te Papa</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security liaise with protesters to define protest activity and determine safe facilitation of protest.</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6
2	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to enter Te Papa or begin an internal protest</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security liaise with protesters to define protest activity and determine safe facilitation of protest.</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6
3	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to obstruct the public from moving freely throughout the museum.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6

## Security Risk Assessment Table – Protest and Demonstration

4	•	<b>Protesters attempt to alter or damage property, exhibition, or collection item.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	<b>3</b>	<b>4</b>	<b>12</b>
5	•	<b>Protesters do not comply with instructions from Security Officers or Staff.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	<b>3</b>	<b>2</b>	<b>6</b>
6	•	<b>Protesters direct hostile behavior toward Security Officers, Staff or Visitors.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	<b>3</b>	<b>2</b>	<b>6</b>
7	•	<b>Protesters assault or threaten Security Officers, Staff or Visitors.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	<b>3</b>	<b>3</b>	<b>9</b>

## Security Risk Assessment Table – Protest and Demonstration

### Operational Recommendations

1. It is recommended that an additional security officer is supplied by First Contract Ltd. s 9(2)(c)  

2. It is recommended that additional security officers are supplied by First Contact Ltd. s 9(2)(c)  

3. It is recommended that Te Papa security increase visibility of Security operations within our front of house spaces, and to deter any possible disorderly or illegal activity, by adopting hi-visibility uniform.
4. It is recommended that Te Papa staff and contractors are reminded to and adopt wearing of identification to support the detection and deterrence of unauthorised access to our back of house or restricted areas.
5. s 9(2)(c)  

6. s 9(2)(c)  

7. It is recommended that Police are proactively informed about perceived risks such as continued, or counter protest movements targeting, or impacting Te Papa.

# Security Risk Assessment Table – Protest and Demonstration

## Risk Assessment and Management Table

**15-25: Extreme risk**

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Security Risk Assessment Table – Protest and Demonstration



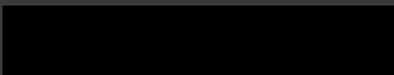
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8 h

Reply

Message

Hide



Oh well time to vandalise tikis and maori things.



Like 10 h

## Security Risk Assessment Table – Protest and Demonstration

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Inside job - hire a thug

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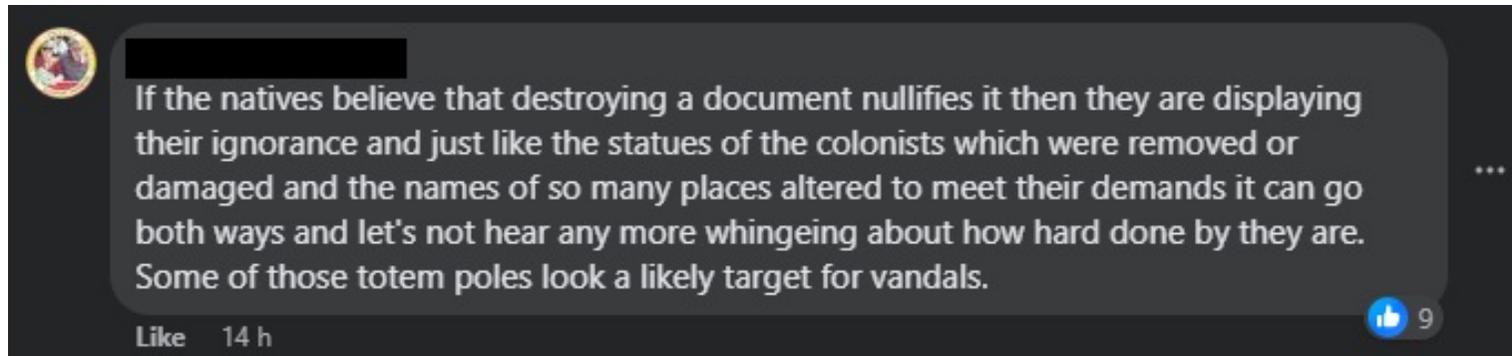
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Like 14 h

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Like 13 h 2

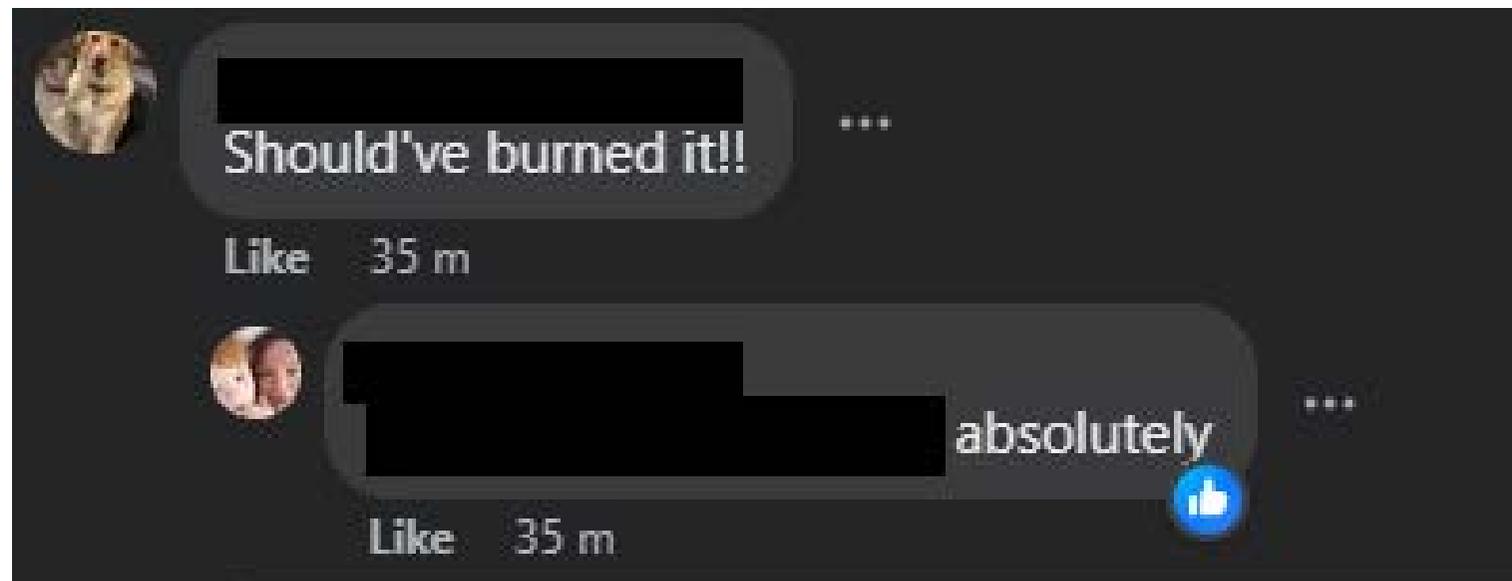
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Like 14 h 9



A screenshot of a Facebook comment thread. The first comment is from a user whose profile picture is a dog. The text of the comment reads: "Should've burned it!!". Below the text, there is a "Like" button and the text "35 m". To the right of the text, there is a blue thumbs-up icon. The second comment is from a user whose profile picture is a woman. The text of the comment reads: "absolutely". Below the text, there is a "Like" button and the text "35 m". To the right of the text, there is a blue thumbs-up icon.

Should've burned it!!

Like 35 m

absolutely

Like 35 m

## Security Risk Assessment Table – Protest and Demonstration

No.	Risk Owner	Risk and Description	Mitigation Strategies	L	C	Risk Score
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3	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to obstruct the public from moving freely throughout the museum.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6

## Security Risk Assessment Table – Protest and Demonstration

4	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to alter or damage property, exhibition, or collection item.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	4	4	16
5	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters do not comply with instructions from Security Officers or Staff.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	5	2	10
6	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters direct hostile behavior toward Security Officers, Staff or Visitors.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6
7	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters assault or threaten Security Officers, Staff or Visitors.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	3	9

# Security Risk Assessment Table – Protest and Demonstration

## Operational Recommendations

### 1) Additional Staffing

It is recommended that an additional security officer is supplied by First Contact Ltd. s 9(2)(c)

Dates: s 9(2)(c)  
Total Shifts: s 9(2)(c)  
Hourly Cost: s 9(2)(b)(ii) Total Cost: s 9(2)(b)(ii)

It is recommended that two additional security officers are supplied by First Contact Ltd. s 9(2)(c)

Dates: s 9(2)(c)  
Total Shifts: s 9(2)(c)  
Hourly Cost: s 9(2)(b)(ii) Total Cost: s 9(2)(b)(ii)

## Security Risk Assessment Table – Protest and Demonstration

### 2) Security Visibility

It is recommended that Te Papa security increase visibility of Security operations within our front of house spaces, and to deter any possible disorderly or illegal activity, by wearing hi-visibility vests – underway.

### 3) Identification

It is recommended that Te Papa staff and contractors are reminded to and adopt wearing of identification to support the detection and deterrence of unauthorised access to our back of house or restricted areas – messaging sent, and being monitored by Security.

### 4) Access Control

s 9(2)(c)



### 5) Information Sharing

It is recommended that Police are proactively informed about perceived risks such as continued, or counter protest movements targeting, or impacting Te Papa – underway.

# Security Risk Assessment Table – Signs of a Nation 20231220

## Risk Assessment and Management Table

**15-25: Extreme risk**

**10-14: High risk**

**5-9: Medium risk**

**1-4: Low risk**

High or Extreme risks must be reported to Senior Management and require detailed treatment plans to reduce the risk to Low or Medium.

	Consequence				
<b>People</b>	Injuries or ailments not requiring medical treatment.	Minor injury or First Aid Treatment Case.	Serious injury causing hospitalisation or multiple medical treatment cases.	Life threatening injury or multiple serious injuries causing hospitalisation.	Death or multiple life threatening injuries.
<b>Reputation</b>	Adverse local public attention e.g. minor complaint	Adverse local media coverage	Some damage to Te Papa's reputation Adverse National media coverage & Parliamentary questioning	Major damage to Te Papa's reputation. Sustained national or short term international adverse media coverage, direct ministerial questioning	Highly visible internationally. Irreversible damage to Te Papa's reputation Sustained national and international adverse media coverage leading to government or public enquiry
<b>Business Process &amp; Systems</b>	Minor errors in systems or processes requiring corrective action, or minor delay without impact on overall schedule.	Policy procedural rule occasionally not met or services do not fully meet needs.	One or more key accountability requirements not met. Inconvenient but not client welfare threatening.	Strategies not consistent with Government's agenda. Trends show service is degraded.	Critical system failure, bad policy advice or ongoing non-compliance. Business severely affected.
<b>Financial</b>	Less than \$100	Greater than \$1,000	Greater than \$10,000	Greater than \$50,000	Greater than \$100,000

	Numerical:	Historical:
↑ <b>Likelihood</b> ↑	Greater than 50%	It is almost certain that the risk event will occur
	1:2 chance [less than 50%]	Will probably occur
	1:10 chance [less than 10%]	There is reasonable possibility that the risk event may occur
	1:100 chance [less than 1.0%]	It is unlikely that the risk even will arise
	1:1000 chance [less than 0.10%]	It is rare that the risk event will occur

		Insignificant	Minor	Moderate	Major	Catastrophic
		1	2	3	4	5
<b>Almost Certain</b>	<b>5</b>	<b>5</b>	<b>10</b>	<b>15</b>	<b>20</b>	<b>25</b>
<b>Likely</b>	<b>4</b>	<b>4</b>	<b>8</b>	<b>12</b>	<b>16</b>	<b>20</b>
<b>Possible</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>12</b>	<b>15</b>
<b>Unlikely</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>10</b>
<b>Rare</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

## Security Risk Assessment Table – Signs of a Nation 20231220

### RISK MANAGEMENT PRIORITISATION & ESCALATION

Risk Score		Description
1 – 4	Low	No Risk Treatment Plan required. Managed and monitored by Supervisors/ Team Leader.
5– 9	Medium	Risk Treatment Plan implemented if reasonable / practical to do so. Managed and monitored by Managers
10 – 14	High	Work will not commence until action has been taken to reduce the risk. Develop a risk treatment plan and implement where practical. If not possible to reduce Risk Rating below High, then the risk is to be referred to the Directorate Manager for approval prior to continuing with the activity at this level of risk.
15 – 25	Extreme	Work will not commence until all practical action has been taken to reduce the risk. Develop a risk treatment plan and implement where practical. If not possible to reduce Risk Rating below Extreme, then the risk is to be referred to the for CEO approval prior to continuing with the activity.

## Security Risk Assessment Table – Signs of a Nation 20231220

### Introduction

Te Papa is no longer solely focused on collection, conservation and research, Te Papa is a cultural hub which generates and serves as a platform for open and safe discussion.

This discussion invites a broad spectrum of experiences, beliefs and opinions from our sector and the communities we serve, this may involve strong minded visitors, protest and demonstration, or activism.

New Zealand's political climate is currently unsettled with single issue extremists, activist organisations and protest groups communicating grievances relating to several issues but notably Palestine, Climate Change, Treaty of Waitangi, and Co-Governance.

This risk assessment is being prepared following significant protest activity that occurred at Te Papa on Monday 11<sup>th</sup> December 2023, and during which a large group of protesters accessed the museum.

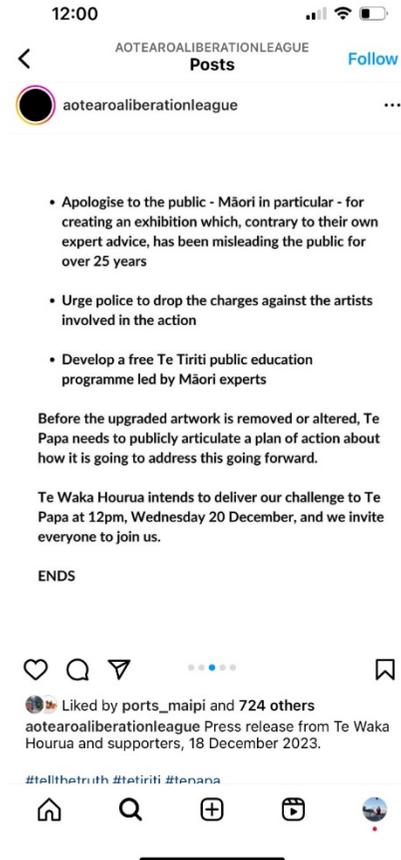
A member of the protest group climbed the English version of the Treaty of Waitangi using abseil equipment and defaced the display using both paint and a power tool. The protest activity was disruptive and resulted in damage to an exhibition item, police responded, and several arrests were made.

Immediately following the protest activity at Te Papa open-source information being monitored identified commentary and statements alluding to further action being carried out by Te Waka Hourua and/or their supporters, and retaliatory action being carried out by counter-movements but notably individuals who appeared to have links to the alt-right.

On Monday 18<sup>th</sup> December 2023, Aotearoa Liberation League (ALL) made a statement which was posted to their social media accounts. The statement indicated that Te Waka Hourua had made three demands of Te Papa and

## Security Risk Assessment Table – Signs of a Nation 20231220

intended for their members and supporters to enter Te Papa on Wednesday 20<sup>th</sup> December 2023 at midday, and to issue a ‘challenge’ to Te Papa.



## Security Risk Assessment Table – Signs of a Nation 20231220

No.	Risk Owner	Risk and Description	Mitigation Strategies	L	C	Risk Score
1	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protest occurs within the surrounds of Te Papa which is not aimed at Te Papa</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG/IMT</li> <li>Police notified.</li> </ul>	5	2	10
2	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to enter Te Papa or begin an internal protest</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG/IMT</li> <li>Police notified</li> </ul>	5	3	15
3	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to obstruct the public from moving freely throughout the museum.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG/IMT</li> <li>Police notified, response requested.</li> </ul>	3	3	9
4	<ul style="list-style-type: none"> <li></li> </ul>	<b>Protesters attempt to alter or damage property, exhibition, or collection item.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG/IMT</li> <li>Police notified, response requested.</li> </ul>	3	4	12

## Security Risk Assessment Table – Signs of a Nation 20231220

5	•	<b>Protesters do not comply with instructions from Security Officers or Staff.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG/IMT</li> <li>- Police notified, response requested.</li> </ul>	5	2	10
6	•	<b>Protesters direct hostile behavior toward Security Officers, Staff or Visitors.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG/IMT</li> <li>- Police notified, response requested.</li> </ul>	3	2	6
7	•	<b>Protesters assault or threaten Security Officers, Staff or Visitors.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG/IMT</li> <li>- Police notified, response requested.</li> </ul>	3	3	9
8	•	<b>Trespassed persons breach existing trespass notices and warnings to stay away from Te Papa.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the trespassed persons and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG/IMT</li> <li>- Police notified, response requested</li> </ul>	4	3	12

# Security Risk Assessment Table – Signs of a Nation 20231220

## Operational Recommendations

### 1) Additional Staffing **Underway**

It is recommended that an additional security officer is supplied by First Contact Ltd. s 9(2)(c)

Dates: s 9(2)(c)

Total Shifts: s 9(2)(c)

Hourly Cost: s 9(2)(b)(ii) Total Cost: s 9(2)(b)(ii)

It is recommended that two additional security officers are supplied by First Contact Ltd. s 9(2)(c)

Dates: s 9(2)(c)

Total Shifts: s 9(2)(c)

Hourly Cost: s 9(2)(b)(ii) Total Cost: s 9(2)(b)(ii)

## Security Risk Assessment Table – Signs of a Nation 20231220

### 2) Security Visibility **Underway**

It is recommended that Te Papa security increase visibility of Security operations within our front of house spaces, and to deter any possible disorderly or illegal activity, by wearing hi-visibility vests and performing an increased number of patrols within our front of house.

### 3) Identification **Underway**

It is recommended that Te Papa staff and contractors are reminded to and adopt wearing of identification to support the detection and deterrence of unauthorised access to our back of house or restricted areas – messaging sent, and being monitored by Security.

### 4) Access Control **Underway**

s 9(2)(c)



**Approval Required**

s 9(2)(c)



## Security Risk Assessment Table – Signs of a Nation 20231220

### 5) Information Sharing **Underway**

It is recommended that Police are proactively informed about perceived risks such as continued, or counter protest movements targeting, or impacting Te Papa.

### Summary

The protest activity directed toward Te Papa and the damage to the exhibition item have become a poignant symbol with single issue extremists, activist organisations, protest groups and members of the public who are sympathetic to the messages communicated by Te Waka Hourua and grievances expressed by members of the wider public relating to their perceptions and interpretation of Government policy.

The current situation is highly charged and sensitive, requiring a delicate approach to avoid the stated intentions and behaviour of protest groups and their supporters, which is non-threatening towards bystanders and authorities, escalating or being escalated by reactive behaviours by staff or visitors – decisions around the status of the damaged exhibition item are a likely trigger for further activism or protest without an appropriate level of consultation or engagement with interested parties or the community itself.

## Frances Lawrence

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**From:** s 6(d)  
**Sent:** Thursday, 14 December 2023 2:00 pm  
**To:** s 6(d)  
**Subject:** Risk: Signs of a Nation  
**Attachments:** Risk Assessment - Protest and Demonstration.docx

Kia ora s 6(d),

We've identified risks that may impact Te Papa in the wake of the activism carried out at Te Papa on Monday and in the lead up to Waitangi Day.

I have no doubt you and your team are across these, but I have attached a copy of a risk assessment that was prepared for our leadership team.

This includes some recommendations which are more than likely going to be adopted and may give you a sense of Te Papa's intention to detect and delay activism should it occur in the future.

I will keep you in the loop regarding Te Papa's decisions around what happens to the damaged exhibition item as this may inflame further reactions depending on what direction Te Papa choses to go forward with.

s 6(d)

Museum of New Zealand Te Papa Tongarewa

P s 6(d)

E s 6(d)

W [www.tepapa.govt.nz](http://www.tepapa.govt.nz)

# Security Risk Assessment Table – Protest and Demonstration

## Risk Assessment and Management Table

**15-25: Extreme risk**

**10-14: High risk**

**5-9: Medium risk**

**1-4: Low risk**

High or Extreme risks must be reported to Senior Management and require detailed treatment plans to reduce the risk to Low or Medium.

	Consequence				
People	Injuries or ailments not requiring medical treatment.	Minor injury or First Aid Treatment Case.	Serious injury causing hospitalisation or multiple medical treatment cases.	Life threatening injury or multiple serious injuries causing hospitalisation.	Death or multiple life threatening injuries.
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Business Process & Systems	Minor errors in systems or processes requiring corrective action, or minor delay without impact on overall schedule.	Policy procedural rule occasionally not met or services do not fully meet needs.	One or more key accountability requirements not met. Inconvenient but not client welfare threatening.	Strategies not consistent with Government's agenda. Trends show service is degraded.	Critical system failure, bad policy advice or ongoing non-compliance. Business severely affected.
Financial	Less than \$100	Greater than \$1,000	Greater than \$10,000	Greater than \$50,000	Greater than \$100,000

	Numerical:	Historical:
Likelihood ↑	Greater than 50%	It is almost certain that the risk event will occur
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		Insignificant	Minor	Moderate	Major	Catastrophic
		1	2	3	4	5
Almost Certain	5	5	10	15	20	25
Likely	4	4	8	12	16	20
Possible	3	3	6	9	12	15
Unlikely	2	2	4	6	8	10
Rare	1	1	2	3	4	5

## Security Risk Assessment Table – Protest and Demonstration

### RISK MANAGEMENT PRIORITISATION & ESCALATION

Risk Score		Description
1 – 4	Low	No Risk Treatment Plan required. Managed and monitored by Supervisors/ Team Leader.
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# Security Risk Assessment Table – Protest and Demonstration

## Introduction

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This discussion invites a broad spectrum of experiences, beliefs and opinions from our sector and the communities we serve, this may involve strong minded visitors, protest and demonstration, or activism.

New Zealand's political climate is currently unsettled with single issue extremists, activist organisations and protest groups communicating grievances relating to several issues but notably Palestine, Climate Change, Treaty of Waitangi, and Co-Governance.

This risk assessment is being prepared following significant protest activity that occurred at Te Papa on Monday 11<sup>th</sup> December 2023, and during which a large group of protesters accessed the museum.

A member of the protest group climbed the English version of the Treaty of Waitangi using abseil equipment and defaced the display using both paint and a power tool. The protest activity was disruptive and resulted in damage to an exhibition item, police responded, and several arrests were made.

The protest group and other parties have made comments which allude to further action being carried out and directed toward Te Papa. Open-source information is being actively monitored, this includes news articles, websites, social media and feedback received by Te Papa.

Several individuals, and groups have made comments on social media reacting to protest activity and alluding to counter-protest or activism being directed toward Te Papa and some comments have threatened to disrupt and damage taonga these individuals and groups appear to be connected to alt-right movements.

Security Risk Assessment Table – Protest and Demonstration



Te Papa get that English Version of the Treaty cleaned up or replaced or face the wrath of the people and many are now threatening to deface Maori artefacts.

8 h

Reply

Message

Hide



Oh well time to vandalise tikis and maori things.



Like 10 h

## Security Risk Assessment Table – Protest and Demonstration

The image shows a screenshot of a social media interface. At the top left is a circular profile picture of a landscape. To its right is a dark grey comment bubble containing the text "Inside job - hire a thug" and three dots. Below this is a white rectangular post from a user whose name is redacted. The post contains text identifying a group as the Antisemitic Liberation League and mentioning a person named Chris Hurwood. Below the text is a photograph of a man and a woman sitting together. Underneath the post are the words "Like" and "14 h". At the bottom of the screenshot is another dark grey comment bubble with the text "The Wolfpack Now Have An Eye On Him!!" and three dots. Below this comment are the words "Like", "13 h", a blue thumbs-up icon, and the number "2".

Inside job - hire a thug

I saw it was the Antisemitic Liberation League who were in Te Papa yesterday. In other words, this guy & his trag wife. Extreme Jew-haters & discrimination advocates.

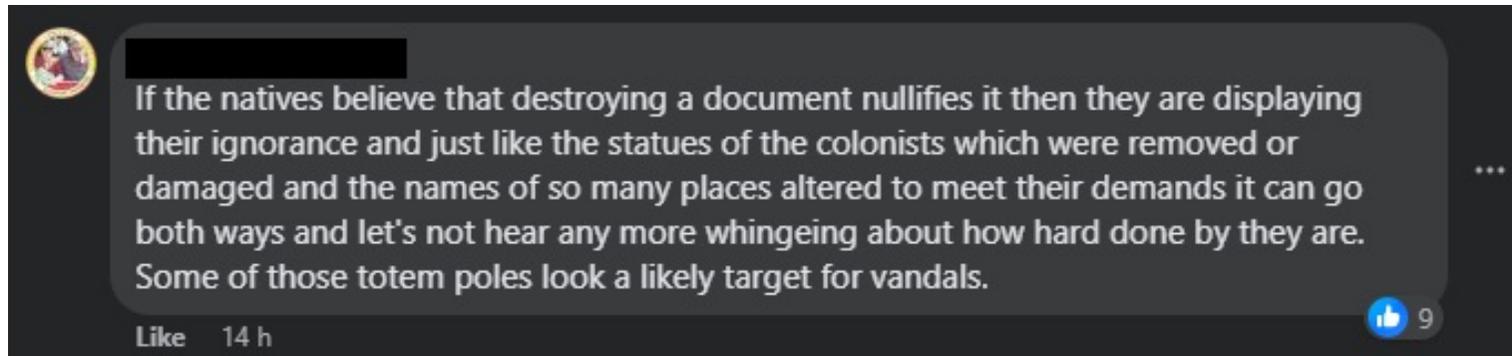
I believe Chris Hurwood is one for the NZDF to keep a close eye on. I have some deeply personal reasons for this.

Like 14 h

The Wolfpack Now Have An Eye On Him!!

Like 13 h 2

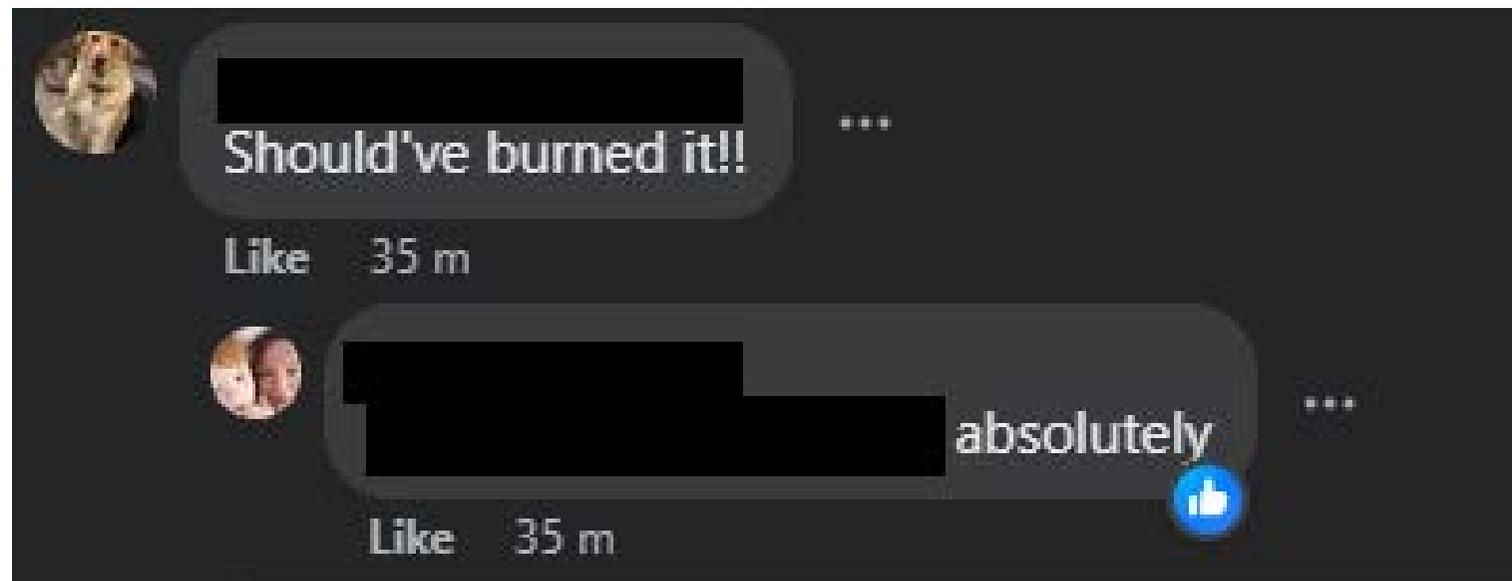
## Security Risk Assessment Table – Protest and Demonstration



A screenshot of a Facebook post. The post is from a user whose profile picture is a circular icon with a colorful design. The text of the post reads: "If the natives believe that destroying a document nullifies it then they are displaying their ignorance and just like the statues of the colonists which were removed or damaged and the names of so many places altered to meet their demands it can go both ways and let's not hear any more whingeing about how hard done by they are. Some of those totem poles look a likely target for vandals." Below the text, there is a "Like" button and the text "14 h". To the right of the text, there is a blue thumbs-up icon and the number "9".

If the natives believe that destroying a document nullifies it then they are displaying their ignorance and just like the statues of the colonists which were removed or damaged and the names of so many places altered to meet their demands it can go both ways and let's not hear any more whingeing about how hard done by they are. Some of those totem poles look a likely target for vandals.

Like 14 h 9



A screenshot of a Facebook comment thread. The first comment is from a user whose profile picture is a dog. The text of the comment reads: "Should've burned it!!". Below the text, there is a "Like" button and the text "35 m". To the right of the text, there is a blue thumbs-up icon. The second comment is from a user whose profile picture is a woman. The text of the comment reads: "absolutely". Below the text, there is a "Like" button and the text "35 m". To the right of the text, there is a blue thumbs-up icon.

Should've burned it!!

Like 35 m

absolutely

Like 35 m

## Security Risk Assessment Table – Protest and Demonstration

No.	Risk Owner	Risk and Description	Mitigation Strategies	L	C	Risk Score
1	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protest occurs within the surrounds of Te Papa which is not aimed at Te Papa</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security liaise with protesters to define protest activity and determine safe facilitation of protest.</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6
2	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to enter Te Papa or begin an internal protest</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security liaise with protesters to define protest activity and determine safe facilitation of protest.</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	4	2	8
3	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to obstruct the public from moving freely throughout the museum.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6

## Security Risk Assessment Table – Protest and Demonstration

4	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to alter or damage property, exhibition, or collection item.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	4	4	16
5	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters do not comply with instructions from Security Officers or Staff.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	5	2	10
6	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters direct hostile behavior toward Security Officers, Staff or Visitors.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6
7	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters assault or threaten Security Officers, Staff or Visitors.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	3	9

# Security Risk Assessment Table – Protest and Demonstration

## Operational Recommendations

### 1) Additional Staffing

It is recommended that an additional security officer is supplied by First Contact Ltd. s 9(2)(c)

Dates: s 9(2)(c)  
Total Shifts: s 9(2)(c)  
Hourly Cost: s 9(2)(b)(ii) Total Cost: s 9(2)(b)(ii)

It is recommended that two additional security officers are supplied by First Contact Ltd. s 9(2)(c)

Dates: s 9(2)(c)  
Total Shifts: s 9(2)(c)  
Hourly Cost: s 9(2)(b)(ii) Total Cost: s 9(2)(b)(ii)

## Security Risk Assessment Table – Protest and Demonstration

### 2) Security Visibility

It is recommended that Te Papa security increase visibility of Security operations within our front of house spaces, and to deter any possible disorderly or illegal activity, by wearing hi-visibility vests – underway.

### 3) Identification

It is recommended that Te Papa staff and contractors are reminded to and adopt wearing of identification to support the detection and deterrence of unauthorised access to our back of house or restricted areas – messaging sent, and being monitored by Security.

### 4) Access Control

s 9(2)(c)



### 5) Information Sharing

It is recommended that Police are proactively informed about perceived risks such as continued, or counter protest movements targeting, or impacting Te Papa – underway.

**From:** s 6(d)  
**To:** [Heather Byrne](#); s 6(d)  
**Subject:** Security Summary/Debrief  
**Date:** Tuesday, 12 December 2023 12:48:00 pm  
**Attachments:** [SecurityIssue\\_874087689.pdf](#)  
[Risk Assessment - Protest and Demonstration \(1\).docx](#)

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Kia ora korua,

Please see attached a copy of the incident report that was completed yesterday afternoon, this report forms the basis of our debrief in conjunction with a risk assessment which ahs proposed next steps and actions.

The risk assessment has been forwarded to Peter Cunninghame for consideration and approval.

Noho ora mai,

s 6(d)



# Security Report

#874087689

Museum of New Zealand Te Papa Tongarewa

## Issue Type

Incident: Protest Activity

## Status

Closed

## Property

Cable Street  
55 Cable Street  
Wellington, NZ 6011

## Location

Default

## Reported By

55 Cable Street

## Issue Timeline

Created	Mon 12/11/23 12:10 PM	s 6(d)
Assigned To	Mon 12/11/23 12:10 PM	s 6(d)
Acknowledged		
Arrived At		
Closed	Mon 12/11/23 12:10 PM	s 6(d)

## Additional Details

Assigned By	s 6(d)
Reported Address	55 Cable Street
Reported Unit	Level 4
Problem Address	
Problem Unit	

## Reported Detail

Protesters on L1 and L4, multixts have been sent and police are onsite. They have asked us to clear L4 so they can arrest the protestors. More to follow.

## Notes

Mon 12/11/2023 2:37 PM - s 6(d)

On Monday 11th December 2023, at 11:50hrs approximately Security Officer (SO) staffing the main entrance observed a group of approximately 10 - 15 people gathering on the stairs.

The group were observed to open and display a banner which referenced colonisation, exploitation, Treaty of Waitangi and climate.

Senior Security Officer (SSO) s 6(d) has approached the group and asked them to confirm the following -

- 1) What was the nature of the protest activity?
- 2) What was the expected duration of the protest activity?

A spokesperson for the group informed s 6(d) that the protest was peaceful, that there would be limited impact on the museum and that the protest was not expected to last more than 10 minutes.

s 6(d) has agreed to allow the protest to continue providing that members of the public could safely move from Level 2 to Level 1.

At 11:55hrs approximately s 6(d) was staffing the control room and has received a call from an AV Technician who reported observing a member of the public climbing the English version of the Treaty of Waitangi display within Signs of a Nation.

AV Technician has reported that the member of the public was using a angle grinder and spraypaint to deface the display.

It was confirmed by reviewing CCTV that the member of the public had erected a pole and looped climbing equipment over a lighting fixture before climbing the display.

s 6(d) and s 6(d) have responded and moved to Level 4.

s 6(d) has approached a group of approximately 20 people who were wearing hi-visibility clothing and hard hats. The group had formed a cordon around Signs of a Nation.

s 6(d) has expressed concerns regarding safety but specifically -

- 1) Paint fumes, being inhaled and/or activating fire detection system within the space.

A member of the group has encouraged s 6(d) to move away and stated that the English version of the Treaty of Waitangi could fall.

At this time s 6(d) has relayed the instruction to notify Police to the Security Control Room who have contacted Police on 111.

At 12:00hrs approximately Police arrived at Te Papa and moved to Level 4.

Police spoke with s 6(d) and advised s 6(d) that Level 4 should be cleared to ensure the safety of the public.

s 6(d) has at this time informed members the public within Signs of a Nation that they were subject to a Trespass warning and would need to leave the area.

Police have at this time begun to arrest members of the public within Signs of a Nation.

s 6(d) and s 6(d) have at this time instructed members of the public within Level 4 to leave the area.

At 1245hrs approximately Level 4 was confirmed to be clear of members of the public.

At 1300hrs approximately Police had removed all members of the public associated with protest activity.

Email s 6(d)

Email s 6(d)

Email Subject: Cable Street - (S) Incident: Protest Activity

Email Body:

Attaching Issue with Email

# Security Risk Assessment Table – Protest and Demonstration

## Risk Assessment and Management Table

**15-25: Extreme risk**

**10-14: High risk**

**5-9: Medium risk**

**1-4: Low risk**

High or Extreme risks must be reported to Senior Management and require detailed treatment plans to reduce the risk to Low or Medium.

	Consequence				
People	Injuries or ailments not requiring medical treatment.	Minor injury or First Aid Treatment Case.	Serious injury causing hospitalisation or multiple medical treatment cases.	Life threatening injury or multiple serious injuries causing hospitalisation.	Death or multiple life threatening injuries.
Reputation	Adverse local public attention e.g. minor complaint	Adverse local media coverage	Some damage to Te Papa's reputation Adverse National media coverage & Parliamentary questioning	Major damage to Te Papa's reputation. Sustained national or short term international adverse media coverage, direct ministerial questioning	Highly visible internationally. Irreversible damage to Te Papa's reputation Sustained national and international adverse media coverage leading to government or public enquiry
Business Process & Systems	Minor errors in systems or processes requiring corrective action, or minor delay without impact on overall schedule.	Policy procedural rule occasionally not met or services do not fully meet needs.	One or more key accountability requirements not met. Inconvenient but not client welfare threatening.	Strategies not consistent with Government's agenda. Trends show service is degraded.	Critical system failure, bad policy advice or ongoing non-compliance. Business severely affected.
Financial	Less than \$100	Greater than \$1,000	Greater than \$10,000	Greater than \$50,000	Greater than \$100,000

	Numerical:	Historical:
Likelihood ↑	Greater than 50%	It is almost certain that the risk event will occur
	1:2 chance [less than 50%]	Will probably occur
	1:10 chance [less than 10%]	There is reasonable possibility that the risk event may occur
	1:100 chance [less than 1.0%]	It is unlikely that the risk even will arise
	1:1000 chance [less than 0.10%]	It is rare that the risk event will occur

		Insignificant	Minor	Moderate	Major	Catastrophic
		1	2	3	4	5
Almost Certain	5	5	10	15	20	25
Likely	4	4	8	12	16	20
Possible	3	3	6	9	12	15
Unlikely	2	2	4	6	8	10
Rare	1	1	2	3	4	5

## Security Risk Assessment Table – Protest and Demonstration

### RISK MANAGEMENT PRIORITISATION & ESCALATION

Risk Score		Description
1 – 4	Low	No Risk Treatment Plan required. Managed and monitored by Supervisors/ Team Leader.
5– 9	Medium	Risk Treatment Plan implemented if reasonable / practical to do so. Managed and monitored by Managers
10 – 14	High	Work will not commence until action has been taken to reduce the risk. Develop a risk treatment plan and implement where practical. If not possible to reduce Risk Rating below High, then the risk is to be referred to the Directorate Manager for approval prior to continuing with the activity at this level of risk.
15 – 25	Extreme	Work will not commence until all practical action has been taken to reduce the risk. Develop a risk treatment plan and implement where practical. If not possible to reduce Risk Rating below Extreme, then the risk is to be referred to the for CEO approval prior to continuing with the activity.

## **Security Risk Assessment Table – Protest and Demonstration**

### **Introduction**

Te Papa is no longer solely focused on collection, conservation and research, Te Papa is a cultural hub which generates and serves as a platform for open and safe discussion.

This discussion invites a broad spectrum of experiences, beliefs and opinions from our sector and the communities we serve, this may involve strong minded visitors, protest and demonstration, or activism.

New Zealand's political climate is currently unsettled with single issue extremists, activist organisations and protest groups communicating grievances relating to several issues but notably Palestine, Climate Change and Treaty of Waitangi.

This risk assessment is being prepared following significant protest activity that occurred at Te Papa on Monday 11<sup>th</sup> December 2023, and during which a large group of protesters accessed the museum.

A member of the protest group climbed the English version of the Treaty of Waitangi using abseil equipment and defaced the display using both paint and a power tool.

The protest activity was disruptive and resulted in damage to an exhibition item, police responded, and several arrests were made.

The protest group and other parties have made comments which allude to further action being carried out and directed toward Te Papa.

## Security Risk Assessment Table – Protest and Demonstration

No.	Risk Owner	Risk and Description	Mitigation Strategies	L	C	Risk Score
1	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protest occurs within the surrounds of Te Papa which is not aimed at Te Papa</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security liaise with protesters to define protest activity and determine safe facilitation of protest.</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6
2	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to enter Te Papa or begin an internal protest</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security liaise with protesters to define protest activity and determine safe facilitation of protest.</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6
3	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to obstruct the public from moving freely throughout the museum.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6

## Security Risk Assessment Table – Protest and Demonstration

4	•	<b>Protesters attempt to alter or damage property, exhibition, or collection item.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	<b>3</b>	<b>4</b>	<b>12</b>
5	•	<b>Protesters do not comply with instructions from Security Officers or Staff.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	<b>3</b>	<b>2</b>	<b>6</b>
6	•	<b>Protesters direct hostile behavior toward Security Officers, Staff or Visitors.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	<b>3</b>	<b>2</b>	<b>6</b>
7	•	<b>Protesters assault or threaten Security Officers, Staff or Visitors.</b>	<ul style="list-style-type: none"> <li>- Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>- Security actively monitor the protest activity and report observations to IAG</li> <li>- Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	<b>3</b>	<b>3</b>	<b>9</b>

## Security Risk Assessment Table – Protest and Demonstration

### Recommendations

It is recommend that additional security personnel are deployed to increase security visibility and capability until the exhibition restored, removed, or replaced.

It is recommend that security personnel within our front of house increase their visibility and deterrence by adopting hi-visibility vests until a more permanent solution can be identified.

It is recommended that Te Papa staff and contractors are reminded to and adopt wearing of identification to support to detection and deterrence of suspicious, disorderly or illegal behaviours.

s 9(2)(c)



It is recommended that Security attend upcoming host briefings to support a security focused culture within our front of house spaces, to provide updates on Security risks and information, and to advise hosts on Security procedures.

## Frances Lawrence

---

**From:** s 6(d)  
**Sent:** Wednesday, 13 December 2023 12:27 pm  
**To:** Te Papa Security  
**Cc:** Security Managers  
**Subject:** Updated: E11 Protest and Demonstration

### E11: Protest and Demonstration

There are three probable types of protest or demonstration that may take place at Te Papa;

1. External protests such as, picketing, or obstruction of entrances.
2. Internal protests such as, picketing, or obstruction of facilities and thoroughfares.
3. Damage, alteration or removal of exhibition, or collection items.

Officers should be careful to maintain a quiet and calm demeanour when dealing with protestors in this circumstance. Avoid confrontation.

If violence, wilful damage or threats against people, property or collections occurs during a demonstration, police should be notified immediately.

#### External Protests (Patrol Response)

- 1) Notify the Security Control Room
  - a) Report location, size and nature of protest.
  - b) Request additional support.
  - c) Continue to monitor.
- 2) If it risks to the safety of people, property or taonga are observed.
  - a) Request that Police are notified as an emergency.
- 3) Follow instructions received from Security Control Room.

#### External Protests (Control Response)

- 4) Monitor the protest.
  - d) Direct CCTV to location of protest.
  - e) Direct additional Security Officers to location of protest.
- 5) Send multiTXT
  - a) IAG and advise of protest location, size and nature.
  - b) Advise IAG to await further information.
- 6) Update multiTXT
  - a) IAG and advise of any changes in protest location, size and nature.
  - b) Advise IAG of actions taken by Security.
- 7) Incident Report
  - a) Record key timings and information in Silvertrac.
- 8) If risks to safety of people, property or taonga are observed.
  - a) Notify Police as an emergency.

#### External Protests (Supervisor Response)

- 9) Liaise with Protesters
  - a) Determine protest intentions and duration.
  - b) Advise protesters of safety guidelines, specifically –

- i) No entry into the Museum
  - ii) Remain away from fire exits and entrances.
  - iii) Respect the rights of staff, visitors and public.
- 10) Notify the Security Control Room
- a) Report protest intention and duration.
  - b) Request additional support (if required).
  - c) Continue to monitor.
- 11) Safety or Hazards
- a) If it suspected that protesters will attempt to enter the Museum
    - i) Request lockdown of entrances
  - b) If it risks to the safety of people, property or taonga are observed.
    - i) Request that Police are notified as an emergency.

#### Internal Protests (Patrol Response)

- 12) Notify the Security Control Room
- f) Report location, size and nature of protest.
  - g) Request additional support.
  - h) Continue to monitor.
- 13) If it risks to the safety of people, property or taonga are observed.
- b) Request that Police are notified as an emergency.
- 14) Follow instructions received from Security Control Room.

#### Internal Protests (Control Response)

- 15) Monitor the protest.
- i) Direct CCTV to location of protest.
  - j) Direct additional Security Officers to location of protest.
- 16) Send multiTXT
- c) IAG and advise of protest location, size and nature.
  - d) Advise IAG to await further information.
- 17) Update multiTXT
- c) IAG and advise of any changes in protest location, size and nature.
  - d) Advise IAG of actions taken by Security.
- 18) Incident Report
- b) Record key timings and information in Silvertrac.
- 19) If risks to safety of people, property or taonga are observed.
- b) Notify Police as an emergency.

#### Internal Protests (Supervisor Response)

- 20) Liaise with Protesters
- c) Determine protest intentions and duration.
  - d) Advise protesters of safety guidelines, specifically –
    - iv) No obstruction of staff or visitors
    - v) Remain away from fire exits and thoroughfares.
    - vi) Respect the rights of staff, visitors and public.
- 21) Notify the Security Control Room
- d) Report protest intention and duration.
  - e) Request additional support (if required).
  - f) Continue to monitor.
- 22) Safety or Hazards

- c) If it risks to the safety of people, property or taonga are observed.
  - ii) Inform the protesters that are being warned under the Trespass Act 1980 and that they need to leave the museum.
  - iii) Request that Police are notified as an emergency.

#### Damage, Alteration or Removal (Patrol Response)

- 23) Notify the Security Control Room
  - k) Report location, size and nature of protest.
  - l) Request additional support.
  - m) Continue to monitor.
- 24) Issue verbal instructions for those carrying out damage to **'STOP'**
  - c) Request that Police are notified as an emergency.
- 25) Follow instructions received from Security Control Room.

#### Damage, Alteration or Removal (Control Response)

- 26) Monitor the protest.
  - n) Direct CCTV to location of protest.
  - o) Direct additional Security Officers to location of protest.
- 27) Send multiTXT
  - e) IAG and advise of protest location, size and nature.
  - f) Advise IAG to await further information.
- 28) Update multiTXT
  - e) IAG and advise of any changes in protest location, size and nature.
  - f) Advise IAG of actions taken by Security.
- 29) Incident Report
  - c) Record key timings and information in Silvertrac.
- 30) Notify Police as an emergency.

#### Damage, Alteration or Removal (Supervisor Response)

- 31) Issue verbal instructions for those carrying out damage to **'STOP'**
  - a) Inform the protesters that are being warned under the Trespass Act 1980 and that they need to leave the museum.
- 32) Notify the Security Control Room
  - a) Request that Police are notified as an emergency.
  - g) Request additional support (if required).
  - h) Continue to monitor.

## Frances Lawrence

---

**From:** s 6(d)  
**Sent:** Friday, 15 December 2023 10:06 am  
**To:** Te Papa Security  
**Cc:** Visitor Services Managers; Security Managers  
**Subject:** Weekly Intelligence Report 15122023  
**Attachments:** Risk Assessment - Protest and Demonstration.docx; Weekly Intelligence Report 15122023.docx

Good Morning,

I have attached two documents for your information –

- 1) *Risk Assessment: Protest and Demonstration*
- 2) *Weekly Intelligence Report*

This is the first time we've shared our intelligence report with VS and I would like to point out that this document serves to provide an overview of our security situation, risks we're exposed to and any other matters of the moment.

We encourage sharing information with wider teams but ask that these documents are treated in confidence.

Thank you,

s 6(d)

Museum of New Zealand Te Papa Tongarewa

P s 6(d)

| E s 6(d)

W [www.tepapa.govt.nz](http://www.tepapa.govt.nz)

# Security Risk Assessment Table – Protest and Demonstration

## Risk Assessment and Management Table

**15-25: Extreme risk**

**10-14: High risk**

**5-9: Medium risk**

**1-4: Low risk**

High or Extreme risks must be reported to Senior Management and require detailed treatment plans to reduce the risk to Low or Medium.

	Consequence				
People	Injuries or ailments not requiring medical treatment.	Minor injury or First Aid Treatment Case.	Serious injury causing hospitalisation or multiple medical treatment cases.	Life threatening injury or multiple serious injuries causing hospitalisation.	Death or multiple life threatening injuries.
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Financial	Less than \$100	Greater than \$1,000	Greater than \$10,000	Greater than \$50,000	Greater than \$100,000

Likelihood ↑	Numerical:	Historical:
	Greater than 50%	It is almost certain that the risk event will occur
	1:2 chance [less than 50%]	Will probably occur
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		Insignificant	Minor	Moderate	Major	Catastrophic
		1	2	3	4	5
Almost Certain	5	5	10	15	20	25
Likely	4	4	8	12	16	20
Possible	3	3	6	9	12	15
Unlikely	2	2	4	6	8	10
Rare	1	1	2	3	4	5

## Security Risk Assessment Table – Protest and Demonstration

### RISK MANAGEMENT PRIORITISATION & ESCALATION

Risk Score		Description
1 – 4	Low	No Risk Treatment Plan required. Managed and monitored by Supervisors/ Team Leader.
5– 9	Medium	Risk Treatment Plan implemented if reasonable / practical to do so. Managed and monitored by Managers
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15 – 25	Extreme	Work will not commence until all practical action has been taken to reduce the risk. Develop a risk treatment plan and implement where practical. If not possible to reduce Risk Rating below Extreme, then the risk is to be referred to the for CEO approval prior to continuing with the activity.

# Security Risk Assessment Table – Protest and Demonstration

## Introduction

Te Papa is no longer solely focused on collection, conservation and research, Te Papa is a cultural hub which generates and serves as a platform for open and safe discussion.

This discussion invites a broad spectrum of experiences, beliefs and opinions from our sector and the communities we serve, this may involve strong minded visitors, protest and demonstration, or activism.

New Zealand's political climate is currently unsettled with single issue extremists, activist organisations and protest groups communicating grievances relating to several issues but notably Palestine, Climate Change, Treaty of Waitangi, and Co-Governance.

This risk assessment is being prepared following significant protest activity that occurred at Te Papa on Monday 11<sup>th</sup> December 2023, and during which a large group of protesters accessed the museum.

A member of the protest group climbed the English version of the Treaty of Waitangi using abseil equipment and defaced the display using both paint and a power tool. The protest activity was disruptive and resulted in damage to an exhibition item, police responded, and several arrests were made.

The protest group and other parties have made comments which allude to further action being carried out and directed toward Te Papa. Open-source information is being actively monitored, this includes news articles, websites, social media and feedback received by Te Papa.

Several individuals, and groups have made comments on social media reacting to protest activity and alluding to counter-protest or activism being directed toward Te Papa and some comments have threatened to disrupt and damage taonga these individuals and groups appear to be connected to alt-right movements.

Security Risk Assessment Table – Protest and Demonstration



Te Papa get that English Version of the Treaty cleaned up or replaced or face the wrath of the people and many are now threatening to deface Maori artefacts.

8 h

Reply

Message

Hide



Oh well time to vandalise tikis and maori things.



Like 10 h

## Security Risk Assessment Table – Protest and Demonstration

The image shows a screenshot of a social media interface on a dark background. At the top left is a circular profile picture of a landscape. To its right is a comment bubble with a redacted name and the text "Inside job - hire a thug". Below this is a screenshot of a social media post from a user with a redacted name. The post contains two paragraphs of text and a photograph of a man and a woman sitting together. The text in the post reads: "I saw it was the Antisemitic Liberation League who were in Te Papa yesterday. In other words, this guy & his trag wife. Extreme Jew-haters & discrimination advocates." and "I believe Chris Hurwood is one for the NZDF to keep a close eye on. I have some deeply personal reasons for this." Below the post screenshot are icons for like, comment, share, and repost. Underneath the post is a "Like 14 h" label. At the bottom of the main screenshot is another comment bubble with a redacted name and the text "The Wolfpack Now Have An Eye On Him!!". To the right of this comment is a blue thumbs-up icon with the number "2" next to it, and a three-dot menu icon.

Inside job - hire a thug

I saw it was the Antisemitic Liberation League who were in Te Papa yesterday. In other words, this guy & his trag wife. Extreme Jew-haters & discrimination advocates.

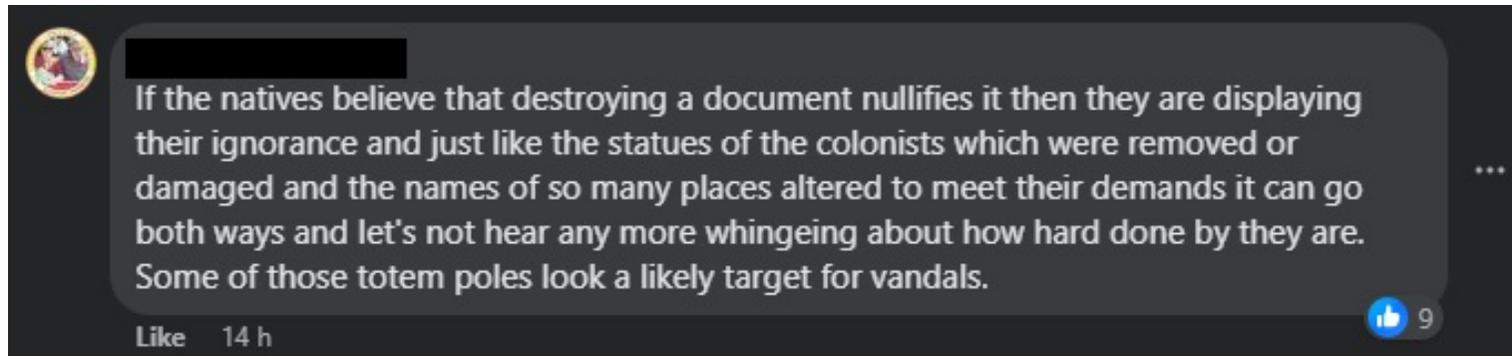
I believe Chris Hurwood is one for the NZDF to keep a close eye on. I have some deeply personal reasons for this.

Like 14 h

The Wolfpack Now Have An Eye On Him!!

Like 13 h

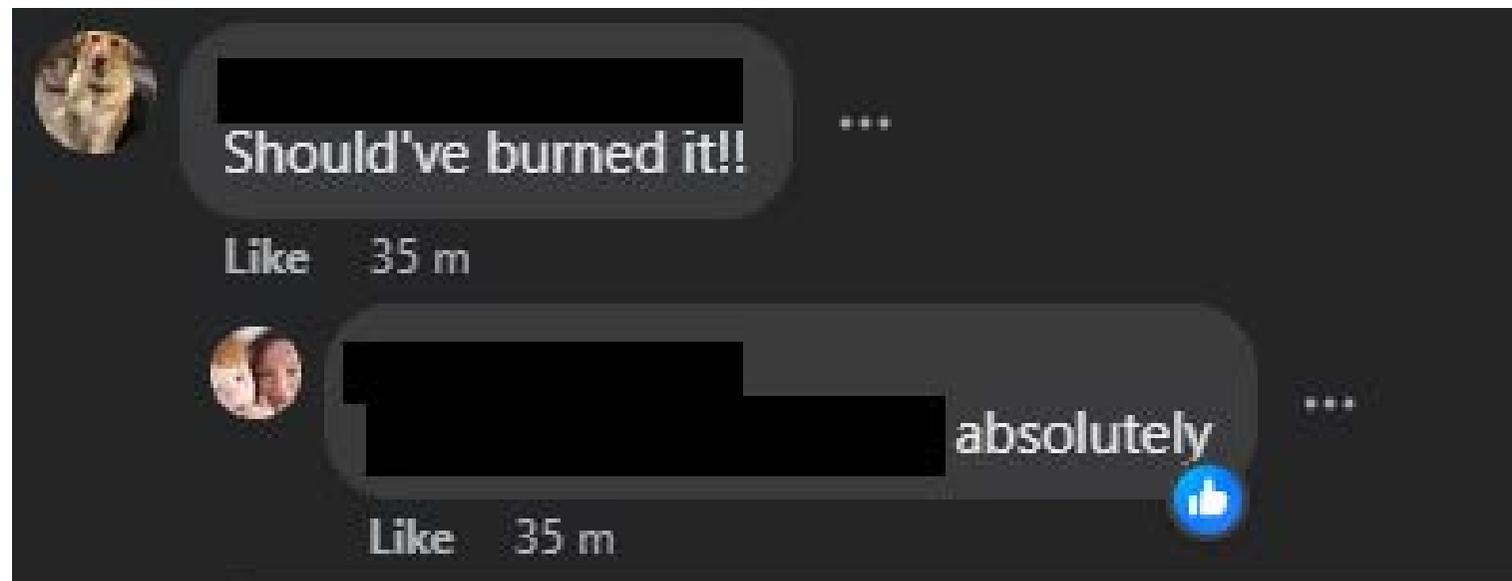
## Security Risk Assessment Table – Protest and Demonstration



A screenshot of a Facebook post. The post is from a user whose profile picture is a circular icon with a colorful design. The text of the post reads: "If the natives believe that destroying a document nullifies it then they are displaying their ignorance and just like the statues of the colonists which were removed or damaged and the names of so many places altered to meet their demands it can go both ways and let's not hear any more whingeing about how hard done by they are. Some of those totem poles look a likely target for vandals." Below the text, there is a "Like" button and the text "14 h". To the right of the text, there is a blue thumbs-up icon and the number "9".

If the natives believe that destroying a document nullifies it then they are displaying their ignorance and just like the statues of the colonists which were removed or damaged and the names of so many places altered to meet their demands it can go both ways and let's not hear any more whingeing about how hard done by they are. Some of those totem poles look a likely target for vandals.

Like 14 h 9



A screenshot of a Facebook comment thread. The first comment is from a user whose profile picture is a dog. The text of the comment reads: "Should've burned it!!". Below the text, there is a "Like" button and the text "35 m". To the right of the text, there is a blue thumbs-up icon. The second comment is from a user whose profile picture is a woman. The text of the comment reads: "absolutely". Below the text, there is a "Like" button and the text "35 m". To the right of the text, there is a blue thumbs-up icon.

Should've burned it!!

Like 35 m

absolutely

Like 35 m

## Security Risk Assessment Table – Protest and Demonstration

No.	Risk Owner	Risk and Description	Mitigation Strategies	L	C	Risk Score
1	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protest occurs within the surrounds of Te Papa which is not aimed at Te Papa</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security liaise with protesters to define protest activity and determine safe facilitation of protest.</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6
2	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to enter Te Papa or begin an internal protest</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security liaise with protesters to define protest activity and determine safe facilitation of protest.</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	4	2	8
3	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to obstruct the public from moving freely throughout the museum.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6

## Security Risk Assessment Table – Protest and Demonstration

4	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters attempt to alter or damage property, exhibition, or collection item.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	4	4	16
5	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters do not comply with instructions from Security Officers or Staff.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	5	2	10
6	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters direct hostile behavior toward Security Officers, Staff or Visitors.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	2	6
7	<ul style="list-style-type: none"> <li>Head of Property, Facilities &amp; Security</li> </ul>	<b>Protesters assault or threaten Security Officers, Staff or Visitors.</b>	<ul style="list-style-type: none"> <li>Security, Visitor Services and Communications teams made aware of potential protest activity</li> <li>Security actively monitor the protest activity and report observations to IAG</li> <li>Security escalate any changes or developing risks to IAG and any safety concerns are communicated to Police.</li> </ul>	3	3	9

# Security Risk Assessment Table – Protest and Demonstration

## Operational Recommendations

### 1) Additional Staffing

It is recommended that an additional security officer is supplied by First Contact Ltd. s 9(2)(c)

Dates: s 9(2)(c)  
Total Shifts: s 9(2)(c)  
Hourly Cost: s 9(2)(b)(ii) Total Cost: s 9(2)(b)(ii)

It is recommended that two additional security officers are supplied by First Contact Ltd. s 9(2)(c)

Dates: s 9(2)(c)  
Total Shifts: s 9(2)(c)  
Hourly Cost: s 9(2)(b)(ii) Total Cost: s 9(2)(b)(ii)

## Security Risk Assessment Table – Protest and Demonstration

### 2) Security Visibility

It is recommended that Te Papa security increase visibility of Security operations within our front of house spaces, and to deter any possible disorderly or illegal activity, by wearing hi-visibility vests – underway.

### 3) Identification

It is recommended that Te Papa staff and contractors are reminded to and adopt wearing of identification to support the detection and deterrence of unauthorised access to our back of house or restricted areas – messaging sent, and being monitored by Security.

### 4) Access Control

s 9(2)(c)



### 5) Information Sharing

It is recommended that Police are proactively informed about perceived risks such as continued, or counter protest movements targeting, or impacting Te Papa – underway.



## Weekly Intelligence Report

### Incidents

On Monday 11<sup>th</sup> December, Te Papa was targeted for a rehearsed attack by activists who initiated a protest on level 1 while simultaneously vandalising an exhibition on Level 4. Front of house staff responded quickly and appropriately to this incident by minimising harm. Protest activity resulted in 12 arrests, 18 trespasses, and significant damage to the Te Tiriti exhibition. This has drawn media attention internationally.

There has been an increase in activity around the Tiriti exhibition as a result of the damage. Several individuals have behaved in a suspicious or disorderly manner and incidents have been deescalated by security through a customer-focused approach. This is expected to continue.

Notes with bank account details appealing to visitors for donations to assist the arrested activists were found on Level 4 and have been reported to police.

On Thursday 14<sup>th</sup> December, a suspicious person was witnessed inspecting an abandoned bicycle in the contractors car park and monitored by security via CCTV.

### Risk Assessments

A general Protest and Demonstration risk assessment was completed on Tuesday morning. This has been approved by ELT and communicated with Security and Visitor Services Managers.

A previous risk assessment has been communicated to the team in relation to the Dinosaurs of Patagonia exhibition which opens this weekend.

### Matters of the Moment

Te Papa remains a potential target for activism and protest activity. Several groups including Aotearoa Liberation League, Te Waka Hourua, and Stop Co-Governance have put out call to actions to their members and followers to contact Te Papa enquiries with various messages. Social media is being monitored for potential risks and threats.

The team is encouraged to familiarise themselves with personnel who have been trespassed so that police can be notified if they return to site. Security will wear hi-visibility vests Front of House and an additional security guard will be positioned on Level 4. We maintain our core focus points.

Additional protest activity related to the conflict between Israel and Palestine continues in the Wellington region. General awareness and vigilance is recommended.

### Threat Level

On Monday, our threat level moved temporarily to **Exceptional** in response to the attack. Our current threat level is **Heightened**.

LEVEL	INFORMATION
<b>CURRENT:</b>	<b>HEIGHTENED</b>
<b>EXCEPTIONAL</b>	Maximum protective security measures to meet specific risks and minimise vulnerability and risks.
<b>HEIGHTENED</b>	Additional and sustainable protective security measures reflecting the broad nature of a threat. Business vulnerabilities and judgements on acceptable risk.
<b>NORMAL</b>	Routine protective security measures which are appropriate to perceived or known risks.