



Creating
an inclusive
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Appendix

Targeted Action Plans Report

3 December 2021 to 30 June 2022

Australia's Disability Strategy 2021-2031



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About the Appendix

This Appendix provides summary details of the activity undertaken during the period 3 December 2021 – 30 June 2022 for each of the actions across the 5 Targeted Action Plans (TAPs):

- [Employment](#)
- [Community Attitudes](#)
- [Early Childhood](#)
- [Safety](#)
- [Emergency Management](#)

The actions are grouped by TAP and the first page of each TAP section includes a quick link to the actions for the Australian Government and each state and territory.

For ease of referencing, the tables for each TAP include the related TAP objectives, action numbers and descriptions, timeline and indicators as they appear in the published TAP documents. As reported by the Australian Government, state or territory responsible, each action includes a status, for the level of progress achieved during the reporting period, and includes a short description about the activity for that action.

The progress reported for each action also includes an overall status:

- **Completed** This action was completed by 30 June 2022.
- **On track** This action is progressing in line with plans.
- **Some delays** While action is underway it is running behind its original schedule.
- **Paused** Action has either commenced or was due to commence, but has been paused.
- **Future start** Action was due to start after 30 June 2022.

The National Progress and individual TAP tables and graphs in the main Report are collations of the individual action status' recorded against the actions in this Appendix.

Employment Targeted Action Plan




Objectives

1. Increase employment of people with disability.
2. Improve the transition of young people with disability from education to employment.



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Employment - Australian Government

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Increase employment of people with disability.			
1.1 Employ My Ability - the Disability Employment Strategy Deliver the Disability Employment Strategy, a ten year guiding framework for government, employers, and the broader community to increase employment opportunities for people with disability.	2021	<ul style="list-style-type: none"> Employ My Ability - the Disability Employment Strategy is published. 	 Completed The Strategy was published on 6 December 2021 on JobAccess and Department of Social Services' websites.
1.2 Disability Employment Services (DES) reform Develop a new disability employment support model to replace the DES program, which ends on 30 June 2023.	2021-2023	<ul style="list-style-type: none"> New disability employment support model to commence 1 July 2023. 	 Some delays Delays due to alignment with Australian Government's future direction for disability employment supports.
1.3 Improve the motivation and capability of employers to attract, recruit and retain employees with disability <ul style="list-style-type: none"> Redesign and promote the JobAccess website. Increase the number people with disability employed through National Disability Recruitment Coordinator (NDRC) job vacancies. Reform and promote the Employment Assistance Fund (EAF). 	2022-2023 2021-2023 2021-2023	<ul style="list-style-type: none"> % increase in page views and other metrics for relevant website tools and resources. % of people with disability employed through NDRC job vacancies. % increase in applications under the EAF. 	 On track JobAccess service supports employers to recruit and retain employees with disability. In the last 12 months, JobAccess has undertaken additional activities to improve employer's awareness and use of the service. Enquiries have increased 42% compared to the previous year.




Employment - Australian Government

Action		Timeline	Indicator(s)	Status and Progress
1.4	<p>The Individual Placement and Support (IPS) Adult Mental Health pilot</p> <p>Test the viability of the IPS model for adults with mental illness in two of the eight Adult Mental Health Centres operated by the Department of Health.</p> <p>Funding - \$1.9 million (2021-22 Budget)</p>	2021-2024	<ul style="list-style-type: none"> % of adult with mental illness with an employment or education outcome after participating in the program. 	<p> On track</p> <p>In June 2022, the pilot commenced in Darwin and Perth. Recruitment is underway for 4 Vocational Specialists who will assist adults to achieve an employment and/or education outcome.</p>
1.5	<p>RecruitAble pilot</p> <p>Test and develop inclusive recruitment pathways and processes to maximise employment opportunities for people with disability.</p> <p>Funding - \$2.43 million (announced May 2021)</p>	2021-2023	<ul style="list-style-type: none"> Development of a model to apply inclusive recruitment practices within mainstream recruitment companies. 	<p> On track</p> <p>RecruitAble providers have designed a best practice approach for recruitment of people with disability, and delivered training to employers and recruitment officers at the 7 participating organisations.</p>



Employment - Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>1.6 Implement the New Employment Services Model (NESM)</p> <p>NESM will provide job seekers with tailored assistance through Digital Services or Provider-led Enhanced Services. Job seekers able to self-manage their way back to employment will be able to access Digital Services including person-to-person support via the Digital Services Contact Centre.</p> <p>Job seekers in Enhanced Services will receive intensive face-to-face service, and individually tailored case management to assist them to address their specific barriers, improve their employability and move into work.</p> <p>Enhanced Services Providers will provide accessible services for job seekers and participants including premises that are accessible to all participants (including those with disability).</p> <p>Providers will also be required to deliver services in a way that supports the principle of non-discrimination, including removing barriers that prevent people with disability having access to programs and services.</p>	<p>July 2022 onwards</p>	<ul style="list-style-type: none"> • Job seekers with disability can exercise choice and freely access services in the NESM tailored to assist them to address their specific barriers, improve their employability and move into work. 	<p> Completed</p> <p>Workforce Australia (which replaced NESM) successfully implemented on 4 July 2022. Around 750,300 participants have transitioned into Workforce Australia, including approximately 222,700 people with disability.</p>


Employment - Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>1.7 Attract, recruit and retain more people with disability in the Australian Public Service</p> <p>Implement strategies and plans (as part of the Australian Public Service Disability Employment Strategy 202025) to attract, recruit and retain more people with disability in the Australian Public Service.</p>	2021-2024	<ul style="list-style-type: none"> • 7% of employees with disability in the APS. 	<p> On track</p> <p>Cross agency actions include:</p> <ul style="list-style-type: none"> • Strengthening guidance on Affirmative Measures recruitment. • Disability Contact Officers guidance released to agencies. • Accessibility audit of Australian Government premises. • APS wide Disability Champions Network established. • Strengthened cross agency monitoring and reporting.
<p>1.8 Employment pilots – connecting people to work in areas of skills shortage</p> <p>Partner with industry to trial pilot programs that connect Disability Employment Services participants to jobs in sectors that are experiencing skill shortages.</p> <p>Funding - \$7.6 million</p>	2021-2024	<p>Indicators will be tailored to each pilot and could include:</p> <ul style="list-style-type: none"> • Number of people with disability employed as a result of the pilots. 	<p> Some delays</p> <p>Planning of the pilots is underway.</p>
<p>1.9 NDIS Participant Employment Strategy</p> <p>Support more National Disability Insurance Scheme (NDIS) participants to achieve their employment goals, by raising the aspiration of NDIS participants, their families and carers, building the employment capability of participants, increasing choice of providers and improving the way NDIS works with other vocational education and employment systems.</p>	June 2023	<ul style="list-style-type: none"> • % of NDIS participants of working age in paid work. 	<p> On track</p> <p>Of working age participants:</p> <ul style="list-style-type: none"> • 21% are in employment at 2 years in the scheme, rising to 27% at 5 years. • 37% have employment goals in plans, including 59% of 1924 age group.



Employment - Australian Government

Action	Timeline	Indicator(s)	Status and Progress
Objective 2 - Improve the transition of young people with disability from education to employment.			
<p>2.1 The Individual Placement and Support (IPS) program</p> <p>The IPS program assists young people with mental illness, aged 12 to 25 years, to achieve and maintain sustainable participation in competitive employment and vocational education. It uses an evidence-based model that integrates employment and vocational support with clinical mental health. Vocational specialists are fully integrated into 50 headspace centres throughout Australia.</p>	<p>2021-2024</p>	<ul style="list-style-type: none"> • % of young people with mental illness with an employment or education outcome after participating in the program. 	<p> On track</p> <p>Between 1 July 2021 and 30 June 2022, 63% of young people participating in the IPS program achieved an employment or education outcome.</p>
<p>2.2 Implement a new national Post-School Destinations Survey (PSDS)</p> <p>The PSDS will include a component that collects policy relevant information on the post-school transitions of disadvantaged groups, including people with disability. This information will be used to inform policy and interventions aimed at lifting the participation of disadvantaged groups in post-school education, training, and employment.</p>	<p>2022 onwards</p>	<ul style="list-style-type: none"> • Survey implemented. • % of respondents from priority cohorts at the national, state and territory levels. 	<p> Some delays</p> <p>A consortium led by the Australian National University is contracted to implement the project. All state and territory education departments have provided approval for the consortium to approach schools about participating in the survey. Implementation of the survey has commenced in the government and non-government sector and is scheduled to continue through to November 2022.</p>

Employment - Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>2.3 Expand the Transition to Work program</p> <p>Through the Transition to Work program, provide tailored support for young people aged 15 to 24 years who are at risk of long-term unemployment or who have had trouble transitioning from education to employment. This includes access to specialist consultants, case managers, and health and disability specialists.</p> <p>From 1 July 2022, Transition to Work's eligibility criteria will expand to encompass more young people with complex Non-Vocational Barriers, including those that have a disability.</p>	<p>July 2022 onwards</p>	<ul style="list-style-type: none"> Continued assistance of, and increase in, the number job placements of Transition to Work participants with disability. 	<p> Completed</p> <p>Workforce Australia - Transition to Work is the youth specialist service for Workforce Australia. Implemented on 4 July 2022, around 20,180 people, including approximately 3,000 people with disability, transitioned to Workforce Australia - Transition to Work.</p>



Employment – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Increase employment of people with disability.			
<p>1.1</p> <p>NSW Premier’s priority to double the proportion of people with disability employed in the NSW public service by 2025.</p> <p>The NSW Public Service Commission (PSC) will continue to promote a workforce that reflects the diversity of the wider community and enable a culture of inclusion across the public sector.</p> <p>This approach emphasises the business imperative for diversity and inclusion, as well as an ethical responsibility of senior leaders across the sector.</p>	<p>2019-2025</p>	<ul style="list-style-type: none"> • Outcome NSW Government implements the Premier’s Priority to ensure that 5.6% of all Government sector roles are held by people with disability by 2025 as indicated in NSW Public Sector Annual Report. 	<p> On track</p> <p>The NSW PSC continues to facilitate connections through the sector, including a disability employment workshop in December 2021, regularly meeting with Disability Employee Network chairs and Disability and Inclusion leads across the sector to work on and promote initiatives such as:</p> <ul style="list-style-type: none"> • Accessible Office Design framework • workplace adjustment passport • Disability Employment Service guide and workshops • manager eLearning.
<p>1.2</p> <p>NSW Public Service Commission Age of Inclusion program</p> <p>The NSW Public Service Commission will continue to actively promote the Age of Inclusion program to raise the profile of disability inclusion across the public sector and to provide resources and information to support staff at all levels.</p> <p>https://www.psc.nsw.gov.au/culture-and-inclusion/disability-employment/the-age-of-inclusion</p>	<p>2020 - ongoing</p>	<ul style="list-style-type: none"> • Increase in people with disability in the NSW Public Service through the annual NSW public service survey of workforce participation. 	<p> Completed</p> <p>Age of Inclusion resources have been made available on the PSC website. The PSC has provided all the Age of Inclusion materials to clusters to embed in their own organisations.</p>


Employment – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
<p>1.3</p>	<p>The NSW Public Service Commission is conducting disability and employment forums for employees and managers in the sector to promote the recruitment and retention of people with disability.</p> <p>Employees with disability are provided strategies to break down misconceptions about their disability and build a better work environment for themselves and others.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Reports annually in the PSC survey. <p>Some delays</p> <p>COVID and other priorities have prevented workshops since December 2021.</p> <p>Work to recruit and retain people with disability continues with clusters and Disability Employee Network chairs.</p> <p>The PSC continues to make available research into identified enablers and barriers for employees sharing their disability status.</p> <p>Work is underway to deliver the Inclusion Forum, to promote collaboration on inclusion initiatives from an intersectional perspective with a focus on disability.</p>
<p>1.4</p>	<p>The Ageing and Disability Commissioner (ADC) will train and support Official Community Visitors (OCVs) to better identify and raise issues with service providers relating to adults with disability in supported accommodation having access to meaningful employment.</p> <p>Residential care providers will be encouraged to assist young people and adults with disability to gain and maintain employment.</p>	<p>December 2022</p>	<ul style="list-style-type: none"> • The ADC will analyse visit reports and matters raised by OCVs to identify systemic issues that require further action. <p>On track</p> <ul style="list-style-type: none"> • Discussed in OCV Practice forum November 2021 and OCV Conference May 2022. • 12-month systemic issues project commenced July 2022. ADC will analyse OCV visit reports relating to 'Involvement in meaningful activities, including skills development', incorporating access to meaningful employment.

Employment – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
<p>1.5</p>	<p>NSW Health has embedded disability inclusion principles across NSW Health recruitment and office management. NSW Health establish ongoing feedback mechanisms for monitoring and reporting through workplace and workforce governance structures.</p>	<p>Ongoing</p> <ul style="list-style-type: none"> • Reported in annual staff survey and DIAP. 	<p> On track</p> <p>Our Human Resources information system has been modified to allow a person with disability to self-identify, resulting in more accurate data. This feature will be promoted on a regular basis.</p>
<p>1.6</p>	<p>NSW Government Agencies participating on the Australian Network on Disability (AND) access and inclusion index assessment and benchmarking exercise. Access Inclusion Index</p> <p>The index is a comprehensive evidence based review of the accessibility and inclusion of people with disability across all aspects of an organisation's activity, focusing on areas including policies relating to disability employment, customers, staff, reasonable adjustments and communication.</p> <p>The assessment report provides guidance on areas for improvement and a comparison with similar organisations.</p>	<p>Ongoing</p> <ul style="list-style-type: none"> • Annual reporting and benchmarking of participating agencies. 	<p> On track</p> <p>Department of Communities and Justice (DCJ) received results from the 2021 biannual benchmarking in March 2022, with results feeding into the DCJ Disability Inclusion Action Plan (DIAP). Some other departmental and council DIAPs also include Access and Inclusion Index participation.</p>


Employment – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
Objective 2 - Improve the transition of young people with disability from education to employment.			
<p>2.1 Implementation of NSW Education Disability Strategy.</p> <p>The Strategy commits the NSW Department of Education to building a more inclusive education system.</p> <p>NSW Department of Education will establish an Outcomes framework for students with disability, build workforce capability to support students with disability through a professional learning framework, increase options for professional learning and resources and scholarships in inclusion.</p> <p>Ongoing consultations will include students with disability, their families and carers, schools, along with specific academics, advocates and government agencies.</p>	Ongoing	<ul style="list-style-type: none"> Reporting on the outcomes framework. 	<p> On track</p> <p>Outcomes Framework in development.</p> <p>Consultation report to inform Outcomes Framework finalised in May 2022.</p> <p>Draft Outcomes Framework developed in June 2022.</p> <p>August 2022 – In the process of validating and testing draft Outcomes Framework.</p>


Employment - Victoria

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Increase employment of people with disability.			
<p>1.1</p>	<p>Public Service Employment</p> <p>Continued support of the VPS Enablers Network by provision of continued funding and hosting for the Senior Advisor position, and operational budget for the network, by all Victorian government departments. The Department of Transport will be the new host of the Senior Advisor position from July 2021 – June 2023.</p>	<p>2018-2025</p>	<ul style="list-style-type: none"> • Increase proportion of people with disability employed in the Victorian Public Service. • Growth in membership of the Enablers Network. <p>■ On track</p> <ul style="list-style-type: none"> • Continued collaboration with the Enablers Network on employee life-cycle initiatives; co-design employed on all projects. • Enablers Network membership is approximately 600 (as of December 2021). The network comprises an overarching leadership team, sourced from 10 public service departmental sub-groups. In addition the Network has 2 focus area sub-groups, the Autism Success Network and the Graduate Disability Network. • Department of Transport is now hosting the Enablers Network Senior Advisor 2021-23.



Employment - Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>1.2 Victorian Public Sector Commission</p> <p>Implement Getting to work: Victorian public sector disability employment action plan 2018-2025 including the following initiatives:</p> <ul style="list-style-type: none"> • Develop and launch inclusive employee life-cycle resources covering job creation and position descriptions; attraction strategies, recruitment and models; selection, onboarding, career and leadership development. • Implement disability awareness and confidence training for all levels of the VPS. • Partner with and support the Enablers Network, the Victorian public service network for employees with disability. • Lead and convene the Deputy Secretary Disability Employment Champion Round Table and Disability Employment Community of Practice in the Victorian Public Service (VPS) to work collectively on the implementation of Getting to Work and progressing whole of government disability inclusion initiatives. 	<p>2018-2025</p> <p>2021-2022</p> <p>End 2021</p> <p>Ongoing</p>	<ul style="list-style-type: none"> • Achieve Victorian Government disability employment targets of 6% by 2020 and 12% by 2025. • Provision of resources and information for organisations to use to support meaningful employment of current employees with disability and job seekers with disability. • Improve disability awareness and confidence. • Launch whole of government disability awareness eLearn module. • Ensure lived experience of disability is at the forefront of driving cultural change in the VPS. • Disability inclusion and culture change driven by Senior Executives and Diversity and Inclusion/Human Resource Managers. • Flexible work is the Victorian government's default position for all employees. Victorian public service Flexible work policy. • Increased access pathways for employees with disability. 	<p> On track</p> <ul style="list-style-type: none"> • In 2021, 5.6% of VPS employees identified as a person with disability. • Inclusive employee life-cycle toolkit will be launched Q4, 2022. • Launched first Whole-of-Victorian-Government (WOVG) disability awareness eLearn on 3 December 2021. • Launched Neurodiversity Support Services; a panel of 5 organisations able to provide counselling and awareness training to employees, managers and teams. • Continue to convene Deputy Secretary Disability Champion Round Table (quarterly) and Disability Employment Community of Practice (CoP) (monthly), to drive cultural change and WOVG actions.


Employment - Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>1.2 cont.</p> <ul style="list-style-type: none"> • Ensure equitable access to flexible work for VPS employees with disability. • Facilitate pathways into the public sector for people with disability (such as GRADS Disability Pathway). • Scope the implementation of a workplace adjustment passport. • Provide support for autistic employees, managers and teams. • Develop Special Measure guidance. • Strengthen disability/data information collection through working with Melbourne Disability Institute. 	<p>Ongoing</p> <p>2021-2022</p> <p>2023</p> <p>2021-2022</p> <p>2020</p> <p>2021-2022</p>	<ul style="list-style-type: none"> • Develop pathways to career progression. • Improve mobility and ease of movement for employees with disability within the Victorian Public Service (VPS). • Workplace adjustment passport pilot in Q4, 2021. • Real time support provided and accessed by employees, managers and teams. • Increase hiring manager capability on disability and employment opportunities for people with disability. • Develop contemporary approach to collection of disability information in a workplace setting. • Increase ability to measure and understand characteristics of disability employment in the VPS. 	<ul style="list-style-type: none"> • VPS Flexible work policy launched April 2021 and notes flexibility is the Victorian government's default position for all employees. Continue to offer opt-in Disability Pathway in the Victorian government graduate program; in 2022, 17% of graduates entered via the pathway. • Launched a pilot 12 month Mentoring Program for VPS employees with disability. • Pilot leadership program for employees with disability will launch Q4, 2022. • New WOVG Workplace adjustment passport will launch Q4, 2022. • Completed a project to develop a contemporary approach to collection of disability information in a workplace setting, with the Melbourne Disability Institute, University of Melbourne in 2021.
<p>1.3</p> <p>Justice and Community Safety</p> <p>Attract, recruit and retain more people with disability in the Department of Justice and Community Safety.</p>	<p>December 2025</p>	<ul style="list-style-type: none"> • 12% of respondents from DJCS people matters survey (PMS) identify as a person with disability. 	<p> On track</p> <p>7% of Department of Justice and Community Safety staff who did the People Matter Survey 2021 identified as a person with disability compared to 3% in 2019.</p>

Employment - Victoria

Action		Timeline	Indicator(s)	Status and Progress
1.4	Develop special measures positions to create equitable and diverse pathways and opportunities for people with disability.	December 2025	<ul style="list-style-type: none"> Diverse opportunities across the department are established as special measure roles. 	<p> Paused</p> <p>Paused pending appointment of Senior Diversity and Inclusion Advisor.</p>
1.5	Provide an inclusive, barrier free workplace for existing employees with disability to ensure retention through our training, policies, procedures and the provision of accessible resources.	December 2025	<ul style="list-style-type: none"> Training, policies, procedures and accessible resources that support disability inclusion are in place. 	<p> On track</p> <p>Launched the department's first Workplace Adjustment Policy.</p>


Employment - Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>1.6 Jobs Victoria targeted employment supports</p> <p>Jobs Victoria offers advice and information to people looking for work and works with a network of partners throughout the state to help people, including people with disability, get job-ready through mentoring, training and employment. Jobs Victoria also works closely with employers to help them identify the skills and experience they are looking for in their workers. Jobs Victoria services include:</p> <ul style="list-style-type: none"> • Jobs Victoria Mentors • Jobs Victoria Advocates • Jobs Victoria Career Counsellors. <p>The recently launched Jobs Victoria Fund provides funding of between \$10,000-\$20,000 per full-time employee for new employees from priority cohorts. Employers who hire people with disability would receive \$20,000 in subsidies to supplement wages and any other training and onboarding costs. Employers can post targeted job advertisements on the Jobs Victoria online hub to find employees from priority jobseeker groups – including people with disability.</p> <p>Funding: Jobs Victoria - \$266.5m over 3 years; Jobs Victoria Fund: \$250m over 3 years</p>	<p>2020/2021 – 2022/2023</p>	<ul style="list-style-type: none"> • Number of people with disability who have been supported through Jobs Victoria services*. * Please note that people accessing Commonwealth Disability Employment Services (DES) are not able to participate in Jobs Victoria services as DES does not allow dual servicing. 	<p> On track</p> <p>Since its establishment in October 2016, Jobs Victoria has supported over 46,000 (as at July 2022) people into work through a state-wide network of Jobs Victoria Mentors, Advocates and Career Counsellors.</p> <p>Of the jobseekers registered: 51% identify as female, 1.3% identify as Aboriginal, and 3% are living with disability.</p> <p>Over 700 people with disability have been placed into work since July 2021. Clients of the Commonwealth Government's Disability Employment Service are currently prohibited by the Commonwealth to access Jobs Victoria employment supports.</p>

Employment - Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>1.7</p>	<p>Social Procurement Framework</p> <p>The Social Procurement Framework (SPF) uses the government's procurement expenditure to create jobs for those in the community who need them the most and to maximise social, economic and environmental outcomes for all Victorians.</p> <ul style="list-style-type: none"> The SPF supports Victoria's diverse communities by providing employment opportunities through direct and indirect procurement approaches. For people with disability this includes: Direct procurement: delivers opportunities for Victorians with disability by government purchasing from Victorian social enterprises (who employ Victorians with disability) and Australian Disability Enterprises (ADEs) and the direct employment of Victorians with disability by suppliers to the Victorian Government. Indirect: improves employment outcomes for Victorians with disability through mainstream suppliers as part of contractual arrangements to deliver goods, services or construction for the Victorian Government by stipulating suppliers: <ul style="list-style-type: none"> adopt measures to create employment opportunities for people with disability; and/or engage social enterprises (who employ Victorians with disability) or Australian Disability Enterprises as part of their supply chain. <p>Funding: \$2m in 2020-21 budget and part of Getting Victorians back to work initiative in 2021-22 budget</p>	<p>The SPF is an ongoing procurement policy with no planned end date.</p>	<ul style="list-style-type: none"> Direct expenditure by Victorian government departments and core agencies with Australian Disability Enterprises or social enterprises led by a mission for people with disability. <p>On track</p> <p>From 1 July 2019 to 30 June 2020 (year of the most recent publicly available information) Victorian Government expenditure was:</p> <ul style="list-style-type: none"> \$5.8 million with 38 Australian Disability Enterprises or social enterprises led by a mission for people with disability \$3.3 million with 17 social enterprises that support people with a disability identified by the Map for Impact. <p>Major road and rail projects recorded 3,560 employment hours for people with disability (3,327 for Major Road Projects Victoria and 233 for North East Link Project).</p>



Employment - Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>1.8 Victoria Police</p> <p>Enhance attraction and recruitment practices to meet employment targets, including through addressing barriers in Information Technology and increasing employment pathways (for example, prioritised positions, internships).</p>	2021-2023	<ul style="list-style-type: none"> Enhance attraction and recruitment practices to meet employment targets, including through addressing barriers in Information Technology and increasing employment pathways (for example, prioritised positions, internships). 	<p> On track</p> <p>The Victoria Police Diversity and Inclusion Framework and Access and Inclusion Action Plan will be launched late 2022. The plan will specifically address this indicator. Victoria Police, in partnership with Australian Network on Disability, is working to attract 5 interns later in 2022.</p>


Objective 2 - Improve the transition of young people with disability from education to employment.

<p>2.1 Transition pathways in the justice system</p> <p>Dedicated entry level pathway programs for students with disability that include:</p> <ul style="list-style-type: none"> Graduates (numbers are dependent on available funding by calendar year). Internships (funding is determined by demand). Youth employment programs (funding is determined by demand). 	December 2025	<ul style="list-style-type: none"> Pathway programs lead to mainstream employment outcomes for people with disability. 	<p> On track</p> <p>Pathway programs which have commenced attraction and recruitment include: Victorian Public Service (VPS) Graduate program, Youth Employment Scheme (YES) and internships.</p>
<p>2.2</p> <p>Dedicated work-experience programs for students with disability.</p>	December 2025	<ul style="list-style-type: none"> Work experience programs enhance pathway opportunities and mainstream employment outcomes for people with disability. 	<p> On track</p> <p>Each November, DJCS participates in the AccessAbility Day. In 2021, the department hosted 14 participants online across 11 business units.</p>


Employment - Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>2.3</p>	<p>Annual Disability Scholarship Program (DSP) to support career pathways for people with disability who are interested in a career in the justice system. Funding: \$60,000 per annum</p>	<p>December 2025</p> <ul style="list-style-type: none"> DSP recipients receive access to supports, experiences and sector connections which leads to a smoother transition from their tertiary studies to the workforce, better employment outcomes and more meaningful employment. 	<p> On track</p> <p>The 3 successful recipients for the 2022 DSP have been provided with additional employment pathway information and will be connected with sector leads upon onboarding.</p>
<p>2.4</p>	<p>Impact 21 initiative</p> <p>The Impact21 Employment Program is a job readiness program for adults with Down syndrome or intellectual disability. Impact21 is a structured post-secondary school program that builds work readiness and transitions participants into meaningful employment activities.</p> <p>Impact21 builds confidence and competence in employers, supporting them with the necessary structural and cultural changes for people with Down syndrome to be included as valued members of their workforce. The Impact21 program is also working to revise their program to suit younger people (aged 16-22) with Down syndrome as well as people living in regional areas.</p> <p>Funding: \$1.3m in 2020-2022</p>	<p>2020/2021 – 2021/2022</p> <ul style="list-style-type: none"> Number of young people who have participated in employment tasters in partnership with Inclusion Foundation. 	<p> On track</p> <p>Impact21 extension to funding now contracted.</p> <p>Implementation plan updated</p> <p>Reporting on delivery is up to date:</p> <p>Project 1</p> <ul style="list-style-type: none"> fourteen (14) Project 1 Participants have been registered and participated in work readiness training. Two have exited the program due to personal circumstances. Of the remaining participants, seven (7) have experienced Job Tasters and been placed into employment. 9 Project 1, Group 2 Participants have been registered. <p>Project 3</p> <ul style="list-style-type: none"> 5 Project 3 Participants have participated in work readiness training. <p>Other</p> <p>At least 4 online work and inclusion readiness course components are completed.</p>



Employment - Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>2.5 Jobs Victoria Youth Employment Scheme (YES)</p> <p>The Jobs Victoria Youth Employment Scheme (YES) provides young people with an opportunity to work in the Victorian Public Service for 12 months into entry level roles while completing accredited training. The program has a focus on young people facing barriers to employment, including those with disability.</p> <p>Funding: Recurrent annual funding with additional funding allocated in the 2019/20 budget to support the implementation of the program over two years.</p> <p>YES Disability support stream (pilot)</p> <p>The YES Disability Stream pilot aims to provide a pathway for young people with disability into the Victorian Public Service and related public sector agencies. A \$10,000 subsidy is available to assist with costs associated with supporting candidates in their roles.</p>	<p>2020/2021 – 2021/2022</p>	<ul style="list-style-type: none"> • Number of young people with disability recruited through YES. 	<p> On track</p> <ul style="list-style-type: none"> • Since 2000, the Youth Employment Scheme (YES) has provided over 9,000 traineeships to young Victorians aged 15-29 so they can gain qualifications and experience working in the public sector. • YES Disability Stream commenced in 2021-22 and 13 young people with disability commenced traineeships through YES in the Victorian Public Service. <p>At least 35 Disability stream traineeships will commence in the Victorian Public Service in 2022-23.</p>


Employment - Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>2.6 Skills First</p> <p>Offer a suite of Victorian accredited courses designed for post-compulsory school aged learners with permanent cognitive impairment/intellectual disability. The courses respond to State and National Disability Strategies and Plans which seek to improve both community and employment access for those with permanent cognitive impairment/intellectual disability.</p> <ul style="list-style-type: none"> • Certificate I in Transition Education supports learners to become active participants in the community. • Certificate I in Work Education supports learners to develop skills that support their access to employment. • Certificate II in Work Education supports learners to develop employment-ready skills, knowledge and behaviours. • Course in Initial Adult Literacy and Numeracy supports the development of initial literacy and numeracy skills. 	<p>Ongoing</p>	<ul style="list-style-type: none"> • Number of student commencements and completions of relevant courses funded under Skills First. 	<p> On track</p> <p>The suite of courses continue to be offered as government-subsidised training via Skills First.</p> <p>Certificate I in Transition Education Commencements: 659 Completions: 281</p> <p>Certificate I in Work Education Commencements: 510 Completions: 344</p> <p>Certificate II in Work Education Commencements: 315 Completions: 272</p> <p>Course in Initial Adult Literacy and Numeracy Commencements: 73 Completions: 23</p>


Employment - Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>2.7 TAFEs and dual sector universities learner support</p> <p>Disability Liaison Officers provide advice and support for learners with disability to ensure equal access to learning opportunities, by arranging reasonable adjustments and a person-centred support plan. This includes course and assessment modifications, tutoring, assistive technologies, specialised equipment, interpreting services, note taking and tutoring.</p> <p>Learners with disability can be referred to a student wellbeing advisor and linked to counselling and other welfare services as required.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Number of disability liaison officers employed within the TAFE Network. 	<p> On track</p> <p>TAFEs are using Disability Liaison Officers (DLOs) with greater effect and expanding outreach programs to support the transition of students with disability into TAFE courses. This data is not currently routinely collected for this indicator.</p>
<p>2.8</p> <p>Support TAFE partnerships with disability service providers and disability-specific networks that assist learners with their educational, social and employment goals.</p> <p>\$50 million is available annually for the overall Community Services funding (CSf) program open to all students. As part of the suite of programs and services they support via this funding, TAFEs have the discretion to use this funding to support young people with a disability.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Number of partnerships between TAFEs and disability services providers. 	<p> On track</p> <p>There are a number of effective disability partnerships to assist learners across the TAFE network, including the TAFE Specialist Employment Partnership which aims to improve employment outcomes for students with disability by establishing an on-site specialist employment service that links a Disability Employment Services consultant with learners. This data is not currently routinely collected for this indicators.</p>



Employment - Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>2.9</p>	<p>Skills First Reconnect Program</p> <p>The 34 Reconnect providers comprise TAFEs, Learn Locals and Community Service Organisations. The place-based model supports people experiencing complex barriers to education, training, and employment. The program applies a participant-centred approach that involves co-designing a Work and Learning Plan that aligns with the vocational aspirations of the participants.</p> <p>Funding: Reconnect has a current funding commitment of \$47 million, concluding at the end of 2024. This equates to \$11.75 million per annum over four years, allowing for the provision of support to over 1700 participants each year.</p>	<p>Ongoing</p> <ul style="list-style-type: none"> • Number and percentage of Reconnect participants who are under 25 and identify as having a disability, and who have gained employment. • Case studies of Reconnect youth participants with disability who have transitioned to employment. 	<p> On track</p> <p>The Reconnect program assists participants to overcome the barriers preventing them from engaging in education, training and employment and provides support for further study or employment pathways. Approximately 30% of participants in the 2021-22 Reconnect program are under 25 and identify as having a disability, of which 5% have gained employment to date. Given Reconnect participants remain in the program for 18 months, data on employment outcomes is continuously being collected.</p>




Employment - Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>2.10 Skills and Jobs Centres</p> <p>The 12 Victorian TAFE institutes and the four dual sector Universities are funded to provide Skills and Job Centre services across Victoria. Currently there are 31 sites, plus outreach services.</p> <p>All Skills and Jobs Centres' services are available to learners with disability. Skills and Job Centres provide:</p> <ul style="list-style-type: none"> • CV writing seminars and provide guidance on how to prepare for job interview. • Free, independent and qualified Careers Counselling. Some Skills and Job Centres may also provide group motivational sessions as part of other programs. <p>Funding is provided to the TAFE network to deliver services and programs to assist the most vulnerable Victorians to meet their education and employment goals. Each institute has the discretion to use this funding in the best way to meet the needs of their students and the communities they serve, including people with disability.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Number of young people and number of people with disability accessing Skills and Jobs Centres. • Case studies of tailored supports and outcomes. 	<p> On track</p> <p>Skills and Jobs Centres supported nearly 2,500 people with disabilities, and almost 15,500 young people (aged 15-24) to pathway successfully into education, training and employment in the period from 2019-2021.</p>



Employment - Queensland

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Increase employment of people with disability.			
1.1	Build employment skills, experience and confidence of Queenslanders with disability through participation in the Skilling Queenslanders for Work (SQW) initiative.	<p>Late 2021 – June 2024</p> <ul style="list-style-type: none"> Percentage of successful employment outcomes for people with disability following participation in SQW. Percentage of people with disability participating in the SQW initiative. 	<p> On track</p> <p>47.6% of people with disability secured an employment outcome following participation in SQW.</p> <p>57.9% of people with disability reported a positive overall outcome following participation in SQW (as at 30 June 2022, cumulative since reinstatement of SQW in 2015).</p> <p>Since 2015, 8,500 or 12.2% of people with a disability have been assisted under SQW.</p>
1.2	<p>Empower diverse small businesses to access support and assistance available through the Big Plans for Small Business Strategy and other Department of Employment, Small Business and Training services by:</p> <ul style="list-style-type: none"> Developing a Small Business Engagement Framework that is responsive to the needs of people with disability. Providing the Mentoring for Growth program to all abilities business owners. 	<p>Late 2021 – June 2024</p> <ul style="list-style-type: none"> Reported economic participation of people with disability. Reported economic independence of people with disability. 	<p> On track</p> <p>Through the Small Business Engagement Framework, Department of Employment, Small Business and Training has implemented a consistent approach to capturing customer diversity data through its 'Standard Data Capture Questions'. For the reporting period, 5 business mentees who identified as having disability have had a Mentoring for Growth session.</p>


Employment - Queensland

Action	Timeline	Indicator(s)	Status and Progress
1.3	Support the sector to attract, recruit and retain more people with disability in the Queensland public sector.	<p>Late 2021 – June 2024</p> <ul style="list-style-type: none"> Percentage of employees with disability employed in the Queensland Public Sector. 	<p> On track</p> <p>Released "Thriving at Work, Growing a Career", a research report exploring conditions for job satisfaction and career development for employees with disability in the Queensland public sector, including strategies to drive improved employment outcomes for people with disability.</p>
1.4	Deliver the next state disability plan in collaboration with the Queensland Working Party, incorporating a focus on employment opportunities for people with disability.	<p>Early 2022 – December 2024</p> <ul style="list-style-type: none"> The new state disability plan contains a focus on employment opportunities for people with disability. Proportion of Queenslanders with disability participating in employment increases both within the public and private sectors across Queensland. 	<p> On track</p> <p>State disability plan under development - to be finalised in second half of 2022.</p>
1.5	Design and implement the Disability Peak Bodies funding program and ensure it includes developing innovative ways to improve the employment of people with disability.	<p>2022-2025</p> <ul style="list-style-type: none"> Disability Peak Bodies program incorporates a focus on employment of people with disability. Disability Peak Bodies program implemented by 1 July 2022. 	<p> On track</p> <p>Disability Peak Bodies Inclusion Program redesigned and funding agreements in place, with service provision commencing 1 July 2022. A further grant opportunity will be provided under the peaks program in 2022-23 targeted at improving the employment of people with disability.</p>


Employment - Queensland

Action		Timeline	Indicator(s)	Status and Progress
1.6	Fund disability peak bodies to deliver actions including to support employers in attracting, recruiting and retaining people with disability.	2021-2024	<ul style="list-style-type: none"> Funding agreements in place with service providers and outcomes measured through regular service reporting. 	<p> On track</p> <p>Disability Peak Bodies Inclusion Program redesigned and funding agreements in place, with service provision commencing 1 July 2022. A further grant opportunity will be provided under the peaks program in 2022-23 targeted at improving the employment of people with disability.</p>
1.7	Implement an employment program to recruit neurodiverse people to skilled roles within the Department of Communities, Housing and Digital Economy (including but not limited to IT, digital and cyber security). The program will use appropriate assessment techniques and provide on the job support for successful applicants and teams.	January 2022 – December 2022	<ul style="list-style-type: none"> Increase the percentage of new employees to the Department of Communities, Housing and Digital Economy's workforce, identified as having a disability (specifically a focus on neurodiverse people). Percentage of people sharing information about their diversity through the Working for Queensland survey, School Opinion Survey and Workforce Diversity Census. 	<p> On track</p> <p>One candidate has been placed through the program to date.</p>



Employment - Queensland

Action	Timeline	Indicator(s)	Status and Progress
<p>1.8</p>	<p>The All Kinds of Minds neurodiversity pilot is a key deliverable of the Able. Valuing talent in all abilities workforce strategy which aims to establish pathways for recruitment that target the strengths and talent of a diverse workforce, focusing on people who are neurodiverse. The pilot is supported by embedding inclusion as an organisational capability through becoming a “neurosmart” employer of choice through awareness and training.</p>	<p>2020-2023</p> <ul style="list-style-type: none"> • Increase the percentage of new employees to the Queensland Department of Education’s workforce, identified as having a disability (specifically a focus on neurodiverse people). • Percentage of people sharing information about their diversity through the Working for Queensland survey, School Opinion Survey and Workforce Diversity Census. 	<p> On track</p> <p>The All Kinds of Minds (AKOM) codesign process recognised as a gold award winner in the GOV Design Awards. AKOM pilot achieved above its target of placing new neurodiverse employees in the Department of Education, with onboarding ongoing.</p>




Objective 2 - Improve the transition of young people with disability from education to employment.

<p>2.1</p>	<p>Encourage and support the participation of young Queenslanders with disability in VET through tailored learning pathways under Skilling Queenslanders for Work (SQW) and through the Skills Disability Support (SDS) service.</p>	<p>Late 2021 – June 2024</p> <ul style="list-style-type: none"> • Number of young Queenslanders with disability participating in VET. • Percentage of employment outcomes for young people with disability following participation in SQW. • Maintained demand for SDS services. • Proportion of VET graduates with disability in employment or further study. • Proportion of VET graduates with disability satisfied with their training. 	<p> On track</p> <p>44.3% of young people (15-24 year olds) with disability secured an employment outcome following participation in SQW (as at 30 June 2022, cumulative since the reinstatement of SQW in 2015).</p> <p>1,488 applicants have received approved support from the SDS program (as at 30 June 2022, cumulative since 2014).</p>
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Employment - Queensland

Action		Timeline	Indicator(s)	Status and Progress
2.2	Support eligible school leavers to access the NDIS to obtain the supports they need to transition from school-based learning programs to employment.	2021-2022	<ul style="list-style-type: none"> Eligible school leavers are supported to access the NDIS through the Assessment and Referral Team. 	<p> Completed</p> <p>The Assessment and Referral Team supported 149 eligible school leavers to access the NDIS.</p>
2.3	Strengthen career education support and transitions to life after school through implementing <i>Every student with a disability succeeding plan 2021-2025</i> .	2021-2025	<ul style="list-style-type: none"> Senior Education and Training Planning procedure published. Career education support material published. 	<p> Completed</p> <p>Revised Senior Education and Training Planning procedure published in August 2021.</p> <p>The Pathways to a successful future hub was published in 2022, containing resources to support state schools to deliver career education.</p>


Employment – Western Australia

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Increase employment of people with disability.			
1.1 Employment participation in the WA Public Sector Implement the government's People with Disability: Action Plan to Improve WA Public Sector Employment Outcomes 2021-2025.	By 2024	<ul style="list-style-type: none"> Number of people with disability employed in the WA Public Sector (aspirational target – increase to 5% by the end of 2025). 	 On track December 2021 to March 2022 the number of people with disability employed in the public sector increased. However, as the overall sector workforce increased, representation remained steady at 1.5%.
1.2 Employment opportunities Social Housing Economic Recovery Package provides inclusive employment outcomes for people with disability in the construction and allied industries.	By 2023	<ul style="list-style-type: none"> Number of people with disability employed in the construction and allied industries. 	 On track Tender was developed requesting that information be submitted when organisations tender for Social Housing Economic Recovery Package projects advising on whether they or their employees identify as having disability.
1.3 Leading from the front Chief Executive Officer performance agreements to include employment targets for people with disability.	Ongoing	<ul style="list-style-type: none"> Number of people with disability employed in the WA Public Sector. Number of CEO performance agreements with employment targets. 	 On track All CEO Delivery and Performance Agreement templates include a requirement for CEO's to demonstrate progress towards agreed diversity targets. Progress on number of people with disability employed (see 1.1).


Employment – Western Australia

Action	Timeline	Indicator(s)	Status and Progress
<p>1.4</p>	<p>WA Government – a leader in disability confident recruitment State Government agencies to become disability recruitment confident.</p>	<p>Ongoing</p> <ul style="list-style-type: none"> • Number of people with disability employed in the WA Public Sector • Number of State government agencies that are: <ul style="list-style-type: none"> – are accredited disability confident recruiters or – have undertaken ‘disability confident recruiter’ training. 	<p> On track</p> <p>No further agencies were accredited during the reporting period.</p>
<p>1.5</p>	<p>Attracting and retaining a talented further workforce Provide incentive payments to WA employers who employ and apprentice or new entrant trainee, including people with disability.</p>	<p>Ongoing</p> <ul style="list-style-type: none"> • Implementation of program. 	<p> On track</p> <p>WA Government developed a support payment for the employment of apprentices, up to \$8,500, and for trainees up to \$4,250. An additional 10% loading applies to apprentices and trainees with disability.</p>
<p>1.6</p>	<p>Containers for change Support the Containers for Change scheme as it facilitates the employment of people with disability, Aboriginal people and the long-term employed.</p>	<p>Ongoing</p> <ul style="list-style-type: none"> • Number of people with disability employed in the Containers for Change scheme. 	<p> On track</p> <p>The scheme has created a total of 821 jobs. Of that figure, 187 jobs are currently held by people that have disability, are disadvantaged or vulnerable.</p>





Employment – Western Australia

Action	Timeline	Indicator(s)	Status and Progress
Objective 2 - Improve the transition of young people with disability from education to employment.			
2.1 Path to success Students with disability are engaged in early pathway planning to support them to transition through their education and into work or further study.	Ongoing	<ul style="list-style-type: none"> Students engaged. 	 On track Professional learning and resources on transitions are provided, including consultative support to develop Comprehensive Planning for Persons on the Autism Spectrum (COMPPAS) plans and collaboration with the NDIA.



Employment – South Australia

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Increase employment of people with disability.			
1.1 Ensure SAPOL's Human Resources policies, procedures and practices are inclusive of people with disability.	Ongoing	<ul style="list-style-type: none"> Policies, procedures and practices reviewed, updated and maintained. 	 On track SAPOL partnered with JobAccess over a 12 month period. A recruitment process review has been undertaken as part of the partnership. Consideration of review report underway.



Employment – South Australia

Action		Timeline	Indicator(s)	Status and Progress
1.2	Enhance SAPOL's volunteer program for involvement of people with disability.	Ongoing	<ul style="list-style-type: none"> • Review conducted. • Recruitment undertaken. • Number of volunteers with disability participating in the program. 	<p> On track</p> <p>Volunteer Coordination Unit met Orana Australia Ltd regarding their Volunteerability program. The volunteer application form has been updated, referencing carers providing support to clients during their application and volunteering.</p>
1.3	Develop strategies to increase industry and business awareness of cohort participation (including people living with a disability), in Skilling South Australia projects.	Ongoing	<ul style="list-style-type: none"> • Skilled Careers website and/or Electronic Direct Mail includes references to current project that include participants living with disability. 	<p> Completed</p> <p>SA offers supports to assist with transition from education to training and employment pathways across public investment in Vocational Education and Training.</p>
1.4	Update Foundation skills project guidelines to promote the inclusion of people with disability who need to improve their foundation skills in order to transition to further training, VET, traineeships, apprenticeships and employment.	June 2022	<ul style="list-style-type: none"> • ACE guidelines for 2021-22 updated. Partnerships with a community organisation to deliver this explored. • Checklist or principles in developing community education projects for people with disability co-designed. 	<p> On track</p> <p>People with disability are a priority for targeted Adult Community Education activity during 2022-23. New guidelines will be in market from July 2022.</p>
1.5	<p>Explore strategies and activities to recognise best practices in student supports by training providers. Support the integration of the Disability Standards for Education with RTOs.</p> <p>Pilot the implementation of these through the Industry Currency pilot for VET trainers and assessors of Disability qualifications in VET.</p>	June 2022	<ul style="list-style-type: none"> • VET trainers and assessors of Disability qualifications in VET are supported through the pilot program. 	<p> On track</p> <p>Implemented workforce development projects to lift the skills of community educators and development workers to deliver foundation skills.</p>



Employment – South Australia

Action		Timeline	Indicator(s)	Status and Progress
1.6	<p>Attract, recruit and enable career progression for more people with disability in the South Australian Public Sector:</p> <ul style="list-style-type: none"> Increase employment and career development opportunities across all levels of the South Australian Public Sector by targeting accessible job opportunities and providing access to training and development. 	Ongoing	<ul style="list-style-type: none"> Year on year increase in % of employees with lived experience of disability employed at all levels within the South Australian Public Sector. 	<p> On track</p> <p>A Community of Practice and Knowledge Centre was established, and a mentoring framework is being trialled. Leadership and management programs have been promoted and 225 employees participated in awareness training.</p>
1.7	<p>Establish a disability employment target for the South Australian Public Sector:</p> <ul style="list-style-type: none"> Implement a disability employment target for the South Australian Public Sector as part of the refreshed Diversity and Inclusion Strategy. 	2022	<ul style="list-style-type: none"> Launch of disability employment target for the South Australian Public Sector. 	<p> On track</p> <p>A Disability Employment Target will be proposed in a new South Australian Public Sector Inclusion Strategy scheduled to be released in 2022.</p>

Objective 2 - Improve the transition of young people with disability from education to employment.

2.1	<p>Determine the data required to measure and track the percentage of children and adults living with disability participating and achieving in education and training.</p>	2023	<ul style="list-style-type: none"> Data collection and analysis in line with the roll out of National Disability Data Asset (NDDA) to capture the percentages of education to employment. 	<p> On track</p> <p>Department of Human Services completed the NDDA South Australian Pilot test case analysing data concerning pathways from education to employment for people with disability. The associated report will be publicly shared in 2022.</p>
2.2	<p>Ensure that young people with disabilities access funded training opportunities and associated services by embedding requirements for inclusion and accessibility into DIS policies and procedures.</p>	Ongoing	<ul style="list-style-type: none"> Use of the LSS Self-Assessment for students accessing subsidised training reflects an increase in embedding disability access and inclusion into student support services. 	<p> On track</p> <p>Inclusion of people with disability to improve skills, transition to Vocational Education and Training and employment. Focus on students facing barriers to completion.</p>




Employment – South Australia

Action		Timeline	Indicator(s)	Status and Progress
2.3	The development of a pathways strategy for senior secondary students with disability.	30 June 2022	<ul style="list-style-type: none"> Strategy has been developed. 	<p> On track</p> <p>The pilot transition program rolled out in 2022 and is shaping the design of future programs.</p> <p>The pilot will inform the Pathways Strategy and will be available late 2022.</p>
2.4	The implementation of the pathways strategy for senior secondary students with disability.	From 30 June 2022	<ul style="list-style-type: none"> Percentage of students that leave government schools and transition into employment. 	<p> Future start</p> <p>The 2022 school year pilot transition program will inform the Pathways Strategy, which will be available late 2022.</p>

Employment - Tasmania

Action		Timeline	Indicator(s)	Status and Progress
Objective 1 - Increase employment of people with disability.				
1.1	The Tasmanian State Service Diversity and Inclusion Framework and Policy is currently under review by the State Service Management Office. This review will guide the next Framework and Policy and will include Whole-of-Government actions to assist people with disability.	<p>October 2021</p> <p>December 2021</p> <p>February 2022</p>	<ul style="list-style-type: none"> Complete the first draft of the review. Review consultation. Develop new Framework and Policy which includes Whole-of-Government actions to assist people with disability. 	<p> Some delays</p> <p>The first draft of the Review has been completed and a summary presented to the inter-agency Diversity and Inclusion Reference Group. The Reference Group is working collaboratively to develop the new Framework through 2 workshops, out-of-session discussions and consultation.</p>




Employment - Tasmania

Action		Timeline	Indicator(s)	Status and Progress
1.2	Implement recommendations from the Review of the State Services People with Disability Employment Register.	<p>October 2021</p> <p>February 2022</p>	<ul style="list-style-type: none"> Finalise Review and release findings and recommendations. Incorporate recommendations into the <i>Diversity and Inclusion Framework and Policy</i>. 	<p> Some delays</p> <p>The Review is complete and the first recommendation is being progressed through the Targeting Diverse Groups in the Tasmanian State Service project. There have been some delays. In the interim, a new fully accessible People Living with Disability Employment Portal is being developed.</p>
1.3	Continue the Partnership Agreement with JobAccess to assist in removing barriers in employing people with disability.	2021-2022	<ul style="list-style-type: none"> Measuring the number increase of those employed who are living with disability. Case study and review of pilot employment program, with continuous review for improvement. Establishment of a community group representing those who are living with disability to further expand on an inclusive working environment. 	<p> Completed</p> <p>Two TAS Government agencies have completed a 12-month partnership agreement with JobAccess and are now alumni partners. Seven appointments for people with disability have been made. Department of Justice has established a Disability Community Reference Group to provide advice on services and policies.</p>
1.4	<p>Review the Tasmanian State Service Workplace Flexibility Policy to support employees with disability.</p> <p>The outcomes of the State Service Review will be assessed to determine any implications for people with disability who are Tasmanian State Service employees.</p>	<p>June 2022</p> <p>February 2022</p>	<ul style="list-style-type: none"> Review of Workplace Flexibility Policy post COVID-19 completed. Assess the outcomes from the State Service Review and reflect in the Diversity and Inclusion Framework. 	<p> Some delays</p> <p>The Review of the Workplace Flexibility Policy will commence from late July 2022 and will be considered alongside a set of working-from-home principles (Tasmanian State Service Review for 2023-24).</p>




Employment - Tasmania

Action	Timeline	Indicator(s)	Status and Progress
Objective 2 - Improve the transition of young people with disability from education to employment.			
<p>2.1 The Tasmanian Government to accelerate existing strategies to deliver improved educational opportunities that meet individual student needs as well as providing clearer pathways to jobs in identified post-COVID-19 industry priority areas, the training system and university.</p> <p>(PESRAC Final Report Recommendations No. 11 (DoE), 17 (Skills Tasmania/State Growth, 21 and 23 Jobs Tasmania/State Growth)</p>	<p>2021-2022</p>	<ul style="list-style-type: none"> • Supports are being put in place to include differentiation in the Transition Planning process for students transitioning from Year 10 into an Approved Learning Program. • A focus on increasing access and participation of students with a disability in years 10-12 for Apprenticeships and Traineeships for School-aged Learners (ApTSL). 	<p> Some delays</p> <p>Department of Education has assigned a Project Officer to an Inclusion and Diversity Project with a focus on increasing access and participation of students with disability in years 10-12 in ApTSL.</p> <p>State Service Management Office coordinates the school-based Traineeships for Year 11 and 12 and the TasGRAD program. Candidates are eligible to apply for targeted roles and are also considered for all available graduate roles. In the reporting period, one student with disability gained a traineeship and one targeted and one non-targeted role was filled by a graduate with disability.</p>


Employment – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Increase employment of people with disability.			
1.1 People with Disability Employment Framework Continue to implement the People with Disability Employment Framework by providing genuine employment options for people with disability.	Ongoing	<ul style="list-style-type: none"> Number of people identifying as people with disability in the ACT Public Service Workforce growing year on year (workforce percentage as published in the annual ACT State of the Service Report). 	 On track Data on the number of people identifying as people with disability in the ACT Public Service workforce compared to last year is currently being prepared. The State of the Service Report 2021-2022 is not yet published.
1.2 ACT Public Service Reasonable Adjustment Policy Continue to implement the ACT Public Service Reasonable Adjustment Policy, which ensures all ACTPS directorates follow the principles of Reasonable Adjustment and consolidates the ACT Government commitment.	Ongoing	<ul style="list-style-type: none"> Continued and enhanced provision of practical resources to managers and staff to discuss and arrange for reasonable adjustments in the workplace. 	 On track The ACT Public Service Reasonable Adjustment Policy continued to be implemented in 2021-2022.
1.3 Employment Targets Continued commitment to reaching employment targets for employees with disability by becoming a disability-confident organisation through the full employee life cycle: attract and retain People with Disability; provide genuine career development opportunities for existing employees; and measure the employee experience of employees with disability to inform policy and practice.	Ongoing	<ul style="list-style-type: none"> Reset current workforce employment target for people with disability, including accountability measures, by June 2022. Number of people identifying as people with disability in the ACT Public Service Workforce growing year on year (workforce percentage as published in the annual ACT State of the Service Report). 	 On track In December 2021, the workforce employment target was reset to achieve 5% of the ACT Public Service workforce identifying as people with disability by 2026. Data on the number of people identifying as people with disability in the ACT Public Service workforce compared to last year is currently being prepared. The State of the Service Report 2021-2022 is not yet published.


Employment – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
Objective 2 - Improve the transition of young people with disability from education to employment.			
<p>2.1 Connect to Ability Support the 'Connect to Ability' program through Education Directorate to support Australian School Based Apprenticeships.</p>	<p>2021-2023</p>	<ul style="list-style-type: none"> • Number of young people with disability in school based apprenticeships. 	<p> On track</p> <p>Nine public school students commenced Australian School-based Apprenticeships (ASbAs) through this program in 2022, following participation in a pre-vocational course in 2021. Five non-government students also commenced ASbAs through this program.</p>
<p>2.2 ACT Inclusion Council The ACT Inclusion Council with the support of ACT Government will implement the Pathways to Employment project to support young people with disability at school access successful work experience.</p>	<p>June 2021- July 2022</p>	<ul style="list-style-type: none"> • Number of young people with disability accessing work experience. 	<p> Completed</p> <p>Thirteen students with disability have completed a work experience placement through the Pathways to Employment project, and more than 40 young people with disability have attended employment skills workshops.</p>
<p>2.3 ACT Public Service Inclusion (People with Disability) Vocational Employment Program Finalise the 2020 Inclusion (People with Disability) Vocational Employment Program.</p>	<p>2020-2022 (18 month program)</p>	<ul style="list-style-type: none"> • Participants complete the program. 	<p> Completed</p> <p>The Vocational Employment Program for People with Disability 2020-2022 has been finalised. All participants completed the program successfully and are now permanent employees of the ACT Public Service.</p>


Employment – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>2.4</p>	<p>ACT Public Service Graduate Program Continue to deliver the ACT Public Service Graduate Program, which includes identified positions for and recruitment of graduates with disability.</p>	<p>Annually, between February and November</p>	<ul style="list-style-type: none"> • Identified positions available for graduates with disability within the annual ACTPS Graduate Program. • Implementation of reasonable adjustment, including adjusted eligibility criteria if required, for candidates with disability in acknowledgement of certain higher education and employment barriers.
			<p> On track</p> <p>The ACT Public Service Graduate program continues to be delivered each calendar year. In 2022, 14% of the graduate cohort identify as people with disability. The graduate team work in tandem with graduate coordinators and supervisors to provide tailored support and reasonable adjustment assistance, in some cases varying by rotation.</p>


Employment – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Increase employment of people with disability.			
<p>1.1 Attract, recruit and retain more people with disability in the Northern Territory Public Sector (NTPS)</p> <ol style="list-style-type: none"> 1. Facilitate a sector wide Disability Employment Program (DEP) comprised of wage reimbursements and employment supports for: <ol style="list-style-type: none"> a. Entry level, temporary roles for people with disability who cannot compete for public sector roles on the basis of merit. b. NTPS traineeships and graduate roles for people with disability. 2. Implement a special measures in recruitment pilot program targeting people with disabilities for vacancies that are mid-senior level mainstream roles. 	<p>Annual (Ongoing)</p> <p>2021/22 – 2022/23</p>	<ol style="list-style-type: none"> 1. (a) & (b) <ul style="list-style-type: none"> • Percentage of people with disability employed in the NTPS. • Number of DEP participants annually. • Number of DEP participants securing NTPS employment post their program placement annually. 2. <ul style="list-style-type: none"> • Special measures pilot implemented. • Number of vacancies advertised annually. • Number of vacancies filled with people with disability. 	<p> On track</p> <ol style="list-style-type: none"> 1. (a) 4% 1. (b) 17 DEP participants, nil securing employment post program in the reporting period 2. Scoping commenced, implementation in 2022-23



Employment – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>1.2 Foster positive and inclusive workplace culture to attract and retain people with disability in the Northern Territory Public Service (NTPS)</p> <ol style="list-style-type: none"> 1. Implement inclusion and diversity initiatives across the NTPS, including access to online and in-person training, webinars and events. 2. Continue implementation of the NTPS EmployAbility Strategy 2018-2022. 3. Provide support to enable the NTPS employee-led Disability Reference Group (DRG) to operate. 4. Monitor implementation of NTPS agency Disability Action Plans, aligned to the NTPS EmployAbility Strategy. 	<p>Ongoing</p> <p>2021/22 and 2022/23 (Ongoing)</p> <p>Ongoing</p> <p>Annual (Ongoing)</p>	<ol style="list-style-type: none"> 1. Number of initiatives and events delivered/implemented annually. 2. Strategy implemented and evaluation delivered 2022/23. 3. Number of DRG meetings held annually. 4. DAPs reporting to OCPE annually. Improvement in engagement and job satisfaction scores of employees with disability as per results of biennial employee perception survey. 	<p> On track</p> <ol style="list-style-type: none"> 1. Two events in reporting period 2. Strategy implementation on track, evaluation to commence 3. Five DRG meetings held 4. Annual reporting process implemented

Objective 2 - Improve the transition of young people with disability from education to employment.

<p>2.1 Northern Territory Public Service (NTPS) Traineeships</p> <ol style="list-style-type: none"> 1. NTPS Disability Employment Program traineeship opportunities promoted and marketed directly to NT school-leavers with disability. 2. NTPS Graduate trainee opportunities promoted and marketed directly to Charles Darwin University students. 	<p>Annual (Ongoing)</p> <p>Annual (Ongoing)</p>	<ol style="list-style-type: none"> 1. Number of school-leavers with disability undertaking a NTPS traineeship. 2. Number of graduates with disability employed as a graduate trainee. 	<p> Some delays</p> <ol style="list-style-type: none"> 1. Nil in the reporting period 2. One in the reporting period
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Employment – Northern Territory

Action		Timeline	Indicator(s)	Status and Progress
2.2	<p>Modified Northern Territory Certificate of Education and Training</p> <p>Support schools and students to complete the NT Certificate of Education and Training through modified subjects offered to students who are eligible on the grounds of a documented or imputed disability.</p>	2021-24 (Ongoing)	<ul style="list-style-type: none"> An increase of successful completion of the NTCET (Modified). 	<p> On track</p> <p>In 2021, 18 students completed a modified NT Certificate of Education and Training.</p>
2.3	<p>Support student transitions</p> <p>Improve transitional support for children and students with disability, including transition out of schooling, in partnership with community organisations and industry.</p>	2021-24	<ul style="list-style-type: none"> Number of students with disability with Individual Transition Plans. 	<p> On track</p> <p>78 students have Individual Transition plans.</p>

Community Attitudes Targeted Action Plan

Objectives

1. **Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability.**
2. **Key professional workforces are able to confidently and positively respond to people with disability.**
3. **Increase representation of people with disability in leadership roles.**
4. **Improving community attitudes to positively impact on Policy Priorities under the Strategy.**


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Community Attitudes – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
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Objective 2 – Key professional workforces are able to confidently and positively respond to people with disability.

2.1	<p>Developing disability confidence in key professionals</p> <p>Invest \$2.5 million in building disability inclusive practices into pre and post qualification education and training and develop resources that can be used in higher education and professional development.</p>	2022 – 2024	<ul style="list-style-type: none"> Number of key professionals who are knowledgeable and supported to assist people with disability. 	<p> On track</p> <p>A draft Best Practice Guide and Action Plan to increase disability confidence in key professionals has been developed, based on consultations with people with disability, learning institutions and other industry bodies.</p>
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Objective 3 - Increase representation of people with disability in leadership roles.

3.1	<p>Developing the leadership of young people with disability</p> <p>Invest \$800,000 to link skilled young people with disability and employers to develop their leadership and progress their career aspirations.</p>	By June 2024	<ul style="list-style-type: none"> Number of young people that participate. Number of young people who advance in their careers. 	<p> On track</p> <p>Development of a grant round to establish a leadership network to support young people with disability is on track, with the project expected to start early 2023.</p>
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Objective 4 - Improving community attitudes to positively impact on Policy Priorities under the Strategy.

4.1	<p>Measure change in community attitudes</p> <p>Conduct a \$2 million survey focused on the attitudes of educators, employers, justice services, health care providers, community services and the general public towards people with disability.</p>	By June 2022	<ul style="list-style-type: none"> Wave 1 of Australia's Disability Strategy Survey is completed. 	<p> Some delays</p> <p>January 2022 - The Australian National University (ANU) contracted to deliver waves one and two of Survey. Wave one to be in field by September 2022. Data from wave one expected early 2023.</p>
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Community Attitudes – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability.			
1.1 Focus area one of the NSW Disability Inclusion Plan is: <i>Positive community attitudes and behaviours</i> . It will build community awareness of the rights and capabilities, and supports the development of positive attitudes and behaviour towards people with disability. The plan also focuses on supporting people with disability into meaningful employment. All NSW Government clusters and 128 local councils will revise their existing Disability Inclusion Action Plans (DIAPs) over the next year and publish the actions that they will undertake which acknowledge the contribution people with disability make to the workforce.	2022 onwards	<ul style="list-style-type: none"> All NSW Government departments and local councils have in place a DIAP that includes actions to specifically target building positive community attitudes. 	 On track All departments and councils (have or are in the process of renewing) DIAPs align with the NSW Disability Inclusion Plan, which includes positive community attitudes.
1.2 The Age of Inclusion resources made available by the NSW Public Service Commission provide resource material for employers within and outside of the NSW Public Sector to support training and awareness raising with their organisations.	Ongoing	<ul style="list-style-type: none"> Website hits and downloads. 	 Completed Age of Inclusion resources have been made available on the NSW Public Service Commission (PSC) website. The PSC has provided all the Age of Inclusion materials to clusters to embed in their own organisations.



Community Attitudes – New South Wales

Action	Timeline	Indicator(s)	Status and Progress	
Objective 2 – Key professional workforces are able to confidently and positively respond to people with disability.				
2.1	The Community Attitudes Survey will explore attitudes towards people with disability across a range of community groups. NSW will work with the Commonwealth and other states and territories to identify actions to be undertaken in response to the outcomes/recommendations of the survey across key professional workforce groups to address identified attitudinal or awareness issues towards people with disability in professional settings.	2022	<ul style="list-style-type: none"> Survey outcomes. 	<p> Some delays</p> <p>Pending Australian Government finalisation of Community Attitudes survey (Australian Government action 4.1 above refers).</p>
2.2	NSW Health Recruitment policies to promote disability inclusion will embed disability inclusion principles in NSW Health recruitment and office management. NSW Health will establish ongoing feedback mechanisms for monitoring and reporting through workplace and workforce governance structures. Support mentoring partnerships for employees with disability, including support for career advancement.	Ongoing	<ul style="list-style-type: none"> NSW Health DIAP and annual report on activity and outcomes. 	<p> On track</p> <p>Many Health agencies work in partnership with JobAccess and other disability organisations which we continue to encourage and support. NSW Health also participates in the Public Service Commission Stepping into Interns program.</p>




Community Attitudes – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
<p>2.3 Youth Justice will provide employees with disability a resource tool kit, developed using internal strategic cultural expertise and a framework to enhance cultural understanding and responsiveness in service delivery. Young people with disability are quickly identified and supported by Youth Justice staff.</p> <p>Youth Justice will seek opportunities to engage with Aboriginal-specific organisations to co-design resources to be culturally appropriate and that support young Aboriginal people with disability.</p> <p>https://www.dcj.nsw.gov.au/about-us/disability-inclusion-action-plan/projects/development-of-a-youth-justice-disability-action-plan-improving-outcomes-for-young-people-with-a-disability-involved-with-youth-justice</p>	2021 – 2024	<ul style="list-style-type: none"> • Department of Communities and Justice DIAP and annual report on activity and outcomes. 	<p> On track</p> <p>Work has commenced on resources for inclusion in the tool box. Development of 2 culturally sensitive resources to support young Aboriginal people with disability and their families has commenced: An accessible and culturally sensitive publicity resource featuring real people getting real outcomes from NDIS; and an Aboriginal specific 'Preparing for your NDIS Planning meeting' resource.</p>
<p>2.4 Transport for NSW (TfNSW) will develop and promote a culture of inclusion and customer service among staff and transport delivery partners and increase opportunities for feedback from, and ongoing engagement with, people with disability and carers.</p> <p>TfNSW will consult with people with disability through the Accessible Transport Advisory Committee (ATAC) on plans for future transport improvements, infrastructure, products and services. Feedback will be valued and acted upon.</p> <p>Awareness training will be provided for all frontline customer service staff and include positive images of people with disability in publications, websites and promotional material.</p>	2021 – ongoing	<ul style="list-style-type: none"> • Transport for NSW DIAP annual report on activity and outcomes. 	<p> On track</p> <p>Over 2,800 employees including frontline staff have undertaken disability awareness training in the Transport cluster. Engagement with ATAC continued with over 40 presentations and consultations on transport projects and initiatives.</p>


Community Attitudes – New South Wales

Action	Timeline	Indicator(s)	Status and Progress	
Objective 3 - Increase representation of people with disability in leadership roles.				
3.1	NSW will identify, promote and disseminate effective actions developed in the Disability Inclusion Action Plans of NSW clusters and local councils that foster the retention, professional development, promotion and appointment of individuals with disability into leadership roles within the NSW public service and across local government in NSW.	2022	<ul style="list-style-type: none"> Number of initiatives identified in review of DIAPs of agencies and local councils. 	<p> On track</p> <p>An annual Disability Inclusion Action Plan progress report for all departments and councils is published annually.</p>
Objective 4 - Improving community attitudes to positively impact on Policy Priorities under the Strategy.				
4.1	NSW will support the implementation of the Australia's Disability Strategy (ADS) 2021-2031 and promote positive community attitudes towards people with disability across the community.	2021 ongoing	<ul style="list-style-type: none"> ADS Outcome Dashboard – annually. 	<p> On track</p> <p>NSW released its 2021-2025 Disability Inclusion Plan (DIP) on 19 November 2021. One of the 4 key focus areas of the plan is building positive community attitudes and actions to support this are included in DIAPS of all NSW Government agencies and 128 local councils.</p>

Community Attitudes – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
<p>4.2 The NSW Government is establishing a revised disability policy development and oversight structure which allocates clear lines of responsibility and decision making for disability policy and integrates mainstream and specialist disability policy decisions through the process.</p> <p>The government will work closely with the Disability Council NSW, the Ageing and Disability Commissioner, and key disability stakeholders in developing policy and legislation.</p> <p>The Ageing and Disability Commissioner in NSW is tasked with monitoring NSW's implementation of Australia's Disability Strategy and will produce a public report.</p>	<p>2023</p>	<ul style="list-style-type: none"> Major Evaluation Reports (2025 and 2029). Report by the ADC on the implementation of the ADS in NSW. 	<p> Some delays</p> <p>The Ageing and Disability Commissioner has commenced consultations with stakeholders to inform its standing review of Australia's Disability Strategy implementation in NSW.</p>
<p>4.3 The Disability Council with support from the Department of Communities and Justice (DCJ) will hold forums with local government to develop and promote rights based community engagement and education activities and build community awareness. Increase public awareness of disability inclusion at a local level.</p> <p>https://www.facs.nsw.gov.au/disability-council</p>	<p>2022</p>	<ul style="list-style-type: none"> Disability Council NSW reports and communiques. 	<p> On track</p> <p>Disability Council NSW communiques are published after each meeting. The next forum is planned with local government for September 2022.</p>
<p>4.4 The Department of Communities and Justice on behalf of the NSW clusters will lead the consultation on the response to the recommendations arising from the final report delivered by the Disability Royal Commission.</p>	<p>October 2023 – December 2024</p>	<ul style="list-style-type: none"> To be determined in response to recommendations. 	<p> Paused</p> <p>Planning has commenced.</p>

Community Attitudes – Victoria

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability.			
<p>1.1 Through <i>Getting to work: Victorian public sector disability employment action plan 2018-25</i>, the Victorian government has committed to implementing a strong communications, marketing and engagement plan to:</p> <ul style="list-style-type: none"> • Share the stories of current employees (i.e. employees as our best advocates). • Explain the benefits and what's already great for people with disability working in the public sector (such as the available support, VPS all roles flex, development opportunities, Enablers Network). • Regularly report progress, publicly report our commitments under the plan and share success stories to build community confidence and trust in the VPS being a great place for people with disability to work. 	<p>To 2025</p>	<ul style="list-style-type: none"> • Staff across the sector demonstrate increased disability confidence and awareness by using tools and resources. 	<p> On track</p> <p>The Victorian Public Service Flexible Work Policy launched April 2021 and notes flexibility is the Victorian Government's default position for all employees. Victoria launched first public sector disability awareness eLearn course as well as neurodiversity supports via a panel of 5 organisations able to provide counselling and awareness training to employees, managers and teams about neurodiversity.</p>


Community Attitudes – Victoria

Action	Timeline	Indicator(s)	Status and Progress
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Objective 2 – Key professional workforces are able to confidently and positively respond to people with disability.

2.1	<p>Through <i>Getting to work: Victorian public sector disability employment action plan 2018-25</i>, the Victorian government has committed to:</p> <ul style="list-style-type: none"> Developing and implementing an online access and inclusion toolkit to provide relevant resources and information, including a candidate sourcing guide, to human resources practitioners, hiring managers, D&I teams, employees with disability and job seekers with disability. Implementing disability awareness and confidence training for all levels of the VPS. Exploring and scoping the development of a VPS disability capability framework that outlines the knowledge, skills and capabilities to build disability confidence. 	To 2025	<ul style="list-style-type: none"> Staff across the sector demonstrate increased disability confidence and awareness by using tools and resources. Employees demonstrate understanding, confidence and capability to employ and support people with disability. 	<p> On track</p> <p>Launched first Whole-of-Victorian Government (WVOG) disability awareness eLearn on 3 December 2021.</p>
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Objective 3 – Increase representation of people with disability in leadership roles.

3.1	<p>Through <i>Getting to work: Victorian public sector disability employment action plan 2018-25</i>, the Victorian government has committed to implementing career development opportunities and leadership development pathways.</p>	To 2025	<ul style="list-style-type: none"> Increased employment of people with disability across all levels of the public sector. 	<p> On track</p> <p>Pilot leadership program for employees with disability will launch Quarter 4, 2022. In 2021, completed a project to develop a contemporary approach to collection of disability information in a workplace setting, with the Melbourne Disability Institute, University of Melbourne.</p>
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Community Attitudes – Victoria

Action	Timeline	Indicator(s)	Status and Progress
Objective 4 - Improving community attitudes to positively impact on Policy Priorities under the Strategy.			
<p>4.1 Victorian state disability plan</p> <p>Continue commitment to driving community attitude change through the state disability plan, including through activities that promote the inclusion, rights, representation, participation, and employment of people with disability. This includes engaging and partnering with people with disability in the design and implementation of government policies, programs and services.</p>	2021-2023	<ul style="list-style-type: none"> • Increase in positive community attitudes towards people with disability. • Increase in people with disability in leadership opportunities including in senior roles of influence (public and private), on boards and in elected positions. 	<p> On track</p> <p><i>Inclusive Victoria</i> was launched in March 2022 including a systemic reform focus and \$1 million investment towards improving community attitudes towards disability. Victoria also announced the intention to consult on creating a new Disability Inclusion Act to provide a modern and stronger framework to drive change across government.</p>
<p>4.2 Victoria Police</p> <p>Developing and implementing education and training resources for Victoria Police members to improve police understanding of how to identify disability and provide appropriate supports and responses.</p>	2021-2023	<ul style="list-style-type: none"> • Education resources developed. • Training provided. 	<p> On track</p> <p>Internal guidance published for staff working with people with disability including general practice guidance and specific information as required. Preston Police station is the third station to be licenced by Scope for Communication Accessibility. Stakeholders with lived experience of disability have participated in programs for police managers.</p>
<p>4.3</p> <p>Developing accessible information products for identified information needs.</p>	2021-2023	<ul style="list-style-type: none"> • Products developed. 	<p> On track</p> <p>Victoria Police is progressively reviewing its website to improve accessibility. This includes making sure information is available in an HTML format and any printable attachments meet accessibility standards.</p>


Community Attitudes – Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>4.4</p>	<p>Health Sector</p> <p>Build awareness and understanding of the needs of people with disability in health services through the Disability Liaison Officers in health services program.</p>	<p>2021-2022</p> <ul style="list-style-type: none"> • Number of people with disability assisted through the program. 	<p> On track</p> <p>The program assisted over 10,000 Victorians with disability to book a vaccination in a setting that met their needs, with the program championed by disability stakeholders as an approach that should be replicated nation-wide. Funding of \$4.1 million has been provided through the 2022-23 state budget to continue the Disability Liaison Officer (DLO) program in health services.</p>
<p>4.5</p>	<p>Public Transport Sector</p> <p>Expand the Travelling in the Shoes of Others program to include invisible disability. The program delivered by Department of Transport in partnership with Yooralla, Guide Dogs Victoria, Spina Bifida Victoria, and Vision Australia will increase participant awareness of the challenges and barriers faced by public transport users who experience accessibility or mobility restrictions.</p>	<p>Commencing January 2022</p> <ul style="list-style-type: none"> • At least 95 per cent of participants report increased awareness of visible and invisible disabilities. • At least 75 per cent of participants report taking active steps in their day to day work to improve accessibility of the public transport network. 	<p> Paused</p> <p>Planning is underway to resume Travelling in the Shoes of Others. The program is currently on hold due to COVID-19. It is expected the program will relaunch in the second half of 2022.</p>
<p>4.6</p>	<p>Include in the contractual obligations for metropolitan train and tram operators a requirement to deliver disability awareness training for all frontline staff.</p>	<p>Ongoing</p> <ul style="list-style-type: none"> • 100 per cent of Metro Trains Melbourne front line staff have completed disability awareness training. • 100 per cent of Yarra Trams front line staff have completed disability awareness training. 	<p> On track</p> <p>Metro Trains Melbourne and Yarra Trams have reported 100% of front line staff have completed disability awareness training.</p>

Community Attitudes – Victoria

Action		Timeline	Indicator(s)	Status and Progress
4.7	<p>Employment</p> <p>Improve employer attitudes in hiring people with disability through JobsBank, an independent, not-for-profit organisation established in 2019. JobsBank works with industry and government to tailor solutions that increase socially inclusive employment practices and fill workforce gaps.</p> <p>JobsBank received funding in the 20-21 State Budget to work with employers to embed inclusive and diverse practices, including but not limited to inclusive employment and recruiting people with disability.</p> <p>Funding: \$15m over 4 years</p>	2020-2021	<ul style="list-style-type: none"> Number of Victorian employers engaged to improve their workplaces for inclusive employment outcomes, including for people with disability. 	<p> On track</p> <p>Jobsbank has engaged 55 industry partners, as at February 2022. This engagement with industry partners will continue in 2022-23.</p>



Community Attitudes – Queensland

Action		Timeline	Indicator(s)	Status and Progress
<p>Objective 1 - Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability.</p>				
1.1	<p>Give businesses the confidence to employ Queenslanders who have experienced a period of unemployment and help workers facing disadvantage in the labour market, including people with a disability through participation in the revitalised Back to Work (BTW) program.</p>	Late 2021 – June 2024	<ul style="list-style-type: none"> Percentage of successful employment outcomes for people with disability from engagement in the revitalised BTW program. Percentage of people with disability participating in the revitalised BTW program. Number of people with disability who gain employment following period of unemployment in regional areas. 	<p> On track</p> <p>From 3 December 2021 to 30 June 2022, 132 people with disability supported into jobs through BTW employer incentives (92 in regional Queensland). Initial information on 12 month program completion will be available in late 2022 – early 2023.</p>


Community Attitudes – Queensland

Action	Timeline	Indicator(s)	Status and Progress
Objective 2 – Key professional workforces are able to confidently and positively respond to people with disability.			
2.1	Collaborate with NDIA Community Engagement and specialist staff to provide routine information sessions and disability-related professional development to child protection frontline workers.	June 2023	<ul style="list-style-type: none"> Percentage of frontline workforce participating in information sessions and disability-related professional development. <p>■ On track</p> <p>In the 12 months to 30 June 2022, 392 Child Safety staff (frontline and non-frontline) have completed internal and NDIA delivered disability related training, including supporting children and young people with disability, understanding the NDIS, and working with parents with intellectual disability and/or mental illness.</p>
2.2	Continue to engage in educational and awareness raising communications campaign providing information about disability in a variety of service contexts, including youth justice and child safety.	June 2023	<ul style="list-style-type: none"> Number of campaigns undertaken. Percentage of frontline workforce participating in educational and awareness campaigns and presentations. <p>■ On track</p> <p>Sessions on recognising disabilities in young people have been undertaken by approximately 200 Youth Justice staff (15%); eLearning module regarding Intellectual Disability completed by 111 staff (7%); training about young people with neurodevelopmental disabilities attended by 87 frontline staff (5%) and 63 non-government organisation staff.</p> <p>Ongoing activities such as training, regular telelinks, web content and events continue to be undertaken with Child Safety staff to raise awareness.</p>


Community Attitudes – Queensland

Action		Timeline	Indicator(s)	Status and Progress
2.3	Review and update training packages for Custodial and Community Corrections staff to enhance staff awareness on the complex needs and vulnerabilities of people with disability.	30 June 2023	<ul style="list-style-type: none"> • Training is reviewed and updated. • Training is promoted across Custodial and Community Corrections staff. 	 Some delays Training will be reviewed as part of the Disability Strategy Action Plans. This area has been identified as one of the priorities for the Strategy.
2.4	Review the Disability Awareness Training for Queensland public sector to ensure the training content addresses contemporary understanding of inclusion issues and promote across all agencies.	January 2022 – December 2023	<ul style="list-style-type: none"> • Disability Awareness Training program is reviewed. • Percentage of Queensland Government employees that complete the training program. • Percentage of employees that report improved understanding of disability awareness through post-training survey. 	 On track Disability Awareness Training will be reviewed in line with implementation of the state disability plan.



Objective 3 - Increase representation of people with disability in leadership roles.

3.1	Promote opportunities for people with disability to participate on Queensland Government boards.	30 June 2023	<ul style="list-style-type: none"> • Advertisement and recruitment processes for Queensland Government boards are promoted, inclusive and accessible. 	 On track Information on opportunities for people with disability to participate on Queensland Government boards is promoted via the Queensland Government state disability plan website.
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Community Attitudes – Queensland

Action	Timeline	Indicator(s)	Status and Progress
3.2	June 2021 – June 2024	<ul style="list-style-type: none"> 8% representation at the Senior Officer and Senior Executive Service (and equivalent) levels, by 30 June 2024. 	<p> On track</p> <p>Released 'Disabling the barriers to employment in the Queensland public sector 2022', providing opportunities for leadership development for people with disability; and pursuing options to promote mobility and career growth by enabling improved accessibility and reasonable adjustments.</p>



Objective 4 - Improving community attitudes to positively impact on Policy Priorities under the Strategy.

4.1	<p>Improving communication</p> <p>Develop a whole-of-government inclusive language guide/toolkit in consultation with people with disability. The toolkit is to include contemporary inclusive language use with a particular focus on approaching and structuring proactive conversations around identity and consultation processes which value individual identity.</p>	2022-2024	<ul style="list-style-type: none"> Guide/toolkit developed and disseminated. 	<p> On track</p> <p>Toolkit will be developed with a focus on inclusive language and consultation processes which value individual identity (co-design).</p>
4.2	<p>Develop and release the Move Together social media campaign. This campaign has been designed to enable general public transport users to understand the need for priority seating, allocated spaces and other accommodations to meet the diversity of needs of people with disability.</p>	Late 2021 – 2023	<ul style="list-style-type: none"> Number of initiatives undertaken to increase understanding. Number of people reached through social media campaign. Reduction in reports of resistance by public transport users in giving up priority and allocated spaces when needed. 	<p> On track</p> <p>Move Together social media campaign (phase 1) released 20 June 2022 with an overwhelming positive response from the community. There have been 791,046 impressions, 4,028 reactions, 317 comments, and 685 shares. Phase 2 and 3 scheduled for release in 2023.</p>



Community Attitudes – Queensland

Action	Timeline	Indicator(s)	Status and Progress
<p>4.3 Undertake initiatives through the TenantConnect program for public housing tenants to increase visibility and understanding of people with disability, including digital channels such as web content and social media:</p> <ul style="list-style-type: none"> • Tenant stories shared via web content and social media during Disability Action Week (September) annually. • Raise awareness and promote community services and initiatives that support and encourage people with disability living in public housing to connect with their community. 	<p>Annual</p>	<ul style="list-style-type: none"> • Web and social media analytics to evaluate the effectiveness and reach of content. 	<p> Completed</p> <p>Featured 11 stories from tenants with disability about importance of safe, secure and accessible housing. 3,041 page views on www.tenantconnect.qld.gov.au during reporting period.</p> <p>Promotion of community services/initiatives encouraging community connections through, for example, Neighbourhood and Community Centres, My Community Directory, and public libraries.</p>
<p>4.4 The Queensland Accessible Transport Advisory Council (QATAC) provides disability-sector representatives with an unprecedented opportunity for early and authentic consultation on all major transport projects.</p> <p>QATAC is a key part of the transport infrastructure planning model requiring the council be formally consulted before the finalisations of any project plans. This will apply to all forms of transport, ensuring persons with disability have a strong voice in a formal capacity for future infrastructure in Queensland. QATAC was established on 21 September 2020 and appointments to QATAC expire on 20 September 2023.</p>	<p>2021-2023</p>	<ul style="list-style-type: none"> • Increase in the number of transport infrastructure project plans that formally consider the needs of people with disability. 	<p> On track</p> <p>Since its establishment, QATAC has held 6 committee meetings and has been proactive in ensuring authentic consultation is provided with delivery areas.</p>


Community Attitudes – Queensland

Action	Timeline	Indicator(s)	Status and Progress
<p>4.5 Fund the Queensland Disability Advocacy Program to enhance capacity of people with disability to self-advocate, promote the rights of individuals, as well as address systemic issues of discrimination and unfair treatment.</p>	<p>2022 – June 2023</p>	<ul style="list-style-type: none"> Disability advocacy service recipients experience improved interactions with mainstream service systems measured through regular reporting by funded advocacy organisations. Insights and evidence on systemic advocacy issues are identified and escalated through the Queensland Disability Advocacy Hub. 	<p> On track</p> <p>Queensland Disability Advocacy Program designed and \$6 million funding allocated; service provision commenced 1 January 2022.</p> <p>Systemic advocacy issues identified via Queensland Disability Advocacy Hub (known as Pathways).</p> <p>Four meetings of Queensland Independent Disability Advocacy Network aimed at improving coordination and referral processes.</p>
<p>4.6 Advance market opportunities for First Nations providers to deliver culturally appropriate services to Aboriginal and Torres Strait Islander people living with disability.</p>	<p>2021-2022</p>	<ul style="list-style-type: none"> Improved awareness by First Nations providers of service development and delivery opportunities across Queensland. Increase in First Nations Disability Worker Screening clearances. 	<p> Some delays</p> <p>131 people attended 28 First Nations NDIS Business Development Seminars across Queensland between April and June 2022. Two seminars have been rescheduled to September and October 2022 due to Sorry Business.</p>

Community Attitudes – Western Australia

Action	Timeline	Indicator(s)	Status and Progress
Objective 2 – Key professional workforces are able to confidently and positively respond to people with disability.			
<p>2.1 Inclusive hospital services</p> <p>As part of the 'Ready to Go Home' trial (aimed at addressing the delays to discharge for people with disability in WA hospitals) – understand the experience of people with disability navigating the hospital discharge process and develop/deliver resources and training for health practitioners.</p>	Ongoing	<ul style="list-style-type: none"> Identified improved process. 	<p> On track</p> <p>The Ready to Go Home trial expanded to 4 trial sites across the Great Southern and metropolitan areas. Other activities include guidance on collaborative discharge planning meetings and person-centred communication.</p>
<p>2.2 Educate for Justice</p> <p>Provide awareness training and materials to justice agencies regarding people with disability in the justice system and their support needs, including:</p> <ul style="list-style-type: none"> Providing wallet cards for all WA Police Force Officers and posters for police stations. Regular training to staff from the Department of Justice (both prison and community based); training for WA Police Force whenever possible, Transperth Transit Guards and other agencies as required as part of on boarding. 	Ongoing	<ul style="list-style-type: none"> Provision of training materials. 	<p> On track</p> <ul style="list-style-type: none"> 16 sessions for Disability Awareness/ Dysphagia training. 2 sessions Autism, Disability Justice, Psychopathy and Countering Violent Extremism. 4 sessions peer Support Program for Prisoners. A Poster and Wallet information card for frontline WA police.

Community Attitudes – Western Australia

Action	Timeline	Indicator(s)	Status and Progress
Objective 4 - Improving community attitudes to positively impact on Policy Priorities under the Strategy.			
4.1 Welcoming communities Support initiatives identified by Culturally and Linguistically Diverse (CALD) community groups that raise awareness of people with disability in their community, reduce stigma and create welcoming communities.	Ongoing	<ul style="list-style-type: none"> Identified initiatives. 	 On track Office of Multicultural Interests (OMI) and Kin delivered disability and the NDIS interpreter workshops. OMI funded Kin to run English language classes for people with cognitive and intellectual disabilities.



Community Attitudes – South Australia

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability.			
1.1 Identify opportunities to purchase goods and services from Australian Disability Enterprises (ADEs) and from organisations who have strong inclusive employment practices and provide employment to people living with disability.	Ongoing	<ul style="list-style-type: none"> Opportunities to purchase goods and services from ADEs or organisations that provide employment opportunities are identified and promoted. 	 On track The Department of Human Services has updated its Social Procurement Action Plan with an objective to increase opportunities for people with a disability through increased purchases from ADEs.


Community Attitudes – South Australia

Action	Timeline	Indicator(s)	Status and Progress
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Objective 2 – Key professional workforces are able to confidently and positively respond to people with disability.

2.1	Promoting and building capacity of educators on inclusive practices in education settings.	2022-23	<ul style="list-style-type: none"> Increased number of educators completing relevant training on Disability Standards for Education. 	<p> On track</p> <p>During Term 4 2021, 798 education staff completed e-learning courses on the Disability Standards for Education, compared to 445 staff in Term 4 2020.</p> <p>Training continues to be promoted across the Department for Education.</p>
2.2	Promote awareness of existing initiatives that support volunteer involving organisations to be more inclusive of volunteers with disability.	Ongoing	<ul style="list-style-type: none"> Promotion of initiatives. 	<p> On track</p> <p>70% of state authorities are facilitating meaningful volunteer opportunities for people with disability through initiatives such as the Volunteerability program, 'Talking About Your disability, Your Way' Guide; customised role descriptions.</p>


Objective 3 - Increase representation of people with disability in leadership roles.

3.1	Review the function of the Disability Engagement Group (DEG) and include a focus on developing advisory and leadership skills of members.	2023	<ul style="list-style-type: none"> Revised Terms of Reference. 	<p> Completed</p> <p>Department of Human Services has completed the review of the Disability Engagement Group and a new 12-member group commenced meetings in February 2022.</p>
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Community Attitudes – South Australia

Action	Timeline	Indicator(s)	Status and Progress
Objective 4 - Improving community attitudes to positively impact on Policy Priorities under the Strategy.			
4.1	Develop and launch a state-wide public awareness campaign to improve community understanding and awareness of what it means to live with a disability.	2021-22	<ul style="list-style-type: none"> Undertake post-campaign community consultation to determine community-shift in thinking about living with disability.
4.2	Improve community understanding and awareness about the rights and needs of people living with disability on public transport.	Ongoing – 2022	<ul style="list-style-type: none"> Allocated space and priority seating identification and signage to be progressively standardised across all public transport modes. Investigate feasibility of internal side exit announcements on train services.
4.3	Disseminate the Guidelines publicly and explore opportunities to strengthen the role of the media in the reporting of people with disability and improve community perception about what it means to live with disability.	2022	<ul style="list-style-type: none"> Increased ownership by media professionals on the role of the media in reporting on people with disability. Annual community engagement strategy to gauge improvements in media reporting of people with disability.

Community Attitudes – South Australia

Action	Timeline	Indicator(s)	Status and Progress	
4.4	Improving community understanding and awareness by promoting and convening Parent Forums for parents and families of children and students with disability.	Ongoing – 2022	<ul style="list-style-type: none"> Increased participation by parent and families. 	<p> On track</p> <p>A Parent Forum was held in May 2022 – 33 parents attended. The Parent Forum continues to be promoted across the Department for Education and coordinated by the Parent Reference Group.</p>




Community Attitudes – Tasmania

Action	Timeline	Indicator(s)	Status and Progress
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Objective 4 - Improving community attitudes to positively impact on Policy Priorities under the Strategy.

4.1	The establishment of a Tasmanian Disability Commissioner will work to ensure people with disability, and their families, receive the inclusive and accessible supports and services they need, including those supported through mainstream services, with an investment of \$300 000 per year over four years from 2021-22.	2021	<ul style="list-style-type: none"> Consultation with the Tasmanian community is completed. Framework for establishing the inaugural Disability Commissioner is in place. 	<p> On track</p> <p>An additional \$400,000 was committed by Tasmanian Government in the 2022 State budget, making this a total commitment of \$1.6 million over 4 years. Broad consultation on the role and function of a Disability Commissioner has occurred. There is agreement to establish an interim Disability Commissioner ahead of legislation to give the role powers to further consult.</p>
4.2	Review Tasmania's Disability Services Act 2011 to create a piece of legislation that provides a contemporary vision for a safe and inclusive Tasmania for people with disability.	2021 2023	<ul style="list-style-type: none"> Consultation on the Disability Services Act has occurred. Legislation enacted. 	<p> On track</p> <p>Consultation is completed. It is expected drafting of legislation will occur in the later half of 2022.</p>


Community Attitudes – Tasmania

Action		Timeline	Indicator(s)	Status and Progress
4.3	Review and develop the next iteration of Accessible Island leveraging momentum generated in the community through the review of the Disability Services Act and creation of the Disability Commissioner.	2022	<ul style="list-style-type: none"> • Accessible Island Disability Framework for Action released. • Tasmanian Government Agencies release revised Disability Action Plans. 	<p> On track</p> <p>Planning has commenced to inform the development of the next iteration of Accessible Island. The Disability Services Act review and the establishment of a Disability Commissioner are key considerations.</p>
4.4	Continue to build on the gains made through the Disability Justice Plan for Tasmania as key component of the next iteration of Accessible Island.	2022	<ul style="list-style-type: none"> • Identify new actions for inclusion in Tasmania's Disability Framework for Action. 	<p> On track</p> <p>Internal work has commenced. Actions to be developed in consultation with the Department of Justice Community Reference Group and other agencies.</p>
4.5	Promote greater awareness and understanding through the development of Tasmanians first Carers Recognition legislation.	2023	<ul style="list-style-type: none"> • Legislation enacted. 	<p> On track</p> <p>The Carer Recognition Bill 2022 was tabled in the Parliament on 15 June 2022.</p>


Community Attitudes – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability.			
1.1 Chief Minister's Inclusion Awards Continue to deliver and support the Chief Minister's Inclusion Awards, which provide acknowledgement of the outstanding achievements of businesses, organisations and individuals who have demonstrated their commitment to encourage, welcome and support people with disability in their workplace, business and community.	Ongoing	<ul style="list-style-type: none"> The Chief Minister's Inclusion Awards are delivered annually. Award categories are regularly reviewed to ensure best practice inclusion practices are highlighted and promoted. Employment awards are offered. 	 On track The gala event could not go ahead in 2021 due to COVID-19. Instead, a series of videos was released, highlighting examples of great inclusion initiatives in the community.
Objective 2 – Key professional workforces are able to confidently and positively respond to people with disability.			
2.1 Disability Health Strategy Develop and implement a Disability Health Strategy in accordance to the Parliamentary and Governing Agreement 10th Legislative Assembly. It will aim to address discrepancies that people with disability face in health outcomes and treatment.	In progress	<ul style="list-style-type: none"> A Disability Health Strategy is developed and implemented by 2022. 	 On track The ACT Disability Health Strategy is under development. The scoping phase was completed in December 2021 and the development of the Strategy and First Action Plan are now underway.


Community Attitudes – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>2.2 The Disability Justice Strategy</p> <p>The Disability Justice Strategy is a ten-year plan which aims to ensure people with disability in the ACT have equal access to justice. It is part of the ACT Government's vision for an inclusive society that gives everyone the chance to participate in community life and leaves no-one behind. Initiatives being undertaken to enhance the confidence and skillset of the professional workforce through the Disability Justice Strategy include Disability Awareness Training, the establishment of a network of Disability Liaison Officers working across the justice system, the introduction of tools that support identification and implementation of required reasonable adjustments and the development of best practice guides for child and youth protection service workers and for police on how to support people with disability.</p> <p>https://www.communityservices.act.gov.au/disability_act/disability-justice-strategy</p>	<p>2019-2029</p>	<ul style="list-style-type: none"> Annual reports on the Disability Justice Strategy will be published and available on ACT Government websites. <p>The achievement of the three goals of the Strategy:</p> <ol style="list-style-type: none"> 1. People with disability are safe and their rights are respected. 2. The ACT has a disability responsive justice system. 3. Change is measured and achieved. 	<p> On track</p> <p>Implementation of the Disability Justice Strategy continues and the first 2 annual reports outlining progress are available:</p> <p>https://www.communityservices.act.gov.au/disability_act/disability-justice-strategy</p>



Objective 3 - Increase representation of people with disability in leadership roles.

<p>3.1 The ACT Disability Reference Group and other advisory bodies</p> <p>Continue to promote the voice of people with disability through formal forums including the ACT Disability Reference Group (DRG), which is an advisory body to Ministers and ACT Government departments. The DRG is comprised of people with disability, carers of people with disability, and people with experience of the disability services sector.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> The work of the DRG is supported with active secretariat. Details of the DRG workplan and meeting outcomes are made public on the dedicated webpage. Representation of people with disability on ACT advisory bodies will be reported annually through CSD annual report. 	<p> On track</p> <p>Disability Reference Group meetings were held in February, April and June 2022, with meeting communiques available online.</p>
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Community Attitudes – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>3.2 The Diversity Register</p> <p>Continue to ensure the voices of people with diverse experiences and backgrounds (including people with disability) are represented via ACT Government and non-Government board vacancies. Through this process, board vacancy decisions are encouraged to consider the engagement and consultation of people with disability in registered recruitment and appointment processes for committees, advisory boards, etc.</p>	Ongoing	<ul style="list-style-type: none"> Details of board vacancies are advertised on the Diversity Register. Data is collected on the diversity of boards and recruitment processes. 	<p> On track</p> <p>As of 28 July 2022, there were 217 registered users with disability on the Diversity Register, out of a total 1,999 people. There were 27 vacancies advertised through the Diversity Register in the reporting period.</p>




Objective 4 - Improving community attitudes to positively impact on Policy Priorities under the Strategy.

<p>4.1 Disability Inclusion Grants</p> <p>Continue to support the Disability Inclusion Grants (DIGs), where \$100,000 is available annually for applications from mainstream community groups, not-for-profit organisations and small businesses to implement access and inclusion initiatives that increase inclusion of people with disability.</p>	Ongoing	<ul style="list-style-type: none"> A budget is allocated to the DIGs and the DIGs are administered annually. The DIG guidelines are reviewed regularly to ensure they support contemporary and best practice inclusion ideas and initiatives. 	<p> On track</p> <p>The 2021 Disability Inclusion Grants provided 8 local community groups, clubs and small business with small grants to implement a disability inclusion project. Successful recipients are available online.</p>
<p>4.2 I-Day Grants</p> <p>Continue to support the I-Day Grants, which provides \$25,000 for individuals and community organisations to develop a program or event to celebrate the International Day of People with Disabilities, promoting increased awareness of the benefits of inclusion of people with disability in every aspect of political, social, economic and cultural life.</p>	Ongoing	<ul style="list-style-type: none"> A budget is allocated to the I-Day grants and the I-Day grants are administered annually. The I-Day guidelines are reviewed regularly to ensure the initiatives are reflective of I-Day themes and best practice inclusion. 	<p> On track</p> <p>Due to COVID-19, the 2021 I-Day Grant funding was re-allocated and 4 local organisations were commissioned to create a COVID-19 safe initiative, program or activity celebrating I-Day.</p>


Community Attitudes – Australian Capital Territory

Action		Timeline	Indicator(s)	Status and Progress
4.3	<p>Disability Action and Inclusion Plans</p> <p>Implement the ACT Disability Justice Strategy Action Plan commitment to develop and implement Disability Action and Inclusion Plans across all government agencies to improve access and participation of people with disability.</p>	In progress	<ul style="list-style-type: none"> • DAIPs are implemented. 	<p> On track</p> <p>ACT Corrective Services has launched its Disability Action Inclusion Plan (DAIP). Other justice agencies are currently developing their DAIPs.</p>
4.4	<p>Fostering Inclusive School Communities</p> <p>Continue to deliver programs in ACT public schools that foster and promote inclusive attitudes in school communities.</p>	Ongoing	<ul style="list-style-type: none"> • Professional learning opportunities are provided to ACT public school staff annually. 	<p> On track</p> <p>Disability awareness training is offered to school based and Education Support Office staff. School-based staff can access professional learning and networks on inclusive and disability education.</p> <p>ACT public schools welcome students with disability. Schools have access to inclusion coaches; allied health professionals including psychologists, speech language pathologists, occupational therapists and physiotherapists; and infrastructure funding to support accessible and inclusive environments.</p>
4.5	<p>ACT Disability Strategy</p> <p>The ACT will develop a renewed commitment to the new <i>Australia's Disability Strategy (ADS) 2021-2031</i>. The new ACT Commitment will encompass high-level whole of government commitment to progressing disability access and inclusion in the ACT.</p> <p>The new ACT Commitment will be co-designed with people with disability.</p>	In progress	<ul style="list-style-type: none"> • A new ACT Commitment to Australia's Disability Strategy is in place in December 2022. 	<p> On track</p> <p>Community consultation was undertaken between March - July 2022 to inform the development of the ACT Disability Strategy.</p>


Community Attitudes – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability.			
1.1 Northern Territory Public Sector (NTPS) as an exemplar employer Promote the NTPS as an exemplar employer through ongoing awareness raising, training and upskilling of NTPS employees and leaders regarding unconscious bias, disability confident workplaces and inclusive work practices.	Ongoing	<ul style="list-style-type: none"> Number of NTPS inclusion and diversity initiatives and events delivered/implemented annually. 	 Some delays Two NTPS events held in the reporting period.
1.2 Northern Territory Public Sector sponsorship Contribution to: <ul style="list-style-type: none"> Australian Network on Disability Conference annual conference. National Disability Services (NDS) annual NT Disability and Inclusion Awards. 	Annual	<ul style="list-style-type: none"> Sponsorship provided. 	 On track Complete for 2021-22: sponsorship provided.
Objective 2 – Key professional workforces are able to confidently and positively respond to people with disability.			
2.1 Inclusion Self Reflection Tool Develop and implement reflection tools and processes to support schools to become more inclusive through their improvement planning.	2021-24	<ul style="list-style-type: none"> Increase in children and students reporting they feel included in their learning environments. 	 On track As baseline data in 2021, 8,886 students in NT government schools participated in the 2021 NT School Survey, 72% agreed or strongly agreed with the statement 'I feel included in my learning environment.'

Community Attitudes – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
2.2	Build educator capacity in inclusive practice <ul style="list-style-type: none"> Develop and implement professional learning resources to support educators in providing inclusive learning environments. Investigate and implement methods to improve inclusive teaching practice through tertiary studies at the vocational education and training, and university levels. 	2021-24 <ul style="list-style-type: none"> Increase in schools utilising professional learning opportunities recorded through participation and attendance of educators and school leaders. Identify tertiary courses and models for offering to Department of Education staff. Number of completions of funded placements. 	 On track <ul style="list-style-type: none"> 279 educators took part in online training in the Disability Standards for Education (DSE) provided by the Australian Government from April 2021 to April 2022. 217 educators took part in facilitated online training from January to June 2022.

Objective 4 - Improving community attitudes to positively impact on Policy Priorities under the Strategy.

4.1	NTPS early careers and school leaver programs <ul style="list-style-type: none"> Promotion of programs to NT school-leavers and university graduates with disability. 	Annual <ul style="list-style-type: none"> Number of NT school leavers and graduates with disability securing a NTPS traineeship or graduate trainee position. 	 Paused Nil – Focus on recruitment for 2023 commencement
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Early Childhood Targeted Action Plan




Objectives

1. Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.
2. Strengthen the capability and capacity of key services and systems to support parents and carers to make informed choices about their child.
3. Encourage a stronger sense of inclusion and provide opportunities for parents, carers and children to build peer networks, including for Aboriginal and Torres Strait Islander and culturally and linguistically diverse parents and carers.

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Early Childhood – Australian Government

Action	Timeline	Indicator(s)	Status and Progress	
Objective 1 - Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.				
1.1	Conduct service system gap analysis Investigate support pathways available to families in the early childhood landscape when disability or delay first emerges. Assess and identify system gaps and explore possible system solutions to ensure more timely access to appropriate supports.	January 2022 – December 2022	<ul style="list-style-type: none"> • Project scope completed by March 2022. • Research undertaken in consultation with families, providers, peaks as well as State and Territory stakeholders. 	 Some delays Initial scoping work has been undertaken. Further consultations to be undertaken to inform project.
1.2	Deliver training and resources to primary health care providers Provide support to facilitate, through Primary Health Networks (PHN) and Aboriginal Community Controlled Health Services (ACCHS), improved access to primary health care services to better enable early detection of disability or developmental concerns in young children, and appropriate referral pathways, recognising the needs for priority population groups.	January 2022 – June 2024	<ul style="list-style-type: none"> • Existing resources reviewed. • Targeted training and resources rolled out across 31 PHN, 143 ACCHS. • Evaluation of the services, and targeted training and resources. <ul style="list-style-type: none"> – Number of professionals who undertake training and/or utilise resources. – % professionals satisfied with training or resources (survey). 	 On track Phase 1 underway. University of Queensland engaged 30 June 2022 to undertake scoping and gap analysis of existing tools, resources and training for primary health care professionals, and tools and resources for parents and carers.
1.3	Improve culturally safe and appropriate developmental screening tool Improve the span of a culturally safe and appropriate developmental screening tool for Aboriginal and Torres Strait Islander children to increase developmental screening rates.	January 2022 – June 2022	<ul style="list-style-type: none"> • Culturally adapted questionnaires, flip charts, score sheets, guides and resources developed. • Communication, engagement and professional learning with key stakeholders. • Take-up evaluated. 	 Some delays The University of Melbourne engaged to extend the current Ages and Stages Questionnaire - Talking about Raising Aboriginal Kids (ASQ-TRAK) to include culturally safe and appropriate developmental screening for Aboriginal and Torres Strait Islander children, aged 2 months – 5 years.



Early Childhood – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>1.4 Develop online resources for educators</p> <p>Develop online resources to promote initial dialogue between schools and families on adjustments for children in their first year of school with characteristics consistent with autism.</p> <p>The resources will be culturally responsive for educators, Aboriginal and Torres Strait Islander and culturally and linguistically diverse children, parents and carers.</p>	<p>December 2021 – December 2023</p>	<ul style="list-style-type: none"> • Discovery phase and stakeholder consultation. • Resources developed with stakeholders. • Resources published online. • Resources evaluated. • Professional learning for educators on using the resources. 	<p> On track</p> <p>Discovery phase and stakeholder consultation completed.</p> <p>Co-design began July 2022.</p> <p>Agreement for professional learning pilot made in June 2022.</p>



Objective 2 - Strengthen the capability and capacity of key services and systems to support parents and carers to make informed choices about their child.

<p>2.1 Update online resources for parents and carers</p> <p>Review, update and expand on existing Commonwealth supported online resources to assist parents and carers to access appropriate supports for their young child with disability or developmental concerns, ensuring resources are informed by current research.</p>	<p>January 2022 – December 2023</p>	<ul style="list-style-type: none"> • Existing resources identified. • Gap analysis undertaken. • Existing online resources updated and expanded (including video production) with consumer and other key stakeholder input. • Evidence-based referral guidelines for health professionals developed/ updated, building on existing guidelines and resources, and in consultation with key experts and stakeholders. • Updated resources and guidelines evaluated. <ul style="list-style-type: none"> – Online hit rates. 	<p> Some delays</p> <p>Progress for 2021-22 was halted. Implementation to recommence late 2022.</p>
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Early Childhood – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>2.2</p>	<p>Increase awareness of rights and obligations in ECEC settings</p> <p>Improve the accessibility, inclusiveness and responsiveness of early childhood education and care (ECEC) through increased awareness and implementation of existing rights and obligations under the <i>Disability Discrimination Act 1992</i>, and extension of the <i>Disability Standards for Education 2005</i> (DSE) to include ECEC. This will be progressed as part of implementation of recommendations of the 2020 Review of the DSE.</p>	<p>January 2022 – December 2024</p> <ul style="list-style-type: none"> • Products for parents and carers about the rights of children with disability in ECEC are developed, disseminated, and promoted. Includes a focus on Aboriginal and Torres Strait Islander communities. • Resources for ECEC providers on the rights of children with disability in ECEC are developed, disseminated, and promoted. • The <i>Disability Standards for Education 2005</i> are amended to include ECEC. 	<p> On track</p> <p>Information products for parents/carers and ECEC service providers have been completed and will be released shortly.</p> <p>An Exposure Draft of amendments to the DSE has been prepared for initial consultation with key stakeholders.</p>
<p>2.3</p>	<p>Negotiation of new preschool agreement 2022-2025 to consider needs of children with disability</p> <p>Consider the needs of children with disability in negotiation of the new preschool agreement with states and territories for 2022-2025. This should include improvements to data so governments can develop the most appropriate approaches to improve access for this diverse cohort. It could also include actions in state Implementation Plans under the agreement.</p>	<p>December 2021 – December 2025</p> <ul style="list-style-type: none"> • Subject to negotiation over the course of the new Agreement, new preschool data arrangements include data on children with disability, wherever possible. 	<p> On track</p> <p>Research is underway on preschool participation and outcomes for children with disability, and options to improve data collection under the Agreement.</p>

Early Childhood – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>2.4</p>	<p>Review guidance for best practice early intervention Review, and if needed, update guidance for best practice in early childhood intervention, to provide an up to date framework that can be applied consistently across Australia to support young children with disability or developmental concerns, their parents and carers.</p>	<p>July 2022 – December 2023</p> <ul style="list-style-type: none"> • Current best practice guidance reviewed, research and evidence identified. • Consultations with key stakeholders. • Updated guidance developed. • Guidance published (including multiple adaptations, easy speak for parents, key professionals, translation into several languages) and promoted. • Evaluation of guidance <ul style="list-style-type: none"> – % of parents and carers satisfied. – % of key professionals satisfied. 	<p> Future start</p>
<p>2.5</p>	<p>Develop educator resources to support inclusion Develop a resource for educators and teachers, to strengthen collaboration across systems working to support inclusion of children with disability or developmental concerns in mainstream ECEC settings.</p>	<p>January 2022 – June 2022</p> <ul style="list-style-type: none"> • Existing services, supports and systems identified. • Resource developed with stakeholders. • Resources evaluated. <ul style="list-style-type: none"> – Number of educators/teachers who utilise resources. – % of educators/teachers satisfied with resources (survey). 	<p> Some delays</p> <p>Resources developed in collaboration with NDIA, Department of Education and National Indigenous Australians Agency, in consultation with early childhood education and care stakeholders. Anticipated to be published late 2022.</p>


Early Childhood – Australian Government

Action	Timeline	Indicator(s)	Status and Progress	
<p>Objective 3 - Encourage a stronger sense of inclusion and provide opportunities for parents, carers and children to build peer networks, including for Aboriginal and Torres Strait Islander and culturally and linguistically diverse parents and carers.</p>				
<p>3.1</p>	<p>Recommendation report on programs to best support diverse cohorts Analyse existing community support models of peer networks, to identify inclusive, innovative and adaptable approaches and to support participation of all parents and carers. This includes, but is not limited to support models tailored for rural and remote locations, Aboriginal and Torres Strait Islander and culturally and linguistically diverse parents and carers.</p>	<p>January 2022 – June 2022</p>	<ul style="list-style-type: none"> • Examination undertaken of existing community support models of peer networks. • Report finalised to provide analysis and identification of program models to best support different cohorts. 	<p> Some delays</p> <p>Where to Research Based Consulting engaged to analyse community support models of peer networks. Recommendation report, that identifies inclusive and adaptable approaches to support participation of all parents and carers, due in August 2022.</p>
<p>3.2</p>	<p>Pilot a peer-led support program Develop and trial innovative new approaches for peer-led supports tailored for particular cohorts, co-designed by parents and carers of children with disability or developmental concerns, and people with disability.</p>	<p>June 2022 – June 2024</p>	<ul style="list-style-type: none"> • Development of a strategy to engage co-design. • Development of pilot program, informed by the review of community support models of peer networks and co-design by parent and carers. • Pilot program rolled out in several test sites. • Evaluation undertaken and a report to governments, to present findings, analysis and inform future opportunities. <ul style="list-style-type: none"> – Number of participants per site. – % of parents and carers satisfied with program delivery. 	<p> Future start</p>


Early Childhood – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.			
1.1	NSW will review the current early identification and referral pathway processes across key NSW agencies to identify specific areas for process improvement through the NSW Disability Stakeholder Forum.	2022	<ul style="list-style-type: none"> NSW Disability Stakeholder Forum outcomes paper. <p>■ On track</p> <p>Forum planned for quarter 3-4 of 2022-23.</p>
1.2	Enhancements are being made to the ChildStory information technology system to make it easier for caseworkers to identify clients with disability, record information about a client's disability and access relevant NDIS information.	2021 Ongoing	<ul style="list-style-type: none"> Status of ChildStory records. <p>■ On track</p> <p>System changes have been implemented and routine disability data upload is in place.</p>
Objective 2 - Strengthen the capability and capacity of key services and systems to support parents and carers to make informed choices about their child.			
2.1	Aboriginal Child and Family Investment Strategy (ACFIS) to develop the capacity of Aboriginal services across NSW to contribute to Aboriginal communities and assist Aboriginal children and families; offering Aboriginal people the choice to receive services from Aboriginal NGOs.	2021 – 2025	<ul style="list-style-type: none"> Numbers of staff trained. Numbers of ACCOs. Growth in investment. <p>■ Paused</p> <p>Implementation of the ACFIS is on pause, however, other Department of Communities and Justice and Closing the Gap initiatives to progress Aboriginal Community-Controlled Organisations development and indicators are being undertaken.</p>

Early Childhood – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
2.2	The NSW Department of Education will create a one-stop on line resource with information for families and carers to have better and easier experiences when they engage with our system and access advice.	2021 • Numbers accessing site.	<p> On track</p> <p>The creation and content development of parents/carers hub specifically for families with a child with additional learning and support need.</p> <p>There are also the following pages that were developed for the hub:</p> <ul style="list-style-type: none"> • Planning for early childhood education • Choosing an early childhood education provider • Support and adjustments in early childhood education.


Objective 3 - Encourage a stronger sense of inclusion and provide opportunities for parents, carers and children to build peer networks, including for Aboriginal and Torres Strait Islander and culturally and linguistically diverse parents and carers.

3.1	<p>Increase the capacity of NSW Aboriginal Child and Family Centres (ACFC) to provide quality early childhood education and integrated health and family services to Aboriginal children, families and communities.</p> <p>ACFCs support Aboriginal children meet key developmental milestones and improve access to a range of quality services in a culturally safe environment.</p>	<p>Ongoing 2022 – ongoing</p> <ul style="list-style-type: none"> • Increased school attendance and achievement. • Improved health of Aboriginal children and young people. • Lower numbers of Aboriginal children entering the child protection system. 	<p> On track</p> <p>Funding approved to up-grade/expand current centres and build 6 new ACFCs. Expanded and new centres will allow more Aboriginal children to attend for culturally appropriate early childhood education, health and family services.</p> <p>ACFC funding increased from \$535,000 per centre per annum to \$1 million per centre per annum, to allow for more centre staff, programs and services, and progress the indicators to more Aboriginal children.</p>
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Early Childhood – Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 1 - Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.</p>			
<p>1.1 Early Parenting and Family Services</p> <p>Family services specialist disability practitioners work within the Victorian family services system to:</p> <ul style="list-style-type: none"> • Assist families to navigate disability support, including the NDIS, disability advocates, disability service providers and mainstream services. • Support assessment for early diagnosis of disability or developmental delay for vulnerable families. • Connect vulnerable families whose child(ren) have had an early diagnosis of developmental delay or disability with mainstream and disability supports. <p>Funding: \$9.79 million</p>	<p>1 May 2021 – 30 June 2022</p>	<ul style="list-style-type: none"> • Improved disability support for vulnerable families and increased capacity of families to identify disability support needs. • Reduced child protection notifications or involvement as parents are supported to address the disability support needs of their children. 	<p> On track</p> <p>Thirty four family services specialist disability practitioners have been successfully established in the Victorian family services system statewide. Funding extended until June 2024. While it is too early to measure impact, the roles are building disability and NDIS expertise across both the service system and in vulnerable children and families dealing with disability.</p>


Early Childhood – Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>1.2 Early Learning</p> <p>The Kindergarten Inclusion Support (KIS) Program provides a range of supports to Victorian Government funded kindergarten services to facilitate the meaningful inclusion and learning and development of children with a disability or developmental delay. The program applies to funded kindergarten enrolments, including four-year-old kindergarten, funded three-year-old kindergarten as it is progressively rolled out across Victoria, and Early Start Kindergarten for three-year-old children who are Aboriginal, known to Child Protection or from a refugee or asylum seeker background.</p> <p>KIS program supports are tailored to the particular needs of individual children and can include:</p> <ul style="list-style-type: none"> • Specialist training and consultancy for early childhood educators to meet the individual needs of a child with a disability and high support needs or complex medical needs. • Minor building modifications such as ramps and grip rails to support the child's attendance and participation. • Additional staffing support. KIS funded additional assistants work as part of the team delivering the kindergarten program to all children in the group. <p>The Preschool Field Officer program provides dedicated advice and support for the inclusion of individual children, as well as helping educators to link families with broader child and family supports. Like KIS, this is available to all Victorian funded kindergarten services in all settings to support the inclusion of all children with additional needs who are funded.</p>	<p>Ongoing programs available to all Victorian funded kindergarten services and enrolments</p>	<ul style="list-style-type: none"> • Children with additional needs are welcomed and actively supported to access and engage in a kindergarten program that is inclusive and responsive to their individual needs. 	<p> On track</p> <p>The Department of Education and Training continues to deliver the KIS and PSFO programs to support both children with additional needs to access and engage in a quality kindergarten program and kindergarten services to create and deliver programs that are inclusive and responsive to the individual needs of children. In 2021-22, the Victorian Government committed nearly \$5 million in additional funds to make sure that the demand for the KIS program is met.</p>





Early Childhood – Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 2 - Strengthen the capability and capacity of key services and systems to support parents and carers to make informed choices about their child.</p>			
<p>2.1 Early Parenting and Family Services</p> <p>The Children with Complex Disability Support Needs program:</p> <ul style="list-style-type: none"> Identifies families with children with complex disability support needs who are at risk of requiring care outside of the family home. The program will support the return of children living in voluntary out of home care due to these disability needs. Provides targeted interventions and a case management approach will be provided by family services agencies delivering the program to build parental capacity and resilience, while working collaboratively with the NDIS to support planning of disability and other supports for both the child and parents. <p>Funding: \$5.037 million</p>	<p>1 January 2021 – 30 June 2022</p>	<ul style="list-style-type: none"> Improved maintenance and sustainability of care arrangements and family reunification, where possible. Parents are supported to understand their child's disability support needs to provide for the wellbeing and development of their child and maintain family functioning and family-based care. Parents are provided with the information and support to navigate both the NDIS and systems of family and disability support outside of the NDIS. 	<p> On track</p> <p>The Children with Complex Disability Support Needs has been successfully established in the Victorian family services system. Funding extended until June 2024. The program provided a service to 121 children with complex disability needs in 2021-22. At the end of the intervention, 91% of these children remained in the family home or kinship arrangement.</p>


Early Childhood – Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 3 - Encourage a stronger sense of inclusion and provide opportunities for parents, carers and children to build peer networks, including for Aboriginal and Torres Strait Islander and culturally and linguistically diverse parents and carers.</p>			
<p>3.1 Parenting Support</p> <p>The Strengthening Parent Support Program (SPSP) provides peer support opportunities for parents and carers of children from birth to 18 years who have a disability or developmental delay.</p> <ul style="list-style-type: none"> The program connects families in local communities to participate in: <ul style="list-style-type: none"> Peer support groups. Education or information sessions. Individual support from a qualified coordinator. <p>Funding: \$680,000 annually</p>	<p>Ongoing</p>	<p>The SPSP aims to achieve the following outcomes:</p> <ul style="list-style-type: none"> Parents and carers of children with a disability or developmental delay are supported to provide high quality care to their children that supports their learning and development. Parents and carers feel more supported in their parenting role. Parents and carers have increased access to information about evidence-based services and supports that can assist them. 	<p> On track</p> <p>The Strengthening Parent Support Program continues to support families through facilitating peer support and group education and information sessions. Individual support is also provided when needed.</p> <p>Approximately 400 peer support groups operate per year.</p>



Early Childhood – Queensland

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.			
1.1 Support inclusive practice in Queensland kindergartens by updating and promoting the Early Years Connect training and resources for the early detection of disability or developmental concerns in young children, evidence-based practice strategies and wellbeing outcomes. Targeted training and resources will be tailored to the needs of children in priority population groups.	January 2022 – December 2024	<ul style="list-style-type: none"> • Training and resources promoted broadly and targeted to Early Childhood Education and Care services. 	 On track Capability sessions conducted for regional officers to share new resources, good practice examples and highlight relevant legislation.
1.2 Support inclusive practice in Early Years Places through targeted training and the development of resources tailored to assist with the identification of the needs of young children with disability and/or developmental concerns.	January 2022 – December 2024	<ul style="list-style-type: none"> • Best practice guide developed and evaluated. 	 On track Best practice guide currently in development.
1.3 Facilitate connections between ECDP, kindergartens, schools, NDIS and Early Years Places to ensure successful transitions for children with disability.	December 2022	<ul style="list-style-type: none"> • Early Years Services report on improved and/or increased partnerships with ECDP, Schools and NDIS to support successful transitions. 	 On track Key messaging provided and reinforced for services to support relationship development. Awaiting reporting period to review outcomes.
1.4 Support parents of children with a disability through the Stepping Stones Triple P parenting program, which is designed to offer tailored support to meet the different needs of families raising children with disability.	30 June 2023	<ul style="list-style-type: none"> • Percentage of children/families with disability supported through the program. 	 On track Between 1 July 2020 and 30 June 2022, 806 parents have taken part in face-to-face sessions of the Stepping Stones program in Queensland.



Early Childhood – Queensland

Action	Timeline	Indicator(s)	Status and Progress
<p>1.5 Enhancing specialist individual advocacy services – Children and younger people</p> <p>Fund the Queensland Disability Advocacy Program Specialist Individual Advocacy service to ensure children and younger people with disability receive advocacy supports that uphold their rights and interests and to increase the control they have over their lives, through representation and building the person's capacity for self-advocacy.</p>	2022 – June 2023	<ul style="list-style-type: none"> Children and younger people with disability receiving advocacy services, their carers and/or guardians, experience improved interactions with mainstream service systems which is measured through regular service reporting. 	<p> On track</p> <p>Queensland Disability Advocacy Program designed and \$6 million funding allocated, with service provision commencing 1 January 2022. Funding allocated via the grant round to a specialist individual advocacy service to provide advocacy services to children and young people with disability.</p>




Objective 2 - Strengthen the capability and capacity of key services and systems to support parents and carers to make informed choices about their child.

<p>2.1</p> <p>Improve access to early childhood information and resources for parents and carers of children with disability.</p>	January 2022 – December 2024	<ul style="list-style-type: none"> Publication of dedicated online inclusion webpage. 	<p> On track</p> <p>Early Childhood Education and Care website reviewed and updated with new dedicated 'Inclusion Ready' page.</p>
<p>2.2 Promoting, supporting and recognising the role of carers</p> <p>Promote the role of carers and ensure their views are heard and inform policy and program development through:</p> <ul style="list-style-type: none"> Funding Carers Queensland as a peak disability body to 30 June 2022. Administering a Ministerial Advisory Council to provide a voice for carers. Promoting and upholding the principles in the Carers Recognition Act 2008 'Carers Charter'. 	2022-2024 (Carers Queensland funding to 30 June 2022)	<ul style="list-style-type: none"> Carers Queensland funded as a disability peak body to 30 June 2022 to promote the role of carers as measured through regular service reporting. Regular meetings of the Queensland Carers Advisory Council, established under the Carers (Recognition) Act 2008 (Qld), provides advice on work to promote the interests of carers and make recommendations to support carer recognition. 	<p> On track</p> <p>Funding allocated to Carers Queensland from 1 July 2022 to provide disability peak body services to carers of people with disability. New Queensland Carers Advisory Council established for 2022-24. Workplan developed and funding provided to Carers Queensland to progress key initiatives.</p>



Early Childhood – Queensland

Action	Timeline	Indicator(s)	Status and Progress	
<p>Objective 3 - Encourage a stronger sense of inclusion and provide opportunities for parents, carers and children to build peer networks, including for Aboriginal and Torres Strait Islander and culturally and linguistically diverse parents and carers.</p>				
3.1	Promote greater inclusivity of children aged from birth to eight years with disability and/or developmental delay who are from diverse communities attending the Early Years Places.	<p>January 2022 – December 2024</p>	<ul style="list-style-type: none"> • Best practice guide developed and evaluated. • Number of children with disability who participated in activities at an Early Years place. • Number of parents/carers with disability who participated in activities at an Early Years place. 	<p> On track</p> <p>Best practice guide currently in development. Will continue to monitor change in participation numbers through annual reporting.</p>
3.2	Fund disability peak bodies to deliver actions to improve inclusion for people with disability.	<p>2021-2024</p>	<ul style="list-style-type: none"> • Funded peak entities deliver agreed outcomes, measured through regular service reporting. 	<p> On track</p> <p>Disability Peak Bodies Inclusion Program redesigned and funding agreements in place, with service provision commencing 1 July 2022. Service provider workplans include actions to influence community attitudes and remove barriers to inclusion. Quarterly service reporting will be received to monitor progress on implementation.</p>




Early Childhood – Western Australia

Action	Timeline	Indicator(s)	Status and Progress	
<p>Objective 1 - Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.</p>				
<p>1.1</p>	<p>Realising individual capacity Continue to build the capacity of principals, teachers and allied professionals to provide teaching and learning adjustments that meet individual student needs, including students with disability.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> Identified capacity building program. 	<p> On track</p> <p>An array of specialist consultants, professional learning and resources using a strengths-based approach are available, including a Curriculum Adjustment Toolkit and a web-based hub to support Students with Diverse Learning Needs.</p>
<p>1.2</p>	<p>Teaching and learning Develop and implement a framework that supports the teaching and learning needs of students with disability who are demonstrating complex needs.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> Identified framework. 	<p> On track</p> <p>Work to scope the framework has commenced which adopts a holistic approach to supporting schools and considers teaching, learning and behavioural support of students with disabilities through the lens of broader systems improvement.</p>
<p>Objective 2 - Strengthen the capability and capacity of key services and systems to support parents and carers to make informed choices about their child.</p>				
<p>2.1</p>	<p>Sports for all children Maintain KidSport to ensure that children with disability from low socio-economic backgrounds can enjoy club sport opportunities.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> Program operating. 	<p> On track</p> <p>The program is still operational.</p>





Early Childhood – Western Australia

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 3 - Encourage a stronger sense of inclusion and provide opportunities for parents, carers and children to build peer networks, including for Aboriginal and Torres Strait Islander and culturally and linguistically diverse parents and carers.</p>			
<p>3.1</p> <p>Connecting the CaLD community</p> <p>Promote access to networks for parents, carers and children with disability from CaLD background by sharing information about inclusive initiatives and events via the Office of Multicultural Interest media platforms and through CaLD sector networks.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> Supported initiatives. 	<p> On track</p> <p>The Office of Multicultural Interests (OMI) promoted disability training, programs and consultation via e-newsletter and online calendars.</p> <p>OMI funded an arts event developed by Kin Disability Advocacy Centre.</p>
<p>3.2</p> <p>Engaging with ACCOs</p> <p>Work with Aboriginal Advisory Groups and Aboriginal Community Controlled Organisations (ACCOs) to implement the ACCO Strategy and build the capacity of ACCOs to become registered NDIS disability service providers.</p>	<p>By 2024</p>	<ul style="list-style-type: none"> Identified targeted capacity development. 	<p> On track</p> <p>The Aboriginal Community Controlled Strategy 2022-2032 focusses on the delivery of culturally informed and led procurement of services where Aboriginal people and families are the primary recipients.</p>



Early Childhood – South Australia

Action	Timeline	Indicator(s)	Status and Progress	
<p>Objective 1 - Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.</p>				
<p>1.1</p>	<p>Improving community understanding and awareness:</p> <ul style="list-style-type: none"> • Provide through the Department of Education SA's Special Education Resource Unit a range of support and learning opportunities to parents, carers and Department of Education SA staff. • Provide e-learning disability courses for educators in SA. • Hold annual Inclusive Education Expo to showcase high quality practice in inclusive education and training for educators in SA. 	<p>January 2022 – December 2024</p>	<ul style="list-style-type: none"> • Number of parents/carers and educators who have accessed supports and resources through SERU. • Number and percentage of educators who have undertaken training in available e-learning courses. • Number and percentage of educators who attend and/or participate in the Expo. 	<p> On track</p> <p>18 new families have accessed the Early Intervention services or resource collection since December 2021.</p> <p>E-learning courses are accessed by parents and educators.</p> <p>An Inclusive Education Expo is held annually in July each year.</p>
<p>1.2</p>	<p>Commence expansion of the SA child development health screening system under the Department for Education's Early Learning Strategy to support increased early identification and intervention for developmental and health concerns.</p>	<p>Pilots to commence 2022-23</p>	<ul style="list-style-type: none"> • Increased percentage of children developmentally on track. • Decreased percentage of children developmentally vulnerable on one or more domain. 	<p> On track</p> <p>Two pilot programs with non-government providers have been scoped in preparation for implementation in 2022-2023.</p>
<p>1.3</p>	<p>Support the early identification of children and young people with disability and developmental delay under the Guardianship of the Chief Executive of the Department for Child Protection.</p>	<p>January 2022 – ongoing</p>	<ul style="list-style-type: none"> • Increased percentage of children and young people in care identified as having disability or developmental delay. 	<p> On track</p> <p>As at 30 December 2021, 23.8% of children and young people in care had an approved NDIS plan. This increased to 26.2% as at 31 May 2022.</p>




Early Childhood – South Australia

Action		Timeline	Indicator(s)	Status and Progress
1.4	Increase Adults Supporting Kids (ASK) website resources for disability and early childhood services and resources.	To commence May 2022	<ul style="list-style-type: none"> Dedicated disability resources and service providers are easily accessible through the ASK website. 	 On track Disability content has been written and reviewed. Search engine optimisation and upload by end of July 2022.
1.5	Include disability resources for professionals as part of the expansion of the ASK website content.	December 2021	<ul style="list-style-type: none"> Professional visitors to the ASK website are accessing disability resources and appropriate service providers. 	 Completed Professional Portal launched 15 December 2021, with 2% of all ASK users accessing the Disability topic since that time.
1.6	Develop specific messages and identify sources of promotion to publicise the ASK website disability content.	To commence May 2022	<ul style="list-style-type: none"> Visitors to the ASK website are arriving through identified promotion sources. 	 On track Disability topic is currently undertaking search engine optimisation before being published. Promotion activities will occur once this has been published.
1.7	Undertake analysis of the prevalence of young children with a disability in the Child and Family Support System (CFSS) population.	TBA	<ul style="list-style-type: none"> Summary report of prevalence of young children with a disability in the CFSS population is prepared and presented to Thriving SA and Chief Executive Council. 	 Future start




Early Childhood – South Australia

Action	Timeline	Indicator(s)	Status and Progress	
<p>Objective 2 - Strengthen the capability and capacity of key services and systems to support parents and carers to make informed choices about their child.</p>				
<p>2.1</p>	<p>Strengthen outcomes for children with disability:</p> <ul style="list-style-type: none"> Develop and provide programs which support the learning of children and students with disability such as the Inclusive Education Support Program (IESP) which allocates funding to children and young people based on their needs to support their access to learning. Schools use the Abilities Based Learning and Educational Support (ABLES) program which supports the teaching of students with significant intellectual disability. 	<p>2022-23</p>	<ul style="list-style-type: none"> Number and percentage of students with disability who have achieved their SACE. Children and students with significant intellectual disability who are working towards foundation in the areas of literacy and mathematics access ABLES. 	<p> On track</p> <p>2,096 students with disability completed South Australian Certificate of Education in 2021.</p> <p>The Education department has endorsed an Indicator Framework to track student outcomes.</p> <p>Annual ABLES data will be reported in next report.</p>
<p>2.2</p>	<p>Increase consistent and readily accessible child development information and education under the Department for Education's Early Learning Strategy.</p>	<p>2022-23</p>	<ul style="list-style-type: none"> Better child development and education information is easily accessible to families and educators. 	<p> On track</p> <p>Raising Literacy Australia has been funded for a taskforce of early years service providers to develop key early childhood messages for consistent delivery to parents in a range of formats/services.</p>


Early Childhood – South Australia

Action	Timeline	Indicator(s)	Status and Progress
<p>2.3 Strengthen engagement with parents and carers:</p> <ul style="list-style-type: none"> • Consult with parents of children with disability through forums, conferences, meetings and workshops. • Parent/carer and child/young person voice is included in the personalised planning process (One Plan). • Provide through the Special Education Resource Unit a range of support and learning opportunities, to parents, carers and Department of Education SA staff. • Improved online accessibility of the Department of Education SA's website and intranet. 	<p>January 2022 – December 2024</p>	<ul style="list-style-type: none"> • Consultation and engagement opportunities are held termly. • Each child with disability has a One Plan. • Number of staff undertaking training and the number of parents and carers accessing services. • Communications policy is reviewed at least every 3 years. 	<p> On track</p> <p>Refer to Community Attitudes 4.4, Early Childhood 1.1 regarding consultation and training activities.</p> <p>Schools develop and review One Plans for identified students with disability.</p> <p>Communications policy next review due in 2024.</p>
<p>2.4 Increase information sharing between services to enable more coordinated responses to families under the Department for Education's Early Learning Strategy.</p>	<p>Data and information sharing project to be scoped in 2022</p>	<ul style="list-style-type: none"> • Relevant information sharing has increased between services and improved coordinated responses to families. 	<p> On track</p> <p>Data sharing agreement with Child and Family Health Service is in progress.</p> <p>Exploration of cross sector data mapping is complete.</p>
<p>2.5 Ensure foster and kinship carers are provided with information about caring for children and young people with disability and developmental delay.</p>	<p>January 2022 – ongoing</p>	<ul style="list-style-type: none"> • Develop information and resources for carers to access via the Department for Child Protection Carer Portal. 	<p> Completed</p> <p>On 9 July 2021, the DCP Carer Portal was updated to include a range of information and resources about caring for children and young people with disability and developmental delay.</p>


Early Childhood – South Australia

Action	Timeline	Indicator(s)	Status and Progress															
<p>2.6 Ensure the Parenting SA Parent Easy Guides (PEGs) are available to all parents/caregivers in accessible locations for easy access:</p> <p>Milestones: children 0-4 years</p> <p>Developmental delay</p> <p>Children with a disability</p> <p>Disability: brothers and sisters</p>	<p>January 2022 – December 2024</p>	<ul style="list-style-type: none"> Number of specific PEGs distributed. 	<p> On track</p> <p>Review of current PEG location underway.</p> <p>Numbers distributed:</p> <table border="1" data-bbox="1552 443 2074 815"> <thead> <tr> <th>PEG</th> <th>Printed</th> <th>Webpage</th> </tr> </thead> <tbody> <tr> <td>Milestones</td> <td>860</td> <td>704</td> </tr> <tr> <td>Developmental Delay</td> <td>680</td> <td>791</td> </tr> <tr> <td>Children with a disability</td> <td>580</td> <td>433</td> </tr> <tr> <td>Disability: brothers and sisters</td> <td>460</td> <td>391</td> </tr> </tbody> </table>	PEG	Printed	Webpage	Milestones	860	704	Developmental Delay	680	791	Children with a disability	580	433	Disability: brothers and sisters	460	391
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<p>2.7 Promote the Parenting and Family Support teams workshops and webinars that empower parents/caregivers to understand child development and recognise developmental delay.</p>	<p>January 2022 – December 2024</p>	<ul style="list-style-type: none"> Percentage of participants attending workshops identifying living with a disability or living with a child with a disability. 	<p> On track</p> <p>During the period 1.56% of workshop participants who completed the feedback survey identified as 'living with a disability'. Communications and new workshop options are being reviewed to increase engagement.</p>															
<p>2.8 Progress the development of a workshop specifically for parents/caregivers living with a child with a disability – “Developing Differently”.</p> <ul style="list-style-type: none"> Plan and overview completed. Pilot with parents/caregivers with lived experience. 	<p>January 2022</p>	<ul style="list-style-type: none"> Workshop completed and approved. Pilot completed and report submitted. 	<p> Some delays</p> <p>First draft 'Developing differently – parenting a child with disability' workshop completed. Interactive, trauma informed content developed including Parent Easy Guide links, activities, videos, resources and references. Progress impacted by COVID-19.</p>															



Early Childhood – South Australia

Action	Timeline	Indicator(s)	Status and Progress
2.9	Include the input and voice of parents and caregivers living with a child with a disability in the development of the Parenting and Family Support program's workshop - "Developing Differently".	January 2022 <ul style="list-style-type: none"> Lived experience input included in final workshop. 	 Some delays Potential lived experience reference group members have been identified. Progress impacted by COVID-19.



Objective 3 - Encourage a stronger sense of inclusion and provide opportunities for parents, carers and children to build peer networks, including for Aboriginal and Torres Strait Islander and culturally and linguistically diverse parents and carers.

3.1	Review current support and develop resources for families and educators to use with children from diverse backgrounds including Aboriginal children and culturally and linguistically diverse (CALD) children under the Department for Education's Early Learning Strategy.	2022 <ul style="list-style-type: none"> Aboriginal children access and participate in quality early childhood learning and care that incorporates meaningful engagement from families and communities. Aboriginal children and their families have in place the foundations for learning as they transition from home to early childhood services to school and between schools. Aboriginal families and communities are active participants in the governance of child and family centres. 	 On track Practice Guides are being developed to support inclusive education practices. These have been developed in partnership with Early Childhood and Aboriginal teams.
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Early Childhood – Tasmania

Action	Timeline	Indicator(s)	Status and Progress	
Objective 1 - Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.				
1.1	Implement the Paediatric Model of Care developed through the Improving Children’s Health and Therapy Through Appropriate Services (iCHAT TAS) project.	2022	<ul style="list-style-type: none"> Established Children’s Health Service Pathway. 	 On track Due to changes in the referral processes across the Tasmanian Health Service, it is being incorporated into the E Referral Implementation Project. On completion, Primary Health will update the Paediatric Pathways.
1.2	Increase capacity of the Tasmanian Autism Diagnostic Services with an investment of \$350 000 per year across four years from 2021-22.	2021-2025	<ul style="list-style-type: none"> Improved timeliness to diagnostic services for children. 	 Some delays Tasmanian Autism Diagnostic Services has redesigned the service to meet National Guidelines for the Assessment and Diagnosis of Autism Spectrum Disorders, appointed external providers and undertaken targeted recruitment for suitably qualified and specialised staff. A notable increase in the rate of referrals and the impact of COVID-19 continues to have an effect on demand and waiting times.




Early Childhood – Tasmania

Action	Timeline	Indicator(s)	Status and Progress	
<p>Objective 2 - Strengthen the capability and capacity of key services and systems to support parents and carers to make informed choices about their child.</p>				
2.1	Build 6 new centres to expand the network of child and family centres which support the health and well-being education and care of Tasmania’s very young children by supporting parents and enhancing accessibility of services in the local community.	2022	<ul style="list-style-type: none"> Construction of 6 additional child and family centres has commenced. 	<p> On track</p> <p>Six new centres are in various stages of build and all will be operational by 2024. These new centres will help increase access, participation and engagement to support more families across the State to thrive.</p>
2.2	Advertise for first tranche of speech pathologists, psychologists and social workers to deliver on the commitment of availability in every child and family learning centre.	2021-2025	<ul style="list-style-type: none"> Engagement of speech pathologists, psychologists and social workers. 	<p> On track</p> <p>All operational centres have access to 0.2FTE school psychologists and social workers and the majority have access to 0.1FTE speech and language pathologists, with 2 centres receiving on-call support. Centres under various stages of build will progressively receive staff allocations as construction nears completion.</p>

Early Childhood – Tasmania

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 3 - Encourage a stronger sense of inclusion and provide opportunities for parents, carers and children to build peer networks, including for Aboriginal and Torres Strait Islander and culturally and linguistically diverse parents and carers.</p>			
3.1	Implement the Paediatric Model of Care developed through the iCHAT TAS project.	2022	<ul style="list-style-type: none"> Completed evaluation of Paediatric Model of Care consumer co-designed implementation including the values of 'connect' and 'empower'. Established Tasmanian State-wide Paediatric Health Professionals Network inclusive of consumer membership. <p> On track</p> <p>Evaluation tool in final development stage with rollout by end of August, and a progress review after 12 months. The Paediatric Health Professional Network to be finalised by Women's Adolescent and Children's Services Clinical Network.</p>
3.2	Build 6 new centres to expand the network of child and family centres which support the health and well-being education and care of Tasmania's very young children by supporting parents and enhancing accessibility of services in the local community.	2022	<ul style="list-style-type: none"> Increased capacity to build supportive networks. <p> On track</p> <p>Six new place-based centres are in various stages of build, and all will be operational by 2024. The centres are safe and inclusive environments where families with children aged 5 and under can access wrap around services and supports that are responsive to the needs of local communities.</p>


Early Childhood – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.			
1.1 Child Development Service Continue to deliver the Child Development Service which offers assessment, referral, information and linkages for children 0-6 years where there are concerns relating to their development.	Ongoing	• TBC.	 On track The Child Development Service has continued to offer allied health assessments, provide developmental information, and facilitate referrals across the service system, to support children with developmental concerns.
1.2 Set up for Success: An Early Childhood Strategy for the ACT Deliver on the Set up for Success: An Early Childhood Strategy for the ACT, a 10-year plan which was launched in 2020 for early childhood education and care in the ACT, including children with disability and developmental vulnerabilities.	2020-2030	• Strategy targets are met.	 On track Access to 15 hours per week of free, quality early childhood education is being provided for 3 year-olds who need it most - those suffering vulnerability or disadvantage.
Objective 2 - Strengthen the capability and capacity of key services and systems to support parents and carers to make informed choices about their child.			
2.1 ACT Playgroups Continue to support ACT Playgroups to provide early intervention playgroups designed to support the journey of families with young children aged 0-5 with additional needs.	Ongoing	• TBC.	 On track Playgroups at Schools guidelines are being developed to support schools to partner with playgroups, with the aim to increase access for families experiencing vulnerability or disadvantage.



Early Childhood – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
2.2	<p>Set up for Success: An Early Childhood Strategy for the ACT</p> <p>Deliver on the <i>Set up for Success: An Early Childhood Strategy for the ACT</i>, a 10-year plan which was launched in 2020 for early childhood education and care in the ACT, including children with disability and developmental vulnerabilities.</p>	2020-2030	<ul style="list-style-type: none"> • Strategy targets are met. <p> On track</p> <p>Preschool Pathways has been launched to support parents as their child's first teacher, and includes 4 Preschool Pathways Partners to provide coaching/mentoring supports for early childhood educators in transitions and inclusion.</p>


Objective 3 - Encourage a stronger sense of inclusion and provide opportunities for parents, carers and children to build peer networks, including for Aboriginal and Torres Strait Islander and culturally and linguistically diverse parents and carers.

3.1	<p>Koori Preschool Program</p> <p>Continue to support the delivery of a high quality, high expectation, and holistic Koori Preschool Program for Aboriginal and Torres Strait Islander children living in the ACT aged 0-5 years, grounded in Aboriginal and Torres Strait Islander culture, knowledge, and values, that recognises children and their families, are proud, strong and deadly.</p>	2020-2030	<ul style="list-style-type: none"> • TBC. <p> On track</p> <p>Ongoing consultation with families and broader community around expectations for Aboriginal children. Some Koori Preschools are fully subscribed in 2022. Development of a Cultural Safety Framework for Koori Preschools including 'right people for the job'. Supporting documentation has been prepared and ready for printing for launch in November 2022. Transitions into Koori Preschool are supported through Early Years Engagement Offices.</p>
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Early Childhood – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress	
<p>Objective 1 - Enable early identification of disability or developmental concerns and develop clearer pathways and timely access to appropriate supports.</p>				
<p>1.1</p>	<p>Delivery of the Healthy Under 5 Kids Partnering with Families (HU5K-PF) Program</p> <p>The Program provides a universal standardised well child health program for all children in the NT aged 0-5 years.</p> <p>The program includes anthropometric assessment, developmental screening, anticipatory guidance and health promotion education for parents.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Developmental Screening 0-5 yrs using ASQ3; ASQ:SE2, and ASQ TRAK. • Expand compliance of developmental screening within the HU5K-PF Program to identify children below cut off. • Number of children screened. • Number of children below cut off and referred for further assessment. 	<p> On track</p> <ul style="list-style-type: none"> • The HU5K-PF Program has been implemented across the NT Government. • The data extraction, amalgamation and validation is underway for KPI reporting.
<p>1.2</p>	<p>The provision of the Newborn Hearing Screening in the birthing hospitals within the NT.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Number of children screened. • Number of children identified with permanent hearing impairment. 	<p> On track</p> <ul style="list-style-type: none"> • Number of children screened = 1,618 across NT. • Number of children identified with permanent hearing impairment = 3.



Early Childhood – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>1.3 Supporting children with disability in care</p> <p>The Disability Development Team within the Department of Territory Families, Housing and Communities (the Department) (TFHC) supports the Youth Justice division; kinship and foster carers and Territory Families Clients with a diagnosed or suspected disability or developmental delay. The team comprising of skilled professionals, has the following key objectives:</p> <ul style="list-style-type: none"> • Children and young people with a suspected disability or developmental delay are assessed utilising funded services. • Thorough planning is developed, implemented and reviewed for all children and young people with a diagnosed disability or developmental delay through coordination and collaboration of stakeholders. • Planning ensures clients have access to funding and funded services to meet their needs. <p>As part of its role the team:</p> <ul style="list-style-type: none"> • Facilitates access to TFHC funded medical and allied health providers. • Connects children and young people with disability in care to appropriate supports and services, including specialist disability and mainstream services. • Ensures children and young people’s disability support plans are developed, current, implemented, and reviewed. 	<p>Ongoing</p>	<ul style="list-style-type: none"> • Increase in number of children and young people in care with confirmed or suspected disability or developmental delay receiving assessment and support utilising the Medical and Allied Health Specialist Service panel contract. • Increase in the number of children and young people who are in the care of the Chief Executive Officer with confirmed disability diagnosis. • Increase in the number of children and young people diagnosed with a disability or developmental delay accessing funding and funded services. 	<p> Some delays</p> <p>Action item in the NT Disability Strategy to :</p> <ul style="list-style-type: none"> • Monitor and increase the percentage of children and young people in care who have access to NDIS supports.



Early Childhood – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>1.3 cont.</p> <ul style="list-style-type: none"> • Provides skilled guidance to assist TFHC staff and families to support children and young people with disability. • Upskills staff and carers to understand and navigate the disability sector. • Facilitates collaborative working relationships between the Department and relevant service providers, including the NDIS. <p>The Specialist and Allied Health Services panel contract supports children in out of home care to access specialist assessment services that can lead to appropriate diagnoses that can support children in care access appropriate services.</p>			
<p>1.4</p> <p>Early Intervention – Families as First Teachers (FaFT) program and Preschool</p> <p>Develop and implement a targeted campaign to encourage preschools and FaFT early learning and family support programs to more actively reflect on their children’s needs and engage in early intervention.</p>	<p>2021-2022</p>	<ul style="list-style-type: none"> • Number of ECEC services rated ‘met’ (under the NQF) performance against the NQS: Element 6.2.2 Access and participation - Effective partnerships support children’s access, inclusion and participation in the program. • Developmental Screening 0-5 yrs using ASQ3; ASQ:SE2, and ASQ TRAK. • Expand compliance of developmental screening within the FaFT Program to identify children below cut off. • Number of children screened. • Number of children below cut off and referred for further assessment. 	<p> On track</p> <ul style="list-style-type: none"> • Out of the 210 services, 209 services are currently meeting element 6.2.2. • 33 out of 35 remote FaFT sites are trained and able to Implement ASQ-TRAK. • Between December 2021 — June 2022, 247 children were developmentally screened at least once using ASQ-TRAK. • Between December 2021 — June 2022, 51 children screened ‘below cut off’ in one or more developmental domains.


Early Childhood – Northern Territory

Action		Timeline	Indicator(s)	Status and Progress
1.5	<p>Developmental screening</p> <p>Implement the ASQ-TRAK developmental screening tool for children aged two months to four years across Families as First Teachers (FaFT) sites in the NT to inform program delivery according to the needs of individual children.</p>	Ongoing	<ul style="list-style-type: none"> ASQ-TRAK screening tool implemented in 80% of FaFT sites. 	<p> On track</p> <ul style="list-style-type: none"> 33 out of 35 remote FaFT sites are trained and able to Implement ASQ TRAK. This equates to 94% of sites.
1.6	<p>Wrap around support</p> <p>Provide wrap around support to ensure all children with additional needs have the opportunity to engage, grow and achieve in their first years of education.</p>	Ongoing	<ul style="list-style-type: none"> Number of children with disability supported prior to their first years of school. 	<p> On track</p> <p>Action item in the NT Disability Strategy 3-year action plan 2022-2025:</p> <p>In partnership with consumers, strengthen early supports for children identified with developmental delay and their families.</p>


Early Childhood – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 2 - Strengthen the capability and capacity of key services and systems to support parents and carers to make informed choices about their child.</p>			
<p>2.1 Nurse Home Visiting Programs</p> <p>Delivery of sustained Nurse Home Visiting Programs are provided in most remote and urban regions of the NT for Aboriginal and Torres Strait Islander women.</p> <p>Sustained nurse home visiting programs include the Maternal Early Childhood Sustained Home visiting program (MECSH) supported by the Northern Territory Government; and the Australian Nurse-Family Partnership Program (ANFPP) supported by the Australian Government.</p> <p>Together the programs support provision of sustained Nurse Home Visiting in most remote and urban regions of the NT for Aboriginal and Torres Strait Islander women. The programs are primarily delivered by Aboriginal Community Controlled Health Organisation with some provision directly from the NT Government.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> The number of women completing a SNHV Program. 	<p> Some delays</p> <ul style="list-style-type: none"> The 4 Aboriginal Community Controlled Health Organisations have experienced recruitment and retention issues during the past 3 years of COVID-19. The program commenced in January 2019, clients are not expected to complete the program until October 2022.
<p>2.2 The Healthy Under 5 Kids Partnering with Families (HU5K-PF) Program</p> <p>The HU5K-PF Program provides a universal standardised well child health program for all children in the NT aged 0-5 yrs.</p> <p>The program includes anthropometric assessment, developmental screening, anticipatory guidance and health promotion education for parents.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> The number of parents provided with anticipatory guidance information that supports the development and wellbeing of their children. 	<p> On track</p> <p>The HU5K-PF Program has been implemented across the NT Government. The data extraction, amalgamation and validation is underway for KPI reporting.</p>



Early Childhood – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>2.3 Supporting children with disability in care</p> <p>The Disability Development Team within the Department of Territory Families, Housing and Communities (the Department) (TFHC) supports the Youth Justice division; kinship and foster carers and Territory Families Clients with a diagnosed or suspected disability or developmental delay. The team comprising of skilled professionals, has the following key objectives:</p> <ul style="list-style-type: none"> • Children and young people with a suspected disability or developmental delay are assessed utilising funded services. • Thorough planning is developed, implemented and reviewed for all children and young people with a diagnosed disability or developmental delay through coordination and collaboration of stakeholders. • Planning ensures clients have access to funding and funded services to meet their needs. <p>As part of its role the team:</p> <ul style="list-style-type: none"> • Facilitates access to TFHC funded medical and allied health providers. • Connects children and young people with disability in care to appropriate supports and services, including specialist disability and mainstream services. • Ensures children and young people’s disability support plans are developed, current, implemented, and reviewed. 	<p>Ongoing</p>	<ul style="list-style-type: none"> • Increase in the number of children and young people diagnosed with a disability or developmental delay accessing NT funding and NT funded services. 	<p> On track</p> <p>Action item in the NT Disability Strategy 3-year action plan 2022-2025 to support children and young people in the child protection system to access the NDIS.</p>



Early Childhood – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>2.3 cont.</p> <ul style="list-style-type: none"> • Provides skilled guidance to assist TFHC staff and families to support children and young people with disability. • Upskills staff and carers to understand and navigate the disability sector. • Facilitates collaborative working relationships between the Department and relevant service providers, including the NDIS. 			
<p>2.4</p> <p>Building knowledge through the Families as First Teachers Program (FaFT)</p> <p>Continue implementation of an early learning and family support program for young children and their families in NT remote and regional/town settings, in order to support parents and families to improve their knowledge and understanding of child development and how they can support their children's growth and development.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Number and frequency of children and parents participating in the FaFT program. • The number of parents provided with anticipatory guidance information that supports the development and wellbeing of their children. • Number of children developmentally screened using the ASQ-TRAK. 	<p> On track</p> <ul style="list-style-type: none"> • The number of parent/carers that participated in the FaFT program from December 2021 — June 2022 is 1,278 on an average of 4 days. • The number of children that participated in the FaFT program from December 2021 — June 2022 is 1,594 on an average of 10 days. • 835 parents have engaged in one or more parent capacity building sessions (such as Abecedarian coaching, linking families with community services, child development and health sessions) from December 2021 — June 2022. • From December 2021 — June 2022, 247 children were developmentally screened at least once using ASQ-TRAK.

Early Childhood – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>2.5</p>	<p>National Quality Framework – National Quality Standard (Australian Children’s Education and Care Quality Authority)</p> <p>Targeted monitoring of services’ performance against the ‘National Quality Standard: element 6.1.3 Families are supported’ to identify trends to indicate any future strategies, actions or professional development needs.</p>	<p>2021-23 (ongoing)</p> <ul style="list-style-type: none"> • Number of Early Childhood Education and Care (ECEC) services rated ‘met’ for element 6.1.3. 	<p> On track</p> <p>Of the 210 approved services that hold a quality rating, the following number of services were rated ‘met’ for element 6.1.3 for the months indicated:</p> <ul style="list-style-type: none"> • January 2022 — 208 • February 2022 — 210 • March 2022 — 210 • April 2022 — 210 • May 2022 — 209 • June 2022 — 209
<p>2.6</p>	<p>Student Advocacy Service</p> <ul style="list-style-type: none"> • Trial and develop student advocacy services to assist families navigating the system or resolve issues between students, families and education providers. • Develop and provide informative resources and support materials targeted to families to assist them in making informed decisions about their child’s/ children’s education. 	<p>2021-2024</p> <ul style="list-style-type: none"> • Number of families supported by the independent advocates. • Information and support materials developed and distributed to families. 	<p> On track</p> <p>A Student Advocacy Service was trialed in Darwin and Palmerston in 2022. Between 3 December 2021 and 30 June 2022, 20 families were supported to consult with schools.</p>

Early Childhood – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 3 - Encourage a stronger sense of inclusion and provide opportunities for parents, carers and children to build peer networks, including for Aboriginal and Torres Strait Islander and culturally and linguistically diverse parents and carers.</p>			
<p>3.1</p> <p>National Quality Framework – National Quality Standard (Australian Children’s Education and Care Quality Authority)</p> <p>Monitor regulated services’ (under the National Quality Framework) performance against National Quality Standard: element 6.2.3 Community engagement - The service builds relationships and engages with its community. Data from monitoring is used to identify service needs.</p>	<p>2021-23 (ongoing)</p>	<ul style="list-style-type: none"> • Number of ECEC services rated ‘met’ for element 6.2.3. 	<p> On track</p> <p>Of the 210 approved services, number rated ‘met’ for element 6.2.3:</p> <ul style="list-style-type: none"> • January 2022 — 193 • February 2022 — 196 • March 2022 — 197 • April 2022 — 197 • May 2022 — 196 • June 2022 — 196
<p>3.2</p> <p>Giving Voice to Children, Students and Families</p> <p>Develop and implement initiatives to engage families of students with additional needs:</p> <ul style="list-style-type: none"> • Establish advisory groups including parents, students and key stakeholders. • Provide support materials for educators to better enable them to establish welcoming, safe and inclusive environments for students and families from a range of cultural backgrounds. • Promote examples of best practice inclusion in the NT, including family voice, from a range of settings. 	<p>2021-24</p>	<ul style="list-style-type: none"> • Develop culturally appropriate and inclusive elements to represent inclusion. • Support materials developed, including vignettes. • Number of engagement activities undertaken. • Increase in students who report their own ideas, opinions, knowledge and experience are heard and valued. 	<p> Paused</p> <p>This action has been planned, but work with schools in early 2022 was put on hold due to COVID-19 disruptions.</p>

Safety

Targeted Action Plan

Objectives

1. **Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm.**
2. **Ensure mainstream and specialist disability services provide appropriate and proportionate protections for people with disability who experience or may be at risk of harm.**
3. **Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm.**
4. **Reduce and eliminate the use of restrictive practices in all government service systems.**
5. **Build individual capacity and effective natural safeguards (i.e. informal supports and protections such as connection with family and community) of people with disability.**


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Safety – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm.			
1.1	Develop a framework based on factors that create, contribute to, or reduce the risk of harm and enable proactive safeguards for NDIS participants.	2021-24	Output Indicators <ul style="list-style-type: none"> Framework is agreed by Governments by 2024 and enables the identification of when a NDIS participant is either experiencing, or is at risk of, harm. <div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #2e7d32; margin-right: 5px;"></div> On track </div> <p>As the Framework will be informed by work outlined in action 1.2, drafting will commence once initial findings from the risk analysis model are known.</p>


Safety – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>1.2 Strengthen the identification and monitoring of NDIS participants at risk of harm to inform safeguarding activities and regulatory action, including:</p> <ul style="list-style-type: none"> • Conducting a literature review to identify factors of risk that create, contribute to, or reduce the risk of harm. • Developing a data dictionary to ensure consistent terminology and enable data sharing and analysis between systems. • Establishing a model to effectively analyse risk data, including indicators and flags for ongoing dynamic identification of people with disability at risk of harm. 	2021-24	<p>Output Indicators</p> <ul style="list-style-type: none"> • Literature review complete by June 2022, and informs factors of risk that create, contribute to, or reduce the risk of harm for inclusion in the development of the model. • Governments agree to a data dictionary by end 2022 to ensure consistent terminology and enable data sharing and analysis between systems. • Risk analysis model developed and agreed by NDIS Quality and Safeguards Commission, National Disability Insurance Agency and Department of Social Services by the end of 2023. <p>Effectiveness Indicators</p> <ul style="list-style-type: none"> • Model effectively analyses risk data to inform safeguarding activities and regulatory action for NDIS participants. • Model indicators and flags are effective and enable ongoing dynamic identification of when a NDIS participant is experiencing, or is at risk of, harm. 	<p> Some delays</p> <p>A literature review has been drafted and will be finalised in early October 2022.</p> <p>National Disability Data Asset (NDDA)/ Australian Institute of Health and Welfare data dictionary work will be progressed beyond 2022 as a Data Improvement Plan and content data for the NDDA have yet to be agreed.</p>


Safety – Australian Government

Action		Timeline	Indicator(s)	Status and Progress
1.3	Explore the potential of the National Disability Data Asset (NDDA), and learnings and recommendations from the pilot project to support the identification of people with disability at risk of harm.	2021-22	Output indicators <ul style="list-style-type: none"> Data sharing protocols between the Australian Government and state and territory governments are agreed and in place by 2024. 	 Future start
1.4	Develop a report for Community and Families Secretaries Group, Disability Officials and Child Protection Officials on options for enhancements to data collection for children with disability in out of home care.	2021-22	Output Indicators <ul style="list-style-type: none"> Options on data collection identified and reported to Community and Families Secretaries Group, Disability Officials and Child Protection Officials for enhancing Australian governments' data collection for children with disability in out of home care by 2022. 	 On track Options for enhancing Australian governments' data collection for children with disability in out of home care are identified and reported to Children and Families Secretaries Group, Disability Officials and Child Protection Officials by 2022.
1.5	Establish a mechanism to measure progress in reducing the risks of harm to people with disability at risk of harm.	2022-24	Effectiveness Indicators <ul style="list-style-type: none"> Effective strategies are in place by 2024 to increase reporting of violence, abuse, neglect and exploitation of people with disability. 	 Future start


Safety – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
Objective 2 - Ensure mainstream and specialist disability services provide appropriate and proportionate protections for people with disability who experience or may be at risk of harm.			
2.1	Undertake a review of the NDIS Quality and Safeguarding Framework.	2021-23 Output Indicators <ul style="list-style-type: none"> • NDIS Quality and Safeguarding Framework review completed by end 2023. Effectiveness Indicators <ul style="list-style-type: none"> • NDIS Quality and Safeguarding Framework is effective and promotes proportionate protections to better protect NDIS participants at risk of harm. 	 Some delays A review of quality and safeguarding arrangements in the NDIS will be incorporated in the review of the NDIS.


Safety – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>2.2 Improve alignment of regulation across the care and support sectors – NDIS, aged care and veterans’ care. This will include:</p> <ul style="list-style-type: none"> • Establishment of a single care and support sector worker screening check and code of conduct. • Facilitating greater information sharing between regulators. • Implementing options for medium and longer-term reforms to align regulation and safeguards across disability, aged care and veterans’ care, including across quality standards, auditing and assessment processes, complaints and incident reporting and behaviour support and restrictive practices. 	<p>By 1 July 2022</p> <p>2021-23</p> <p>2021-25</p>	<p>Output Indicators</p> <ul style="list-style-type: none"> • Commonwealth legislation is amended as required to strengthen framework for care and support sector to support people with disability, including the establishment of a single worker screening check and code of conduct by July 2022. <p>Effectiveness Indicators</p> <ul style="list-style-type: none"> • Strengthened regulatory oversight of aged care, veterans’ and disability care workers and providers through development of a roadmap for future reform which will improve identification of unsuitable workers and providers, and ability to take regulatory action to prevent them operating across sectors by 2023. • Consistent and strengthened quality and safety supports in place across the care and support sector that removes unnecessary duplication and regulatory burden for quality standards, auditing and assessment processes, complaints and incident reporting, and behaviour support and restrictive practices, by 2025. 	<p> Some delays</p> <p>A draft aged care code of conduct has been developed based on the existing NDIS Code of Conduct. Expected implementation by end of 2022.</p> <p>Consultation on regulatory alignment undertaken October 2021 to January 2022. Department of Health and Aged Care will publish a report.</p>


Safety – Australian Government

Action		Timeline	Indicator(s)	Status and Progress
2.3	<p>Lead the development of nationally consistent principles to guide the review of quality and safeguard legislation and policy, and seek disability ministers' agreement.</p> <p>Distribute agreed national principles to Australian Government departments and encourage their use to guide future reviews or development of Commonwealth legislation.</p>	2024	<p>Output Indicators</p> <ul style="list-style-type: none"> National principles endorsed by governments and in place by 2024 for the future review and alignment of quality and safeguard legislation and policy. 	<p> Future start</p>



Objective 3 - Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm.

3.1	<p>Undertake stocktake of NDIS supports and protections for NDIS participants to identify gaps or opportunities to strengthen cross-system government supports and protections.</p>	2021-22	<p>Output Indicators</p> <ul style="list-style-type: none"> Stocktake of NDIS supports and protections completed by June 2022. 	<p> Some delays</p> <p>A stocktake has been prepared and will be finalised in October 2022. The stocktake will continue to be updated as needed.</p>
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Safety – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>3.2 Lead the development and implementation of actions to reduce the risk of harm for people with disability by:</p> <ul style="list-style-type: none"> Improving information sharing, referrals processes and interfaces to ensure seamless transitions and dynamic identification of risk between systems including health, education, justice, domestic, family and sexual violence services, child-protection, and the NDIS. Expanding on and considering outreach models. 	<p>2021-23</p>	<p>Output Indicators</p> <ul style="list-style-type: none"> The roles of different intermediaries are clarified and provide stronger support for at risk people with disability to engage with government service systems by 2023. <p>Effectiveness Indicators</p> <ul style="list-style-type: none"> Improved information sharing between the NDIS and other service systems to provide better support in delivery of care for NDIS participants by 2023. Effective and proportionate outreach is in place for people with disability across government service systems by 2024. 	<p> On track</p> <p>A cross government Forward Work Plan is being developed with states and territories. \$2.5 million to fund pilot projects with states and territories under actions 3.2 and 3.3. Expressions being assessed with outcomes expected October 2022.</p>



Safety – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>3.3</p>	<p>Lead priority work with state and territory governments to improve cross-system supports, including:</p> <ul style="list-style-type: none"> • Supported and substitute decision making arrangements for people with disability engaging with service systems (including Nominees, Guardianship, and Administrator arrangements). • Independent individual advocacy for people with disability. • State and territory based community visitor schemes. 	<p>2021-23</p> <p>Output Indicators</p> <ul style="list-style-type: none"> • Government systems are designed to support and improve access for people with disability. <p>Effectiveness Indicators</p> <ul style="list-style-type: none"> • Appropriate individualised advocacy services are available for people with disability by 2023. • Decision-making processes include people with disability, and decisions reflect their will, preferences and interests, by 2023. • An agreed approach to community visiting as a part of the NDIS Quality and Safeguarding Framework by 2022. 	<p> On track</p> <p>The Department of Social Services is funding the establishment of a National Centre for Advocacy and a new phone based advocacy and referral service. It also continues to fund the National Disability Advocacy Program and the NDIS Appeals program to provide individual advocacy for people with disability.</p>
<p>3.4</p>	<p>Develop an approach to measure the impact of Objective 3 initiatives on the incidence of harm/ adverse outcomes for all people with disability, including NDIS participants.</p>	<p>2023-24</p> <p>Effectiveness Indicators</p> <ul style="list-style-type: none"> • Measures are in place to determine the effectiveness of the Objective 3 initiatives in 2024. 	<p> Future start</p>



Safety – Australian Government

Action		Timeline	Indicator(s)	Status and Progress
3.5	Invest \$9.3 million (2021-22 Budget) to develop resources that aim to reduce violence against women and girls with disability, and improve service responses when violence occurs. This action is in response to the Disability Royal Commission highlighting that women with a disability experience higher levels of all forms of violence.	2021-22 to 2023-24	<p>Indicators will be tailored to each specific grant and procurement activity and could include:</p> <ul style="list-style-type: none"> • Evidence-based prevention framework developed. • Web-based resources are created and published. • Sector development activities in place. • Audit of the accessibility of Domestic and Family Sexual Violence (DFSV) services completed. 	<p> On track</p> <p>The Department of Social Services has engaged with providers and all grant agreements and official orders have been executed.</p> <p>Commencement of all grant and procurement activities underway.</p>

Objective 4 - Reduce and eliminate the use of restrictive practices in all government service systems.

4.1	Work with states and territories to align with the agreed national principles.	2021-23	<p>Output Indicators</p> <ul style="list-style-type: none"> • Consistent national definitions and authorisation processes in place for the use of restrictive practices by 2023. 	<p> Some delays</p> <p>Some progress has occurred with jurisdictions aligning with the Principles for Nationally Consistent Authorisation of Restrictive Practices. Currently, VIC, NT, ACT and SA align with the Principles, and WA, QLD, TAS and NSW partially align.</p>
4.2	Progress projects and monitor the implementation of the National Action Plan (NAP): Developing the NDIS Specialist Behaviour Support Market 2020, and report to disability ministers.	2021-23	<p>Effectiveness and Efficiency Indicators</p> <ul style="list-style-type: none"> • People with disability have timely access to quality specialist behaviour support services in a robust behaviour support market. 	<p> Paused</p> <p>The draft NAP was distributed for jurisdictional review in January 2021. All jurisdictions have endorsed except QLD and NSW. Analysis of interventions and objectives is being held to determine next steps.</p>


Safety – Australian Government

Action		Timeline	Indicator(s)	Status and Progress
4.3	Progress alignment of regulation of restrictive practices based on best practice across the NDIS and aged care regulators.	2021-24	Output Indicators <ul style="list-style-type: none"> Best practice restrictive practice regulation implemented across the care and support sector, by 2024. 	 On track Strengthened arrangements on restrictive practices in residential aged care were introduced 1 July 2021. Definitions better align with the disability sector and will improve consistency on restrictive practices.
4.4	Increase efforts to continue to educate and build capacity of the disability sector and community sector on behaviour support and the reduction and elimination of restrictive practices.	2024	Output Indicators <ul style="list-style-type: none"> Reduction in the use of restrictive practices over time. Effectiveness and Efficiency Indicators <ul style="list-style-type: none"> Education and capacity building tools effectively increase awareness and capacity of the disability sector, mainstream systems and the community to eliminate restrictive practices. 	 On track Compliance activities resulted in downward trend in reported uses of unauthorised restrictive practices (January – March 2022). Continuation of practitioner assessments against PBS Capability Framework and practice guidance for improving BSP quality and capacity.



Safety – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
Objective 5 - Build individual capacity and effective natural safeguards (i.e. informal supports and protections such as connection with family and community) of people with disability.			
5.1	Develop and implement NDIS Support for Decision Making policy, informed by consultation.	2021-22	<p>Output Indicators</p> <ul style="list-style-type: none"> Education and awareness programs are in place to improve the capacity of individuals either receiving disability services or caring for a person with disability. NDIS Support for Decision making policy developed by end 2022. <p>Effectiveness Indicators</p> <ul style="list-style-type: none"> NDIS participants have access to appropriate support for decision-making and navigating government service systems.
5.2	Develop a psychosocial recovery framework to improve supports and build capacity for NDIS participants with psychosocial disabilities.	2021-23	<p>Output Indicators</p> <ul style="list-style-type: none"> Psychosocial recovery framework developed by end 2023.
5.3	Develop a National Disability Advocacy Framework to outline national definitions and high-level principles for disability advocacy.	2021-24	<p>Output Indicators</p> <ul style="list-style-type: none"> National Disability Advocacy Framework developed by 2024.

Safety – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm.			
<p>1.1 The NSW Ageing and Disability Commission (ADC) will continue to identify factors that contribute to an increased risk of harm for adults with disability in their family, home and community and identify factors that assist to reduce the risk of harm for adults with disability in their family, home and community through:</p> <ul style="list-style-type: none"> • Maintaining the NSW Ageing & Disability Abuse Helpline 1800628221 and responding to reports about abuse, neglect and exploitation of adults with disability. • Maintaining the Official Community Visitor scheme to disability supported accommodation settings. • Promoting the activities of the ADC and raising public awareness of the incidence and community responsibilities regarding abuse, neglect and exploitation of people with disability. • Working with NSW Government and non-government agencies, community and business partners to better recognise risk factors of abuse and support early notification. • Producing training resources and online material including accessible and community language formats. <p>www.ageingdisabilitycommission.nsw.gov.au/</p>	<p>2021 and ongoing – reported annually</p>	<ul style="list-style-type: none"> • Risk and protective factors are identified and inform the work of the ‘Strengthening protections for people with disability at risk of harm’ cross-government working group. • Annual reports of the ADC and the OCV scheme to NSW Parliament as required by legislation. • Number of calls, reports, actions taken on reports, and outcomes. • Number of visits, and issues raised, by OCVs. • Analysis of reports to identify trends or response gaps. 	<p> On track</p> <ul style="list-style-type: none"> • 12% increase in reports to the Helpline in 2021-2022. • Continued operation of the Official Community Visitor scheme, with increased demand in disability accommodation services. • Increased community events and education in 2021-2022. • Delivered campaigns for IDPWD and to raise community awareness about abuse of people with disability. • Proactive outreach to disability providers to improve their actions to identify and respond to abuse. • Development of Easy Read information about abuse and rights – will be available on ADC website August 2022.



Safety – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
Objective 2 - Ensure mainstream and specialist disability services provide appropriate and proportionate protections for people with disability who experience or may be at risk of harm.			
<p>2.1</p> <p>The Ageing and Disability Commissioner Act (2019) provides extensive powers to the ADC to respond to reports about adults with disability who are subject to, at risk of, or living in circumstances that will result in, abuse, neglect or exploitation – including investigative powers.</p> <p>The ADC will amend the Act and update the Regulation to improve safeguards for adults with disability and older people, including to:</p> <ul style="list-style-type: none"> • Improve information sharing with relevant agencies and other key parties to reduce risks and improve supports. • Enable a broader range of health practitioners to assist the ADC to respond to people with disability who are subject to, or at risk of, serious harm. 	<p>2021 and ongoing</p>	<ul style="list-style-type: none"> • Changes made to the Ageing and Disability Commissioner Act 2019 and Ageing and Disability Commissioner Regulation 2019 to improve safeguards for adults with disability and older people. • Number of reports, actions taken on reports, and outcomes. 	<p> Completed</p> <ul style="list-style-type: none"> • Act and Regulation amended in June 2021 and November 2021 respectively to improve protections for employees who assist the NSW Ageing and Disability Commission (ADC); improve information sharing; and enable health assistance in ADC investigations.
<p>2.2</p> <p>Those NSW agencies that have responsibility for Acts directly impacting on the welfare of children, young people and adults with disability including: NSW Department of Communities and Justice, NSW Health, NSW Department of Education, NSW Children's Guardian will continue to monitor their implementation and their impact.</p> <p>The action plans of these agencies are available here: https://www.facs.nsw.gov.au/inclusion/advisory-councils/disability/inclusion-plans/chapters/register</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Annual reporting of respective agencies. 	<p> On track</p> <p>Updates on legislative responsibilities are included in the annual reports of agencies - to be produced Quarter 1-2, 2022-2023.</p>


Safety – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 3 - Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm.</p>			
<p>3.1</p>	<p>The NSW Ageing and Disability Commission (ADC) is continuing to develop, implement and improve information sharing and referral arrangements with NSW and Commonwealth regulatory and service agencies in relation to adults with disability and older people who are subject to, or at risk of, abuse, neglect and exploitation.</p> <ul style="list-style-type: none"> The ADC is establishing a community of practice with other state-based adult safeguarding agencies to identify opportunities to strengthen approaches to safeguarding adults who are subject to, or at risk of, harm. The ADC is strengthening information sharing and referral/complaint arrangements between the NSW Official Community Visitor scheme and key NSW and Commonwealth regulatory and service agencies in relation to people with disability living in residential care in NSW. 	<p>Ongoing</p>	<ul style="list-style-type: none"> ADC information sharing and referral arrangements established and monitored. An adult safeguarding community of practice is established and operational. OCV information sharing and referral/complaint arrangements are established and monitored to enable improved access to, and use of, systems by people with disability living in residential care in NSW. <p>■ On track</p> <ul style="list-style-type: none"> Information sharing and referral arrangements established with key agencies, including the NDIA and the NDIS Commission. Community of Practice established with relevant ACT, QLD and SA safeguarding agencies. Current information sharing and referral arrangements between Official Community Visitor scheme and NDIS Commission under review.



Safety – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
3.2	Information resources: NSW Health will work with the University of NSW to develop and translate a series of information resources about NSW mental health services for people with intellectual disability to support their rights the responsibilities of the agency and how to make complaints and access advocacy supports.	<p>June 2022</p> <ul style="list-style-type: none"> • Release of resources to NSW Health services. • Translation of resources into at least two community languages. 	<p> On track</p> <p>Eighteen Easy read resources in English are available on the NSW Health website, including a guide for mental health services to further tailor the information and develop other easy read format information.</p> <p>Translation of these resources into 3 community languages will be complete by December 2022. The project has been delayed by COVID-19 impacting user testing of the translated resources by people with intellectual disability.</p>
3.3	NSW Health have implemented a state-wide policy directive, Responding to Needs of People with Disability During Hospitalisation, detailing guiding principles for strengthening supports for people with disability in NSW public hospitals.	<p>Ongoing</p> <ul style="list-style-type: none"> • All local health districts are required to develop mechanisms to determine if there is a difference in outcomes for people with disability when compared to the general population. 	<p> Some delays</p> <p>This work is ongoing, with the Policy Directive under review.</p>



Safety – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
3.4	NSW Health has established the statewide Intellectual Disability Health Service (IDHS) to support the delivery of coordinated clinical services for people with intellectual disability and complex needs.	<p>Ongoing</p> <ul style="list-style-type: none"> • Evaluation of IDHS. • IDHS data recorded in NSW Health electronic records for performance monitoring and system-wide analyses. 	<p> Some delays</p> <p>The evaluation of the Intellectual Disability Health Service (IDHS) was paused due to the impact of COVID-19 on resources and staffing. A formal evaluation will be recommissioned at the appropriate time.</p> <ul style="list-style-type: none"> • IDHS data continues to be recorded. <p>Key achievements d included delivering in person support to:</p> <ul style="list-style-type: none"> • people with intellectual disability to help navigate the COVID-19 vaccination process • clinicians delivering COVID-19 vaccinations, including advice on communication skills and reasonable adjustments for individual patients • 446 people with intellectual disability accessed the IDHS teams during 2021-22.



Safety – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
<p>3.5 NSW Health established a COVID-19 Disability Community of Practice to identify and escalate issues affecting how people with disability engage with service systems during the COVID-19 pandemic.</p>	<p>2020-21</p>	<ul style="list-style-type: none"> • Monthly Community of Practice meetings held. 	<p> On track</p> <p>Meetings held bi-monthly to:</p> <ul style="list-style-type: none"> • support stakeholders to discuss pandemic preparedness for disability services • identify and escalate issues related to COVID-19 which are actually or potentially affecting clinicians providing care to people with disability • review and provide expert clinical advice on resources • share resources on the response to COVID-19 that can be circulated within networks.
<p>3.6 NSW Health Violence, Abuse and Neglect (VAN) services will undertake a state-wide VAN Redesign Program to enhance the capacity of the public health system to provide 24-hour, trauma-informed and trauma-specific integrated psychosocial, medical and forensic responses to sexual assault, child physical abuse and neglect, and domestic and family violence and service responses to children and young people.</p> <p>The service will incorporate adjustments to ensure accessibility, to account for specific barriers and support the safety needs of people with disability.</p>	<p>2019-25</p>	<ul style="list-style-type: none"> • Evaluation of the implementation is planned for 2021. 	<p> On track</p> <p>The VAN Redesign Program is supported by the Integrated Prevention and Response to Violence, Abuse and Neglect (IPARVAN) Framework. An evaluation of the IPARVAN Framework was completed in June 2022 to determine district and network progress towards 4 IPARVAN Framework objectives and identify barriers and facilitators of integration. Lessons learnt are being used to inform the development of Phase 2 VAN Redesign.</p>



Safety – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
<p>3.7 The NSW Health Sexual Assault and New Street Disability Access Strategy has been developed by ECAV in partnership with the Ministry of Health, UNSW and Flinders University as part of the NSW response to the Royal Commission into Institutional Responses to Child Sexual Abuse.</p> <p>The Strategy will increase the accessibility of sexual assault services for people with disability. Implementation will be guided by a Disability and Sexual Violence Standards Committee and Co-Design Advisory Committee made up of people with lived expertise. The policy sets minimum standards for ensuring that NSW Health Sexual Assault Services are safe and accessible for people with disability.</p> <p><i>The Responding to Sexual Assault (adult and child) Policy and Procedures</i></p> <p>https://www1.health.nsw.gov.au/pds/Pages/doc.aspx?dn=PD2020_006</p>	<p>2021 to 2025</p>	<ul style="list-style-type: none"> An Evaluation framework has been developed to measure implementation and outcomes. 	<p> On track</p> <p>A Disability and Sexual Violence Training Standards Committee and a Co-Design Advisory Committee (CDAC) have been established to support the NSW Health Sexual Assault Services (SAS) and New Street Services Access Strategy for People with Disability.</p> <p>Specialist training has commenced to identify and respond to sexual assault presentations for people with disability. A practice resource database has been established to support clinical practice in SASs and New Street services.</p>
<p>3.8 NSW Government is developing a NSW Framework for the prevention and response to children and young people with problematic and harmful sexual behaviours.</p> <p>It will be supported by an implementation plan with priority actions for NSW Government across four domains: primary prevention, targeted prevention, early intervention and tertiary responses.</p>	<p>2021</p>	<ul style="list-style-type: none"> Currently being developed. NSW Framework for preventing and responding to children and young people with problematic and harmful sexual behaviours, a NSW prevention action strategy and supporting implementation plan.* <p>* This new indicator has been added as requested by NSW. This amendment will be included in the Safety Targeted Action Plan when the published version is updated.</p>	<p> Some delays</p> <p>Framework and prevention action strategy complete and supporting implementation plan under development.</p> <p>Expected to be considered by Government in late 2022.</p>



Safety – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
<p>3.9 Strengthening domestic and family violence supports for people with disability. Aims to build the capacity of the disability sector to respond to domestic and family violence (DFV).</p> <p>The Strengthening domestic and family violence supports for people with disability is a two part project that fosters collaboration between the disability and DFV sectors and addresses gaps in knowledge and capacity. This project will principally focus on the development of training materials and delivery to:</p> <ul style="list-style-type: none"> • Help disability support workers recognise and address the issues of clients who have experienced or are experiencing DFV. • The DFV sector to foster better understanding and address the obstacles people with disability face when accessing DFV services. 	<p>June 2022</p>	<ul style="list-style-type: none"> • Production of training material and delivery of training. 	<p> Some delays</p> <p>Project deliverables delayed due to impact of COVID-19. Contract/project extended until June 2023. Consultation with the sector/s is underway. Production of training material and delivery of training to occur before June 2023.</p>
<p>3.10 NSW Government will renew its commitment to disability advocacy through the Disability Advocacy Futures Program (DAFP).</p> <p>The DAFP is based on the recommendations of the Ageing and Disability Commissioner's advocacy review. The program will:</p> <ul style="list-style-type: none"> • Ensure that all people with disability in NSW have access to disability advocacy to support their ability to engage with NSW Government funded and delivered services. • Deliver statewide local individual advocacy services. • Deliver statewide specialist individual and systemic advocacy services for First Nations and CALD people. 	<p>2022</p>	<ul style="list-style-type: none"> • Department of Communities and Justice (DCJ) will monitor the program's projects, with broader financial and performance based monitoring under the DCJ Funded Contract Management Framework. 	<p> On track</p> <p>The DAFP program began 1 January 2022. Eighteen organisations were successful in receiving funding and are contracted under the Human Services Agreement (HSA) and are required to report annually through the DCJ Annual Accountability process.</p>


Safety – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
Objective 4 - Reduce and eliminate the use of restrictive practices in all government service systems.			
<p>4.1 NSW Department of Education will implement the Restrictive Practices Framework to reduce and eliminate the use of restrictive practices in NSW public schools.</p>	<p>2021-2022</p>	<ul style="list-style-type: none"> • Consistent definitions around restrictive practices and clear planning and reporting processes for schools. • Reduction in the use of restrictive practices over time. 	<p> On track</p> <p>The Restrictive Practices Framework and Policy will be implemented in schools from day 1, Term 1, 2023.</p> <p>Policy and IT system updates will also be completed across the Department, to ensure alignment and reporting capability, when the policy goes live next year.</p>
<p>4.2 NSW will guide the implementation and oversight of strategies to reduce and eliminate restrictive practices.</p> <p>The use of Restrictive Practices in NSW will be monitored in relation to implementation, review and evaluation for the purposes of safeguarding and timely reduction and removal.</p> <p>Continue the rigorous NSW Authorisation arrangements with the aim of reducing and eventually eliminating restrictive practices over time by requiring:</p> <ul style="list-style-type: none"> • A behaviour support plan by a suitably qualified practitioner. • Informed consent by the participant or their guardian. • Approval by an appropriately conducted RPA Panel. 	<p>Ongoing</p>	<ul style="list-style-type: none"> • Ongoing reporting on numbers of restrictive practice authorisations. 	<p> On track</p> <p>To promote the reduction and elimination of Restrictive Practices, 18 policy webinar sessions (with a total of 621 attendees) and 18 system webinar sessions (with a total of 508 attendees) were held between 1 July 2021 and 30 June 2022.</p>

Safety – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
<p>4.3 NSW Health has published and implemented PD2020_004 Seclusion and Restraint in NSW Health Settings.</p> <p>This provides a principles-based approach for the use of seclusion and restraint in NSW Health settings and outlines the approach, where safe and possible, to eliminating the use of seclusion and restraint.</p> <p>All Local Health Districts and Specialty Health Networks have developed local seclusion and restraint action plans in partnership with consumers and carers.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> Reporting by LHDs against their seclusion and restraint action plans.* <p>* This indicator has been amended from 'constraint' to 'restraint' as requested by NSW. This amendment will be included in the Safety Targeted Action Plan when the published version is updated.</p>	<p> On track</p> <p>All Districts and Networks have local seclusion and restraint prevention action plans in place, and employ consumer peer workers.</p> <p>\$655,000 is provided annually and includes funding to work with Local Health Districts and specialty Health Networks to enhance patient and staff safety, experiences and outcomes.</p>
<p>4.4 Monitoring the use of seclusion in NSW Health facilities.</p> <p>NSW Health has set key performance indicators for Local Health Districts and Specialty Health Networks to report on KPIs publicly by the Bureau of Health Information.</p>	<p>Ongoing</p>	<p>Mental Health Seclusion Indicators:</p> <ul style="list-style-type: none"> Occurrence (per 1000 bed days): <5.1. Duration (average hours): <4.0. Frequency (%): <4.1% of all acute mental health admitted care episodes.* <p>* This indicator has been amended to include 'of all acute mental health admitted care episodes' as requested by NSW. This amendment will be included in the Safety Targeted Action Plan when the published version is updated.</p>	<p> On track</p> <p>The latest Bureau of Health Information Report shows that most episodes of care in acute mental health units did not have a seclusion or restraint event in the October to December 2021 period.</p> <p>To support accountability, seclusion indicators have been included in quarterly reporting to the Ministry and to Local Health District / Specialty Health Network Boards.</p>



Safety – New South Wales

Action	Timeline	Indicator(s)	Status and Progress
<p>4.5 Legislation reform</p> <p>National alignment of state-based authorisation arrangements for restrictive practices with agreed principles.</p> <p>NSW will determine an approach to comply with the 10 principles for national consistent authorisation of restrictive practices.</p> <p>Government sector agencies that use or propose to use restrictive practices on persons with disability must take into account the objects and guiding principles of the Persons with Disability (Regulated Restrictive Practices) Bill 2021.</p>	<p>2021-2023</p>	<ul style="list-style-type: none"> • Reporting to the Ageing and Disability Commissioner (ADC). • Availability of training and support materials to support the sector implement legislation changes. • Reduction in the use of restrictive practices authorisation requests over time. 	<p> Some delays</p> <p>Stakeholder consultations were held in early 2021. To address some of the concerns raised, Department of Communities and Justice has drafted instructions for the Parliamentary Counsel's Office (PCO) to make some amendments to the Bill. The Minister is considering this approach.</p>




Objective 5 - Build individual capacity and effective natural safeguards (i.e. informal supports and protections such as connection with family and community) of people with disability.

<p>5.1 Increasing community-based abuse prevention Collaboratives</p> <p>The ADC aims to increase the number of disability abuse prevention Collaboratives, including in regional areas.</p> <p>The Collaboratives raise awareness and provide practical strategies and assistance to local communities and agencies to better prevent abuse and identify those at risk in the community. Of the 18 Collaboratives in NSW, only one is currently focused on people with disability. In consultation with Local Government NSW, the ADC will work with local councils, community groups and stakeholders to increase the number of disability abuse prevention Collaboratives in NSW.</p>	<p>2021 to 2023</p>	<ul style="list-style-type: none"> • Number of disability abuse prevention Collaboratives. • Number of LGAs in which Collaboratives are established. 	<p> Some delays</p> <ul style="list-style-type: none"> • Initiated conversations with Sutherland Shire to establish the second Disability Abuse Prevention Collaborative. Local government workforce changes and COVID-19 have delayed progress. To resume in 2022-2023. • Opportunities also being explored for the Northern Sydney region.
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Safety – Victoria

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm.			
1.1 Introduce a Child Protection Bill to provide the foundations to progress future reform of the child and family service system and to advance self-determination, aligning with the Roadmap for Reform which is the Victorian Government's blueprint for transforming the child and family system from crisis response to earlier intervention and prevention; and Wungurilwil Gapgapduir: Aboriginal Children and Families Agreement, through measures that enhance the system's management of risk for all children at risk including those children with disability.	2022	<ul style="list-style-type: none"> Implementation of the <i>Children Youth and Families (Child Protection) Bill 2021</i> subject to its passage through Parliament. 	 On track The <i>Children, Youth and Families Amendment (Child Protection) Bill 2021 (Vic)</i> was introduced in the Legislative Council in February 2022.
Objective 2 - Ensure mainstream and specialist disability services provide appropriate and proportionate protections for people with disability who experience or may be at risk of harm.			
2.1 Amend the <i>Disability Act 2006 (Vic)</i> to strengthen inclusion of people with disability and ensure that the Disability Act is responsive to Victoria's changing role in direct service delivery, oversight and safeguarding.	2022	<ul style="list-style-type: none"> Amendments completed to the <i>Disability Act 2006 (Vic)</i>. 	 On track Victoria intends to consult on a Disability Inclusion Bill exposure draft to drive improvements and promote disability inclusion across Victoria for release in late 2022. Amendments to the <i>Disability Act 2006 (Vic)</i> are also intended to address gaps in residential protections for Victorians in disability accommodation and to strengthen quality and safeguards.



Safety – Victoria

Action	Timeline	Indicator(s)	Status and Progress
2.2 Participate in the NDIS Quality and Safeguarding Framework Review.	2022	<ul style="list-style-type: none"> An interim report will be due by February 2022, with the final report to be delivered by the end of 2022. 	<p> Some delays</p> <p>The NDIS Quality and Safeguarding Framework Review will now be considered in Part 2 of the NDIS review. This has not commenced and is expected to take 12 months. The Commonwealth is currently preparing terms of reference and a project plan. This action has been delayed because of a change in approach by the Commonwealth.</p>
2.3 Social Services Regulation Reform completed.	2021-2023	<ul style="list-style-type: none"> Legislation to enable the establishment of a new Social Services Regulator in 2022. New regulatory framework commenced in 2023. 	<p> On track</p> <p>The <i>Social Services Regulation Act 2021 (Vic)</i> was passed by Parliament in September 2021. It establishes a more robust regulatory framework for social services including disability services regulated under the <i>Disability Act 2006 (Vic)</i>. It will commence from 1 July 2023.</p>
2.4 Continued implementation of the Disability Worker Regulation Scheme, including a voluntary worker registration scheme and mandatory obligations that apply to all unregistered disability workers.	Ongoing roll out	<ul style="list-style-type: none"> Registration scheme implemented. 	<p> On track</p> <p>The first registration period for Victorian disability workers commenced in October 2021. A Bill is before Parliament to streamline the registration process for workers who already have NDIS clearance.</p>




Safety – Victoria

Action		Timeline	Indicator(s)	Status and Progress
2.5	Continued delivery of the NDIS worker screening check in Victoria.	Ongoing roll out	<ul style="list-style-type: none"> Number of workers screened. 	<p> On track</p> <p>NDIS Worker Screening commenced 1 February 2021. During the reporting period 44,579 NDIS clearances were issued.</p>

Objective 3 – Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm.

3.1	Strengthen Victorian Disability Advocacy Program through additional funding for advocacy organisations to assist and support individuals to access and navigate service systems including NDIS, education, housing, legal support, child protection.	2021-22 and ongoing	<ul style="list-style-type: none"> Number of clients supported. 	<p> On track</p> <p>To address the ongoing demand and increased complexity of disability advocacy, a 50% funding boost was provided to VDAP organisations in 2021-22. This investment supported a total of 2,766 Victorians with disability and their carers. This funding boost has been replicated for 2022-23 to support an additional 800 Victorians with disability to access advocacy.</p>
3.2	Disability Liaison Officer (DLO) - Support people with disability to navigate the health system and receive appropriate care and treatment. Dedicated Disability Liaison Officers work across 22 health services to directly support people with disability to access health services as well as addressing broader systemic issues around health services accessibility.	2021-22	<ul style="list-style-type: none"> Number of clients supported. 	<p> On track</p> <p>Over 2021-22 the program focus shifted from broad health service accessibility to supporting access to COVID-19 vaccinations for people with disability. The program assisted over 10,000 Victorians with disability to book an appropriate vaccination that meets their needs, with the program championed by disability stakeholders as an approach that should be replicated nation-wide.</p>


Safety – Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>3.3 Disability Family Violence Crisis Response Initiative - This initiative provides brokerage funding for people with disability escaping family violence and funds the Disability Family Violence Crisis Response Coordinator position.</p>	<p>2019 and ongoing</p>	<ul style="list-style-type: none"> • Number of clients supported, and brokerage funding acquitted. 	<p> On track</p> <p>In the reporting period approximately 107 clients (including 68 children) were supported and just over \$50,000 of brokerage funding was acquitted.</p>
<p>3.4 Establish the Disability Advice and Response Team (DART) in the Children’s Court of Victoria to provide on-the-spot disability advice prior to and during hearings, as well as assist with screening for disability and identify pathways to service responses to address the young person’s disability needs. One of the DART worker positions will be an Aboriginal identified position, and will operate in the Children’s Koori Court, including attending weekly Koori Family Hearing Days. (The 2021-22 budget included \$3.9 million output over 4 years to establish DART and \$1 million output ongoing).</p>	<p>2022 and ongoing</p>	<ul style="list-style-type: none"> • Young people with disability are diverted away from the justice system and into community-based services. • Increased access by Aboriginal young people with disability to disability supports that acknowledge and respond to their cultural needs, as well as their criminogenic needs. • Increased number of people with lived experience of having a disability and being in the Victorian justice system have a safe place to provide advice and direction on policy and service design. 	<p> On track</p> <p>Following consultations, key procurement and evaluation documents have been finalised, including:</p> <ul style="list-style-type: none"> • service specifications • an operational framework • an evaluation framework. <p>DART is on track to be operational in the Children’s Court of Victoria in the first half of 2023.</p>
<p>3.5 Improve outcomes for people with disability who are in contact with the Victorian Justice system via quarterly Disability Justice Operational Forums. These Forums provide a collaborative environment for Victorian and NDIS stakeholders working at the operational level of the justice interface to learn together, share resources, and identify opportunities to consider the voice of lived experience in policy and service design.</p>	<p>2021 and ongoing</p>	<ul style="list-style-type: none"> • Resources and services developed within the Victorian Justice better meet the access needs of people with disability. 	<p> On track</p> <p>Two Disability Justice Operational Forums have been held. At both forums, people with lived experience of having a cognitive impairment and being in the justice system shared their experience and provided advice to DJCS staff responsible for policy design and service delivery.</p>

Safety – Victoria

Action	Timeline	Indicator(s)	Status and Progress
3.6	Senior and Specialist Disability Advisors provide secondary consultation and expert advice to youth justice custodial and community-based staff and care teams. This work is designed to improve youth justice supervision and link these young people to services, including the NDIS.	<p>2021-2023</p> <ul style="list-style-type: none"> Youth justice staff are supported to employ effective strategies to support young people with a disability. Young people with disability experience improved access to and use of service systems. 	<p> On track</p> <p>Senior/Specialist Disability Advisors continue to provide formal training and regular informal support to staff to employ effective strategies to support young people with disability.</p>

Objective 4 - Reduce and eliminate the use of restrictive practices in all government service systems.

4.1	<p>Implement initiatives to strengthen disability support services for people in custody and improve custodial staff understanding of behaviours and responses:</p> <ul style="list-style-type: none"> Embed the Disability and Complex Needs Service at the Dame Phyllis Frost Centre (women's prison). The 2021–22 State Budget includes \$1.2 million over three years to extend the service until June 2024. Implement the system-wide Prison Disability Support Initiative (PDSI). Funding of \$2.46m allocated in the 2020–21 State Budget has enabled the establishment of the PDSI across all prisons to June 2022. 	<p>July 2021 – June 2024</p> <p>July 2021 – June 2022</p> <ul style="list-style-type: none"> Increased confidence in responding to people in prison with a disability, particularly cognitive impairment. 	<p> On track</p> <p>The 2022-23 State Budget provided \$8.3 million over 4 years to continue the Prison Disability Support Initiative. The service is helping to identify and assess people with disability across the Victorian prison system. It also provides behavioural supports and helps people to access the National Disability Insurance Scheme (NDIS).</p> <p>The Disability and Complex Needs Service continues to address the needs of women with cognitive disability and prepare them for reintegration into the community.</p>
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Safety – Victoria

Action	Timeline	Indicator(s)	Status and Progress
Objective 5 - Build individual capacity and effective natural safeguards (i.e. informal supports and protections such as connection with family and community) of people with disability.			
5.1	Strengthen Victorian Disability Advocacy Program funding for organisations to undertake self, individual and systemic advocacy. VDAP also supports the Self Advocacy Resource Unit (SARU) to support Victorian self advocacy groups of people with intellectual disability, acquired brain injury and complex communication support needs.	2020-21 and ongoing	<ul style="list-style-type: none"> • Number of clients supported. <p>■ On track</p> <p>The Victorian Government has long recognised the important role of advocacy as a fundamental safeguard against abuse and discrimination. Two resource units are funded to help build capacity across the sector, including the Self Advocacy Resource Unit (SARU) which is focused on supporting self advocates, who are people primarily with cognitive disability, to advocate on their own behalf with support. SARU received a 50% increase in funding in 2021-22.</p>

Safety – Queensland

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm.			
1.1	Complete implementation of Queensland's plan to respond to domestic and family violence against people with disability (the Plan), including the delivery of a Queensland-wide community awareness campaign to raise awareness about the impacts of domestic and family violence against people with disability and their human rights.	30 June 2022	<ul style="list-style-type: none"> Number of signature and supporting initiatives reported as 'completed' across the four focus areas. Increased awareness in the community about the impacts of domestic and family violence against people with disability and their human rights. Evidence that people with disability are aware of risk factors and types of DFV. Reported level of awareness by people with disability, their carers, and families in terms of supports available to them.
1.2	Review of departmental policy and procedure for identifying and referring concerns when a person with disability may be at risk of harm to ensure they are evidence based and that service delivery staff are supported to recognise, prevent and minimise abuse, neglect and exploitation, and are subject to mandatory worker screening.	2022-2024	<ul style="list-style-type: none"> Appropriate referrals are made and action taken whenever risk of harm is identified.



 **Completed**

6-week community awareness campaign launched June 2022. All other signature and supporting initiatives have been completed across the 4 focus areas.


 **On track**

Preventing and Responding to the Abuse, Neglect and Exploitation of People with Disability policy outlines requirements for staff, including worker screening and referral of issues to other agencies, such as police. Critical Incident Reporting policy also applies.

Safety – Queensland

Action		Timeline	Indicator(s)	Status and Progress
1.3	Ensure that all disability and seniors related funded services have appropriate policies and procedures for identifying and actioning risk of harm to people with disability.	2022-2024	<ul style="list-style-type: none"> Agreements with funded services require appropriate policies and procedures and providers' compliance is monitored through regular reporting. 	<p> On track</p> <p>All service provision contracts require organisations to meet Human Services Quality Standards which include requirements about preventing and responding to harm for all clients including some specific to people with disability. Services required to undergo periodic mandatory audits of compliance.</p>
1.4	Deliver NDIS worker screening and state disability worker screening to ensure that only suitable people are cleared to work and/or volunteer with people with disability.	2022-2024	<ul style="list-style-type: none"> Worker screening systems exclude unsuitable people from working or volunteering with people with disability. 	<p> Completed</p> <p>Nationally consistent worker screening legislative framework implemented from 1 February 2021, providing for non-discretionary and discretionary exclusions to be issued. Exclusions may be issued following a risk assessment and formal show cause process or due to an individual's criminal history.</p>


Safety – Queensland

Action	Timeline	Indicator(s)	Status and Progress
<p>1.5</p>	<p>Implement new and continuing initiatives under the whole-of-Government <i>Prevent. Support. Believe. Queensland's Framework to address Sexual Violence - Action Plan 2021-22</i>, including strategies to prevent sexual violence through strengthening the capacity of workplaces and institutions to prevent sexual violence, and implementing targeted prevention and early intervention activities tailored for and designed by specific population groups (Priority 1: Prevention).</p>	<p>December 2022 and ongoing</p>	<ul style="list-style-type: none"> • Implementation of relevant new and continuing actions under the TAP, including: <ul style="list-style-type: none"> – Identifying training that could be offered to frontline, program and policy staff across Government to improve understanding of sexual violence. – Promoting sexual violence prevention resources and training for carers and disability support providers, particularly those providing care in congregate settings. • Workplaces are better equipped to prevent and respond to people with disability impacted by sexual violence: <ul style="list-style-type: none"> – Evidence of workforce training (e.g., training sessions or materials) on risk factors and targeted, trauma-informed responses.
			<p> Future start</p>



Safety – Queensland

Action	Timeline	Indicator(s)	Status and Progress
Objective 2 - Ensure mainstream and specialist disability services provide appropriate and proportionate protections for people with disability who experience or may be at risk of harm.			
2.1	Participating in the review of the NDIS Quality and Safeguarding Framework.	2021-2022	<ul style="list-style-type: none"> A refreshed framework considers the need for proportionate and appropriate regulation. <p>■ Some delays</p> <p>Queensland has contributed to work led by the Commonwealth (through the Department of Social Services) to finalise the provisional scope for the review of the NDIS Quality and Safeguarding Framework.</p>
2.2	Continuing to work with the Commonwealth to explore opportunities to streamline regulatory approaches across care sectors.	2021-2023	<ul style="list-style-type: none"> Identifiable reduction in the level of duplicate regulation. <p>■ Some delays</p> <p>Queensland has contributed to work led by the Commonwealth (through the Department of Health and Aged Care) to explore opportunities to streamline regulatory approaches across care sectors.</p>



Safety – Queensland

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 3 - Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm.</p>			
<p>3.1</p>	<p>Measure and report on progress against the outcomes in Queensland's plan to respond to domestic and family violence against people with disability (the plan).</p>	<p>30 June 2022</p>	<ul style="list-style-type: none"> • Supports to people with disability impacted by domestic and family violence are improved, in particular to women with disability. • Reported level of agreement that there are improvements in supports to people with disability impacted by DFV, in particular women. • Victims and their families are safe and supported. • Evidence of workforce training (e.g., training sessions or materials), including: <ul style="list-style-type: none"> – For the disability workforce to respond to people impacted by DFV. – For the DFV workforce to respond to people with disability. <p> Completed</p> <p>An evaluation of the Plan has been completed against the evaluation plan (Signature initiative 4.2)</p>


Safety – Queensland

Action	Timeline	Indicator(s)	Status and Progress
3.2	House people with disability who are in crisis and transition them into longer term housing with on-site or mobile support.	<p>2021-2025</p> <ul style="list-style-type: none"> • Number of people with disability in crisis accommodation. • Number of people with disability transitioned from crisis accommodation to longer term housing. • Number of people with disability assisted with on-site support. • Number of people with disability assisted with mobile support. 	<p> On track</p> <p>In 2021-22, 220 people with disability were provided with short term/emergency accommodation; and 39 of 108 people with disability in short term-temporary accommodation (when first presenting to specialist homelessness services) were in long term housing at the end of their support.</p>
3.3	Explore options for safer admissions to custody, including early identification of individual person needs, and collaborate with key stakeholders to improve coordination of supports for NDIS participants exiting custody.	<p>30 June 2022</p> <ul style="list-style-type: none"> • Safety initiatives options explored and where deemed feasible implemented. 	<p> Some delays</p> <p>Work has commenced on exploring options and models for safer admissions. Early internal agency consultation and interjurisdictional scans have been undertaken.</p>


Safety – Queensland

Action	Timeline	Indicator(s)	Status and Progress
<p>3.4 Develop a Disability and Mental Illness Strategy to ensure prisoners and offenders with disability/mental illness are identified early, treated with dignity and respect, and have access to the supports and services they need.</p>	<p>31 March 2022</p>	<ul style="list-style-type: none"> • Strategy endorsed and published. 	<p> Some delays</p> <p>Consultation with internal and external stakeholders on identified priority areas and initiatives has commenced for the Disability Strategy. A Mental Health Strategy will be progressed separately. The Disability Strategy is due to be completed 31 March 2023.</p>
<p>3.5 Deliver the Research Partnerships Projects to better understand the reasons for under-utilisation of NDIS funding by Queensland participants, particularly those who are hard to reach, disconnected from mainstream services and may experience multiple layers of disadvantage.</p>	<p>2021-2022</p>	<ul style="list-style-type: none"> • Research outcomes provide evidence for future advocacy and action to address plan under-utilisation and improve access to disability supports in regional Queensland. 	<p> Some delays</p> <p>Queensland NDIS Plan Utilisation Barriers and Enablers for First Peoples and Rural and Remote Communities qualitative study completed in June 2022 outlining barriers and enablers specific to First Peoples and those living in rural and remote communities in Queensland.</p>


Safety – Queensland

Action	Timeline	Indicator(s)	Status and Progress
<p>3.6 Enhance the ability of police to respond to and support the needs of vulnerable people within the community, including those with a disability, with a focus on promoting victim-centric and trauma informed policing practices, case management and identification of support options.</p>	<p>2021-2023</p>	<ul style="list-style-type: none"> • Establishment of additional Domestic, Family Violence and Vulnerable Persons Units in Queensland. • Training and awareness products delivered to frontline police which include perspectives of persons with disability. • Number of referrals made using the Police Referral System to connect people with a disability to external support providers to address the underlying causes of their offending or engagement with QPS. 	<p> On track</p> <p>Additional Domestic, Family Violence and Vulnerable Persons Unit established and planning to establish further units.</p> <p>Queensland Police Service undertakes disability awareness training, including about autism and improving employment opportunities for people with disability.</p> <p>79,721 referrals submitted via Police Referral System, 1,648 with disability indicators.</p>


Objective 4 - Reduce and eliminate the use of restrictive practices in all government service systems.

<p>4.1 Review current legislation and policy in relation to the use and minimisation of restrictive practices in Queensland hospital and health facilities, and ensure Queensland Health has systems to:</p> <ul style="list-style-type: none"> • Minimise and, where possible, eliminate the use of restrictive practices. • Govern the use of restrictive practices in accordance with legislation. • Report use of restrictive practices to the governing body. 	<p>2022-2024</p>	<ul style="list-style-type: none"> • Training programmes and resources developed and promoted on alternative strategies to using restrictive practices. • Policy and best practice guidelines developed to minimise the use of restrictive practices in healthcare settings. 	<p> Some delays</p> <p>Appropriate training courses and providers have been explored, and policy and best practice guidelines are in draft form.</p>
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Safety – Queensland

Action	Timeline	Indicator(s)	Status and Progress
4.2	Complete a review of Queensland’s positive behaviour support and restrictive practices authorisation framework with a view to achieving the further reduction and elimination of the use of restrictive practices.	2022-2024 • Reviewed is completed and recommendations considered by Government.	 On track Supported by an expert reference group, the 3-month public consultation on ideas for reform of Queensland’s authorisation framework concluded in January 2022. Based on the outcomes of consultation, the Queensland Government will consider potential options for reform.




Objective 5 - Build individual capacity and effective natural safeguards (i.e. informal supports and protections such as connection with family and community) of people with disability.

5.1	Enhancing <i>specialist individual</i> advocacy services – First Nations people with disability and People with disability from Culturally and Linguistically Diverse backgrounds. Fund the Queensland Disability Advocacy Program Specialist Individual Advocacy services to ensure First Nations people with disability and people with disability from Culturally and Linguistically Diverse Backgrounds receive advocacy supports that uphold their rights and interests and to increase the control they have over their lives, through representation and building the person’s capacity for self-advocacy.	Jan 2022 – June 2023 • First Nations people with disability and people with disability from culturally and linguistically diverse backgrounds experience improved interactions with mainstream service systems measured through regular service reporting.	 On track Queensland Disability Advocacy Program designed and funding allocated to specialist individual advocacy services to provide services to First Nations people with disability and people with disability from culturally and linguistically diverse backgrounds.
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Safety – Western Australia

Action	Timeline	Indicator(s)	Status and Progress
Objective 1 - Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm.			
1.1 Creating safe communities Provide ongoing opportunities for people with disability and disability service providers to provide feedback and input on access and inclusion issues faced by the WA Police Force and the Road Safety Commission.	Ongoing	<ul style="list-style-type: none"> Feedback opportunities. 	 On track Safety Commission websites, via telephone, in person, through an advocate, family member or carer to local police stations. Further website redevelopments will consider accessibility.
1.2 Presenting the views of people with disability during the Royal Commission Support disability advocacy organisations and peak disability bodies to continue to engage with Western Australians with disability regarding their safeguarding concerns and experiences, for presentation to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.	Ongoing	<ul style="list-style-type: none"> Number of presentations to the Royal Commission. 	 On track The WA State Disability Advocacy Program provided \$15 million over 3 years to support individuals to represent their issues and drive systemic changes.
Objective 2 - Ensure mainstream and specialist disability services provide appropriate and proportionate protections for people with disability who experience or may be at risk of harm.			
2.1 Quality and safeguarding Implement the authorisation of restrictive practices processes to encourage the reduction/elimination of the use of restrictive practices.	Ongoing	<ul style="list-style-type: none"> Progress of implementation. 	 On track State Government is considering stakeholder feedback gathered late 2021 and assessing the current Authorisation of Restrictive Practices in Funded Disability Services Policy to inform the development of new State authorisation legislation.



Safety – Western Australia

Action		Timeline	Indicator(s)	Status and Progress
2.2	<p>Safe services for all</p> <p>Implement pre-employment worker screening through the commencement of the NDIS Worker Screening Check requirement to ensure people with disability receive services in safe environments.</p>	Ongoing	<ul style="list-style-type: none"> Implementation of pre-employment screens. 	<p> On track</p> <p>NDIS Worker Screening commenced 1 February 2021, replacing a range of screening processes. Between December 2021 and June 2022 WA granted 18,034 NDIS Check clearances subject to national ongoing monitoring.</p>
2.3	<p>All together for one</p> <p>Identify legislative reform required to improve outcomes for people with disability, including but not limited to the Disability Services Act 1993, and provide advice to government to better support the rights of people with disability.</p>	By 2023	<ul style="list-style-type: none"> Reform areas identified. 	<p> On track</p> <p>Office of Disability has reviewed the Disability Services Act 1993. Later in 2022, people with disability, families, carers and stakeholders will be consulted to plan for new WA disability legislation.</p>
2.4	<p>Improving the Guardianship and Administration Act 1990 (WA)</p> <p>Finalise amendments arising from the 2015 Statutory Review of the Guardianship and Administrative Act 1990 (WA) aimed at strengthening safeguards for adults with a decision-making disability and improving the overall operation of the Act.</p>	To be determined by Government priorities	<ul style="list-style-type: none"> Number of amendments. 	<p> On track</p> <p>A bill to make amendments to the Guardianship and Administration Act 1990 (WA) is currently being drafted.</p>




Safety – Western Australia

Action	Timeline	Indicator(s)	Status and Progress
Objective 3 - Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm.			
3.1 Accessible refuge accommodation and support Women with disability to be supported as needed by two new accessible family and domestic violence refuges. The services provide a safe, supportive space for women and their families escaping domestic violence: and provide information on a range of issues such as housing, income, family court matters, and restraining orders.	Ongoing	<ul style="list-style-type: none"> Implementation of program. 	 On track Two new women's refuges have been purpose-built to ensure maximum accessibility for women with a disability. Identified units are universally accessible.
3.2 Positive Behaviour Support Practitioners Increase the number of qualified Positive Behaviour Support Practitioners available in WA to develop positive behaviour plans, to support people with complex needs.	Ongoing	<ul style="list-style-type: none"> Number of qualified practitioners. 	 On track WA Behaviour Support Practitioner Training has finished. 236 trainees from 86 different organisations attended. 130 provide services in regional WA. Past trainees were supported to facilitate content and mentor trainees.
3.3 Support for victims of crime Investigate opportunities to better identify and support victims of crime who have a disability.	By 2023	<ul style="list-style-type: none"> Number of victims of crime identifying as having a disability supported by the Office of the Commissioner for Victims of Crime. Identification of specific opportunities implemented. 	 On track The <i>Victims of Crime Act 1994</i> Statutory Review was tabled in Parliament in March 2022. The development of a draft Victims Strategy is due in January 2023 ensuring recognition of people with a disability.


Safety – Western Australia

Action	Timeline	Indicator(s)	Status and Progress	
Objective 4 - Reduce and eliminate the use of restrictive practices in all government service systems.				
<p>4.1</p>	<p>Keep people with disability safe Protect the safety of a person with disability or other members of the community by encouraging the reduction and elimination of restrictive practices and enable the authorisation of restrictive practices, where there are no other options available.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Program implemented. 	<p> On track</p> <p>Pending authorisation legislation, Western Australia has implemented the Authorisation of Restrictive Practices in Funded Disability Services Policy which requires disability service providers to obtain authorisation, from a Quality Assurance Panel, when using regulated restrictive practices.</p>
<p>4.2</p>	<p>Learning, wellbeing and positive behaviour Further build the capacity of schools to create safe and supportive learning environments that focus on student learning, wellbeing and positive behaviour support in order to minimise, or eliminate, restrictive practices.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Capacity support provided. 	<p> On track</p> <p>The Department of Education continues to deliver professional learning on Behaviour Support Planning and Trauma Awareness in Schools; review the Student Behaviour Policy; and maintain a contract with Team Teach Asia Pacific for de-escalation and positive handling training.</p>




Safety – South Australia

Action	Timeline	Indicator(s)	Status and Progress	
Objective 1 - Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm.				
1.1	Undertake research and drive approaches that specifically respond to and target women’s complex needs in both custody and community, including working closely with mental health/health providers, migrant services and disability providers.	Ongoing	<ul style="list-style-type: none"> Research is facilitated, which responds to women’s complex custody needs. 	<p> On track</p> <p>A paper on a complex needs response at the Adelaide Women’s Prison has been completed and core principles to underpin an approach have been defined. Delivery options are now being explored.</p>
1.2	Support the Attorney-General’s Department to deliver high quality and coordinated engagement with the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, including providing consistent, accurate and relevant information.	2023	<ul style="list-style-type: none"> Disability Royal Commission Working Group established with impacted government entities. 	<p> Completed</p> <p>The Attorney General’s Department established the Disability Royal Commission SA Working Group that continues to meet and support impacted government entities.</p>
Objective 2 - Ensure mainstream and specialist disability services provide appropriate and proportionate protections for people with disability who experience or may be at risk of harm.				
2.1	Review and enhance employee and volunteer disability awareness and other training with a focus on reinforcing the rights of people with disability in all interactions with SAPOL.	2024	<ul style="list-style-type: none"> Training reviewed and enhanced. Number of employees undertaking training. Number of volunteers undertaking training. 	<p> On track</p> <p>A review of training has commenced.</p> <p>Launch of Autism Awareness training.</p> <p>Easy English training delivered by Scope Australia.</p> <p>Dementia SA to deliver a training/information session for the Communications Group.</p>




Safety – South Australia

Action	Timeline	Indicator(s)	Status and Progress
2.2	2022	<ul style="list-style-type: none"> Review completed. 	<p> On track</p> <p>The review of the <i>Disability Inclusion Act 2018 (SA)</i> has been completed and a final report submitted to the Minister for Human Services in June 2022 with recommendations for consideration.</p>




Objective 3 - Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm.

3.1	Improve liveability of our housing by ensuring SAHT Universal Design Criteria is applied to at least 75% of new social housing construction.	Ongoing	<ul style="list-style-type: none"> Number of new properties developed to SAHT Universal Housing design criteria per annum. 	<p> On track</p> <p>In the reporting period all 46 new properties were built to South Australian Housing Trust Universal Design Criteria, including:</p> <ul style="list-style-type: none"> – 12 Affordable Housing – 12 Better Neighbourhoods – 22 New Build and Redevelopment
3.2	Support people to remain in their public housing home by undertaking disability modifications (where the housing is suitable for modification) for people living with a disability.	Ongoing	<ul style="list-style-type: none"> Number of modifications completed. 	<p> On track</p> <p>In the reporting period 940 public housing properties had at least one disability modification undertaken.</p>
3.3	Develop strategies to connect households supported by the SA Housing Authority to available supports such as NDIS and My Aged Care so that those at risk of harm can continue to live safely, independently and connect with their community.	Ongoing	<ul style="list-style-type: none"> Options developed to identify tenants in need of support. Number of Housing SA tenants living with disability referred to disability or aged care services for assessment. 	<p> On track</p> <p>The SA Housing Authority is progressing work with the NDIA to improve inter-agency information sharing and supports. Referral process is currently under review.</p>




Safety – South Australia

Action		Timeline	Indicator(s)	Status and Progress
3.4	Develop Disability Impact Guidelines for SA Housing staff to use when undertaking major policy and program reviews.	2022	<ul style="list-style-type: none"> Disability Impact Guidelines developed and implemented. 	<p> Paused</p> <p>Guidelines will be considered as part of the SA Housing Authority's Disability Action Inclusion Plan Review following updated State Disability Inclusion Plan expected to be released later in 2022, thus implementation paused.</p>
3.5	Investigate options to develop information sheets in Easy Read format to accompany key Housing SA information (e.g. Tenancy Agreement Information).	2022	<ul style="list-style-type: none"> Key information sheets developed in Easy Read format. 	<p> Completed</p> <p>Easy English Guide for Tenants developed and released May 2022.</p> <p>The Guide sets out easy-to-follow steps using pictures and clear language to help customers understand their rights and obligations.</p>
3.6	Continue to progress Stages 2 and 3 of the Canine Court Companion (CCC) project, which aims to reduce the stress and anxiety of vulnerable victims and prosecution witnesses at legal assessments and criminal justice proceedings, with Stage 2 including support in court waiting areas and Stage 3 including support in court rooms and CCTV suits.	2023	<ul style="list-style-type: none"> Number of appointments attended by the canine companion. Number of victims and witnesses supported. 	<p> Some delays</p> <p>Canine Court Companion (CCC) – CCC Zero unexpectedly retired in 2021 causing some delays. New CCC (Zeb) has been trained, attended 4 appointments (4 child complainants) in the Office of the Director of Public Prosecutions since May 2022.</p>




Safety – South Australia

Action	Timeline	Indicator(s)	Status and Progress
3.7	Capital works projects ensure consideration of the following, with regards to future projects: <ul style="list-style-type: none"> Ramps, disability accessible showers in a safe area. Building design factors in legislative requirements but also unique features for the prisoner cohort, via consultation with allied health experts (i.e., Occupational Therapists). 	Ongoing <ul style="list-style-type: none"> New capital works/buildings consider disability needs of the prisoner cohort. 	 Completed Consideration of disability access and design requirements are part of the design documentation in consultation with Department for Infrastructure and Transport.
3.8	Provide accessible information on SAPOL's websites.	Ongoing <ul style="list-style-type: none"> Accessibility Review and Implementation Plan developed. Improvements made in line with the Accessibility Review and Implementation Plan. 	 Completed Contract with Squiz Australia to January 2024. Upgrading Squiz to v 5.7.1. and taking advantage of web accessibility improvements. Post upgrade, SA Police (SAPOL) looks to collaborate with Squiz to refresh website.
3.9	Develop new community engagement programs, and enhance existing programs delivered by SAPOL to ensure they safely and effectively engage people with disability, including those at risk of harm.	Ongoing <ul style="list-style-type: none"> New or existing programs and activities involve people with disability. 	 On track Developing: Disability Service Development Advisory Group. Neighbourhood Watch developing actions to increase engagement with priority groups. Review/Refresh community portfolios, engaging market researcher for community consultation including people with disabilities.


Safety – South Australia

Action		Timeline	Indicator(s)	Status and Progress
3.10	Identify and plan for use of technology solutions that improve communication pathways for people with disability at risk of harm to contact and interact safely with SAPOL services.	2022	<ul style="list-style-type: none"> • Technology solutions identified. • Technology solutions implemented. 	<p> On track</p> <p>Text to triple zero project.</p> <p>Training on National Relay Service delivered to relevant courses.</p> <p>Advanced Mobile Location Services to identify person's location when calling for assistance using Triple Zero.</p>
3.11	Actively work to increase women's knowledge about their rights by creating accessible information for women with disability about domestic, family and sexual violence, as well as maintaining up to date online resources about support services for women with disabilities and their families.	Ongoing	<ul style="list-style-type: none"> • Updates to Office for Women website. 	<p> On track</p> <p>There is a new Women's Information Service Easy Read brochure on the website.</p> <p>The website is kept up to date with services for women with disabilities experiencing domestic, family and sexual violence.</p>
3.12	Implement relevant actions in the Young People Connected, Communities Protected: South Australia's Youth Justice State Plan 2020-23 to ensure children and young people in the youth justice system who have a disability can access the services they require.	2022	<ul style="list-style-type: none"> • Enhanced staff training implemented. • Increased accessibility of education at Kurlana Tapa Youth Justice Centre. 	<p> On track</p> <p>Continued development of sensory and environmental framework, improving communication access and Enhanced Support Team pilot. Reframe training and disability screening pilot commenced. Education spaces at Kurlana Tapa will be expanded.</p>

Safety – South Australia

Action	Timeline	Indicator(s)	Status and Progress	
Objective 4 - Reduce and eliminate the use of restrictive practices in all government service systems.				
4.1	Development and implementation of Restraint and Seclusion in Education and Care Settings procedure by SA Department for Education.	2022	<ul style="list-style-type: none"> Monitoring and review of compliance. 	<p> On track</p> <p>Draft Restrictive Practices in Education and Care Settings procedure is progressing through department's policy framework process for new policies/procedures. Implications of Regulation of the Restrictive Practices Bill (SA) considered.</p>
4.2	Establish the legislative framework for authorising restrictive practices by NDIS service providers for NDIS participants that provides stronger safeguards and accountability.	2022	<ul style="list-style-type: none"> Commencement of restrictive practices legislation. 	<p> Completed</p> <p>The legislative framework for the Restrictive Practices Authorisation scheme commenced on 30 May 2022. The scheme aligns with the National Principles for the reduction and elimination of restrictive practices.</p>
4.3	Release best-practice guidelines that sets out how the authorising scheme will operate to reduce the use of restrictive practices.	2022	<ul style="list-style-type: none"> Development and provision of practice guidance. 	<p> Completed</p> <p>The Restrictive Practices Guidelines form part of the legislative framework for the Restrictive Practices Authorisation scheme. Following comprehensive consultation, the guidelines were gazetted on 6 January 2022 and are publicly available.</p>


Safety – South Australia

Action	Timeline	Indicator(s)	Status and Progress	
4.4	Effectively manage increased requirements relating to the NDIS and the NDIS Quality and Safeguards Commission including the authorisation and administration of restrictive practices for people under guardianship.	2022	<ul style="list-style-type: none"> Information Sharing Schedule developed between OPA and the NDIA. 100% of OPA clients identified as eligible for NDIS have transitioned with an activated plan. 100% of restrictive practices used for NDIS / OPA clients are authorised. 	<p> On track</p> <p>Work continuing on information sharing provisions with the NDIA.</p> <p>Plans achieved for the majority of clients.</p> <p>Procedures implemented for authorisation of restrictive practices for clients with behaviour support plans.</p>


Objective 5 - Build individual capacity and effective natural safeguards (i.e. informal supports and protections such as connection with family and community) of people with disability.

5.1	Improve accessibility for people living with disability to connect with existing safeguarding agencies in South Australia.	2022	<ul style="list-style-type: none"> Commenced development of a new safeguarding app for people with disability. 	<p> Paused</p> <p>This project is currently on hold pending further advice on the consideration of a new national Community Visitor Scheme. In the interim, safeguarding resources are displayed centrally on the Inclusive SA website.</p>
5.2	Reduce the barriers faced by young people living with disability and support active participation in decision making.	2022	<ul style="list-style-type: none"> DHS' Disability Engagement Group will involve representation from young people with disability. 	<p> Completed</p> <p>DEG includes two young members.</p> <p>74% of State authorities are supporting young people with disability to participate in decision-making. Young people will be involved in developing the new youth strategy.</p>




Safety – South Australia

Action	Timeline	Indicator(s)	Status and Progress
5.3	South Australia's Department for Correctional Services will work collaboratively with the NDIA to support eligible prisoners to have a successful release and reintegration in community.	<p>Ongoing</p> <ul style="list-style-type: none"> Implementation of a scalable model that addresses the need for proactive NDIS referrals for prisoners and offenders with disability, to assist with tailored case planning. 	<p> Completed</p> <p>The DCS NDIS team has established a pilot program to assist eligible prisoners to gain access to NDIS supports upon release to the community.</p>


Safety – Tasmania

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 1 - Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm.</p>			
1.1	Participation in national activities that will contribute to the achievement of this objective.	<p>2023-2024</p> <ul style="list-style-type: none"> Actions are identified as appropriate for the Tasmanian context. 	<p> On track</p> <p>Tasmania has participated in the drafting of the National Disability Advocacy Framework and continues to progress work with the funded disability advocacy sector to identify service system gaps and inform a future model based on need within the Tasmanian context.</p>

Safety – Tasmania

Action	Timeline	Indicator(s)	Status and Progress
Objective 2 - Ensure mainstream and specialist disability services provide appropriate and proportionate protections for people with disability who experience or may be at risk of harm.			
2.1	<p>2021-2023</p> <p>2021-2022</p>	<ul style="list-style-type: none"> Legislation enacted. Appointment of the inaugural Disability Commissioner. 	<p> On track</p> <p>Consultation to inform legislative amendment or drafting of new legislation is completed. A final report is being prepared for Cabinet. An interim Disability Commissioner will be appointed ahead of legislation to give the role powers.</p>
2.2	2023-2024	<ul style="list-style-type: none"> Actions are identified as appropriate for the Tasmanian context. 	<p> On track</p> <p>Tasmania has participated in the NDIS Quality and Safeguards Framework Review providing feedback on the provisional scope and participating in the Care and Support Sector Code of Conduct forums.</p>
Objective 3 - Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm.			
3.1	2021-2023	<ul style="list-style-type: none"> Legislation enacted. Appointment of the inaugural Disability Commissioner. 	<p> On track</p> <p>Consultation to inform legislative amendment or drafting of new legislation is complete and Government is considering the outcomes of the feedback. An interim Disability Commissioner will be appointed ahead of legislation to give the role powers.</p>


Safety – Tasmania

Action	Timeline	Indicator(s)	Status and Progress	
3.2	Participation in national activities that will contribute to the achievement of this objective.	2023-2024	<ul style="list-style-type: none"> • Actions are identified as appropriate for the Tasmanian context. 	<p> On track</p> <p>Tasmania has participated in the drafting of the National Disability Advocacy Framework and continues to progress work with the funded disability advocacy sector to identify service system gaps and inform a future model based on need within the Tasmanian context.</p>

Objective 4 - Reduce and eliminate the use of restrictive practices in all government service systems.

4.1	<p>Harmonising state legislation with NDIS regulation and definitions of restrictive practices will contribute to achieving this outcome.</p> <p>Establishment of the Disability Commissioner will contribute to achieving this objective.</p>	<p>2021-2023</p> <p>2021-2022</p>	<ul style="list-style-type: none"> • Legislation enacted. • Appointment of the inaugural Disability Commissioner. 	<p> On track</p> <p>A separate, but complementary consultation on the authorisation pathway in Tasmania for restrictive practices was conducted in 2021. In early 2022 Communities Tasmania accepted, partially accepted or provided in principle acceptance of the recommendations from this consultative process and the outcomes will be included in the new Disability Act, expected to be drafted in the later half of 2022.</p>
4.2	Participation in national activities that will contribute to the achievement of this objective.	2023-2024	<ul style="list-style-type: none"> • Actions are identified as appropriate for the Tasmanian context. 	<p> On track</p> <p>Tasmania is progressing work to align with the National Principles.</p>

Safety – Tasmania

Action	Timeline	Indicator(s)	Status and Progress
4.3 Develop and implement a contemporary restrictive practice policy aimed at the reduction and/or elimination of restrictive practices across the Tasmanian Health Service system.	2021-2023	<ul style="list-style-type: none"> Policy developed and implemented. 	<p> Completed</p> <p>Statewide Mental Health Services has developed a Restrictive Interventions Protocol for all staff. The protocol came into effect in March 2022 and will be reviewed in March 2025.</p>



Safety – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
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Objective 1 - Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm.

1.1 The Disability Justice Strategy The Disability Justice Strategy is a ten-year plan which aims to ensure people with disability in the ACT have equal access to justice. It is part of the ACT Government's vision for an inclusive society that gives everyone the chance to participate in community life and leaves no-one behind. https://www.communityservices.act.gov.au/disability_act/disability-justice-strategy	2019-2029	<ul style="list-style-type: none"> Annual reports on the Disability Justice Strategy will be published and available on ACT Government websites. The achievement of the three goals of the Strategy: <ol style="list-style-type: none"> 1. People with disability are safe and their rights are respected. 2. The ACT has a disability responsive justice system. 3. Change is measured and achieved. 	<p> On track</p> <p>Implementation of the Disability Justice Strategy continues and the first two annual reports outlining progress are available.</p>
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Safety – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress	
Objective 2 - Ensure mainstream and specialist disability services provide appropriate and proportionate protections for people with disability who experience or may be at risk of harm.				
<p>2.1</p>	<p>Guardianship Reform and Supported Decision Making</p> <p>The ACT Government has committed to review guardianship legislation to provide greater options for inclusion of supported decision making to enhance the ability of people with disability to exercise decision making autonomy, consistent with their human rights. This work will be supported by a program to create cultural shifts where supported decision is recognised as a preferred and achievable alternative to guardianship by community, service providers and the justice sector through a supported decision-making program.</p>	<p>2022</p>	<ul style="list-style-type: none"> • Guardianship legislation is amended. • Supported decision-making program is implemented and evaluated. 	<p> On track</p> <p>Consultations with community and stakeholders about legislation reform has been completed. A supported decision making program has been implemented and expanded for 2022-2023.</p>
<p>2.2</p>	<p>Offences Against Vulnerable People Legislation</p> <p>Monitor new legislation, the <i>Crimes (Offences Against vulnerable People) Legislation Amendment Bill 2020</i>, to evaluate its effectiveness at protecting people with disability.</p>	<p>2022</p>	<ul style="list-style-type: none"> • Review of the Crimes (Offences Against Vulnerable People) Legislation Amendment Act 2020 occurs. 	<p> On track</p> <p>The <i>Crimes (Offences Against Vulnerable People) Legislation Amendment Act 2020</i> commenced in April 2021 and introduced 3 new offences to the <i>Crimes Act 1900 (ACT)</i>.</p>


Safety – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>2.3 Complaints about abuse, neglect or exploitation of vulnerable Canberrans</p> <p>Continue to implement the ACT Human Rights Commission (HRC) scheme to address complaints related to abuse, neglect or exploitation of a vulnerable person.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • People with disability are accessing the ACT HRC complaint scheme. 	<p> On track</p> <p>Complaints under the vulnerable person jurisdiction can be made by a person with disability, carers, service providers, concerned family members or friends and others can make confidential or anonymous reports if they are concerned about abuse, neglect or exploitation of a person with disability. Forty two complaints were received under the vulnerable person jurisdiction in 2021-2022.</p>
<p>2.4 Human Services Registrar - Risk-responsive oversight of services provided to people with a disability particularly those not registered with the NDIS</p> <p>Engagement with disability service providers within a risk-responsive regulatory framework to ensure adherence of service provision to quality standards and to identify and mitigate risks to service users from provisions of poor quality or negligent service delivery early under the <i>Disability Services Act 1991</i> and associated instruments.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • High levels of engagement in regulatory relationship of identified providers. • Low incidence of non-compliance notifications. • Legislation amended to cater for future ACT Government position on oversight of relevant disability service providers. 	<p> On track</p> <p>Providers continue to be identified however progress is slow. For those identified, engagement and oversight remains high. Efforts continue to identify non-registered providers to determine scope and breadth of market and to determine policy position on future oversight.</p>



Safety – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>2.5</p> <p>Official Visitors for Disability Services</p> <p>Official Visitors for Disability Services (OVDS), independent Statutory Office Holders under the auspices of the Official Visitor Scheme and the Disability Services Act 1991, act as an independent part of the ACT oversight network, offering support to entitled people and providing independent advice to the Minister on systemic issues.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> Information sharing and referrals to and from the OVDS are maintained and achieve coverage of the disability support sector. Quarterly report to operational Minister on activities, complaints and systemic issues. 	<p> On track</p> <p>Official Visitors continue to undertake visits whilst managing impacts of COVID-19. In Quarter 3 of 2021-2022, 15 Visitable places and 34 entitled people were visited. Quarter 4 data is not yet available.</p> <p>Official Visitors continue to meet quarterly with policy and operational officials to share information, make and follow up referrals as well as reporting to the Minister on these activities.</p>




Objective 3 - Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm.

<p>3.1</p> <p>Health Justice Partnership</p> <p>Improve access to legal support for pregnant women and new families, including people with disability, who are at risk of domestic and family violence by embedding a lawyer in hospitals and community health settings to connect health and legal care.</p>	<p>2021-2022</p>	<ul style="list-style-type: none"> People with disability access Health Justice Partnership program. 	<p> On track</p> <p>The Health Justice Partnership is an ongoing service in the ACT. It provides free legal support to pregnant women and new parents at risk of domestic and family violence in health and community settings.</p>
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Safety – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>3.2 Disability Justice Strategy First Action Plan 2019-2023</p> <p>Support people with disability to navigate the justice system and access services through the establishment and growth of the Community of Practice of Disability Liaison Officers across the ACT justice system.</p> <p>Improve identification of people with disability in the justice system so reasonable adjustments can be implemented.</p> <p>Improve access and participation of people with disability in justice and health services through development and implementation of Disability Action and Inclusion Plans.</p> <p>Review options for reform and services delivery improvements for people with disability who require mental health services.</p>	<p>2021-2023</p>	<ul style="list-style-type: none"> • The Community of Practice is supporting individuals with disability to navigate the justice system and identifying and addressing systemic barriers to people with disability having equal access to justice. • Trial of needs identification tool is implemented in justice agencies and evaluated. • Disability Action and Inclusion Plans are in place in key justice agencies and health settings. • A position statement outlining an agenda of activities to improve mental health services for people with disability is completed. 	<p> On track</p> <p>The community of practice is operational. Trialling of an identification tool has commenced in some justice agencies. ACT Corrective Services have launched their Disability Action and Inclusion Plan.</p>
<p>3.3 Integrated Service Response Program (ISRP)</p> <p>Continue to provide coordination of support for individuals with complex needs working with the National Disability Insurance Agency (NDIA), NDIS service providers and mainstream services to resolve crises and highly complex situations for people with intensive support needs.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • ISRP program continue to operate and support individuals with complex needs. 	<p> On track</p> <p>The ISRP continues to provide support and coordination for NDIS participants in, or at risk of, crisis. The program received ongoing funding in the ACT 2021 budget. Emergency funding is available for emergency supports.</p>




Safety – Australian Capital Territory

Action		Timeline	Indicator(s)	Status and Progress
3.4	<p>ACT Disability Health Strategy</p> <p>Improve access to health services for people with disability in the ACT through the development and implementation of a Disability Health Strategy.</p>	2021-2023	<ul style="list-style-type: none"> Disability Health Strategy is launched. 	<p> On track</p> <p>The ACT Disability Health Strategy is under development. The scoping phase was completed in December 2021 and the development of the Strategy and First Action Plan are now underway.</p>
3.5	<p>Better Safety Project Trial</p> <p>Improve access pathways for people with disability to domestic and family violence supports through cross-sector capability building between the disability sector and domestic and family violence sector.</p>	2021-2022	<ul style="list-style-type: none"> Better Safety Project is implemented and evaluated. 	<p> Some delays</p> <p>Better Safety Project has commenced and will be evaluated in 2023.</p>
3.6	<p>Intermediary Program</p> <p>Continue the Intermediary Program. The ACT Human Right's Commission launched the Intermediary Program in January 2020 to assist vulnerable witnesses to communicate evidence. The program is currently actively providing trained intermediaries to assist police and courts' engagement with vulnerable witnesses in criminal matters. The Intermediary Program has assisted children, young people and adults with disability to communicate with police, lawyers and others at court.</p>	2021-2022	<ul style="list-style-type: none"> Intermediary Program continues to operate. 	<p> On track</p> <p>The ACT Intermediary Program is operating 24/7 to provide intermediaries for witnesses with communication difficulties at police interviews, court matters and at engagements with legal professionals across the ACT.</p>




Safety – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
Objective 4 - Reduce and eliminate the use of restrictive practices in all government service systems.			
<p>4.1</p>	<p>Office of the Senior Practitioner</p> <p>The Office of the Senior Practitioner will continue to work with ACT service providers to implement the principles, framework and enforcement of the <i>Senior Practitioner Act 2018</i> to reduce and eliminate the use of restrictive practices by service providers in the ACT.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> The Senior Practitioner will collect and report on key data on the use of restrictive practices over time. <p> On track</p> <p>The Restrictive Practices Oversight Steering Group (RPOSG) has met twice in 2022 with the next meeting to be held in August 2022. The Office of the Senior Practitioner consulted with the RPOSG on legislative amendments to the <i>Senior Practitioner Act 2018 (ACT)</i> and hosted a discussion with the Chief Psychiatrist, regarding chemical restraint and mental health challenges.</p>
<p>4.2</p>	<p>The Restrictive Practices Oversight Steering Group</p> <p>Continue the work of the Restrictive Practices Oversight Steering Group which aims to provide strategic policy expertise to guide the implementation of a whole-of-government approach to reducing and eliminating restrictive practices in the ACT, including implementation of the Senior Practitioner's role under the <i>Senior Practitioner Act 2018</i>.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> The Restrictive Practices Oversight Steering Group continue to operate. <p> On track</p> <p>As per action 4.1</p>


Safety – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress	
Objective 1 - Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of, harm.				
1.1	Identify a strength based model that enables a safe and secure environment for people with disability to identify and flag risks of harm.	2022	<ul style="list-style-type: none"> Guidelines for a safe environment for interactions with people with disability and the service system. 	<p> On track</p> <p>Action item in the NT Disability Strategy 3 year action plan 2022-2025: Improve interagency sharing of information to support the 'no wrong door' approach to the government service system.</p>
1.2	Develop and implement policy, guidelines, and resources to recognise the safety risk factors for people with disability.	2022	<ul style="list-style-type: none"> Guidelines for a safe environment for interactions with people with disability and the service system. 	<p> On track</p> <p>Action item in the NT Disability Strategy 3 year action plan 2022-2025:</p> <ul style="list-style-type: none"> Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm.
Objective 2 - Ensure mainstream and specialist disability services provide appropriate and proportionate protections for people with disability who experience or may be at risk of harm.				
2.1	Identify systems to monitor the ongoing interactions of people with disability and existing government agencies.	2022-2032	<ul style="list-style-type: none"> Data collection from interactions with the NDIS Worker Screening, youth justice system, corrections system, legal advocacy system, domestic violence services. 	<p> On track</p> <p>The NT Disability Strategy commits to identifying systems to monitor the interactions of people with disability and government agencies, including data from NDIS Worker Screening, youth justice, corrections, legal and domestic violence services.</p>

Safety – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
Objective 3 - Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm			
3.1	2022-2025	<ul style="list-style-type: none"> A data sharing agreement that supports information sharing across service systems to support positive interactions, access and use for people with disability. 	<p> On track</p> <p>Action item in the NT Disability Strategy 3-year action plan 2022-2025 to:</p> <ul style="list-style-type: none"> Improve interagency sharing of information to support the 'no wrong door' approach to the government service system.
3.2	2022-2025	<ul style="list-style-type: none"> Action items in the NT Disability Strategy focused on reducing the risk of harm to people with disability. 	<p> Completed</p> <p>Action items include:</p> <ul style="list-style-type: none"> Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm.
3.3	2022-2025	<ul style="list-style-type: none"> Legislative changes are ratified. 	<p> On track</p> <p>A Bill to amend the Act is on the Legislative timetable for 2023.</p>

Safety – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
Objective 4 - Reduce and eliminate the use of restrictive practices in all government service systems.			
<p>4.1 Reduce restrictive practices in schools by:</p> <ul style="list-style-type: none"> Developing and implementing policy, guidelines, resources and training to reduce restrictive practices in schools. Developing systems to monitor and reflect on restrictive practices in schools, and ensure they are only used in emergencies and as an agreed part of a students' adjustment plan. 	2021-2024	<ul style="list-style-type: none"> Guidelines on restrictive practices in schools developed and overarching policy updated to include information on restrictive practices. Comprehensive training provided to school staff on the resources to deliver the restrictive practices policy. IT systems to capture and monitor use of restrictive practices are in place. Yearly review on use of restrictive practices in schools, including reflection processes to reduce or eliminate practices. 	<p> On track</p> <ul style="list-style-type: none"> Draft restrictive practices guidelines have been developed. The Student Wellbeing and Behaviour policy will undergo a minor update. An implementation plan is under development with a focus on training school staff to prevent, manage, report and review incidents of restrictive practices. A business case has been developed to update an internal IT system enabling schools to capture the use of restrictive practices data. Draft restrictive practices guidelines will include advice to schools on how to review incidents of restrictive practices.

Emergency Management Targeted Action Plan


Objectives

- 1. Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability.**
- 2. Ensure inclusive disaster/emergency management, preparedness and recovery planning processes support the health and wellbeing of people with disability before, during and after emergencies.**


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Emergency Management – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 1 - Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability</p>			
<p>1.1</p>	<p>The National Recovery and Resilience Agency (NRRRA) will work with the Australian Institute for Disaster Resilience to ensure new, and reviewed publications developed for the Australian Disaster Resilience Handbook Collection reflect the needs of people with disability and the importance of inclusive practices.</p>	<p>From 2021-22</p>	<ul style="list-style-type: none"> New and updated publications in the Australian Disaster Resilience Handbook Collection reflect the needs of people with disability and the importance of inclusive practices. <p> On track</p> <p>The Australian Institute for Disaster Resilience (AIDR) is developing a 'disability and disaster' collection, to be delivered by late 2022.</p> <p>AIDR also consults with vulnerable groups such as people with disability in developing new publications.</p>



Emergency Management – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>1.2 The National Disability Insurance Agency (NDIA) will negotiate Data Sharing Agreements (DSA) with each state and territory government. Each DSA will include a Schedule to enable the provision of Aggregate NDIS data to a nominated state or territory government department for the purposes of planning for and responding to emergencies.</p> <ul style="list-style-type: none"> Aggregate NDIS data (e.g. number of NDIS participants in an LGA) can be provided as per the agreed Schedule for the purposes of preparing emergency management plans and responses. The NDIA currently has the ability to provide Identified NDIS participant data for targeted purposes in circumstances of an emergency or imminent emergency (e.g. bushfires, storm damage, floods etc.) <p>The NDIA's preference is to enable the sharing of both aggregate and identified data directly with the relevant emergency management agency in each state or territory.</p> <p>NOTE: The technical and legal specifics around sharing participant data for emergency planning will be considered as part of data sharing agreement discussions.</p>	<p>Once Data Sharing Agreements with the lead department in each state and territory, as well as Schedules enabling the provision of NDIS data to the relevant emergency management agency in each state and territory, are signed.</p>	<ul style="list-style-type: none"> Head Data Sharing Agreements are signed. Emergency Management related Schedules are signed. 	<p> Some delays</p> <p>Three Head Agreements signed, the other 5 are in progress.</p> <p>Discussions to develop Emergency Management Schedules have commenced with jurisdictions.</p>



Emergency Management – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>1.3 The National Disability Insurance Agency (NDIA) will be able to:</p> <ul style="list-style-type: none"> • Offer feedback (when requested) on state emergency planning documentation (but will not be an owner of the document or process). • Assist with promotion of relevant state emergency planning documentation to the sector as requested, and support local NDIA staff to participate in EM planning forums such as Municipal Emergency Management Planning Committees. • Nominate a senior liaison to participate in and contribute advice to state-run emergency management bodies in the event of an emergency. 	<p>To be agreed with each State and Territory Government.</p>	<ul style="list-style-type: none"> • NDIA able to provide advice to emergency management agencies for planning, response and relief activities for NDIS participants and other relevant stakeholders during incident or emergency events such as COVID-19 and bushfires. 	<p> On track</p> <p>The NDIA is ready to review or promote emergency planning material or participate in planning forums as required. The NDIA Director - Business Resilience contributes advice during emergency events e.g. July NSW Floods.</p>
<p>1.4 Commonwealth Department of Health to review Australia's COVID-19 response for people with disability and incorporate learnings into emergency planning and future emergency responses.</p>	<p>2021-22 – 2023-24</p>	<ul style="list-style-type: none"> • Review findings clearly documented. • Review findings, and the findings and recommendations of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, clearly reflected in changes to emergency planning, and in future emergency responses. 	<p> On track</p> <p>The Department has commenced a project to identify key learnings of the Advisory Committee on the Health Emergency Response to COVID-19 for People with Disability. Learnings will inform revision of national health emergency response plans.</p>




Emergency Management – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
1.5	Australian Government to work with state and territory governments to provide greater clarity on agency roles and responsibilities for responding to health emergencies for people with disability and the disability sector.	<p>2021-22 – 2023-24</p> <ul style="list-style-type: none"> Disaster/emergency management plans clearly identify the respective roles and responsibilities of agencies in responding to health emergencies for people with disability. This information is also made readily available, in accessible formats, to people with disability (including those with intellectual disability), their families and carers, disability support service providers, and disability peoples' organisations. 	<p> On track</p> <p>The National CDPLAN outlines cross-agency responsibilities during communicable disease incidents of national significance. Cross-agency responsibilities will be considered in the review of the Advisory Committee for the COVID-19 Response for People with Disability's learnings.</p>
1.6	Commonwealth (along with state and territory governments) to recognise the disability workforce as an 'essential workforce' in the context of public health emergencies and in public health emergency planning.	<p>2021-22 – 2023-24</p> <ul style="list-style-type: none"> Disaster/emergency management plans clearly identify the disability workforce as an 'essential workforce' in the context of public health emergencies. 	<p> On track</p> <p>'Essential workers' are defined at the jurisdictional level. National mechanisms such as the Australian Health Protection Principal Committee may be used to achieve definitional consistency across public health orders.</p>



Emergency Management – Australian Government

Action	Timeline	Indicator(s)	Status and Progress	
<p>Objective 2 - Ensure inclusive disaster/emergency management, preparedness and recovery planning processes support the health and wellbeing of people with disability before, during and after emergencies.</p>				
<p>2.1</p>	<p>The Australian, state and territory governments will maintain the capability to deliver automated telephone warning messages via landline telephone in addition to written (text) telephony-based warnings*.</p> <p>* People with disabilities require access to a range of warning systems. Location-based SMS messages (text messages), generally delivered via the Emergency Alert warning system, are unsuitable for visually impaired, older Australians and some people with disabilities.</p>	<p>To mid-2025</p>	<ul style="list-style-type: none"> Governments have the capability to deliver automated telephone warning messages via landline telephone in addition to written (text) telephone based warnings. 	<p> Completed</p> <p>The capability to deliver automated voice messages currently exists through the Emergency Alert system managed by Emergency Management Victoria.</p>
<p>2.2</p>	<p>All reviews and upgrades of national emergency warning systems, including telephony-based warning systems will be informed by people with disability.</p>	<p>As required</p>	<ul style="list-style-type: none"> Disability advocacy groups are engaged by the Australian Government. 	<p> On track</p> <p>The Australian Government has agreed the development of a Cell Broadcast National Messaging System (CBNMS) which will initially operate in parallel with the existing Emergency Alert System.</p>



Emergency Management – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>2.3 The Australian Government will seek evidence-based insights on the impact of national emergencies on people living with disability, to support the continuous improvement of recovery and resilience programs.</p> <p>This will be realised through collection of qualitative and quantitative data, as part of the Government monitoring and evaluation activities, on the impact of natural disasters on people with disabilities; access to recovery and resilience support; and outcomes delivered relevant to the program.</p>	<p>From 1 December 2021</p>	<ul style="list-style-type: none"> • Guidance is included in the National Recovery and Resilience Agency’s evaluation strategy and planning documents. • Program logics and evaluation frameworks, where appropriate, specify inputs, outputs and outcomes to enable collection of data about people living with disability. • Strategies to enable inclusion are detailed in monitoring and evaluation methodologies. 	<p> On track</p> <p>Funding secured for the Disability Inclusive Disaster Risk Reduction Project, which seeks to enhance monitoring and evaluation and data processing pertaining to people with a disability.</p>
<p>2.4 The National Recovery and Resilience Agency will promote disability inclusion in disaster management, preparedness and recovery planning.</p> <p>This will be realised through expressed Government support of disability inclusion both internally and externally, through Agency stakeholders</p>	<p>From 1 July 2021</p>	<ul style="list-style-type: none"> • Statements made within the National Recovery and Resilience Agency’s work, references ongoing its commitment to disability inclusion. 	<p> On track</p> <p>The National Recovery and Resilience Agency is referencing disability inclusion through the development of policies and programs, such as the Second National Action Plan on disaster risk reduction and National Capability Package.</p>
<p>2.5 The National Recovery and Resilience Agency will incorporate reporting on resource gaps and unmet needs of people with disability in recovery and risk reduction initiatives through existing Agency business processes.</p>	<p>From 1 July 2021</p>	<ul style="list-style-type: none"> • Resource gaps and unmet needs for people with disability in recovery and risk reduction initiatives are reported to relevant National Recovery and Resilience Agency business areas. 	<p> On track</p> <p>The National Recovery and Resilience Agency is working to improve current program reporting requirements, and evaluating past initiatives including the National Bushfire Recovery Fund, to better understand impact, potential gaps and unmet need.</p>


Emergency Management – Australian Government

Action	Timeline	Indicator(s)	Status and Progress
<p>2.6 Commonwealth, (along with state and territory and local governments, and providers), to consider the needs of people with intellectual disability in their emergency preparedness planning.</p>	<p>2021-22 – 2023-24</p>	<ul style="list-style-type: none"> • Planning for future health emergencies should include focus on: <ul style="list-style-type: none"> – Inclusive communication. – Continuity of access to health, mental health supports and disability support services. – Supported accommodation settings and ready access to appropriate personal protective equipment (PPE) and flexible testing and vaccination arrangements. 	<p> On track</p> <p>The Australian Government regularly engages with these stakeholders on the needs of people with intellectual disability through established groups. These/similar groups will contribute to future health emergency planning and response.</p>
<p>2.7 Commonwealth Department of Health (in coordination with states and territories), to continue work to ensure that disability support workers have priority access to PPE, appropriate testing procedures, and infection prevention and control training during the COVID-19 pandemic and any future widespread communicable disease outbreaks.</p>	<p>2021-22 – 2023-24</p>	<ul style="list-style-type: none"> • Policy guidance on National Medical Stockpile addresses access to PPE for disability support workers. 	<p> On track</p> <p>NDIS providers and self-managed participants can request PPE from the National Medical Stockpile. Supported independent living providers can request RATs from the National Medical Stockpile. The Department of Health and Aged Care has published PPE guidance.</p>


Emergency Management – New South Wales

Action	Timeline	Indicator(s)	Status and Progress	
<p>Objective 1 -Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability.</p>				
<p>1.1</p>	<p>NSW emergency response and social service agencies are continuing to work collaboratively with people with disability and the National Disability Insurance Agency (NDIA) to establish mechanisms to identify and outreach to people with disability in high risk settings needing support for particular emergency incidents (e.g. COVID-19 pandemic, floods, bushfire).</p> <p>NSW has collaborated with the University of Sydney to support the development and continued roll-out of resources to support engagement and preparedness for people with disability.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Contacts made per emergency incident. 	<p> On track</p> <p>NSW worked with the NDIA to identify NDIS participants in high risk bushfire settings and participated in workshops with the University of Sydney supporting the development of disability liaison capacity across emergency services.</p>
<p>1.2</p>	<p>In response to the COVID-19 pandemic the NSW Government is working closely with the disability sector and people with disability responding to issues raised by individuals through a dedicated Service NSW support helpline and from the disability service sector forums.</p> <p>In collaboration with the NDIA, local service provider forums have been conducted involving multiple NSW agencies to support provider preparedness and outbreak management during the COVID-19 pandemic.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Helpline call and supports reported. 	<p> On track</p> <p>NSW worked with the NDIA to directly contact NDIS participants in social housing settings potentially at risk during COVID-19.</p> <p>NSW also conducted a community outreach program to encourage the uptake of vaccinations for unvaccinated or partly vaccinated NDIS participants.</p>


Emergency Management – New South Wales

Action		Timeline	Indicator(s)	Status and Progress
1.3	The NSW Department of Communities and Justice will conduct a NSW Disability Stakeholder Forum on disaster/emergency management to capture the lessons learnt from the experience of people with disability, the sector and government (e.g. COVID-19 response lessons learned).	2022	<ul style="list-style-type: none"> • Forum conducted. 	<p> On track</p> <p>Forum to be held in October/November 2022.</p>



Objective 2 - Ensure inclusive disaster/emergency management, preparedness and recovery planning processes support the health and wellbeing of people with disability before, during and after emergencies

2.1	<p>Resilience NSW was established to lead government disaster and emergency efforts from prevention to recovery and to ensure communities devastated by drought, bushfires, floods and COVID-19 are getting the help they need to rebuild and recover.</p> <p>Resources have been prepared to support people with disability to prepare for and act in emergency settings. Resources have also been produced for local councils to support vulnerable community targeting communication, preparedness and evacuation. Training programs in emergency preparedness and response have been made available.</p>	Ongoing	<ul style="list-style-type: none"> • Annual reporting. 	<p> Paused</p> <p>Foundational training available to government, non-government organisations and community on emergency management foundations in NSW and Recovery Concepts. Implementation was paused due to flood response.</p>
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Emergency Management – Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 1 - Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability.</p>			
<p>1.1 Readiness, Response and Emergency Management</p> <p>Advocate for data sharing from the Commonwealth of aged care, HACC, and NDIS client data and utilise to:</p> <ul style="list-style-type: none"> • Identify vulnerable people most at risk who require assistance to evacuate during an emergency. • Identify people who are eligible for the Vulnerable Persons Register (under the Victorian Vulnerable People in Emergencies Policy). • Inform approaches to support people most at risk to plan and prepare for emergencies, and emergency management sector preparedness, planning, policy and program interventions. <p>People are in scope for the Vulnerable Persons Register if they are living in the community and are:</p> <ul style="list-style-type: none"> • Frail, and/or physically or cognitively impaired. • Unable to comprehend warnings and direction and/or respond in an emergency situation. • Cannot identify personal or community support networks to help them in an emergency. 	<p>2021 (currently underway)</p>	<ul style="list-style-type: none"> • Data provided by Commonwealth informs approaches to support people most at risk in emergencies, including those with a disability. 	<p> On track</p> <p>Victoria continues to advocate for data sharing from the Commonwealth to identify people most at risk who require assistance to evacuate during an emergency.</p>



Emergency Management – Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>1.2</p>	<p>Accessible communications during emergencies</p> <p>The Victorian Government will fund two accessible emergency communications roles to building the capacity across government to ensure that the communication needs of people with disability are recognised in all parts of the emergency management process, from planning and preparedness through to recovery.</p> <p>Funding: \$1.403m over 4 years for this initiative, including \$0.338m in 2021/22 through the 2021-22 State budget.</p>	<p>2021/22 – 2023/24</p> <ul style="list-style-type: none"> • Greater access to targeted and accessible information for people with disability during emergencies. 	<p> Some delays</p> <p>Attraction and recruitment is underway for both accessible emergency communications roles.</p>
<p>1.3</p>	<p>Police</p> <p>When planning evacuations, Victoria Police considers high-risk communities, including people with disability.</p>	<p>2021-2023</p> <ul style="list-style-type: none"> • Plans include appropriate supports for people with disability. 	<p> On track</p> <p>The Municipal Emergency Management Planning process incorporates these requirements. Training for police on evacuation protocols and use of the vulnerable persons register to guide appropriate response is in place. This is ongoing.</p>


Emergency Management – Victoria

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 2 - Ensure inclusive disaster/emergency management, preparedness and recovery planning processes support the health and wellbeing of people with disability before, during and after emergencies.</p>			
<p>2.1 Health Sector</p> <p>Continue to provide the Disability Liaison Officers (DLO) in health services program to support greater access to health services for people with disability, particularly in the context of the COVID-19 pandemic.</p> <p>A state-wide coordinator provides program monitoring, oversight and support including reporting functions to support program evaluation. There are approximately 32 DLO positions across 20 health services in Victoria.</p> <p>Funding: The Victorian Government has provided \$1.6m for 12 months in 2021-22 state budget.</p>	<p>2021-2022</p>	<ul style="list-style-type: none"> • Number of people with disability assisted through the program. 	<p> On track</p> <p>The program assisted over 10,000 Victorians with disability. Funding of \$4.1 million has been provided through the 2022-23 State budget to continue the Disability Liaison Officer (DLO) program in health services.</p>


Emergency Management – Queensland

Action	Timeline	Indicator(s)	Status and Progress	
<p>Objective 1 -Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability.</p>				
<p>1.1</p>	<p>Lead Queensland’s response to key priority actions addressing relevant recommendations out of the Royal Commission into National Natural Disaster Arrangements (including findings in relation to people with disability).</p> <p>This will include key approaches to emergency alert management systems and emergency information and warnings that are tailored and consider the ongoing work of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability in relation to emergency management.</p>	<p>2021-2025</p>	<ul style="list-style-type: none"> Disaster management services have disability- inclusive disaster management plans in place. Increase accessibility of emergency preparedness and disaster prevention, response and recovery information and services for people with disability. 	<p> On track</p> <p>Developed and continuing to develop Easy-English pictorial materials providing information on what to do during a disaster and/or emergency to those with limited language skills.</p> <p>Analysing insights from stakeholder engagement about implementation of the Australian Warning System in Queensland (recommendation 13.3).</p>
<p>1.2</p>	<p>Raise awareness of and promote access to Disability Inclusive Disaster Risk Reduction Queensland (DiDRR) Framework and Toolkit and other resources to facilitate greater inclusion of people with disability in planning and assessment processes.</p>	<p>2021-2025</p>	<ul style="list-style-type: none"> Percentage of new human and social recovery plans that are inclusive of people with disability. 	<p> Completed</p> <p>100% of 2021-22 District Human and Social Recovery Plans reflect the need for inclusion of people with disability including within membership of the District Human and Social Recovery Group membership.</p>



Emergency Management – Queensland

Action	Timeline	Indicator(s)	Status and Progress
1.3	Maintain involvement in the National Disability Insurance Scheme After Hours Crisis Referral service as part of its Exceptionally Complex Support Needs Program.	2022-2024 • The Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships refers appropriate matters to the After Hours Crisis Referral service as required.	 On track Between 5 November 2021 and 30 June 2022, 52 after-hours crisis referrals were made in Queensland. Most referrals were from Queensland Health Hospital and Health Services, including one referral by the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships.

Objective 2 - Ensure inclusive disaster/emergency management, preparedness and recovery planning processes support the health and wellbeing of people with disability before, during and after emergencies.

2.1	Design and deliver services according to local risk and community need. Lead locally trusted networks to prioritise risk reduction, preparedness and information sharing across all services to ensure a consistent and integrated recovery plan that incorporated a health response following disasters.	2022-2025 • Disaster management services have disability- inclusive disaster management plans in place. • Increase in accessibility of emergency preparedness and disaster prevention, response and recovery information and services for people with disability.	 On track Developed and continuing to develop Easy-English pictorial materials providing information on what to do during a disaster and/or emergency to those with limited language skills. Queensland Risk Information Portal, to be delivered in 2023, will provide integrated risk identification, assessment, and communication through disaster management arrangements.
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Emergency Management – Queensland

Action	Timeline	Indicator(s)	Status and Progress
2.2	Oversee the development and implementation of a new whole-of-person, whole-of-community and whole-of-government strategy for addressing Social Isolation and Loneliness.	<p>2021-2023</p> <ul style="list-style-type: none"> • People with disability and/or their representatives are included as a key stakeholder group in the development and implementation of the Social Isolation and Loneliness Whole of Government strategy. 	<p> Completed</p> <p>The Parliamentary Inquiry into Social Isolation and Loneliness in Queensland final report and Queensland Government response to the Inquiry recommendations will inform development of the whole-of-government strategy, including people with disability.</p>
2.3	Human and Social Recovery Groups include representatives or have mechanisms to engage representatives of people with disability in human and social recovery planning processes.	<p>2021-2025</p> <ul style="list-style-type: none"> • Percentage of Department of Communities, Housing and Digital Economy Human and Social Recovery Groups that include representatives and/or have mechanisms to engage representatives of people with disability in human and social recovery planning processes. 	<p> Completed</p> <p>100% of 2021-22 District Human and Social Recovery Groups include a person with disability, representative or ability to engage a representative.</p>



Emergency Management – Western Australia

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 1 - Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability.</p>			
<p>1.1</p>	<p>Review Preparedness Plans with Disability Sector Ensure that the needs of people with disability are addressed in the event of an emergency.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Disability Taskforce maintained during State of Emergency. • Implementation of recommendations of Continuous Learning and Integrated. Management: COVID-19 Outbreak Planning for Congregate Living for People with Disability Final Report – December 2021. • Operations Manual updated. • Local and District Emergency Arrangements reviewed. <p>■ On track</p> <ul style="list-style-type: none"> • Disability COVID-19 Task Force continues to meet. • All 9 recommendations have been submitted for closure. • Operations Manual is available online. • Local welfare plans are being reviewed.
<p>1.2</p>	<p>Engage with Disability Sector in Emergency Planning and Preparedness and in Review Post emergency.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Level of engagement with disability sector through Emergency Management Stakeholder Forums and at post-emergency events. <p>■ On track</p> <ul style="list-style-type: none"> • Communities engages with the disability sector to improve emergency response for future events. • Planning has commenced to capture lessons learned from the COVID-19 response.





Emergency Management – Western Australia

Action	Timeline	Indicator(s)	Status and Progress
<p>1.3</p>	<p>Develop a People with Vulnerabilities Emergency Framework</p> <p>Build on the Australian Disaster Resilience Index and enable a systematic approach to identifying and supporting vulnerable people in the event of an emergency.</p>	<p>By 2024</p> <ul style="list-style-type: none"> • Review of the COVID-19 Vulnerable Cohorts Reference Guide completed. • Interjurisdictional scan of approaches to emergency planning and preparedness for vulnerable cohorts completed. • Framework finalised. • Framework implemented and evaluated. 	<p> On track</p> <ul style="list-style-type: none"> • Communities completed the COVID-19 Vulnerable Cohorts Reference Guide. • Inter-jurisdictional scan has been completed. • Purpose and objectives of the Framework have been clarified.

Objective 2 - Ensure inclusive disaster/emergency management, preparedness and recovery planning processes support the health and wellbeing of people with disability before, during and after emergencies.

<p>2.1</p>	<p>Implement Customer Relationship Management System that provides a person-centred response for people with disability.</p>	<p>By March 2022</p> <p>Progress on:</p> <ul style="list-style-type: none"> • Initial release. • Testing and remediation. • Staff training and induction. • Pilot. 	<p> On track</p> <p>Department of Communities' emergency management customer relationship management system went live in November 2021.</p>
<p>2.2</p>	<p>Responsive Emergency Services</p> <p>Ensure suitable personal support services and emergency accommodation options can be accessed for people with disability in an emergency.</p>	<p>Ongoing</p> <ul style="list-style-type: none"> • Maintenance of register of disability accessible accommodation – annually. • Annual review of Disability Support Pathways for people needing to self-quarantine. 	<p> On track</p> <ul style="list-style-type: none"> • Register developed of disability accessible COVID-19 isolation accommodation in metropolitan areas • Availability of suitable accommodation in regional areas monitored. • Disability Support Pathway reviewed.



Emergency Management – South Australia

Action	Timeline	Indicator(s)	Status and Progress	
Objective 1 - Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability.				
1.1	Engage and consult with people with disability, their families and carers to identify their safety needs in the event of a disaster or emergency.	Ongoing	<ul style="list-style-type: none"> SAPOL Disability Engagement Forum developed. SAPOL Disability Engagement Forum held. Number of people attending and/or participating and information gathered. 	 On track Implementation of this action is currently being scoped.
1.2	Review both emergency response procedures and evacuation procedures to ensure they demonstrate how disability accessibility will be addressed (including in prisons).	2022	<ul style="list-style-type: none"> A review of existing procedures is undertaken in line with disability access strategies in mind. 	 Completed Emergency warden training now includes information to better assist people with disability during evacuation procedures.
Objective 2 - Ensure inclusive disaster/emergency management, preparedness and recovery planning processes support the health and wellbeing of people with disability before, during and after emergencies.				
2.1	Broaden and enhance the use of technology to enable better communication between people with disability and SAPOL to ensure their safety before, during and after a disaster or emergency.	2022	<ul style="list-style-type: none"> Technology solutions identified. Technology solutions implemented. 	 On track SA Police participating in Persons at Risk in Emergencies Project, led by South Australian Council of Social Service.
2.2	Build SAPOL employee confidence to protect and safeguard people with disability during a disaster or emergency.	Ongoing	<ul style="list-style-type: none"> Contacts and connections established with service providers and sites. 	 On track Disability Service Development Advisory Group, which is under development, and the review of training under the Safety TAP will assist in achieving this action.

Emergency Management – South Australia

Action	Timeline	Indicator(s)	Status and Progress
2.3	Disaster Risk Reduction Grants Program criteria includes delivering outcomes inclusive of people more at risk in emergencies.	2020-2024	<ul style="list-style-type: none"> The number of approved Disaster Risk Reduction Grant applications aimed at increasing resilience and reducing risk for people more at risk in emergencies. <p>On track</p> <p>Seven applications approved for 2021-22 SA Disaster Risk Reduction Grants Program funding focused on increasing the resilience of people more at risk in emergencies.</p>
2.4	Recovery Programs include an element to increase resilience and reduce risk for people more at risk in emergencies.	Ongoing	<ul style="list-style-type: none"> The number of actions/elements of Recovery Programs that increase resilience and reduce risk for people more at risk in emergencies. <p>On track</p> <p>Debriefs and Evaluation Program of Recovery is informing lessons management and capability development.</p>
2.5	Review the People at Risk in Emergencies Framework and associated Action Plan developed in 2019 and develop a new Action Plan.	To be advised	<ul style="list-style-type: none"> An Action Plan for the People at Risk in Emergencies Framework is endorsed by the relevant SEMC Sub committee. <p>On track</p> <p>A project has been funded through the Disaster Risk Reduction Program commencing in June 2022 and ending in April 2024.</p>
2.6	Emergency Management Sector State Government agencies implement and report against their respective Disability Access and Inclusion Plans.	2021-2024	<ul style="list-style-type: none"> Implementation and reporting against State Government agency Disability Access and Inclusion Plans. <p>On track</p> <p>The Disability Access and Inclusion Plan was published in accessible format on agency website. It is the first Easy Read to be published.</p>



Emergency Management – South Australia

Action		Timeline	Indicator(s)	Status and Progress
2.7	Continue to support planning and strategies across South Australia to protect the safety and wellbeing of people with a disability through COVID-19.	Ongoing	<ul style="list-style-type: none"> Contribution to relevant strategies. 	<p> On track</p> <p>Continue the SA Disability Sector reference group to resolve COVID-19 related issues and provide sector updates.</p> <p>Developed guidance materials and policies to support the sector response to COVID-19.</p>
2.8	Continue working with SA Health to roll out COVID-19 vaccines to DHS disability clients.	Ongoing	<ul style="list-style-type: none"> Number of vaccinations administered to DHS Accommodation Services clients. 	<p> On track</p> <p>Continue to work with SA Health and Department of Human Services (DHS) Accommodation Services in the roll out of COVID-19 vaccines to DHS disability clients.</p>


Emergency Management – Tasmania

Action		Timeline	Indicator(s)	Status and Progress
<p>Objective 1 - Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability.</p>				
1.1	Completion of the Tasmanian State Disaster Risk Assessment (TASDRA) - this work will provide robust, practical and accessible insights for decision-makers across all levels of government, sectors and communities to manage their disaster risks.	<p>September 2021</p> <p>December 2021</p> <p>Early 2022</p>	<ul style="list-style-type: none"> Individual hazard workshops completed. Final TASDRA report endorsed. TASDRA report publicly available. 	<p> Completed</p> <p>Tasmania's State Emergency Service has completed the new iteration of TASDRA and this has been endorsed by the State Emergency Management Committee.</p>


Emergency Management – Tasmania

Action		Timeline	Indicator(s)	Status and Progress
1.2	Commence targeted review of Tasmania's Emergency Management Act 2006 to modernise key parts of the legislation to incorporate lessons learned during COVID-19, releasing the draft terms of reference for public comment and consultation.	August – October 2021 Early 2022 2022	<ul style="list-style-type: none"> • Terms of Reference released for public consultation • Final Terms of Reference endorsed. • Review commences. 	 On track Department of Police, Fire and Emergency Management is currently undertaking the review of the Act.
1.3	Commence implementation of recommendations from Tasmanian Government funded Disability Service Provider Emergency Preparedness and Management project.	2022	<ul style="list-style-type: none"> • Increased mainstream knowledge of disability community emergency management requirements. 	 On track Project completed with sector reporting increased understanding of emergency preparedness and management in Tasmania. Internal capacity built within Tasmanian Government to plan for and connect with sector.

Objective 2 - Ensure inclusive disaster/emergency management, preparedness and recovery planning processes support the health and wellbeing of people with disability before, during and after emergencies.

2.1	Delivery of recommendations from the Royal Commission into National Natural Disaster Arrangements (RCNNDA). There are several recommendations that support inclusive disaster/emergency management preparedness and recovery planning processes to support the health and well-being of people before, during and after emergencies.	2021-2025	<ul style="list-style-type: none"> • Biannual reporting of the Tasmanian Government's implementation of RCNNDA recommendations will commence from December 2021 and will be available on the National Recovery and Resilience Agency website. 	 On track Continuing to implement recommendations that support inclusive preparedness and recovery planning. A pilot exercise at St Helens considered recovery issues including support for people at increased risk in an emergency.
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Emergency Management – Tasmania

Action	Timeline	Indicator(s)	Status and Progress
2.2 Commence implementation of recommendations from Tasmanian Government funded Disability Service Provider Emergency Preparedness and Management project.	2022	<ul style="list-style-type: none"> Increased mainstream knowledge of disability community emergency management requirements. 	 On track Targeted review of the <i>Emergency Management Act 2006 (Tas)</i> is underway, as is the review of the <i>Tasmanian Emergency Management Arrangements</i> .



Emergency Management – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress
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Objective 1 - Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability.

1.1 Person-Centred Emergency Preparedness Planning Tool for COVID-19 A practical COVID-19 individual planning tool for people with disability has been adapted for the ACT and disseminated to community and people with disability.	Ongoing	<ul style="list-style-type: none"> The planning tool is reviewed and relevant to current circumstances. 	 Completed The Person-Centred Emergency Preparedness Planning Tool for COVID-19 is available on the Community Services Directorate Website.
1.2 Accessible Information Continue to provide information in accessible formats for people with disability, such as ensuring online information complies with Web Content Accessibility Guideline (WCAG) AA-level accessibility and ensuring alternative formats such as Easy English are available.	Ongoing	<ul style="list-style-type: none"> Web content meets WCAG-AA level compliance. Information in alternative formats is available to support emergency planning and risk assessments. 	 On track ACT Government websites aim to meet WCAG-AA level compliance. Easy English and other formats are made available for key and important information relevant to people with disability, including a range of COVID-19 resources during the health emergency.



Emergency Management – Australian Capital Territory

Action	Timeline	Indicator(s)	Status and Progress	
Objective 2 - Ensure inclusive disaster/emergency management, preparedness and recovery planning processes support the health and wellbeing of people with disability before, during and after emergencies.				
2.1	The ACT COVID-19 Disability Strategy The ACT COVID-19 Disability Strategy has been created to ensure that people with disability, their families, carers and the disability sector are supported through the COVID-19 health emergency and during the post-emergency transition and recovery.	2020-2022	<ul style="list-style-type: none"> The ACT COVID-19 Disability Strategy is implemented. 	 Completed The ACT COVID-19 Disability Strategy enabled the ACT Government to implement timely and responsive supports to people with disability and the sector as the COVID-19 emergency played out.
2.2	COVID-19 - An ACT Operational Plan for People with Disability Second Edition An ACT Operational Plan for People with Disability which sets out the responsibilities of the ACT Health Directorate, hospitals, primary healthcare, specialist disability services, and people with disability and their formal and informal carers and the actions each will take to meet those responsibilities.	2021	<ul style="list-style-type: none"> COVID-19 – An ACT Operational Plan for People with Disability Second Edition is completed and implemented. 	 On track The operational plan is currently under review to reflect the effectiveness of the plan given the changing environment and recognition and impact of COVID-19 on the lives with people with disability.


Emergency Management – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>Objective 1 - Ensure disaster/emergency planning processes for conducting disaster risk assessments, and subsequent development and maintenance of disaster/emergency management plans, are inclusive of people with disability.</p>			
<p>1.1</p>	<p>Review and update the Northern Territory Disability Pandemic Plan, to include the input from the COVID-19 lockdown experiences in the Northern Territory.</p>	<p>Annual review and update</p> <ul style="list-style-type: none"> • Interagency networks have increased representation of the disability sector and people with lived experience of disability through participation at Incident Management Meetings, Welfare Group Meetings, Welfare Group Sector Briefings. • People with lived experience of disability, carers, guardians are informed and accessing real time information during the planning and preparedness stages of disaster/ emergency management planning. 	<p> Completed</p> <p>The Northern Territory COVID-19 Disability Support Services Sub Plan was reviewed and updated in January 2022</p>


Emergency Management – Northern Territory

Action	Timeline	Indicator(s)	Status and Progress
<p>1.2 Interagency/Sector Emergency Management Meetings to be inclusive of disability service providers.</p>	<p>Annual review and update</p>	<ul style="list-style-type: none"> • Interagency networks have increased representation of the disability sector and people with lived experience of disability through participation at Incident Management Meetings, Welfare Group Meetings, Welfare Group Sector Briefings. • People with lived experience of disability, carers, guardians are informed and accessing real time information during the planning and preparedness stages of disaster/ emergency management planning. 	<p> On track</p> <p>Interagency and non-government organisation meetings are held monthly to support the community to be informed and updated on current directions as per the Health directions at the time.</p>
<p>1.3 Disability service providers to review and update the Emergency Management Plan for each organisation.</p>	<p>Annual review and update</p>	<ul style="list-style-type: none"> • Interagency networks have increased representation of the disability sector and people with lived experience of disability through participation at Incident Management Meetings, Welfare Group Meetings, Welfare Group Sector Briefings. • People with lived experience of disability, carers, guardians are informed and accessing real time information during the planning and preparedness stages of disaster/ emergency management planning. 	<p> On track</p> <p>Support and guidance has been offered to all disability service providers to review and update Emergency Management Plans.</p>



Emergency Management – Northern Territory

Action		Timeline	Indicator(s)	Status and Progress
1.4	Deploy a NT Government employee identifying as person with lived experience of disability, to join the Welfare Group to provide real time knowledge and awareness of the issues and concerns of vulnerable people.	Annual review and update	<ul style="list-style-type: none"> • Interagency networks have increased representation of the disability sector and people with lived experience of disability through participation at Incident Management Meetings, Welfare Group Meetings, Welfare Group Sector Briefings. • People with lived experience of disability, carers, guardians are informed and accessing real time information during the planning and preparedness stages of disaster/ emergency management planning. 	<p> On track</p> <p>An employee of the Department of Territory Families, Housing and Communities joined the Welfare Management team to provide awareness and knowledge of real time experiences during times of emergency management.</p>

Objective 2 - Ensure inclusive disaster/emergency management, preparedness and recovery planning processes support the health and wellbeing of people with disability before, during and after emergencies.

2.1	Update the Northern Territory Disability Pandemic Plan, into the following categories of prevention, preparedness, response (outbreak response) and stand-down (recovery).	Annual review and update	<ul style="list-style-type: none"> • An accessible pandemic plan for disability service providers to support people with disability to prepare for a pandemic incident in the Northern Territory. 	<p> Completed</p> <p>The Northern Territory COVID-19 Disability Support Services Sub Plan was reviewed and updated in January 2022</p>
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Emergency Management – Northern Territory

Action		Timeline	Indicator(s)	Status and Progress
2.2	Update Northern Territory Emergency Management Plan in disability service organisations into the following categories of prevention, preparedness, response (outbreak response) and stand-down (recovery).	Annual review and update	<ul style="list-style-type: none"> • Accessible disaster/emergency management information to the public. • Disability service providers have detailed Emergency Management plans including detailed risk assessments to support people with disability during times of an emergency. 	<p> On track</p> <p>Support and guidance has been offered to all disability service providers to review and update Emergency Management Plans.</p>
2.3	Accessible information through the engagement of an Auslan Interpreter to support the provision of information to the deaf and hard of hearing community and increase the expertise and reach of Auslan Interpreter workforce through the provision of a scholarship program.	Annual review and update	<ul style="list-style-type: none"> • Employment of a Northern Territory based Auslan Interpreter, to support press conferences during emergency management briefings. • Alternative accessible formats of information to support the emergency management planning and risk assessments for people with disability. 	<p> Completed</p> <p>Auslan Interpreter employed in the Northern Territory for a period of 3 years.</p> <p>Auslan Interpreter and Live Captions are utilised in response to emergencies.</p>



Creating
an inclusive
community
together