

**Australia's  
Disability  
Strategy**  
2021-2031

Creating  
an inclusive  
community  
together

# Targeted Action Plans Report

**1st July 2022 to 30 June 2023**

*Australia's Disability Strategy 2021-2031*

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# Introduction

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***Australia's Disability Strategy 2021–2031 (ADS)* sets out a plan to change the lives of people with disability over 10 years.**

**Under ADS, Targeted Action Plans (TAPs) apply an intensive focus over one to 3 years to achieve specific deliverables which improve outcomes for people with disability.**

**Each TAP is commissioned and endorsed by all Australian disability ministers and includes a series of targeted and coordinated actions from governments.**

**This is the 2nd annual report on TAPs. It builds on the progress reported in the first year of ADS and covers the period 1 July 2022 to 30 June 2023.**

**While this set of TAPs has achieved a number of positive outcomes, there are a number actions reporting some delays.**

**The next TAPs report will be the final one for this set of TAPs. The Australian Government, in collaboration with states and territory governments, has commenced work to consider the next set of TAPs.**

The 5 Targeted Action Plans (TAPs) launched with ADS, on 3 December 2021 are:

- **Employment**
- **Community Attitudes**
- **Early Childhood**
- **Safety**
- **Emergency Management**

### Reporting on TAPs

Under ADS, all governments committed to deliver more comprehensive and visible reporting to ensure greater transparency and accountability in improving the lives of people with disability.

The annual TAPs report provides a progress update on what governments are doing to implement and progress TAP actions and the successes. TAPs reports are published annually on a financial year basis, in line with improved reporting requirements under ADS.

The 1st annual report on TAPs (1st TAPs Report), was published on 25 November 2022 and covers the period from launch, 3 December 2021 to 30 June 2022.

### The Report

The 2nd annual report on TAPs (2nd TAPs Report) builds on the progress reported in the 1st year of the ADS and covers the period 1 July 2022 to 30 June 2023. Updates are provided from across all governments; Australian, state and territory with highlights included for a number of actions.

The Report consists of two documents; the 2nd TAPs report and an appendix.

The 2nd TAPs report provides an overview, data and charts. It also includes a number of examples to show how actions are being implemented and progressed. The report also includes a brief overview on progress since the launch of ADS (December 2021 – June 2023 period).

The Appendix presents the progress status at 30 June 2023 and an update for each of the 374 remaining actions to indicate how the action is progressing:

■ Completed	Action was completed between 1 July 2022 and 30 June 2023.
■ On track	Action is progressing in line with plans.
■ Some delays	Action is underway, however 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 2023
■ N/A	Action was completed by 30 June 2022.

The Appendix also includes the status of the actions from the 1st TAPs Report as a comparison. All actions have been linked to the relevant Policy Priority in ADS.

Further information on ADS, including the TAPs, is available at:

**[www.disabilitygateway.gov.au/ads](http://www.disabilitygateway.gov.au/ads)**

# National Progress

The focus of the report, the 2022–2023 reporting period centres on the progress of the 374 actions that were remaining (not completed) from the 2021–2022 reporting period. While progress on actions for this reporting period shows an increase in completed actions in comparison to the 2021–2022 reporting period, there are a couple of TAPs with a number of actions that have experienced some delays, or have been paused.

**At a glance, national progress across all 5 TAPs comprising of 374 remaining actions in the 2022–2023 reporting period show:**

- **310 (83%)** actions are reported as completed or on track with:
  - **101 (27%)** actions completed, and
  - **209 (56%)** actions on track.
- **64 (17%)** actions are reported as experiencing some delays, being paused or having a future start.

**The following jurisdictions have recorded the following results:**

- The Australian Capital Territory has the highest percentage of completed actions with **58%**
- The Northern Territory has the highest percentage of on track actions with **79%**
- Victoria and Western Australia recorded a percentage of completed and on track actions of **96%** and **97%** respectively
- New South Wales has the lowest percentage of completed actions with **7%**
- The Australian Government and New South Wales have the highest percentage of some delays and paused actions with **30%** and **35%** respectively.

Jurisdictions have noted that some delays or pauses are continued effects from previous delays issues such as COVID-19 or waiting on outcomes from reviews such as the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability and the NDIS review. Other reasons for delayed and paused actions can be attributed to revisions of timelines to align with other government work such as the National Autism Strategy and Early Years Strategy; and in some cases negotiating positions and gaining agreement to share data between jurisdictions is taking longer than expected.



# National Progress

For the period 1 July 2022 to 30 June 2023, most TAPs had 80% or over of their actions reported as completed or on track over the reporting period. The Emergency Management TAP had the highest proportion of completed and on track actions with 93%. While the Safety TAP had the lowest proportion of completed and on track with 74%, it had the second highest proportion of actions completed with 29%.

**Table 1: TAPs progress of action for the reporting period 2022–2023**

Government	Completed	On track	Some delays	Paused	Future start	Total
Aus Gov	12	23	16	1	2	54
NSW	3	25	12	3	0	43
VIC	18	30	2	0	0	50
QLD	14	28	4	0	0	46
WA	10	20	1	0	0	31
SA	13	31	7	2	1	54
TAS	5	13	8	0	0	26
ACT	21	12	3	0	0	36
NT	5	27	1	1	0	34
<b>Total</b>	<b>101</b>	<b>209</b>	<b>54</b>	<b>7</b>	<b>3</b>	<b>374</b>
<b>Percentage</b>	<b>27%</b>	<b>56%</b>	<b>14%</b>	<b>2%</b>	<b>1%</b>	

**Table 2: Progress of 374 actions by TAP and status for the reporting period 2022–2023**

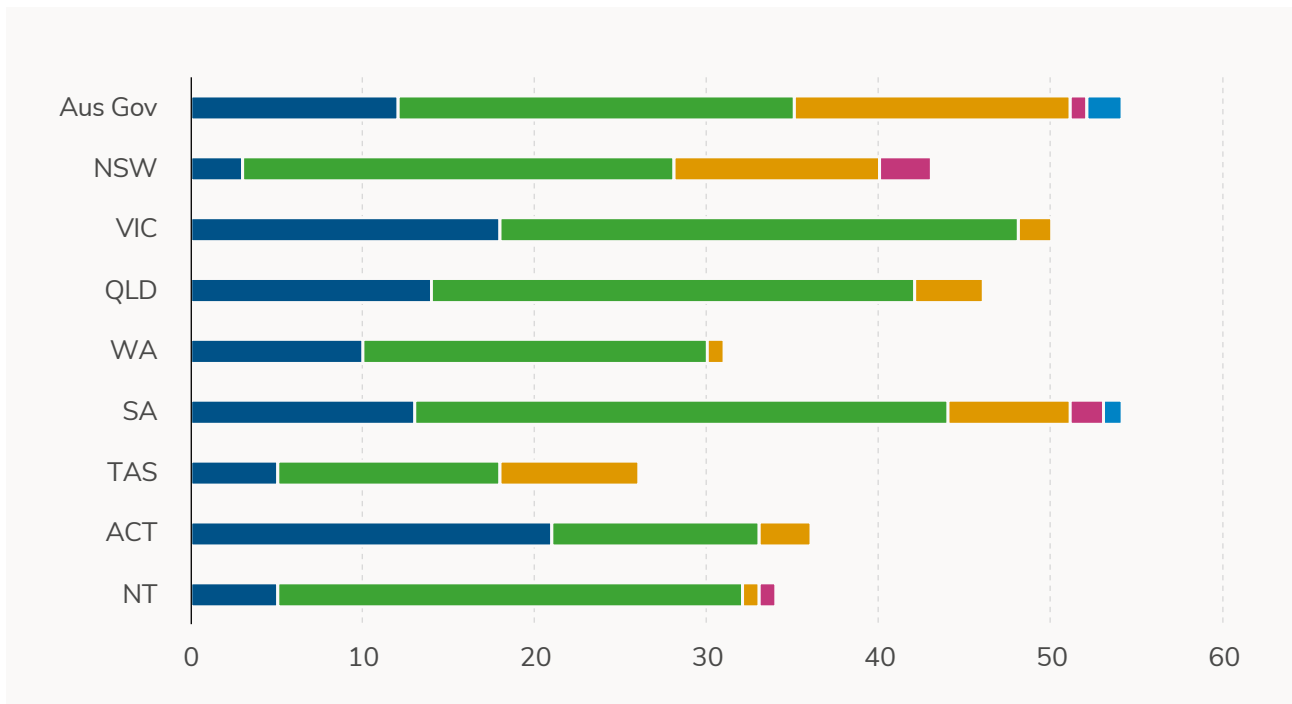
TAP	Completed	On track	Some delays	Paused	Future start	Total
Employment	17	47	9	0	0	73
Community Attitudes	20	33	10	0	0	63
Early Childhood	20	43	7	3	1	74
Safety	34	52	25	4	2	117
Emergency Management	10	34	3	0	0	47
<b>Total</b>	<b>101</b>	<b>209</b>	<b>54</b>	<b>7</b>	<b>3</b>	<b>374</b>
<b>Percentage</b>	<b>27%</b>	<b>56%</b>	<b>14%</b>	<b>2%</b>	<b>1%</b>	

Note: Percentages may not total 100 due to rounding.

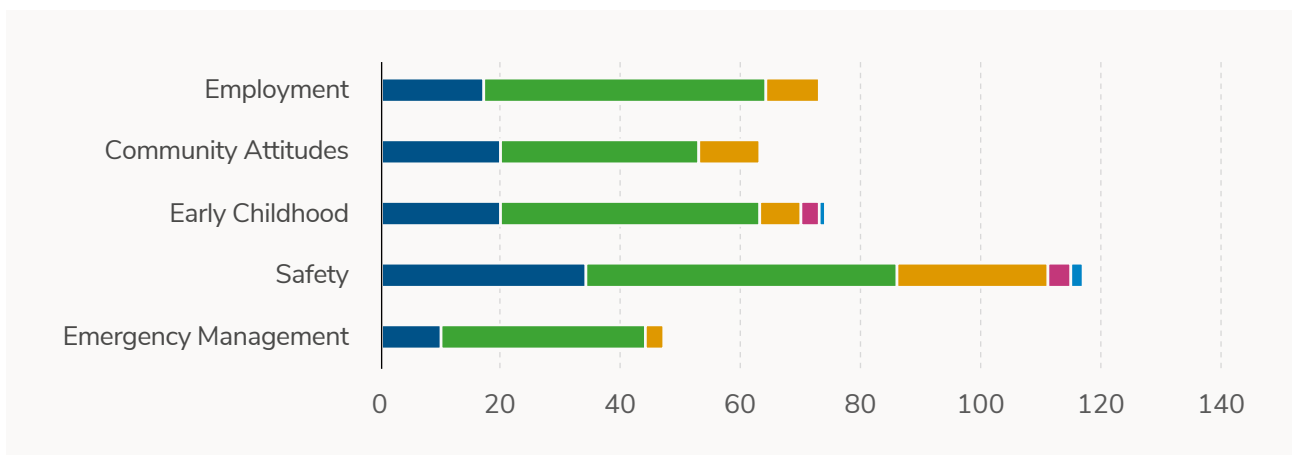
## Legend: National TAP Progress 2022–2023

- Completed
- On track
- Some delays
- Paused
- Future start

**Chart 1: TAPs progress of action for the reporting period 2022–2023**



**Chart 2: Progress of 374 actions by TAP and status for the reporting period 2022–2023**



# Employment Targeted Action Plan

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## Introduction

The Employment TAP is designed to drive progress under the Employment and Financial Security Outcome Area of ADS.

This Outcome Area aims to ensure people with disability have economic security, enabling them to plan for the future, and exercise choice and control over their lives.

A key component of economic security is employment and this TAP will be a key contribution to this outcome area.

Under the Employment TAP there are 73 actions across Australian, state and territory governments being reported on for the 2022–2023 period.

This includes actions that will deliver employment pilots to connect people with disability to areas of skills shortage, work to boost disability employment in public services and drive improvements to employment programs.

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## Objectives

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



# Employment TAP

**Table 3: Employment TAP – progress of actions by governments in 2022–2023**

Government	Completed	On track	Some delays	Paused	Future start	Total
Aus Gov	2	5	2	0	0	9
NSW	0	4	2	0	0	6
VIC	5	12	1	0	0	18
QLD	3	6	0	0	0	9
WA	1	5	1	0	0	7
SA	1	7	2	0	0	10
TAS	2	1	1	0	0	4
ACT	3	2	0	0	0	5
NT	0	5	0	0	0	5
<b>National Total</b>	<b>17</b>	<b>47</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>73</b>

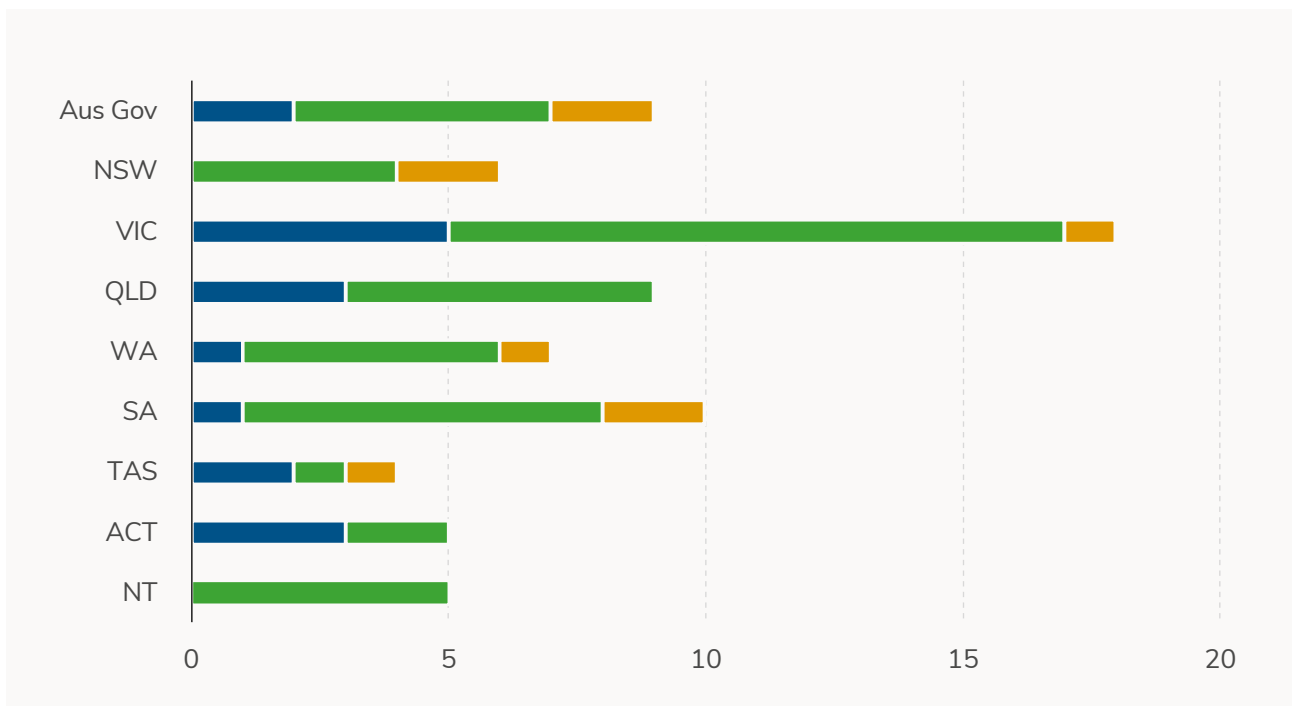
**Table 4: Employment TAP – progress of actions by objective in 2022–2023**

Objective	Completed	On track	Some delays	Paused	Future start	Total
Objective 1	12	28	8	0	0	48
Objective 2	5	19	1	0	0	25
<b>Overall</b>	<b>17</b>	<b>47</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>73</b>

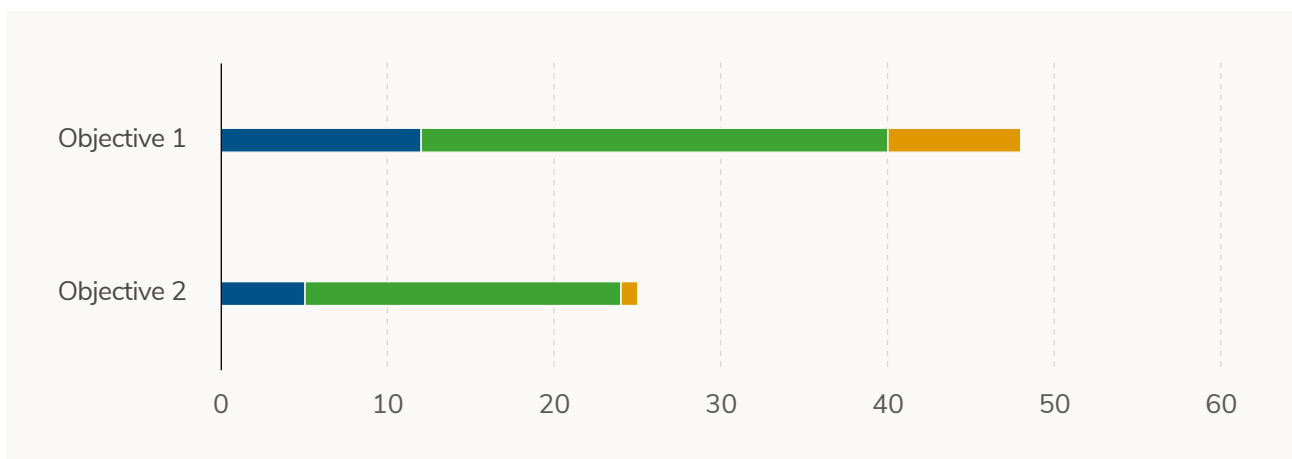
**Legend: Employment TAP Progress**

- Completed
- On track
- Some delays
- Paused
- Future start

**Chart 3: Employment TAP – progress of actions by governments in 2022–2023**



**Chart 4: Employment TAP – progress of actions by objective in 2022–2023**



# Community Attitudes Targeted Action Plan

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## Introduction

The Community Attitudes TAP is designed to drive progress under the Community Attitudes Outcome Area of ADS.

This Outcome Area aims to ensure that community attitudes are improved and enable people with disability to have full equality, inclusion and participation in society.

Under the Community Attitudes TAP there are 63 actions across Australian, state and territory governments being reported on for the 2022-2023 period.

This includes actions that will develop disability confidence in key professionals, deliver community engagement and education activities, and produce training resources for frontline staff to improve their understanding of disability.

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## 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.**



# Community Attitudes TAP

**Table 5: Community Attitudes TAP – progress of actions by government in 2022–2023**

Government	Completed	On track	Some delays	Paused	Future start	Total
Aus Gov	2	1	0	0	0	3
NSW	0	8	2	0	0	10
VIC	3	6	1	0	0	10
QLD	6	6	0	0	0	12
WA	1	2	0	0	0	3
SA	1	3	1	0	0	5
TAS	1	0	4	0	0	5
ACT	5	3	2	0	0	10
NT	1	4	0	0	0	5
<b>National Total</b>	<b>20</b>	<b>33</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>63</b>

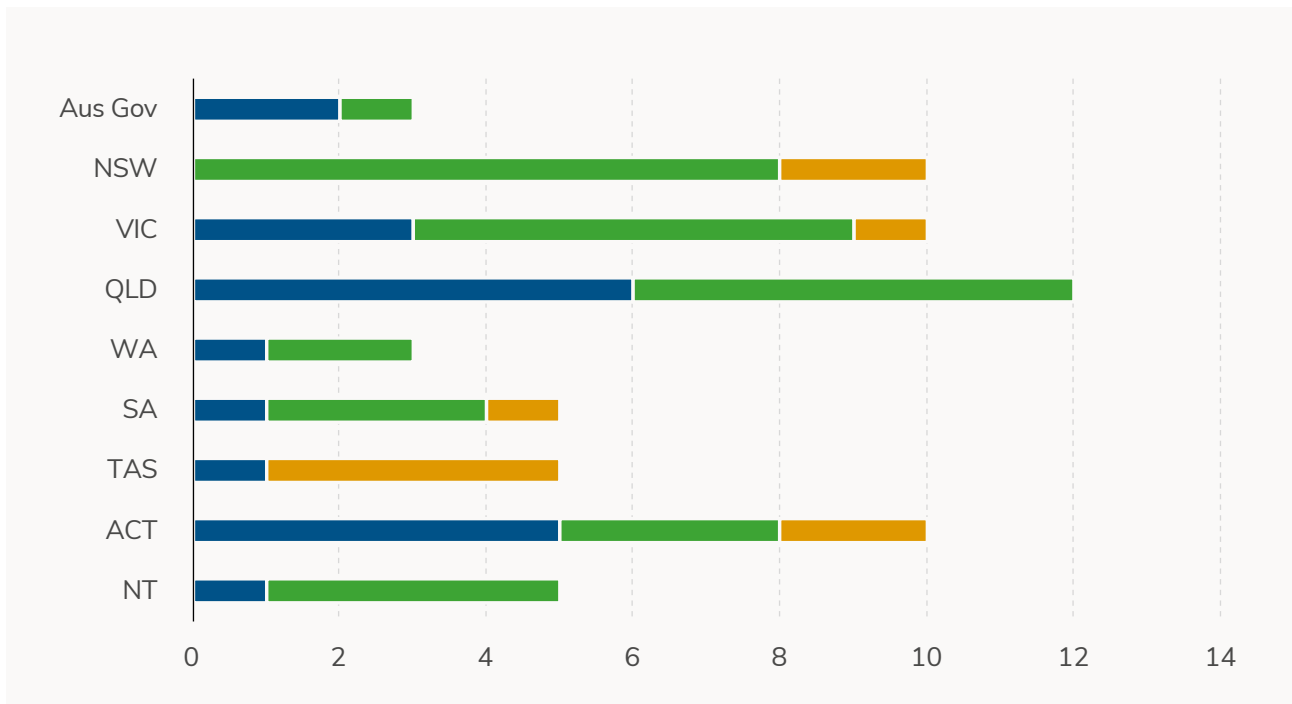
**Table 6: Community Attitudes – progress of actions by objective in 2022–2023**

Objective	Completed	On track	Some delays	Paused	Future start	Total
Objective 1	2	5	0	0	0	7
Objective 2	4	10	4	0	0	18
Objective 3	4	3	0	0	0	7
Objective 4	10	15	6	0	0	31
<b>Overall</b>	<b>20</b>	<b>33</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>63</b>

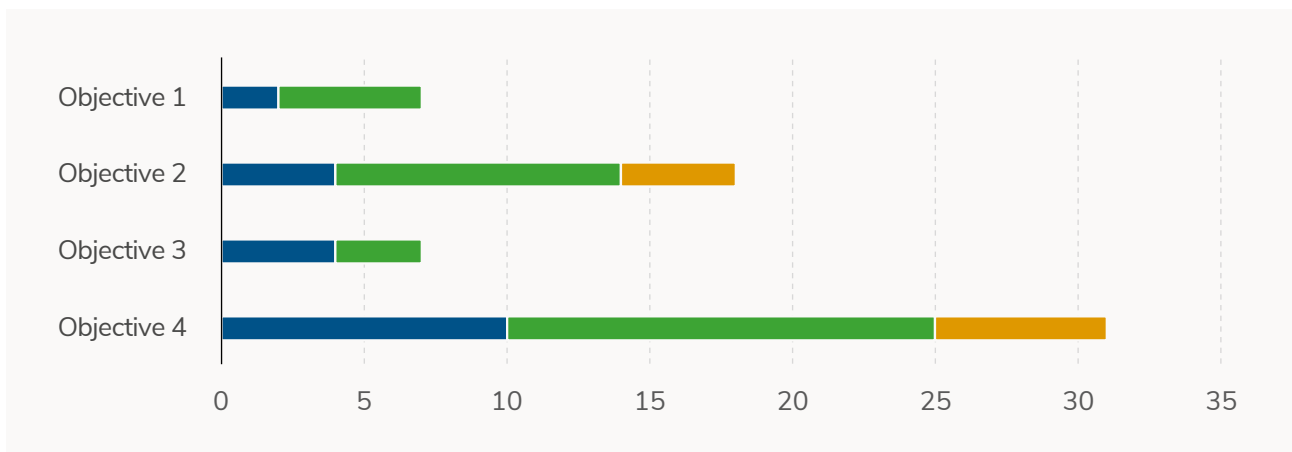
**Legend: Community Attitudes TAP Progress**

- Completed
- On track
- Some delays
- Paused
- Future start

**Chart 5: Community Attitudes TAP – progress of actions by government in 2022–2023**



**Chart 6: Community Attitudes – progress of actions by objective in 2022–2023**



# Early Childhood Targeted Action Plan

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## Introduction

The Early Childhood TAP is designed to drive progress under the Health and Wellbeing; Education and Learning; Inclusive Homes and Communities; and Personal and Community Support Outcome Areas of ADS.

Respectively, these Outcome Areas aim to ensure people with disability attain the highest possible health and wellbeing outcomes throughout their lives; achieve their full potential through education and learning; live in inclusive, accessible and well-designed homes and communities; and have access to a range of supports to assist them to live independently and engage in their communities.

Under the Early Childhood TAP there are 74 actions across Australian, state and territory governments being reported on for the 2022-2023 period.

This includes actions that will develop resources, establish peer support groups, support parents and caregivers, and promote inclusive practices in kindergarten and early childhood education and care.

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## 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.**



# Early Childhood TAP

**Table 7: Early Childhood TAP – progress of actions by government in 2022–2023**

Government	Completed	On track	Some delays	Paused	Future start	Total
Aus Gov	3	3	4	1	0	11
NSW	1	2	0	2	0	5
VIC	2	2	0	0	0	4
QLD	2	7	0	0	0	9
WA	1	4	0	0	0	5
SA	7	6	1	0	1	15
TAS	1	3	2	0	0	6
ACT	2	3	0	0	0	5
NT	1	13	0	0	0	14
<b>National Total</b>	<b>20</b>	<b>43</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>74</b>

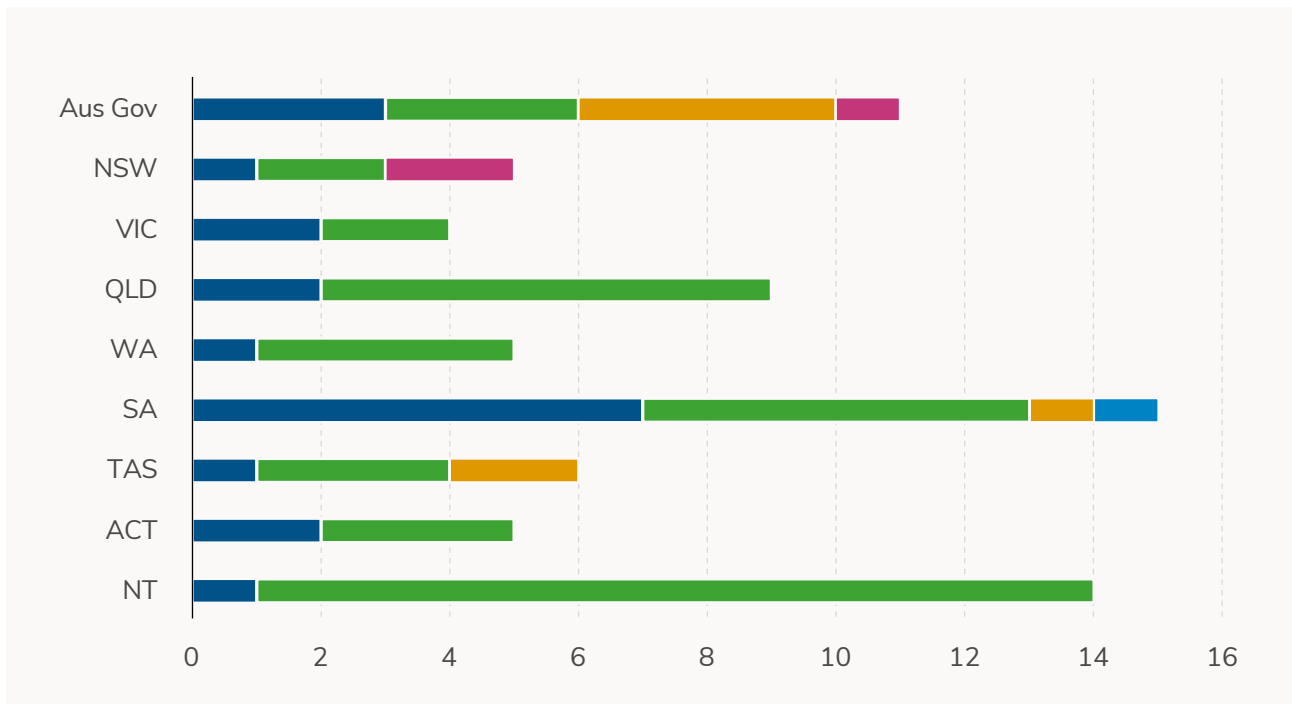
**Table 8: Early Childhood TAP – progress of actions by objective in 2022–2023**

Objective	Completed	On track	Some delays	Paused	Future start	Total
Objective 1	9	17	2	2	1	31
Objective 2	9	17	2	1	0	29
Objective 3	2	9	3	0	0	14
<b>Overall</b>	<b>20</b>	<b>43</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>74</b>

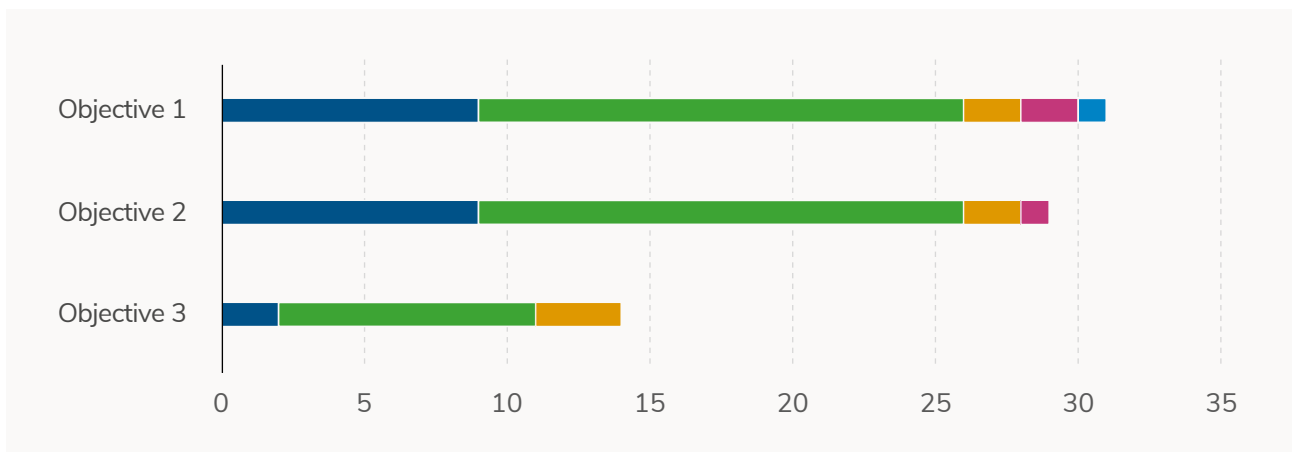
**Legend: Early Childhood TAP Progress**

- Completed
- On track
- Some delays
- Paused
- Future start

**Chart 7: Early Childhood TAP – progress of actions by government in 2022–2023**



**Chart 8: Early Childhood TAP – progress of actions by objective in 2022–2023**



# Safety Targeted Action Plan

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## Introduction

The Safety TAP is designed to drive progress under the Safety, Rights and Justice Outcome Area of ADS.

This Outcome Area aims to ensure the rights of people with disability are promoted, upheld and protected, and people with disability feel safe and enjoy equality before the law.

Under the Safety TAP there are 117 actions across Australian, state and territory governments being reported on for the 2022-2023 period.

This includes actions that support the identification of people with disability at risk of harm, consider how to better align national legislation and policy, and improve services and resources that support people at risk.

---

## 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.**



# Safety TAP

**Table 9: Safety TAP – progress of actions by government in 2022–2023**

Government	Completed	On track	Some delays	Paused	Future start	Total
Aus Gov	5	4	8	0	2	19
NSW	1	9	7	1	0	18
VIC	6	8	0	0	0	14
QLD	3	6	4	0	0	13
WA	5	6	0	0	0	11
SA	3	7	3	2	0	15
TAS	0	6	1	0	0	7
ACT	9	4	1	0	0	14
NT	2	2	1	1	0	6
<b>National Total</b>	<b>34</b>	<b>52</b>	<b>25</b>	<b>4</b>	<b>2</b>	<b>117</b>

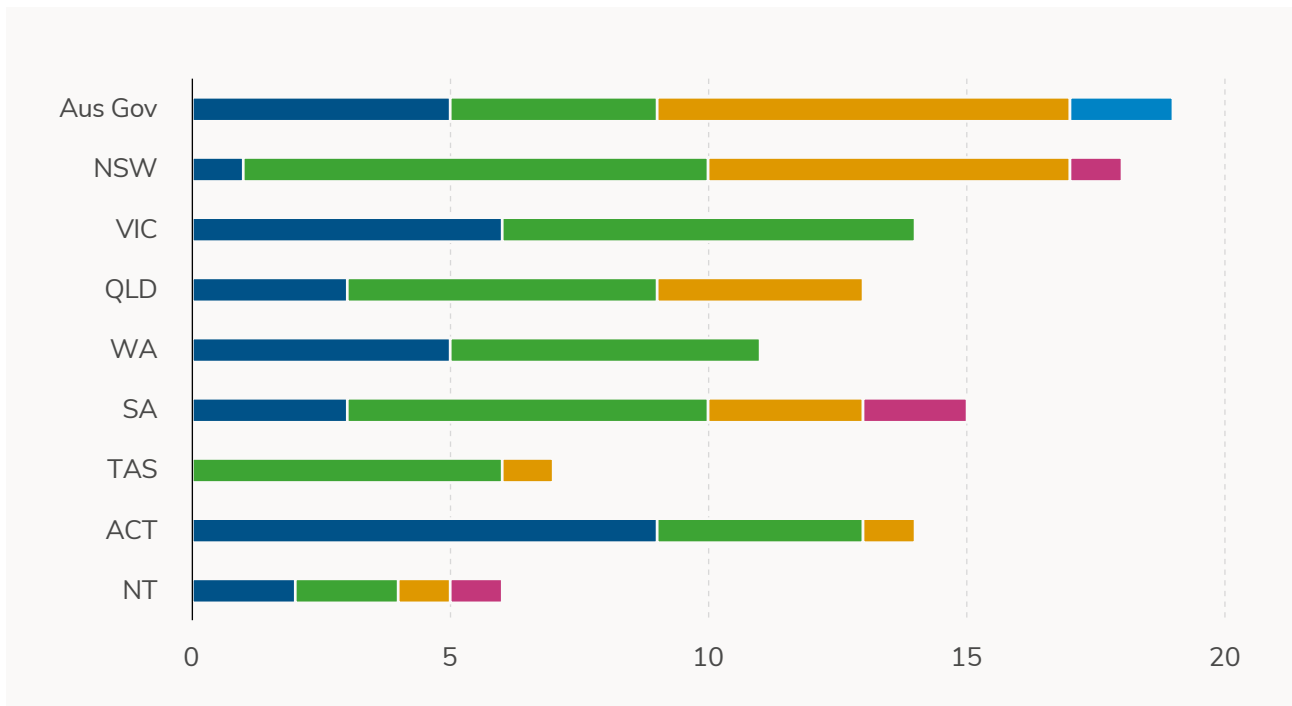
**Table 10: Safety TAP – progress of actions by objective in 2022–2023**

Objective	Completed	On track	Some delays	Paused	Future start	Total
Objective 1	5	7	4	0	1	17
Objective 2	10	11	4	0	0	25
Objective 3	12	23	11	1	1	48
Objective 4	4	10	5	2	0	21
Objective 5	3	1	1	1	0	6
<b>Overall</b>	<b>34</b>	<b>52</b>	<b>25</b>	<b>4</b>	<b>2</b>	<b>117</b>

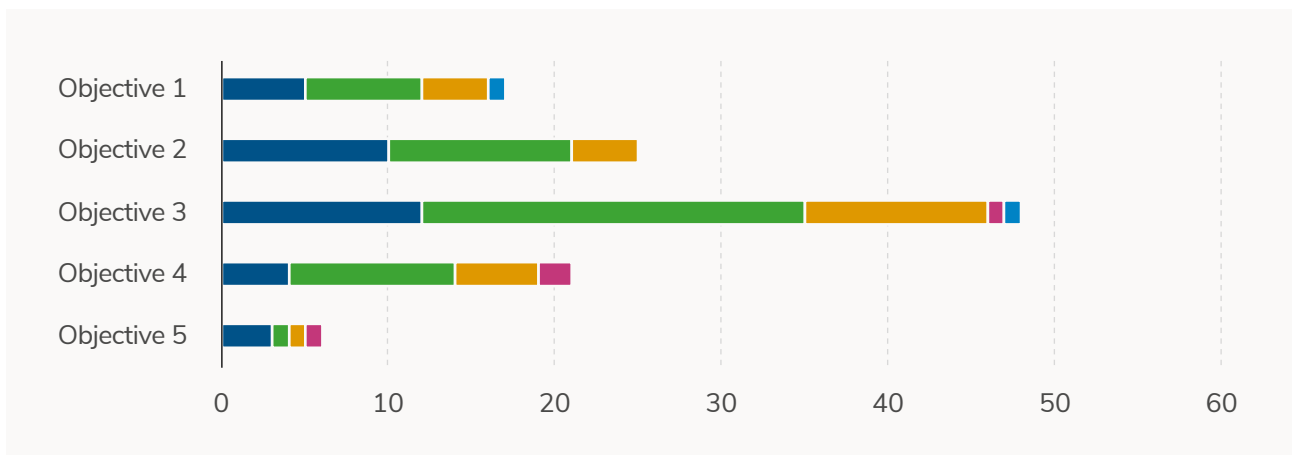
**Legend: Safety TAP Progress**

- Completed
- On track
- Some delays
- Paused
- Future start

**Chart 9: Safety TAP – progress of actions by government in 2022–2023**



**Chart 10: Safety TAP – progress of actions by objective in 2022–2023**



# Emergency Management Targeted Action Plan

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## Introduction

The Emergency Management TAP is designed to drive progress under the Health and Wellbeing Outcome Area of ADS.

This Outcome Area aims to ensure people with disability attain the highest possible health and wellbeing outcomes throughout their lives.

Under the Emergency Management TAP there are 47 actions across Australian, state and territory governments being reported on for the 2022-2023 period.

This includes actions that actively seek feedback from people with disability and the sector, review and improve emergency response plans and preparations to better include people with disability, and improve communications provided during emergencies.

---

## 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.**



# Emergency Management TAP

**Table 11: Emergency Management TAP – progress of actions by government in 2022–2023**

Government	Completed	On track	Some delays	Paused	Future start	Total
Aus Gov	0	10	2	0	0	12
NSW	1	2	1	0	0	4
VIC	2	2	0	0	0	4
QLD	0	3	0	0	0	3
WA	2	3	0	0	0	5
SA	1	8	0	0	0	9
TAS	1	3	0	0	0	4
ACT	2	0	0	0	0	2
NT	1	3	0	0	0	4
<b>National Total</b>	<b>10</b>	<b>34</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>47</b>

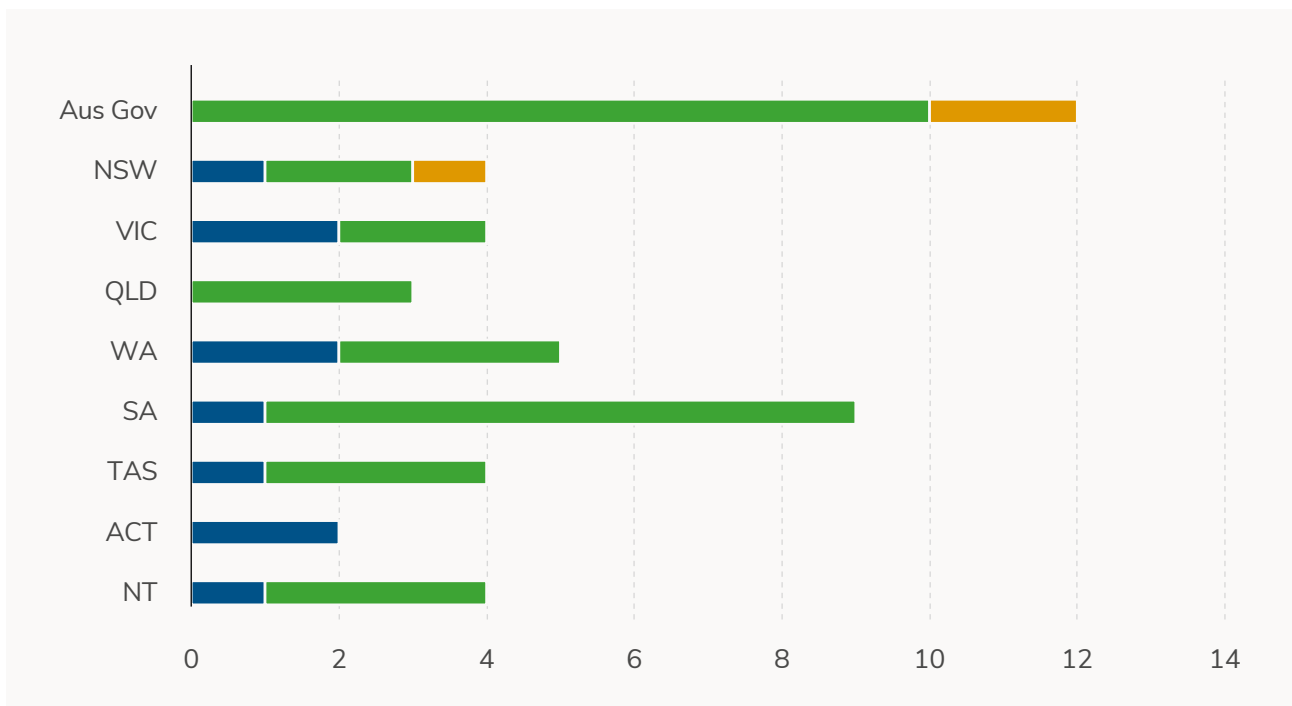
**Table 12: Emergency Management TAP – progress of actions by objective in 2022–2023**

Objective	Completed	On track	Some delays	Paused	Future start	Total
Objective 1	6	17	1	0	0	24
Objective 2	4	17	2	0	0	23
<b>Overall</b>	<b>10</b>	<b>34</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>47</b>

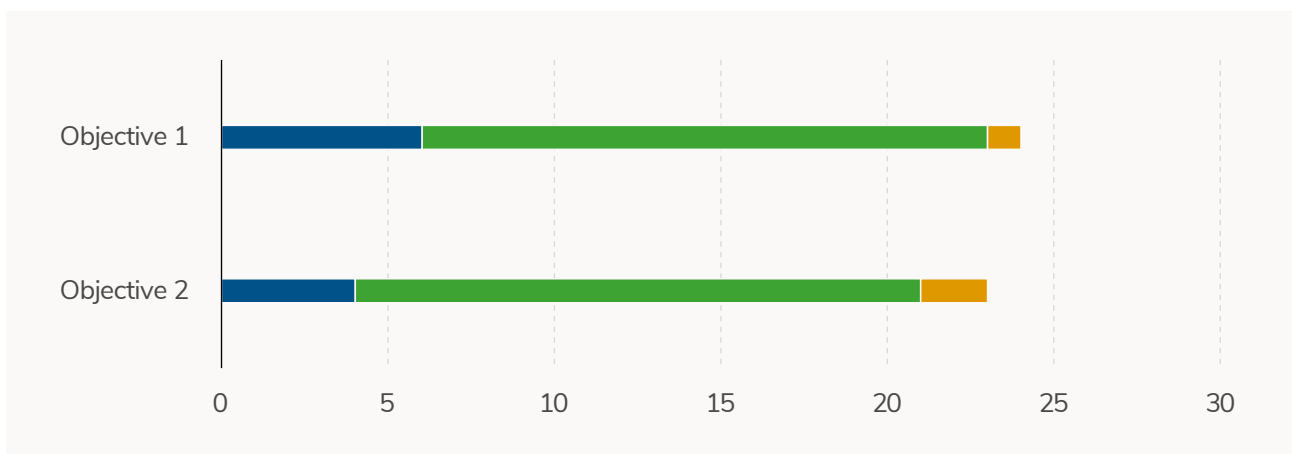
**Legend: Emergency Management TAP Progress**

- Completed
- On track
- Some delays
- Paused
- Future start

**Chart 11: Emergency Management TAP – progress of actions by government in 2022–2023**



**Chart 12: Emergency Management TAP – progress of actions by objective in 2022–2023**



# Actions in Practice

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**All governments have been working during the reporting period to further progress actions within the TAPs.**

**The following section provides select examples from each TAP, and from each government, on the activities being achieved and how these actions are contributing to improving outcomes for people with disability.**

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# Employees with disability in the Queensland public sector



## Jurisdiction:

Queensland

## Target Action Plan:

Employment

## TAP objective:

1. Increase employment of people with disability.

## Action:

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.

## Indicator:

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.

**Status:** ■ Completed

## Description:

[Queensland's Disability Plan 2022–27: Together, a better Queensland](#) (QDP) was released in November 2022. The QDP is the overarching mechanism to implement Queensland's commitments under Australia's Disability Strategy 2021–2031 (ADS) and was co-designed with people with disability.

The QDP adopts ADS seven outcome areas and is a call to action across all levels of government, industry and community to extend the commitment to an inclusive Queensland.

The Queensland Government is committed to delivering its actions under individual Targeted Action Plans to improve access to education, employment, appropriate housing and a society without barrier or stigma.

The QDP guides the development of departmental Disability Service Plans (DSPs). Each Queensland departmental Chief Executive has a statutory obligation to develop a DSP. The QDP recognises that in addition to having inclusive workplaces and service outlets, the non-government sector can also consider developing disability action plans to report on achievements and on the rates of employment of people with disability.

A progress report will be published annually. Toward the end of the five-year period, the QDP will be evaluated for impact and effect.

In June 2023, Queensland hosted the inaugural Australia's Disability Strategy jurisdictional forum entitled '[Together making an inclusive Queensland](#)'. The forum promoted ADS and the QDP, through the facilitation of panel conversations focused on employment and inclusion in action, with attendees from the disability sector, broader industry, government and community.

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# Employment Pilots



## Jurisdiction:

Australian Government  
Department of Social Services

## Target Action Plan:

Employment

## TAP objective:

1. Increase employment of people with disability

## Action:

1.8 – Employment pilots – connecting people to work in areas of skills shortage

Partner with industry to trial pilot programs that connect Disability Employment Services participants to jobs in sectors that are experiencing skill shortages.

## Indicator:

Indicators will be tailored to each pilot.

**Status:** ■ On track

## Description:

The Department of Social Services and Austrade have worked together to design a pilot to test a new approach to improving employment outcomes for people with disability. The Tourism Local Navigators Pilot will provide place-based local Navigators in targeted regions to assist small and medium sized businesses in the tourism sector to reform workplace cultures and employment practices along with building the confidence of employers to employ people with disability.

- The Pilot commenced in early July 2023 and will continue for a period of twelve months.
- Grants to provide Local Navigators were awarded to 12 providers across 8 priority employment regions.

The Department of Social Services has partnered with the Business Council of Australia (BCA), four of their large employer members, and the Australian Network on Disability (AND) to design a pilot that focuses on driving attitudinal change by demonstrating leadership through the business community, encouraging Australia's largest employers to focus beyond entry-level jobs for people with disability, demonstrating they are safe places for people with disability to work and thrive in their careers, and driving long-term employment outcomes for people with disability with a focus on career advancement and future leadership.

- The Pilot commenced in August 2023 and will continue to February 2025.
- A grant has been awarded to AND to co-design pilots with the four large employers and their employees with disability to learn how best to identify and address the barriers faced by employees with disability to career progression.

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# Tasmanian Disability Commissioner



## Jurisdiction:

Tasmania

## Target Action Plan:

Community Attitudes

## TAP objective:

4. Improving community attitudes to positively impact on Policy Priorities under ADS.

## Action:

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 2021–2022.

## Indicator:

- Consultation with the Tasmanian community is completed.
- Framework for establishing the inaugural Disability Commissioner is in place.

**Status:** ■ Some delays

## Description:

A recruitment process was undertaken in late 2022 and the new Interim Commissioner, Mary Mallett, commenced in the role in January 2023.

The Tasmanian Government is committed to creating a contemporary piece of legislation that celebrates the strength, diversity and experience of Tasmanians with disability and it is anticipated that a new Disability Bill will be ready for consultation in mid to late 2023.

Establishing an Interim Disability Commissioner allows time and opportunity, ahead of legislation to establish a Disability Commissioner, to work with other statutory officers to build capacity and capability to resolve complaints for people with disability.

The Interim Disability Commissioner has been provided the powers of an Authorised Officer under the Disability Services Act 2011 (Tas). An Authorised Officer may enter premises to:

- ensure that persons with disability who reside in, or receive specialist disability services in, the premises are receiving the care and support that is necessary or desirable for their health and wellbeing; or
- ensure the safety of persons.

The Interim Disability Commissioner, will also:

- provide leadership, foster inclusion, and promote accessibility across Government and mainstream services;
- promote the rights of people with disability;
- establish and monitor safeguarding mechanisms that address violence, abuse, neglect and exploitation of people with disability; and
- respond to allegations of abuse, neglect and exploitation of people with disability.

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## Developing Differently parenting workshop



### Jurisdiction:

South Australia

### Target Action Plan:

Early Childhood

### TAP objective:

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

### Action:

2.8 – Progress the development of a workshop specifically for parents/caregivers living with a child with a disability – “Developing Differently”.

### Indicator:

- Workshop completed and approved.
- Pilot completed and report submitted.

**Status:** ■ Completed

### Description:

Feedback received from parents attending Families Growing Together (FGT) parenting workshops identified that many parents living with a child with a disability are seeking further support. Based on this, the FGT team developed a specific workshop referencing information from Parenting SA Parent Easy Guides (PEGs) – ‘Children with a disability’ and ‘Developmental delay’.

The new workshop provides an overview of typical development, developmental “red flags,” what to look for, and practical strategies for parenting a child with a disability. Using the Social Model of Disability, the workshop is based around a new way of seeing, thinking, doing and being by providing a space for parents to talk together, to learn together and to reflect on their experiences.

Parents work towards a new direction and a new way of feeling through videos, activities and group discussion. At the end of the workshop parents complete a parenting action plan that includes identifying a support network.

Feedback from parents attending the pilot workshop has been overwhelmingly positive and the ‘Developing Differently’ parenting workshop will now be offered across the state for parents to attend in their local communities.

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## Aboriginal Child and Family Centre (ACFC) program



### Jurisdiction:

New South Wales

### Target Action Plan:

Early Childhood

### TAP 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

### Action:

3.1 – 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.

ACFCs support Aboriginal children meet key developmental milestones and improve access to a range of quality services in a culturally safe environment.

### Indicator:

Annual reporting:

- Increased school attendance and achievement.
- Lower numbers of Aboriginal children entering the child protection system.
- Improved health of Aboriginal children and young people.

**Status:** ■ On track

### Description:

Brighter Beginnings is a whole-of-government initiative focused on improving outcomes for NSW children and their families in the first 2000 days, from conception to school age.

Expansion of the Aboriginal Child and Family Centre (ACFC) program is a Brighter Beginnings Initiative.

Funding to expand the ACFC program includes:

- \$42m to build of six new ACFCs between 2024 and 2027,
- \$22.5m to upgrade the nine existing centres in Ballina, Brewarrina, Gunnedah, Lightning Ridge, Minto, Mount Druitt, Nowra, Toronto and Doonside between 2024 and 2027
- \$1m per centre, per year for operating expenses (previously \$535,000).

Brighter Beginnings aims to ensure that 67 per cent of NSW children are on track against the five Australian Early Development Census (AEDC) domains by 2027 and supports NSW to exceed the Closing the Gap target of 55 per cent of Aboriginal and Torres Strait Islander children on track against the five AEDC domains by 2031.

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# Behaviour support and the reduction and elimination of restrictive practices

## Jurisdiction:

Australian Government NDIS Quality and Safeguards Commission

## Target Action Plan:

Safety

## TAP objective:

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

## Action:

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.

## Indicator:

Output Indicators

- Reduction in the use of restrictive practices over time.

Effectiveness and Efficiency Indicators

- Education and capacity building tools effectively increase awareness and capacity of the disability sector, mainstream systems and the community to eliminate restrictive practices.

**Status:** ■ On track

## Description:

During the reporting period, the NDIS Commission has continued to educate the sector using a variety of means. This has included,

- 659 engagement activities such as meetings with individual providers, group workshops, communities of practice, interagency network meetings and educational sessions conducted in partnership with other agencies such as NDIA, NDS, TAFE, peak bodies, and state and territory authorisation bodies. Engagement covered a range of issues addressing legislative requirements, the quality of behaviour support plans, and reduction and elimination of restrictive practices.

- Liaison with universities to support Positive Behaviour Support courses at the University of Queensland, Flinders University, Curtin University, Monash University and the University of Melbourne.
- Development of practice resources related to behaviour support, restrictive practices and obligations under the NDIS Act including:
  - Practice guides in relation to identifying and addressing practice issues related to restrictive practices (e.g., Surveillance Technology Practice Guide, Revised Safe Transportation Guide).
  - Co-designed five participant fact sheets about behaviour support, available here: [Participant Fact Sheets for Behaviour Support | NDIS Quality and Safeguards Commission \(ndiscommission.gov.au\)](https://www.ndiscommission.gov.au/participant-fact-sheets-for-behaviour-support).
  - 'Behaviour Support Plan Checklists' that outline good practice and the conditions of registration that apply to specialist behaviour support providers when developing behaviour support plans.
- Publication of resources including:
  - [Evidence Matters | NDIS Quality and Safeguards Commission](https://www.ndiscommission.gov.au/evidence-matters), A collection of evidence-based resources for providers, participants and their supporters to improve behaviour support practice and reduce restrictive practices
  - [Medicines for health, not control | NDIS Quality and Safeguards Commission](https://www.ndiscommission.gov.au/medicines-for-health-not-control), a centralised collection of practice resources and tools for providers, participants and their supporters to reduce and eliminate the use of restrictive practices.

The NDIS Commission has published 15 Practice Alerts providing best practice guidance to disability providers on identifying and responding to risks, available at: [Practice Alerts | NDIS Quality and Safeguards Commission \(ndiscommission.gov.au\)](https://www.ndiscommission.gov.au/practice-alerts)

The Practice Quality and Clinical Advisory division has managed four administered grants, relating to increasing the quality of behaviour support services in the sector.

Additionally, three on-line masterclasses were held for disability service providers. These masterclasses were on the topics of medicine for health, not control; lifestyle risk and comprehensive health assessment and epilepsy management.

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# Emergency Management Meetings to be inclusive of disability service providers



## Jurisdiction:

Northern Territory  
Police Fire and Emergency Services

## Target Action Plan:

Emergency Management

## TAP 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.

## Action:

1.2 – Interagency/Sector Emergency Management Meetings to be inclusive of disability service providers

The Disability Development Team within the Department of Territory Families, Housing and Communities supports the Youth Justice Division; kinship and foster carers and Territory Families Clients with a diagnosed or suspected disability or developmental delay.

## Indicator:

- 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.

**Status:** ■ On track

## Description:

Lead response agencies for identified hazards (emergencies) are detailed in the Territory Emergency Plan, led by Department of Chief Minister and Cabinet (DCMC). The Hazard Management Authority (HMA) is the NTG agency responsible for coordinating and preparing plans and capabilities in response to a specific hazard. Responding to the needs of high risk individuals in an emergency is a shared responsibility across the community, service providers and government sectors.

NT Emergency Services provide free public briefings about how to prepare, respond and recover from hazards identified, and managed through our Community Engagement Unit to provide advice on how thorough and considered planning and preparedness can reduce a person's risk in an event.

The Public Information Group (PIG), led by DCMC, ensures timely, accurate and coordinated release of public information in the event of a threat or emergency in conjunction with government-owned corporations and any partner organisations or key stakeholders.

A key responsibility of the PIG is to lead the development and release of all NTG public messages during response and recovery; this may include the coordination of Australian Sign Language (AUSLAN) interpreters. The PIG is currently updating the cache of messages in language to align with the new Australian Warning System.

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# Disability Family Violence Crisis Response Initiative



## Jurisdiction:

Victoria

## Target Action Plan:

Safety

## TAP objective:

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

## Action:

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.

## Indicator:

Number of clients supported, and brokerage funding acquitted.

**Status:** ■ Completed

## Description:

The Disability Family Violence Crisis Response Initiative has provided immediate practical assistance to over 250 victim survivors with disability in crisis. Victim survivors have accessed over \$100,000 of disability-related supports to remain safe and/or escape family violence. This has included funding for personal support workers and carers, disability aids, assistive technologies, and accessible transport options.

This initiative has also supported family violence practitioners and other mainstream professionals to provide more tailored and effective support to victim survivors with disability, through a secondary consultation service. This service provides advice on safety planning, disability specific needs and referrals to other specialist disability support services.

Additionally, funding has been provided for a Disability Response Coordinator, to contribute to sector capacity building and awareness raising through the delivery of information sessions and presentations on disability and disability-based family violence to various organisations who have contact with or support victim survivors living with disability.

The DLO program also supports the delivery of the Victorian Autism Plan, and the 10 Year Mental Health Plan.

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## Accessible Refuge Accommodation and Support

**Jurisdiction:**

Western Australia

**Target Action Plan:**

Safety

**TAP objective:**

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

**Action:**

3.1 – Accessible Refuge Accommodation and Support

**Indicator:**

Implementation of program

**Status:** ■ Completed

**Description:**

The two new family and domestic violence refuges opened in Kwinana and Peel region in December 2020. The Peel region refuge, Warlang Bidi, is the state's first therapeutically focused women's refuge and is based on an intensive co-design process involving women with lived experience. It provides specialist, person-centred responses for women who also have a disability, mental health concerns and/or harm from alcohol and other drugs.

Andrea Mia women's refuge in Kwinana delivers a crucial crisis accommodation and support service and is designed to be accessible to all women, including women with disability.

From December 2021 to present, Warlang Bidi supported 5 women with disability and Andrea Mia supported 3 women with disability including a child. None of the women were supported by a carer in accessing the refuges.

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## ACT Intermediary Program



### Jurisdiction:

Australian Capital Territory

### Target Action Plan:

Safety

### TAP objective:

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

### Action:

3.6 Intermediary Program

### Indicator:

Intermediary Program continues to operate.

**Status:** ■ Completed

### Description:

The ACT Intermediary Program continues to provide intermediaries at police interviews, court matters and at engagements with legal professionals across the ACT. As at 14 June 2023, the ACT Intermediary Program has received 787 referrals from ACT Policing, 129 requests from ACT Courts (Supreme and Magistrates) and 14 requests from legal professionals, primarily Legal Aid.

Approximately 57% of all referrals received by the Program have involved a witness with additional communication difficulties apart from age. These include issues such as learning disabilities, autism spectrum disorder, cognitive impairments, language delays, physical disabilities, mental health issues and trauma.

By undertaking a communication assessment, intermediaries with relevant expertise, provide tailored recommendations to police, court and legal professionals on the best strategies for engagement and subsequent provision of best evidence.

The Program has continued to match all referrals received (100%) with a suitably skilled intermediary.

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# Disability Inclusive Disaster Risk Reduction program



## Jurisdiction:

Australian Government National Emergency Management Agency

## Target Action Plan:

Emergency Management

## TAP 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

## Action:

2.5 The National Emergency Management Agency incorporating the former 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.

## Indicator:

Resource gaps and unmet needs for people with disability in recovery and risk reduction initiatives are reported to relevant National Emergency Management Agency (incorporating the former National Recovery and Resilience Agency) business areas

**Status:** ■ On track

## Description:

Tranche 1 of the Disability Inclusive Disaster Risk Reduction program is now complete, which was a National Scoping Study undertaken by the University of Sydney's Centre for Disability Research.

The Scoping Study is a comprehensive analysis of current inclusivity of emergency management plans nationally. This provides a baseline to assess how consistent we are across the country in Disability Inclusive DRR.

The Study includes an analysis of DIDRR peer-reviewed research which produced "Gap Maps" of both evidence and resources, an exploration of disability representation in Emergency Management Arrangements, and the identification of "good practices" in DIDRR today.

The Study identifies three priority areas for action:

1. Inclusive plans, that identify services and assets that can be mobilised for people with disability in emergencies;
2. Inclusive information that is accessible to everyone; communication processes and tools must be reviewed in partnership with people with disability;
3. Inclusive practices that promote opportunities for tailoring support and collaboration across sectors and reduce barriers for people with disability.

This Study will inform the next Tranche of work within the DIDRR program, which NEMA looks forward to progressing in the very near future.

## Overview of progress since 3 December 2021

Since the launch of ADS, there has been overall positive progress towards implementing actions. Most jurisdictions increased the number of actions completed in 2022-2023 when compared to the 2021-2022 reporting period.

The overall progress made on all 417 TAPs show:

- **353 (85%)** actions are reported as completed or on track, with:
  - **144 (35%)** actions completed, and
  - **209 (50%)** actions on track
- **64(15%)** actions are reported as experiencing some delays, being paused or having future start.

**Table 13: TAPs progress of all actions by government and status for the period 2021–2023**

Government	Completed	On track	Some delays	Paused	Future start	Total
Aus Gov	17	23	16	1	2	59
NSW	6	25	12	3	0	46
VIC	18	30	2	0	0	50
QLD	23	28	4	0	0	55
WA	10	20	1	0	0	31
SA	28	31	7	2	1	69
TAS	8	13	8	0	0	29
ACT	25	12	3	0	0	40
NT	9	27	1	1	0	38
<b>Total</b>	<b>144</b>	<b>209</b>	<b>54</b>	<b>7</b>	<b>3</b>	<b>417</b>

**Table 14: TAPs progress of all actions by TAP and status for the period 2021–2023**

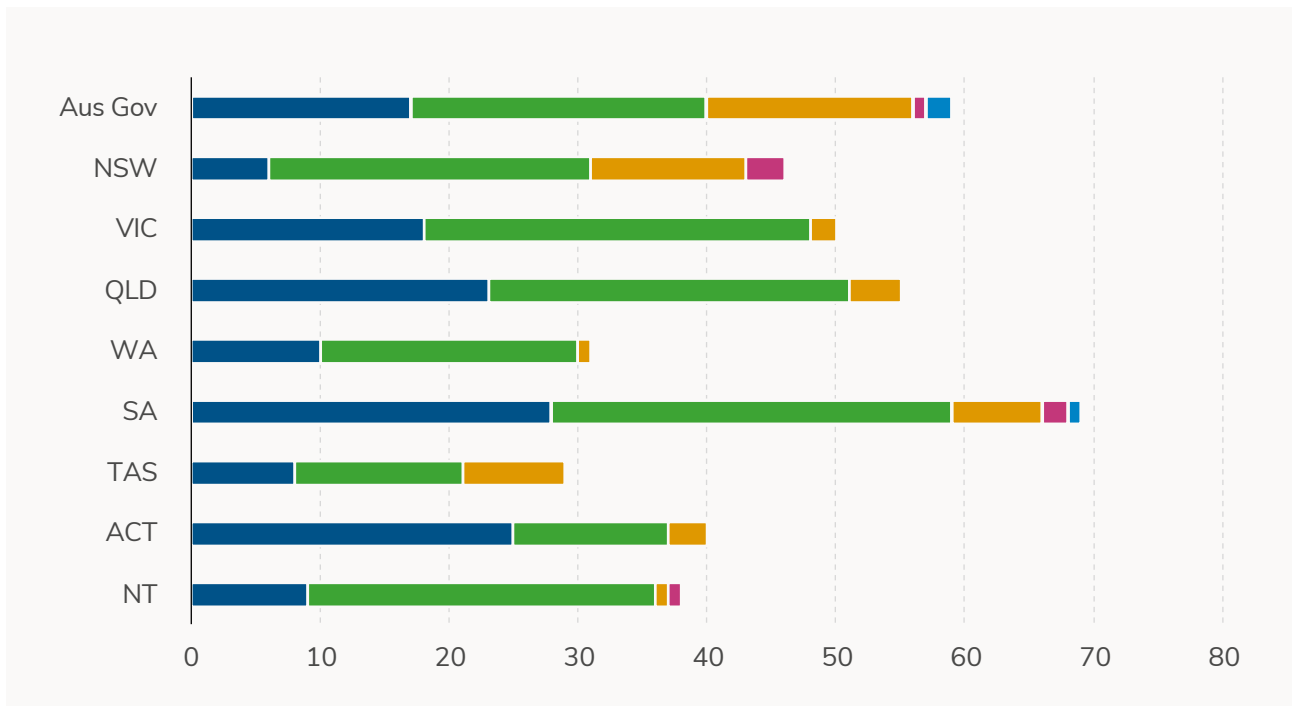
TAP	Completed	On track	Some delays	Paused	Future start	Total
Employment	27	47	9	0	0	83
Community Attitudes	25	33	10	0	0	68
Early Childhood	22	43	7	3	1	76
Safety	49	52	25	4	2	132
Emergency Management	21	34	3	0	0	58
<b>Total</b>	<b>144</b>	<b>209</b>	<b>54</b>	<b>7</b>	<b>3</b>	<b>417</b>
<b>Percentage</b>	<b>35%</b>	<b>50%</b>	<b>13%</b>	<b>2%</b>	<b>1%</b>	

Note: Percentages may not total 100 due to rounding.

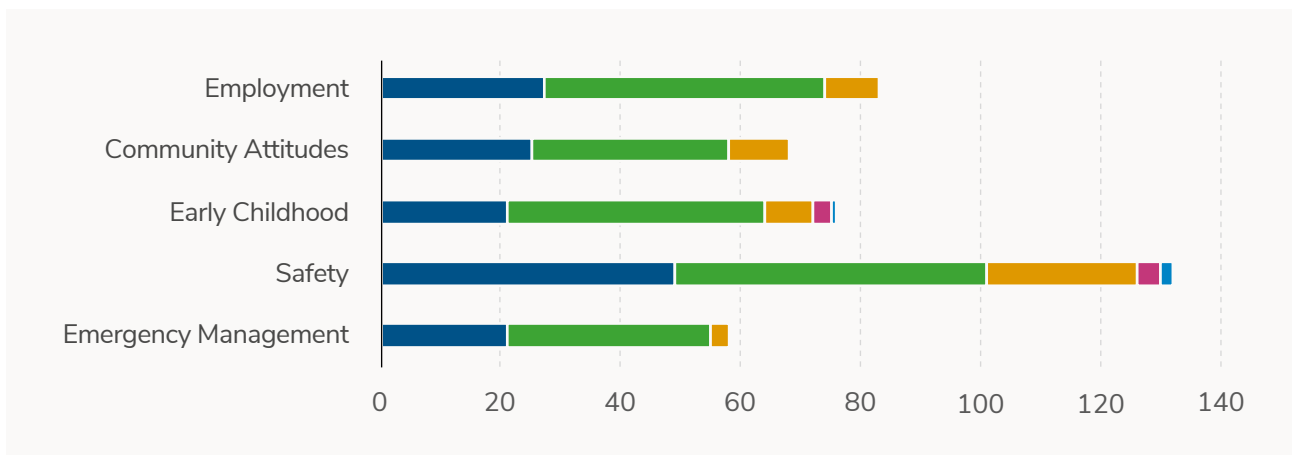
**Legend: National TAP Progress 2021–2023**

- Completed
- On track
- Some delays
- Paused
- Future start

**Chart 13: TAPs progress of all actions by government and status for the period 2021–2023**



**Chart 14: TAPs progress of all actions by TAP and status for the period 2021–2023**



**Australia's  
Disability  
Strategy**  
2021-2031

Creating  
an inclusive  
community  
together